

Grams: AITUCONG

Phone: 43414
48771

ALL - INDIA TRADE UNION CONGRESS

4 Ashok Road, New Delhi.

January 3, 1959

No.T.C.-1/59

To
All affiliated unions in
the Sugar Industry:

Sub: Oral Evidence to be tendered before
the Central Wage Board for Sugar Industry.

Dear Comrade,

We give below the tour programme of the Central Wage Board for Sugar Industry and the procedure being adopted by the Board for taking oral evidence from employers' and workers' organisations:

PATNA	-	January 27 - 31	-	for State of Bihar
CALCUTTA	-	February 2 - 4	-	for W.Bengal
GORAKHPUR	-	February 16 - 18	-	for East U.P.
LUCKNOW	-	February 19 - 21	-	for Central U.P.
CHANDIGARH	-	March 9 - 10	-	for Punjab
DELHI	-	March 12 - 14	-	for West U.P.
BHOPAL	-	March 30-31	-	for Madhya Pradesh
BOMBAY	-	April 2 - 4	-	for Bombay
POONA	-	April 6 - 9	-	-do-

The programme for other States has not yet been received from the Wage Board.

According to the Wage Board, actual place of meetings in each of the above cities will be intimated later, after the necessary arrangements have been finalized in consultation with the respective State Governments.

Unions may write to the Wage Board (Address: Secretary, Central Wage Board for Sugar Industry, Civil Lines, Kasia Road, Gorakhpur, U.P.) as to where and on what date their representatives will appear before the Board to tender oral evidence.

It has been decided that AITUC will give evidence before the Board at Delhi in March 1959. The AITUC delegation will consist of representatives of sugar unions from different important centres. While the Unions may discuss with the Board specific issues as it concerns their factory, it is suggested that general issues be left over for discussion by the AITUC delegation at Delhi.

The representatives of unions who will accompany the AITUC delegation will have to bear their own expenses of travelling, boarding and lodging at Delhi.

With greetings,

Yours fraternally,

(K.G. Sriwastava) 87
Secretary

Copy to: STUCs.

ALL INDIA TRADE UNION CONGRESS

4 Ashok Road, New Delhi

January 3, 1959

Circular No. STUC/1/59

To All STUCs.

Sub: General Council Meeting

Dear Comrades,

As you know, the General Council of the AITUC will meet in Bangalore from January 15 to 18, 1959.

Please inform the Members of the General Council from your State that since the weather in Bangalore during this month will be somewhat cold, they may provide themselves with sufficient warm clothing before embarking on the journey.

According to the Reception Committee set up in Bangalore, they could provide South Indian food at a cost of Rs.4/- for all the days the Council is in session.

Those General Council Members who wish to reach Bangalore earlier than January 15 may please write in advance to the Reception Committee (C/o Karnatak Pradesh Trade Union Congress, 50-A Arcot Srinivasachar Street, Bangalore-2.)

With greetings,

Yours fraternally,


(K. S. Sriwastava) Secretary

4-1-59

Dear Shri Bajpai,

Your letter dated 4 Feb. 1959.

Comrade Dange is at present at Bombay and it will not be possible for him to go to Rampur. He will be back in Delhi ^{8th} of this month. Please send us further details of the strike, so that we may publish the news in the next issue of the IUR.

Wishing you success.

Yours fraternally

(For Secty. A.I.U.C.)

6 FEB 1959

COPIE

HIND MAZDOOR SABHA

All-India Headquarters.

Ref: 255/59.

January 29, 1959.

TO ALL AFFILIATED UNIONS IN THE SUGAR
INDUSTRY IN UTTAR PRADESH.

Dear comrade,

I understand that the United Ghini Mill Mazdoor Federation, U.P. has decided to go on a strike from February 15th in pursuance of certain demands put forth by the Federation. I have carefully studied the demands. The demand for recognition of the Federation after a plebiscite of Sugar workers in U.P. is inconsistent with the provisions for recognition of the unions as evolved at the 15th. Session of the Indian Labour Conference held at Nainital last May. That procedure is now a part of the Code of Discipline which has been accepted by the HNS and confirmed at the 7th. Annual Convention at Nagpur last month.

The demand for interim increase in wages would also be difficult to justify as an independent demand. The Wage Board for the Sugar Industry is already seized with the problem and any decision about the interim relief will also have to be through the Wage Board. The HNS has accepted the authority of the Wage Board and one of our nominees is ~~in the~~ a Member of the Wage Board. As such it would be improper for our unions to undermine the authority of the Board by agitating wage demands before other forums.

In my opinion, therefore, both these actions will amount to contravention of the Code of Discipline. I would, therefore, strongly advise you on behalf of the HNS not to resort to the proposed strike. Any action that may be called for in furtherance of the legitimate grievances of the Sugar workers would be considered in the context of broader commitments. I shall ask the HNS Working Committee to give careful consideration to this matter and convey ~~it~~ to you its decision in due course.

With greetings.

Yours fraternally,

Sd./ . Bagaram Tulpule,
General Secretary.

SECRET

Telephone: 75530

HIND LAZDOOR SABHA
All-India Headquarters.

Telegram: HindLazdoor-Bombay.

(Affiliated to International Confederation of Free Trade Unions)

Ref: 58/59.

January 22, 1959.

Dear Sri Bajpai,

I have seen the copies of the Strike Notice and other papers sent by you to this Office on behalf of the United Chini Hill Lazdoor Federation, U.P. I am afraid the demands on which the Strike Notice has been served are such that the Strike would amount to a contravention of the Code of Discipline to which HIS is a party. For instance under the Code of Discipline we are committed to the the procedure for recognition of unions settled at Mainital. Similarly to demand interim increase in wages through channels other than the Wage Board for Sugar Industry would be difficult to justify. In any case, if negotiations, tripartite consultations or any other procedure for amicable settlement is available we are bound to avail of it under the Code. I am, therefore, anxious that our affiliated unions in the Sugar Industry should not be stampeded into resorting to a strike and later be charged with contravention of the Code. I would therefore request you to urgently request the United Chini Hill Lazdoor Federation to reconsider the Strike decision. Since the HIS convention at Nagpur has confirmed its ~~allegiance~~ allegiance to the Code it is my duty to advise our Sugar Unions in U.P. that the proposed strike would amount to a contravention of the Code and should not be resorted to.

I hope you will take appropriate urgent action in this matter.

With regards,

yours sincerely,

Sd./- Bagaram Tulpule
GENERAL SECRETARY.

Sri C.D. Bajpai,
19/37, Patkapur, Kanpur, U.P.,

Copy to:

Sri Brajkishore Shastri,
c/o Praja Socialist Party, U.P.,
3 A.P. Sen Road, Lucknow., U.P.,

Sri S.V.C. Anthony Pillai,
156, Strobans Road,
Madras-12.

FEB 1959



C-3



1251
1250
1249



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Received here at W/U No. 1248
M.

*SA Sangey & Ashoka road New Delhi
Shoke Mehta member Parliament New Delhi
Chadva K. P. Lani Member Parliament
Shubhendra Saxena Member Parliament N.D.*

*Sugar Mills Lockout continuing stop
heavy police military arrangements stop
hundreds picketing stop situation*

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.
MGIFPAh.—121—30.4.57—31,370 Bks.



C.-3



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.



Received here at _____ H. _____ M.

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.
MGIFPAh.—121—30.4.57—21,370 Bks.

C-3



594



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____ H. _____ M.

515

O T RAMPUR STE U P 11-28 SHREE DANGE MEMBER
 PARLIAMENT 4 ASHOKA ROAD NEWDELHI =
 SITUATION SERIOUS STOP STRIKING WORKERS STARVING
 SECURE PAYMENT EARNED WAGES STOP INFORM WHEN COMING = BANPAI

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MGIFPAh.—121—30.4.67—91,370 Bke.



C.-3



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Received here at Cydatra 15 No. 2012
H. M.

X MB Rampur. Sect 10

E MA Dange member Parliament 4 Ashoka Rd
New Delhi

Forty three strikers arrested stop twelve
opposition parties leaders in Himgir strike
before District magistrates Bungalow.

Ganeshdutt Bajpai

The sequence of entries at the beginning of this telegram is--class of telegram, time banded in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.
MGLFPA. 121-30-4-57-91,370 Bks.

3/24/59

19/36 Patkapur,
Kapur.
23-1-59

Respected Sir,

Ram Hari has advised you
probably he has failed to inform you the urgent
requirement of our taking 3 districts of U.P. to cover as many
district sugar mills as possible in the three weeks before 15.
However, I will see you before Parliament opens. I seek
your blessings for my new venture. I keep sending to you
files & communications sent to our affiliated sugar
units of U.P. in connection with the coming general strike.
With respectful regards.

S. A. Dange,
M.P.
4 Adoka Road,
New Delhi

Yours,
G. S. Bajpai

Handwritten notes and scribbles at the bottom of the page.

3 JAN 1959



The Vizagapatam Sugars & Refinery Workers' Union

Established 1945

Registered No 346

Recognised 1946

President: sri.K.Govindarao.

THUMMAPALA

Secretary: sri.V.Subbaraju.

Via ANAKAPALLE

[Visakhapatnam Dt.]

Ref No. 96/58.

D.O. Letter

Dated, 31-12-58.

To
The Labour Commissioner,
Andhra Pradesh,
Hyderabad.

Sir,

Sub:-(i) Payment of bonus-non-implementation of the High court's order-expeditious action requested.
(ii) reference of the pending issues requested.

Consent
Ref:-Our letter to the Management dated 3-12-58.

1) I have personally represented to you that the Management of vizagapatam sugars and refinery Ltd., Anakapalle is continuously dodging and delaying the payment of bonus even after vacation of stay order in the high court, Andhra Pradesh Hyderabad, which categorically states that the Management will have to pay bonus as per the award on condition that the workers agree to give a consent letter for adjustment from their P.F. Account in case of adverse decision to the workmen in the writ petition.

The workmen have given their consent letter on 3-12-58 a copy of which has already sent to you but still the Management have not cared to pay off the bonus.

May I therefore, request, that urgent steps may be taken by the Government to see that the Award is implemented?

2) In our memorandum to the Hon'ble Labour Minister dated 4-11-58 and copied to you. We have already requested that the pending issues also may be referred for adjudication as they are very important issues, affecting vitally the workmen. You are kind enough to promise a consideration of the matter in response to our request for further reference of the remaining issues but so far we do not know at what stage it stands.

It is to be submitted that the question of dearness allowance cannot be taken lightly just because a wage Board has been set up: for none knows how much time will elapse before a final shap is taken in this regard: and what is more the Industrial Tribunal will be the most competent body to decide upon this question considering all the aspects. This is the very important for the workmen in view of the very sharp rise in price of all essential food-stuffs and other necessities of life.

Even so is the issue of 'GRADES' quite a number of workmen in our factory are fitted in proper grades when the scales and grades have been fixed in the year 1956. This is not a question of promotion the demand is for fitting the workmen in the proper grades.

Similarly with regard to the other demands of dearness allowance, Grades Hospital victimisation of workers

are to be called flimsy and frivolous as not to merit a reference we would like to know which other demands should be considered proper for reference to the Industrial Tribunal.

I request you, therefore, sir, that the remaining Ten issues may also be referred to the Industrial Tribunal without delay as otherwise the confidence of workmen will naturally get shattered in Labour Machinery set up for the protection of the workmen.

I earnestly hope this request will not go unheeded.

YOURS FAITHFULLY..

(Sd) K. Govind Rao
Powdumb

Copies to:

- 1) Hon'ble Minister for Labour, Hyderabad.
- 2) Hon'ble Minister for Labour, Union Government, New Delhi.
- 3) All India Trade Union Congress, New Delhi.
- 4) Andhra Pradesh Trade Union Congress, Hyderabad.
- 5) Labour Officer, Visakhapatnam.

272

यूनाइटेड चीनी मिल मजदूर फेडरेशन

सरकलर नं० १।५६.

समस्त संबद्ध यूनियनों के नाम

१६।३६, पटकापुर,

कानपुर।

१०-१-५६.

सेवा में:-

सभापति/प्रधान मंत्री,

प्रिय साथी,

अभी फेडरेशन के प्रधान कार्यालय के लिये स्थान नहीं मिल पाया है, इसलिये घर के पते से ही सरकलर भेजने के लिये जमा करें। आपके स्ट्राइक नोटिस भेजा जा रहा है। इसमें आप कंपनी का नाम, स्थान, जिला, आपका यूनियन का नाम, स्थान, जिला, अपनी यूनियन की साधारण बैठक की तारीख जिसमें फेडरेशन के फैसले की स्वीकृति ले ली गई हो, नीचे यूनियन के सभापति या प्रधान मंत्री के हस्ताक्षर, नोटिस भेजने की तारीख और संबंधित आर०सी०ओ० का पूरा पता लिख कर एक प्रति मेरे पास भेजने की कृपा करें। एक आर०सी०ओ० को रजिस्टर्ड भेजे और एक अपने मिल के मैनेजर को दे कर रसीद ले लें। यदि वह रसीद न दें तो तुरन्त रजिस्ट्री करें और इसकी भी सूचना मुझे दें। यदि मैनेजर स्ट्राइक-नोटिस न लें तो इस बात की सूचना भी मुझे देने के साथ साथ स्थानीय अखबारों में कृपया, आर०सी०ओ० और लेबर कमिश्नर को भी भेजिए।

२. कृपया सपना हड़ताल का नोटिस २० जनवरी के पहले और १६ जनवरी के बाद चला जाना चाहिए। ऊपर बताई गई विधि के अनुसार आप भेजे गये नोटिस की रसीद भी प्राप्त कर लें ताकि आपके पास इस बात का प्रमाण रहे कि आपने हड़ताल नोटिस देने के ३० दिन के अन्दर और १४ दिन के बाद की।

३. आपके पास हड़ताल के समर्थन में एक अपील भी भेजी जा रही है। कृपया इसे बारंबार पढ़िये और इसके प्रत्येक अंश को मीटिंगों में और क्वार्टरों में जा कर बार बार समझाइये ताकि हमारी मांगों और हड़ताल की गंभीरता हर स्के दिल में बैठ जाये।

४. इस बात की कड़ी से कड़ी ताकीद कर दीजिए कि आपकी यूनियन का कोई सदस्य या यूनियन से प्रभावित मजदूर भाई मिल के किसी अफसर, जाई०एन०टी०यू०सी के पदाधिकारी, किसी भी पार्टी के नेता से फेडरेशन की मांगों की चर्चा करते समय कटुता उत्पन्न न करे। हड़ताल की सम्मलता सामूहिक सम्बेदना अपने पक्ष में कर लेने से ही मिलेगी।

५. कृपया १२०० फनी मजदूर के हिराब से हड़ताल फंड जमा करने की भरसक

य सभी राजनीतिक पार्टियों और जनमान्य संस्थाओं के प्रभावशाली कार्यकर्ताओं, विधायकों, पत्रकारों, शिक्षकों और कर्मियों आदि से मिलिए और अपना दृष्टिकोण समझा कर सहानुभूति प्राप्त कीजिए। उसी संख्या में मांगिए।

६. हड़ताल-फंड, मीटिंगों आदि का पूरा विवरण रखिये और यहाँ भेजिए साथ ही हड़ताल फंड का चौथाई भाग भी प्रति सप्ताह केन्द्रीय कार्यालय को भेजते रहिए ताकि इस संबंध में सहायता देने के काम में हमारा काम भी न रुके।

७. हर मिल के लिये एक स्थानीय कमेटी बने या न बने- इसके लिये हमारे दूसरे सरकुलर का इन्तजार कीजिए।

८. अधिवेशन ने यह भी तय किया है कि जिन यूनियनों ने स्थानीय मांगों को लेकर हड़ताल का नोटिस दे दिया है या देने जा रही हैं, वह कृपया पिछले नोटिस को रद्द करने की सूचना मालिकों को दे दें और १५ फरवरी का नोटिस दे दें और अपनी स्थानीय मांगें उसमें जोड़ दें। जिन मिलों में १५ फरवरी तक हीजन सत्प हो जाने की आशा है और जहाँ हड़ताल-नोटिस दिये जा चुके हैं, जैसे रजावलंद, रामपुर और रामकोला पंजाबी मिलें, यद्यपि अधिवेशन इन दोनों मिलों को हड़ताल की इजाजत दे चुका है, फिर भी हमारी सानुरोध प्रार्थना है कि आम हड़ताल में शरीक होने के लिए, यदि हो सकता है, तो हड़ताल में अवश्य शामिल हों।

९. वर्तमान सम्मेलन की प्रति रिपोर्ट आगे सरकुलर में आपके पास भेजी जा रही है। उसी में गत वर्ष के आय-व्यय का पूरा व्योरा भी होगा।

१०. सरण रखिये कि आपके आसपास जिन मिलों में हमारी यूनियनें नहीं हैं, वहाँ पर हड़ताल का नोटिस और हमारी जमील ज्यादा से ज्यादा संख्या में वटनी चाहिए।

११. हड़ताल के दौरान सत्याग्रह में शामिल होने के लिये आप प्रतिज्ञा-पत्र लिखवा लीजिए और हमें सूचित कीजिए कि कितने फायदे भरे जा चुके हैं।

साभित्वादन।

आपका साथी

११/११ २१५११ ११/११ ५१
। गणेश दत्त वाजपेई ।

प्रधान मंत्री

To,

The Manager,

..... Co. Ltd.

.....(Dist.....)

.....

Dear Sir,

In the last session of the United Chini Mill Mazdoor Federation held at Babhnai (Distt. Gonda) on 2nd to 4th January, 1959, the following resolution was passed by overwhelming majority: Our Union is affiliated to the United Chini Mill Mazdoor Federation and considers itself bound by the directives of the Federation. Even, otherwise the resolution below has been endorsed in a General Body Meeting of our Union, dated

We, therefore, give you this strike notice under the provisions of U. P. Industrial Disputes Act and Orders thereunder that we shall commence our strike on February 15, 1959 till our demands enumerated in the Resolution below are accepted or a compromise reached over them through an agreement with our Federation or else till another directive from the executive committee of our Federation. We have pledged ourselves to carry on our strike absolutely peacefully and legally and we hope that you would fully cooperate with us in not encouraging unruly and unsocial elements bringing into play any types of acts of violence and disorder. Ours is purely an appeal through this General Strike to the reason, good conscience and spirit of accomodation of Industrial Investors and Governments to concede the following minimal reasonable demands of workmen. The resolution reads as under :—

“United Chini Mill Mazdoor Federation after reviewing the anti-labour policy of the U. P. Government and its hostile attitude towards this Federation while expressing disappointment and indignation has come to this painful conclusion that it can no longer safeguard the proper interests of sugar workers of U. P. and justify and maintain its own existence without impelling sugar workers of this State towards direct action. The Federation, therefore, decides on peaceful strike in support of the following demands :—

1. The State Government must hold a plebiscite of all sugar mill workers of U. P. for determining one of the two existing federations as the Representative Federation for Industry in the State.
2. Bonus to the sugar mill workers should be given immediately according to the bonus rates fixed by the Labour Appellate Tribunal for the years 1956-57 and 1957-58.
3. Retaining Allowance should be given to all such categories of sugar workers of U. P. as are getting in Bihar.
4. Pending the decision of the Central Sugar Wage Board workers should be given an interim wage-increase of 25%

Both the Federation and affiliated unions must give strike notice as provided in law and commence the general strike on February 15, 1959”.

Yours faithfully

Date,.....

Gen. Secretary / President.

Copy to :—

..... Union
.....

REGIONAL CONCILIATION OFFICER,

.....

चीनी मिलों के मजदूर भाइयों से हमारा नम्र निवेदन

१५ फरवरी से आम हड़ताल अवश्य होगी

अपने अस्तित्व के नवें वर्ष के अन्त में युनाइटेड चीनी मिल मजदूर फेडरेशन ने आम हड़ताल की घोषणा की है, यह बात धैर्य की परिचायक है, भक्ति उतावलेपन की। गत ६ वर्षों में सरकार ने किसी भी त्रिदलीय कॉफ्रेंस या कमेटी में इस फेडरेशन के प्रतिनिधि नहीं रखे। मजदूरों की तरफ से जो मांगें रखी गयीं, उन पर न केवल ध्यान ही नहीं दिया, वरन् उल्टे उनका उपहास उड़ाया गया। ऐसे हज़ारों मजदूरों की तरफ से हाईकोर्ट में रिटें लगी हैं, जो बरखास्त किये गये और उनके मामले मजदूर-अदालतों में विचारार्थ नहीं भेजे गये। उनका अपराध यही था कि वे फेडरेशन के फरमावरदार सिपाही थे। यह काम बराबर चालू है। आज भी जिन मिलों में फेडरेशन से सम्बद्ध रजिस्टर्ड यूनियन नहीं हैं, वहाँ यूनियन रजिस्टर कराने में हर सम्भव बाधा श्रम विभाग डालता है। इस फेडरेशन ने सन् ५० में सभी दलों से प्रभावित यूनियनों को इकट्ठा करके देश के श्रम आंदोलन को रास्ता दिखाया। इस विलीनीकरण को देख कर ही कानपुर में सूती मिल मजदूर-सभा बनी और अहमदाबाद तथा बम्बई में सारी वामपंथी पार्टियाँ यही करने जा रही हैं। इस फेडरेशन ने सदा ही आई एन टी यू सी के फेडरेशन को निमन्त्रण दिया है कि उत्तर-प्रदेश के चीनी उद्योग के दोनों फेडरेशन एक हो जाएं ताकि मजदूरों की संगठित और एकत्रित शक्ति का फायदा उन्हें मिल सके। आज भी, प्रत्येक कांग्रेसमैन का, प्रत्येक आई एन टी यू सी की यूनियन का फेडरेशन स्वागत और आवाहन करता है कि 'आईए, मिल कर काम कीजिए।' फिर आई एन टी यू सी का फेडरेशन अलग क्यों है, उसके कारण सुनिए।

जून १९५८ के नैनीताल त्रिदलीय सम्मेलन ने यह पास किया है कि रजिस्टर्ड यूनियनों की दर्ज सदस्यता के आधार पर ही हर मिल में एक ही यूनियन और हर उद्योग में एक प्रदेशीय फेडरेशन को मान्यता दी जाय।

आई० एन० टी० यू० सी० का फेडरेशन जिसका नाम इंडियन नेशनल शुगर वर्कर्स फेडरेशन है उत्तर प्रदेश की चीनी मिलों में संबद्ध रजिस्टर्ड यूनियनों की संख्या में और कुल सदस्य संख्या में युनाइटेड चीनी मिल मजदूर फेडरेशन से संबद्ध यूनियनों और कुल सदस्य संख्या में अधिक है, यह बात निर्विवाद है। इसलिये, वह आशा करता है कि चंद महीनों में ही वह उत्तर-प्रदेश के चीनी मजदूरों का मान्य संघ घोषित हो जायेगा। बभनान-कॉफ्रेंस में आये हुए प्रतिनिधियों के सामने यह नज्जारा स्पष्ट था कि अगर नैनीताल त्रिदलीय सम्मेलन के निर्णयों के अनुकूल कार्यवाही जारी रही, जो जारी है, तो उनको १८ वर्ष उत्तर-प्रदेश के मजदूर-क्षेत्र में काम करने के बाद अपना बोरिया-विस्तरा बाँधकर मजदूरों से विदा लेकर चल देना होगा और उनकी वही हालत हो जायेगी जो बम्बई और अहमदाबाद के कपड़ा उद्योग में वामपंथी यूनियनों और फेडरेशनों की आज है। यद्यपि यह बात सही है कि लगभग २८ मिलों में हमारे फेडरेशन से सम्बद्ध यूनियन बहुमत वाली यूनियन हैं, लगभग दस मिलों में उनकी और आई० एन० टी० यू० सी० की शक्ति बराबर है और लगभग दस मिलों में उनकी लिखित सदस्य संख्या कुछ कम है, फिर भी, उपस्थित प्रतिनिधियों में किसी को इस बात पर शंका नहीं थी कि कानूनी तौर पर मान्य संघ होने के बाद आई० एन० टी० यू० सी० दो वर्ष के अन्दर ही हर सम्भव उपाय से हमारी बहुमत वाली यूनियनों को अल्पमत में परिवर्तित कर देगा, जो अन्याय और पक्षपातपूर्ण व्यवहार अभी चल रहा है, वह चौगुना बढ़ जायेगा। नैनीताल-त्रिदलीय-सम्मेलन के समझौतों के विरोध में आवाज उठाने की हिम्मत फेडरेशन को कैसे पड़े ? उत्तर में, निवेदन है, कि पहले तो अगर फेडरेशन तोड़ भी दिया जाय तो भी हिन्द मजदूर-सभा, आल इंडिया ट्रेड यूनियन कॉग्रेस, युनाइटेड ट्रेड यूनियन कॉग्रेस से सम्बद्ध तथा स्वतंत्र यूनियन और भी असहाय हो जायेंगी, क्योंकि वह सभी इस फेडरेशन से भी संबद्ध हैं। जब एकत्रित मुकाबला नहीं कर सकती, तो फूट कर क्या मुकाबला करेंगी। हिन्द मजदूर-सभा, ए० आई० टी० यू० सी० और यू० टी० यू० सी० से संबद्ध यूनियन दो संघों में किसका कहना मानें ? अपने-अपने केन्द्रीय संघों का, या युनाइटेड चीनी मिल मजदूर फेडरेशन का ? इस सम्बन्ध में दो बातें ध्यान देने योग्य हैं। हाल में कानपुर लेबर-कोर्ट ने फैसला किया है कि जब एक यूनियन दो संघों से संबद्ध हो और संघों के विधान में यह स्पष्ट न हो कि सम्बद्ध यूनियन एक से अधिक संघ से सम्बद्ध हो सकती है या नहीं, ऐसी दशा में यूनियन का कानूनी और नैतिक अधिकार है कि परिस्थिति को देखते हुए वह सम्बन्धित संघों में से किसी एक के आदेशों और अनुशासन को माने। केन्द्रीय संघों के अनुसार फेडरेशन के अस्तित्व को खतम हो जाना चाहिए। युनाइटेड चीनी मिल मजदूर फेडरेशन के अनुसार यह मान्यता का प्रश्न मतगणना से तै होना चाहिए। अमेरिका में ए० एफ० एल० और सी० आई० ओ० के बीच मान्यता तै करने के लिये ऐसी ही मतगणना हुई भी थी। यह कोई अप्रजातंत्रिक बात भी नहीं है। स्वयं यू० पी० सरकार भी सिद्धांततः इस बात को मानती है, तभी तो उसने सन् ५० में इन्हीं दोनों

संघों के बीच मतगणना करवायी थी। मतगणना में हार कर स्वर्गीय हरिहरनाथ शास्त्री जी ने शुगर-कोर्ट आफ इन्क्वायरी से यही कह कर इस्तीफा दिया था कि वे अब चीनी मिलों के मजदूरों के अधिकारी प्रतिनिधि नहीं रह गये हैं। सच बात यह है कि पिछली मतगणना के समय स्वर्गीय शास्त्री जी और सम्पूर्णानंद जी को यह विश्वास था कि वे जरूर जीतेंगे और अब श्री काशीनाथ जी पाँडे और सम्पूर्णानंद जी को भय है कि वे अवश्य हारेंगे। यह बात भी ध्यान देने योग्य है कि सारे भारतवर्ष में उद्योगों के निजी और सार्वजनिक क्षेत्र में आई० एन० टी० यू० सी० और उसका प्रतिस्पर्धी कोई ऐसे दो संघ नहीं हैं जिनकी शक्ति इतनी संतुलित हो जितनी आई० एन० टी० यू० सी० फेडरेशन और युनाइटेड चीनी मिल मजदूर फेडरेशन की यू० पी० में है। सरकार और आई० एन० टी० यू० सी० को मतगणना में हारने का जो भय है उसके कारण गम्भीर और स्पष्ट है। आई० एन० टी० यू० सी० की यूनियनों में इस समय पदलोलुपता के कारण भयंकर फूट है। सहज में प्राप्त होने वाले सरकार और मालिकों के आदर और पैसे की होड़ में चापलूसी करने के बावजूद जो नेता छूट गए हैं, वे बहुत विचुम्ब्य हैं। उन्हें दीन-दुनिया कुछ भी नहीं मिली। जिन २० मिलों में केवल आई० एन० टी० यू० सी० की यूनियनें हैं। वहाँ की सदस्य संख्या रजिस्ट्रारों में बढ़ा-चढ़ा कर दिखाई है और उन मिलों में उनकी तानाशाही से मजदूर बहुत दुःखी हैं। जूट, लोहा, कपड़ा, केन्द्रीय सरकार के मातहत कारखानों में निम्नतम वेतन ७५ से ११५ तक है मगर, उसी के समकक्ष शर्कर उद्योग में आजकल की भयंकर मँहगाई में भी ५५ रु० की तनखा है—यह आई० एन० टी० यू० सी० की विशेष देन है। लेबर-अपैलेट ट्रिब्यूनल ने जो फार्मुला इस उद्योग में वोनस देने के लिए बनाया, उसका आधा-परधा हर साल आई० एन० टी० यू० सी० मालिकों से समझौता करके दिलाती है—यह उसकी दूसरी देन है। इससे प्रति वर्ष ५० लाख से ऊपर की हानि मजदूर को होती है। पिछले चंद वर्षों में यू० पी० के शर्कर मिलों की उत्पादन शक्ति लगभग दुगनी हो गयी, लेकिन मजदूरों की संख्या में सानुपातिक वृद्धि तो दूर रही, कई मिलों में उत्पादन-शक्ति के बढ़ने के साथ मजदूरों की संख्या घटी—यह आई० एन० टी० यू० सी० की तीसरी देन है। हजारों मजदूरों के मुकदमों में मजदूर-अदालतों में नहीं भेजे गये और ओछे प्रलोभनों से मजदूर-कार्यकर्ताओं को भ्रष्ट किया गया। यह आई० एन० टी० यू० सी० की चौथी देन है। बिहार में, जहाँ रिकवरी प्रतिशत कम है, गन्ने का उत्पादन-व्यय अधिक है, मिलों का मुनाफा कम है, वहाँ भी जो आम मजदूरों को रिटेनिंग एलाउन्स मिलता है, वह यहाँ नहीं मिलता—यह पाँचवीं देन है।

संसार के दोनों ही विश्व-मजदूर-संघ, भारत का प्रत्येक केन्द्रीय मजदूर-संघ अंतरिम और तात्कालिक २५ फीसदी वेतन-वृद्धि की माँग कर चुके हैं। शर्कर के मजदूर को इसकी सबसे अधिक आवश्यकता है, लेकिन वेतन-बोर्ड मजदूर की मानवता का तिरस्कार और उसकी आवश्यकताओं का उपहास करने के लिए ३-४ रुपये की अंतरिम-वृद्धि आई० एन० टी० यू० सी० और सरकारों के इशारे पर करने जा रहा है जबकि यह अंतरिम वृद्धि कम से कम १० रु० होनी चाहिये थी। निंकर-कमेटी ने जो दो आना रुपया की अंतरिम वृद्धि की थी, उस समय न आजकी सी मँहगाई थी और न आजका सा मजदूर पर दुःख दारिद्र्य का भार। यदि आराम हराम है तो केवल मजदूरों के लिए और यदि मौजूदा पीढ़ी को कठिन परिश्रम और त्याग की शिक्षा दी जाती है तो मजदूरों को—दूसरे गुलछरें उड़ा रहे हैं और अशेष धनराशियों का अप-व्यय कर रहे हैं।

इस फेडरेशन को यदि अपना अस्तित्व कुछ महीनों के अन्दर भिटाना ही है तो यह स्वतंत्र मजदूर-ऑर्गेनाइजेशन के सिद्धांत को कायम रखने की कोशिश में लड़ता हुआ ही मरेगा, कापुरूपों की तरह हलाल नहीं किया जायेगा। इस बात से हृद है कि राज्यपाल श्री वी० वी० गिरि के सुभाव के अनुसार यह फेडरेशन आई० एन० टी० यू० सी० क फेडरेशन के साथ सदस्य संख्या के सानुपातिक आधार पर विलयन के लिए भी विचार कर सकता है। लेकिन आई० एन० टी० यू० सी० इस बात से भी दूर भागती है—तब धर्मयुद्ध के अलावा चारा ही क्या है।

कांग्रेस सरकारें दूसरी राजनैतिक पार्टियों का अस्तित्व अभी नहीं मिटा सकतीं। उनके बने रहने से उसे दो लाभ हैं—वह सारे देश पर राज भी करती है और प्रजातांत्रिक भी कहलाती है। लेकिन औद्योगिक क्षेत्र में वह निजी और सार्वजनिक क्षेत्र के कारखानों में वह तुरन्त आई० एन० टी० यू० सी० का साम्राज्य अन्यान्य यूनियनों को अपदस्थ करके कर देना चाहती है। उसे इस बात से बड़ी चिढ़ है कि उत्तर-प्रदेश के कपड़ा और चीनी के महान् उद्योगों के मजदूरों पर उसकी विजय अभी तक नहीं हो पायी। मजदूर यूनियनों को सरकारी श्रम-नीति के विस्तार का उर्ध्वभाग बना देना शुद्ध अप्रजातांत्रिकता और तानाशाही है।

क्या मजदूर इस चुनौती का मुकाबला नहीं करेगा ?

लेखक—शिखनलाल सक्सेना, गणेशदत्त बाजपेयी, हरिभान सिंह,
बी० डी० शुक्ला, रामआसरे, मोरहर सिंह कुशवाहा

NOTE OF DISSENT

Shri Kashi Nathji Pandey has entered into an agreement on bonus for 1957-58 with the best will and tact and has transacted a bargain which he considers fair under the circumstances. But what were the circumstances? Throughout the proceedings we were not supplied with germane data asked for on which to base our conclusions. Even the number of seasonals, temporaries or permanents in the industry in U. P. or the break-up of labour costs into various sub-items was not before us.

We, therefore, had to accept with thanks and greater pleasure whatever the donors were pleased to give. This is a deal in darkness. Just as dictated peace is no peace, similarly dictated cooperation is no cooperation, particularly in industrial relations.

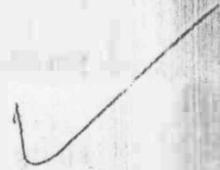
The Chief Minister in the Assembly has stated that production costs per maund of sugar are between Rs. 33.25 N. P. to Rs. 33.47 N. P. These estimates are also supported by computations in the Naidu Formula on the basis of 10% recovery and 120 days duration. The industry is thus saving between Rs. 2/8/- to Rs. 2/12/- per maund of sugar produced. If the bonus were to be given according to the rates decided upon by the L. A. T., it should come to Rs. -/7/- per maund. For the year 1957-58 neither higher wages nor higher cane prices to peasants were payable. I fail to appreciate the spirit of cooperation exhibited by the employers in denying us bonus as requested by Labour. This dissent is, therefore, being written to commemorate the present level of our tripartite thinking and action.

G. D. Bajpai

Dated January 9, 1959.

MEMBER SUGAR BONUS SUB-COMMITTEE

To All The Presidents and Secretaries Of Sugar Labour Unions in India.



Dear brother,

The United Chini Mill Mazdoor Federation in its Deoband (Saharapur) session on Feb. 16, 1958 passed a resolution, appointing a sub-committee with the task of exploring ways and means to knit all sugar workers of India into one organisation for which purpose we propose to call a convention soon with the help of all of you.

As an initial step exchange of information regarding conditions of service of sugar workers, in the country is essential. The present circular approximately sums up the long standing demands of sugar workers in U. P. We do not want to develop persecution complex in workers, but it is only too true that all these demands could have been settled long back had the government so wished.

Introduction

The state of Uttar Pradesh has the good fortune of having the largest number of sugar factories in India. The spurt in the industry came in 1932 and ever since it has been expanding in two of the three directions in which an industry can expand, viz., out-turn and profits, but no concomitant increase has been registered in the total volume of labour employed since 1950. On the contrary, ever since 1951, there has been steady increase in the aggregate crushing capacity accompanied by continual decrease in the volume of labour employed by the industry. Increase in per capita production thus can be safely inferred.

Early attempts at organisation of the sugar labour in this state were made near about 1939-40 in the district of Gorakhpur, which also included the present Deoria district. The movement was pioneered by Shri Shibban Lal Saxena, who has continued to take active interest in the affairs of the sugar labour of the state for the last two decades and is still the president of the United Chini Mill Mazdoor Federation. All the unionised labour of the sugar industry of today in U. P. is drawn

into two federations, viz., United Chini Mill Mazdoor Federation and the Indian National sugar Mill workers Federation, which are almost of equal strength. The foremost duty of the state government towards sugar labour is to encourage and to bring about amalgamation of the two warring federations in the service of the industry and the country at large.

The distinctive feature of the labour organisation in the sugar industry of this state has been the readiness on the part of the employers and employees to discuss their problems in an amicable spirit and to resolve them. It is in this spirit that the Federation is placing below the long standing demands of labour, which have unfortunately as yet not attracted enough sympathetic attention either of the state authorities or of employers, but which can not long await solution.

1. Interim Wage Increase by 25%

The Wage Board for the Sugar Industry is not likely to make its recommendations before 4 years and the dire need of wage revision with upward effect can no longer be winked over. All the central labour organisations have been demanding a general interim wage increase to the extent of 25% of the total wages of the worker as an interim measure, before industrial wage boards or committees appointed by governments pronounce themselves finally. There is an additional reason for an immediate wage increase for sugar workers. Not only in central and eastern regions of the State, even in the western region considerable number of workers are drawn from eastern districts, whose rural economy has been totally shattered due to several years droughts and floods. Never before for a sugar worker were his rural associations such encumbrances and liabilities as now. Coupled with rising living costs, these encumbrances have been too heavy a burden to be offset by his seasonal industrial remunerations. The demand therefore, is as reasonable as it is momentous.

2. Standardisation of Grades, Musters, Duty-Lists And Work-Loads.

All the above factors in the industry have been fixed haphazardly, unscientifically, arbitrarily and empirically. It is high time now that scientific studies are undertaken not only in association with our federation but by agencies enjoying the utter confidence of labour to fix suitable standards or norms for the above matters. An element of justice and fair play can be said to have been introduced in the industrial relations only after such standardisations have been achieved to the satisfaction of all.

3. Fair Rationalisation

Pt. Nehru has repeatedly stated that intensification of work-loads causing shrinkage in the volume of employed labour resulting in surpluses and retrenchments must not be resorted to in the existing plants. If new plants are started or present plants are extended employing new technological devices ensuring higher per capita productivity and comfort for the worker, rationalisation may be accepted. Such rationalisations would naturally cause no unemployment of existing labour or intensification on current work-loads. In tripartite agreements at highest levels including the industrial truce resolution, this policy has been re-affirmed. Yet several factories like Seohara, Gola Gokaran Nath, Hargaon, Shamli and Mansurpur, to name some, have been carrying on retrenchments with the connivance of the government. These are patent forms of pseudo rationalisation, which is the very antithesis of desirable rationalisation. The federation demands an unequivocal assurance from employers and the government to honour in letter and spirit the tripartite agreements on the subject and to penalise such pseudo rationalisations.

4. Worker's Participation in the Management

The essence of modern trade unionism is that the worker should be made the major partner in the co-prosperity programme of industrial production. As distinct from financial audit, he must be able to carry out production audit, which in turn means that he must know the cost of production per unit of production at every stage of manufacture. This can not be done unless not only the statistics of production and manufacturing costs but also the quantities and qualities of raw materials and stores used up in production and the prices of finished products are revealed to him. Participation in production

structure means determination of production targets and their fulfilment by labour councils. Such labour councils must share personnel control, which implies control over dismissals, suspensions, discharges, and promotions etc. We must study the pattern of such councils recently formed in Kerala.

Unless the worker is taken in absolute confidence in the production, managerial and marketing structures of the industrial unit, his participation in management will remain a mere shadow devoid of substance. We make a suggestion that the production councils and works committees be immediately constituted with wide powers and coverage of above subjects. Labour representatives of such committees or councils will not be nominated members of the INTUC as was the case in this State previously but elected members of the representative unions representing majority of workmen. Works committees will deal with industrial disputes but will not interfere with production which would be the domain of production council.

5. Retaining Allowance

The demand for retaining allowance even for unskilled sugar workers no longer needs much supporting argumentation. Each successive enquiry committee on sugar industry has justified retaining allowance in this seasonal industry for workers with ever-widening scope. The same is true of various decisions of labour tribunals. Our federation for years has been demanding in equity and justice same retaining allowance for unskilled workmen also as is given to skilled workers. The unskilled worker belonging to bottom slabs of income is least able to sustain himself well during an off season. The federation can go so far even as to demand the same retaining allowance as is given to semi-skilled workmen for unskilled workmen. Besides considerable anomalies exist in the payment of retaining allowance to the semi-skilled workmen also. It is regrettable that uniform retaining allowance to all the categories of semi-skilled workmen of all the sugar factories is not yet paid out in U. P.

6. Provident Fund

Essential social security benefits like Provident Fund are not enjoyed by several important categories of workmen such as, out centre staff, seasonal peons watch a ward staff, sweepers, gardeners, priests, guest house and hospital attendants, workers employed in the officers bungalows, coachmen, truck and car drivers and cleaners etc.

7. Retirement Benefits

Retirement benefits equal to one month's pay for every year of service rendered for permanents and a fortnight's pay for seasonals, for work in every completed season, must be paid.

8. Ending of Contract System

Labour is employed in ever growing numbers to perform jobs in permanent processes of production through private contractor's or middlemen on shamefully low wages and without any security of tenure. This is truly slave labour. This device is employed more and more to circumvent all existing labour legislations, decisions of labour courts beneficial to workmen and for concealment of profits. Without doubt this rank exploitation of labour is being carried on with the tacit approval of the government. There is no fair wages clause in agreements with contractors to ensure proper service conditions of labour engaged by such private contractors in the sugar industry. Despite several unfavorable judicial decisions this malpractice continues. The federation demands that employees working in direct or indirect processes of production and paid out of the fund of the factory even through the contractor must be considered direct employees of the mill.

