

INDUSTRIAL COMMITTEE ON JUTE
(2nd Session, December, 1959)

Item No. 1 on the Agenda : - Action taken on the main Conclusions/
Recommendations of the 1st Session
of the Committee.

MEMORANDUM

Main Conclusions/Recommendations

Action taken

I. Closure of Jute Mills.

The Committee felt that the problem of closure was not as serious as in certain other industries in that it did not involve loss of production or employment to any appreciable extent, and that in most cases of closure, employment and production were transferred to other units.

No action is called for for the present.

II. Rationalisation in the Jute Industry.

(i) The policy laid down in the two Five Year Plans that rationalisation should not involve any involuntary loss of employment to existing personnel should be strictly adhered to.

(i) to (iii) - The recommendations have been brought to the notice of the State Governments and workers' and employers' organisations concerned.

(ii) In all cases of transfer resulting from modernization, rationalisation or closure, State Government would be notified 8 weeks and workers concerned 6 weeks in advance so that appropriate arrangements could be made for the reabsorption of displaced workers through a proper distribution of

No specific complaints have so far been received by the Special Committee set up by the West Bengal Government for watching the implementation of the Industrial Committee's recommendations

..... of loom hours, etc.

(iii) Medical examination for ascertaining the suitability of workers for their superannuation should not be associated

Main Conclusions/Recommendations

Action taken

with transfers resulting from modernisation, rationalisation or closure. These should proceed in the normal course independent of any such circumstances.

(iv) A comprehensive list of the existing Badli workers in the different jute mills should be prepared and furnished to the State Government as early as possible. For the present the list should be frozen as on 2.8.1958. There should be no further fresh recruitment until the Badli workers on this list had been suitably absorbed. This situation will, however, be reviewed at an appropriate time.

(v) The existing Ad hoc Committee on Rationalisation set up by the West Bengal Government would be converted into a Special Committee which would be responsible for watching the implementation of these agreements and the policy on rationalisation. The Committee could also consider the additional measures necessary for this purpose. The Committee would be assisted in its work by a Special Officer to be appointed by the Government of West Bengal.

(iv) The list of Badli workers in different Jute Mills in West Bengal including those in the membership of the Indian Jute Mills Association has been frozen as on 2.8.58, and submitted by the mills to the State Government who have communicated these lists to the special Committee. The lists are also being made available to the representatives of Labour on request. The Special Officer on Jute appointed by the West Bengal Government to assist the Special Committee is collecting information from different mills regarding the number of Badlis who have since been absorbed against permanent vacancies in the mills.

(v) The Ad hoc Committee has been converted into a Special Committee. To ensure effective implementation of the Jute Committee's decisions, the Special Committee has appointed five zonal Committees, one each for the five zones, namely, Calcutta, Howrah, Hooghly, Barrackpore North and Barrackpore South. The West Bengal Government have also appointed a Special Officer to assist the Special Committee in its work.

Main Conclusions/Recommendations

Action taken

(vi) The conclusions/recommendations at (i), (ii), (iii) and (iv) above would be equally applicable to all the States concerned and arrangements similar to those outlined at (v) above might be made in other States also, wherever considered necessary.

(vi) The conclusions/recommendations question have been communicated to the State Governments concerned for necessary action.

III. Reduction of the Employment of Women workers in the Jute Industry

The Committee recommended that the West Bengal Government should set up machinery for enquiring into the causes of reduction in the number of women workers employed in the jute industry and suggesting measures for safeguarding the employment interests of such women workers. Meanwhile there should be no reduction in their existing strength.

The West Bengal Government set up a Committee for enquiring into the causes of reduction in the number of women workers employed in the Jute Industry and suggesting measures for safeguarding the employment interests of such women workers. The Committee has since submitted its Report and the recommendations made by the Committee are being examined by the West Bengal Government.

IV. Appointment of a Wage Board in the Jute Industry.

(i) A Wage Board would be the most appropriate machinery for reviewing the question of wages in the jute industry, and the question of setting up such a Board might be considered at an appropriate time.

