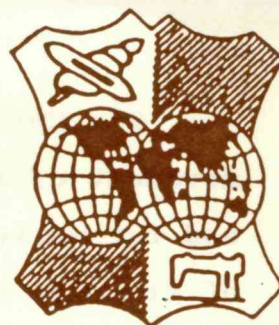




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FROM THE TRADE UNIONS INTERNATIONAL OF AGRICULTURAL, COMMERCE
AND TEXTILE, CLOTHING, LEATHER AND FUR WORKERS

On October 22, 1984 the Secretariats of the above three Trade Unions International received a delegation of trade unionists from Chile.

The delegation informed the TUIs' representatives on the political and trade union situation confronting the workers of Chile, especially in their respective industrial branches.

The worsening of the situation of Chilean workers and the consequences of the Pinochet dictatorship's policy are leading to extreme exploitation of the working masses, misery, violation of trade union rights and brutal repression which have cost the lives of thousands of Chilean patriots, assassinations, imprisonment and solitary confinement for political and trade union leaders.

Apart from that, there is the huge foreign debt of more than 22 billion dollars. The economic policy of the militarist Chilean dictatorship, which runs against the interests of the country, is not capable of halting the constant increase of this debt, even with "aid and support" from US imperialism and the TNCs.

The Chilean trade union movement, including the trade union movement of agricultural, commercial, textile, clothing, leather and fur workers is struggling to overthrow the bloody dictatorship of Pinochet and reinstate democracy and freedoms in Chile.

In the face of the present grave situation, the National Workers' Command, a unitary, class-based organization of the working class, has launched a national strike for October 30. This action will go ahead if the dictatorship resorts to the repression of the struggling workers.

The three TUIs, having reiterated their militant solidarity with the workers of Chile, appeal to affiliated and friendly organizations and to the whole international trade union movement, to express their support for the just struggle of their Chilean comrades, to unreservedly support the general strike on October 30 and to vigorously condemn all repression.

Our solidarity can safeguard many lives and without any doubt will stimulate the unity and combativity of our comrades for a democratic Chile.

Prague, October 22, 1984

Secretariats of the Trade Unions
International of Agricultural, Commerce
and Textile, Clothing, Leather and
Fur Workers.

Table 1: CAPACITY OF COTTON TEXTILE INDUSTRY

Year	Number of mills			Installed spindles in millions			Installed looms (in 000)		
	Spinning	Composite	Total	Spinning	Composite	Total	Ordinary	Automatic	Total
1956	121	291	412	1.86	10.19	12.05	191	12	203
1973	309	291	600	5.82	12.16	17.98	169	38	207
1982	442	281	723	9.35	12.43	21.78	158	52	210
1983	525	230	805	10.13	12.40	22.53	158	53	211

(Source: Handbook of Statistics on Cotton Textile Industry--Indian Cotton Mills Federation, extracted)

Conclusions

- 1 Between the years 1956 and 1983, number of spinning mills increased substantially--about nearly five-fold while the number of composite mills dwindled from 291 to 230.
- 2 Number of installed spindles in spinning mills increased over five times. Number of spindles in the composite mills also registered about 20% increase.
- 3 Total number of installed spindles in both spinning and composite mills taken together has almost doubled itself.
- 4 There has been steady decline in the number of ordinary looms during the year between 1956 and 1983. Number of automatic looms, however, increased from 12,000 to 53,000--more than four times, despite decline in the number of composite mills; the total number of installed looms in the mill industry increased by about 8000 during the same period indicating greater concentration of weaving capacity in certain bigger establishments.

Table 2: CAPACITY UTILISATION AND PRODUCTION--SPINNING SIDE

I t e m s	1978-79	1979-80	1980-81	1981-82	1982-83 (first quarter only)
I Spindles installed (in millions)	20.35	20.74	21.93	21.93	22.42
II Spindles worked (in millions)					
1st shift	16.31 (80.01)	15.64 (75.41)	16.18 (76.10)	15.30 (72.05)	13.97 (62.31)
2nd shift	16.49 (81.03)	15.82 (76.28)	16.30 (76.78)	16.11 (73.46)	14.22 (63.43)
3rd shift	15.61 (76.71)	15.63 (75.36)	16.38 (77.15)	15.69 (71.55)	14.10 (62.00)
III Average number of spindles worked (shift) (utilisation/shift)	16.14	15.70	16.29	15.90	14.09
IV Percentage utilisation for the whole year	79.30	75.65	76.72	72.36	62.00
V Labour employed (average/day) in lakhs	3.34	3.25	3.41	3.31	2.98
VI Average complement of workers/1000 spindles worked	6.90	6.91	6.98	6.95	7.04
VII Production of all varieties of yarn (million kgs)	1271.17	1217.38	1298.52	1243.75	289.57
VIII Production/spindles	78.75	77.54	79.71	78.54	--

(Source: Basic figures extracted from Indian Textile Bulletin (Textile Commissioner, Ministry of Commerce), recasting and calculations ours. Figures for 1982-83 are exclusive of Bombay textile mills).