9. Unfair Labour Practicers

Another widespread unfair labour practice is to separate some types of workers such as sweepers, gardeners, cooks, priests, truck and car drivers, officer's bungalow attendants, head office clerks, members of the watch and ward staff and deprive them of the benefits enjoyed by direct factory workers. All these workers are paid out of the fund of the factory. Recent decisions lay down that all workmen engaged on works incidental to production are entitled to be covered by the Factories Act, no matter whether they work without the factory premises or within.

10. Labour Welfare Fund

All forfeited wages due to labour and fines etc. realised from labour must be diverted to a Labour Welfare Fund, which would spend the amount in labour welfare under tripartite control.

11. Recruitment policy

All permanent and seasonal posts falling vacant, whether due to natural wastage or other reasons, must be filled within a reasonable time, say three months.

All vacancies must be registered with the R. C. O. immediately and the federation must be informed simultaneously. 50% of the posts in the next higher categories must be filled from the lower categories on the basis of seniority and efficiency. Preference should be given to suitable retrenched employees and the relatives of the existing or retrenched employees in the case of direct recruitment if they possess requisite qualifications. First kith and kin of disabled workmen must be employed to fill their places even if better candidates from outside may be available.

12. Legal Aid to Labour

Labour representatives conducting industrial disputes before labour courts must be paid daily allowance and T. A. from the fund of the mills.

They should also be given paid leave to attend federation conferences and executive meetings. These facilities are already extended to INTUC led unions.

13. Holidays

Makar sankranti should be declared holiday with pay. Guru Nanak Day and Kartiki Purnima fall on the same day while they are enlisted two separate holidays in the standing orders. They should be treated as separate holidays with pay for two days.

14. Uniform Facilities

Following amenities should be given uniformly to all permanents and seasonals :—

- (i) Free fuel, charpoy, bucket, kerosene for lighting.
- (ii) Either free quarter or house rent equal to 10% of the wages.
- (iii) Railway fare to seasonals to and from home, before and after the crushing season.
- (iv) Free medical help for the worker and his family.
- (v) Free education to the workers children upto the Junior High School standard.

15. Uniform Facilities in All Branches

Distilleries, confectioneries and sugar-cane farms, which are run as subsidiary branches of sugar mills, under one and the same management and financier must accord to the workers of these branches the same minimum wages, bonus, leave, medical facilities as are given to other sugar employees of the concern and they should be governed by the same standing orders.

16. Compulsory leave

The current practice is that in factories where the crushing season lasts less than 90 days, the employer can and does send a certain number of permanent staff on compulsory leave with the approval of the labour commissioner during the off season. The federation is opposed to this sort of forced leave for obvious reasons.

17. Summer allowance

In some factories summer allowance is given if the crushing season lasts beyond 30th April. This facility should be extended to all the mills.

18. Recognition of the Federation

The Federation should be recognised as the representative organisation for sugar workers and in all tripartite committees and conferences equal representation should be given to the two federations in the State.

19. Labour Welfare Officers

Labour welfare officers are generally unpopular and encumbrance on the industry. They are generally made to favour the employers in managerial enquiries against workmen. The institution of labour welfare officers has failed to improve industrial relations. The federation is willing to co-operate with labour welfare officers if any well financed scheme for improving the lot of labour is put under their charge.

20. Housing Accommodation

The federation demands that earliest steps be taken for providing housing accommodation for seasonals. Wherever quarters are not fitted with electricity and water taps, it must be done immediately. Tin roofs should be replaced by R. C. roofs. In some of our best factories like Gola, Seohara, Hargaoon etc. workers live in despicable kachha huts in awful insanitary surroundings.

21. May Day

May Day should be declared a paid holiday.

22. Nonpayment of Wages

The sugar mills of Kathkuian, Padrauna and Khadda must be compelled to pay out the outstanding wages of workmen immediately.

23. One Union as Bargaining Agent

Government and employers must recognise only one union in each sugar mill. The representative character should be determined by unit wise elections.

24. Fund for Higher Studies

The sugar mills of U. P. must create a fund to send its selected technical personnel for study tours abroad, if a part of the expenditure is borne by candidates themselves. The selecting body would be tripartite.

25. Allied Industries

A tripartite technical sub-committee should be constituted to study what other allied industries can be started during the off season.

26. T. U. Office

Every union of our Federation, which is majority union in the unit where it functions, must be given by the management well furnished quarter for housing union office as has been given to most of the INTUC unions in this industry in U. P.

27. Proper Stratification of Workers

The employers have arbitrarily and haphazardly classified the various categories of workmen into three broad divisions, viz, skilled, semi-skilled and unskilled to suit their own purpose. Categories, such as centrifugal attendants and motor attendants etc have been classified as unskilled to deprive them of the current retaining allowance. The test of an unskilled job is that it requires no initial efficiency and any man with average common sense can perform that job without any preparatory training. Obviously with our present levels of industrial or technical education an average unlettered worker can not operate those machines merely for the wishing.

28. Govt. Fy. Kanpur

It is deplorable that the workers of the government owned experimental sugar factory at Kanpur receive far below the common run is comparison with the privately owned vacuum pan sugar factories in wages and all other amenities of service. like retaining allowance, quarters, leave etc. The government boast to be model employers. The workers of this factory should be brought at par in regard to wages and other amenities with other sugar employees of U. P.

Fraternaly yours

Ganesh Datta Bajpai

General Secretary, United Chini Mill Mazdoor Federation

UNITED CHINI MILL MAZDOOR FEDERATION.

19/38, Fatkapur, Kanpur.

Dated: February 23, 1959.

FOR FAVOUR OF PUBLICATION

The following Press-communique has been issued from the Office of the United Chini Mill Mazdoor Federation:-

" United Chini Mill Mazdoor Federation Office at Kanpur has been telegraphically informed by Sri Mushtaq Ahmed, Secretary, Buland Sugar Mill Workers' Union, Rampur, that Sri G.D. Bajpai, General Secretary, United Chini Mill Mazdoor Federation, who is on hunger-strike in support of 4000 striking workers of the two Rampur Sugar Mills, has lost 12 Lbs. in weight and his condition is causing anxiety.

" Sri Ram Asrey, Secretary of the Federation in a statement to the Press, has accused the Government of U.P. of 'unnecessarily prolonging the misery of workers.' Quoting extensively from the provisions of the U.P. Industrial Disputes Act, Sri Ram Asrey says that Section 4-K of the Act enjoins upon the Government to 'refer any matter appearing to be connected with or relevant to the dispute, to a Labour Court, where the State Government is of the opinion that any industrial dispute exists or is apprehended.' According to Sri Ram Asrey the central matter of dispute with regard to cut in leaves and holidays is covered by the Schedule First of the said Act which empowers the Government to refer the matter connected with 'withdrawal of any customary concession or privilege.'

" Sri Ram Asrey has expressed his surprise as to why the policy-makers of the U.P. Government refuse to abide by such clear provisions of law in this respect and continue harping on the alleged illegality of the workers' strike, which the Government know it too well was resorted to in the extreme circumstances of saving the lives of two hungerstriking workers.

" In the end Sri Ram Asrey has appealed to the Chief Minister to take initiative in the matter of ending the hunger strike of Sri G.D. Bajpai, who is not only a valuable asset to the Labour Movement of U.P. but also his own colleague and comrade-in-arm and has devoted himself to the cause of the working class movement.

" Sri Ram Asrey has also called up all the trade unions of the State irrespective of their affiliation to hold meetings and demonstrations requesting the U.P. Government to concede the demands of Rampur Sugar Workers whose strike today entered 21st day."

RAM ASREY
(RAM ASREY)
SECRETARY.

यूनाइटेड चीनी मिल मजदूर फेडरेशन, १६।३६, पटकापुर, कानपुर ।

संक्रमांक नं० ५।५६,

दिनांक: २३-२-५६,

समस्त संघ यूनियनों के नाम:

विषय: प्रधान मन्त्री श्री गणेश दत्त बाजपेई की भूख हड़ताल और
रामपुर के मजदूरों की हड़ताल का २१वां दिन ।

प्रिय साथी,

अखबारों द्वारा आपको फेडरेशन के प्रधान मन्त्री श्री गणेश दत्त बाजपेई की भूख हड़ताल के संबंध में मालूम हो चुका होगा। हमारे कार्यालय में प्राप्त श्री मुस्ताक अहमद के तार से मालूम हुआ है कि श्री बाजपेई जी का वजन भूख-हड़ताल के पांचवे दिन १२ पाउण्ड घट चुका है और उनकी स्थिति चिंताजनक है।

बाजपेई जी की भूख हड़ताल रामपुर के ४००० मजदूरों की हड़ताल की मांगों के समर्थन में है और उनकी मुख्य मांग है कि सवेतन अवकाश का मामला फौरन पंच-निर्णय के लिये भेज दिया जाय। फेडरेशन की पिछली कार्यकारिणी की बैठक के निश्चयानुसार संबंधित प्रत्येक यूनियन को कम से कम ५० रु० रामपुर के मजदूरों के सहायताएँ शीघ्र ही भेजने थे। लेकिन कुछ यूनियनों के अतिरिक्त अधिकांश ने इस निर्णय को पूरा नहीं किया है। कृपया आप इस संबंध में शीघ्र ही कदम उठाएँ और कृपया यदि न भेजा हो, तो तुरन्त भेजने की व्यवस्था करें।

मुख्य मन्त्री श्री सम्पूर्णानन्द जी और उनकी सरकार जिद पर अड़ी है। आप अपने गेटों और शहरों में दूसरे संगठनों और राजनीतिक पार्टियों से मिल कर मीटिंगें और प्रदर्शन कीजिए और समर्थन में प्रस्ताव पास कर उसकी स्वरूप प्रतिलिपि उत्तर प्रदेश के मुख्य मन्त्री, बुलंद शहर मिल मजदूर यूनियन, रामपुर और फेडरेशन के कार्यालय को भेजिए।

फेडरेशन की पिछली कार्यकारिणी की बैठक के दौरान आम हड़ताल वापस लेने और उन्हीं चारों मांगों के समर्थन में श्री शिव्वन लाल सक्सेना, सभापति, श्री मुकुन्द सिंह, उमसभापति और श्री मदन पाण्डे, कोषाध्यक्ष द्वारा १ मार्च से की जाने वाली भूख हड़ताल के समर्थन का निर्णय हुआ था। कृपया इस संबंध में की जाने वाली मीटिंगों आदि की रिपोर्ट भेजिए।

रामपुर की हड़ताल और बाजपेई जी की भूख हड़ताल से स्थिति बहुत गंभीर हो गई है और हर यूनियन को जल्दी ही रुक या दो दिन की प्रतीक हड़ताल की तैयारी करनी चाहिए, किसी भी समय तार द्वारा आपको इस संबंध में सूचना दी जायेगी।

फेडरेशन का फौटा भेजना न भूलिए। साभिवान।

आपका साथी,

। राम आसरी ।

मन्त्री



14 FEB 1959

U. I. C.

लेबर यूनियन बहेड़ी

केसर शुगर मिल-डिस्टिलरी खुरपिया व मुडिया फार्म

रजिस्टर्ड नं० ३४६

पत्र संख्या

57/59

दिनांक

12th Feby, 59.

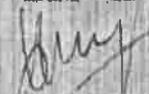
The Manager,
The Kesar Sugar Works Ltd.,
Baheri.

Dear Sir,

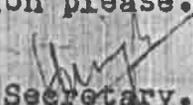
Re:- Hunger strike.

In continuation to our letter No. 46/59 of 7th February, 59 and No. 51/59 dated 11th February, 59 on the above subject, we have to inform you that first batch viz., Shri B.N.Kotnala, and Shri Anirudh Singh, started Hunger strike from today at 12 Noon on the demands contained in our aforesaid letters. In case, the demand is not acceded by the midnight of 13th Feby, 1959, another batch of two workmen viz., Shri Rup Singh and Shri Ishaq will start Hunger Strike from 12 Noon of 14th February, 1959 till our demand are not acceded which please note.

Yours faithfully,
For The Labour Union,


Secretary.

Copy to :- The General Secretary,
A.I.T.U.C.,
NEW DELHI, for information please.


Secretary.

T.V.R.

Rampur sugar workers' struggle

G. D. BAJPAI ON HUNGER STRIKE

Rampur, Feb. 27.

Shri G.D. Bajpai, General Secretary, U.P. Chini Mill Mazdoor Union Federation has gone on a hunger strike from February 18, in support of the struggle of the Rampur sugar workers against the lock-out and for winning back the arbitrary cut in their leave facilities.

Over four thousand workers are involved.

In a statement issued on February 21, in support of the Rampur sugar workers' struggle, Com. S.A. Dange, M.P., General Secretary, AITUC, said:

292

REVISED PROGRAMME OF HEARING AND EXAMINATION OF WITNESSES AT
DELHI IN COMMITTEE ROOM 'B' OF VIGYAN BHAWAN (NEW DELHI)
FROM 12TH TO 14TH MARCH, 1959 BEGINNING FROM 10.30 A.M. EACH
DAY.

(List of sugar factories and sugar factories' workers' unions in West U.P. to whom notices for appearance before the Board on 12th and 13th March, 1959, have been issued.)

District	Factories	Workers' unions.
1	2.	3.
Dehradun.	1. Shri Janki Sugar Mills & Co., P.O. Doiwala.	Sugar Mill Mazdur Union, Doiwala, P.O. Doiwala. Rashtriya Chini Mill Mazdoor Sangh, Doiwala, C/o Janki Sugar Mills. Qr. No. 1, Block 'G', Doiwala.
Saharanpur	2. The Ganga Sugar Corporation, P.O. Deoband. 3. Rai Bahadur Narain Singh Sugar Mills Ltd., Lhaksar. 4. Mahalakshmi Sugar Mills Co. Ltd., P.O. Iqbalpur. 5. Lord Krishna Sugar Mills Co., Ltd. Saharanpur.	Mazdoor Sabha Ganga Sugar Mills, Deoband, P.O. Deoband. Chini Mills Mazdoor Sangh, Lhaksar, Qr. Sugar Mill, Lhaksar. Lhaksar Sugar Factory Labour Union, P.O. Lhaksar. Mahalakshmi Chini Mill Mazdur Union, Iqbalpur, Near Railway Station. Mahalakshmi Sugar Mill Karmchari Union, Iqbalpur. Iqbalpur Sugar Mills Workers' Union, Iqbalpur. Lord Krishna Sugar Mill Workers' Union, Near Railway Station, Ambala Road, Saharanpur.
Muzaffarnagar.	6. The Amritsar Sugar Mills Co. Ltd., P.O. Rohana Kalan 7. Upper India Sugar Mills Ltd., P.O. Khatauli. 8. Upper Doab Sugar Mills Ltd., P.O. Shamli. 9. Sir Shadi Lal Sugar & General Mills Ltd., P.O. Mansoorpur.	Rohana Sugar Mills Workers' Union., P.O. Rohana Kalan. Gandhi Adarsh Chini Mill Mazdur Union, P.O. Rohanakalan Chini Mill Karmchari Union, P.O. Khatauli. Upper India Chini Mill Mazdur Union, P.O., Khatauli. Chini Mill Mazdoor Union, Mill Area, P.O. Shamli. Bhartiya Mill Mazdur Union, F.O. Shamli. The Rashtriya Chini Mill Mazdur Union, P.O. Mansurpur. Mansoorpur Mazdur Union Congress, P.O. Mansoorpur.

Contd.....

1	2	3
Meerut.	10. M/s Diwan Sugar & General Mills Ltd., P.O. Sakhoti Tanda.	Mazdur Sabha Dewan Sugar Mills, Sakhoti Tanda.
	11. Daurala Sugar Works, Daurala P.O. Daurala.	Chini Mill Mazdur Union, Daurala Sugar Works, P.O. Daurala.
	12. Jaswant Sugar Mills Ltd., Meerut City.	* Jaswant Sugar Mill Staff Association, 16 Deopuri, Meerut City.
		Chini Mill Mazdur Sangh, Kishanpura, Meerut City.
	13. M/s Ram Laxman Sugar Mills Ltd., P.O. Mohiuddinpur.	Ram Laxman Chini Mill Karmchari Union, P.O. Mohiuddinpur.
	14. M/s Modi Sugar Mills Ltd., P.O. Modinagar.	Mazdoor Sabha Modi Sugar Mills Ltd., Sheraswati Koshi, Modinagar.
		Rashtriya Karmchari Union, Modi Sugar Mills Ltd., Modinagar.
	15. M/s Mewana Sugar Works, Mewana, P.O. Mewana.	Bhartiya Mazdur Union, Modi Sugar Mills, Modinagar.
		Mewana Sugar Works Karmchari Sangh, Mewana.
	16. M/s Simbholi Sugar Mills Ltd., P.O. Simbholi.	S.S. Mill Labour Union, Simbholi, P.O. Bugar.
Bijnor	17. The Dhampur Sugar Mills, Ltd., P.O. Dhampur.	Dhampur Chini Mill Mazdur Sangh, Dhampur Janta, P.O. Dhampur.
		Union of Dhampur, P.O. Dhampur.
	18. Seth Shiv Prasad Banarsidas Sugar Mills, Bijnor.	Bijnor Sugar Mill Workers' Union, Bijnor.
		Chini Mill Karmchari Sangh, C/o Zila Congress Committee Office, Bijnor.
	19. The Upper Ganges Sugar Mills Ltd., P.O. Seohara.	Seohara Chini Mill Mazdur Sabha, Peer-ka-Bazar, P.O. Seohara.
		Upper Ganges Sugar Mills Workers' Union, P.O. Seohara.
		* Mill Mazdoor Sabha, Daurala Sugar Works, Daurala

* 12th MARCH, 1959, COMMENCING FROM 10.30 A.M.

The workers' representatives will address the Board commencing from 10.30 A.M. Any official or representative of any of the Central Organisations/Federations of sugar mill-employees desirous of appearing before the Board for examination at New Delhi can do so on March 12, 1959 at 10.30 A.M.

Contd.....

13TH MARCH, 1959, COMMENCING FROM 10.30 A.M.

commencing from 10.30 A.M.

The representatives of the Mills will address the Board/ The following whose names have been forwarded by the Indian Sugar Mills Association will also be examined on this day.

- | | |
|------------------------------------------------------------------------------------|----------------------------------------------------|
| 1. Lala Hari Raj Swarup | <u>Proposed by Indian Sugar Mills Association.</u> |
| 2. Sri D.R. Dani | " |
| 3. Rai Bahadur G.M. Modi. | " |
| 4. Sri L.N. Modi of Hazabuland Sugar Co., Ltd., | " |
| 5. Sri V.D. Jhunjhunwala of Kamlepati Motilal Sugar Factories Dist. Faizabad. | " |
| 6. Sri Ramesh Chand, General Manager, Cooperative Sugar Factory, Bazpur, Nainital. | " |
| 7. Seth Kishori Lal. | " |
| 8. Sri A. Caws (Pegg Sutherland & Co. (P) Ltd., Kanpur). | " |
| 9. Sahu Jagdish Frashad. | " |
| 10. Sri Ram Autar (Bareilly). | " |

Individual submissions could be made by the parties between 4 and 5 P.M. each day of a hearing on 12th and 13th March, 1959. Representatives of parties can remain present through out to hear the submissions of the other side.

14TH MARCH, 1959, COMMENCING FROM 10.30 A.M.

OFFICIAL WITNESSES :

1. Prof. P.C. Mahalanobis, A F.R.S.,
Hony. Statistical Adviser,
Central Statistical Organisation,
(Cabinet Secretariat),
'B' Barracks, Janpath - 1,
NEW DELHI.
2. Representative of Food Ministry,
Government of India,
NEW DELHI.
3. Sri J.A. Rizvi, for at 12.30 P.M.
Director General of Resettlement
& Employment,
Ministry of Labour & Employment,
NEW DELHI.
4. Sri J.J. Anjaria, at 3.30 P.M.
Chief Economic Adviser,
Ministry of Finance,
Department of Economic Affairs,
NEW DELHI.

- 4 -

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY,
Ministry of Labour & Employment,
Government of India,

Telegrams : 'SUGWAGE'
Phone : 466

Civil Lines, Kasia Road,
M Gorakhpur, March , 1959.

No. 6501/WB-G(59)

Copy forwarded for information to :- - 2 MAR 1959

1. Indian Sugar Mills Association, India Exchange, Calcutta - 1.
2. Indian Sugar Mills Association (Lucknow Branch), Lucknow.
3. Indian Sugar Mills Association, Delhi Branch, 4, Scindia House, New Delhi.
4. Indian Sugar Mills Association, West U.P. Branch, 4, Scindia House, New Delhi.
5. The United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
6. Indian National Trade Union Congress, 17, Janpath, New Delhi.
7. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
8. All India Trade Union Congress, 4 Ashoka Road, New Delhi.
9. Indian National Sugar Workers' Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.
10. United Chini Mill Mazdoor Federation, 19/36, Patkapur, Kanpur.
11. Hind Chini Mazdoor Federation, 3, A.P. Sen Road, Lucknow.

with the remarks that while this office has issued notices to all the sugar mills and all the unions of employees of such sugar mills in the concerned districts for appearance mentioned above, the Central Organisations of employers and employees may also please inform their constituents and affiliates to ensure their appearances.

It is hoped that the respective organisations will inform their witnesses of the dates and time fixed for their examination before the Board and issue of separate notice to each of them by this Board will not be necessary.

The names of registered sugar mills and unions given above are on the basis of information so far available to this office. However, if any of the factories or unions of sugar mill employees in this region has been left over on account of the information relating to it not being available to this office, the Central Organisation concerned may please advise such Organisations also to arrange appearance at the place, time and on the date mentioned above and the name and address of the factory or the union, as the case may be, may please be communicated to this office for issue of formal notices.

H. M. MISRA
(H.M. Misra)
SECRETARY.

No. /WB-G(59) of date

Copy also forwarded for information to :-

1. All the members of the Board.
2. Sri K.N. Narbhar, Dy. Secretary to Government of India, Ministry of Labour & Employment, New Delhi.

H. M. MISRA
(H.M. MISRA)
SECRETARY.

21 FEB 1959

PROGRAMME OF HEARING AND EXAMINATION OF WITNESSES AT DELHI
IN COMMITTEE ROOM 'B' OF VIGYAN BHAWAN (NEW DELHI)
FROM 12TH TO 14TH MARCH, 1959 BEGINNING
FROM 10.30 A.M. EACH DAY

MARCH 12 AND 13, 1959

¹ S.No.	² Name of Mills	³ Name of Unions
1.	Shri Janki Sugar Mills & Co., P.O. Doiwala, Distt. Dehradun.	1. Sugar Mill Mazdur Union, Doiwala, P.O. Doiwala, Dist. Dehra Dun. 2. Rashtriya Chini Mill Mazdur Sangh, Doiwala, Z C/o Janki Sugar Mills, Qr. No.1, Block 'G' Doiwala, Distt. Dehradun.
2.	The Ganga Sugar Corporation, P.O. Deoband, Distt. Saharanpur.	1. Mazdoor Sabha Ganga Sugar Mills, Deoband, P.O. Deoband, Distt. Saharanpur.
3.	Rai Bahadur Narain Singh, Sugar Mills Ltd, Lhaksar, Dist. Saharanpur.	1. Chini Mill Mazdoor Sangh, Lhaksar, Quarter Sugar Mill, Lhaksar, Distt. Saharanpur. 2. Lhaksar Sugar Factory Labour Union, P.O. Lhaksar, Dist. Saharanpur.
4.	Mahalakshmi Sugar Mills Co., Ltd., P.O. Iqbalpur, Distt. Saharanpur.	1. Mahalakshmi Chini Mill Mazdur Union, Iqbalpur, Near Railway Station, Dist. Saharanpur. 2. Mahalakshmi Sugar Mill Karmchari Union, Iqbalpur, Dist. Saharanpur. 3. Iqbalpur Sugar Mills Workers Union, Iqbalpur, Dist. Saharanpur.
5.	Lord Krishna Sugar Mills Co., Ltd., Saharanpur.	1. Lord Krishna Sugar Mill Workers Union, Saharanpur, Near Regional Factory Ambala Road, Saharanpur.
6.	The Amritsar Sugar Mills Co., Ltd., P.O. Rohana Kalan, Distt. Muzaffarnagar.	1. Rohana Sugar Mills Workers Union, P.O. Rohana-kalan, Dist. Muzaffarnagar.

Contd.....

1	2	3
		2. Gandhi Adarsh Chini Mill Mazdur Union, P.O. Rohana-Kalan, Distt. Muzaffarnagar.
7.	Upper India Sugar Mills Ltd., P.O. Khatauli, Distt. Muzaffarnagar.	1. Chini Mill Karmchari Union, P.O. Khatauli, Dist. Muzaffarnagar. 2. Upper India Chini Mill Mazdur Union, P.O. Khatauli, Distt. Muzaffarnagar.
8.	Upper Doab Sugar Mills Ltd., P.O. Shamli, Dist. Muzaffarnagar.	1. Chini Mill Mazdoor Union, Shamli Mill P.O. Shamli, Area Distt. Muzaffarnagar. 2. Bhatiya Mill Mazdoor Union, Shamli, P.O. Shamli, Distt. Muzaffarnagar.
9.	Sir Shadi Lal Sugar & General Mills Ltd., P.O. Mansoorpur, Distt. Muzaffarnagar.	1. The Rashtriya Chini Mill Mazdur Union P.O. Mansurpur, Dist. Muzaffarnagar. 2. Mansoorpur Mazdoor Union Congress, P.O. Mansoorpur, Distt. Muzaffarnagar.
10.	M/s. Dewan Sugar & General Mills Ltd., P.O. Sakhoti Tanda, Distt. Meerut.	1. Mazdoor Sabha Dewan Sugar Mills Sakhoti Tanda, Dist. Meerut.
11.	Daural Sugar Works, Daurala, P.O. Daural, Distt. Meerut.	1. Chini Mill Mazdur Union, Daurala Sugar Works, P.O. Daurala, Distt. Meerut. 2. Mill Mazdoor Sabha, Daurala Sugar Works Works, Daurala, Distt. Meerut.
12.	Jaswant Sugar Mills Ltd., Meerut City, Meerut.	1. Jaswant Sugar Mill Staff Association, Meerut, 16 Deopuri, Meerut City. 2. Chini Mill Mazdur Sangh, Meerut, Kishanpura, Meerut City.
13.	M/s. Ram Laxman Sugar Mills Ltd., P.O. Mohiuddinpur, Distt. Meerut.	1. Ram Laxman Chini Mill Karmchari Union, P.O. Mohiuddinpur, Distt. Meerut.
14.	M/s. Modi Sugar Mills Ltd., P.O. Modinagar, Distt. Meerut.	1. Mazdur Sabha Modi Sugar Mills Ltd., Sherawati Koshi, Modinagar, Distt. Meerut. 2. Rashtriya Karmchari Union, Modi Sugar Co., Ltd, Modinagar, Distt. Meerut.

1	0	0	3
---	---	---	---

- 3. Bhartiya Mazdoor Union,
Modi Sugar Mills, Nodinagar,
Distt. Meerut.
- 15. M/s. Mawana Sugar Works, Mawana, 1. Mawana Sugar Works Karmchhari Sangh,
P.O. Mawana, Distt. Meerut. Mawana, Distt. Meerut.
- 16. M/s. Simbhaoli Sugar Mills Ltd., 1. S.S. Mill Labour Union, Simbhaoli,
P.O. Simbhaoli, Distt. Meerut. P.O. Buxar, Distt. Meerut.
- 17. The Dhampur Sugar Mills Ltd., 1. Dhampur Chini Mill Mazdur Sangh,
P.O. Dhampur, Distt. Bijnor. Dhampur Janta, P.O. Dhampur,
Distt. Bijnor.
- 2. Union of Dhampur, P.O. Dhampur,
Dist. Bijnor.
- 18. Seth Shiv Prasad Banarsidas 1. Bijnor Sugar Mill Workers Union,
Sugar Mills, Bijnor. Dist. Bijnor.
- 2. Chini Mill Karmchhari Sangh,
Bijnor C/o Zila Congress Committee
Office, Bijnor.
- 19. The Upper Ganges Sugar Mills 1. Seohara Chini Mill Mazdur Sabha,
Ltd., P.O. Seohara, Distt. Bijnor. Peer-Ka-Bazar, P.O. Seohara,
Distt. Bijnor.
- 2. Upper Ganges Sugar Mills Workers Union
P.O. Seohara,
Distt. Bijnor.
- 1. Cane Society Karmchhari Union,
Bijnor.

WITNESSES FOR EXAMINATION ON 13TH MARCH, 1959

	<u>Proposed by Indian Sugar</u>	<u>Commencing from</u>
1. Lal Hari Raj Swarup	<u>Mills Association.</u>	
2. Shri D.R. Dani	"	10.30 A.M.
3. Rai Bahadur G.M. Modi.	"	"
4. Shri L.N. Modi of Hazabuland Sugar Co., Ltd.,	"	"

On the first day of hearing (i.e. the 12th March, 1959) the workers' representatives will address the Board commencing from 10.30 A.M. Any Official or representative of any of the Central Organisations/Federations of sugar mills employees desirous of appearing before the Board for examination at New Delhi can do so on March 12, 1959 at 10.30 A.M.

On the following day (the 13th March, 1959) the representatives of the Mills will address the Board. The witnesses whose names have been forwarded by the Indian Sugar Mills Association will also be examined on this day.

Individual submissions could be made by the parties between 4 and 5 P.M. each day of hearing on 12 and 13th March, 1959. Representatives of parties remain present throughout to hear the submissions of the other side.

On the 14th March, 1959 official witnesses will be heard.

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY,
Ministry of Labour & Employment
Government of India,

Grams: Sugwage
Telephone: 466

Civil Lines,
Kasia Road,

18 FEB 1959

No. 67/83/WB-G(59)

Gorakhpur: February, 1959

Copy forwarded for information to:-

1. Indian Sugar Mills Association, India Exchange, Calcutta-1
2. Indian Sugar Mills Association, (Lucknow & Gorakhpur Branch)
3. Indian Sugar Mills Association, Delhi Branch, 4, Scindia House, New Delhi.
4. Indian Sugar Mills Association, West U.P. Branch, 4 Scindia House, New Delhi.
5. The United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
6. Indian National Trade Union Congress, 17, Janpath, New Delhi.
7. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
8. All India Trade Union Congress 4 Ashoka Road, New Delhi.
9. Indian National Sugar Workers Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.
10. United Chini Mill Mazdoor Federation, 19/36 Patkapur, Kanpur.
11. Hind Chini Mazdoor Federation, 3, A.P. Sen Road, Lucknow.

With remarks that while this office is issuing notices to all the sugar mills and all the unions of employees of such sugar mills in the concerned districts for appearance before the Board on March 12 & 13, 1959 at the place and time mentioned above, the Central Organizations of employers and employees may also please inform their constituents and affiliates to ensure their appearances.

Contd.....

It is hoped that the respective Organisation will inform their witnesses of the dates and time fixed for their examination before the Board and issue of separate notices to each of them by this Board will not be necessary.

The names of registered sugar mills and unions given above are on the basis of information so far available to this office. However, if any of the factories or unions of sugar mill employees in this region has been left over on account of the information relating to it not being available to this office, the Central Organisation concerned may please advise such Organisations also to arrange appearance at the place, time and on the date mentioned above and the name and address of the factory or the union, as the case may be, may please be communicated to this office for issue of formal notices.

(H.M. MISRA)
SECRETARY.

GENERAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment
GOVERNMENT OF INDIA

Grans: SUGWAGE
Phone: 466

Civil Lines,
Kasia Road,

No. /WB-G(59)

Gorakhpur: February, 1959

Copy also forwarded for information to:

1. All the members of the Board.

(H.M. MISRA)
SECRETARY.

J.Nath/16.2

PROGRAMME OF HEARING OF PARTIES AND EXAMINATION
OF WITNESSES AT CHANDIGARH (PUNJAB) IN
THE HEALTH CENTRE HALL, SECTOR
NO. 22

List of Sugar Factories and Sugar Factories
workers unions in Punjab to whom noti-
ces for appearance before the Board
on 16th March, 1959, have been
issued.

District:	Factories:	Workers Unions:
Ambala.	1. Saraswati Sugar Mills, Yamunanagar, Dist. Ambala.	The Sugar Mill Labour Union, Yamunanagar, P.O. Yamuna- nagar, Dist. Ambala. Sugar Mill Mazdur Sabha, Yamunanagar, P.O. Yamuna- nagar, Dist. Ambala. The Saraswati Sugar Mills Workers Union, Yamunanagar, P.O. Yamuna- nagar, Dist. Ambala.
Kapur- thala.	2. Jagatjit Sugar Mills, Phagwara, Dist. Kapurthala.	Jagatjit Sugar Mill Mazdur Union, Phagwara, Dist. Kapurthala.
"	3. Hamira Sugar Mills, Jagatjitnagar, Dist. Kapurthala.	The Mahalakshmi Sugar Mill Mazdoor Union, P.O. Hamira, Dist. Kapurthala.
Sangrur.	4. Malwa Sugar Mills Co., Ltd., Dhuri, Dist. Sangrur.	Malwa Sugar Mills Labour Union, Dhuri, P.O. Dhuri, Dist. Sangrur.
Jullundur	5. The Janta Cooperative Sugar Mills Ltd., Bhogpur, Sirwal, Dist. Jullundur.	Janta Cooperative Sugar Mill Karmchari Union, Bhogpur, Dist. Jullundur.
Karnal	6. The Panipat Cooperative Sugar Mills Ltd., Panipat, Dist. Karnal.	The Panipat Cooperative Sugar Mill Mazdoor Union, Panipat, Dist. Karnal. The Karmchari Union, Sugar Mill Panipat, Dist. Karnal.
Rohtak	7. The Haryana Cooperative Sugar Mills Ltd., Circular Road, Rohtak.	The Haryana Sugar Mill Mazdoor Union, Rohtak. The Haryana Cooperative Sugar Mills Workers Union, Rohtak. The Amritsar Sugar Mills Mazdoor Union, C/o Rashtriya Mazdoor Congress, Chhehrata, Amritsar.

16th March, 1959

FORENOON

(Commencing from 10.30 A.M.)

The employees representatives, officials of workers' unions, federations/central organisations of sugar worker's unions will address the Board and the witnesses on behalf of the employees will be examined.

AFTERNOON

(Commencing from 3.30 P.M.)

The representatives of the factories will address the Board and the following, whose names have been forwarded by the Indian Sugar Mills Association, will be examined along with any other representatives who may like to offer for the purpose.

1. Shri D.D. Puri
2. Shri Jagbir Sawhney

17th March, 1959

FORENOON

(Commencing from 10.30 A.M.)

Official Witnesses:-

Labour Commissioner	at	10.30 A.M.
Cane Commissioner	at	11.30 A.M.
Finance Secretary	at	12.30 P.M.

AFTERNOON

In case any party is not able to conclude its submissions on the 16th March, 1959 it may address the Board on the 17th March, 1959 commencing from 3. P.M.

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY,
Ministry of Labour & Employment,
GOVERNMENT OF INDIA

Grams: "SUGWAGE"
Telephone: 466

Civil Lines,
Kasia Road,

No. 6436/WB-G(59)

Gorakhpur: February 27, 1959.

Copy forwarded for information to :-

1. Indian Sugar Mills Association, India Exchange, Calcutta-1.
2. Indian Sugar Mills Association, Punjab Branch, C/o Saraswati Sugar Mills Ltd., P.O. Yamunanagar, Jagadhari, Dist. Ambala.
3. Indian National Trade Union Congress, 17 Janpath, New Delhi.
4. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
5. All India Trade Union Congress, 4 Ashoka Road, New Delhi.
6. The United Trade Union Congress, 249 Bow Bazar Street, First Floor, Calcutta.

P.T.O.

7. Indian National Sugar Workers' Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.
8. United Chini Mill Mazdoor Federation, 19/36 Patkapur, Kanpur.
9. Hind Chini Mazdoor Federation, 3 A.P. Sen Road, Lucknow.
10. The Punjab Chini Mill Mazdoor Federation, Yamunanagar, Dist. Ambala.

With remarks that while this office is issuing notices to all the sugar mills and all the unions of employees of sugar mills in the concerned districts for appearance before the Board on March 16, 1959 at the place and time mentioned above, the central organisations of employers and employees may also please inform their constituents and affiliates to ensure their appearances.

It is hoped that the respective organisation will inform their witnesses of the dates and time fixed for their examination before the Board and issue of separate notices to each of them by this Board will not be necessary.

The names of registered sugar mills and unions given above are on the basis of information so far available to this office. However, if any of the factories or unions of sugar mills employees in this region has been left over on account of the information relating to it not being available to this office, the central organisation concerned may please advise such organisations also to arrange appearances at the place, time and on the date mentioned above and the name and address of the factory or the union, as the case may be, may please be communicated to this office for issue of formal --- notices.


(H.M. MISRA)
SECRETARY.

-:4:-

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY,
Ministry of Labour & Employment,
GOVERNMENT OF INDIA

Grams: "SUGWAGE"
Telephone: 466

Civil Lines,
Kasia Road,

No.6437/WB-G(59)

Gorakhpur: February 27, 1959.

Copy also forwarded for information to all the members
of the Central Wage Board for Sugar Industry.

Copy also forwarded for information to :-

1. The Labour Commissioner, Punjab, Simla, with reference to
this office letter No.6364-1/WB-G(59) dated 24.2.59.
2. The Cane Commissioner, Punjab, with reference to this office
letter No.6364-11/WB-G(59) dated 24.2.59.
3. The Secretary, Finance Department, Government of Punjab, Chandigarh,
with reference to this office letter No.6372/WB-G(59) dated
25.2.59.

H.M. MISRA
(H.M. MISRA)
SECRETARY.

J.Nath/27.2

INTERIM RELIEF FOR SUGAR WORKERS

Recommendation of Wage Board

The following is the text of the statement made by Deputy Labour Minister, Government of India, in the Lok Sabha on February 25, in respect of the recommendation made by the Sugar Wage Board for grant of interim relief to workers in the sugar factories:

The Board has unanimously recommended grant of interim relief to workmen in sugar factories subject to the following conditions:

(1) Only workmen drawing upto Rs.500 per month as consolidated wages ~~is~~ (basic plus dearness allowance) will be entitled to the interim relief.

(2) The consolidated wages on which the increment here mentioned is to be allowed will be those prevailing on the 1st January, 1949 for factories situated in Uttar Pradesh, Bihar and East Punjab and for the rest of the country, those prevailing on 1st June, 1954. If, however, any factory was started after any of these dates, then wages prevailing on the date when crushing was started first by it ~~would~~ ^{will} be the basis. If any worker ~~is~~ was appointed after any of these dates, then in his case the basis will be the consolidated wages drawn by him on his appointment.

(3) Where for any occupation in a sugar factory, there is time scale of wages or there has been ad hoc increment or increments after the aforesaid date, then the total increments earned by such a worker, whether on the time scale or by ad hoc increments after the 1st January 1949 in the case of Uttar Pradesh, Bihar and East Punjab and after the 1st June, 1954, in the case of the rest of the country, and after the date of commencement of crushing for factories started after the aforesaid dates would be added up and if the aggregate of such increments is less than the increments admissible under these recommendations, he will be allowed the balance. But if it is more, then he will continue to ~~realise~~ ^{receive} his existing wages and there will be no reduction in the wages that he is drawing.

(4) The workmen in the new factories which commenced crushing on or ^{not} after the 1st July 1956 shall be entitled to this interim relief as such must be allowed to set their feet firmly.

(5) The interim relief shall have effect from 1st January 1959.

(6) The quantum of interim relief will be as follows:

- (a) To workmen drawing consolidated wages upto Rs.100 per month - 5%,
~~upto~~ subject to a minimum of Rs.3.
- (b) To workmen drawing consolidated wages more than Rs.100 and upto Rs.200 per month - 4%, subject to a minimum of Rs.5.
- (c) To workmen drawing consolidated wages more than Rs.200 and upto Rs.300 per month - 3%, subject to a minimum of Rs.8.
- (d) To workmen drawing consolidated wages more than Rs.300 and upto Rs.500 per month - 2%, subject to a minimum of Rs.9.

G. D. BAJPAI.

Sultan Hotel,
Civil Lines,
Rampur U.P.

Feb. 28, 1959.

Dear Comrade Dange,

Your affectionate letter has deeply touched me. You have always been a good elder brother to me. However, as you know yourself, my hunger-strike has to continue till workers get a modicum of justice. I am placed in the circumstances from which retreat is impossible.

You will pardon me for the restlessness I have shown in my letters to you and Banerjee and the uncouth language of my letters. They all only reflect how stranded and helpless I felt at the moments I wrote them.

Yours Sincerely,

G. D. Bajpai
(G. D. Bajpai)

Shree S.A. Dange,
4, Ashok Road,
New Delhi.

We have sent another
telegram. Talk with Mr.
Banerjee
G. D. Bajpai

February 28, 1959

Shri Mushtaq Ahmed,
C/o Sultanpur Hotel,
Rampur, U.P.

Dear Comrade Mushtaq Ahmed,

Your telegram dated February 25,
1959 to Com. Dange.

I regret to say that the language
you have used in your telegram is
neither conducive to helping us
in the present situation nor is
becoming of you. We have done and
will continue to do whatever is possi-
ble for us, in the present situation.

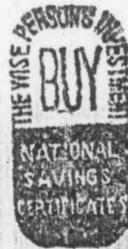
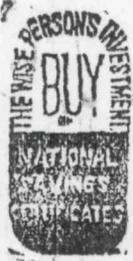
With greetings,

Yours fraternally,

VMO
Feb 28
(K.G.SRIWASTAVA)
SECRETARY.