(i) (ii) & (iii) The West Bengal Government set up a Special Committee for the collection of data having a bearing on the determination of wages. The Committee has completed its work and submitted its report to

Main Conclusions/Recommendations

Action taken

(ii) A special committee consisting of Central and State Government officials should be set up by ~~the Government of West Bengal~~ to collect all relevant data having a bearing on the determination of wages. A questionnaire for the collection of these data would be drawn up by the Government of West Bengal in consultation with the Central Govt.

~~They should be set up by the Government of West Bengal~~
~~to collect all relevant data having a bearing on the determination of wages.~~
~~A questionnaire for the collection of these data would be drawn up by the Government of West Bengal in consultation with the Central Govt.~~

(iii) For this purpose employers' and workers' organisations agreed to supply immediately to the West Bengal Government and the Government of India all relevant information and data that were readily available with them

(iv) As regards dearness allowance and other amenities like housing, medical and welfare facilities, these should be considered by employers and workers in a friendly atmosphere with a view to coming to agreed solutions.

(i) (ii) & (iii) (contd) the State Government. The question of setting up a Wage Board in the Jute Industry, in connection with which the Special Committee was set up, is separately before the Industrial Committee vide item 2 of the agenda.

(iv) Specific attention of the workers' and employers' organisations was drawn to the Committee's recommendation and they were requested to inform the Ministry of Labour and Employment about the progress of action taken by them in the matter. Bipartite discussions between the Indian Jute Mills Association and the workers' side have commenced. The meetings have already been held and the matter is being pursued further by the parties concerned.

INDUSTRIAL COMMITTEE ON JUTE (2ND SESSION)
CALCUTTA - DECEMBER, 1959.

Item No.2 on the Agenda :- Appointment of a Wage Board for the Jute Industry.

M E M O R A N D U M

The question of setting up a Wage Board for the jute industry was discussed at the last session of the Industrial Committee held at Calcutta in August, 1958. The conclusions reached by the Committee are reproduced below :-

- (i) A Wage Board would be the most appropriate machinery for reviewing the question of wages in the jute industry, and the question of setting up such a Board might be considered at an appropriate time.
- (ii) A special committee consisting of Central and State Government officials should, however, be set up immediately by the Government of West Bengal to collect all relevant data having a bearing on the determination of wages with particular reference to (a) cost of living, (b) the capacity of the industry to pay, and (c) the importance of the jute industry as an earner of foreign exchange. A questionnaire for the collection of these data would be drawn up by the Govt. of West Bengal in consultation with the Central Government within the next fortnight. The Committee would complete the work within a period of three months and thereafter its findings would be placed before a tripartite body.
- (iii) Employers' and Workers' organizations would supply immediately to the West Bengal Government and the Govt. of India all relevant information and data readily available with them.
- (iv) As regards dearness allowance and amenities like housing, medical and welfare facilities, employers and workers should meet in a friendly atmosphere to consider these matters with a view to coming to agreed solutions.

2. In pursuance of the conclusions referred to above, the Govt. of West Bengal appointed a Special Committee of officials in their Resolution No. 4645-LW, dated the 9th October, 1958, for collection of data having a bearing on the question of wages in jute industry. This Committee has completed its work. The Committee has collected information and statistics relating to employment, earnings and other amenities in the industry, cost of living of the workers and capacity of the industry to pay. The information has been compiled on the basis of the replies received by the Committee to its questionnaire and a study of various publications on the subject.

3. The existing wage structure in the jute industry which is mostly located in West Bengal, has been the result of three Omnibus Tribunal Awards, the last one being dated 1955. Figures

below.....

below indicate the extent of revision of wages as a result of these awards:-

<u>Year</u>	<u>Basic Wage</u>	<u>D.A.</u>	<u>Total</u>
1948	Rs. 26/-	Rs. 32/8/-	Rs. 58/3/-
1951	Rs. 26/-	Rs. 37/6/-	Rs. 63/3/-
1955	Rs. 34/10/9	Rs. 32/8/-	Rs. 67/2/9.