Conclusions:

- 1 Increase in spindlage during the years 1978 to 1982 has not been matched by utilisation of capacity; capacity utilisation has been showing a downward trend
- 2 Despite increase in spindlage during the period covered in the table, production has been stagnant and even declined marginally.

Table 3: PRODUCTION OF COTTON YARN BY MILLS ACCORDING TO COUNT GROUPS (in kgs) (million)

Year	20s and below		21s to 40s		41s to 30s		Above 30s		Total	
1973	419	(42)	459	(46)	104	(10.4)	16	(1.6)	998	(100)
1979	388	(40.7)	463	(48.6)	87	(9.2)	14	(1.5)	952	(100)
1980	416*	(39.3)	528	(49.9)	99	(9.3)	16	(1.5)	1,058	(100)
1981	374	(36.8)	518	(51.0)	104	(10.3)	19	(1.9)	1,015	(100)
1982 @	356	(37.2)	476	(49.7)	111	(11.6)	15	(1.5)	958	(100)

NOTES: @ figures for 1982 are exclusive of Bombay Mills production

1 Figures in brackets () indicate percentage to total

2 Basic source of data: ICMF Handbook of Statistics on Cotton Textile Industry.
Recasting and calculations are ours.

Table 4: PRODUCTION OF VARIOUS TYPES OF YARN BY MILLS WORKING ON COTTON SPINNING SYSTEM
(production in million kgs)

Year/ % share	100% cotton	From 100% viscose staple fibre	From 100% other non- viscose staple fibre including polyester	From polyes- ter viscose, polyester modified viscose and other fibres	From polyes- ter cotton blends	Polyes- ter viscose cotton blends	Cotton viscose and mo- dified viscose blends	Blends of cot- ton & viscose other than viscose modified viscose & polyester	From misc blends	Total yarn pro- duction
1973 % share	998 (91.43)	56 (5.13)	6 (0.55)	5 (0.46)	10 (0.92)	N.A	10 (0.92)	4 (0.37)	2 (0.19)	1,091 (100)
1981 % share	1,015 (79.00)	89 (6.85)	9 (0.71)	52 (4.05)	15 (1.17)	11 (0.86)	78 (6.18)	10 (0.79)	5 (0.39)	1,283 (100)
1982* % share	959 (81.53)	73 (6.21)	11 (0.93)	47 (4.00)	17 (1.45)	7 (0.60)	50 (4.26)	9 (0.77)	3 (0.25)	1,175 (100)

* Figures for 1982 are exclusive of Bombay Mills production.

(Source: Basic figures extracted from ICMA Handbook on Cotton Textile Industry, recasting and percentage calculations are ours).

- Conclusions:
- 1 Figures disclose a constant decline in the share of 100% cotton yarn in total yarn production. Between the year 1973 and 1981 share registered a fall of about 12%.
 - 2 The decline in the share of 100% cotton yarn is shared mainly by increased production of polyester viscose, polyester modified viscose and polyester other fibres, besides non-cotton viscose and modified viscose blends.
 - 3 Production of yarn from other fibres and blends has also been showing marginal increase consistently.

Table 5: AVERAGE COUNT OF YARN SPUN BY THE MILL INDUSTRY (English count)

Year	Spinning mill	Composite mill	Combined average
1973	30.48	26.80	27.92
1979	32.18	26.50	28.50
1981	33.21	27.30	29.84
1982 (provisional)	33.43	27.19	30.52

(Source: ICMF Handbook of Statistics on Textile Industry, extracted).

Conclusion: There is an unmistakable trend of production of yarn in both spinning as well as composite sector going finer during the period covered in the table.

Table 6: DELIVERIES OF COTTON YARN IN DIFFERENT FORMS TO THE DECENTRALISED SECTOR--MAINLY IN THE FORM OF HANKS AND CONES AND TO A SMALLER EXTENT IN HOSIERY CONES, BEAMS AND PIRNS etc

Year	20s & below	21s to 40s	41s to 80s	Above 80s	Total
1979	201,061	204,443	71,313	8,462	485,292
1980	225,486	238,048	81,516	10,080	553,130
1981	218,471	244,174	90,519	11,949	565,113
1982*	233,956	277,031	104,478	11,844	632,309

* Exclusive of Bombay Mills

(Source: Basic data extracted and recast (1) from ICMF Handbook on Textile Industry, Calculations are ours

(2) Figures in brackets indicate % share of each group of counts).