C-3

2325



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at H. M.



*to be in U.N. stamp
C.A. Chatterjee, U.P.*

~~XXXX~~ X TF RAMPUR SECTT. 25 19 30.

DANGE MEMBER PARLIAMENT ASHOKAROAD NEW DELHI.

SECTION 144 PROMULGATED STOP EMPLOYEES FORCING ENTRY STOP HUNDREDS
POLICEMEN TERRORIOING WORKMEN STOP SITUATION CRITICAL YOUR ABSENCE
AMOUNS APPROTUNISM MOST DISAPPOINTING BAJPAI LOST SIXTEEN POUNDS
COME IMMEDIATELY.

----- MUSHTAQHMED.

COPIED AT 23.15 HRS. N.C. JAIN.

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MGIFPAh.—121—30.4.57—91.370 Bks.

February 24, 1959

Dear Comrade G.D.,

Your hunger strike is causing anxiety to us and to all trade unionists. All have tried their best to see that the dispute is resolved in some way. Hence, having served its purpose, the hunger-strike should now be closed. Thereafter steps should be taken to call off the strike and lock-out.

I am sorry I could not come personally. I hope you will respond to the appeal of all your friends.

With greetings,

Yours fraternally,

(S.A.DANGE)

Com.G.D.Bajpai,
General Secretary,
U.P.Chini Mill Mazdoor Federation,
Rampur.



C.S

24 FEB 1959



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No. 1505

299

Received here at _____ H. _____ H.

O PE DELHI G 23 / 109

S K DANGE M P ND

..... HEARD REUMEXS NEWLY FORMED BEOPARISHAI MANDAL ALLOTED QUOTA 660 BAGS SUGAR DAILY FOR LOCAL CONSUMPTION STOP ALL ITS MEMBERS ARE EXPORTERS AND NOT LOCAL DISTRIBUTORS STOP ONLY TEN SHOPKEEPERS HAVE FORMED A CLIQUE AND WITH WRONG REPRESENTATION OBTAINED QUOTA SUGAR QUOTA STOP PREVIOUS ALLOTED RAMLACHMAN SUGAR FREE SALE QUOTA TO THESE MEMBERS ALL SOLD AT HIGH RATES STOP EARNESTLY REQUEST DONT ISSUE SUGAR QUOTA UNLESS HEARING REAL FACTS FROM ALL MEMBERS ..

The sequence of entries in the beginning of the telegram must be: (1) office of origin, date, service instructions (if any), and number of words.

CCOCDUSURC

is for must accompany any enquiry respecting this telegram.

MOIRI CORD SAH MAT 1830

29 2 59

22 FEB 1959



INDIAN POSTS AND



TELEGRAPHS DEPARTMENT

Class }
Prefix } Code

292

227

No.



Recd. from

Sent at _____ H. _____ M.

Office-stamp

By

To _____

By _____

Handed in at (Office of Origin)

Date

Hour

Minutes

Service Instructions

Words

TO

0 NIL

TUCCIPUR

29 29

BRIVASTAVA

M.

PHONE

33174

NEW DELHI

BAIPAIJI ON EAST SINCE 18 TH STOP SEND

BANNERJEE OR RAJBAHADUR TO RAMPUR STOP MORE FROM

KANPUR ON RETAIN ASREY

MCIFPAB-312

19.2.51

GANESH DUTT BAJPAI

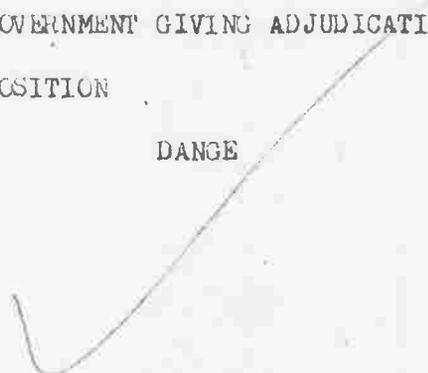
SULTAN HOTEL

CIVIL LINES

RAMPUR

PRESS REPORTS SUGGEST UTTAR PRADESH GOVERNMENT GIVING ADJUDICATION
RAMPUR SUGAR MILL, DISPUTE STOP WIRE POSITION

DANGE



1972-5

GANESH DUTT BAJPAI

CARE CURRENT BLOCK DEPOT

KANPUR

PRESS REPORTS SUGGEST UTTAR PRADESH GOVERNMENT GIVING ADJUDICATION

RAMPUR SUGAR MILL DISPUTE STOP WIRE POSITION

DANGE

21 FEB 1959



INDIAN POSTS AND



TELEGRAPHS DEPARTMENT

Class /
Prefix / _____ Code / _____

No. _____ **C**

Recd. from _____	Sent at _____ H. _____ M. 276	Office-stamp
To _____	By _____	

Handed in at (Office of Origin)	Date	Hour	Minute	Service Instructions	Words

TO _____ Recd. here at _____ H. _____ M. _____

... IC ... 21 28

DANCE ... PARLIAMENT ... AS ... ROAD ... NEW DELHI

... PRESS REPORT ... IS LEADING ... GOVT

... CALLERS ... EMPLOYERS ... ABURATE ... BA ... PAI ... FASTING

... CONDITION ... WORSEN ... STRONG ... INTERVENTION ... IMMEDIATELY

... REQUIRED ... COME ... AT LEAST ONCE ... KUSHTA ...

2011. 1953

Shri S.A. Dange,
M.P.,
New Delhi.

Sir,

The Sugar Factory at Ganganagar is a Government concern. It is run by the Rajasthan Government under the supervision of the Director of Industries & Supplies. Since the present Director of Industries, Rajasthan took the charge of this post- the working of the factory has much deteriorated and corruption has become very much prevalent and embezzlement of public property and money is the order of the day. A out 33,000 sugar bags were pilfered and sold in black market and the loss experienced as less production due to low yield of the percentage of sugarcane. In times of Mr. Menon (Previous Director) the percentage yield of the sugar cane was about 10% but ~~the~~ since the present Director came the percentage yield is being progressively diminished in the papers-this time the yield has come to 7%. This pilfered sugar is being disposed off in the black market by a local firm of M/S Khubiram Omprakash and the profit shared amongst the General Manager Mr. V.S. Sud and the Director Mr. Kakkar. All big offices in the mill management are held by Punjabis and Mr. Kakkar is also one of them. Other peoples have been shunted off.

Not only this about 1000 tons of coal coined for the use in the boiler of the mill have been sold off in black market at double price and this quantity fictitiously shown to have been consumed in the boiler. It is to be noted that in the days of Mr. Menon 1800 tons of coal was burnt in 125 working days of the mill and the out turn of the sugar was 1,90,000 maunds. Now in the time of the present Director coal consumed is shown as 2620 tons while the mill worked only 95 days and the outturn of sugar is 1,40,000 maunds.

It is also be noted that the stores consumed now in the mill is double than what was consumed in the days of Mr. Menon. The truth is that the stores misappropriated and false entries made.

Allied to this sugar industry is the wine distillery. Here thousands of gallons of wine is sold in black market through wine contractors and the entire sale proceeds pocketed by the mill management. Free presents of wines are sent to officials and friends of the management. Costly spices like musk, saffron, nutmeg and cloves and cardamoms meant for manufacture of costly wine are also sold in black market and shown to have been used in the process of the manufacture of wines. It will be worth while to say in this connection that all the english wine licensed vendors are Punjabis and every one of them has become man of laas with in a short time.

It is requested that this huge conspiracy through which the Govt. is cheated of millions of rupees annually should be unearthed and impartial honest and senior officers should be deputed to come over here in the guise of sugar merchants and as wine dealers and in this capacity they should atike deal for sugar and wine with the mill manager. That will show the truth of this letter.

It is also requested that strong action should be taken atonce.

Yours faithfully,

(Madhey Shyam Verma),
P. Block,
Brianganagar.

D/- 9-2-59.

HIND MAZDOOR SABHA

SULTAN HOTEL
"CIVIL LINES"
Camp: Rampur, U.P.
8th February 1959.

Pt. Jawahar Lal Nehru,
Prime Minister of India,
New Delhi.

Dear Sir,

Allow me to place before you a succinct account of the developments here culminating in the closure of the two sugar mills since February 2, 1959, which is as under:-

Sri Mushtaq Ahmad, General Secretary, Buland Sugar Mill Mazdoor Union who is also an employee of the Mills was on hunger-strike in pursuance of some demands of workmen since 21.1.59. On February 2, 1959 his condition suddenly took a turn for the worse. He had lost 30 lbs. in weight and had developed serious kidney and blood-pressure disorders.

2. Workers' representatives had been running all these days to all Government and mill authorities with the sole request that the dispute be either referred for Arbitration with the Arbitrator of the Employers' choice not excluding the Chief Executive Officer of the Company himself or else the Government should refer the salient points in dispute for adjudication. Most unfortunately neither of these parties has moved in the matter so far.

3. The workmen had given a strike-notice on January 1, 1959 which was received by the employers later. In fact, to avoid a break-down in production Sri Mushtaq Ahmad had been on hunger-strike in the aforesaid circumstances. But on February 2, 1959, the question before workmen was to face either the death of Mushtaq Ahmad or his unconditional surrender to the employers and therefore they closed down the mills at 10 P.M. and Sarvaabhi, Mushtaq Ahmad and Behari Lal, the fasting workmen, broke their fast. The painful question to decide was whether to wait for one or two days more or take action at once. It was thought if they waited for two days more they would be two days too late to save the lives of Sri Mushtaq Ahmad and Behari Lal. I request you to

order study of the reports of the mill Doctor himself which are with the management. He used to examine Sri Mashaq Ahmad daily on the instructions of the Management.

4. To be well within the strike-notice period the workers could have closed a day earlier to avoid all useless disputation about the legality or otherwise of the current strike but they were in hourly touch with the District Magistrate of Rampur and Additional Regional Conciliation Officer, Rampur and were desperately waiting for the return of the Chief Executive Officer, Rampur who had gone to the employers, who are Malasia at Delhi, to receive latest instructions and was due to return on January 31, 1959 but could come only on February 1, 1959.

While we were yet on the fringe we were hurried into taking action a day later under the best advice of all authorities concerned. We are willing for a judicial declaration of the fact whether or not this strike is legal provided no worker is victimised in the meanwhile. Having received final NO on the 2nd February from all parties concerned the workers were left with no conceivable alternative but to do what they did.

5. It is important to submit that the Mill owners had virtually stopped intake of cane with effect from January 27, 1959 a week before the strike materialized which was illegal and wrongful. They have withheld payment of earned wages as from February 3, 1959 in violation of the Payment of Wages Act. Workers are now being starved to submission. The only response we could notice to our prayers from the employers was the printing of 4,000 charge sheets, threatening dismissals twentyfour hours before the closure. I have sent a sheaf of communications to all concerned authorities but I have not been favoured with a single acknowledgment so far.

6. The whole dispute hinges round the curtailment of the Closure Holidays of two days at the end of every crushing season and enjoyment of 18 days' leave as earned leave instead of 14 days. As to the first, the labour department G.O. No. 6849 dated

13.11.57 is entirely in our favour. The relevant portion of clause (2) of the said G.O. relating to leave is as under:-

"Explanation:- If any factory is already granting to its workman any leave other than weekly rest days, festival holidays, leave with wages under the Factories Act which exceeds 16 days as admissible under this Order the same will not be curtailed"

It is clear from the above that had this Government Order been enforced in relation to the closure holidays of two days at the end of 1957-58 season, all trouble could have been averted because contrary to old practice these two days were disallowed in 1958. Even now if the Government only enforce their own G.O. No.5436(ST)/1958 XXXVI-A-208(ST)/1958 dated 3.10.58 and do not allow the employers to curtail the two day closure holidays the situation can be instantaneously changed.

7. Coming to the other point on which the parties have joined issue, the earned leave, I am enclosing a relevant portion of the agreement as Annexure 'A' between the workmen and the employers in 1949 while they sat as members on the Works Committee of their Mills. The contracting parties had agreed that according to their common interpretation the permissible earned leave under the Factories Act was 18 days yearly and the same was agreed to be given and actually continued to be given till 1957. Further in 1957, another agreement was contracted to which the District Magistrate, Rampur, and the Dy. Labour Commissioner were also signatories. I am enclosing a relevant portion of this agreement as Annexure 'B' to this letter. Here again the parties concerned agreed that the total enjoyable earned leave would be 18 days yearly. One year later, Sri Kashi Nath Pandey of I.N.T.U.C. contracted a separate agreement with the Management. I am enclosing a relevant portion of this agreement as Annexure 'C' to this letter. It is worth while mentioning that this agreement which reduced earned leave by four days and cancelled the closure holidays of two days was contracted in the teeth of opposition of Sri Mushtaq Ahmad who is the General Secretary of the majority union in the Buland Sugar Factory and in wrongful and illegal supersession of his own agreement referred to above which forms

Annexure 'B' to this letter. The Addl. Regional Conciliation Officer, Rampur, while registering the said agreement of Sri Kashi Nath Pandey completely disregarded all provisions of law and ignored the opposition of the majority of workers of the Paland Sugar Factory. Ever since then, Sri Mashtaq Ahmad before going on hunger-strike made scores of representations to the labour department and all other authorities concerned but he was totally ignored.

8. You are our Captain. We obey and carry out your orders of maximising production as a matter of faith. We regret so much the continuing loss of production but the dignity of labour and of the common man and respect for law is also your main pre-occupation. From above you will yourself see how deeply the U.P. Government, the I.N.T.U.C. and the employers are involved in this unfortunate episode through their acts of omission and commission. We now leave the matter in your hands and will cheerfully suffer the punishment for our share of lapses if any. But we do want you to look into this affair also.

Yours faithfully,
G. D. Bajpai
 (G. D. Bajpai)
 President,
 Hind Mazdoor Sabha, U.P.

Copy to all Members of Parliament and U.P. Legislature.

Extract from the Minutes of the Works Committee Meeting of
18th and 21st September 1949.

Leave Rules.

After a long discussion it was unanimously decided that for every 20 days of service workers will get one day leave according to the Factory's Act, 1948 and the rules framed thereon in Standing Orders for Sugar Factories in U.P.

ABSTRACT OF THE AGREEMENT ARRIVED AT BETWEEN THE EMPLOYEES
AND WORKMEN OF THE RAZA AND BULAND SUGAR CO. LTD., RAMPUR
ON 22nd JAN 1957.

- (c) The management will allow the workers the following facilities which had been settled in the course of earlier negotiations:-
 1. Earned leave calculated in accordance with the decision of the Works Committee of September, 1949 upto a maximum of 18 days in a year.
 2. Two days closure holidays.
- (d) These facilities have been allowed on the condition that they will be in force till the decision of the State Industrial Tribunal or Labour Appellate Tribunal respectively and when the decisions concerned are announced these decisions will replace the clause regarding leave and closure holidays respectively.

For Employers.

Sd/ L. N. Modi

For Workmen.

Sd/ N. M. Mhd. Sd/ D. N. Gupta
 President General Secretary
 Trade Labour Union Buland Sugar Co.

Sd/ K. S. Mathur
 General Secretary
 Raza Sugar Mill Mazdoor Union

Sd/ M. H. A. Ahmed
 General Secretary
 Buland Sugar Mill Mazdoor Union

Sd/ Azhar Abbas Zaidi
 General Secretary
 Central Office Workers Union (Raza & Buland)

Signed in our presence:
 Sd/ S. R. Singh, I.A.S.
 District Magistrate, Rampur.

Sd/ J. Prasad.
 Dy. Labour Commissioner.

"C"

Abstract from MEMORANDUM OF SETTLEMENT ARRIVED AT BETWEEN
RAZA BULAND SUGAR CO. LTD. AND THEIR WORKMEN:

- (1) That the question of leave including the two days closer holidays which the workers were getting at the close of the season will be governed in accordance with the following procedure.

Both the permanent as well as the seasonal workmen will get earned leave in accordance with the Section 79 of the Factories Act, 1948. They will get sick and casual leaves in accordance with the G.O. dated November 13, 1957 and will not be entitled for any other leave including closer holidays separately. This would however be subject to Office Order of the Company dated 20.1.58 Annexure 'A'.

For & On behalf of the Workmen

1. Raza Sugar Co. Workers Union

2. Trade Labour Union Buland Sugar

3. Raza Sugar Mill Mazdoor Union.

For & On behalf of
Raza Buland Sugar Co. Ltd.

Sd/ I. N. Badi

Chief Executive Officer

Sd/ Ram Gopal
Law Officer.

Sd/ Kashi Nath Pandey, M.P.

General Secretary

Indian National Sugar Mill Workers Federation
Lucknow

Lucknow

Dt. 2.2.1958

February 20, 1959

Dear Com. Bajpai,

I received your letter dated 17th February as also the memo to Nehru.

At the time of my writing, I learn that the dispute of the Raza Buland Sugar Co. has been referred to arbitration.

The case of this mill is excellent but the real points do not come out in your letter because it became too long.

As regards your complaint against my delay in reply, you are rightly displeased but unfortunately, I was away in Bombay on TU work. S.M. Banerjee has moved a lot in the matter here.

I would like to point out one thing regarding your memo. You are signing them as President of the HMS. I think this is wrong in relation to the sugar dispute, in which you are functioning as General Secretary of the Sugar Workers' Federation. In a Federation which is of all centres, it is not correct to sign on behalf of one centre only, i.e., HMS.

We have no objection to cooperating with the HMS as such but then we cannot allow a united federation and its work being appropriated by the HMS.

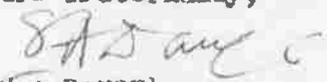
I hope you don't mind my drawing your attention to this. I have to do it because in several industries, the HMS has opened offensive against us. It prefers to ally with the INTUC than with us. The West German Social-Democrats also advised them that way. You must be knowing these things.

You did well in withdrawing the sugar strike.

The letter of the HMS on this question is highly injurious as it misinterprets the Code of Discipline.

With greetings,

Yours fraternally,


(S.A. DANGE)

Com. G. D. Bajpai,
Sultan Hotel,
Civil Lines, RAIPUR, D.P.

G. D. Bajpai

Sultan Hotel
Civil Lines,
Rampur (U.P.)
17/2/1959

Dear Com. Dange,

For weeks I have been writing to you and sending telegrams. I have sent messages to you also but have had no response. I am bitterly disappointed with S. S. Bajpai. The dead-lock in the two sugar mills continues. The Government refused to refer the matter to adjudication. The employers refused to accept arbitration. Parliamentarians raised adjournment motions, ~~and~~ made petitions, and after being ignored are duly submissive again. I have done ~~my~~ best going about and beseeching every body to bring about a just solution of this dispute but people now avoid me because they cannot help me. The pusillanimity and opportunism of our leftist leaders have cut me deep. They seek trouble spots for self-publicity but never join a crusade. The workers here have not been paid their due wages and they are being starved into submission. Not a single political leader of ^{any} left party has issued a statement against the glaring injustice being done to workmen here. 71 persons only are in prison because Government stopped further ~~steps~~ ^{work} for the time being. At the moment there is no bigger industrial dispute ^{raging} anywhere in the country. After becoming weary of going about and imploring every body for help I have decided to go on hunger strike with effect from 18th Feb. 1959 noon. We have no money here and I do not think we can even arrange publicity. I am enclosing one more copy of the letter I have sent to Pt. Jawahar Lal Nehru which will give you the gist of the dispute here. If you are not in Delhi, I hope your office will read out this letter to you on phone. Rest is in God's hands.

Yours sincerely,

G. D. Bajpai
(G. D. Bajpai)
President

Hind Mazdoor Sabha, U.P.

Encl: 1

Sri S. S. Dange,
New Delhi.

20 FEB 1959



INDIAN POSTS AND



TELEGRAPHS DEPARTMENT

2147

19 FEB 1959

Code

No.

C

from _____ Sent at _____ H. _____ M. _____
 To _____
 By _____

Office-stamp

Handed in at

0 TE

RAMPUR STE U P

19 19

Words

DANGE MEMBER PARLIAMENT ASHKA ROAD NEW DELHI -

SITUATION VERY SERIOUS GIVE STATEMENT SEND BANERJI

IMMEDIATELY - BAUPAT -

dark night there was a
 train call from Rampur
 saying that he has started
 Rampur strike from 18 Feb

18/2
20/2

1-9 FEB 1959

Rampur.
7.2.59

My Dear KG,

Bajpaiji and myself have arrived this morning here. SMB is to come here tomorrow. The two sugar mills workers here on strike since February 2, 1959. The management have declared lock out since February 4, 1959. The workers are peaceful and strike continues. Shibbanlalji was here on the 5th and a very big rally was held.

The facts are as follows :-

1. Sri Mushtaque Ahmed, an outstanding labour leader of sugar workers was on hungerstrike since January 21, 1959. When he was in a very precarious condition, Bajpaiji on the decision of the Executive Committee of the Federation and called upon the workers to take up the demands of the hunger-striker through general strike of the two mills. The demand in the main is that the matter of cut holidays for which the hunger-strike was launched should be referred to adjudication.

2. Over a year ago Sri Mushtaque Ahmed entered into an agreement with the management on holidays and the leave which gained 6 holidays for the workers. The DM, Rampur and the Deputy Labour Commissioner, UP were also signatories to this agreement. After about a year of this agreement Sri Kashinath Pandey without any reference to contracting union or the workers signed another agreement which reduced 6 gained holidays. It is this agreement that has been challenged. The UP Govt. can end the dispute if it refers the matter to adjudication. Dalmias who are employers did not agree even to arbitration of their own choice.

3. The Union has addressed a letter to Com Dange. They wanted him here. If it is not possible for him to come here, please issue a statement supporting the strike and condemning illegal lockout. The matter should be taken up with the Central Ministers as well.

Bajpaiji will be coming to Delhi on 9th and will discuss the matter there. I will have to be at Kanpur as my Kanta Club Case comes up for hearing on 9th before Sessions.

RMS Guha. LA.

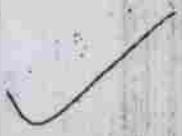
293

कार्यालय अध्यापक पी. ए. फेडरेशन ऑफ मिनिस्ट्री रीयल

सर्विस रथोरियेशन, 112 ए वसाक दास्ताफा

सबसे अधिक दिनांक जन्मारी 31, 1946।

7 FEB 1959



विषय : उत्तर प्रदेशीय राज्य कर्मचारी सम्मेलन सत्र 1958 में सम्मिलित होने का निम्नलिखित प्रारम्भ

प्रदेश के तीन लाख कर्मचारियों को आज जो 11 वर्ष पूर्व निर्दिष्ट किया गया वेतन स्तर को वर्ष पूर्व परिवर्धित मंहगाई भत्ता मिलता है वह 1947 से दसवें बढ़ने वाली मंहगाई के होते हुए 6 वर्षों से जीवन की प्रारम्भिक आवश्यकताओं को पूरा करने में उत्तरात्तर नाकामनी होता रहा है। फलस्वरूप राज्य कर्मचारियों की आर्थिक और रस पर आधारित सामाजिक, नैतिक एवं सांस्कृतिक स्थिति एक शोचनीय स्तर पर आ चुकी है।

2- उत्तर प्रदेश की मिनिस्ट्री रीयल फेडरेशन में जन 2 वर्षों से लगातार कर्मचारियों की गिरती स्थिति को और राज्य सरकार का ध्यान देने सम्मेलनों द्वारा शान्तिपूर्ण एवं वैधानिक ढंग से आकर्षित करते हुये कहा कि सरकार राज्य कर्मचारियों के मंहगाई भत्ते में कम से कम 20% वृद्धि को स्वयं को नियोजित करे और जो राज्य स्तर पर भी सरकार के प्रदेश स्थिति कर्मचारियों में जो निम्नस्तरीयता में दिया अज्ञेता अन्तर है वह भी दूसरी ओर कर्मचारियों को कतिपय राहत मिले। प्रदेश सरकार ने हमारे इस निम्नर उठाई जाने वाली मांग के आदिपत्य को काली समय के तहत स्वीकार करने हुये पनामत

मासिक वेतन	मंहगाई भत्ते की दर जो अभी सरकार प्रोवा करता है	की दर जो सरकार प्रोवा करेगी
1050 तक	80	20
1100-1200	90	25
1250-1400	95	30
1450-1600	100	35
1650-1800	105	35
1850-2000	110	35
2050-2200	115	35
2250-2400	120	35
2450-2600	125	35
2650-2800	130	35
2850-3000	135	35
3050-3200	140	35
3250-3400	145	35
3450-3600	150	35
3650-3800	155	35
3850-4000	160	35
4050-4200	165	35
4250-4400	170	35
4450-4600	175	35
4650-4800	180	35
4850-5000	185	35
5050-5200	190	35
5250-5400	195	35
5450-5600	200	35
5650-5800	205	35
5850-6000	210	35
6050-6200	215	35
6250-6400	220	35
6450-6600	225	35
6650-6800	230	35
6850-7000	235	35
7050-7200	240	35
7250-7400	245	35
7450-7600	250	35
7650-7800	255	35
7850-8000	260	35
8050-8200	265	35
8250-8400	270	35
8450-8600	275	35
8650-8800	280	35
8850-9000	285	35
9050-9200	290	35
9250-9400	295	35
9450-9600	300	35
9650-9800	305	35
9850-10000	310	35

की अठिनाई समस्या के समाधान में तत्पर।
 3- राज्य कर्मचारियों में एक बार काली विचार के तर्जवाह पी. ए. फेडरेशन के अध्यक्ष से सरकार के सामने 8 अप्री सुझाव समाधान की दिशा में रखा। इनमें कहा गया था कि सरकार तन्हा पर विचार कर ल्याये, बाकि निशोचन में विचार करते हुये मंहगाई के अभाव को हल कर लनी है यदि राज्य सरकार 11. सुनिश्चन सरकार से आर्क्षित सहायता से 12. विभागों में होने वाली निर्मित खर्चियों को रोकें 13. विभागों में अल्प योजना लागू करे तथा 14. दिल्ली में विशेषज्ञों से प्राप्त

लाभक सुझाव ल्याये। आज सुनिश्चन सरकार की जहाया उपलब्ध है। निर्मित खर्चियों को रोक कर काली धन लाने के निर्मित सुझाव हमारे लोपे तथा इसी में ही हमारी ने राज्य सरकार को दिये है जो 20 लाख के अल्पकाले प्रगत है कि हमारे सुझाव व्युत्पादिक

हे जोर बढ़ी है। हम चाहते हैं कि सरकार की दिशा में सक्रिय कदम उठाये।

४।- इसके अनिश्चित दूसरा प्रमुख प्रश्न वेतन दरों का है। सन् १९०७ में वर्गीकृत वेतनों को लागू करने समय सरकार ने आशा की थी कि यह वेतन आणविक वर्गों में भावों के सन् १९२१ पूर्व के स्तर पर आने पर सुखद जीवन के लिये काफी होंगे। पर यह आशाएँ सही नहीं साबित हुये। लम्बे काल तक नाम मान की महंगाई मूल्यों की व्यवस्था पर इन वेतनों को कायम रखना आवश्यक लग से भी नहीं नहीं मान्य होता है। हम सम्भवतः है इनमें दुनियादी तबदीलियों की जरूरत है जिससे कर्मचारियों को ऐसा वेतन टांका मिले जिसमें ११: प्रत्येक कर्मचारी को जो तीन लाख वेतन मिले १२: २० से काम करने वालों को एक सा वेतन मिले १३: छोटे और लड़े कर्मचारियों के लिये वेतनों में अन्तर बढ़ा करना है इस से कम अन्तर के दायरे में आये और १४: आसान वेतन वृद्धियाँ या नये तबदीलें हर पारिवारिक आवश्यकताओं के अनुपात में हों या बढ़ते हुये तबदीलों के उचित हुनाम है इस में हों। इसके लिये राज्य कर्मचारियों की मांग है कि जहाँ से कमीशन काया किया जाय जिससे वेतन जांचे के उत्तर स्वरूप पर विचार हो और ऐसे विचार में कर्मचारियों के प्रतिनिधियों को भी देवनिष्ठ में स्थान दिया जाय। आन इन को प्राप्त करने के लिये प्रदेश भर के राज्य कर्मचारियों का प्रादेशिक सम्मेलन दिनांक ७ व ८ फरवरी को लखनऊ में हो रहा है। दिनांक ७ फरवरी १९५६ को लखनऊ में प्रांतीय सरकार द्वारा प्रतियोगिता अधिनियम १३ नये दिनांक से होगा तथा ८ फरवरी १९५६ को तोषण वार्ड नये १३-१/४। स्थानीय कमीशन काया में सुला अधिनियम होगा इस अधिनियम पर हम आशा करते हैं कि आप पचार का आन बहुमूल्य विचारों से हो अनुप्राणीत अये। यदि किसी कारण वश सम्मिलित होने में कमी हुई अथवा हो नये कारण अधिनियम निरस्त है कि आप अपने विचार हो भेजने की कृपा करें। आपके सहयोग की हमें पूर्ण आशा है।

संतभाती

सुचयन सिंह

गणेश्वर सिंह :
कृते : नारायण दत्त किलारी :
रा० ५२० २०

दुक पोस्ट

सेवा में

श्रीमान. General Secy.
All India Trade Union Congress
New Delhi.

महंगाई भत्ता बढ़ाने एवं नया वेतन आयोग कायम करनेके सवालोंने
यू. पी. फेडरेशन आफ मिनिस्टीरियल सर्विस एसोसियेशंस द्वारा आयोजित

७-८ फरवरीको उ. प्र. सरकारके राज्य कर्मचारियोंका लखनऊमें प्रांतीय सम्मेलन

साथियो,

यह तो सर्व विदित है कि आज का मिलने वाला ११ वर्ष पूर्व का निश्चित किया गया वेतन और ९ वर्ष पूर्व का परिवर्धित मिलनेवाला महंगाई भत्ता राज्य कर्मचारियों को १९४७ में सरकार द्वारा "सुखद-जीवन" देने की कल्पना को तो साकार नहीं कर सका वरन् जिदगी की आवश्यकताओं को भी पूरा करनेमें गत ९ वर्षों से निरन्तर नाकाफी होता रहा है। इसका परिणाम है हमारी आज की अत्यन्त शोचनीय आर्थिक दशा जिसका दुष्परिणाम हमारी सामाजिक एवं नैतिक दशा पर भी काफी पड़ा है।

इस तथ्य की ओर आपकी एकमात्र संस्था—यू० पी० फेडरेशन आव मिनिस्टीरियल सर्विस एसोसियेशंस (जिसमें सभी मान्यता प्राप्त मिनिस्टीरियल सर्विस संघ शामिल हैं) ने गत ९ वर्षों से अनेक आम सभाओं, सम्मेलनों, कान्फ्रेंसों में पास किये गये प्रस्तावों द्वारा सरकार का ध्यानाकर्षित करते हुए कर्मचारियों की ओर से मांग की कि सरकार महंगाई-भत्ते में कम से कम इतनी वृद्धि तो अवश्य करे जिससे एक ओर तो यूनियन तथा राज्य सरकार के कर्मचारियों के महंगाई-भत्ते में दूनेका अनुचित अंतर मिटे और दूसरी ओर राज्य कर्मचारियों को राहत भी मिले।

सरकारने इस विषय में वित्तीय दिक्कतों (Financial Stringency) की बात कही, जो राज्य कर्मचारियों की समझ में नहीं आ सकी। उन्होंने फेडरेशन के माध्यम से कहा कि जिस प्रकार सरकार "बाढ़-पीड़ितों", "अकाल पीड़ितों", "अतिवृष्टि पीड़ितों" को तत्काल सहायता देने में इन वित्तीय दिक्कतों को हल कर लेती है उसी प्रकार "महंगी पीड़ित" कर्मचारियों को सहायता देने में कठिनाइयों पर काबू पा सकती है। फेडरेशन ने वित्तीय कठिनाइयोंके समाधानके लिये भी ४ सूत्री सुझाव दिया जिसमें कहा गया था कि सरकार जनता पर बिना कर बढ़ाये, चालू नियोजन कार्य में बिना कटौती किये महंगाई-भत्ते के सवाल को हल करने के लिए पर्याप्त धन प्राप्त कर-सकती है यदि सरकार (१) यूनियन सरकार से आर्थिक सहायता ले, (२) विभागों में होने वाली फिजूलखर्चियों को रोके, (३) विभागों में "बचत योजना" लागू करे तथा (४) वित्तीय विशेषज्ञों से कामलायक सुझाव वनवाये। आज यूनियन सरकार की सहायता उपलब्ध है, फिजूलखर्चों को रोककर धन बचाने के निश्चित सुझाव इकानोमी कमेटी तथा इस्टीमेट्स कमेटी ने राज्य सरकार को दिये हैं जो इस बात के प्रमाण हैं कि फेडरेशन के सुझाव पूर्णतयः व्यवहारिक हैं। ऐसी दशा में सरकार का केवल संवेदनशील विचार महंगाई-भत्ते के सवाल को हल कर सकता है।

सन १९४७ में वर्तमान वेतनों को लागू करते समय सरकार ने आशा

की थी कि यह वेतन आगामी वर्षों में भावों के सन १९३१ पूर्व के स्तर पर आने पर सुखद जीवन के लिये काफी होंगे। पर यह आधार सही नहीं साबित हुआ। दीर्घकाल तक नाममात्र की महँगाई-भत्ते की व्यवस्था पर इन वेतनों का कायम रखना सैद्धांतिक ढंग से भी सही नहीं मालूम होता है। आज उनमें बुनियादी तब्दीलियों की जरूरत है जिससे कर्मचारियों को ऐसा वेतन ढांचा मिले जिसमें (१) प्रत्येक कर्मचारी को जीने लायक वेतन मिले; (२) एक से काम करने वालों को एक सा वेतन मिले; (३) छोटे और बड़े कर्मचारियों के बीच वेतनों में आज का बड़ा अंतर कम से कम अंतर के दायरे में आये और (४) सालाना वेतन-वृद्धियाँ या तो बढ़ती हुई पारिवारिक आवश्यकताओं के अनुपात में हों या बढ़ते हुए तजुर्वों के उचित इनाम के रूप में हों। इसके लिए हमारी मांग नये "पे कमीशन" की स्थापना है जिसमें वेतन ढांचे के उक्त स्वरूप पर विचार हो और ऐसे विचार में कर्मचारियों के प्रतिनिधियों को भी "पे कमीशन" में स्थान दिया जाय।

राज्य कर्मचारियों के महँगाई-भत्ता बढ़ाने एवं नया वेतन आयोग कायम करने की दो प्रमुख मांगों को सरकार के सामने जोरदार ढंग से रखने के लिये उत्तर प्रदेश के राज्य कर्मचारियों का दिनांक फरवरी ७ व ८ १९५९ को लखनऊ में एक प्रादेशिक सम्मेलन का आयोजन आपकी ही फेडरेशन ने किया है। इसकी सफलता आपके ही सक्रिय सहयोग पर निर्भर है। फरवरी ७, १९५९ को गंगाप्रसाद स्मारक हाल लखनऊ दिन के ३ बजे से सम्मेलन का डेलीगेट अधिवेशन प्रारम्भ होगा।

इस अधिवेशन में सभी एसोसियेशनों एवं कार्यालयों के तीन-तीन प्रतिनिधि तथा फेडरेशन के सक्रिय वर्कर (activists), १ रु० प्रति व्यक्ति डेलीगेट शुल्क देकर भाग ले सकेंगे। अन्य कर्मचारी बंधु १) शुल्क पर 'दर्शक-खंड—प्रवेशपत्र' प्राप्त करके सम्मेलन के डेलीगेट अधिवेशन की कार्यवाही देख सकेंगे। ८-२-५९ को सायंकाल ५ बजे अमीनुद्दौला पार्क लखनऊ में सम्मेलन का खुला अधिवेशन होगा जिसमें सभी राज्य कर्मचारी शामिल हो सकेंगे।

हम आशा करते हैं कि आप अधिक से अधिक संख्या में सम्मेलन के डेलीगेट अधिवेशन एवं खुले अधिवेशन में पधारकर अपने सवालों पर राज्य सरकार का ध्यानाकर्षित करने के इस सामूहिक प्रयास को सफल बनाने में अपना पूर्ण सहयोग देंगे।

भवदीय

नारायणदत्त तिवारी एम० एल० ए०

अध्यक्ष यू० पी० फेडरेशन आफ मिनिस्टीरियल सर्विस एसोसियेशंस
११२, ए ब्लॉक दारुलशफा, लखनऊ

अधिकार प्रेस

EA FEB 1959

G. D. Bajpai.

Sultan Hotel,
Civil Lines,
Rampur,
D/- 3/2/59.

Respected Dange Ji,

I had to close down the two sugar mills of Rampur to save the life of Shree Mushtaq Ahmed, our outstanding labour leader here, who was on hunger strike. He lost 30 lbs. in weight and had developed serious kidney and blood pressure troubles. The management refused to agree even to send the workers' demands to arbitration. I offered to the management to have the arbitrator of their own choice. We shall all be most happy if you kindly come here for a few hours. If the strike continues till the Parliament opens we all expect you to discuss the matter there. I will at once come to you or send Ramasrey or anyone else to apprise you of the details of the situation if you so want. Alternatively, I shall be thankful if you send Shree Gopalan or anyone you consider best.

Yours sincerely,

G. D. Bajpai

(G. D. Bajpai).

Shri G. A. Dange,
Member Parliament,
4, Ashoke Road,
New Delhi.

उत्तर प्रदेशीय ट्रेड यूनियन काँग्रेस

U. P. Trade Union Congress

मजदूर सभा भवन,
१२/१, ग्वालटोली

कानपुर ५/२/५९ १६

कम सं० 136/59

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

Dear comrade,

Please find enclosed herewith the copies
of the letter of HMS (All India Head quarters), circular to
their affiliated unions in U.P. and letter of
Sri A.D. Bajpai in reply to the letter of Sri Turpule.
You can very well know the attitude of
HMS towards the proposed strike.

with greetings

Encl:- 1. As Above.

2. Affiliation form of

Iron+Engineering workers
Kapur.

Comradely yours

Shauk Ali Khan.
for Gen. Secretary

उत्तर प्रदेशीय ट्रेड यूनियन काँग्रेस U. P. Trade Union Congress

क्रमा सं०

6 FEB 1959

कानपुर

मजदूर सभा भवन,
१२/१, ग्वालदोली

घ. २

१९५९

My dear Com. K. G.

I have directed our Pilibhit Sugar Mill Labour Union, Pilibhit to directly forward you their complaints. I hope you will get them before the adjournment motion on Sugar Strike comes in the Parliament for discussion. I have been asked by Shri S. M. Banerjee to forward them by 7th for which I am making efforts.
Rest is O.K.

Com. K. G. Srivastava.
Secretary.
A. I. T. U. C.

Yours Truly,

मजदूर सभा भवन
कानपुर

P. S. Please see that the points taken there in get a proper place and are generalized.

- 6 FEB 1959

19/36, Patkapur,
Kanpur.
5.2.59

My Dear Bagha Ranji,

I was shocked to receive your letter dated 29.1.59 enclosing a circular to all our unions of U.P. in sugar industry. In your wisdom, you found it absolutely urgent and necessary to advise our sugar unions here to abstain from the coming general strike on the basis of a few papers I had casually sent to you. In your letter to me you object to two out of four items for which the general strike was being called. It was open for the HMS sugar unions of U.P. to support two demands out of four put forward by the United Chini Mill Mazdoor Federation and yet join the strike. What strange logic it is that even for an interim wage-increase the workmen should rely on the Wage Board only and make no other effort. The workers in the South and South-West in the sugar industry get about 70/- a month, whereas we get 55/- only. The Hindi pamphlet I sent to you discloses that the Sugar Wage Board has decided to give a wage-increase of 3/- or thereabouts. I am ashamed to call it an interim wage-increase in the present circumstances of rising prices and wages in the sugar industry here. You may have very good reasons for thinking and feeling otherwise. Therefore, we can at best agree to disagree. I am as surprised as I am happy that of all persons I have met in this country so far, you are easily the most anxious one to implement the Code of Conduct and Code of Discipline unilaterally. I only lament that you did not consider me a fit enough person to consult me on facts as obtaining here. The Labour Department, U.P. is putting all possible obstacles in our way in getting our unions registered in sugar mills, in all places where INTUC unions exist. But where we have been strong rival trade unions by the INTUC are being propped up and readily registered. Disputes moved by



by our unions before Conciliation Boards are mostly turned down and not referred for adjudication, whereas the reverse happens with the INTUC. Writs are pending before the High Court complaining that hundreds of our workers have been illegally and wrongfully dismissed by the employers and their cases have not been referred for adjudication. There is no limit to the favours employers shower on the active agents of the INTUC and our workers continue to be victimised on flimsiest grounds. It is no use giving you facts for sure you donot need them.

Perhaps it may interest you to know that it was Sri Brij Kishore Shastri who before 100 delegates coming from about 40 sugar mills stated emphatically that he would support a general strike on these very 4 demands if the Federation so decided. The representatives of all the 10 or 11 sugar unions affiliated to HMS were there as delegates. They all enthusiastically supported the general strike decision in pursuance of these demands. For one month after Bahnan Conference each one of the workers belonging to the PSP and HMS have exhorted the workers to go on strike. Sri Genda Singh was also there. He fully endorsed the idea of going on general strike on these four demands in the meeting of our Executive to which he was a special invitee.

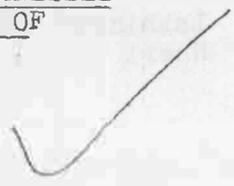
I am writing this letter having come back from Rampur today. If I find time within a few days I shall give a mass of facts and pleadings why each of these demands deserves to be fully backed by a strike. We have left no stone unturned, no avenue unapproached. However, it appears that we two irreconcilably differ in our approach to life and we ~~have~~ ^{views} have also led our lives vastly differently according to our ~~unions~~. But all this does not mean that I have ceased to love you as my younger brother.

copy to: Sri Anthon Pillay M.L.A.