4. The Govt. of West Bengal have suggested that a meeting of the Industrial Committee on Jute be convened to consider the question of setting up a Wage Board for this industry. All the trade union organisations in the industry concerned are reported to have terminated the award and submitted new charters of demands relating to wages, dearness allowance, bonus, retirement benefits etc. The State Government consider that the three Industrial Tribunals who had in the past dealt with omnibus references involving complicated questions of wages etc. of this important industry have done useful work towards rationalising and standardising emoluments of workers. The State Government are, however, of the view that the most satisfactory machinery for determination of an appropriate wage structure at this juncture will be a tripartite Wage Board presided over by an independent Chairman, and including, besides independent members, representatives of both the employers and workers.

5. The Industrial Committee is requested to consider the matter and to give its views on the proposal to set up a Wage Board for the jute industry on the lines of the Boards already set up for the cotton textiles, sugar and cement industries. The Bengal Government is also of the view that the question of Bonus may be included in the terms of reference of the Board. The question of interim relief may also be considered by the Wage Board.

INDUSTRIAL COMMITTEE ON COAL MINING
(5TH SESSION)

Item No. 4 of the agenda:- "Conclusions of the Ad-hoc meeting of the Coal Mining Interests held in Calcutta on the 3rd August, 1958!"

Supplementary Memorandum showing the action taken on the conclusions reached at the aforementioned meeting.

Item 1: Constitution of a Standing Committee for Coal Industry:- Matter is still under consideration.

Item 2: Extension of the period of operation of the Coal Award:- A notification extending the period of operation of Coal Award upto the 25th May, 1959 was issued on the 20th August, 1958.

Item 3: Payment of arrears of enhanced dearness allowance due to workers since 1-4-58, consequent on the rise in the All-India Consumer Price Index Numbers:- According to the information available in this Ministry only 278 collieries have not paid the enhanced dearness allowance from the 1st April, 1958. Majority of these collieries, however, have paid the enhanced dearness allowance from the 17th May, 1958 onwards.

Item 4: Extension of the benefits of the Assam Coal Mines Bonus Scheme to the employees of the Head Office, etc., belonging to the Assam Railway and Trading Co. Ltd:- The matter is still under consideration.

Item 5: Prescription of uniforms and foot-wear for workers:- The recommendation of the Coal Award has been brought to the notice of the employers' organisations for necessary action.

Item 6: Revision of rate of maternity benefit:- Pending the making of a statutory provision for enhancing maternity benefits, the All-India Associations of employers have been requested to take steps to ensure that maternity benefits is paid by their constituents at the rate of average daily wage subject to a minimum of Rs. 0.75 per day.

All other matters will be referred to the Standing Committee as soon as it is constituted.

E-6 JAN 1959

6 JAN 1959

IMMEDIATE

NO. IC-56(1)/58
GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT

A.I.T.U.C

From

Shri R.C.Saksena,
Under Secretary to the Government of India.

To

1. All the delegates and Advisers.
2. State Governments and Organisations.

Dated New Delhi, the 3rd January '59.

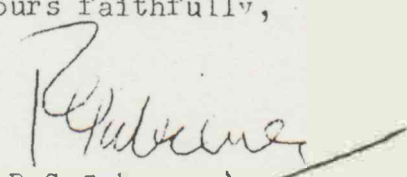
Subject:- 6th Session of the Industrial Committee
on Coal Mining, Dhanbad, January, 1959.

Sir,

In continuation of this Ministry's letter of even number dated the 30th December, 1958, I am directed to say that the Committee will meet at 3 P.M. on Friday the 30th January 1959 in the Auditorium of the Indian School of Mines and Applied Geology, Dhanbad.

2. A Supplementary Memorandum on item No.4 of the agenda showing the action taken on the conclusions of the ad-hoc meeting of the Coal Mining Interests held in Calcutta on the 3rd August 1958, is also forwarded herewith.

Yours faithfully,


(R.C.Saksena)
Under Secretary.

Copy with a copy of enclosure forwarded to:-

1. The Ministry of Commerce and Industry, New Delhi.
2. The Ministry of Steel, Mines and Fuel, New Delhi.

Copy also forwarded to:-

1. All attached Offices including Chief Inspector of Mines, Coal Mines Provident Fund Commissioner, Coal Mines Welfare Commissioner.
2. All Officers of this Ministry including Private Secretary to Labour Minister/Deputy Labour Minister/Parliamentary Secretary/Secretary and Personal Assistants to Joint Secretary(G) and Joint Secretary (E).
3. Mines-I,II and III Sections; LR-II Section, PF-I,II Sections, E.&I. Section and Research Division.
4. Press Information Officer (Shri S.Kumar Dev), New Delhi.
5. Labour Attache, Consulate General of India, Geneva.

T.C. Gupta
(T.C.Gupta)
Section Officer.

No. RD. 135(1)/58.
Government of India
Ministry of Labour and Employment

From

Shri K.N. Nambiar,
Deputy Secretary to the Government of India.

To

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

7 JAN 1959

Dated New Delhi, the 6th January 1959

Subject:- Main conclusions of the 1st Session of
the Industrial Committee on Jute.

Sir,

Kindly refer to your letter No. 14/192/58 dated the 27th August 1958 and this Ministry's letter of even number dated the 27th October, 1958 on the above subject.

2. The Committee's conclusion on item 1 - closure of jute mills - as is worded, merely brings out the difference between total closures and closures resulting from rationalization. It only gives an indication of the general feeling of the Committee and has not been referred to as an unanimous conclusion reached at the meeting.

3. Item 2(i) relating to rationalization in the jute industry only lays down the main principle agreed to at the meeting. Non-filling of actual vacancies, etc. are matters of detail which should more appropriately be considered by the Sub-Committee set up by the West Bengal Government to watch the implementation of the policy on rationalization, etc.

4. In the circumstances explained above, you will appreciate that there is no need for amplifying the conclusions of the Committee which were drawn up immediately after the discussions at Calcutta.

Yours faithfully,

K.N. Nambiar

(K.N. Nambiar)
Deputy Secretary

6.1.59

2

20 MAR 1959

192
No. LWI(L)-38(9)/58.
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT.

PRIORITY.
UNDER SECRETARY
LABOUR DEPARTMENT

From

Shri Pyare Lal Gupta,
Under Secretary to the Government of India.

To

1. The Secretary,
Indian Jute Mills Association,
Royal Exchange, Calcutta.
2. The Secretary,
Employers' Federation of India
Bombay House, Bruce Street,
Bombay.
3. The Secretary,
All India Organisation of Industrial Employers,
Federation House, Barakhamba Road, New Delhi.
4. The General Secretary,
Indian National Trade Union Congress,
17, Jannath, New Delhi.
5. The General Secretary,
All India Trade Union Congress,
4, Ashoka Road, New Delhi.
6. The General Secretary,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road, Bombay-4.

Dated New Delhi, the

17 9 MAR 1959

Subject:- 1st meeting of the Industrial Committee on
Jute in August/58.

Dear Sir,

I am directed to invite your attention to this Ministry's letter of even number, dated the 6th November, 1958 on the above subject, and to enquire with reference to the Committee's conclusion on item 4 regarding dearness allowance and amenities like housing, medical and welfare facilities (page 21 of the summary) forwarded with this Ministry's letter No. PD 184(1)/58, dated the 1st September 1958, as to what action has been taken or proposed to be taken to consider these matters with a view to coming to agreed solution.

An early reply is requested.

Yours faithfully,


(Pyare Lal Gupta)
Under Secretary.

k.s.
d.a.mil.
13.3.59

3112
December 5, 1959 ✓

Dear Com.Indrajit,

We have received information from the Labour Ministry that the Industrial Committee on Jute will meet in New Delhi on 2nd January 1960.

Main *Letter in appointment*
~~No agenda other than the Wage Board earlier suggested, has been received.~~

I hope you will arrange your programmes in such a way to participate in the meeting on January 2, 1960.