Sincerely Yours,

1959
16 FEB 1959

PROGRAMME OF HEARING AND EXAMINATION OF WITNESSES
AT LUCKNOW IN ROOM NO.84, NEW EXTENSION OF
VIDHAN BHAWAN, LUCKNOW FROM 19TH
TO 21ST FEBRUARY, 1959 BEGIN
NING FROM 10.30 A.M.
EACH DAY



Name of District	Name of Mills	Names of Unions.
Jaunpur	1. Ratna Sugar Mills Co. Ltd., (a) Shahganj, Jaunpur.	Ratna Sugar Mill Mazdoor Union, Shahganj, Jaunpur.
		(b) Adarsh Mazdur Union, Ratna Sugar Mills, Shahganj, Jaunpur.
Barabanki	2. The Burhwal Sugar Mills Co. Ltd., Burhwal Distt. Barabanki.	Burhwal Sugar Mill Mazdur Union, Barabanki.
"	3. Ramchand & Sons Sugar Mills Co. Ltd., Motinagar, Barabanki.	Sugar Mill Mazdur Union, Barabanki C/o Seth Bandhu Tewari, Binodh Hala, Barabanki.
Faizabad	4. Kamlapati Motilal Sugar Mills (a) Motinagar, Faizabad.	Masodha Chini Mill Mazdur Sangh, P.O. Motinagar, Faizabad.
		(b) Masodha Chini Mill Shramik Sangh, Motinagar, Faizabad.
Sitapur	5. The Awadh Sugar Mills Ltd., Hargaon, Sitapur.	(a) Mazdur Sangh, Hargaon, Sitapur.
		(b) Hargaon Oudh Sugar Mill Labour Welfare Union, Hargaon, Sitapur.
"	6. The Laxmi Sugar Mills Co. Ltd. Maholi, Sitapur.	(a) Mazdur Sangh, Maholi, Sitapur.
		(b) Bhartiya Mazdur Union, Maholi, Distt. Sitapur.
"	7. The Seksaria Biswan Sugar Factory, Biswan, Distt. Sitapur.	(a) Rashtriya Chini Mill Mazdur Union, Biswan, Sitapur.
		(b) Sugar Factory Mazdur Union, Biswan, Distt. Sitapur.
Hardoi	8. The Laxmi Sugar Mills Co., Ltd., Hardoi, Distt. Hardoi.	(a) Shakar Mill Mazdur Union, Hardoi.
		(b) Laxmi Sugar Mill Mazdur Union, Hardoi.
Shahjahanpur.	9. Rosa Sugar Works & Distillery Ltd., Rosa, Shahjahanpur.	Carow Mazdur Union, Rosa, Shahjahanpur.

Contd.....

1	2	3
Lakhimpur- Kheri	10. Govind Sugar Mills Ltd., Khamariapandit, Lakhimpur- Kheri.	(a) Kangar Union, Aira (Lakhimpur) Kheri. (b) Chini Mill Mazdur Union, Aira, Lakhimpur Kheri.
"	11. The Hindustan Sugar Mills Ltd., Golagokaran Nath, Lakhimpur Kheri.	(a) Hindustan Sugar Mill Labour Union, Golagokaran Nath, Lakhimpur Kheri. (b) Sakhar Mazdur Union, Golagokaran Nath, Lakhimpur Kheri.
Kanpur.		Kanpur Chini Mill Mazdur Panchayat, C/O P.S.P. Civil Lines, Kanpur. Kanpur Sugar Factory Workers Union, Kanpur.
Lucknow.		Sakhar Mill Mazdur Sangh, U.P. Mazdur Karlaya, Moh. Birhana, Lucknow.
Pilibhit	12. L.H. Sugar Factories & Oil Mills, Pilibhit.	(a) L.H. Sugar Factory Mazdur Union, Pilibhit. (b) Pilibhit Sugar Mill Labour Union, Pilibhit.
Bareilly	13. H.R. Sugar Factory Ltd., Bareilly.	(a) Chini Mill Mazdur Sangh, Nekpura, Bareilly. (b) Sugar Mill Labour Union, Nekpura, Bareilly.
"	14. Kesar Sugar Works Ltd., Baheri, Bareilly.	(a) Labour Union, Baheri, Bareilly. (b) Rashtriya Kesar Mazdur Sangh, Baheri, Bareilly.
Moradabad.	15. Kundan Sugar Mills, Amroha, Moradabad.	(a) Chini Mill Mazdur Sabha, Amroha, Moradabad. (b) Kundan Sugar Mill Labour Union, Amroha, Moradabad.

1	2	3
Moradabad.	16. Ajudhya Sugar Mills Raja-Ka-Sahaspur, Moradabad.	(a) Ajudhya Sugar Mill Workers Union, Raja-Ka-Sahaspur, Moradabad. (b) Rashtriya Mazdur Union (Ajudhya Sugar Mills) Raja-Ka-Sahaspur, Moradabad. (c) Chini Mill Mazdur Sabha, Raja-Ka-Sahaspur, Moradabad.
Rampur.	17. Raza Sugar Co. Ltd., Rampur.	(a) Raza Sugar Co. Workers Union, Rampur. (b) Raza Sugar Mill Mazdur Union, Rampur.
"	18. Buland Sugar Co. Ltd., Rampur.	(a) Buland Sugar Mills Mazdur Union, Rampur (b) Labour Trade Union (Buland Sugar Co., Ltd.,)Rampur. Central Office Workers Union (Raza & Buland Sugar Factories) Rampur.
Nainital	19. L.H. Sugar Factories & Oil Mills (Private Ltd) Kashipur, Nainital.	(a) L.H. Sugar Factory Labour Union, Kashipur, Nainital. (b) L.H. Chini Mill Mazdur Union, Kashipur, Nainital.
"	20. Bazpur Cooperative Sugar Factory, Teh- Bazpur, Nainital.	
Etah	21. Neoli Sugar Factory, Manpurnagaria, Etah.	(a) Neoli Sugar Mill Mazdur Union, Etah. (b) Adarsh Neoli Mill Karmchari Union, Neoli, Etah.
Bulandshahr.	22. Panniji Sugar & General Mills Co. Ltd., Panninagar, Bulandshahr.	(a) Panniji Sugar Mills Mazdur Union, Bulandshahr. (b) Rashtriya Chini Mill Mazdur Sangh, Bulandshahr.

WITNESSES FOR EXAMINATION ON 20.2.59

- | | | |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------|-------------------------------------|
| 1. Shri S.N. Gundu Rao, Director,
National Sugar Institute,
Kanpur. | | |
| 2. Shri V.D. Jhunjhunwala
of Kamalapati Motilal
Sugar Factories,
Distt. Faizabad. | <u>Proposed by</u>
Indian Sugar Mill
Association. | <u>Commencing from</u>
11.30 A.M |
| 3. Shri Ramesh Chand, General
Manager,
Cooperative Sugar Factory,
Bazpur,
Nainital. | " | " |
| 4. Seth Kishori Lal | " | " |
| 5. Shri A. Caws
(Pegg Sutherland & Co.(P)
Ltd., Kanpur) | " | " |
| 6. Sahu Jagdish Prashad. | " | " |
| 7. Shri Ram Autar (Bareilly) | " | " |

On the first day of hearing (19th February, 1959) the workers representatives will address the Board commencing from 10.30 A.M. Any Official or representative of any of the Central Organisations/Federations of Sugar Mill Employees desirous of appearing before the Board for examination at Lucknow can do so on February 19, 1959 at 10.30. A.M.

On the following day (the 20th February, 1959) the representatives of the mills will address the Board commencing from 11.30 A.M. The witnesses whose names have been forwarded by the Indian Sugar Mills Association will be examined on this day.

Individual submissions could be made by the parties between 4 and 5 P.M. each day of hearing on 19th & 20th February, 1959, when submissions are being made by one side, the representatives of the other side too can remain present.

The 21st February, 1959, is set apart for Official witnesses.

- | | |
|---------------------------------------------------------|---------------|
| 1. Labour Commissioner, U.P. | at 10.30 A.M. |
| 2. Cane Commissioner, U.P. | at 11.30 A.M. |
| 3. Dr. A.M. Lorenzo, Director,
Labour Bureau, Simla. | at 12.30 P.M. |
| 4. Secretary, Finance Department
or his nominee. | at 3 P.M. |

Contd.....

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment
GOVERNMENT OF INDIA

GRAMS: SUGWAGE
PHONE: 466

CIVIL KINES,
KASLA ROAD,

No. 6811 /WB-G(59)

GORAKHPUR: February 13, 1959

Copy forwarded for information to:-

1. Indian Sugar Mills Association, India Exchange, Calcutta-1
2. Indian Sugar Mills Association, (Lucknow & Gorakhpur Branches)
3. The United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
4. Indian National Trade Union Congress, 17 Janpath, New Delhi.
5. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
6. All India Trade Union Congress, 4 Ashoka Road, New Delhi.
7. Indian National Sugar Workers Federation, Shahanshah Manzil, Baroodkhana, Golganj, Lucknow.
8. United Chini Mill Mazdur Federation, 19/36, Patkapur, Kanpur.
9. Hind Chini Mazdoor Federation, 3, A.P. Sen Road, Lucknow.

With the remark that while this office has issued notices to all the sugar mills and all the unions of employees of such sugar mills in the above districts for appearance before the Board on the 19th and 20th February, 1959 at the place and time mentioned above, the Central Organisations of employers and employees may also please inform their constituents and affiliates to ensure their appearances.

The names of registered sugar mills and unions given above are on the basis of information so far available to this office. However, if any of the factories or unions of sugar mill employees in any of the above districts has been left over on account of the information relating to it not being available to this office, the Central Organisation concerned may please advise such organisations also to arrange appearance at the place time and on the date mentioned above.

H.M. MISRA
(H.M. MISRA)
SECRETARY.

J.Nath/13.2

-6-

OFFICE OF THE CENTRAL WAGE BOARD FOR SUGAR INDUSTRY,
MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT
OF INDIA.

GRAMS: SUGWAGE
PHONE: 466

CIVIL LINES,
KASLA ROAD,

No. 6212/WB-G(59)

GORAKHPUR: February, 13, 1959

Copy also forwarded for information to :-

All the Members of the Central Wage Board for Sugar Industry.

H.M. Misra
(H.M. MISRA)
SECRETARY.

J.Nath/13.2

PROGRAMME OF HEARINGS AT CALCUTTA IN THE LEGISLATIVE
ASSEMBLY BUILDING FROM THE END TO THE 4TH FEBRUARY,
1959 BEGINNING AT 10.30 A. M. EACH DAY.

FEBRUARY 2, 1959

I

Factories

The Ramnagar Cane
& Sugar Co., Ltd.,
P.O. Plassey, Nadia
West Bengal.

*Shree Radha Krishna Sugar
Mills Ltd., P.O. Beldanga,
Murshidabad, West Bengal.

Jeypore Sugar Co., Ltd.,
P.O. Rayagada, Koraput
Orissa.

Aska Cooperative Sugar Indus-
tries Ltd., Aska, Ganjam.

* Orissa Sugar, Distillery
& Timber Mills Ltd.,
P.O. Aska, Ganjam, Orissa.

Worker's Unions.

(a) Ramnagar Sugar Mills
Workers Union, Ramnagar
Bachra, Distt. Murshida-
bad, West Bengal.

(b) Ramnagar Cane & Sugar
Co., Ltd., Employees'
Union, Plassey Nadia-
West Bengal.

(c) Ramnagar Cane & Sugar
Mills Worker's Union,
C/o R.S.P. Office, P.O.
Khagra, Distt. Murshida-
bad West Bengal.

Jeypore Sugar Co.
Shramik Congress, P.O.
Rayagada, Koraput,
Orissa.

II

Examination of witnesses
on behalf of sugar factories

1. Sri B.P. Kedia

2. Sri J.S. Mehta

Commencing at

3 P.M.

4 P.M.

Note:- Factories marked * did not work in the season
1957-58.

FEBRUARY 3, 1959

I

Examination of witnesses
on behalf of sugar factories

1. Sri R.L. Nopany

Commencing at

10.30 A.M.

P.T.O

B. Sri S.S. Kanoria

11.30 A.M.

II

Examination of witnesses
on behalf of Central
Organisations/Federations
of employees

Commencing at

- 1. Shri Shiv Prasad Chatterji 3 P.M.
(Proposed by I.N.T.U.C.)
- 2. Shri G.D. Bajpai 4 P.M.
(Proposed by General Secretary, United Chini Mill
Mazdoor Federation)

(Any other representative of Managing Agents of Sugar Companies, having head office in Calcutta, wanting to appear before the Board at Calcutta may do so at 12.30 P.M. on 3rd February, 1959. A list of Managing Agents of sugar companies having head offices in Calcutta and other town within the itinerary of the Board has already been forwarded to the Indian Sugar Mills Association and to all the Central Organisations/Federations of sugar mills employees. However, names of witnesses to appear before the Board at Calcutta on behalf of Central Organisations/Federations of sugar Mills employees have been received only from two of the Organisations/Federations of Employees. Any other official or representative of any of the Central Organisations/Federations of sugar mills employees desirous of appearing before the Board for examination at Calcutta can do so on February 4, 1959 at 3 P.M.

FEBRUARY 4, 1959

Examination of official
witnesses.
Other witnesses of Central
Organisations/Federations of
employees as per note above.

Commencing at
10.30 A.M.

3 P.M.

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment
GOVERNMENT OF INDIA

Grams: "SUGWAGE"
Telephone. 466

CIVIL LINES,
KASIA ROAD,

No. 567/WB-G(59)

GORAKHPUR: January 19, 1959

Copy forwarded for information to:-

- 1. Indian Sugar Mills Association, India Exchange,
Calcutta-1 with reference to their letter No. 273
dated January 13, 1959.
- 2. Indian Sugar Mills Association,
(Lucknow & Gorakhpur Branches)
- 3. The United Trade Union Congress, 24th Bow Bazar Street,
First Floor, Calcutta.

4. Indian National Trade Union Congress, 17 Janpath, New Delhi.
5. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
- ✓ 6. All India Trade Union Congress, 4 Ashoka Road, New Delhi.
7. Indian National Sugar Workers Federation, Shahanshah Manzil, Baroodkhana, Colaganj, Lucknow.
8. United Chini Mill Mazdoor Federation, 19/36 Patkapur, Kanpur.
9. Hind Chini Mazdoor Federation, 3 A.F. Sen Road, Lucknow.

With the remark that while this office is issuing notices to all the sugar mills and all the unions of employees of such sugar mills in the above States for appearance before the Board on February 2, 1959 at the place and time mentioned above, the Central Organisations of employers and employees may also please inform their constituents and affiliates to ensure their appearances.

It is hoped that the respective organisations will inform their witnesses of the dates and time fixed for their examination before the Board and issue of separate notices to each of them by this Board will not be necessary. These gentlemen, if they so like, remain present on behalf of their organisations through out these hearings.

The names of registered sugar mills and unions given above are on the basis of information so far available to this office. However, if any of the factories or unions of sugar mill employees in any of the above States has been left over on account of the information relating to it not being available to this office, the Central Organisation concerned may please advise such organisations also to arrange appearance at the place, time and on the date mentioned above and the name and address of the factory or the union, as the case may be, may please be communicated to this office for issue of formal notices.

H. M. MISRA
(H.M. MISRA)
SECRETARY.

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment
GOVERNMENT OF INDIA

Grams: "SUCWAGE"
Telephone no. 466

CIVIL LINES,
KASIA ROAD,

No. /WB-G(59) GORAKHPUR: January , 1959.

Copy also forwarded for information to :-

1. All the members of the Board.
2. Secretary to Govt. of Bengal, with reference to Chairman's telephonic talk on the 14.1.59.

H. M. MISRA
(H.M. MISRA)

PARTIES FOR HEARING ON 16th FEBRUARY, 1959 FROM
10.30 A.M. IN ANTARIM ZILA PARISHAD HALL, COBACHPUR.

* * * * *

<u>Name of Distt.</u>	<u>Name of Mills.</u>	<u>Names of Unions</u>
Deoria	1. Fratappur Company Ltd., Mairwa, Dist: Deoria.	Chini Mill Mazdoor Sangh, P.O. Fratappur, Distt: Deoria
"	2. Deoria Sugar Mills Ltd., (a) Deoria, Distt. Deoria.	Deoria Chini Mill Mazdoor Union, Deoria.
		(b) Rashtriya Chini Mill Mazdoor Union, Deoria.
"	3. The Shankar Sugar Mills (a) Ltd., Captainingj, Deoria	Shankar Mazdoor Sangh, P.O. Capt- ainingj, Deoria.
		(b) Shankar Kamgar Sabha, Captainingj, District- Deoria.
"	4. Vishnu Pratap Sugar Works (a) Khadda, Deoria.	Rashtriya Chini Mill Mazdoor Sangh, Khadda, Deoria.
		(b) Chini Mill Mazdoor Sangh, Khadda Deoria.
"	5. The Laxmidevi Sugar (a) Mills Ltd., Chhitauni, Deoria.	Chini Mill Mazdoor Sangh, Chhitauni, Deoria.
		(b) Azad Chini Mill Mazdoor Dal, Chhitauni, Deoria.
		(c) Mazdoor Dal, Chhitauni, Deoria.
"	6. Ishwari Khetan Sugar (a) Mills, 'Laxmiganj' Deoria	Chini Mill Mazdoor Sangh, Laxmiganj, Deoria.
		(b) Mill Mazdoor Union, Laxmiganj, Deoria.
"	7. Ramkola Sugar Mills Ltd., (a) Ramkola, Dist: Deoria.	Punjab Sugar Mill Labour Associa- tion, Ramkola, Dist: Deoria.
"	8. Maheshwari Khetan Sugar (a) Mills Ltd., Ramkola, Dist: Deoria.	Ramkola Khetan Sugar Mill Mazdoor Union, Ramkola, Deoria.
		(b) Khetan Chini Mill Mazdoor Sangh, Ramkola, Deoria.
"	9. Kanpur Sugar Works Ltd., (a) Padrauna, Dist: Deoria.	Rashtriya Chini Mill Mazdoor Sangh, Padrauna, Dist: Deoria.
		(b) Padrauna Chini Mill Mazdoor Sangh, Padrauna, Dist: Deoria.

- Deoria 10. The United Provinces (a) Pamkohi Chini Mill Mazdoor Cong-
Sugar Co.Ltd., Seorahi gress, F.C. Seorahi, Dist: Deoria
District - Deoria. (b) Pamkohi Chini, Mazdoor Fanchayat
F.C. Pamkohi, Dist: Deoria.
- " 11. Kanpur Sugar Works Ltd. Chini Mill Mazdoor Sangh, F.C.,
Gauribazar, Dist: Gauri Bazar, Dist: Deoria.
Deoria.
- " 12. Motilal Fadampat Sugar Mills, Dhatni, Dist:
Deoria.
- " 13. Shri Sitaram Sugar (a) Sri Sitaram Sugar Mill Mazdoor
Mills Ltd., Faisalpur, Union, F.C. Faisalpur,
Dist: Deoria. Dist: Deoria.
- (b) Faisalpur Chini Mill Mazdoor
Sangh, Faisalpur Dist: Deoria.
- " 14. Kanpur Sugar Works Ltd. (a) Rashtriya Chini Mill Mazdoor
Kathkuniyan, Dist: Sangh, Kathkuniyan, F.C. Kathkuniyan,
Deoria. District - Deoria. *Kathkuniyan*
- (b) Kathkuniyan Chini Mill Mazdoor
Sangh, Kathkuniyan Dist: Deoria.

Provincial Out Stations Chini
Mill Mazdoor Union, Bhatni,
Dist: Deoria.

* * * * *

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY,
Ministry of Labour & Employment,
GOVERNMENT OF INDIA

Grams: "SUGWAGE"
Telephone no. 466

CIVIL LINES,
KASIA ROAD,

No. 5399 /WB-G(59)

GORAKHPUR: January 10, 1959

Copy forwarded for Information to :-

1. Indian Sugar Mills Association, India Exchange, Calcutta - 1.
2. Indian Sugar Mills Association, (Lucknow & Gorakhpur branches)
3. The United Trade Union Congress, 249, Row Bazar Street,
First floor, Calcutta.

4. Indian National Trade Union Congress, 17 Janpath, New Delhi.
5. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
6. All India Trade Union Congress, 4 Ashoka Road, New Delhi.
7. Indian National Sugar Workers Federation, Shahanshah Manzil, Paroodkhana, Golaganj, Lucknow.
Mill
8. United Chini/Mazdoor Federation, 19/36 Patkapur Kanpur.
9. Hind Chini Mazdoor Federation, 3 A.F. Sen Road, Lucknow.

10. with the remark that while this office is issuing notices to all the sugar mills and all the unions of employees of such sugar mills in the above districts for appearance before the Board on **16 FEB 1959** at the place and time mentioned above, the Central Organisations of employers and employees may also please inform their constituents and affiliates to ensure their appearances.

The names of registered sugar mills and unions given above are on the basis of information so far available to this office. However, if any of the factories or unions of sugar mill employees in any of the above districts has been left over on account of the information relating to it not being available to this office, the central organisation concerned may please advise such organisations also to arrange appearance at the place, time and on the date mentioned above and the name and address of the factory or the union, as the case may be, may please be communicated to this office for issue of formal notices.

—1 m. m. s. s.
(H. M. MISRA)
SECRETARY

OFFICE OF THE CENTRAL WAGE BOARD FOR
SUGAR INDUSTRY, MINISTRY OF LABOUR
& EMPLOYMENT, GOVERNMENT OF INDIA.

Grams: "SUGWAGE"
Telephone no. 466

CIVIL LINES,
KASIA ROAD,

No. /WB-G(59) GORAKHPUR: January , 1959.

also:

Copy/forwarded for information to :-

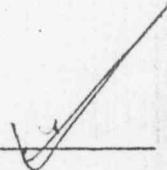
1. All the Members of the Central Wage Board for Sugar Industry.
2. Shri R.D. Tripathi, Representative, "AMRIT BAZAR PATRIKA" Maya Bazar, Gorakhpur.
3. Representative, Hindi Daily "AAJ" Golghar, Gorakhpur.
4. Shri Gyan Prakash Rai, Representative, "NATIONAL HERALD" C/O Aaj Karyalaya, Gorakhpur.
5. Shri Munna Lal, Press Correspondant, "PIONEER" Qazipur Khurd, Gorakhpur.

H. M. MISRA
(H.M.MISRA)
Secretary

Sl. No. Name of Mills Name of Managing Agents with address

C A L C U T T A (WEST BENGAL)

1. M/s. Malwa Sugar Mills Co., Ltd.,
Dhuri Sangrur. Punjab. M/s. Karam Chand Thapar and Bros.
Private Ltd.,
12, India Exchange Place
P.O. Box 2037,
Calcutta-1
2. Kundan Sugar Mills.
Amroha. U.P. Seth Kundan Lal
19-B, Chaurangee,
Calcutta.
3. Gobind Sugar Mills Ltd,
Aira Estate,
Lakhimpur Kheri, U.P. M/s. Cotton Agents Private Ltd.,
8, India Exchange Place,
Calcutta
4. Grew & Co., Ltd.,
Rosa,
Shahjahanpur, U.P. M/s. Gladstone Lyall & Co.,
4, Parillo Place,
Calcutta
5. Shanker Sugar Mills Ltd.,
Capringanj,
Deoria. M/s. Swadeshi Agencies Ltd,
9, Brabourne Road,
Calcutta-1
6. Deoria Betalpur Sindhi Mills
Ltd.,
Deoria (U.P) M/s. Karam Chand Thapar, and Bros.,
5, India Exchange Place,
Calcutta
7. The United Province Sugar Co.,
Ltd.,
Seerhi,
Deoria. (U.P) M/s. James Finlay & Co., Ltd.,
India Exchange, 3rd Floor,
Calcutta.
8. Deoria Sugar Mills Ltd.,
Deoria. M/s. Karam Chand Thapar & Bros,
5, India Exchange Place,
Calcutta.
9. M/s. Standard Refinery & Disti-
llery Ltd.,
Unnao. U.P. M/s. Karam Chand Thapar & Bros.,
5, Royal Exchange Place,
Calcutta
10. Sugauli Sugar Works (P) Ltd.,
Sugauli,
Champaran (Bihar). M/s. Mohd. Hanif & Haji Ashraf Ali
3/5 Rajmohan Street,
Calcutta.
11. Shri Hanuman Sugar Mills Ltd.,
Champaran (Bihar)
Motihari. M/s. Dulat Ram Rameshwar Lal,
178, Mahatma Gandhi Road,
Calcutta-7
12. Balsudd Sugar Co., Ltd.,
Riha,
Muzaffarpur (Bihar) M/s. Bangrur Bros., Ltd.,
14, Netaji Subhas Road,
Calcutta-1
13. Motipur Sugar Factory Private
Ltd.,
Motipur (Muzaffarpur) Bihar M/s. Abdul Rahim Osman & Co., Ltd.,
2, Rajmohan Street,
Calcutta-1
14. Mohani Sugar Mills Ltd.,
Warisaliganj,
Gaya (Bihar) M/s. Karam Chand Thapar & Bros.,
Private Ltd.,
12, India Exchange Place,
Calcutta
15. Rohtas Industries Ltd.,
Dalmanagar, Shahjard (Bihar) M/s. Shu-jain Private Ltd.,
Olive Row,
Calcutta



1	2	3
---	---	---

- | | |
|------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| 16. M/s. Ramnuggar Cane & Sugar Co., Ltd.,
<u>Plassey, Nadia (Bengal)</u> | M/s. Anderson Wright Ltd.,
Wellesley Place,
<u>Calcutta</u> |
| 17. Shri Laxmi Narain Sugar Works
<u>Harpalpur, Alipore, M.P.</u> | M/s. Singh & Co.,
20, Garden Beach Road,
<u>Calcutta</u> |
| 18. Shri Sardar Sugar Mill Co., Ltd.
Nicholoul,
<u>Gorakhpur.</u> | Prop. Champalal Dhanpat Singh,
11, Armenian Street,
<u>Calcutta</u> |

DELHI

- | | |
|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| 19. M/s. Jagatjit Sugar Mills Co., Ltd.,
<u>Khagwara, Kapurthala (Punjab)</u> | M/s. Narang Brothers & Co., Private Ltd
3, Conventry Lines, Delhi.
<u>Delhi.</u> |
| 20. Rai Bahadur Narain Singh Sugar Mills Private Ltd.,
Dhakar,
<u>Saharanpur (U.P)</u> | M/s. Sardar Rajdev Singh,
2, Curzon Road,
<u>New Delhi.</u> |
| 21. Daurala Sugar Works,
Daurala,
<u>Meerut (U.P)</u> | M/s. Bharat Ram Charat & Co Private Ltd.,
Barn Hindu Rao,
<u>Delhi.</u> |
| 22. Mawana Sugar Works
Mawana,
<u>Meerut (U.P)</u> | -Do- |
| 23. Raja Buland Sugar Co., Ltd.,
Raza Factory,
<u>Rampur, U.P</u> | M/s. Gowan Bros., (Rampur) Private Ltd.,
4, Seindia House,
<u>New Delhi.</u> |
| 24. The Lakshmiji Sugar Mills Co., Private Ltd.,
<u>Maholi, Sitapur, U.P.</u> | M/s. Seth Brothers Ltd.,
<u>New Delhi.</u> |
| 25. Nawabganj Sugar Mills Co., Ltd.,
Nawabganj,
<u>Gonda, U.P.</u> | M/s. Narang Brothers & Co., Private Ltd.,
3, Conventry Lines,
<u>Delhi.</u> |
| 26. Basti Sugar Mills Co., Ltd.,
Walterganj,
<u>Basti, U.P.</u> | -Do- |
| 27. M/s. Basti Sugar Mills Co., Private Ltd.,
<u>Basti. (U.P)</u> | -Do- |
| 28. Punjab Sugar Mills Co., Ltd.,
Ghughli,
<u>Gorakhpur, U.P</u> | -Do- |

BOMBAY

- | | |
|------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| 29. Upper Ganges Sugar Mills Ltd.,
<u>Seohara, U.P.</u> | M/s. Cotton Agents Private Ltd.,
Industry House, 159, Churchgate
Reclamation,
<u>Bombay</u> |
|------------------------------------------------------------|------------------------------------------------------------------------------------------------------|

Contd.....

30. The Kesar Sugar Works Ltd., Head Office 45/47, Appollo Street,
Baheri, Bareilly Bombay.
31. The Hindustan Sugar Mills Ltd., M/s. Bachhraj & Co.,
Golagokarnnath, 51, Mahatma Gandhi Road, Fort,
Kheri, U.P. Bombay.
32. Oudh Sugar Mills Ltd., M/s. Cotton Agents Private Ltd.,
Hargor, Industry House, 159, Churchgate
Sitapur, U.P. Reclamation,
Bombay-1
33. Sakseria Biswan Sugar Factory M/s. Sakseria Industries Private Ltd.
Private Ltd., 139, Meadows Street, Fort,
Biswan, Bombay
Sitapur
34. Sakseria Sugar Mills Private M/s. Govind Ram Brothers Private Ltd.,
Ltd., Sakseria Chambers, 139, Meadows Street
Babhan, Fort, Bombay
Gonda, U.P.
35. Vishnu Sugar Mills Ltd., M/s. Bilas Rai Banarsi Das Lal & Co.,
Markhua, Famous Fine Buildings, 20, Hans Road,
Saran (Bihar) Mahalaxmi, Bombay
Bombay
36. Bihar Sugar Works, M/s. Sarabhai Sons Private Ltd.,
Pachrukhi, Shahibagh House, 13, Wittet Road,
Saran, Bihar Ballard Estate, Fort,
Bombay.
37. Bharat Sugar Mills Ltd., M/s. Cotton Agents Private Ltd.,
Sidhwalia, Industry House, Churchgate
Saran, Bihar Reclamation, Fort,
Bombay.
38. Gungapur Sugar Mills Ltd., The Shakhar Udyog Private Ltd.,
Raghunathnagar, Chokashi Chambers Jhaveri Bazar,
Aurangabad (Andhra) Bombay-2
39. Bhopal Sugar Industries Ltd., M/s. A.H. Bhiwandi Wala & Co.,
Sheore, (Bombay) Private Ltd.,
Bhopal, M.P. 14, Jamshedji Tata Road,
Bombay-1
40. Hari Nagar Sugar Mills Ltd., M/s. Narain Lal Bansi Lal,
Harinagar, 207, Kalba Devi Road,
Champeran, Bihar Bombay-2
41. New Swadeshi Sugar Mills Ltd., M/s. Cotton Agents Private Ltd.,
Narkatinganj, Industry House, 159, Churchgate
Champeran, Bihar Reclamation,
Bombay.
42. New India Sugar Mills Ltd., Do
Hesanpur Road,
Darbhanga, Bihar

L U C K N O W

43. R.B. Lachhman Das Sugar & M/s. R.B. Lachhman Das & Sons,
General Mills Co., Private Ltd., 11, A.P. Sen Road,
Jorwal Road, Lucknow.
Bahraich, U.P.

நாடு டெக்கான் சர்க்கரை & ஆப்காரி கம்பெனி தொழிலாளர் சங்கம்.

The Deccan Sugar & Abkhari Company Worker's Union, Pugalur.

R NO. 451.

Resident:- R. UMANATH RAO.

Secretary:- K. S. SOMU.

PUGALUR SUGAR FACTORY, P. O.

Date 22.3.59

To

The Secretary,
AITUC
Delhi

Dear Comrade,

I am enclosing herewith certain correspondence with the D.S.A Co Pugalur, who are openly violating the Code to prop up their favoured union, and violating the decisions of 15th I.L.C on rationalisation. We have sent copies to E.S.O. Division of Govt of India for action.

Kindly pursue the matter further for strong & prompt action & structure.

Yours fraternally,
R. Umanath

record to that effect - exactly what the management was angling for and exactly ^{what} which Sri Muthuswamy, the then officer also did, which led to the complete dislocation of yarn production for full 3 months in the Cauvery Mills and mass starvation of 1500 workers in 1956.

Sir, as a well wisher of the Labour Department, apart from being a straight forward office-bearer of Trade Union, I am interested in avoiding any of your department official or his attitude being used as a handle by the owners to attack the workers, which apart from pulling down the prestige of this department in the eyes of the workers, WILL MARK THE BEGINNING OF THE END OF PEACE IN INDUSTRY. I request you to go through the enclosures and do the needful.

Thanking you,

Yours faithfully,

R. Venkatesh
22-3-59

Copy to:-

1. Sri R.L. Mehta, E & I Division, Government of India, New Delhi.
2. The Labour Officer, Tiruchi.
3. The Secretary, All India Trade Union Congress, New Delhi.
4. The Secretary, Tamilnad Committee of A.I.T.U.C. Madras.

enough VERY CAREFULLY ~~EVADDED~~ ^{AVOIDED} IT FOR REASONS BEST KNOWN TO HIMSELF. And yet he considered it advisable to declare in writing, the existence of a go-slow.

3. By sheer accident Sri Somu, our Union Secretary, met the Labour Officer while at Karur, en route to Pugalur. Having met him, Sri Somu explained to him the true circumstances off hand, and insisted that, on meeting the management at Pugalur, should the Labour Officer think otherwise, then that he (Somu) must be met on way back and told what he considers to be right, so that if the workers are really found to be in the wrong they may be corrected, or if there had been any distortions by the management it may be cleared. THE LABOUR OFFICER WHO PROMISED TO DO AT LEAST THIS, CAREFULLY ~~EVADDED~~ ^{AVOIDED} THIS ALSO and went back to Trichy after meeting the management and simply wrote a letter to the Union, in the 2nd para of which he accuses the workers of 'go slow'.

If the Labour Officer was convinced of the existence of a go slow, did it not devolve upon him to try to settle it by conciliation? Why did he evade conciliation at least at that stage, Sir? Even his letter under reference did not contain any details or facts except the exact and vague repetition of the management's allegation of 'go slow'. If it were really intended to move the union to intervene and set right things, would he not have taken some pains, Sir, to give some facts of 'go slow' at least in the letter so as to convince the union and move them in the matter? Copy of this vague record is sent to the Manager by the Labour Officer. What else is it than showing the green light to the management for an attack on the workers?

The Labour Officer's only concern and anxiety seems to have been more to convince the management that he agrees with them against the workers and just provide the management with a

DECCAN SUGAR AND ABKARI CO., WORKERS' UNION.

From

Date: 22. 3. 59

President,
At 116, Salai Road,
Worliur P.O.
Tiruchirappalli.3.

To

The General Manager,
D. S. & A. Co.,
P U G A L U R.

Sir,

Sub:- Arbitrary attempts at increasing the basic work-load on Sugar Godown workers - Protested against.

1. Of late it has become an unusual practice with the management to accuse the sugar go-down workers of go-slow, even though the workers have been working quite normally. On a perusal of the entire correspondence between the Union and the Management, it seems to me that the management is making sustained efforts to get the basic work-loads recognised at a higher level than hitherto, UNDER PRESSURE OF A FAKE ALLEGATION OF 'GO SLOW'.

2. At the time of discussions for fixation of wage rates to go-down workers, which led to the agreement dated 17-7-58 a reference to basic work-loads entered the discussions and neither party had any doubt whatsoever that the basic workloads are 80 Chaps for bagging and 75 Chaps for despatching. It cannot be the case of anybody that the workers are not giving this basic work-load. Far from it we can confidently state that the go-down workers are giving not only the above basic work-loads but even beyond that on certain occasions though they are not obliged to. Even otherwise legally, during the time that he is on duty, the worker should give the minimum of his ability and of his skill and of his time, WHICH THEY ARE GIVING FOR CERTAIN, and even more, though they are not obliged to. IN THE CIRCUMSTANCES, ALL THIS HULLABALLOO ABOUT 'GO SLOW' IS WITHOUT ANY FOUNDATION WHATSOEVER. Even after giving the basic work-loads,

P.T.O.

if there is still accumulation, then, IT MUST BE A CLEAR CASE FOR ENGAGING ADDITIONAL HANDS ^{or for any other measures} which responsibility is exclusively that of the management, to evade which the workers cannot be expected to accomodate. The necessity is all the more URGENT and undeniable since you have installed an additional pan and 2 Centrifrugals 'A'.

3. Notwithstanding all these true circumstances, if you continue to allege 'go slow' and threaten the workers with action, its purpose can be no other than ENFORCING INCREASED BASIC WORKLOADS AS OF RIGHT, THEREBY SEEKING TO EXTRACT FREE LABOUR, ON PAIN OF DISCIPLINARY ACTION AND THREAT OF STOPPAGE OF CRUSHING. This constitutes a clear breach of section III (1) OF THE CODE OF DISCIPLINE to which you are committed and which reads:

"The management agree not to increase workloads unless agreed upon or settled otherwise"

As for your threats of stoppage of crushing, we have nothing to be surprised in this attitude of the management, from the moment it became clear ^{to us} FROM THE LAST ILLEGAL STRIKE OF THE COMPANY-FAVoured UNION, THAT SOME OF THE COMPANY'S OFFICERS, FOR SOME ULTERIOR PURPOSE BETTER KNOWN TO THEMSELVES, DID STOOP TO ENCOURAGE STOPPAGE OF CRUSHING AND DISLOCATION OF PRODUCTION IN THE VERY MIDST OF THE SEASON.

Kindly note, Sir, that our workers and the Union will not submit to any pressure or threats to charge and increase the basic work-loads in go-down section. Even now it is not too late for the management to give up these unfair labour practices.

Thanking you,

Yours faithfully,

R. Iyengar

PRESIDENT,

At 116, Salai Road, Worur P.O.
Tiruchirappalli.3.

Copy to:-

1. Sri R.L.Mehta, E & I Division,
Ministry of Employment & Labour,
New Delhi.
2. Minister for Labour,
Govt., of Madras.
3. Labour Commissioner, Madras.
4. District Collector, Tiruchi.
5. Labour Officer, Tiruchi.
6. Secretary, All India Trade Union Congress, New Delhi.
7. Secretary, Tamilnad Committee of A.I.T.U.C. Madras.

THE DECCAN SUGAR AND ABEKARI CO., WORKERS' UNION.

FUGALUR.

From

THE PRESIDENT,
116, SALAI ROAD,
WOIUR P.O.,
TIRUCHIAPPALLI.3.

To

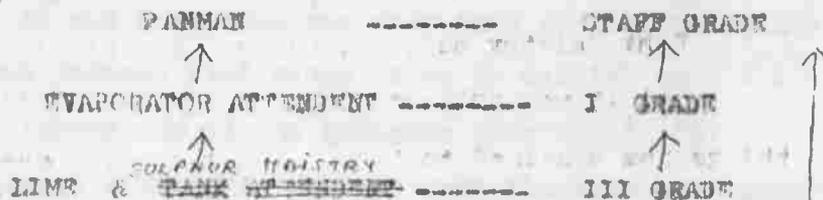
The General Manager,
D.S & A. Co.,
FUGALUR.

Dear Sir,

Sub:- Your recent selection of pan attender for training, preparatory to promotion for as panman - gross violation of existing principles, practice and procedure - arbitrary action by management on Industrial matter in gross violation Code of Discipline - Highly objectionable methods to boost up working company supported union - Strong protest and advance warning by the union, of impending resistance.

Your recent selection of an ordinary III grade pan attendant reliever Mr. TIRUMALAI for training, preparatory to straight promotion to the staff grade of Panman drawing high salary, higher Dearness, increments etc., violating all existing age-long connected principles, practices and procedures, and throwing away the normally eligibles, has SHOCKED ALL FACTORY WORKMEN AND CREATED A SITUATION WHICH AUGURS ILL FOR THE IMMEDIATE FUTURE.

1. The line of promotion hitherto adopted in this factory has been as follows:- READ UPWARDS



It was held to be the age-long principle by the management and agreed by the workmen to be correct that the only eligibility

for promotion

to be promoted as a parman arises out of and through the experience of evaporator attendance only. This was confirmed in all three aspects: *subject as follows:*

(a) By nature of work and experience and by the assessment of relationship of one work with the other, it was justified by the management on grounds of technical principle and agreed to by the workers, that the line shall be L & S Tank Maistry - Evaporator attender - Parman.

(b) In so far as L & S Tank Maistry carries with it only III grade, which is 2 grades below that of Evaporator Attender on I grade, which in its turn is the only immediate step below Parman grade, the line of L & S Tank Maistry - Evaporator attender - Parman is further confirmed.

(c) The existing parman Messrs. Viswanathan, Renganathan, Sreenivasan, Rahiman, T. S. Moorthy, C. Subramaniam, Vellayappan etc., were all promoted to parman only after going through evaporator attender's post without exception - is itself the most crying evidence of L & S Tank ^{MAISTRY} - Evaporator attender - Parman line having been confirmed by consistent practice.

(d) This worker in question Sri. ~~_____~~ whom you have selected arbitrarily and sent up for training preparatory to promotion as parman is only a III grade Pan attendant Reliever. In application of the line of promotion (L & S T Maistry- Evaporator attender - Parman) to this worker also, you had only recently, in the normal course, assessed ~~at~~ his next eligibility to be L & S Tank Maistry only. It was only in admission of this fact that you appointed him as a reliever to L & S Tank Maistry as well, since last special session.

(e) It was only recently and in the normal course of things you assessed that the pan attender's occupation is one which is only related to L & S Tank Maistry as the next step. The worker in question Sri. TIRUMALAN whom you have now selected arbitrarily for training preparatory to the



promotion by a big jump to the staff grade (Parman) is also only a Pan attendant Reliever in the III grade. It was in confirmation of the principle that the pan attendant can only be L & S Tank Maistry next and nothing above that, and in admission that Sri. TIRUNALAI was also no exception to that rule, THAT, WITH THE QUESTION OF WHO SHOULD BE SET UP AS RELIEVER TO L&S TANK MAISTRY ^{SULPHUR} ~~TANK~~ MAISTRY CAME UP BEFORE YOU RECENTLY FOR DECISION, YOU PICKED UP THIS VERY SRI. TIRUNALAI AND APPOINTED HIM AS A RELIEVER TO L & S TANK MAISTRY AS WELL, SINCE LAST SHORT STATION.