With greetings,

Yours fraternally,

K.G. Sriwastava
(K.G, Sriwastava)

7 DEC 1959

TELEGRAM

STATE

EXPRESS

JUMASSO
CALCUTTA

EMPERATION
BOMBAY

UNITED TRADE UNION CONGRESS
249 BOW BAZAR STREET
CALCUTTA

LC-10(24)/59 REFERENCE MINISTRY LETTER
THIRD DECEMBER (.) JUTE INDUSTRIAL COMMITTEE WILL MEET
CALCUTTA ELEVENTH DECEMBER AT 11.30 HOURS IN INDIA
EXCHANGE BUILDING ROYAL EXCHANGE PLACE (.) MAIN ITEM
APPOINTMENT WAGE BOARD (.) PLEASE DEPUTE ONE DELEGATE
TO ATTEND (.) LETTER FOLLOWS (.)

LABOUR

Sd/-

(R.C. Saksena)
Under Secretary.

No.LC-10(24)/59
Government of India
Ministry of Labour & Employment

Dated New Delhi, the 7th Dec'59.

Copy forwarded by post in confirmation to :-

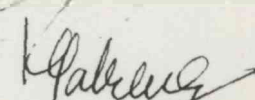
- (1) The Secretary, ~~XX~~ Indian Jute Mills Assoc.
Royal Exchange, Calcutta.
- (2) The Secretary, Employers' Federation of India,
Army & Navy Building, 148 Mahatma Gandhi Road,
Bombay-1.
- (3) The General Secretary, UTUC,
249, Bow Bazar Street, (1st Floor) Calcutta-12.

Copy also forwarded to :-

- (1) The Secretary,
All-India Organisation of Industrial Employers,
Federation House, (First Floor), Barakhamba
Road, New Delhi.
- (2) The General Secretary,
The Indian National Trade Union Congress,
17, Janpath, New Delhi.
- (3) The General Secretary,
The All-India Trade Union Congress,
4, Ashok Road, New Delhi.

Shri K.C.Srivastava. * (3)

It is requested that one delegate may be deputed to attend.


(R.C. Saksena)

7 4 DEC 1959

No. LC-10(24)/59
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

Immediate

From

Shri R. C. Saksena,
Under Secretary to the Govt. of India.

To

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

3 DEC 1959

Dated New Delhi, the

Subject:- Second meeting of the Industrial Committee on Jute -
in New Delhi- 2nd January, 1960.

.....

Sir,

I am directed to refer to this Ministry's letter No.
LC-10(24)/59 dated the 23rd November, 1959, and to say that it is
proposed to hold the next (2nd) meeting of the Industrial Committee
on Jute in New Delhi on the 2nd January, 1960. As already stated
the main item for discussion would be the question of appointment
of Wage Board for the Jute Industry. It is hoped the date for the

P.T.O.

meeting would suit and it will be convenient for your representative to attend the meeting.

Yours faithfully,



(R. C. Saksena)
Under Secretary.

Wrote to 1/6
Mr
5/11/11

No.192/A/59
December 2, 1959

Shri R.C.Saksena,
Under Secretary to Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Second Meeting of the Industrial
Committee on Jute - Agenda

Dear Sir,

With reference to your letter No.LC-10(24)/59 dated November 23, 1959 on the above subject, we suggest that the following items may be included in the Agenda for the Second meeting of the Industrial Committee on Jute, to be held in January 1960:

- I. Interim Relief for the Workers, pending the decision of the proposed Wage Board for the Jute Industry.
- II. Consideration of the report of the inquiry committee into the causes of reduction in the number of women workers in the Jute industry.
- III. Consideration of the progress made by the Special Committee on Rationalisation in the Jute Industry.
- IV. Revision of Standing Orders.

Memoranda on each of the four items (in 3 copies) are enclosed.

Please acknowledge receipt.

Yours faithfully,


Office Secretary

Encl:

I.

INTERIM RELIEF FOR THE WORKERS,
PENDING THE DECISION OF THE PRO-
POSED WAGE BOARD FOR THE JUTE
INDUSTRY:

Memorandum

Since the deliberations of the proposed Wage Board are likely to be prolonged, the question of some immediate Interim Relief for the workers assumes vital importance. This question should be discussed and settled in the Industrial Committee itself, so that an agreement on Interim Relief is reached and implemented straightway and a healthy atmosphere is there-by created for the Wage Board to commence its labours. The workers have an admittedly strong case in favour of increased D.A. and Bonus, Hence while the final disposal of their claims will rest with the Wage Board, there should be no difficulty in reaching an agreement on immediate payment of a reasonable amount as Interim Relief, which may be adjusted later against the final decisions of the Wage Board. The workers will have little confidence in a Wage Board whose appointment is not preceded by the grant of some cash interim relief to them against the continuing decline in their real wages.

II.

CONSIDERATION OF THE REPORT OF
THE INQUIRY COMMITTEE INTO THE
CAUSE OF REDUCTION IN THE NUMBER
OF WOMEN WORKERS IN THE JUTE
INDUSTRY:

MEMORANDUM

The first session of the Industrial Committee on Jute held in August 1958 directed the West Bengal Government to set up machinery for inquiring into the causes of reduction in the number of women workers employed in the Jute industry and suggesting measures for safeguarding the employment interests of such women workers.

It is learnt that a Committee was appointed by the West Bengal Government for this purpose, and the committee has reported on its findings. The Industrial Committee should consider the said report and suggest any appropriate action thereon.

III.

CONSIDERATION OF THE PROGRESS
MADE BY THE SPECIAL COMMITTEE
ON RATIONALISATION IN THE JUTE
INDUSTRY;

MEMORANDUM

A special ~~Examin~~ Committee was appointed by the West Bengal Government to ^{do} into various aspects of Rationalisation and to make recommendations thereon. The Committee's first meeting was held as long ago as 30-9-58. In view of the urgency of the issue involved for safeguarding industrial peace and employment, it is desirable that the conclusions of the Special Committee be expedited.

The position may be reviewed by the Industrial Committee with a view to ensuring that further delay is minimised.

IV.

REVISION OF STANDING ORDERS:

MEMORANDUM

The existing Standing Orders in force in the Jute industry in West Bengal have become a standing source of employer-employee conflict. The workers' Unions have long been agitating for revision of the said Standing Orders and for bringing them into line with the letter and spirit of the Code of Discipline in Industry.

The Industrial Committee may go into the matter and consider the feasibility of appointing a small sub-committee to examine the existing Standing Orders and make suitable recommendations for their revision.

✓

PROPOSAL FOR AGENDA OF SECOND MEETING OF INDUSTRIAL
COMMITTEE ON JUTE, JANUARY 1960.

The following items should be included in the Agenda. A short explanatory note on each item is attached.

I. The question of Interim Relief for the workers, pending the decision of the proposed Wage Board for the Jute Industry:

✱ Since the deliberations of ^{Maurand} the proposed Wage Board are likely to be prolonged, the question of some immediate Interim Relief for the workers assumes vital importance. This question should be discussed and settled in the Industrial Committee itself, so that an agreement on Interim Relief is reached and implemented straightway and a ^h healthy atmosphere is thereby created for the Wage Board to commence its labours. The workers have an admittedly strong case in favour of increased D.A. and Bonus, hence, while the final disposal of their claims will rest with the wage Board, there should be no difficulty in reaching an agreement on immediate payment of ^a reasonable amount as Interim Relief, which may be adjusted later against the final decisions of the Wage Board. The workers will have little confidence in a Wage Board whose appointment is not preceded by the grant ~~of them~~ of some cash interim relief ^{to them} against the continuing decline in their real wages ✱

II. Consideration of the report of the inquiry committee into the causes of reduction in the number of women workers in the Jute Industry:

✱ The first Session of the Industrial Committee on Jute held in August 1958 directed the West Bengal Government to set up machinery for inquiring into the causes of reduction in the number of women workers employed in the Jute industry and suggesting measures for safeguarding the employment interests of such women workers.

It is learnt that a Committee was appointed by the West Bengal Government for this purpose, and the committee has reported on its findings. The Industrial Committee should consider the said report and suggest any appropriate action thereon ✱

III. Consideration of the progress made by the Special Committee on Rationalisation in the Jute Industry:

* A Special Committee was appointed by the West Bengal Government to take into various aspects of Rationalisation and to make recommendations thereon. The Committee's first meeting was held as long ago as 30-9-58. In view of the urgency of the issue involved for safeguarding industrial peace and employment, it is desirable that the conclusions of the Special Committee be expedited. The position may be reviewed by the Industrial Committee with a view to ensuring that further delay is minimised.