2. Notwithstanding all these facts ^{heavily} weighing against, you have, all on a sudden gone out of the way and selected Sri. TIRUNALAI III grade Pan attendant reliever for training preparatory to a big jump straight into staff grade, THROWING TO THE WINDS LONG STANDING PRINCIPLES, PRACTICES AND PROCEDURES, OF PROMOTIONS, UPSIDING THE HISTORIC EXISTING PRACTICE AND UNDERSTANDING OF THE RELATION OF ONE OCCUPATION WITH THE OTHER FROM PAN ATTENDANT TO PARMAN, SHOWING SPECIAL FAVOUR TO A WORKER OF YOUR LIKING BY EXEMPTION FROM BECOMING AN L & S TANK MAISTRY AND EVAPORATOR ATTENDER, SPOILING THE PROMOTIONS AND FUTURE OF THE DECIDEDLY ELIGIBLE WORKMEN OF THE HIGHER GRADES WHO WERE WAITING FOR A LONG TIME, ONLY TO STEP INTO THEIR HEAT VENTILED CHANCE, thereby yourself provoking a very tense and explosive situation for the immediate ^{future}. We have not the least hesitation in declaring that such a highly improper and unfair labour practice has been resorted to by the management FOR NO REASON OTHER THAN THAT THE CONCERNED WORKER IS A MEMBER OF THE COMPANY SUPPORTED UNION, WHOM THE MANAGEMENT, OF LATE, IS STRAINING EVERY NERVE TO PROP UP, BY MEANS FAIR OR FOUL, EVEN AT THE RISK OF PROVOKING A DISTURBANCE OF INDUSTRIAL PEACE.

3. We wish to state that you may be prepared to oblige your men by such out-of-the way methods, but unfortunately for you, Sir, the L & S Tank Maistries and evaporator attenders

whose assured eligibility of promotions got destroyed, are not prepared to oblige your men by sacrificing their future on the Pan, involving the loss of high salaries, higher D.A. & increments and other rights. MAY IT BE KNOWN SIR THAT THE MOMENT YOUR FAVOURITE GOES TO THE PAN AS PARMAN, HITTING THE BELLY OF THOSE WHO HAVE BEEN WAITING FOR YEARS AND WORKING THEIR WAY THROUGH ALL THE PROCESSES LAID DOWN BY THE MANAGEMENT THEMSELVES, IT WILL LEAD TO AUTOMATIC STOPPAGES OR CRUSHING.

4. Sir, the Mainital Code of Discipline does not say that it is the discretion of the management to resort to unfair practices and to be arbitrary and as the obligation of the unions to faithfully and servilely adhere to the procedures laid down therein. The whole issue involved is an Industrial matter. It was a question of your changing the existing practice and principles. I don't mean the proposed training at Melliikkuppam so much, than I do emphatically mean the procedure of selection of cadre preparatory to promotion to Parman. You are aware that apart from other things, the Union did protest against the change in the existing principle & practice in selection. AND YOU BROUGHT ABOUT THE CHANGE UPON THE EXISTING ARRANGEMENT BY AN ARBITRARY ACTION, contrary to what you committed to in the Code of Discipline Section II (a) which reads:

" To ensure better discipline in Industry Management agree that no unilateral action should be taken in connection with any industrial matter....."

And yet in breach of the Code you stretched yourself to favour your men in your supported union, SOLELY WITH A VIEW TO DRIVE HOME TO ALL WORKERS OF THE FACTORY THAT BECOMING A MEMBER OF THE MANAGEMENT FAVOURED UNION SHOWS BENEFITS ON WORKMEN, IN DISREGARD OF ALL PRINCIPLES, PROCEDURES, PRACTICES AND EVEN THE CODE OF DISCIPLINE.

B. You were aware that the union vehemently disagreed on the change in practice and principles, even at the stage of your

intention and ultimately there could not be a mutual settlement on this difference and dispute. And you are well aware that you are committed to the Code of Discipline, Section II (iv) of which reads:

"That affirming their faith in democratic principles, they bind themselves to settle all future differences, disputes and grievances by mutual negotiation, conciliation and voluntary arbitration".

I assert that you breached the code again when you avoided arbitration of this unsettled dispute and took ^{unilateral} arbitrary action on your own. When you had already selected 2 evaporator attendants for training, which selection was in conformity with the existing principles, where was the hurry ^{involving a third man in the department} in resorting to arbitrary action towards effecting a fundamental departure from the existing principles and practice, especially when it was the subject matter of vehement difference between the management and the union. I REPEAT THAT AVOIDANCE OF ARBITRATION OF THIS UNSETTLED DISPUTE AND BREACH OF THE CODE WAS RESORTED TO BY THE MANAGEMENT WITH THE FULL AWARENESS THAT AVOIDANCE TO THE CODE IN THIS RESPECT WOULD CONSTITUTE YOUR INTERESTS FAVOURITISM TO THE FAVOURED UNION.

Such objectionable, unlawful and unfair activities of the management have already pulled down what little prestige the management possessed hitherto and have rendered the Union's efforts to educate the workers in the spirit of Code of Discipline totally ineffective and infructuous. Even now it is not too late, and if the management is genuinely interested in saving the threatened disturbance of peace caused by them, it can withdraw immediately from the objectionable direction in which it has proceeded so far and restore the existing principles, practice and procedure in the matter of promotions

D. S & A CO WORKERS' UNION

116 Salai Road
WORIUR. P.O
TIRUCHI-3
PH. NO 793

To

The General Manager,
D. S & A Co.,
PUDIALUR.

Dear Sir,

Sub:- Rationalisation measures by the management is
gross violation of the agreement arrived at
between representatives of Industrialists, Trade
Unions and Central and State Governments at the
15th Indian Labour Conference - STRONG OBJECTION
TAKEN BY THE UNION.

1. My attention has been drawn to some of the latest steps
taken by the management, towards rationalisation in the working
of the factory. The recent conduct of the management is making
it clear that these measures are being put into effect as part of
a scheme of rationalisation, which you must have decided upon
long ago. Further, para 4 of your letter to the Union dated
25-2-59 (in reply to our protest against your arbitrariness in
methods) in which you stated, "you should also be aware that only
by modernising methods of production can industry expand....."
etc., conclusively confirms our belief that you have launched on
a programme involving modernisation and Rationalisation. You
will also admit that the changes already effected involved
rendering sections of workers surplus in the concerned category,
additional duties to the workers concerned, reduction in the
number of ^{jobs} ~~posts~~ etc.

2. We know as a matter of fact that the company is aware of
the decisions of the 15th Indian Labour Conference at Delhi in
July, 1957, one of which is a Tripartite agreement which has laid
down certain important safeguards that should govern all schemes
for rationalisation. All parties, viz., the Industrialists, the
workmen as well as the Central and State Governments are committed
to it. A true extract of the same is enclosed herewith as
Enclosure 1. When that is so, we wish to submit that in utter
disregard of this Tripartite agreement and in open violation of the
same the management has determinedly carried out and is carrying
out the following rationalisation measures behind the backs of

P.T.O

the Union and the workers.

(a) Cave yard: The management introduced a 'Tractor' engine in the cave yard, which reduced 18 of the existing jobs in the cave yard. It rendered 18 cave yard workers surplus. Their future and security of service ^{is} kept non-determined and hanging in the air. They ^{are} ~~were~~ made to do certain 'spade' work in the yard, not apprising them or the union, even an idea of what their actual work would be, let alone negotiations on that question. ~~This went on for seasons. And now we understand that the 'Tractor' is no more in use and that these workers are again required to do the old work. No one knows why it is so, whether it will be re-introduced again etc., except that it is kept as a managerial secret.~~

(b) Replacement of Cave Knife Engine.

The Cave Knife Engine has been replaced by an electric Motor. This alone seeks to abolish 3 of the existing engine Drivers' posts. By this the management have rendered 3 Engine Drivers surplus. This change has enforced an additional responsibility on the clutchmen also.

(c) Working of the Turbine:

On working the Turbine, you have stopped steam engine No. 150 which seeks to reduce another 3 of the existing engine drivers' posts. This has rendered 3 drivers and 1 reliever, 4 in all, surplus. IT IS LIKELY THAT FOR THE SAME REASONS SOME MORE STEAM ENGINES WOULD BE STOPPED RENDERING SOME MORE ENGINE DRIVERS SURPLUS AND REDUCING SOME MORE POSTS IN THAT CATEGORY.

(d) Contemplated Mechanisation in Go-down.

During discussion on the wages for the Go-down workers recently, your pre-determined intention to introduce some mechanisation in the Go-down department became obvious to us, though we do not yet know what it is going to be, when etc., By a letter, the management have threatened to retrench at all costs the



surplus that will be rendered by the intended mechanisation. Though we have firmly opposed the same even then, and continue to oppose even now and in future, we know that you have not given up your intention, to retrench the surplus consequent to mechanisation.

You cannot deny it, Sir, that notwithstanding the fact that these measures were pre-determined and part of an existing scheme of rationalisation, TO THIS DAY YOU HAVE NOT DIVULGED TO THE UNION WHAT YOUR TOTAL SCHEME OF PROPOSED CHANGES ARE, keeping the entire thing as some managerial secret, most probably, with no purpose other than, DISABLING THE UNION FROM INVOKING THE SAFE GUARDS ENSURED BY THE TRIPARTITE AGREEMENT.

(3). As per the Tripartite agreement, Clause 2 sub-clause (ii):

"Before any such change is effected, the company shall give reasonable notice ranging from three weeks to three months, to the Union, of its intention to effect the change. The notice shall contain full information regarding the nature of the proposed change, - approximate date of such change, - proposed duties for workers concerned, - and their job assignment and the expected earning".

Notwithstanding these clear stipulations, the management have failed to give any such notice, or nature of the proposed change, or date of the proposed change, or proposed duties of the workers concerned or the reduction involved in the existing jobs ~~etc~~^{etc} IN ANY SINGLE INSTANCE BEFORE EFFECTING THE CHANGE, and in gross violation of all the clauses of the agreement with hardly any exception, introduced the rationalisation measures in quick succession. In violation of Clause 1, subclause (i) which bans retrenchment of existing employees, you threaten retrenchment in the godown section of any workmen if rendered surplus due to mechanisation. In violation of clause 1 sub clause (ii) which requires the company to equitably share the benefit of rationalisation as between the *Community* the employer and the workers, the company is maintaining conspicuous silence over this issue and

at present are appropriating to themselves whatever benefits that are accrued out of these measures. The management have failed to furnish information to the Union regarding the change and the reduction in the number of jobs and also the effect of change on the number of jobs if any in other departments affected by the same change, thereby violating Clause 2 sub clause (iii).

ABOVE ALL THE MANAGEMENT HAVE FAILED TO PROVE THE NATIONAL NECESSITY OF MEASURES OF RATIONALISATION IN SUGAR INDUSTRY IN GENERAL AND IN THIS UNIT IN PARTICULAR, as required by the Tripartite agreement.

Finally, as per section 2, sub clauses (v) and (vii) it is clearly laid down that after observing all procedures prior any introduction, if only there is agreement between parties the changes may be introduced by the management, otherwise if there ~~are~~ are differences between parties the matters shall be referred to arbitration or adjudication, whereas the management have proceeded head long in a highly arbitrary manner.

4. The introduction of these rationalisation measures and modernisation of methods, in total violation of the Tripartite agreement, shutting out ^{any} ~~any~~ say either to the Union or ^{to} the workers, have aroused deep suspicious about the intentions of the management leading to high tension among large sections of workers consequent to the uncertainty caused. Instead of putting a stop to these high handed arbitrariness at least after the union's written protest which were preceded by constant oral ones, you have stated in para 2 of your letter dated 28-2-1959.

"In the first place we wish to make it perfectly clear once and for all that matters pertaining to the method of working the Factory, are the responsibility of the management".

What an appreciative emphasis! But on the wrong side, Sir ! This means the company is bent upon throwing to the winds the entire Tripartite agreement and continue to carry out the programme of rationalisation in the most arbitrary manner UNDER COVER OF YOUR SO-CALLED EXCLUSIVE RESPONSIBILITY IN THE
P.T.O

CHOICE OF METHODS OF WORKING.

5. You are aware that when consequent to your carrying out of these measures in utter disregard of the Tripartite agreement, the victims of your violation, viz., a few engine drivers resisted your move when they were declared to be surplus and arbitrarily asked to go and work somewhere else. Instead of at least then, as late as that, than never, realising the folly of your defiance of the Tripartite agreement, YOU HAVE THREATENED THEM WITH DISCIPLINARY ACTION by your letter to the Union dated 31-1-59. This means that the MANAGEMENT, NOT SATISFIED WITH HAVING ALREADY DEFIED THE SAID AGREEMENT, AND HAVING EXPRESSED THEIR INTENTION TO CONTINUE THE DEFIANCE, WOULD EVEN RESORT TO DISCIPLINARY ACTIONS TO SUSTAIN THEIR VIOLATIONS AND DEFIANCE.

6. Sir, on behalf of the Union, I record herewith our emphatic protest against these high handedness and declare that (1) the D.S & A Co., Workers' Union and their members refuse to accept any measures of rationalisation or modernisation sought to be enforced in defiance of any of the terms of the Delhi Tripartite agreement.

(2) Any attempt at enforcing the same will be resisted by all methods which we consider to be legitimate in defence of the agreement, AND DEMAND:

(1) That the management immediately declare their strict adherence to the terms of the Delhi Tripartite agreement,

(2) Concretely state the management's case as to how these measures of rationalisation "serve the real economic interest in the present conditions of the country".

(3) Put a stop to all the rationalisation measures in process so far and proceed strictly in compliance with the provisions made in the said Tripartite agreement.

(4) Submit to the Union in writing the changes that have been carried out if any, and those that are in process, in every respect of its details as per clause 2 (ii) and (iii).

(5) Submit to the Union in writing the intended total scheme

of modernisation and rationalisation in all its details as per the requirements of clause 2(ii) and (iii), so as to enable the Union to study the same and submit its views preparatory to direct negotiations on the subjects related to in paras (4) and (5) herein.

(6). Submit to the Union a statement on the monetary assessment of the savings involved by these measures.

I submit that the conduct of the management of consistently and challengingly defying the decisions of an All India Conference, approved by the Industrialists themselves and by the state and the Union Governments of the land, HAS RENDERED THE UNION'S EFFORTS AT EDUCATING THE WORKERS IN THE SPIRIT OF THE CODE OF DISCIPLINE, INEFFECTIVE AND TOTALLY INFRACTUOUS.

In its anxiety to avert the threat of serious disturbance of peace engineered by the unfair conduct of the management in one of the units of the food industry of our nation, in this locality, the Union demands that the management retract from their present undefendable position and proceed on right rails as demanded in this letter.

Yours faithfully,

Dated.

22-3-57

R. Srinivasan

Copy to:-

1. Sri R.L. Mehta, Evaluation & Implementation Officer, Ministry of Labour & Employment, Union Govt. of India, New Delhi.
2. The Minister for Labour, Government of Madras, Madras.
3. The Commissioner of Labour, Madras.
4. The Labour Officer, Tiruchirappalli.
5. The Secretary, All India Trade Union Congress, 4 Asoka Road, New Delhi.
6. The Secretary, Tamilnad Trade Union Congress, 6/157, Broadway, Madras.1.

Enclosure 1.

2. DELHI AGREEMENT ON RATIONALISATION.

...

1. It was emphasised and agreed that Government might make arrangements to ensure that measures of rationalisation which did not serve the real economic interest in the present conditions of the country might be avoided. This principle and what follows would be applicable even in the case of units which had already taken steps to introduce rationalisation but had not completed the process. The following conditions were accepted as *sine qua non* in any scheme of rationalisation:

(i) There should be no retrenchment or loss of earnings of the existing employees, i.e., the existing complement should be maintained barring cases of natural separation or wastage.

(ii) There should be an equitable sharing of benefit of rationalisation as between the community, the employer and the workers.

(iii) There should be a proper assessment of workloads by experts, mutually agreed upon and also suitable improvements in the working conditions.

2. For purposes of carrying out a scheme of rationalisation, the following working arrangement might be entered into by the union or unions and the employer concerned:

(i) The company may seek to make such changes in machinery, lay-out and organisation as it deems necessary for efficient operation of machinery and rational use of labour and material without prejudice to the provisions of any law, for the time being in force and subject to the provisions of the working arrangement.

(ii) Before any such change is effected, the company shall give reasonable notice, ranging from three weeks to three months, to the union(s), of its intention to effect the change. The notice shall contain full information regarding the nature of the proposed change, approximate date of such change, proposed duties for workers concerned and their job assignment and the expected earnings. Where, however, an appropriate procedure for notice of change exists under the current legislation, the same should be observed in preference to the above.

(iii) The employer shall also furnish information regarding the change and the reduction in the number of jobs and also the effect of the change on the number of jobs in other departments affected by the same change.

(iv) The employer and employees shall meet and discuss the proposal, as soon as possible, after the notice referred to in para (2) above has been given and the former shall furnish all information necessary for a complete understanding of the proposed change and shall explain the contemplated change to the union(s).

(v) The union(s), shall, within a week after the discussion with the employer, present its views or proposals to the employer. In the case of an agreement between the parties, the employer may introduce the change on the due date in accordance with the agreement.

(vi) The union(s) shall be given adequate opportunity to study the new change so as to enable it to judge the workloads and the earnings of the employees engaged in the new operation.

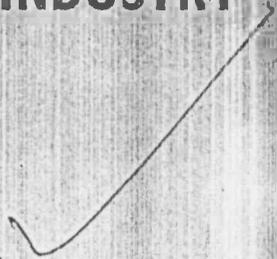
(vii) If there are differences between the parties on any matter covered by this working arrangement, the matters in dispute shall be referred for arbitration or adjudication.

R. L. ...

292



SAVE
KHANDSARI
A NATIONAL COTTAGE INDUSTRY



By
BISHAN CHANDRA SETH
M. P.

Paharganj, New Delhi.

Phone : 5 & 110
SETH KALICHARAN MARG
SHAHJAHANPUR U.P.

Phone : 33876
28, SOUTH AVENUE
NEW DELHI

FOREWORD

The case for Khandsari—one of the most vital cottage industries of India—is, I dare to presume, not very well known. In view of the proposed heavy imposition of excise duty on Khandsari in the Budget, this national industry is faced with complete extinction. During the course of these pages I have made an effort to inform you of the usefulness of this cottage industry, which has contributed immensely to the healthy growth of our agricultural economy. Instead of allowing it to perish under the burden of excise duty, this essentially labour-intensive industry should be allowed to expand under Government patronage and protection.

March 1959.

BISHAN CHANDRA SETH

SAVE KHANDSARI

A NATIONAL COTTAGE INDUSTRY

The news of the imposition of fresh excise duty at such a heavy rate on Khandsari sugar which was subject to a very nominal excise duty upto the year 1952 and which was completely exempted onwards has stunned the entire industry. It is no exaggeration to say that unless the Government revise their order, this most important cottage industry of Uttar Pradesh, with which is inter-linked the prosperity of millions of people in urban and rural areas, shall be wiped out.

In fact the misfortune of this industry has been that it has no organization of its own with any potentiality and it is scattered into very small units. It had to face in the recent years the on-slaught of a heavy crusade of the organized sugar mill industry which has got tremendous resources at its command. It has been tried to paint this industry with the blackest brush dubbing it as a national waste. Another misfortune of the industry is that no proper and reliable statistics with respect to this industry are available with the Government.

The industry heaved a sigh of relief when it noticed that Government had allotted about rupees eight crores for the development and encouragement of gur and Khandsari, recognizing it as one of the most important cottage industries with high employment potential. It was expected that this policy would mark the development and progress of this important industry, but all its hopes were dashed to pieces by the recent announcement of the Government, which is a complete negation of all that has been said or professed so far.

Some facts that deserve mention in this connection are given below :

It is an important cottage industry. Most of the process is carried on in villages by indigenous methods. Only at a later stage hand or power-driven centrifugals are used for separating molasses from sugar. The units are located in small cottages and even in dwelling houses. It has been accepted as a potential cottage industry by the Indian Tariff Board, the Planning Commission, the Village and Small Scale Industries Committee and various other State agencies. Some people try to show that there is a difference in gur and Khandsari economics but in fact it is not. The economics of gur and Khandsari is in fact the same.

Gur and Khandsari stand in relation to mill sugar, just as khadi and handloom stand in relation to textile industry. All that is said by the sugar industry against gur and Khandsari is the repetition of the

charges that are levelled by the textile industry against khadi and handloom, and refutation thereof will necessarily involve the repetition of the arguments that are put forth and have been accepted and recognized as valid so far as khadi is concerned. The Government are subsidising the khadi industry to the extent of three annas in a rupee i.e. Rs. 18.75 nP in every hundred rupees in order to encourage its employment potential. Contrarily on Khandsari the Government are imposing this heavy excise duty which will render millions employed in this industry without work.

The most important advantage of the Khandsari industry is its employment potential. Worked out and checked up figures would establish that the same unit of Khandsari sugar would employ 23 times more workers than can be employed in the vacuum pan factories. It needs hardly any emphasis to say that in a country like ours it is no mean advantage.

It is true that the sugar extracted through Khandsari is near about 6.5 per cent whereas it is about 10 per cent through the vacuum pan mills. There is scope for improvement in that direction and if the Government had invested even a fraction of the amount which they spent for the development of mill industry the extraction could have been much more.

The Government afforded protection to sugar mills right from 1931 to 1940. The recovery from vacuum pan sugar mills in the initial stages was also 7 per cent.

During this period of 9 years the sugar mills increased their recovery of sugar from 7 to 10 per cent and only then the Government thought of levying excise duty on them in gradual stages.

In case of Khandsari the Government started research sections for its development and greater productive efficiency only in 1956. Government pilot projects of improved Khandsari were started at different places for practical demonstrational purposes. But now when the work has just begun the Government have clamped down this heavy excise duty threatening to kill the industry altogether.

If we look from the point of view of the ultimate yield of edible substances, we get more through gur or Khandsari. Out of hundred maunds of cane-processed by vacuum pan system we get about 10 maunds crystal sugar, but the same quantity of sugarcane yields about 11.25 maunds of gur or upto 12.5 maunds of rab, both of which are edible food of high nutritive value. In case of extraction of 6.5 maunds of Khandsari sugar we get more than 4.5 maunds of Khandsari molasses which again is used as edible food and has always been consumed as such. It has been acknowledged by high dietic authorities as a very nutritive diet. Gay Hauser has described it in his book as "one of the four wonder foods of the world."

Another very important advantage of this industry is that its profits are evenly shared by all concerned, the cultivators, the labour, the manufactures and

many others, who are indirectly connected with it. If there is a rise in prices, the profit goes to the cultivator. This fact can be substantiated by spot-enquiry.

Another important feature of this industry is that it serves as a safety valve of the sugarcane and sugar industry, inasmuch as it alone serves the cultivator, who has no access to the sugar factory and it alone comes to his rescue in the years when the crops are more than what the factory can consume even in what is called the mill area. The records of the Cane Commissioner's office of Uttar Pradesh will amply bear out that but for gur and Khandsari, the cultivator would have been in a miserable condition during several past years. If any steps are taken to annihilate this important cottage industry, the cultivators will be thrown at the mercy of the mills whose total consumption is not more than 30 per cent of the total sugarcane produced in the country.

Gur and Khandsari industry, though not very well organized particularly as compared to the sugar mill industry, has always tried that in the larger interest of the country, it must share its profits with the cultivators. As a result of this effort and by the operation of economic factors, the cultivator has been getting sufficiently high prices for sugarcane. These prices are not high enough to compel the cultivator not to give sugarcane to factories but they are sufficient to keep a check on the tendency of exploitation by the mill-owners. The cultivator gets

an option. He tries to make allowance for the inconveniences he is put in while supplying sugarcane to factories and therefore, unless the factories improve their system and put a stop to their various ways and means of exploitation he would prefer to take his sugarcane to gur or Khandsari.

It has been commonly professed by the sugar mill industry that the production of Khandsari sugar has shot up due to the preference it is getting on tax differential, but it is not. The Indian Sugar Committee of 1920 had estimated the production of Khandsari sugar at 2,50,000 tons per annum (vide page 278 of its Report). The Indian Tarrif Board estimated it as follows:

For the year 1930-31	... 2,000,00 tons
For the year 1931-32	... 2,50,000 tons
For the year 1932-33	... 2,75,000 tons

This would show that even about two decades ago the production of Khandsari sugar was estimated between two to three lakh tons and therefore, the estimates for 1957-58 or 1958-59, which are also about the same, do not represent any phenomenal rise and the cry is therefore without any force.

The Government had imposed an excise levy of eight annas per cwt. on Khandsari in the early stages, but even this negligible duty was later withdrawn from 19-7-52. The withdrawal was preceded by

a close check up and a thorough probe at the instance of the then Finance Minister by very high officers of the Revenue Department, at the spot, which revealed that the imposition of excise duty on the small units while causing irreparable injury to the industry, had also caused great administrative difficulties to the Government.

The Indian Tarriff Board did not do much justice to the Khandsari industry, as its representatives had not much say in the matter. Still it says as follows:

"...On the other hand it has been maintained that encouragement should be given to this village industry which holds a position somewhat analogous to the handloom weaving industry. It has also been argued that, since the present production of factory sugar does not meet the total demand of the country, Khandsari sugar may be able to supplement factory sugar, especially in times of scarcity. Besides a large number of cultivators and middlemen, especially in U.P. derive their maintenance from this industry in certain rural areas, which are far remote from factories and whose surplus cane finds an outlet in this industry ...But the imposition of an excise duty of eight annas per cwt. at present on a village industry of this character is hardly justified. We have been given to understand that the realization of excise duty from Khandsari sugar has been insignificant during the last few years. We recommend that, in order to give encouragement to this village industry, Khandsari sugar should be exempted from payment of excise duty and that such

technical assistance as is necessary should be given to encourage its production in efficient units and on economic lines." (*Indian Tarriff Board Vol. I. page 60.*)

Even the Fact Finding Commission (1958) of the Government of India in its interim Report is reported to have disfavoured the idea of an excise levy on Khandsari.

The machinery used by a Khandsari unit is of 100 per cent indigenous origin and most of it is being fabricated by small-scale workshops. It needs no foreign exchange for its components and equipments. As it requires a much less capital outlay than required by a sugar factory, it is run and managed by middle-class investors only. Because of the development work done by Khandsari units cane yield in non-mill areas has increased from 11 tons per acre to 16 tons per acre. It has, therefore, brought prosperity to the cultivator. Unlike sugar factories it does not need cane to be transported over long distances. To an extent it is also helping, though indirectly, in the earning of the foreign exchange. By meeting a part of the home demand it has created conditions so that there is sugar in surplus which can be exported. To the cultivator it has given a bargaining counter whenever sugar factories delay payment or pay less than the minimum price. It is also having a stabilising effect on sugar prices. But far more important than all these

factors is its provision of a cheaper sweetening agent to the vast mass of people living in the country.

The net cost of production of Khandsari Sugar is about Rs. 25/- per md. Breakup figures are as follows:

(a) Cost of 15.4 mds. of cane	
@ Rs. 1.25 per md.	Rs. 19.25
(b) Cost of processing	
@ Rs. 0.50 nP. per md. of cane	Rs. 7. 69
	<hr/>
	Total Rs. 26. 94
Deduct value of .67 mds. of molasses @ Rs. 3/- per md.	Rs. 1. 94
	<hr/>
	Net cost Rs. 25. 00
	<hr/>

By adding, market transportation charges merchandising charges and sales tax (the total works out to about Rs. 3.50 nP. per md.) the average price of Khandsari would work out to about Rs. 28.50 nP. per md. Average quality of Khandsari sugar generally sells at a discount of Rs. 4/- per md. as compared to medium grain factory sugar. Since a ceiling of Rs. 36/- per md. has been fixed by the Government for medium grain factory sugar, the 1st process Khandsari sugar would on the average fetch Rs. 32/- and 2nd process Khandsari sugar about Rs. 27/- per md. The average price works out to Rs. 31/- per md. In other words

Khandsari manufactured under the present conditions makes a profit of about Rs. 2.50 nP. per md. In case the excise duty as proposed in the Budget is levied on Khandsari this meagre profit of Rs. 2.50 nP. per md. will be converted into a loss of about Rs. 2/- per md. To pass this loss on to the consumer is impossible as medium grain factory sugar's ceiling price is Rs. 36/- per md. These profit figures are also borne out by the statistics published by the U.P. Government. Planning Research and Action Institute, Lucknow, in case of improved Khandsari units.

The following paragraph occurs in P. R. A. I. Publication no. 170 of November 1958 of the said Planning Research and Action Institute, Planning Department, Uttar Pradesh Government :

“Exemption from excise Duty should continue—

The development of the industry has been greatly influenced by its exemption from Excise Duty. This has provided good protection to this industry. The reason for allowing this exemption is that Khandsari or the small-scale crystal sugar production units cannot thrive if Excise Duty is clamped on them, because the extraction of sugar from the small units is less by about 2—2.5 per cent as compared to vacuum-pan sugar factories. Since this industry is to operate in an area where gur manufacture usually takes place, it will go a long way in ensuring better returns from the sale of cane crop to the cultivators. Further, this industry is still in its infancy and unless it is given chance to grow

it will perish under the burden of Excise Duty. What is needed is that this industry should be allowed to expand under Government protection and patronage.”

As a result of the heavy imposition of excise duty it is feared that the Khandsari units in the country will close down. This fact will have a serious repercussion on the village economy of the country. The cane which is consumed in the production of Khandsari will divert entirely to gur making. The same can not go to vacuum pan sugar mills as they are situated at great distances from the villages. Further the sugar mills consume only 30 per cent of the sugarcane produced in the country. This gur making will yield the cultivator only about 10 to 12 annas for every md. of cane produced by him. The Khandsari industry on the other hand gives him at least Re. 1/- for every md. of cane. In this connection following extract from the aforesaid Bulletin no. 170 of the U.P. Government Planning Research and Action Institute Lucknow (page 6, para 4), needs careful attention :

“Cultivators get better price per md. for their cane— as pointed out elsewhere the cultivators get 10 to 12 annas per md. for their cane if they convert it into gur while through these units they get a minimum price of Re. 1/- per md. This will help in stabilizing the agricultural economy in the State.”

In fact when Government have accepted that cottage industries have their place in the national

economy of the country and even the Indian Constitution provides sufficient safeguards for the same it would be disastrous if by one stroke of pen such an important cottage industry is put to a blow from which it cannot recover. It is, therefore, urged that the Government should come to the rescue of this important cottage industry and save it from the threatened ruin.

NOTES

30 APR 1955
Wage Board file
K-10/102
MKP
106

The All India Trade Union Congress
4, Ashoka Road,
New Delhi.

(292)

Dear Sir

we are forwarding you a "True copy" of the questionnaire regarding "GRATUITY" received from the Central ^{wage} Board for Sugar Industry Ministry of Labour Employment Government of India for sending the ~~final~~ ^{correct} answers as we have to despatch them before 15th. of April. We are also sending you some answers for the same according to our mind. Please send us the ~~final~~ ^{same} answers to be submitted to the above Board.

Reply soon.

Thanking you.

THE PANIPAT CO-OP SUGAR MILLS
MAZDOOR UNION REGD.
PANIPAT.

yours faithfully
Kishan Chand
(KISHAN CHAND)
The Panipat Co-op. Sugar Mills Mazdoor Union
Panipat. General Secretary

Triopoly

Supplementary Questionnaire Regarding Gratuity

(A) Have you any gratuity scheme in operation in your mill? If so, please furnish nine copies of it.

(B) How many employees during the last five years, availed the benefits of the scheme and what was total amount paid during each of the last five years?

129

It has been stated that there are a number of employees who have crossed the ordinary superannuation age, but do not leave the employment owing to the absence of any gratuity scheme. Is it so in your factory?

130

Do you favour the introduction of gratuity scheme? If so, please give Board a outline of the scheme you suggest.

131

Do you suggest any ceiling on gratuity in terms of the wages / salaries of the employees concerned? If so, what?

132

(A) Do you any scheme of improvement/modernization of plant ~~awaiting~~ awaiting introduction? what will be its effect upon the volume of employment in different occupations in your mill and how is the programme phased?

(B) Can the scheme of improvement/modernization of plants be accelerated and the problem of surplus labour be solved by introducing Gratuity Scheme?

(C) Have the improvement/modernization machineries already arrived? If not, when are these expected.

133

In what other industries in your region, gratuity schemes are in vogue? If possible, please forward nine copies of such gratuity schemes.

128

- (a) we have no such scheme in operation in our mills
- (b) none of the employees has availed the benefit of the scheme as this mill was erected in year 1956-57

129

yes sir there are several employees who have crossed the ordinary superannuation age ~~and~~ and have not left the employment owing to the absence of any gratuity scheme.

130

yes sir, we are in the favour of the introduction of this scheme and the Board outlines are as under:-

1

2

3

4

131

132

- (a) we have no scheme of ~~the~~ modernization of plant.
- (b)
- (c) No sir

133

March 27, 1959

1. Com. Ram Asre
18/50 Kurswan
Kanpur
2. Com. Satish Loocha,
Punjab P.T.U.C.
Tullandian



Dear Comrade,

Please find enclosed a copy of the letter No. 6498/WB-G(70) dated March 2, 1959 from the Central Wage Board for Sugar Industry on the subject of Supplementary Questionnaire regarding gratuity and a copy of the questionnaire for your information and necessary action.

Kindly acknowledge the receipt.

With greetings,

Yours fraternally,


(K.G. SRINASTAVA)
SECRETARY

Encl: 2

P.S. I am going abroad today. Hope to return sometime in April.

K.G.S



C-3



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at H. M.

O LB RAMPUR SECTT 24
S A WING 4430K ROAD NEW DELHI



DESPITE CHIEF MINISTER EFFORTS OF NO VICTIMIZATION OF RAZZULAND SUGAR
FACTORIES WORKERS EMPLOYERS INSISTING ON VICTINIZATION STOP
FORTY FIFTY SUSPENDED WORKERS WILL MARCH ON CYCLES TOWARDS LUCKNOW
TWENTYEIGHTH MORNING TO SEE THE JUSTICE AT THE GATES OF ASSEMBLY.

- A Z HARABHAS RAZALUFLAND SUGARMILLS -

COPIED AT 13/30 HRS
(RATTAN)

sequence of entries at the beginning of this telegram...
the case of foreign telegrams only, office of origin, date, service instructions (if any) and
words.
This form must accompany any enquiry respecting this telegram.
1 Ab--1271- 28-1 58--1,13,3 60 Bha.

23 MAR 1959



The Vizagapatam Sugars & Refinery Workers' Union

Established 1945

Registered No 346

Recognised 1946

President: Sri K. Srinidharan

Secretary: Sri V. Subbarayan

Ref No.

THUMMAPALA

Via ANAKAPALLE

[Visakhapatnam Dt.]

292

27/3/59

Sri S. A. Donge, M.P.
New Delhi.

Sir,

We beg to inform our grievances for your kind and sympathetic arrangement to the following.

The V.S. & R. Co. concern started in the year 1932 till now the working was very satisfactory with out any struggle. Now we came to know the management is decided to shift the site to Godavari est. In this case hundreds of workers are going to be unemployed in this hard dist. and it is a hard ship for the workmen. It is a matter of fact all these thousands and etc. workers are full support for our party so that the management is trying with his interest to congress party to cut the workmen.

So kindly try not to give permission even one cell for the workers' meeting and be not unjust for the workmen. We hope that you will be tried that it is your personal.

Thanking you Sir,

Yours faithfully
S. Srinidharan



The Vizagapatam Sugars & Refinery Workers' Union

Established 1945

Registered No 346

Recognised 1946

President: Sri K. Govindarao

THUMMAPALA

Secretary: Sri V. Subbaraju

Via ANAKAPALLE

[Visakhapatnam Dt.]

Ref No. 31/59

Dated 16--3--1959.

MEMORANDUM submitted to the Hon. Minister for Industries,
Government of Andhra Pradesh, Hyderabad.

Sir,

We beg to draw your kind attention to the following
for your urgent consideration and action.

It is reliably learnt that attempts are being made
by the Management of the Visakhapatnam Sugars & Refinery
Limited, Anakapalle (Thummapala Sugar Factory) to shift the
Sugar Mill now situated at Thummapala to Yerravaram in East
Godavary District.

This, it is understood is sought to be done on the
ground that it is not economic and that the supply of sugar-
cane to the Factory is not adequate in this area.

At the outset, it has to be made clear that in the
past one decade the Factory never experienced any shortage
of supply of cane and on the other hand, there were occasions
when thousands of tons of Sugarcane has been refused by the
Factory as in 1956-57.

It is only in the current year, for the first time
in the past one decade, that there was shortage of cane
supply to some extent due to unprecedented floods of which
the Government was well aware of. Even this year the season
continued until March 15 and the total quantity of cane
crushed is more than 40 thousand tons and is short by only
30% of the normal crushing capacity. Thus it is neither --

deliberate nor intentional on the part of the cane-growers who cannot be made responsible for this shortage which occurred for reasons beyond their control. Barring this year, there was never a single case when the --- Factory stopped for want of cane after 1949-50. In reality, the production of sugarcane in this area has been increasing from year to year and the trouble was over-production

Secondly, the argument that it is not economic to run the mill in this area is completely incorrect and may be judged from the following facts.

1. The minimum wage given to workmen is not more than Rs. 19-50 Np. per mensem.

2. The Company had been paying only the minimum price for sugarcane of Rs. 39/- per ton as compared to a higher price of Rs. 42-50 Np. per ton paid by the neighbouring Barlapudi Sugar Factory.

3. The Company has not properly paid bonus to the cane-growers unlike other Sugar Factories in Andhra Pradesh.

In the light of what is stated above, any plea of loss cannot stand to reason and has no justification whatsoever in these days of soaring price of sugar.

If still it should be asserted by the Company that it is uneconomic it should be for reasons for which neither the cane-growers nor the workmen can be held responsible and can only be accounted for the mismanagement, extravagant



The Vizagapatam Sugars & Refinery Workers' Union

Established 1945

Registered No 346

Recognised 1946

President:

THUMMAPALA

Secretary:

Via ANAKAPALLE

[Visakhapatnam Dt.]

Ref No.

--3--

expenditure and avoidable wastage, that is more, we beg to submit that the workmen are prepared to suggest ways and means to economise and run the Factory smoothly provided the Factory adopts a responsible approach.

So, therefore, we cannot but point out that the reported attempts to shift the Mill are entirely unjustified and untenable. We wish to impress upon the Government that everything will go smooth provided the management observes a positive approach to secure the cooperation of the public and avoids the extravagant expenditure now being indulged on.

It is requested, therefore, that when the cane-growers have been unflinchingly supplying cane to the Factory despite grave irregularities like non-payment of bonus to cane-growers as per Sisma Formula and considerable delay in payment of price for the cane supplied, the Government should refuse to grant permission to shift the plant either in full or in part from Thummapala where we contributed to lay every brick and stone with an hard toil and have made it into what it is today.

We ardently hope that the Government will resist any such attempt of the management which if allowed, would result in throwing out of employment hundreds of workmen in this locality besides severe hardship to Cane-Growers.

Yours faithfully,

[Signature]
for Secretary

Copies to:

- The Hon'ble Chief Minister, Govt. of Andhra Pradesh, Hyderabad**
- The Hon'ble Minister for Labour, Andhra Pradesh, Hyderabad**
- The Hon'ble Minister for Industries, Union Government New Delhi**
- The Hon'ble Minister for Labour Union Govt. New Delhi.**

in S. K. Dange, H. P. Windsor place New Delhi was substantiated for the minute details.

PUBLIC RELATIONS COUNSEL OF INDIA

PRESS & PUBLIC AFFAIRS COUNSELLORS

POST BOX NO. 52, NEW DELHI (INDIA)

भारतीय जन-सम्पर्क परामर्शदातृ समिति

DIPLOMATIC INFORMATION SERVICES

March, 16 1959

16 MAR 1959

Shri Shripad Amrit Dange M.P.
New Delhi

Dear Sir,

92

IMPORTANT

Re.—Background material on Budget

I am sending herewith a background material over the Excise Duty on Khandsari Sugar and has given some good facts for your use and marked portions deserve your attention.

Material about other Subjects

We can give background material about Budget on other subjects like Commerce, Industry, Cottage & Small Scale Industries, Defence, Education, Scientific Research, External Affairs, Finance, Food, Agricultural & Co-operation, Community Development, Health, Home Affairs, Power Projects, Labour, Planning, Railway, Rehabilitation, Steel, Mines, Transport, Communication, Housing, State Undertaking, and Tribal Welfare etc. Besides this we give you the material on any subjects you like. We are doing this work since 1952 and ours is the only organisations doing Public Relations work not only in India but in the whole of Asia.

Discussion on Parliamentary Work

We charge Rs. 25/- per hour for discussion on any subject per visit or work on Monthly Retainer. You take advise from lawyers, Doctors and other and similarly you must take advise on political work from experts who give independent opinion all subjects. We give advise when our fee is paid to us strictly in advance .

Your Sincerely

Confidential

Phone : 29055

M. L. Uniyak

Director

Tax Proposal on Khandsari Sugar

Some Points for Consideration

The Union Finance Minister's latest tax proposals threaten the country's Khandsari sugar industry with extinction. It is a death blow for which the industry was not prepared.