IV. Revision of Standing Orders:

X The existing Standing Orders in force in the jute industry in West Bengal have become a standing source of employer-employee conflict. The workers' Unions have long been agitating for revision of the said Standing Orders and for bringing them into line with the letter and spirit of the Code of Discipline in Industry.

The Industrial Committee may go into the matter and consider the feasibility of appointing a small sub-Committee to examine the existing Standing Orders and make suitable recommendations for their revision.

- 1) Chittivalesa L. Union
- 2) Jute MWU, Gutter
- 3) Jute Labour Union, Ellora
- 4) Jute MLU, Raigarh
- 5) Katihar Mill Workers Union,
- 6) G. S. Sinha, Kampur
- 1) Jindrajit Gupta.



November 25, 1959

Sub: Second Meeting of the
Industrial Committee on
Jute.


Dear Comrade,

We have been informed by the Labour Ministry that the Second Meeting of the Industrial Committee on Jute will be held sometime in January 1960. The main item for discussion at this meeting is stated to be the question of appointment of a Wage Board for the Jute Industry.

The Labour Ministry has called for proposals on any other item to be placed on the agenda of the meeting. If you have any proposals, please let us know. A short memorandum on each item should be also sent to us. Your proposals should reach this office before December 5, 1959.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

24 NOV 1959

No. IC-10(24)/59
Government of India
Ministry of Labour & Employment

Immediate

From Shri R.C. Saksena,
Under Secretary to the Government of India.

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

Dated New Delhi, the 23rd November '59.

Subject:- Second meeting of the Industrial Committee on Jute -
January 1960 - Agenda for the -

.....

Sir,

I am directed to say that it is proposed to hold the next (second) meeting of the Industrial Committee on Jute some time in the month of January 1960. The main item for discussion would be the question of appointment of a Wage Board for the Jute Industry. I am to enquire whether you have any other items for discussion at the meeting. If so, three copies of the Memorandum on each item may kindly be forwarded to this Ministry by the 1st week December, 1959.

Yours faithfully,

R.C. Saksena

(R.C. Saksena)
Under Secretary.

*Area (G. Koller) jute
works immediately
1/12/59*

No.192/A/59
December 8, 1959

Shri R.C.Saksona,
Under Secretary to the Govt of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Second Session of the Industrial
Committee on Jute

Dear Sir,

In reply to your letter No.IC-10(25)/
59 dated December 7, 1959, we hereby nominate
Shri Indrajit Gupta, Secretary, AITUC, as our
delegate to participate in the second session
of the Industrial Committee on Jute.

Shri Gupta's address is given below:

Shri Indrajit Gupta,
Secretary, AITUC,
249 Bowbazar Street,
Calcutta-12 (Phono:34-2044)

One adviser will also accompany our
delegate.

Yours faithfully,

M.S.
87/11
(K.G.Sriwastava)
Secretary

7 DEC 1959

IMMEDIATE.

No. LC-10(25)/59
Government of India
Ministry of Labour & Employment

From

Shri R.C. Saksena,
Under Secretary to the Government of India.

To

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

2. Employers' and Workers' Organisations
concerned.

Dated New Delhi, the 7th December 1959.

Subject:- Second session of the Industrial Committee on
Jute, Calcutta, 11th December, 1959.

Dear Sir,

I am directed to invite a reference to this Ministry's
letter No. LC-10(24)/59 dated the 3rd December, 1959 and to say
that it has since been decided to hold the second session of
the Industrial Committee on Jute on the 11th December, 1959
at 11-30 A.M. in the India Exchange Building, Royal Exchange,
Calcutta. The composition of the Committee will be as follows:

Chairman - Minister for Labour & Employment and
Planning.

I. <u>GOVERNMENT</u>	<u>No. of delegates</u>
(a) <u>Central Government</u>	
1. Ministry of Labour and Employment.	1
2. Ministry of Commerce and Industry.	1
3. Ministry of Finance.	1
4. Planning Commission.	1
(b) <u>State Governments</u>	
Government of West Bengal	2

The State Government delegates may also bring advisers,
if they so desire.

II. EMPLOYERS' GROUP

1. The Indian Jute Mills' Association.	1
2. The Employers' Federation of India	1
3. The All-India Organisation of Industrial Employers.	1

P.T.O.

III. WORKERS' GROUP No. of delegates

- 1. The Indian National Trade Union Congress. 1
- 2. The All-India Trade Union Congress 1
- 3. The United Trades Union Congress 1

2. As usual the delegates may bring an adviser each at their expense or at the expense of their organisation.

3. The main item on the agenda would be question of appointment of a Wage Board for the Jute Industry. Memoranda on

with two
soare
copies.

(1) Action taken on the ~~recommendation~~ of the 1st Session of the Committee ; and

(2) The question of appointment of a Wage Board

are enclosed.

Yours faithfully,

(R.C. Saksena)
Under Secretary

22 DEC 1959

192

No. RD. 185(2)/59
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

New Delhi, the 21 DEC 1959 December, 1959

From

Dr. B. R. Seth,
Deputy Secretary to the Government of India.

To

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

Subject:- Main Conclusions of the Second
Session of the Industrial Committee
on Jute (Calcutta, 11th December 1959).

Sir,

I am directed to forward herewith a statement showing
the main conclusions of the Second Session of the Industrial
Committee on Jute held in Calcutta on the 11th December,
1959.

Yours faithfully,

B. R. Seth
(B. R. Seth)
Deputy Secretary

Copy, with a copy of the enclosure, forwarded to:-

1. The Ministry of Commerce and Industry.
2. The Director, Labour Bureau, Simla.
3. Wage Board, E&P, LR.III, and L.C. Sections.

B. R. Seth
(B. R. Seth)
Deputy Secretary

Copy, with a copy of the enclosure, forwarded to:-

1. P.S. to L.M.
2. P.S. to D.L.M.
3. P.A. to Parliamentary Secretary.
4. P.S. to Secretary
5. P.As to J.S.(G) & J.S.(E)
6. P.A. to L&E.A.
7. All Deputy Secretaries.

B. R. Seth
(B. R. Seth)
Deputy Secretary

MAIN CONCLUSIONS

Item 1 Action taken on the decisions of the previous Session.

The All-India Trade Union Congress representative suggested that the findings of the Committees set up by the West Bengal Government, pursuant to the decisions of the First Session of the Industrial Committee, should be made available to the members of the Industrial Committee. It was agreed that for this purpose the State Labour Minister would meet the Workers' and Employers' representatives on the Industrial Committee, at an early date. Subject to this, the statement of action taken was noted.

Item 2 Appointment of a Wage Board for the Jute Industry.

- (1) Immediate steps should be taken to set up a Wage Board for the Jute Industry.
- (2) The Wage Board should consist of an Independent Chairman who should be a person with judicial experience and two independent members, one of whom should be an economist. The number of workers' and employers' representatives to be appointed on the Wage Board was left to the Government of India to decide.
- (3) The terms of reference of the proposed Wage Board, agreed to at the meeting, were as follows:-
 - (a) to determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation;
 - (b) to work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages, In evolving a wage structure, the Board should, in addition to the considerations relating to fair wages, also take into account the following:-
 - (i) the needs of the industry in a developing economy;

- (ii) the special features of the Jute Industry as an export industry;
 - (iii) the requirements of social justice; and
 - (iv) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill.
- (c) bear in mind the desirability of extending the system of payment by results. In applying this system, the Board shall keep in view the need for fixing a minimum (fall-back) wage, and also for safeguard against over-work and undue speed; and
- (d) to work out the principles that should govern the grant of bonus, if any, to workers in the Jute industry.
- (4) The Wage Board would also take into consideration the demands in respect of payments other than wages, raised by the Unions.
- (5) The question of interim relief to workers was discussed at great length. It was decided that the matter should be referred to the Wage Board which should be asked to give its recommendations in the matter within a period of two months from the date it is set up. The question of the date from which the recommendations regarding interim relief should take effect was left to the Wage Board to decide.