In nutshell the new tax means this: An industry whose total output in the year is hardly worth Rs. 15 crores and whose total investment is not more than Rs. 2.1 crores a year. Obviously in this age of competition no cottage industry can make such huge profit as can cover this high tax which is almost 15% out of the total sales. (A total levy of Rs. 4.62 per md. is proposed on Khandsari sugar whose mean price is Rs. 31/- per md.).

In the tax proposals Government have ignored a vital distinction between the paying capacity of improved Khandsari units and those which use primitive methods through with power. The improved units use crystallisers and sulphatation plants and are able to produce at less cost 1 to 2 mds. more crystal sugar from the same amount of cane say on the basis of 100 mds. of cane than units of the old type producing powder Khandsari sugar.

The sugar from the improved units also sells at a higher price. Thus it is obvious that the worst victims of the new tax are the primitive type Khandsari units which use power. And it is these units which produce most of the country's Khandsari sugar.

Khandsari is a cottage industry. Its machinery is all made in India. It gives employment to about three lakh people. And it has grown with the support of the Government. Surely it cannot be the intention of our Government now to destroy it.

The Government have obviously been led into taking this action as a result of misrepresentations from sugar mill-owners who have falsely blamed this industry of being the cause of their troubles. The facts given below will show that there is no competition any where between Khandsari and mill sugar. Each draws its raw materials from different sources.

The main grievance of the sugar factories was that Khandsari units were coming in mill areas and were taking away cane meant for the mills. They had demanded an excise duty on all Khandsari units. In fact Khandsari units crush only about 6% of India's sugarcane. There has been no increase since last year in the number of Khandsari units-3,000 in all-nor in their production of sugar which has been 1.75 lakh tons annually since the crushing season of 1956-57. Almost all the units draw their cane from areas other than the mill areas.

Dissatisfied with the mill's mode of payment and, encouraged by the prevailing high prices of gur the cane cultivator prefers to divert his crop towards gur production. About 60% of India's cane is consumed in making gur.

A layman can easily understand the disastrous effect of the new tax on primitive power driven, Khandsari units from a few simple and well known facts.

Since a Khandsari unit's production of sugar is only about 6% of the cane crushed (against 9.5% recovery by the mills) it needs 15.4 mds. of cane to produce one mound of sugar. The net cost of the production of Khandsari is Rs. 28.50 per md. Break up figures are as follows :-

(a) Cost of 15.4 mds. of cane @ Rs. 1.25 per md.	Rs. 19.25
(b) Cost of processing @ Rs. 0.50 per md.	Rs. 7.69

Total

Rs. 26.94

Deduct value of 6.7 mds. of molasses @ Rs. 3/- per md.

Rs. 1.04

Cost Rs. 25.00

With the cost of production, transportation, merchandising charges and sales tax which accounts for about Rs. 3.50 per md. the total cost to the producer comes to Rs. 28.50 per md. This year it was more because cane sold at Rs. 1.50 per md. due to the high price of gur.

The mean price of Khandsari sugar is Rs. 31/- per md. and it cannot be raised because factory sugar which is regarded superior is selling at a controlled price of Rs. 38 per md. Thus the new tax of Rs. 4.62 per md. will convert the profit of Rs. 2.00 per md. into a loss of Rs. 2/- per md.

Some other factors in Khandsari's favour are, it needs no foreign exchange for its machinery. It helps to earn foreign exchange by relieving the home demand for mill made sugar which can thus be exported. It needs small investment and fewer transport facilities for cane. It gives a cheaper sweetening agent to the people.

With the rising prices of food-grains and increase in the duty on diesel oil production costs are already on the increase. To add to this top heavy burden the U.P. Government has also imposed this year a tax of Rs. 300 per bale and Rs. 600 per crusher.

Indeed, the industry has a good case for relief and help.

In any case there seems little basis for the new tax. If protection is needed for the mills other measures can be found. It should not be necessary to kill one industry to help another.



Back Ground Material From

PUBLIC RELATIONS COUNCIL

March 11, 1959

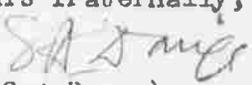
Dear Com.G.D.,

I just read in the press that the strike has been called off and you have ended your hunger strike. I hope the work that you have done bears its fruit and persuades the Government to take the necessary steps to correct the mischief that has been done by the agreements entered into by the INTUC in that area.

After a prolonged hunger strike like that, you must be in need of rest. I hope you will take it. Along with rest, what is also necessary is that you should have proper diet for at least a month. That will be a strain on your resources. Hence I am sending you Rs.100 exclusively for the purpose of your dieting and recouping of health. This is not to be used for any other purpose. I say this because if I don't put down that condition, there is a likelihood of your spending the money on some other purpose. I hope you will accept this as from the AITUC.

With greetings,

Yours fraternally,


(S.A. Dange)

Com.G.D. Bajpai,
Kanpur.

292

Dear Sir: Asthana,

As per the order of the
Board of Directors this matter has been
permitted. It was held that the
in April. you will be informed
with respect.

Asthana

Shri Asthana
Mizoram and district,

SAKKAR NAGAR,

C. R. Ly.

Gulba Rao

9 MAR 1959

Kanpur Trade Unions Joint Council of Action.

Trade Union House, 22/81A,
Feelkhana, Kanpur.

His Excellency Sri V. V. Giri,
Governor,
Uttar Pradesh,
Lucknow.

Sir,

Reg: Rampur Sugar Workers Strike & Hunger Strike
undertaken by Shri Ganesh Dutt Bajpai.

Your Excellency is already aware that nearly 4000 workers of the Raza and Buland Sugar Mills in U. P. were locked out by the management of the mills from February 4, 1959 following a strike launched by the workers of these mills from February 2, 1959 as a protest against the action of the management and the Government in launching arbitrary cut in their leave facility. You are also aware that the workers of these sugar mills by an agreement arrived at on January 22, 1957 had secured earned leave calculated in accordance with the decision of the works committee of September 1949 upto a maximum of 15 days in a year and 2 days closure holidays for each year. About one year later on February 2, 1958 Sri Kashi Nath Pandey, I.N.T.U.C. Leader, signed another agreement with the management permitting the management to cut holidays and leave facilities previously won by the workers.

As against the above agreement, the workers of these sugar mills raised their voice and suggested that the matter may be referred to arbitration - even an arbitrator of employer's choice and in the event of their demand being rejected the employees were left with no alternative but to resort to direct action for the realisation of their demand.

You are also aware that the situation in the area has become extremely serious and Shri G. D. Bajpai, General Secretary, United Chini Mill Mazdoor Federation has gone on a hunger strike from February 18, 1959 in support of the struggle of the Rampur Sugar workers against the lock out and for winning back the arbitrary cut in their leave facilities.

Your Excellency will thus appreciate that the I.N.T.U.C. by signing an anti workers and back door agreements has acted against the code of discipline and the Government Spokesman by justifying the lock out and declaring wrongfully the said strike as illegal, have also grossly committed breach of the Code of Discipline.

We, therefore, urge upon your Excellency to please intervene and secure an end of the strike and the hunger strike in the name of peace in the industry and in order to save the life of Sri Bajpai, who is a great scholar and beloved Trade Union Leader of the Country. The entire dispute may kindly be referred to adjudication.

A copy of a resolution adopted unanimously in a joint meeting of the representatives of 34 trade Unions of the City held on March 4th, 1959 under the Presidentship of Sri Virendra Bahadur Singh is enclosed for your kind perusal.

Kanpur: 5th March 1959.

Yours faithfully,

Mahesh Bajpai
(Mahesh Bajpai)
Convener.

Copy of Resolution adopted in a meeting of 34 trade Unions of Kanpur on 4th March 1959, held under the Presidentship of Sri Virendra Bahadur Singh.

This representative meeting of the various trade unions of Kanpur endorses and strongly supports the reasonable and justified demand of Rampur Sugar workers who are on General Strike since February 2, 1959 and of Shri G. D. Bajpai, General Secretary, United Chini Mill Mazdoor Federation who is on hunger strike since 18.2.59 for an immediate reference of their dispute of leave and holiday facilities to an adjudicator. This meeting also expresses its deep concern over the deteriorating condition of Shri Bajpai as well as records its condemnation over the callous attitude of the State Government in not fulfilling its obligation of referring the dispute to adjudication for obtaining necessary settlement, as result of which the life of a great scholar and labour leader of the country has been endangered.

This meeting further warns the State Government to refrain from throwing a challenge to the organised trade Union movement of Uttar Pradesh by not conceding the legitimate demand of the striking Rampur sugar workers. It appeals to the labouring masses of Kanpur to take appropriate steps for getting reversal of the anti labour policies of the Government.

This meeting also decides to hold public meetings and arrange demonstrations in support of the striking Rampur Sugar workers and to wait in deputation upon the State Governor for seeking his intervention in the dispute. This meeting in the end challenges the validity and legality of the statement of the state Chief Minister declaring the Rampur Strike as illegal and demands of him to invoke the provisions of industrial law and refer the entire dispute to a Tribunal for necessary decision.

17 MAR 1959

C-3

100



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____ B. _____ M.

O TL RAMPUR STE UP . 6.

DANCE 4 ASHOKA ROAD, NEW DELHI.

BAJPAL'S CONDITION SERIOUS STRIKE COMPLETE SUMPURANAND ADAMENT

MEET NEHRUJI GIVE STATEMENT-----

MUSHTAQAHMAD....

CPD.
0050.00801.

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram:

MSGPT/ab.—1862—15-12-55—1,24,500 BR.

March 7, 1959

The Secretary,
Deccan Sugar &
Abkari Co. Workers Union,
Samalkot, (Andhra)

Dear Comrade,

Your telegram dated 6th March.

We are herewith sending you a cutting from the Trade Union Record, containing the statement of the Deputy Labour Minister, made in the Lock Sabha, on February 25, 1959, regarding the Interim Relief.

We have not yet received full text of the Wage Board report on Interim Relief.

With greetings,

Yours fraternally,

Visho
Man
(K.G. SRIWASTAVA)
SECRETARY

Encl: 1



C-3

7 MAR 1959



1914



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

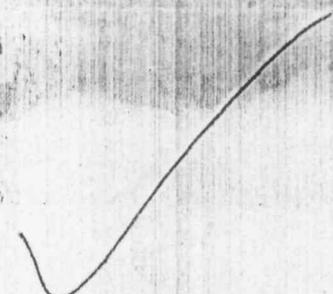
No.

Received here at H M



TO: ATTUCONG NEW DELHI
FROM: SUGA WAGE BOARD INTERIM REPORT COPY
SECT SUBR COY WORKERS UNION

Handwritten notes:
10/11/59
10/11/59
10/11/59
10/11/59



The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.
MGIFPAh.—121—30-4-57—91,370 Bks.

Handwritten signature: Vtho Han

(K. G. SRINIVASAVI)
SECRETARY

Encl: 1

15 MAR 1959

C-3



2985



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at H M

O VH RAMPUR STE UP 4- - - - -

DANGE 4 ASHOKAROAD ND--

225 RAW RECRUITS WRONGFULLY CONFINED RAZA SUGARMILLS
PREMISES FOR BREAKING STRIKE LAST 24 HOURS STOP ACTION
WRONGFUL ILLEGAL UNFAIR LAJOUR PRACTICE --- BAJPAT --

23/15--

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.
MGT/PAh.—121—204-57—91,370 Bka.

4 MAR 1959

292

1530



C-3



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at 11/6 H 18 M.

0 92 Amroha 4 ✓

28

S.A. Dange m.p. new Belm
Two labourers of Kundan Sugarmills
on Hunger strike back four
days District magistrate imposed
144 without any disturbance
Sharafathusam:

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.
MGIFPAh.—121—30-4-57—91,370 Bks.



C.-3



1591



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at H. M.

O NA MEERUT 4

SRI S A DANGF M P NEW DELHI...

.....PROPOSED HEAVY EXCISE ON KHANDSARI DEADLY TO THIS SMALL SCALE COTTAGE INDUSTRY STOP PLEASE APPOSE THIS IN YOUR BUDGET SPEECH STOP @ OUR DELEGATION WITH COMPLETE FACTS AND FIGURES MEETING YOU IMMIDTLY TO CONVINCEN YOU STOP THE QUESTION OF UNHEALTHY COMPETITION WITH BIG SUGAR FACTORIES DO NOT ARISE SINCE WE CRUSH ONLY SURPLUS SUGARCANE IN COUNTRY SIDE STOP WE OFFER MANY TIMES MORE EMPLOYMENT THAN MILL OWNERS STOP WE REQUEST YOUR SUPPORT ON THIS QUESTION OF LIFE AND DEATH FOR THIS COTTAGE INDUSTRY WHICH HAS BEEN TILL RECENTLY ENCOURAGED BY LEADERS AND MINISTERS

SECRETARY WESTERN U.P KHANDSARI,
ASSOCIATION MEERUT...

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram:
MGIFPAh.—121—30.4.67—91,370 Bks.

6 MAR 1959

292

C-3



8



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

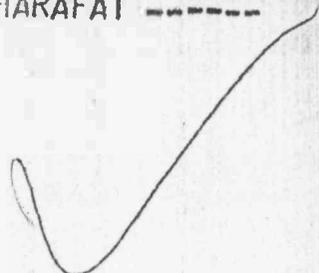
No.

Received here at H. M.

O RF AMROHA 5 -----
S A DANGE M P NEW DELHI-

--- HUNGER STRIKE WITHDRAWN DEMANDS ACCEPTED KUNDAN SUGAR
MILL AMROHA ----- SHARAFAT -----

12/15-
-----O.P



The sequence of entries at the beginning of this telegram is--class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MCHPPAh-121-30-4-57-91,370 Bks.

4.3.59

114

GANESH DUTT BAJPAI
SULTAN HOTEL
RAMPUR (U.P.)

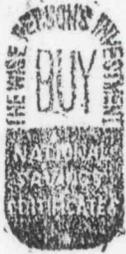


THANKS YOUR LETTER STOP IT IS ABSOLUTELY NECESSARY YOU
SHOULD WITHDRAW HUNGER STRIKE IN ORDER OPEN WAYS FOR
SETTLEMENT STOP NO USE YOUR DYING LIKE THAT STOP
URGE YOU TO AGREE

DANGE

3 MAR 1959

C-3



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____ H. _____ M.



O H RAMPUR STE U P 3

SADANGE 4 ASHOKRAOD NEW DELHI

.... BAJPAI HUNGER STRIKE 15 TH DAYS PASSING PUSH AND BLOOD
IN URINE CONDITION SERIOUS STOP TOTAL STRIKE CONTINUES STOP
EMPLOYEES NOTICE TOTAL DISMISSED NEW RECRUITMENT BY 4 TH BOMS
DISTRIBUTION WITH HELD EARN WAGES UNPAID SITUATION CRITICAL
COMPLETE NEWS BLACKOUT STOP PRAY GIVE STATEMENT STOP QUESTION
PARLIYAMENT STOP.. MUSTAQAHMAD.

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words. **COPY AT 14-35**

This form must accompany any enquiry respecting this telegram.
MGIFPAh.—121—30-4-57—91,370 Eka.

INDIAN SUGAR MILLS ASSOCIATION

(Affiliated to the Indian Chamber of Commerce, Calcutta)

INDIA EXCHANGE,
INDIA EXCHANGE PLACE,
CALCUTTA-1.

Ref. No.

4 2844

30th April, 1959.

The Chairman,
Central Wage Board for Sugar Industry,
Civil Lines,
Kasia Road,
Gorakhpur.

Dear Sir,

With reference to your letter No. 6498/MB-G(70) dated 13th March, 1959, I am submitting on behalf of the Association nine copies of replies to question Nos. 130, 131 & 132(b) of the supplementary questionnaire regarding gratuity issued by the Wage Board. The remaining questions pertaining to factories will be replied to by the individual mills.

I write for your information that copies of our replies have been forwarded as desired by you to four Central Organisations of workers namely :-

1. The United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
2. Indian National Trade Union Congress, 17 Janpath, New Delhi.
3. Hind Mazdoor Sabha, Servants of India Societies House, Sandhurst Road, Bombay, and
4. All India Trade Union Congress, 4 Ashoka Road, New Delhi.

Yours faithfully,

Encs

SKS:NIJ

Secretary.

Copy forwarded for information to the Secretary, All India Trade Union Congress, 4 Ashoka Road, New Delhi.

Secretary.

S

REPLY TO THE SUPPLEMENTARY QUESTIONNAIRE
ON GRATUITY

QUESTION NOS. 130, 131, & part of 132(b)

Since 31st July 1956 there is compulsory Provident Fund Scheme in operation in the sugar industry. Unlike previous voluntary Provident Schemes which were related to only basic salary or basic wages and were in operation in only a few factories, where also the benefit was given to only a small number of employees, the compulsory Provident Fund Scheme applies to all sugar factories, is related to total consolidated salary, that is basic wages plus dearness allowance and all employees drawing salary upto Rs. 500/- per month are covered by the same.

The compulsory Provident Fund Scheme has already involved considerable financial cost to the sugar industry. The question now is whether in addition to the Provident Fund Scheme, the industry should be required to bear further burden of a gratuity scheme.

In this connection, we may mention that in the statement of objects and reasons of the Employers Provident Fund Bill 1952, it was pointed out that as a provision for the future of Industrial Worker, after ~~the~~ he retires, institution of Provident Fund was a better alternative to the introduction of a gratuity scheme. The relevant portion of the statement of objects and reasons reads as follows:

"The question of making some provision for the future of industrial workers after he retires or his dependants in case of his early death has been under consideration for some years. The ideal way would have been provision through old-age and survivor's pension as has been done in the industrially advanced countries. But in the prevailing conditions in India, the institution of a pension scheme cannot be visualised in the near future. Another alternative may be for provision for gratuity after a prescribed period of service. The main defect of a gratuity scheme, however, is that the amount paid to a worker or his dependant would be small, as the worker would not himself be making any contribution to the fund. Taking into account the various difficulties, financial and administrative, the most appropriate course appears to be the institution compulsorily of contributory provident fund, in which both the worker and the employer would contribute. Apart from other advantages, there is the obvious of cultivating among the workers a spirit of saving something regularly. The institution of provident fund of this type would also encourage the stabilisation of a steady labour force in industrial centres".

The above statement of objects and reasons makes it clear that Provident Fund was not regarded as an addition to gratuity but as an alternative to gratuity or pension. The.....

assurance that employers would not be called upon to bear the burden of gratuity or pension in addition to the Provident Fund was given by the then Union Labour Minister Shri Jagjiwan Ram, during the course of the passage of the Employees' Provident Fund Bill in February, 1952. The relevant extract from the Labour Minister's speech is reproduced below:

"It will be difficult to continue both the benefits in the same establishment. Well, if such a thing is done voluntarily, there will be no objection to it and we cannot say Government will come down upon the employer and say "why did you give this benefit also". We will be glad if the employers give the additional benefit but we cannot force them to do it....." (page 1209, Parliamentary debates Volume 1, No.13 Part II, dated 22nd February 1952).

In various awards of Industrial Tribunals, it has been held that the grant of a scheme of gratuity was a long term policy and must depend upon the capacity of the employer to pay on a long run basis. Even in a well established industry like jute, the Industrial Tribunal has held the view quoted below on the issue of dual benefit of Provident Fund and gratuity.

"The claim put forward particularly by the Jute Workers' Federation to the effect the gratuity should cease to be a benefit complementary to the Provident Fund and should be an additional benefit and that gratuity should be considered as a sort of deferred wage has received our earnest attention. As was observed in the First award, we also do not say that the two benefits of Provident Fund and gratuity cannot co-exist. The real position however, is whether in the light of the experience of the last three years since the publication of the First Award, it can be truly said that the units in the Jute Textile Industry have acquired greater capacity to bear fresh burdens. In the light of what we have already discussed in some of the sub paragraphs of paragraph 1, we have no hesitation in coming to the conclusion that the present times are most inopportune for bringing about any system of gratuity as a benefit in addition to the Provident Fund" (Industrial Dispute in the Jute Textile Industry of West Bengal and their employees, Calcutta Gazette Extraordinary November 12, 1951 page 1691 para 10(3)).

The financial condition and future prospects of a large number of sugar mills in this country are even less favourable as compared to the Jute Industry. Hence we do not recommend introduction of compulsory gratuity scheme in addition to the existing statutory Provident Scheme.

Even though, we do not recommend gratuity, we at the same time would like to extend our co-operation in dealing with the vexed problem of large surplus labour in this industry, as is evident from questions 129 and 132(b). If superannuation age is fixed by this Wage Board and the employees on attaining superannuation age are retired by giving compensation, it may, as one of the measures for finding partial solution to this problem of surplus labour, be helpful, as surplus labour adversely affects the paying capacity of the factories which again has its repercussions on the level of wages paid by the industry, in the various regions.

The Industrial Disputes Act, which provides compensation for retrenchment has defined retrenchment as follows :-

"Retrenchment" means the termination by the employer of the service of a workman for any reason whatsoever, otherwise than as a punishment inflicted by way of disciplinary action but does not include :-

- a) Voluntary retirement of the workman or
- b) retirement of the workman on reaching the age of superannuation if the contract of employment between the employer and the workman concerned contains a stipulation in that behalf or
- c) termination of the service of a workman on the ground of continued ill-health".

In the majority of the sugar factories, there is no contract regarding retirement of the workman on reaching the age of superannuation. The result is that such superannuated employees continue to be in service and when they suffer from ill-health, either they retire voluntarily or the employer terminates their services. In either case, the employee does not get retrenchment compensation.

In this connection we suggest the following measures :

- 1) Superannuation age may be fixed by the Wage Board at 55 years in case of male workers and 50 years in the case of female workers and the same may be incorporated in the standing orders. In the Jute Industry the superannuation age has been fixed as above. In para 69(1)(a) of the Employees Provident Fund Scheme 1952, the superannuation age has been fixed at 55 years.
- 2) The employee will have the right to retire on reaching the superannuation age. Similarly the employer will have the right to terminate the service of the employee on reaching the superannuation age.
- 3) On termination of the services of an employee who has reached superannuation age, either by the employer or the employee retiring voluntarily, superannuation compensation may be paid as follows :

- a) Out of the total years continuous service, the period during which the employee was getting provident fund benefit including the period prior to 31st July, 1956, if the employee concerned was getting benefit of any voluntary Provident Fund Scheme during that period, will be excluded.
- b) For balance years of continuous services, in the case of permanent employees 15 days average basic wage per completed continuous year of service subject to a ceiling of four months average basic wages and in the case of seasonal workers, 7 days average basic wages per continuous completed season subject to a ceiling of two months average basic wage may be paid. The average wage be computed on the basis of last five years average wage, as suggested by the Study Group in its report on social security. It may be mentioned that in the case of retirement after 20 years of qualifying service, gratuity equal to four months of last five years average wage, proposed to be financed out of the provident fund contribution of the employers and the employees, has been recommended by the Study Group.
- 4) Apart from the above superannuation compensation no retrenchment compensation or gratuity will become payable to such retired employee provided that if the existing standing orders of a factory or their agreement with their Representative labour union provide for payment of gratuity the same will be paid, instead of the said superannuation compensation.
- 5) By mutual consent of the employer and the employee, the services of the employee may be continued after he or she reaches superannuation age but the extended period of service will not be counted for the purpose of determining superannuation compensation.
- 6) As there is large surplus labour in the sugar industry, it will be left entirely to the discretion of the employer whether or not to fill the vacancy caused by such termination of the services of the employee who has reached superannuation age.

In the later part of question 132(b), it has been asked whether the problem of surplus labour would be solved by introducing gratuity scheme. The problem of surplus labour will have to be tackled by adopting various measures. No one step by itself can wholly solve this problem. However, as mentioned above, we consider that the introduction of superannuation compensation scheme would be helpful as one of the measures in tackling the problem of surplus labour.

29

May 22, 1959

General Secretary,
The Shrigonda Taluka Sakhar
Kamgar Union,
Trade Union Centre,
Maliwada, Ahmednagar,
Bombay State

Sub: Central Wage Board for Sugar Industry,
coverage of workers employed in farms
attached to sugar factories.

Dear Comrade,

Please find herewith a copy of the reply
of the Labour Ministry to our earlier
representation on the above subject and a copy of
Shri Nandas' letter to Shri S.G. Athawala,
General Secretary, Maharashtra Branch INTUC,
enumerating the policy of the Government on
this subject.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

UNDER CERTIFICATE OF POSTING

180 - WB/52/1957
Ahmednagar
31 - 12 - 16 May 1957

From :- ~~The Assistant and General Secretaries.~~
The Shikonda Taluka Sugar Kamgar Union,
Trade Union Centre, [affiliated to the A.I.T.U.C.]
Maliwada, Ahmednagar, [Bombay State]

To :-

Com. S.A. Dange,
M.P.,
General Secretary,
All India Trade Union Congress,
4, Ashok Road, NEW DELHI.

Subject:- Central Wage Board for Sugar Industry.
Inclusion of Farm Workers in the present
inquiry of the Wage Board.

Dear Comrade,

We have attached herewith a copy of our representation
to the Union Labour Ministry on an important and urgent issue.

We have to request you to take up the issue with the
Labour Ministry. The solution of the issue will be of immense
help to the cause of democratic movement in general and of
the sugar workers in the South - especially Bombay State,
in particular.

With greetings.

Yours faithfully,

M.M. Katre

(M. M. Katre.)
- General Secretary.

*See Copy of
memo for the transfer
to the Board of
on the subject*

W.B. 184/1959
Ahmednagar
16.11.1959

From :-

- 1) Shri M.M. Katre.
General Secretary,
The Shri Gonda Taluka Sakhar Kamgar
Union, Trade Union Centre,
Maliwada, Ahmednagar, Bombay State
- 2) Shri P.K. Bhapkar. M.A. LL. B.
M. L. A. Ahmednagar.
- 3) Shri N. D. Satha. M. L. A.
Ahmednagar.

To :-

Honourable Shri G. L. Nanda,
Minister for Labour,
Government of India,
New Delhi.

Subject: - Central Wage Board for Sugar Industry
inclusion of sugar cane plantation
workers of the sugar companies.

Respected Sir,

During the course of the proceedings, before the Central Wage Board for the Sugar Industry in Bombay on 2nd, 3rd and 4th April 1959, the Board was pleased to make it clear that sugar cane plantation workers of the sugar -- companies are not covered by the present inquiry. In this respect we have to place before you the following for your earnest and immediate consideration.

So far there is always parity in wage level, bonuses retirement benefits and other service conditions of Factory and Farm labour and this decision of the Government is a departure from this traditional parity, as far as industry in Bombay State is concerned. It will also create an unnatural and artificial barrier and division in factory and farm workers. Needless to state that the conditions of farm labour of these sugar factories are on higher level than the -- surrounding agricultural workers. To that extent the disparity between agricultural workers of the sugar companies and the surrounding agricultural workers is already there.

As distinct from U.P. and Bihar Sugar Industry, in Bombay State, the companies grow and cultivate their own cane. Over 90% of the cane supplies are from the companies farms. This is an admitted position and it is beyond dispute. This factor has played tremendous role in stabilizing and prospering this industry here. This is an integral part of the companies. It cannot be separated and detached.

The majority of the labour employed by the sugar companies is on plantation side, and if the same is left outside the scope of the Wage Board it would be improper and be source of unrest. Throughout in the past this -- plantation labour is treated on par with the factory labour by the companies themselves.

The Industrial Courts and Labour Appellate Tribunal have consistently refused to treat the labour of sugar -- companies on a different footing.

The following facts are noteworthy in this respect.

- 1) The wage level of the factory and plantation labour was on par.
- 2) This parity is confirmed by the labour ~~of the~~ sugar Appellate Tribunal Award.
- 3) The sugar cane plantation labour of the sugar companies is covered by the standing orders, awards and agreements.
- 4) The workers get bonuses on par with with factory workers.
- 5) The Bombay Industrial Relations Act, 1946 recognises these plantations fields as part and parcel of the companies.
- 6) The Balance sheets of the companies are common for factory and farms.
- 7) These workers have been awarded Provident Fund by the awards of Industrial Courts.
- 8) These workers have been awarded gratuity scheme.
- 9) The payment of wages Act (iv of 1936) has been amended by the Bombay Government to enable it to make that act applicable.
- 10) Under these enabling powers the Bombay Government has made that Act applicable to the sugar cane plantation workers of the sugar companies.
- 11) The leave benefits are on par for both factory and farm labourers.
- 12) The most important factor is the sugar companies have accrued benefits from the possession of these farms, cultivation and growing of their own cane. They apply modern and scientific -- techniques. Along with mechanised and scientific cultivation, organised supervision and control also play their role. They also get the benefit of absence of too many intermediaries in this transaction of supply of raw materials.

The following are the observations of the Labour Appellate Tribunal on two different occasions. Both were the industrywise disputes in this industry in this State.

1) The next point urged before us is that -- distinctions should be made in rates of wages between the factory worker and the farmer. The first noteworthy point in this connection is that no distinction is made at present by the sugar factories in the payment of wages between these classes of employees. Had there been any real distinction between these two classes of workers there would have been a decrease in their existing wages. The second point is that the Government of Bombay has issued a notification under Section 11(2) of the Bombay Industrial Relations Act, 1946 recognising certain sections of the under taking in the sugar industry as occupations for the purposes of Act. That notification divides the occupations broadly into two -- sections the factory section and agriculture section. The occupations in the agriculture section are following :-

- F Tractors (operation and mechanics)
 - Blacksmiths.
 - Carpenters.
 - Cleaners.
 - Drivers.
 - Fireman.
 - Fitters.
 - Greenman.
 - Mistries.
 - Mechanics.
 - Labourers.

- G Mukadam.
 - Supervisors.
 - Bullockmen.
 - Labourers' working on the sugar cane fields.

- 1 General Workers (agriculture).
 - Cane Weighing boys.
 - Cart Drivers.

It

It is easy to see from the above list that the factories carry on sugar cane cultivation is an organised and more or less in a mechanised system. The workers there have supervisors over them and cannot afford to work in a leisurely manner as they can when working under ordinary land-lords. Moreover the rate that has been fixed by the Learned Lower Court is the rock bottom figure from the same fact that they are engaged in agricultural operations. It does not follow that their minimum needs are less than those of the factory workers. Some of the workers engaged on the farm have to do mechanical work, i.e. those who are engaged in tractor operations or in operations connected with -- lifting of water by mechanical means.. Having regard to these considerations, we see, no good reason to make any distinction in the matter of basic wage between a factory and a farm." (Labour Law Journal Vol. II 1954 page 345)

2 "The work in the case before us is mainly connected with the cultivation of sugar cane, i.e. the raw material for the industry which is being carried on by these companies. Shri Narayanswami urges that it is not necessary that the sugar companies should produce their own raw materials, and in fact they do not do so in other parts of India, for example in Bihar and U.P. Hence he urges the cultivation of sugar cane is not an ordinary part of the undertaking Here according to the accepted practice, the whole is ordinarily part of the undertaking. Hence the objection fails."

(B.G.G. Fact L-L dated 13-9-56, at page 3293).

Under these circumstances it would be really harmful to exclude these plantation workers from the scope of the Wage Board inquiry.

We have, therefore, to request you to take necessary action to bring all the occupations and categories of work in the sugar companies in this State that are covered and recognised by the Bombay Industrial Relations Act, 1946. The portion of the Government notification in this respect is quoted above in the L.A.T.Award.

Expecting an immediate and favourable reply.

Yours faithfully,

M.M. Katra
(M.M. Katra.),
General Secretary.

P.K. Bhapkar
(P.K. Bhapkar. M.A., LL.B.)
M. L. A.

N.N. Sattha
(N.N. Sattha. M. L. A.)

P. S. A copy of our replies is sent by separate post for your Honour's perusal.

OFFICE OF THE LABOUR UNION, BAHERI. N.E.HLY:
DISTT. BAREILLY. (U.P)

Ref.No. 240/59 dated 19th August, 1959.
Dear Comrade, Reference your circular No.

STUC/8/59 dated 11th August, 59.

With reference to the above, we have to inform you that we are already affiliated to United Chini Mill Mazdoor Federation and are also in touch with the State Committees since last over 10 years. We are pleased to note that U.C.M.M.F., is proposing an All India Convention to build the Sugar Workers' movement which we trust will receive whole hearted co-operation of the Sugar Workers' throughout the Country and may bring a bright future for the Sugar Workers'. As desired, we shall send a detailed report as required in the above circular to the U.C.M.M.Federation under advice to your office, which please note.

THE CHAMBER OF COMMERCE

CHALAI
TRIVANDRUM

President:

R. SANKARANARAYANA IYER
RETD. HIGH COURT JUDGE.

No. 125/Gnl/59.

4--8--1959.

Shri. S. A. Dange M.P.,
New Delhi.

Sir,

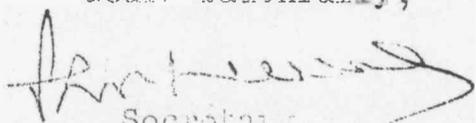
Sub: Distribution of Sugar.

I am enclosing herewith for your information and necessary action copy of the text of resolution passed unanimously at the Managing Committee Meeting of the Chamber of Commerce, held on 31st July, 1959, relating to the above subject.

Thanking you,

Yours faithfully,

Encl: 1.


Secretary.

THE CHAMBER OF COMMERCE, TRIVANDRUM.

TEXT OF THE RESOLUTION.

"The Chamber of Commerce, Trivandrum views with grave concern the recent Order of the Government of India dated 26--7--1959, restricting movement of sugar from the North to Southern Zone. While the Government have fixed ex-factory prices for sugar in the North, they have left the factories in the South to fix their own prices. It is seen that where as the control price in the Northern Zone is about Rs.98/- per bag ex-factory which together with railway freight and incidental charges comes to Rs.111 As.7 for delivery in Kerala, the prices for same quality sugar charged by the manufacturers in the Southern Zone is about Rs.114/- per bag ex-factory as fixed by the South Indian Sugar Mills Association and with freight and the incidental charges the cost for delivery in Kerala comes to about Rs. 121/- to Rs.123/- per bag from distant mills in the South Zone."

"It is further to be noticed that unlike many other states in the South, Kerala has only one Sugar Mill and excluding the 12,000 tons produced by it annually about 60,000 tons are required in the state to be imported from outside. The South Zone itself is deficit in the matter of its sugar production and has in any event to depend on the North to meet a portion of its requirements. The uncontrolled ex-factory prices permitted to prevail in this deficit area has aggravated the situation".

"The Chamber therefore strongly urges the Govern-

August 13, 1959

General Secretary,
Phaltan Taluka Sakhar Kamgar Union,
Sakharwadi, Satara Dt.

Dear Comrade,

The AITUC will appear before the Sugar Wage Board in Delhi on September 16. To compose our delegation, it was decided by our Working Committee held in Delhi recently that there should be a representative of our affiliated unions in Maharashtra.

Please therefore inform us as to who will be able to join our Delegation in this regard. There was a suggestion that Com. Nargolkar may be able to present the case of the Maharashtra unions. It is for you to nominate anyone of your choice.

The expenses on TA of the delegate should be borne by the union itself.

Please reply immediately.

With greetings,

Yours fraternally,

(K.G. Sriwastava)
Secretary

11 AUG 1959



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at ----- H ----- M:

X H CHIDAMBARAM 9 III

S. LONGE P. L. MONT. CASE - 10

...RECENT CENTRAL GOVT CONTROL ORDER ABOUT SUGAR DISTRIBUTION BY LICENCEES AND FIXATION OF PRICES NOT CARRIED OUT BY MESSRS PARRY COMPANY LIMITED MADRAS AND NELLIKUPPAM SUSPECT UNFAIR METHODS STILL FOLLOWED BY THEM INSPITE OF SAID CONTROL ORDER PRAY DIRECT PARTY COMPANY AND MADRAS GOVT TO ENFORCE SAID CONTROL ORDER LICENCEES (S) STILL DEMAND PROPER QUOTA UNFAIR PRICES STILL MAINTAINED PRAY IMMEDIATE ACTION ENFORCING CONTROL ORDER..

.. CHIDAMBARAM CHAMBER OF COMMERCE

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number of words. (In case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

For further information any enquiry respecting this telegram
 MCH PAL.—1271-28-1 6S—1,13,3 501 ts.

THE CHAMBER OF COMMERCE, TRIVANDRUM.

No.126/Gnl/59.

Date.5--8--1959.

Shri. Ajit Prasad Jain,
Minister for Food,
Government of India,
NEW DELHI.

Dear Sir,

Sub: DISTRIBUTION OF SUGAR.

Ref: Govt. of India Pressnote dated 26-7-59.
Our Resolution dated 31--7--1959.

The Chamber would respectfully invite your kind attention to the above subject and submit the following for your kind consideration and favourable disposal.

This Chamber wish to state that in the matter of sugar supplies, Kerala's position is unique and peculiar and stands no comparison with the other states of Andhra - Pradesh, Mysore and Madras, in the southern region and so must be viewed in the light of its acute deficiency in sugar.

As against an estimated total annual requirement of 72,000 tons, the annual production of sugar in this state by the only single mill comes to 12,000 tons and the balance 60,000 tons have necessarily to be imported from outside. Most of the other mills except the one in Kerala are far away in the southern region and the few adjacent mills are not diverting stocks to Kerala, the reason presumably being non-availability of surplus stocks. Naturally, Kerala has to depend on stocks from far away mills in southern region paying a premium by way of higher transport charges. The South Indian Sugar Mills Association

India have fixed a uniform rate of about Rs.98 As.7 per bag of 228 lbs. gross E28 E29 grade ex-factory, for Uttar Pradesh and Bihar sugar mills in the north, which reads favourably for import to Kerala. For Kerala, sugar from Uttar Pradesh and Bihar will cost only about Rs.111 As.7 including railway freight and incidental charges while sugar from distant mills in the southern region will cost about Rs.121/- to Rs.123/- per bag.

FURTHER WE NOTE THAT THE SUGAR MILLS IN THE NEWLY FORMED SOUTHERN REGION HAVE COMBINED THEMSELVES AND HAVE INCREASED THEIR SELLING PRICES FOR SUGAR (PRODUCED IN THE CURRENT SEASON) from about Rs.102/- per bag to Rs.114/- per bag, during the last nine months taking undue advantage of the peculiar circumstances. In view of the high disparities ex-factory prices in the north (fixed by the Government) and in the south (fixed by the mills themselves), which has no precedence, we solicit Government intervention and fix ex-factory prices in the south also.

In view of the above facts of higher cost of import from southern mills by licencees and the highly deficit position in Kerala; to tide over the existing scarcity, which threatens to continue, the Chamber requests allotment of reasonable quantities of sugar from Uttar Pradesh and Bihar in the north direct to Government of Kerala for distribution through licencees and also fix the ex-factory prices of sugar in the south.

Yours faithfully,

12 AUG 1959

REGIONAL OFFICE

Indian National Sugar Mills Workers Federation

(H. O. Shahanshah Manzil, Golaganj, Lucknow)

District Board Premises,

No. 64/59

BAREILLY 7th August, 1959.

11

Mr. K. S. Srivastava,
Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Friend,

Please refer the memorandum submitted by AITUC under your signatures to Central Wage Board for Sugar Industry and its appendix II in which affiliated unions have been named. There is one name viz. Bareilly Chini Mill Hazloor Sangh, Bareilly which have created some misunderstanding in our rank file. Kindly enlighten me whether this union sought affiliation with AITUC and who are the office bearers of the Sangh at present on your records for which I shall be obliged.

Yours faithfully,

Yours faithfully,

(Signature)
(Shalendra Kumar)
Secretary.

*Forwarded to Mr. K. S. Srivastava
13/8/59*

THE CASE OF SUGAR

292

14-8-59

BY

HANS RAJ WADHAWAN

PUBLISHED BY

The Muzaffarnagar Sugar Merchants Association,
MUZAFFARNAGAR. (U. P.)

THE CASE OF SUGAR.

Conditions Last Year.

The Sugar Industry is the second largest Industry in our country. In addition to producing important food for our people, it provides employment to the millions of our countrymen. It has made rapid progress in the last 20 years and has played an important part in the economic progress of the country.

Rise in the price of sugar since June last year has caused some anxiety to the Government and the Government took some hasty steps which led to further deterioration of the conditions. In order to view the Government policy from a proper angle, it is necessary to discuss briefly the conditions prevailing in the country and abroad on the eve of price control in July last year.

Last year in April and May there appeared repeated statements in the Press about the anticipated export to foreign countries to the extent of two lac tons. These reports had their adverse effect upon the sugar market and the prices began to rise. Soon after, the Government had to announce, that the quantity to be exported would not be more than 50,000 tons. A voluntary agreement between the Government and the Industry to keep the sugar prices within agreed limits followed this rise but certain other events took place which had their own effect. Upheavals in Iraq and other international events led to rise in sugar prices in India as well as in London and New York. Even then, sugar prices came down to some extent after the

voluntary agreement. Something else happened which created a shortage in certain markets of India resulting in the rise the prices. Releases of sugar for free sale are controlled by the Government. No factory can sell any sugar without or beyond the monthly quota. This usual monthly release due in the first week of July 1958 was delayed for unknown reasons and this delay profoundly affected the sugar prices. The Government thought that the Industry could not keep the agreement. It might still have been possible to bring the prices down to a still lower level by early release in the month of August 1958, when the seasonal demand slackens down, but the Government took a drastic step and introduced price control fixing the ex-factory prices of sugar manufactured by the factories situated in the Punjab, the United Provinces and North Bihar leaving the sugar mills in the rest of India free to sell their products at their own rates. This step was a hasty one and came as a surprise since it came at the time when the situation had become to case.

Enforcement of Control.

The introduction of a control is very easy but its enforcement is much difficult. The Government had a lot of experience of the working of the controls in the past and its drawbacks and evils are very well known to them. Ex-factory prices were fixed, but there was no control on the wholesale or retail prices.

From August to October 1958, sugar prices remained stabilised, though they were higher than the control level. The stock position appeared satisfactory and there was nothing to worry. Season 1957-58 ended with a carry-over of 3.59 lac tons of sugar with the factories on 1-11-1958.

Sugar Policy for 1958-59.

The Government had to announce its policy for 1958-59 in the beginning of the season because the then existing price control related to sugar produced in the season 1957-58. This was the time to formulate and announce a well considered and well devised sugar policy. The Government had ample time to consider the achievements of the 1957-58 sugar policy. Unfortunately the Government decided to continue the price control on sugar for the year 1958-59. Here again the prices of sugar produced by factories in the Punjab, U. P. and North Bihar were fixed.

As already stated, Government released every month certain quantity of sugar for sale. It was decided that 75% of the released quantity would be sold by the factories in the free market and the balance of 25% was to be sold by the Government against tenders. In December 1958, January and February 1959, a quantity of 1,65,000 tons of sugar per month was released by the Government. But in March 1959, when the seasonal demand begins, the quantity released was less. The releases of sugar in these months were as under:-

23-22-1958	1,65,000 tons
22-1-1959	1,65,000 tons
21-2-1959	1,65,000 tons
26-3-1959	1,50,000 tons
29-4-1959	1,40,000 tons

It is surprising to note that the monthly release which had been 1,65 000 tons every month till February, was not only delayed in the month of March but the quantity was also decreased. Again in April 1959, when the seasonal demand increases, the quantity released was further reduced.

In addition to this, the gap in the monthly releases in terms of time was greater in the months of March and April 1959. It will not be out of place to mention here that in May 1958, in addition to the normal quota of 1,66,000 tons of sugar, a special release of 1,00,000 tons was made by the Government to meet the seasonal demand. Consequently the sugar prices rose still higher in April 1959. The premium rose from Rs. 3/- to Rs. 4/- per Md. in April 1959 and further to Rs. 5/- in the beginning of May 1959.

The error was perhaps realised in the end of May 1959 when a larger quantity was released but then it was too late. Further, out of May release the larger part was kept back by the Government for sale against tenders.

Sale of Sugar by Government Against Tenders.

The Government sold a certain quantity of sugar against tender applications. Every person, whether he was a sugar dealer or a timber merchant came to the Directorate of Sugar and Vanaspati, Department of Food, with an application for allotment of sugar. As already stated, there was no price control over the sale of sugar allotted to a person against tender application nor was there any well devised policy as to whom and in what manner the allotments were to be made. There was a rush at the Directorate of Sugar and Vanaspati tender window. The crowds often became uncontrollable and the police had to be called to deal with those crowds. What attracted the crowds? An acceptance of the tender application brought a fortune to the extent of Rs. 4,000/-, a windfall indeed—this 'tender business.' The poor consumer watched this development and cursed the control.

Strengthening of Tender System & Allotment To the States.

The Government reconsidered the situation and some more steps were taken. But every step brought further deterioration. The tender system was 'strengthened' though none knew in what manner it was supposed to be strengthened. The free sale quota was further cut down. This resulted in further rise in the prices. The situation in certain states began to reach an alarming stage. The state governments naturally became anxious and approached the Central Govt. for an allotment of sugar to them in order to enable them to cope with the rapidly deteriorating conditions. The Punjab was the first to take over the distribution in the state and was the first to announce partial or informal rationing. It was also the first to face sugar shortage in important towns and cities. In several towns and cities the rates rose even higher than Rs. 50/- per maund. Sugar in private account was rushed to the cities in the Punjab from the neighbouring state resulting in the deterioration of the condition to some extent in U. P. also. The Government had to ban the inter-state movement.

Rationing And Its Drawbacks.

It appears, the Government have not considered the obvious consequences of rationing particularly in a commodity like sugar. Rationing in foodgrains in case of serious trouble is understandable but in sugar it serves no purpose.

Allotments of sugar and its distribution under rationing, formal or informal, is worked on the basis of figures of consumption. But the consumption of sugar varies from person to person, from family to family, from place to place and from state to state. Moreover it increases or decreases

(6)

with the change of seasons. Sugar is used more or less according to the means, standing, and habits of a consumer. Apart from this, a person, used to consume more sugar can easily cut his requirements substantially and a person never using crystal sugar can begin to use it without changing his food habits. How can then a mathematical formula give us accurate figures of requirements of a person, family, town or state, and without that how can any machinery arrange a fair distribution? What happens is, that an introduction of a formal or informal rationing creates a feeling in the minds of the public that the country is facing an acute shortage of the commodity. The consumer, in panic, makes efforts to purchase much more than his needs to tide over the period of shortage at least. It has also been noticed that anti-social elements make illegitimate profits out of resale of what they had purchased from the rationing or fair price shops. Sugar is mostly purchased in small quantities and lot of time is wasted in standing in long queues in front of the fairprice shops.

Evils of Controls.

Whatever the benefits of the control might be, its evils can not be ignored. The controls bring in moral degradation in every sphere. In the present control on sugar, the Government blames the industry and the trade, and the Industry blames the Government. The charges of corruption are brought by one class against the other. But the fact is, that none is free from the fault.

Price control coupled with rationing is such an unscientific and unnatural system of distribution that there are ample chances of corruption, entering in anywhere. The need for the day is to raise higher the moral standard

(7)

of our people, while on the contrary, these controls take us back and retard the progress already made. Hence one evident and important loss is, that the controls bring moral degradation in our behaviour.

Control does not satisfy anybody. The Industry is complaining against the unfair price fixation. The trade complains of having been deprived of their livelihood and the poor consumer complains that inspite of all the fuss he has to purchase the commodity at a higher price and even then he has to face shortage occasionally. But the innocent consumer does not know whom to blame and where to complain. These controls introduced by the representatives of the people for the benefit of the people have totally failed in their purpose, however well intentioned they might be.

These difficulties are bound to crop up. The trade keeps the flow of supplies to all parts of the country regular having due regard to the seasonal or other demands of our people. The prices are kept at the same level throughout the country. This task cannot be handled effectively by Government departments. We have often seen some markets flooded and some starving in Government distribution system. Moreover, heavy amount of handling and administrative charges is levied by the distribution machinery in case of controlled distribution. It was reported that one state government demanded from -/10/- to Rs. 6/- per md. as administrative charges on the allotment of sugar to their nominees. Does not this all impose a heavy burden on the consumer?

Problem Before The Country.

The production in the current season has fallen short of the expectation. On the other hand the consumption of

sugar has increased. Due to high rates of khandasari and gur, persons using khandasari and gur have begun to use crystal sugar. Khandasari rates have always been lower than the crystal sugar rates, but now these are higher than the sugar rates and hence the demand for crystal sugar is bound to increase. Unless the country is able to increase substantially the production of white sugar, situation cannot be brought under control by controls and movement restrictions.

The Wise Policy.

In order to remove the hardships of the consumer, the trade and the Industry and in order to free the Government from head-ache, it is desirable that a sound sugar policy is framed. Steps should be taken to increase the production and check the unhealthy growth of khandasari. All controls on the distribution should be gradually withdrawn and until such time the production of sugar is sufficiently increased there is no harm if the sugar prices are raised higher by additional taxation. The additional revenue raised by additional taxation can be utilised in the development of the industry or towards other useful purposes. Slight increase in the sugar prices does not affect the consumer at all. It is but certain that if the control is withdrawn, prices are not likely to remain higher as they actually are now in the consumer markets.

It will not be out of place to make a passing reference to the wise handling of the difficult situation by the Late Shree Rafi Ahmed Kidwai. It was in the year 1954, when the prices of sugar had risen much higher and caused much anxiety to the Government Shree Kidwai the then Food Minister, handled the situation with great tact and skill and brought it under control without resorting to any sort of control. His wise policy proved a complete success. The present conditions do not warrant any sort of drastic controls.



PRINTED AT
ARUN PRESS,
MUZAFFARNAGAR.

THE CAS

BY
HANS RAJ W

PUBLISHED BY
The Muzaffarnagar Sugar Merc
MUZAFFARNAGAR. (

✓
C.P.'s Chief Minister, Dr. Sampurnanand
replying to a question in the Vidhan Sabha
made a strange declaration saying that
"The workers who have resorted to an
illegal strike, could not be given
production of law". This was said when
somebody in the UP Vidhan Sabha asked
as to why the workers have not been
thus carried wages and what action has
been taken by the violators of law.

In protest against C.P. Government's
avowed anti-labour policy, Sri G.D.
Bajpai, Gen. Secy. of the United Chem
M/TI Majdoor Federation has gone on
an indefinite ^{hunger-strike} ~~strike~~ since February 18.
Sri Bajpai, at a Press Conference has
stated that even a "verbal assurance"
to refer the dispute to adjudication would
be enough. But the C.P. Govt. refuses to
act ~~within~~ in accordance with the
provisions of law of its own making.
Sri Bajpai has appealed to all trade
Unions and Democratic organisations to
take up in challenge and intervene in
the matter and help the struggle of sugar
workers.

Prady.

RAMPUR STRUGGLE CONTINUES.

292

Re struggle of Rampur workers demanding reference to adjudication. The dispute over leaves and holidays continues. Over 20 workers have been arrested and the Deputy Labour Minister making a statement in the Lok Sabha told the people that these arrests were made because the workers were "obstructing". In the same statement in A.P. informed the Lok Sabha that the two mills at Rampur were locked out. Could not anybody ask our able Labour Minister as to what was being "obstructed" when there was a lockout since February 4?

Re Leadership of the Central Hindi Milli Majdoor Federation once again made efforts to settle the strike and a delegation of the Federation met U.P.'s Deputy Labour Minister, Sri H.N. Bahuguna. Sri H.N. Bahuguna, who is also U.P.'s top INTUC ~~and~~ leader refused to settle the matter, which would mean letting down his INTUC colleague, Sri Kashi Nath Pandey.

Sakhar Kamgar Union, Kolhapur.

(Registered, Representative, Approved)

Local Area: KARVIR TALUKA

Sub Office: Main Road,

Regd. No. 1137

Head office:

Kasaba Pawada, Kolhapur No. 3.

1881, D, Shaniwar, Lower
Galli, Kolhapur.

L.O. No. 10/59.

Date 11th Oct. 1959.

To

The Editor.

To the Editor, "Sakhar"

No. 10/59

Dear Comrade,

I shall be thankful to you if you please make it convenient to find a place in your journal to give publicity to the news of a mighty demonstration in Kolhapur held on the 30th Sept. 1959.

Thanking you,

Yours fraternally,

(P.D. Dighe)

General Secretary,
Sakhar Kamgar Union, Kolhapur.

2000. Workers demonstrate against soaring prices and more protection, Kolhapur.

Over two thousand workers in Kolhapur paraded streets in the city on September 30, 1949 to protest against soaring prices of food-grains and other essential articles and increasing onslaught of vested interests against the ~~soaring~~ working class. The workers in sugar, textile, mechanical and engineering, electricity, printing, State Transport and employees in Municipal and commercial establishments holding placards raised the following slogans: "Arrest the soaring prices", "We must get essential articles at fair prices", "Increase the Dearness Allowance", "Increase the rates fixed under Minimum Wage Act", "Implement strictly the fixed Minimum Wage", "Increase the powers of the Government Labour Officers and Labour Unions for strict implementation of Minimum Wage", "Increase the rights of the Labour Unions under the Industrial Disputes Act", "Restrict reference of Industrial Disputes to the Supreme Court and the High Courts", "Announce soon the Recommendations of the Pay Commission and the Wage Boards", "Increase the Rights of Trade Unions to strengthen the democratic movement in the Country".

After wending the main thorough fares of in the City the procession converted itself into mass meeting at the Bindu Chowk. Trade Union workers Comrades P.B. Dighe, V.B. Chavan, Shankarrao Savant addressed the meeting explaining the implications of the slogans. The Labour Leader Com. Santram Patil, M.L.A. warned against the increasing danger from the big capitalists and exhorted the workers and the other democratic forces to organise and strengthen their forces for development of the Country and defence of democracy.

*More Protection
The workers
dispute*

*For the
D. S. Patil*

October 13, 1959

1. Phaltan Taluka Sakhar Kamgar Union,
Sakharwadi, Dt. North Satara.
2. Srigonde Taluka Sakhar Kamgar Union,
Trade Union Centre, Maliwada,
Ahmednagar.
3. Sakhar Kamgar Union, 1881 D, Shaniwar
Lonar Galli, Kolhapur.

Dear Comrade,

We have been informed by the Sugar Wage Board, that the Board would hold sittings at Bombay from 22nd to 24th October and at Poona from 26th to 28th October for hearing of the parties.

The exact venue of the meeting is being finalised by the Government of Bombay and we are informed that the State Government will communicate the same to the unions and mills directly. However if we receive information in this regard from the Wage Board, we will write to you again.

We hope your union would arrange to render oral evidence before the Board either at Poona or Bombay and present your case.

With greetings,

Yours fraternally,

Office Secretary

MINISTRY OF FOOD AND AGRICULTURE
(DEPARTMENT OF FOOD)

STATEMENT ON SUGAR SITUATION

I would at the outset give a general outline of the sugar position over the last few years to enable the House to appreciate the whole situation. Since de-control in 1952, the consumption of sugar has been increasing every year and production lagged behind demand until 1956-57. Over the four years from 1952-53 to 1955-56 about 14 lakh tons of sugar had to be imported.

2. In 1956-57, the production was 20.29 lakh tons against the consumption of 19.86 lakh tons. There was also a carry-forward of about 5.3 lakh tons out of the large import during the preceding four years. As additional production capacity was being established, it was reasonable to expect that the production would increase further in future. Had this expectation been realised, there would have been no difficulty in meeting the internal demand and allowing some quantity to be exported. Unfortunately, the production dropped in 1957-58 and further in 1958-59.

3. The Government have been anxious that production of sugar should increase commensurate with demand. In the Second Five Year Plan, a target was laid down for raising the installed capacity to 25 lakh tons. Unfortunately, however, due to foreign exchange difficulties, there has been a slowing down of the programme. The situation is expected to improve with the development of sugar machinery manufacture in the country. While adequate production capacity is essential, the actual production of sugar in a particular year depends very much on the production and availability of sugarcane in that year and also on the quality of ^{the} cane. During the three years 1956-57, 1957-58 and 1958-59, the production capacity was 17.3, 18.7 and

continued to be at a reasonable level till the close of the working season, that is, until the end of April or the beginning of May. The consumption this year is expected to be 21 lakh tons against the latest estimate of production of about 19.2 lakh tons, and the carry-forward from last year of 3.31 lakh tons. The carry-forward at the end of this year would, therefore, be small and it has become necessary to regulate the releases judiciously. The situation, which is known to the industry and the trade, has been exploited by them to push up the prices.

5. I would now indicate what the Government has done to counter-act the rise in prices. I would request the House to take note of one essential point in this connection. The main mechanism of control of the market is the release of stocks for sale every month under the Sugar (Control) Order. If any basic change in policy, either regarding release or regarding distribution, has to be made, it has to be done at the time of monthly release and the scope for doing anything in between two releases is very limited.

6. When a general rise in prices was noticed in May 1959 it became evident that some long-term measure of control over the distribution would be necessary. Licensing being

the pre-requisite for any effective control over the trade, the State Governments were asked on the 7th of May 1959 to introduce licensing of wholesale traders in sugar and to complete it with the least possible delay. In order to make a larger quantity available for internal consumption, the Government also decided to reduce the export quota of 1 lakh tons to 25,000 tons, in spite of the need for earning foreign exchange. On account of this increased availability it was decided to make a larger release when the next release became due towards the end of May 1959. Against the release of 1,70,000 tons in March and in April, the release given in May was 1,90,000 tons.

7. The House is aware that in July 1958 ex-factory prices were laid down for the factories in Uttar Pradesh, North Bihar and Punjab, to counter-act the rise in prices consequent on the decision to export sugar. While these control prices were generally effective till April 1959 when the prices started rising, there were reports that most of the factories were charging higher prices, without of course revealing them in their books which would have enabled legal action to be taken. According to the earlier decision, the Government had the power to requisition upto 25 per cent of production of each factory in case of need. In the light of the new situation, it was decided that in future the Ministry of Food and Agriculture should have the discretion to take over any higher percentage or the entire production of the factories for direct allotment. It is apparent that no control over the trade, in any commodity, is possible until the dealers are licensed and made subject to the control and supervision of licensing authorities. These formalities were completed in most parts of the country in June and certain arrangements for distribution were also made by some of the State Governments. The entire quota of the Punjab factories and about 70% of the quota of U.P.

and North Bihar factories were, therefore, taken over from the June release for direct allotment. The remaining quota of these factories was left for free sale, so that the areas where licensing and other arrangements had not been made were not starved of sugar. As further arrangements were made, the free sale release quotas of U.P. and North Bihar factories were also discontinued from the July release.

8. After the June release, when the market supply in most of the deficit states was largely of allotted sugar and licensing had been practically completed, powers were given to the District Magistrates to fix wholesale prices on the basis of controlled ex-factory price and transport and other incidental charges. When the entire quota of the factories in the controlled region was taken over for direct allotment, each State receiving allotted sugar was also separately cordoned off so that the sugar allotted would remain within the State. The Union territory of Delhi had been cordoned off earlier. The four States in the south, viz. Madras, Andhra Pradesh, Mysore and Kerala, which are ^{almost} self-sufficient by themselves were formed into a separate region. These measures had to be adopted in stages to avoid undue disturbance of the distribution channel and to enable the district officers to control the prices payable by the consumer.

9. Before I give an outline of the arrangements made in the different States for the distribution of sugar, I would like to point out one special feature of sugar. Unlike foodgrains, there is great disparity in the consumption of sugar between the well-to-do and poorer classes. Any rationalised system of distribution would involve a uniform scale for all the consumers and those who need more get less and others who need less get more. The reluctance of the State Governments generally to undertake direct distribution is, therefore, understandable. By and large, the State Governments have heretofore favoured the

continuance of the system of allotment to licensed dealers.
10. The arrangements made in the different States are indicated below -

UTTAR PRADESH

From the May release, the Uttar Pradesh Government decided to arrange for distribution of sugar through the Uttar Pradesh Cooperative Federation in 8 big towns and the sugar required for this purpose was allotted to the federation accordingly. The arrangement was that the sugar would be sold through the fair price shops at the retail price of 97 mP per seer to card-holders. This system was extended to 31 towns when the June release was made. This covered all towns with a population of 50,000 or more. In addition to the allotment to the Cooperative Federation, allotments were also made to licensed dealers on the basis of 'first come first served', 75% of the total quantity being earmarked for large towns and the remaining 25% for other places. From the July release, 25,000 tons were earmarked for Uttar Pradesh, of which 8,500 tons have been allotted to the Uttar Pradesh Cooperative Federation and the balance is being allotted to licensed dealers nominated by the State Government.

PUNJAB

From the June release the Punjab Government was given a quota of 16,000 tons on the understanding that the Punjab Government would undertake distribution of sugar. This included an additional quota of 1,000 tons which was specially given for the first month to ease the market situation. From the July release 12,000 tons have been made available to Punjab. Broadly, the Punjab Government scheme is to sell D-29 grade sugar at Re. 1/- per seer in retail. In important towns, some additional quota is being made available at a slightly higher price.

BOMBAY

In the beginning of June, discussions were held with the Bombay Government to evolve a scheme of distribution. A voluntary scheme was drawn up under which the Bombay factories undertook to meet the entire requirements of Bombay City and to arrange for distribution at prices agreed to between the Bombay Government and the Bombay factories on the basis of the landed cost of U.P. sugar. This arrangement was started from the June release and Bombay City was cordoned off. This voluntary scheme applied not only to the supplies made by the Bombay factories to Bombay City but also to the supplies made by them to other places. It was decided that the allotment from the factories in Uttar Pradesh to meet the deficit of Bombay State should be made according to a plan indicated by the Bombay Government.

MADHYA PRADESH

From the July release a voluntary scheme has been evolved by the Madhya Pradesh Government under which the Madhya Pradesh factories have agreed to sell sugar at specified prices. Allotments from the Uttar Pradesh factories are being made to meet the deficit on a district-wise quota indicated by the State Government and to dealers nominated by the District Officer.

RAJASTHAN

From the June release allotments were made to dealers on a district-wise quota indicated by the State Government. The dealers have now formed district associations and allotments are now being made to them from the July release, in accordance with the plan given by the State Government.

WEST BENGAL

From the July release allotments are being made on a district-wise quota basis indicated by the State Government.

BIHAR, ORISSA AND ASSAM.

Allotments are being or will be made in these States

also according to the plans drawn up by the State Governments.

JAMMU & KASHMIR

Sugar has been allotted to the Jammu & Kashmir Government for distribution by them.

SOUTHERN STATES OF MADRAS, ANDHRA PRADESH, MYSORE AND KERALA

The South Indian Sugar Mills Association has arranged for retail distribution of sugar in this region at fixed prices based on the landed price of U.P. sugar.

11. It has not been easy to evolve these detailed arrangements. It will be noticed that in many of the States where control over ex-factory prices had not been introduced last year voluntary schemes have been evolved for sale of sugar at fixed prices. That the measures taken have had beneficial effects already would be evident from the following statement indicating the peak price and the present ruling price at some important centres.

SUGAR PRICES
(for Medium grain sugar)
(In rupees)

Market	Date	Peak price		Present price on 3.8.59	
		Wholesale price per md.	Retail price per seer	Wholesale price per md.	Retail price per seer
Delhi	22.5.59	43.00	1.09 to 1.19	38.25	0.97 to 1.00
Meerut*	29.6.59	46.00	1.25	41.82	1.06
Agra*	11.7.59	47.00	1.19 to 1.25	43.75	1.19 to 1.25
Kanpur*	10.7.59	45.45	1.12	42.55	1.12
Calcutta	11.7.59	43.62	1.12 to 1.19	39.19	1.06 to 1.12
Bombay	30.6.59	44.25	1.19 to 1.25	40.36	1.02
Madras	11.5.59	42.54	1.05	41.88	1.04

* Distribution through fair price shops at Re. 0.97 per seer was started by U.P. Government on 8-6-59, 1-7-59 and 17-6-59 at Meerut, Agra and Kanpur respectively and from these dates card holders have been getting sugar at Re.0.97 per seer.

Workers of the World Unite !

Tel. No. 398

Sakhar Kamgar



Union, Kolhapur.

(Registered, Representative, Approved)

Local Area : KARVIR TALUKA

Regd. No. 1137

Sub Office : Maip Road,

Kolhapur No. 3.

Head office

1851, D, Shaniwar, Lonar

Galli, Kolhapur.

Date... 21-12-199.

L. O. No. 2/118.....

To

The Editor,
Trade Union Record, New Delhi.

Dear Comrade,

I shall be thankful to you if you please
give publicity in your periodical to the news
enclosed alongwith.

Yours fraternarily,

(P.D.Dighe)
General Secretary,
Sakhar Kamgar Union, Kolhapur.

21 DEC 1959

The General Manager,
Janta Cooperative Sugar Mills Ltd,
Bhogpur, Distt. Jullundur.

Sir,

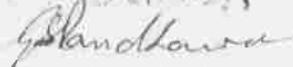
I have to request you to recognize the Sugar Labour Union (Bogd/Bhogpur). This Union is affiliated to the All India Trade Union Congress which has certified the Code of Discipline and as such the Union is also a party to it.

It satisfies all the conditions for recognition laid down by this Code.

The membership of the Union is 575, out of a total strength of 1000 workers of your mills.

Please refer to the letter No. 174 of the Secretary of the T.U.C.

Yours faithfully,



(Gurnait Singh Randhawa)

Gen. Secretary, Sugar Labour Union
Bhogpur Dist. Jullundur.

Dated 4.12.59.

Copy to: i) The Secretary, The All India Trade Union Congress
4, Ashoka Road, New Delhi

ii) Labour Commissioner, Punjab, Amritsar

iii) Secretary, P.B. Trade Union Congress,

Dear Com. Secy. 3 DEC 1954
You might have been informed by Mr. Subbaraman Iyer M.P. President A.C.M.A. Federation about the All India sugar workers convention to be held at Bahari Sugar Factory, Bareilly. Mr. Subbaraman Iyer in the past had fixed the dates for the annual session of A.S. Sugar Convention, according to which the dates were fixed.

Now it becomes the responsibility of the office to consider the conditions of work of the workers and to represent them to the Government.

December 7, 1959

Dear Comrade,

I received your postcard dated Dec. 1, 1959.
I shall keep all this in view when com-
rades working in the sugar industry in U.P.
meet by the end of this month.

With greetings,

Yours fraternally,

(K. S. Rishabh) Secretary

Com. Barsahai Singh,
Convict,
District Jail,
Bareilly, U.P.

292

फलटण तालुका
साखर कामगार युनियन

(रजि.)

[मु. पो. साखरवाडी, जिल्हा उ. सातारा.]

|||

Full document

दहावा
वार्षिक अहवाल

१९५८-५९

आपल्या युनियनची—

गेल्या दहा वर्षांतील महत्त्वाचीं कामे

- ★ १५०० चे वर कामगारांना किमान वेतन मिळवून दिले.
- ★ सर्व कामगारांची वेतन श्रेणी मिळवून घेतली
- ★ दर वर्षाला महाराष्ट्रांतल्या कोणत्याहि फॅक्टरीपेक्षां जास्त रकमेंत बोनस मिळवला.
- ★ कंत्राटी कामगारांचा बोनस हक्क मान्य करून घेतला व त्याची प्रत्यक्ष अंमल बजावणी करून घेतली.
- ★ कामगारांची राहाण्याची सोय व ज्यांना नाही त्यांना घरभाडे मिळवून दिले.
- ★ “ प्रॅच्युटीचा ” निवाडा प्रथम आपणच मिळवला.
- ★ कामगारांना कामाची शाश्वती, रजेचे हक्क, सीझनल कामगारांना वेकारभत्ता मिळवून घेतला.
- ★ स्त्री-पुरुष कामगारांना सारखे वेतन व सारखा महागाईभत्ता मिळवून घेतला.
- ★ महागाई भत्त्यांत वाढ करून घेतली.
- ★ ऊंस, तोडणी-वाहतुकीचे भावांत वाढ करून घेतली.
- ★ श्रीराम साखर कामगारांच्या, रजा-महागाईवाढ, आदि मागण्या मिळविल्या.
- ★ प्रॉब्लिडेंड महागाईसह एकूण पगारावर कापून ध्यावा व तेवढाच कंपनीने घालावा आसा निर्णय करून घेतला.

ही व इतर महत्त्वाचीं कामे झालेली आहेत.

फलटण तालुका साखर कामगार युनियन (रजि.)

साखरवाडी (जि. उ. सातारा)

वार्षिक अहवाल १९५८-१९५९

कामगार बंधूनी,

१. आपणांपुढे युनियनच्या कार्याचा १९५८-१९५९ चा १० वा वार्षिक अहवाल टेवतांना मला आनंद होत आहे.

२. मागील वर्षात आपण केलेल्या कामगिरीचा व मागील कामाचा आढावा घेत असतांना, आपला आपल्या मागण्यासाठी, आपल्या न्याय्य हक्कासाठी झगडा चालला असतांना आपल्याच वर्ग बंधूनी देशभर केलेल्या झगड्यांचा व चळवळीचाहि प्रथम आढावा घेऊ या व त्यांच्या झालेल्या लढ्याबद्दल त्यांचे अभिनंदन करू या.

३. राष्ट्रीय स्वातंत्र्य व स्वतःच्या सार्वभौमत्वाचे रक्षणासाठी व आपल्या न्याय्य मागण्यांचे हक्कासाठी, वसाहतवादाविरुद्ध झालेल्या लढ्यांत आशिया, आफ्रिका आणि अमेरिकेंतील कामगार वर्ग व त्यांच्या ट्रेड युनियन्सनी सक्रीय भाग घेतला होता. त्याच वेळी आपल्या देशांतोळ ट्रेड युनियन चळवळीने कामगारांच्या महत्त्वपूर्ण हितसंबंधांचे रक्षण करण्यांत पुष्कळच यश मिळविले आहे. या सर्व लढ्यांमध्ये या देशांतोळ ट्रेड युनियन चळवळीचा सर्वसाधारणपणे विकास झाला आहे आणि विशेषतः ट्रेड युनियन ऐक्याच्या क्षेत्रांत तिने पुष्कळच अनुभव मिळविला आहे.

४. १९५७ सालच्या सार्वत्रिक निवडणुकींत भारतवर्षातील कामगारांनी महत्त्वाचे विजय मिळवले आहेत याचाहि इथे उल्लेख करणें आवश्यक आहे. अनेक राज्य विधानसभामधून कामगारांचे पुढारी प्रचंड मतांनी निवडून आले असून इंदूरच्या पुढारीपणाला त्यांत हार खावी लागलेली आहे. यानुळे ट्रेड युनियन चळवळीला राष्ट्राच्या व कामगारांच्या हितसंबंधांचे रक्षण करण्यास अनुकूल असा आधार मिळाला आहे. कामगार व लोकशाही जनतेच्या प्रतिनिधींच्या नेतृत्वाखालील केरळ राज्यांत झालेला महान प्रयोग—आज जातीयवादी-प्रतिगामी व भांडवलदारांच्या हस्तकांनी व राजकर्त्या पक्षाच्या पुढाऱ्यांनी हाणून पाडला असून भारतीय लोकशाहीवरच घाला घातलेला आहे.

५. गेले वर्षभराचे कालांत या देशांत हिंदी-कामगार वर्गाने आपले राहाणामान—व कामाची स्थिति सुधारण्यासाठी—बंद पडलेल्या गिरण्या पुन्हां उघडण्यासाठी—वाढत्या महागाईस रोखण्यासाठी—व कामगार वर्गाच्या मुलभूत हक्कासाठी—अनेक महत्वाचे लढे केलेले आहेत. या सर्व लढ्यांत एक गोष्ट झाली ती म्हणजे—बहुसंख्य ट्रेड युनियनमध्ये एकजुटीने कार्य झाले. यामुळे लढा जिंकण्यास मदत झाली व ट्रेड युनियन एकजुटीला चालना मिळून, मुंबई सारख्या अग्रेसर असलेल्या कामगार केंद्रांत गिरणी कामगारांनी एकजुटीच्या युनियनची केलेली स्थापना व त्यांची चाललेली आगेकूच. या सर्व घटनांची आपण नोंद घेऊन व आपल्याहि झगड्यांतले आलेले अनुभव लक्षांत घेऊन आपण आपल्या वर्गबंधूंच्या बरोबर चाल करण्याचा प्रयत्न करू या.

६. गेले वर्षभरांच्या कालांत आपल्या तालुक्यांतील साखर धंद्यांत “इंटक”ने प्रतिस्पर्धी संघटना बनवून आपल्या एकजुटीस फूट पाडण्याचा फार मोठा प्रयत्न केलेला आहे. त्यांच्या देशभरच्या कामगार हितविरोधी धोरणाप्रमाणे सर्वध साखर धंद्यांत प्रतिस्पर्धी संघटना निर्माण करून व सटकारी साखर कारखान्यांमध्ये फक्त कॉंग्रेस व इंटकलाच स्थान—अन्य विचाराला वाव नाही—या पद्धतीने व दवावाच्या—दडपण्याच्या तंत्राने त्यांनी काम केलेले आहे व करत आहेत. श्रीराम कारखान्यांतील कामगारकडून सक्तीने वर्गणी गोळा करून—आपल्याहि विभागांत फूट पाडण्याचा प्रयत्न चालवला आहे. सार्वत्रिक निवडणुकांत झालेल्या पराभवाचा सूड घेण्याच्या दुष्ट हेतूनेच कॉंग्रेस व इंटकच्या संघटनांनी चढाईच्या धोरणाने चालण्याचा निर्णय घेतला आहे. खोटी सभासद संख्या करून—झालेल्या सभासदांकडून वर्गणी न घेतां नुसत्या पावशक फाडून इंटकने आपली सभासद संख्या रबरी “फुग्या” प्रमाणे फुगवण्याचा प्रयत्न चालवला आहे—पण हा असत्याचा—कामगार विरोधाचा इंटकी—फुगा फुटल्याशिवाय राहाणार नाही. आपली युनियन प्रातिनिधिक असतांना श्रीराम कारखान्याचा चालक वर्ग सर्व—लोकदाही व सत्य-अहितचे संकेत पायदळी तुडवून वेगडी इंटकला जीवदान देण्याचा प्रयत्न करत आहेत. गेल्या वर्षीत त्याहि कारखान्याकडील कामगार आपले सभासद झाले असून इंटकच्या धांपेवाजाला साखरवाडीच्या कामगारांनी तर भिकहि घातली नाही—ही अभिनंदनीय गोष्ट आहे. गेल्या वर्षीत आपल्या संघटनेत नसलेले ह्याच व अन्य विभाग मोठ्या प्रमाणांत आपल्या युनियनचे सभासद झाले असून सभासद नोंदणीचा उच्चांक आपण राहिला आहे.

वेळेवेळी युनियनने दिलेले आदेशाप्रमाणे कामगार सभासदांनी हजारां रुपयांच्या देणगी फंडाचाहि कोटा पूर्ण केलेला आहे.

७. अहवालाचे वर्षीत कार्यकारी मंडळाच्या ११ सभा झाल्या असून त्याची उपस्थिती १२ ते २६ पर्यंत होती. त्याचप्रमाणे वेळेवेळी निर्माण झालेल्या प्रश्नांचा विचार करण्याकरतां मध्यवर्ती वेतन मंडळामुढील बाजू मांडण्या वावतची आपली भूमिका ठरवणे करतां, कोर्टातून मिळवलेल्या धिज्यांची माहिती घेणेकरतां ३ जाहीर सभा व २५ सर्कल व गेट सभा घेण्यांत आल्या.

८. गेले वर्षभराच्या कालांत आपल्या न्याय्य मागण्यांचे जे झगडे-वेग-वेगळ्या कोर्टांमधून चाललेले होते. त्यांचीहि माहिती या ठिकाणी देणे आवश्यक आहे.

१. कन्सिलेटर यांचे बोर्डापुढे :

(अ) मोटार ड्रायव्हरच्या कामाचे तास, सुटी, ३ ट्रेक्टर फिटर हेल्परच्या जागेचा प्रश्न, सायकल अलौन्समध्ये वाढ. हरी जिजाबा यांचे प्रेडचा प्रश्न, या मागण्यांची केस होती. पण त्याबाबत तडजोड न झालेने कन्सिलेटरकडून ‘हेल्पर’ सर्टिफिकेट घेऊन आपण या मागण्यांचा प्रश्न निवाड्यासाठी इंडस्ट्रियल कोर्टाकडे सोपविला आहे.

(ब) १९५७-५८ च्या वीन्स मागण्यांबाबतचाहि प्रश्न कन्सिलेटर यांचे पुढे होता. पण कांही प्रश्नांत तडजोड होऊं शकली नसल्यामुळे हाहि महत्त्वाचा प्रश्न इंडस्ट्रियल कोर्टांत दाखल केला आहे.

२. इंडस्ट्रियल कोर्टापुढील केसेस :

[१] कंजाटी कामगारांच्या पद्धती वावतची केस नं. ११० (५२) मागील वर्षीचे अहवालप्रमाणे अद्याप इ. कोर्टापुढेच आहे. ना. सुभानकोर्टापुढे या केसच्या निर्णयावर गोदावरी सुगर कंपनीने अपील दाखल केलेले असलेने त्याचा निर्णय येईपर्यंत या केसचे कामकाज सुद्धे होत नाही.

[२] मागील वर्षीच्या अहवालांत नमूद केलेप्रमाणे के. नं. ३४ [५७] चे कामकाज या वर्षीत चालले होते. केसचे कामकाज चालू असतांनाच महाराष्ट्रांतल्या प्रमुख ७।८ कंपन्या व त्यांमधील कामगारांच्या युनियनस यांमध्ये सा. कोर्टापुढेच तडजोडीची बोलणी सुरू झाली व उभय पक्षांत सर्वच ठिकणी या ग्रॅच्युइटीच्या महत्त्वाच्या मागणीचे केसमध्ये तडजोड झाली. त्याप्रमाणे १९५७ च्या जूनपर्यंतच्या सर्हिसवर १ महिन्याच्या मूळ पगारा इतकी ग्रॅच्युइटी मिळणार असून त्या पुढील वर्षांचेवर होणाऱ्या सर्हिसला वर्षास १५ दिवसांची ग्रॅच्युइटी मिळणार आहे. मात्र १५ महिन्यापेक्षां जास्त पगाराची ग्रॅच्युइटी मिळणार नाही. या पूर्वीच्या निवाड्याप्रमाणे फक्त १५ दिवसांच्या मूळ पगाराइतकीच ग्रॅच्युइटी मिळाली होती. व १५ महिन्यांची ग्रॅच्यु. मिळण्यासाठी ३० वर्षांपर्यंत नोकरीचे काल धरला होता.

[३] मागील वर्षाचे अहवालांत नमूद केलेल्या महागाई भत्या-वायनचे मागणीचे (के. नं. २३४-५७ चे) कामकाज ५८-५९ वा वर्षात पूर्ण होऊन निवाडा आला. या निर्णयामुळे कर्मात कमी ५ व जास्तीत जास्त १३ रु. पर्यंत प्रत्येक कामगारास वाढ झाली. याच महत्त्वपूर्ण निवाड्यावर कंपनीने ना. सुप्रीम कोर्टात अपील दाखल केलेले आहे.

(महागाई भत्याचे नवीन प्रमाण-परिशिष्ट नं. ४ वर पहा)

[४] श्रीराम साखर कामगारांच्या मागण्यांचे निर्णयाची माहिती (परिशिष्ट नं. ८ पहा).

[५] साताहिक सुट्टीच्या प्रश्नाबाबत एक केस (नं. २१५-५८) दाखल केलेली होती. परंतु कंपनी व युनियन यांमध्ये सुट्टीच्या प्रश्नाचे अनुषंगाने सर्वत्र रोजंदारीवरील कामगारांना मंथली पगारावर वेण्याचा करार झाल्याने हा प्रश्न पुन्हा उपस्थित करण्याचे कारण पडले नाही. मंथली पगाराचे सर्व कामगारांची (वेतनश्रेणी-परिशिष्ट नं. ५ मध्ये पहा)

[६] के. न. ११० (५३) मध्ये न्या. एस. एच. नाईक यांनी रजेबाबतचा निवाडा दिला होता. परंतु त्या निवाड्याने आपले समाधान झालेले नव्हते. अन्यत्र ठिकाणीही रजेबाबतच्या सवलती वाढवून दिलेल्या आढळून आल्या. त्यामुळे आपणही या केसामधील निवाड्यांत दुस्तो मागणारा व रजेच्या सवलती वाढवून मागणारा अर्ज मा. इंडस्ट्रियल कोर्ट यांचेपुढे दाखल केला. (के. नं. १-५९) सदर केसचे कामकाज चालू असून आतापर्यंत २ तारखांमध्ये त्याचे कामकाज चालले होते. आतां ता. ५ सप्टें. ५९ रोजी सदर केसचे कामकाज पुन्हा सुरू होणार आहे. (परि. नं. १० पहा)

[७] सोटार ड्रायव्हरच्या कामाच्या तासांचा प्रश्न, सुट्टीचा प्रश्न, सायकल अलौन्स, ३ फिटर हेल्परच्या जागेचा प्रश्न, हरी जिजाबा यांचे ग्रेडचा प्रश्न, या मागण्यांची केस (नं. ६८-५९) इंडस्ट्रियल कोर्टात दाखल झाली असून त्याची पहिली सुनावणी ता. २१-८-५९ रोजी झाली आहे.

[८] १९५७-५८ च्या बोनस मागणीच्या प्रश्नांतही तडजोड न झालेमुळे हाही प्रश्न मा. इंडस्ट्रियल कोर्टात दाखल झाला असून त्याची पहिली सुनावणी ता. २१ ऑगस्ट ५९ रोजी झालेली आहे.

(बोनस वावतची माहिती परि. नं. ७ वर पहा)

[९] शेती खात्यातील कामगारांचे नऊ तासाऐवजी आठ तासांची ड्यूटी करावी व ट्रॅक्टर ड्रायव्हर वर्गरे कामगारांची रोज सहा तासांची ड्यूटी करावी

ह्या मागणीसाठी व सीझनल कामगारांना मिळत असलेल्या रीटेशन अलाउन्स (बेकार भत्ता) वाढ करून मिळावी, सीझनल असलेल्या विनकुशल कामगारांनाही नवीन मागणीप्रमाणे बेकार भत्ता मिळावा ह्याबाबत इंड. कोर्ट के. नं. २४८।५० मधील भाग दोन मध्ये प्रसिद्ध झालेल्या निवाड्यांत दुस्तो मागणारा अर्ज मा. इंड. कोर्ट ह्यांचे पुढे दाखल केला आहे. (केस नं. २७।५९)

(३) सुप्रीम कोर्ट :

[१] ना. सुप्रीम कोर्टात कंपनीने—इंडस्ट्रियल कोर्ट केस नंबर २३४।५९ च्या निवाड्यावर अपील दाखल केले असून (महागाई भत्याचे निवाड्यावर) सदर अपिलामधील तहकुची अर्जांची सुनावणी ३ फेब्रुवारी ५९ रोजी होऊन इ. को. निवाड्यात तहकुची देणेत आली. खालच्या कोटांमधून जो महागाई भत्ता वाढवण्यांत आला होता, त्यापैकी निम्मा महागाई भत्ता १ जानेवारी १९५९ पासून देण्याचा हुकूम झाला (अपील के. नं. २१३।५९) त्याप्रमाणे निम्मा महागाई भत्ता कामगारांना १ जानेवारी १९५९ पासून मिळू लागला आहे.

[२] ह्या अपिलामधील कंपनीचा केंद्रियत मे १९५९ मध्ये कोर्टात दाखल झाली असून आपली केंद्रियत ता. ३ ऑगस्ट १९५९ रोजी दाखल करण्यांत आली आहे. सदर अपील केस ह्या महिन्यांत बोर्डावर वेईल व पुढील महिन्यांत सुनावणीसाठी निवेद.

(४) वेतनमंडळ मुंबई राज्य साखर धंदा :

[१] विनकुशल कामगारांना वेतनश्रेणी मिळावी ही केस, मागील वर्षाचे अहवालांत नमूद केल्याप्रमाणे चालून पूर्ण झाली. चालू अहवालाचे वर्षात त्याचा निवाडा आला असून वेतन मंडळाने खचापुरती तात्पुरती वाढ त्या कामगारांना दिली आहे. या पगारवाढीमुळे रुपये २३ वर असलेल्या कामगारास दरमहा रुपये ५ पर्यंत वाढ झाली असून १ मार्च १९५६ पासूनचा फरक मिळाला (के. नं. ४-५७)

[२] वेतनश्रेणी करारांत दुस्तो मागणाऱ्या केसचे (नं. १-५८) कामकाजांत युनियन व कंपनीमध्ये तडजोड झाली असून ५।६० कामगारांचा गटाच्या वेतनश्रेणीमध्ये वाढ, वर्गवारीत फरक, कमाल पगारांत वाढ, वर्गरेने २५० कामगारांचा फायदा झाला आहे. (परि. नं. ५ पहा)

५. लेबर कोर्ट :

[१] मागील अहवालाचे वर्षात नमूद केलेल्याप्रमाणे ना. लेबर कोर्टापुढील के. नं. २२।५८ मध्ये कंपनी व युनियन ह्यांच्यांत तडजोड झाली असून त्याप्रमाणे कमी झालेल्या ५५ व्ही कामगारांना इ. कोर्टाचे निवाड्याप्रमाणे ट्रेन्चुइटीचा देणे असलेला पगार वाढण्यांत आला आहे.

[२] के. नं. ३१५८ चे कामकाज कोर्टांमध्ये चालू आहे. सॅट्री, अपरेटर, पंपमन, ऑ. मन, ज्युस हिटरमन, वगैरे सीझनल कामगारांना इं. कोर्ट केस नं. २४८१५० मधील निवाड्याप्रमाणे रीटेशन अत्याजून द्या नाही त्याबाबतची बेकायदेशीर बदलाची केस कंपनीवर दाखल केली आहे. सदर केसची मुनावणी ३०-७-१९५९ रोजी होऊन पुरावे घेण्यासाठी पुढील तारीख लवकरच पडेल.

[३] तीन ट्रॅक्टर ड्रायव्हर्सच्या अन्यायकारक रस्वेशन विरुद्ध व ट्राॅफी लाईन गॅगकडील कामगार वचन अहिल्ल ह्याचे १८ दिवसांचे बेकायदेशीर रस्वेशनचे शिक्षेविरुद्ध मा. लेबर कोर्टात अत्रे दाखल केल्या आहे.

६. मध्यवर्ती साखर धंदा वेतनमंडळापुढील कामकाज :

[१] मध्यवर्ती साखर धंदा वेतन मंडळापुढे महाराष्ट्रांतल्या साखर कामगारांचे व तिने मांडावयाची कॅफीयत तयार करण्यासाठी साखर कामगार फेडरेशनने श्री. किशोर पवार, श्री. भाऊ पाठक, श्री. मधुकरराव भिसे, श्री. गंगाधरराव ओगळे, श्री. संतराम पाटील (M. L. A.) श्री. आर. एम. कुलकर्णी, श्री. डी. एस. नारगोळकर, श्री. कामेरकर व इंटकचे २ प्रतिनिधी यांची कमिटी नेमली होती. सदर कमिटीने सर्व प्रश्नांचा विचार करून एक कॅफीयत तयार केली. ती छापून घेऊन इंटकसह सर्व युनियन्सकडे तयारी कमिटीने पाठवली. व त्यानंतर सर्व युनियन्सनी सदर कॅफीयत-वेतन मंडळाला सादर केली.

[२] वेतन मंडळापुढे प्रत्यक्ष पुरावे व बाजू मांडण्याचे काम अॅड. डी. एस. नारगोळकर, अॅड. एम. कामेरकर, श्री. आर. एम. कुलकर्णी हे करीत असून अजून पुरावे देण्याचे काम अपुणे राहिलेले आहे. सदर कामांत सर्व युनियन्सच्या सेक्रेटरीनी सहाय्य व मदत केली.

[३] वेतन मंडळापुढे किमान पगार (विनकुचल कामगारांसाठी) रु. १५५.०० आणखी मागितला असून त्या पगाराप्रमाणे कामगारांची नवर्चाची पत्रके पण दाखल करणार आहेत. व हा पाया धरून त्यावर इतर कामगारांची वेतन श्रेणी ठरवून मिळावी हीही आपली मागणी आहे.

९. वाटाघाट व तडजोडीने मिळलेले प्रश्न :

[१] कामगारांच्या दैनंदिन तक्रारी-रजा-कामातील अडचणी, कामावर वेणे, रहाण्यात जागा देणे, घरमाडे देणे, गैरवतनाबाबतचा आरोपपत्रे, प्रमादाने वगैरे बाबतच्या १५० च्यावर तक्रारी वाटाघाटांच्या नांगाने मिळविण्यांत आल्या.

[२] कंपनीकडील उदारी वगैरे धान्य नाफक किमतीने ३५०० कामगारांना मिळवून दिले. (अंदाजे २५०० पोती)

[३] राजाळा सर्कलमधील ८०० चे वर कामगारांची आजारपणांत औषधपाण्याची अत्यंत गैरसोय होती. त्याबाबत कंपनीकडे मागणी करून त्या भागांतोळ कामगारांसाठी एक डॉक्टर व औषधाची सोय असलेला लहानसा दवाखाना मिळवून दिला.

[४] ६ मयत झालेल्या कामगारांच्या वारसांना ग्रॅज्यूईटी, प्रॉव्हिडंड फंड व कंपनीकडून येणे असलेले पगार वगैरे मिळवून दिले.

[५] कायम कामगारांच्या रिकाम्या झालेल्या जागा भरण्याबाबत प्रयत्न केले व योग्य त्या कामगारांना त्या जागांवर कायम करण्यांत यश मिळविले.

[६] पावसाळ्यांत व अपघाती आग लागल्याने कामगारांच्या झोपड्यांची हानी होते, त्या प्रसंगी सदर कामगारांना कंपनीकडून झोपड्यासाठी सामान मिळवून दिले.

[७] वेतनश्रेणीच्या बाबत असलेल्या तक्रारी-वाटाघाटीने मिटविल्या. (वगैरेचा प्रश्न, ग्रेडस वाढवण्याचा प्रश्न; कमाल पगाराचा प्रश्न वगैरे)

[८] कामगारांच्या मुलांना अॅप्रेन्टीस म्हणून व काहीना सीझनल कामावर घेण्याबाबत यशस्वी प्रयत्न केले.

कामगारांच्या मुलांना अन्य कामे कंत्राटी पद्धतीवर मिळवून दिली.

[९] मोटार ड्रायव्हर, घर-कामगार यांना महिन्यांदून दोन सुट्या व अलॉन्स मिळवून दिला.

१०. इतर ट्रेड युनियनशी बांधलेले संबंध :

[१] फलटण तालुक्यातील म्युनिसिपल कामगारांची संघटना उभारण्यांत व त्या कामगारांचे प्रश्न सोडवण्याच्या काळात भागीदारी केली.

[२] पाडेगांव येथील सरकारी ऊंस संशोधन केंद्रावरील कामगारांना मार्गदर्शन व त्यांच्याहि महत्वाच्या मागण्या मिळवून देण्याच्या कामांत सहाय्य केले.

[३] साखरधंदामधील—बलिष्ठ असलेल्या सर्व कामगार संघटनेशी संबंध जोडून त्यांचे महाराष्ट्रव्यापी फेडरेशन बनवण्यांत पुढाकार घेतला. साखर कामगारांचे दैनंदिन महत्वाचे प्रश्नाबाबत महाराष्ट्रांत अशा तऱ्हेने एकाप्याने विचार होऊ लागल्याने व सामुदायिकपणाने—कामगारांच्या मागण्यांबाबत सर्वांनी एकजुटीने हालचाल सुरू केल्यामुळे त्यांचा वेगळाच परिणाम आज साखर कामगारांच्या चळवळीत दिसत आहे.

मध्यवर्ती वेतन मंडळापुढे एकमुखाने मांडलेली कैफियत—साखर कामगारांच्या देनंदीन कामकाजाच्या नियमांत (स्टॅंडिंग ऑर्डरमध्ये) मागितलेल्या दुरुस्त्या—अन्य मागण्यांचे यशस्वीपणाने केलेले झगडे या घटनांवरून आपल्या साखर कामगारांच्या एकजूटीची कल्पना सरकार व भांडवलदार वर्गालाहि येऊ लागली आहे.

फेडरेशनच्या कामकाजांत प्रथमपासून—इंटकचेहि कार्यकर्ते भाग घेत होते. पण त्यांनी आतां आपल्या “ इंटकच्या राष्ट्रीय फेडरेशनचा ” सवतासुभा साखर कामगारांत निर्माण केला आहे.

[४] मध्यवर्ती कामगार संघटनेवरुन— (अखिल भारतीय ट्रेड युनियन काँग्रेसशी) बन्धित संबंध जोडून मध्यवर्ती साखर धंदा वेतन मंडळापुढील कामकाजाचे दृष्टीने त्यांचे मार्गदर्शन घेतले व महाराष्ट्रांतल्या ५० हजारांवर असलेल्या शेतमजुरांचा समावेश वेतन मंडळाचे कामकाजांत करावा म्हणून मध्यवर्ती संघटनेमार्फत प्रयत्न चालवले आहेत.

[५] प्रॉव्हिडंड फंडाचा दर वाढवण्याची सूचना आले नंतर आपल्या कार्यकर्त्यांनी व कामगार प्रा. फंडाचे ट्रस्टींवर आपले असलेल्या प्रतिनिधींनी त्या दृष्टीने कामगारांच्या संमतीदर्शक सध्यांची मोहाम हाती घेऊन ८३ इतका एकूण पगारावरचा फंड कापून जाण्याचे दृष्टीने प्रयत्न केले. मध्यवर्ती संघटनेमार्फत सालकांचाहि तेवढाच वाटा प्रा. फंडांत मिळावा म्हणून प्रयत्न चालवले आहेत.

[६] महाराष्ट्रांत व मुंबईमध्ये झालेल्या कामगारांच्या न्याय्य मागण्यांच्या लढ्याला हार्दिक पाठिंबा दिला. मुंबई गिरणी कामगारांच्या एकजूटीचे अभिनंदन केले.

११. लोक शिक्षणात्मक कार्य :

[१] आपल्या युनियनमार्फत साखरवाडी ऑफिस, रावडी सर्कल, मुल्हम सर्कल, होळ सर्कल, निमोरा सर्कल, फलटण सर्कल, सांगवी-खोन्गांव-सरडा सर्कल, या ठिकाणी “ सकाळ, तदन भारत, लोकसेवा, प्रभात, मराठा, नवयुग, सुगांतर ” आदि दैनिके जात असून त्या त्या ठिकाणचे मिळून रोज ४५०चे वर कामगार त्यांचा फायदा घेतात.

[२] आपले युनियनचे ऑफिसमध्ये लायब्ररी असून त्यांत “ कथा, कादंबऱ्या, काव्य, साहित्य, शेती शास्त्र, कायदे, पंचवार्षिक योजना व इतर साहित्यपूर्ण ग्रंथ आहेत. त्यांचाहि अनेक कामगार फायदा घेतात.

[३] श्रीगणेशोत्सव, सर्कलवरील हनुमान जयंतीचे उत्सव आदीमार्फत धार्मिक व सांस्कृतिक कार्य दरवर्षीप्रमाणे चालू आहे.

[४] साकरवाडी, होळ सर्कल, रावडी सर्कल येथे ‘ रेडिओ ’ सारखी करमणूक, मनोरंजन व लोकशिक्षण मिळणारी साधने उपलब्ध केलेली आहेत. त्यांचाहि शेंकडों कामगारांना फायदा होतो. पुढील वर्षीत निमोरा, राजाळा, मुल्हम आदि भागांत यासारखी केंद्रे मुलं करावयाची आहेत.

[५] लोकलबोर्डोकडे कामगारांवरील व्यवसाय-कराचे प्रमाण कमी करावे म्हणून विनंती अर्ज केला होता. तसेच सिव्हिलकडील कंत्राटदारांवर आकारण्यांत आलेल्या अन्यायकारक कर कमी करावा म्हणूनहि प्रयत्न केले. त्याला दश मिळून मागणीप्रमाणे कराचे प्रमाण कमी करणेंत आले आहे.

१२. कामगार सभासदांना दिलेली मदत :

अहवालाचे वर्षीत कामगार सभासदांना आजारपणांत (टी. वी., कॅन्सर वगैरे प्रसंगी) रु. ३८४-७५ ची मदत दिली असून कामगारांच्या झोंपड्या अचानक जळाल्याप्रसंगी त्यांनाहि त्या संकटप्रसंगी रु. ६६-०० ची मदत दिली आहे. कांही कामगारांना त्यांच्या बेकार कालांत रु. २५-०० ची मदत दिली आहे.

वरोलप्रमाणे नमूद करणेतारखी महत्त्वाची कामे आपण केलेची आहेत. ही कामे पार पाडण्यासाठी व यशस्वी करण्यासाठी कार्यकारी मंडळाच्या सर्व सभासदांनी, पदाधिकार्यांनी जें सहकार्य केले त्याबद्दल त्यांचे आभार नानत आम्हाला आवश्क आहे. तसेच कोटाकडील कामे नेहमीप्रमाणेच यशस्वी करण्यांत ज्यांच्या कायांचा मोठा वाटा आहे तो म्हणजे आपले युनियनचे कायदेशीर सहागार व मार्गदर्शक अॅडव्होकेट श्री. श्री. एस. नारगोळकर, तेव्हां त्यांचेहि ना मनःपूर्वक आभार नानत आहे.

कामगारांचे कांही प्रश्न वाटावाटे व तडजोडीच्या मागीने नोडवण्यासाठी कंपनीच्या चालकांनी जें सहकार्य केले त्याबद्दल त्यांचेहि आभार नानत आहे. शेवटी सर्व कामगारांचे आभार मानून हा त्रोटक अहवाल आपण संवर्जण मंजूर कराल अशी आशा व्यक्त करतो. जय महाराष्ट्र !

ता. २५ ऑगस्ट १९५९

मधुकरराव भिसे
जनरल सेक्रेटरी

सूचना : या अहवालाचे मोबत पुढीलप्रमाणे माहितापत्रकाची व १९५८-५९ च्या जमाखचे ताळेबंदाची परिशिष्ट आहेत.

परिशिष्ट नं. १—१९५८-५९ चा जमाख व ताळेबंद अहवाल.

- परिशिष्ट नं. २—१९५८-५९ चे पदाधिकारी व कार्यकारिणीचे सभासद.
 परिशिष्ट नं. ३—ऊस तोडणी-वाहतुकाचे दरांचे माहितीपत्रक—
 (कराराची समरी)
 परिशिष्ट नं. ४—महागाई भत्याबाबतच्या निवाड्याची माहिती.
 परिशिष्ट नं. ५—१ जाने. १९५९ पासून अंमलांत आलेली वेतनश्रेणी
 व वर्गवारी (कराराप्रमाणे).
 परिशि. नं. ६—सणांच्या मिळत असलेल्या सुट्यांची यादी—
 (कराराची समरी).
 परिशिष्ट नं. ७—गेल्या ८ वर्षांत आपण मिळवलेल्या वोनसची आंकडेवारी.
 परिशिष्ट नं. ८—श्रीराम सहकारी कारखान्यामधील कामगारांच्या माग-
 ण्यांच्या निकालाची समरी.
 परिशिष्ट नं. ९—पगार व महागाईभत्यांत गेल्या दहा वर्षांत झालेला
 बदल दाखवणारे पत्रक.
 परिशिष्ट नं. १०—रजेबाबतची माहिती व नवीन मागणी.

परिशिष्ट नं. १

फलटण तालुका साखर कामगार युनियन (राजि.)

साखरवाडी, जिल्हा—उत्तर सातारा

युनियनच्या जनरल फंडाचा हिशोब.

१ एप्रिल ५८ ते ३१ मार्च १९५९ अखेरचा जमाखर्च

आवक (जमा)	रु. न. पै.	जावक (खर्च)	रु. न. पैसे
वर्ष नुरवातीची शिल्लक	१३,९५७.५७	युनियनच्या अधिकाऱ्यांचे मानधन.	२,५००.००
सभासदांकडून		युनियन ऑफिस खर्च	८१७.६७
जमा झालेली वर्गणी	८,६४२.००	(सा. आलौन्स—मानधन, प्रवास, प्रिंटिंग खर्च)	
(वर्गणी घेणे रु. १०१ धरून)		सायकल भाडे, टायपिंग, ऑ. बाँय पगार वगैरे	७७५.६८
क्रान्तार सभासदांकडून देणगी,		हिशोबतपासनीसांची फी	
फंडाचे रूपाने जमा	१३,२२९.५०	(ऑडिटर यांची)	१००.००
व्याज जमा	२७७.३१		

[पुढील पानावर

मागील पानावरून पुढे चालू]

आवक (जमा)	रु. न. पैसे	जावक (खर्च)	रु. न. पैसे
पतपेढी	११६.७०	कोर्ट केसची वकीलांची फी	
पोस्ट	१६०.६१	कोर्ट केसची वकीलांची फी	३,४८२.७०
		कोर्ट केसकामी झालेला प्रवास खर्च	१,७६३.७६
		सभासदांना मदत (आजारपण, बेकारकाल, अपघात, झोंपड्या जळाल्या त्या प्रसंगी)	४७५.७५
		ऑफिसचे भाडे	१६५.००
		स्टेशनरी, प्रिंटिंग, पोस्टेज	८८१.२३
		इंडियन ट्रेड युनियन अॅक्ट कलम १५ (जे) खालील खर्च	६६३.७७
		इतर खर्च (वृत्तपत्रे, प्रचार सभा, श्रीगणेशोत्सव देणगी, घसारा, रोडिओ, लायन्स फी व इतर कर्चे)	१,६९१.८५
		वर्ष अखेरची शिल्लक	
		ता. ३१-३-५९ ची	२२,७८८.९७

एकूण ३६,१०६.३८

एकूण ३६,१०६.३८

मधुकरराव भिसे
जनरल सेक्रेटरीरा. ता. डिसले
खजिनदारकृ. वा. नलवडे
अध्यक्ष

फलटण तालुका साखर कामगार युनियन (राजि.) साखरवाडी

(संपूर्ण तपशिलवार जमाखर्च युनियन ऑफिसमध्ये पहावयात मिळेल.)

युनियनच्या कागदपत्रांच्या व हिशोबाच्या आधारावरून मी वरील पत्रके तपासली असून ती कायदाबद्ध धरून बरोबर आहेत, असे मी जाहीर करतो.

गद्रे आणि भिडे, चार्टर्ड अकाउंटंट्स

परिशिष्ट नं. १

फलटण तालुका साखर कामगार युनियन (गजि०)

साखरवाडी [जि. उत्तर सातारा]

३१ मार्च १९५९ अखेरचा ताळेबंद

भांडवल आणि देणे	रु. न. पै.	मिळकत आणि येणे	रु. न. पै.
जनरल फंडाची रक्कम (जमाखर्च पत्रकावरून)	२२,७८८-९७	रोख शिल्लक (सेक्रेटरीजवळ)	१४-७५
हिशेब तपासनिर्सांची फी (घावयाची)	१७५-००	साखरवाडी कामगार पतपेढीमधील शिल्लक	४,४९०-९५
(१९५७-५८ व १९५८-५९)		साखरवाडी पोस्टांतील शिल्लक	१,४००-२३
छनाई बिल (घावयाचीं)	६५०-००	बँक ऑफ महाराष्ट्र लि. पुणे से. आ.	१९४-२३
श्री. दुयार पवार यांचे मानधन	१३८-००	बँक ऑफ महाराष्ट्र लि. पुणे. नुदत टेब	११,०००-००
		वर्गणी येणे	१०१-००
		सामानसुनान—कपाट फर्निचर, रेडिओ ला. स्पीकर वगैरे	३,१०५-००
		लायब्ररीमधील पुस्तके, ग्रंथ अडव्हान्स व इतर कोर्ट खर्चास दिलेले अडव्हान्स	३,४४५-७८

एकूण रुपये.... २३,७५१-९७

एकूण रुपये... २३,७५१-९७

AUDITORS' DECLARATION

The undersigned, having had access to all the books and accounts of the Phaltan Taluka Sakhar Kamgar Union, and having examined the foregoing statements and verified the same with the account vouchers relating thereto, now sign the same as found to be correct, duly vouched and in accordance with the law, subject to the remarks, if any, appended hereto and also certify that the P. T. Sakhar Kamgar Union. had properly maintained its membership register and its accounts and the members had paid their membership subscriptions to the P. T. Sakhar Kamgar Union as shown in the foregoing statement of the general fund account of the Union, subject to the remarks appended hereto.

Date 29-7-59

Sd/-GADRE & BHIDE

Auditors

Chartered Accountants

परिशिष्ट नं. २:

युनियनचे १९५८-१९५९ चे पदाधिकारी व कार्यकारी सभासद—

अध्यक्ष:— श्री. कृ. वा. सलवडे.

उपाध्यक्ष:— (१) श्री. पी. के. जगदाळे.

(२) श्री. रा. ना. फडतरे.

(३) श्री. शं. ना. लोंढे.

जनरल सेक्रेटरी:— श्री. मधुकरराव भिसे.

ऑ. सेक्रेटरी:— (१) श्री. सु. ना. देशमुख.

(२) श्री. य. ग. डिंगरे.

खजिनदार :— श्री. रा. ता. डिसले.

— कार्यकारी मंडळावरील सभासद —

१. श्री. रा. द. गोवेंकर, २. श्री. बबनराव गायकवाड, ३. श्री. वा. रा. धारगे, ४. श्री. सत्यप्पा सिदगोंडप्पा, ५. श्री. आ. ल. शिंदे, ६. श्री. द. मो. घाडगे, ७. श्री. गु. वि. हवालदार, ८. श्री. व. सि. शेंडे, ९. श्री. रा. वि. देव्हारे, १०. श्री. शं. व. रास्ते, ११. श्री. गो. म. शिंदे, १२. श्री. वि. पां. गाड्दे, १३. श्री. ल. बा. माळी, १४. श्री. म. ह. वाणी, १५. श्री. खा. मा. माने, १६. श्री. प. गो. फडतरे, १७. श्री. दि. भा. पिसाळ, १८. श्री. ज. दा. जगताप, १९. श्री. द. बा. देशमुख, २०. श्री. तु. भा. जगताप, २१. श्री. बा. आ. जगताप, २२. श्री. गो. कृ. मोकाशी, २३. श्री. बा. तु. जगताप, २४. श्री. रा. गे. हिरवे.

कायदेशीर सल्लागार:—(१) श्री. डी. एस. नारगोळकर, ॲडव्होकेट,
B. Sc., L.L.B. (मुंबई). सुप्रीम कोर्ट.
(२) श्री. व्ही. जी. काकडे, M.A., L.L.B.
वकील, सोलापूर.

ऑडिटर्स:—मेसर्स गद्रे ॲण्ड मिडे, चार्टर्ड अकॉंटंट, पुणे.

परिशिष्ट नं. ३

(१) दि फलटण शुगर वर्क्स लि. साखरवाडी : या कारखान्याकडील ऊंस तोडणारे कंत्राटी कामगारांचे कामाचे दरावावत कंपनी व युनियन यांच्यांत ता. १०-१०-५७ रोजी करार झाला असून त्याप्रमाणे खालीलप्रमाणे नवीन दर मान्य करण्यांत आले या नवीन दराप्रमाणेचा मागील एक वर्षाचा फरक सर्व तोडणी कामगारांना वाटण्यांत आला. अंदाजे ही रक्कम रु. ५० ते ६० हजारच्या वरांत आहे. सदर दर ५७-५८ चे हंगानापासून अंमलांत आले आहेत.

ऊंस तोडणीचे भाव :—

[१] ऊंस तोडणी—	दर टनास	रु. २ न. पैसे ६
[२] कांड्या-टिपण्या गोळा करणे—	„	— — १८
[३] ट्रक भरणे (लाडीस भरणे)	„	— — १६

ऊंस वाहतुकीचे भाव :

[१] ० ते १ मैल	रु. १-२५
[२] १ ते २ मैल	रु. १-५०

[३] १ ते १ १/२ मैल	रु. १-८७
[४] १ १/२ ते २ मैल	रु. २-१२
[५] २ ते ३ मैल	रु. २-७५

(६) दि फलटण शुगर वर्क्स लि. साखरवाडी, या कारखान्याकडील शेती खात्यांतल्या कंत्राटी कामगारांची केस ना. सुप्रीम कोर्टात एका कंपनीचे अपील असलेमुळे त्या केसचे कामकाज तहकूब झालेले आहे. (इंडस्ट्रियल कोर्टमधील).

परिशिष्ट नं. ४

[दि फलटण शुगर वर्क्स लि. साखरवाडी या कारखान्याकडील]

महागाई भत्यावावत इंडस्ट्रियल कोर्टाचे प्रेसिडेंट न्या. मेहेर यांनी केस नं. २३५ (५७) मध्ये दिलेल्या निवाड्याप्रमाणे खालीलप्रमाणे महागाई भत्ता कामगारांना मिळाला आहे. सदर निवाडा मुंबई सरकारच्या गॅझेटमध्ये भाग १ एल मध्ये पा. नं. ६३४४ त ६३५० वर तारीख २५ डिसे. १९५८ रोजी प्रसिद्ध झाला आहे. (याच निवाड्यावर कंपनीने नामदार सुप्रीम कोर्ट दिल्ली यांचे पुढे अपील दाखल केले आहे.)

सदर निवाड्याची अम्मलवजावणी १ मार्च १९५८ पासून व्हावयाची आहे.

मंथली मस्टरवरील पगारासाठी

महागाई भत्ता

[१] रु. २३	ते रुपये ५००००	पर्यंतच्या पगारास	रु. ४५।=
[२] रु. ५१०००	ते रुपये १०००००	„	रु. ५५।=
[३] रु. १०१०००	ते रुपये १५००००	„	रु. ६२०००
[४] रु. १५१०००	ते रुपये २०००००	„	रु. ६७०००
[५] रु. २०१०००	ते रुपये २५००००	„	रु. ७२०००
[६] रु. २५१०००	व त्यावरील पगारास		रु. ७७०००

रोजंदारीवरील कामगारांसाठी

महागाई भत्ता

[१] रु. ०-१३-३	ते रु. १-५-०	पर्यंत पगारास	रु. १-११-०
[२] रु. १			
[३] रु. २०००	ते रु. ३-१४-०	„	रु. २-१-०
[४] रु. ३-१५	ते रु. ६-०-०	„	रु. २-४-०

खाते-फैक्टरी मेकैनिकल

१ बॉयलर अटेंडेंट [फर्स्ट क्लास] ...	८४-७-१४०
२ मिल हाऊस फिटर [ए] ...	८४-७-१४०
३ बॉयलिंग हाऊस फिटर [ए] ...	८४-७-१४०
४ फायरमन [बॉयलर] ...	५०-३-८०
५ वॉटरमन [बॉयलर] ...	३२-२११-४७
६ मिल इंजिन ड्रायव्हर [असिस्टेंट फिटर] ...	५०-३-८०
७ स्ट्रोक्यूम इंजिन ड्रायव्हर [असिस्टेंट फिटर] ...	५०-३-८०
८ कॉरियर इंजिन ड्रायव्हर (क्लकमन) ...	४०-२११-५५
९ शिफ्ट नवगनी मुकादम ...	४५-३-७५
१० शिफ्ट नवगनी ...	४०-२११-६५
११ इंजेक्शन वॉटर पंप ड्रायव्हर ...	३२-२११-४७
१२ नॉव्हीज, इंजिन ड्रायव्हर ...	३२-२११-४७
१३ फिटर हेल्पर ...	३२-२११-४७
१४ पंपमन ...	२८-१११-४३
१५ ऑईलमन, ग्रीसमन ...	२६-१११-४१

खाते ट्रेक्टर डिपार्टमेंट

१ फिटर [जे] मेकैनिकल ...	८४-७-१४०
२ फिटर [बी] ...	६२-४-९०-५-९५
३ फिटर [सी] ...	५०-३-८०
४ क्लकस्मिथ [ए] ...	५०-३-८०
५ ,, [बी] ...	४५-२११-७०
६ हॉमरमन ...	३२-२११-४७
७ कारपेंटर ...	५०-३-८०
८ हेल्पर (फिटर हेल्पर) ...	३२-२११-४७
९ ट्रेक्टर ड्रायव्हर [ए] ...	५०-४-९०
१० ,, ,, [बी] ...	५०-३-८०

(नवीन आलेखा ड्रायव्हर रु. ४५ वर २ सीजन व ३ न्या सीजनल रु. ५०)

११ क्लीनर (ट्रैक्टर) ... २६-१११-४१

डिपार्टमेंट मेडिकल व सैनिटेशन

१ नर्स बी. पी. एन. ए. (सीनियर) ...	७५-५-१३०
२ कंपौंडर (क्वॉलीफाईड) ...	५५-३-८५-४-१२५-५-१३०
३ नर्स (मिडवाइफ ज्युनि.) ...	६५-५-१००
४ ड्रेसर ...	३०-१-४०
५ वॉर्डबॉय, आया. ...	२५-१-३५
६ सेने, मुकादम ...	३०-१११-४९
७ स्वीपर्स ...	२४-१-३२
८ टांगा ड्रायव्हर ...	२५-१११-४०

डिपार्टमेंट, सिविल, (कन्स्ट्रक्शन व टॉली लाईन)

१ बिल्डिंग मिस्त्री ...	५५-३-८५-४-१०५-५-११५
२ टॉली लाईन मिस्त्री ...	५०-३-८०
३ वर्कशॉप मिस्त्री ...	५०-३-८०
४ बिल्डिंग मुकादम ...	३५-३-६५
५ टॉली लाईन मुकादम ...	३२-३-५२
६ फिटर [सिविल वर्कशॉप] ...	४०-२११-५५
७ ब्लकस्मिथ [बी] ...	४५-२११-७०
८ टीनमन ...	४५-२११-७०
९ कारपेंटर [बी] ...	६२-४-९०-५-९५
१० कारपेंटर [सी] ...	५०-३-८०
११ मेसिन ...	५०-३-८०
१२ पेंटर ...	३२-२११-६२
१३ हॉमरमन ...	३२-२११-४७

(४) फिटर (सी क्लास):—

वर्कशॉपकडील राहिलेले—फिटर, लोकोकडील फिटर, ट्रक फिटर, असि. फिटर, मिलहौस.

(५) ब्लॅकस्मिथ (ए क्लास):—

[१] गणपत महादू [२] शंकर महादू

(६) ब्लॅकस्मिथ (बी क्लास):—

[१] गुलबा गंगाराम [२] तुकाराम सहु [३] गणपत विठ्ठल

(७) इलेक्ट्रिक सुपरवायझर:—

[१] गोपाळ कृष्ण मोकाशी.

(८) कारपेंटर बी क्लास):—

[१] दि. भा. पिसाळ [२] बाबू गणू चौधरी.

(९) मेसन (बी क्लास):—

[१] एस. एल. जाधव [२] कौडीबा गणू.

(१०) असि. मोलर:—

[१] बाबा लक्ष्मण माळी.

असि. (वेलडर):—[१] सदाशिव रावजी धाडगे.

(११) क्लार्क (फर्स्ट ग्रेड):—

आकॉंट ऑफिसकडील—२ क्लार्क. इस्टेट ऑफिसकडील—१ क्लार्क.
जनरल स्टोअरकडील—१ क्लार्क. हेड याडे क्लार्क—१ क्लार्क
हेड टाईम किपर—१

(१२) क्लार्क (सेकंड ग्रेड):—अकॉंट ऑफिसकडील सर्व क्लार्क, जनरल स्टोअरकडील सर्व क्लार्क, सर्व सक्ल क्लार्क, निरा गोडाऊन क्लार्क, चल्डटण ऑफिस क्लार्क, जनरल मॅनेजर्स—ऑफिस क्लार्क, सिव्हील ऑफिस क्लार्क, हॉस्पिटल क्लार्क, ट्रॅक्टर क्लार्क.

(१३) क्लार्क (थर्ड ग्रेड):—सर्व डिव्हीजन्स, क्लार्क, सक्ल स्टोअर्स क्लार्क, नेझरर, टाईम किपर (टाईम ऑफिस), केन याडे क्लार्क, वे-त्रिज क्लार्क—इस्टेट ऑफिस क्लार्क, (श्री. आर. व्ही. प्रिसले व वी. आर. कुलकर्णी धरून).

परिशिष्ट नं. ६

इं. कोर्ट के. नं. ११० (५३) मध्ये दुरुस्ती करून घेऊन खालील-प्रमाणे कामगारांना सुट्या (पगारी) मिळाल्या आहेत.

[१] कामगार दिन. [२] पालखांचा दिवस. [३] वेंदूर.
[४] स्वातंत्र्य दिन (१५ ऑगस्ट.). [५] गणेश चतुर्थी. [६] दसरा.
[७] दिवाळाचा पाडवा.

परिशिष्ट नं. ७

१९४९-५० पासून १९५६-५७ पर्यंत युनियनने मिळवून दिलेल्या वोनसचे माहिती पत्रक—

सन	वोनस मिळाल्याचा मार्ग	वोनस वाटपाचा रेट	वोनस रूपांत मिळालेली रक्कम
१९४९-१९५०	कन्सीलेशनमध्ये तडजोड	मूळ २५% पगाराचे	रुपये न. पै. १,८१,४३५.००
१९५०-१९५१	"	२५% "	२,०९,२९०.००
१९५१-१९५२	"	२५% "	२,२५,७३०.००
१९५२-१९५३	युनियनबरोबर कराराने	२०% "	१,९५,२९९.००
१९५३-१९५४	कन्सी. पुढे करार	३०% "	३,०१,६७७.००
१९५४-१९५५	"	३०% "	२,९६,५१५.००
१९५५-१९५६	युनियनबरोबर करार	३०% "	३,१०,२३८.००
१९५६-१९५७	"	३१% "	४,०१,२७०.००
१९५७-१९५८	चा	वाद एवूण	इं. कोर्टात चालू आहे. २१,२१,४१४.००

परिशिष्ट नं. ८

[श्रीराम सहकारी साखर कारखाना लि. फलटण कडील]

श्रीराम सहकारी साखर कारखाना लि. फलटण यामधील कामगारांच्यासाठी आपल्या युनियनने मा. इंडस्ट्रियल कोर्ट-मुंबई यांचे पुढे दाखल केलेल्या केस नं. ३७-५८ मध्ये इंडस्ट्रियल कोर्टाचे न्या. मेहेर वानो ता. २ ऑक्टो. ५८ व ता. १२ मार्च ५९ रोजी दोन निवाडे देऊन खालीलप्रमाणे रजा मिळाल्या असून महानाई भव्यांत वाढ झाली आहे.

सदर निवाडा-भाग १—हा मुंबई सरकारचे गॅझेटमध्ये भान १ एल मध्ये ता. २-१०-५८ रोजी पा. नं. ४७५२ ते ५६ वर प्रसिद्ध झाला आहे.

भाग २—हा निवाडा (महागाई भत्यासंबंधीचा) १२ मार्च १९५९ री ती मुंबई सरकारच्या भाग १ एल गॅझटमध्ये पा. नं. १२७८ ते ८२ वर प्रसिद्ध झाला आहे.

सीझनल कामगारांना रजेचे हक्क :

(१) हक्काची रजा:—सर्व सीझनल कामगारांना फॅक्टरी अॅक्टप्रमाणे रजा मिळेल.

(२) आजारीपणाची रजा:—एक सिझन पूर्णपणे काम केलेल्या कामगाराला ७ दिवसांची पूर्ण आजारीपणाची रजा मिळेल. सदर रजा २ वर्षे-पर्यंत साठवण्याला हक्क मिळाला आहे.

(३) किरकोळ रजा:—सर्व सीझनल कायम व टेंपरी कामगाराला दरेक सीझनला चार दिवसांची पूर्ण पगारी रजा मिळेल.

सदर रजेचे हक्क फक्त मॅथली मस्टरवरील कामगारांना मिळत होते. परंतु कोर्ट निवाड्याप्रमाणे सुमारे ४५९ कामगारांना सदर रजेचे हक्क मिळाले आहेत.

महागाई भत्याबाबतचा निवाडा:—

औद्योगिक कोर्टाचे निवाड्याप्रमाणे मिळणारा महागाई भत्ता

(अ) रोजंदारीवरील सर्व कामगारांना रु. १-९-० इतका महागाई भत्ता मिळेल.

(ब) मॅथली पगारावरील कामगारांना खालीलप्रमाणे महागाई भत्ता मिळेल.

[१]	रु. १ ते ४० पर्यंतच्या पगारास	रु. ४१०००
[२]	रु. ४१ ते ५०	,,	रु. ४३०००
[३]	रु. ५१ ते १००	,,	रु. ५००००
[४]	रु. १०१ ते १५०	,,	रु. ५५०००
[५]	रु. १५१ ते २००	,,	रु. ६००००
[६]	रु. २०१ ते ३००	,,	रु. ६५०००
[७]	रु. ३०१ व त्यावरील पगारास सध्या मिळत असलेला महागाई भत्ता मिळेल.		

सदर निवाड्याप्रमाणे सदर महागाई भत्ता १ जुलै ५८ पासून म्हणजे ८ महिन्यांच्या फरकासह मिळेल.

परिशिष्ट नं. ९

युनियनने गेले दहा वर्षांत कामगारांचे मूळ पगारांत व महागाई भत्यांत करून घेतलेला बदल

कामगारांची वर्गवारी	१९५१/५२ मधील पगार किमान	१९५१/५२ मधील महागाई भत्ता	१९५८/५९ मधील पगार	१९५८/५९ मधील महागाई भत्ता
	रु. न.पै.	रु. न.पै.	रु. न.पै.	द. म. रु.
कुशल कामगार	द. म. २०४०००	द. म. ४७.१२	द. म. १२००००	५१ ते ५८१-
"	५२०००	" ४७.१२	" ६८०००	
समकुशल कामगार	" २६०००	" ३२.५०	" ३४०००	रु. ३९१-
बिनकुशल कामगार	" १४.६२	" ३२.५०	" २८०००	रु. ३९१-
हार्क	रु. ३८ ते ५२	" रु. ३४ ते ४७	" ५८ ते ९०	रु. ५११-
सुपरवायझर	द. म. १४७०००	" ५५०००	" २९०० ते ३५००	रु. ६५ ते ७०१-
इंजिनियर्स वगैरे	ते रु. २४००००	"	"	
प्लान्टमन	रु. २२.७५	" ३२.५०	" ५० ते ५५	रु. ५१
फिल्डमन	रु. ३० ते ५०	" रु. ३४ ते ४७	" ६२ ते ७५	रु. ५१

परिशिष्ट नं. १०

इ. को. के. नं. ११० (५३) मधील निवाड्याप्रमाणे सध्यां सर्व कामगारांना रजेचे हक्क मिळतात. परंतु ते अत्यंत अपुरे असल्यामुळे आपण सदर रजेमध्ये वाढ करून मागितली आहे.

के. नं. ११० (५३) प्रमाणे सध्यां मिळत असलेल्या रजा

नवीन मागणी

हक्काची रजा

अ] १४ दिवस पूर्ण पगारी
रु. १०० पगारास
ब] २३ दिवस पूर्ण पगारी
रु. १०० चेवरील पगारास

दर १० दिवसास एक दिवस या प्रमाणांत

आजारीपणाची रजा ७ दिवस पूर्ण पगारी
किरकाळ रजा ७ दिवस पूर्ण पगारी

२५ दिवस पूर्ण पगारी
१५ दिवस पूर्ण पगारी

रजा सांटविण्याचा हक्क २ वर्षेपर्यंत आहे

रजा सांटविण्याचा हक्क ३ वर्षेपर्यंत मागितला आहे

* * *

- 
- ◆ आपल्या नवीन मागण्या व हक्क मिळवण्यासाठी—
 - ◆ मध्यवर्ति साखर धंदा वेतन मंडळापुढील कामकाज यशस्वी करून घेणेसाठी—
 - ◆ १९५७-५८ चा हक्काचा बोनस मिळवण्यासाठी—
 - ◆ समाजवादी भारतांत-समाजवादी संयुक्त महाराष्ट्राची उभारणी करणेसाठी—
 - ◆ इंटक व भांडवलदार वर्गाची-फाटाफुटीची-कारस्थाने हाणून पाडण्यासाठी—

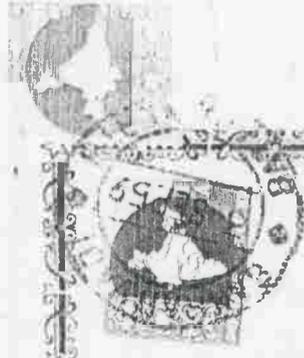
फलटण तालुका साखर कामगार
युनियनचे सभासद व्हा !

BOOK-POST

S. A. DANSE, M.P.

4 ASHOK ROAD

NEW-DELHI



फलटण तालुका साखर कामगार युनियनचा
विजय असो !

जागतिक कामगार एकजुटीचा विजय असो !

आपली ताकद-हीच आपली युनियन !

युनियनचे नियमित सभासद व्हा !

लाल बावटे की जय !

प्रकाशक - मधुकरराव भिसे, फलटण तालुका साखर कामगार युनियन,
साखरवाडी, जि. उ. सातारा

मुद्रक - ह. म. गद्रे, जनवाणी प्रिंटिंग प्रेस, ४५ बुधवार पेठ, पुणे २.