Table 7: MACHINE ACTIVITY--CAPACITY UTILISATION--WEAVING WITH PREPARATORY

Item	1978-79	1979-80	1980-81	1981-82*	1982-83* (1st quarter only)
I Total number of looms installed (in 000)	207.30 (100)	207.30	208.0	209.40	210.00
II Looms worked (in 000)					
1st shift	181.80 (87.70)	174.60 (84.02)	174.60 (83.54)	166.50 (79.51)	121.30 (57.76)
2nd shift	173.8 (86.25)	170.90 (82.24)	170.20 (81.44)	163.30 (77.98)	118.90 (56.62)
3rd shift	132.40 (63.87)	136.80 (65.74)	136.20 (65.17)	132.40 (63.23)	97.40 (45.38)
III Average capacity (3) utilisation during the year	79.27	77.33	76.72	73.57	53.40
IV Average number of looms worked/day	493	482	481	462	330
V Average daily employment (in 000)	269	266	271	252	191
VI Number of workers/100 looms	54.60	54.90	56.30	54.50	--
VII Total production of cloth in mill industry (in million meters)	4327.53	4085.16	4168.39	3807.87	--
VIII Index of production with 1978-79 as 100	100	94.40	96.32	88.00	66.60 (provisional)

* Figures for part of 1981-82 and 1982-83 exclude Bombay Mills
 Figures in brackets () indicate percentage

Source: Basic data extracted from Indian Textile Bulletin, Ministry of Commerce. Recasting and calculations are ours.

Conclusions: 1 Number of looms installed in the industry has gone up during the period covered in the tables. Naturally, therefore, the index of production reflects this dwindling trend of capacity utilisation.

2 According to the figures of capacity utilisation and production, the loss due to Bombay stock has been approximately to the tune of approx 33% and production went down by 33%.

Table 8: CATEGORYWISE PRODUCTION OF CLOTH IN MILL INDUSTRY (Production in million meters)

Calendar year	Total production in mills	100% cotton	Blended	100% non-cotton
1970	4245 (100)	4157 (97.94)	87 (2.06)	1 (0.01)
1973	4299 (100)	4169 (96.98)	129 (3.01)	1 (0.01)
1978	4246 (100)	3251 (76.56)	983 (23.15)	12 (0.29)
1982*	3035 (100)	2347 (77.32)	680 (22.42)	8 (0.26)

Source: For production figures: ICMF Handbook on cotton textile industry

1 Figures recast and percentages worked out by us

2 Figures in brackets indicate %share of each category in the total production in the mill industry.

Conclusions: Share of 100% cotton cloth has been consistently going down while share of blended category has registered more than 10 fold increase, increasing its share from 2.05% to about 23% in the total production of the mill industry.

*Includes provisional figures for Bombay mills.

Table 9: COUNTWISE PRODUCTION OF COTTON CLOTH BY MILLS (in million meters)

Year	Coarse (below 17s)	Lower medium B (17s to 25s)	Higher Medium (A) (26s to 40s)	Fine (41s to 60s)	Superfine (61s and above)	Total
1973	605 (14.5)	1279 (30.7)	1559 (37.4)	368 (8.8)	358 (3.6)	4169 (100)
1981	348 (11.0)	759 (23.9)	1879 (59.7)	47 (1.5)	122 (3.9)	3146 (100)
1982*	259 (11.5)	553 (24.5)	1361 (60.3)	25 (1.1)	59 (2.6)	2257 (100)

Notes: Source: Figures extracted from ICMF Handbook. Recasting and calculations ours.

1. Figures in brackets indicate % share of count groups in total production

Conclusions: 1 That the higher medium counts have increased their percentage share phenomenally at the cost of all other counts, including coarse, fine and superfine
2 The trend holds good even if all the Bombay mills were not on production

*Exclusive of Bombay Mills production.

Table 10: SHARE OF MILL-MADE CLOTH IN THE TOTAL PRODUCTION INCLUDING THE DECENTRALISED SECTOR
(In million meters)

Year	Total cloth production	Mill cloth	% to total cloth production	Handloom and powerloom cloth	% total cloth production
1951	4740	3727	78.6	1013	21.4
1969	7706	4168	54.1	3538	45.9
1973	7771	4169	54.1	3602	45.9
1981	8120	3147	38.8	4973	61.2
1982*	7708	2347	30.1	5441	69.9

NOTES: Source: ICMF Handbook - figures recast and calculated by us.

Conclusions: 1 Extraordinarily steep fall in the share of mill-made cloth in total cloth production from about 79% to somewhere between 30 to 35%

2 Corresponding increase in the share of handloom and powerloom cloth from about 21% to near about 70%.

Figures of production in the two sectors amply establish this trend irrespective of Bombay Mills production.

3 Figures of production in the hand and powerloom sector for 1981 and 1982 show that loss of production of mill-made cloth due to Bombay strike was made up almost to the extent of 70% by increase in the production of cloth in handloom and powerloom sector, mostly by powerloom sector.

*Exclusive of
Bombay Mills production.

Table 11: PRODUCTION IN THE DECENTRALISED SECTOR (Handloom and Powerloom together)
(in million meters)

Year	Cotton textile	Blended and Mixed textiles	100% non-cotton textiles	Total production in decentralised sector
1978-79	4310.97 (67.57)	712.00 (11.6)	1356.93 (21.27)	6379.90 (100)
1979-80	4301 (68.33)	631.06 (10.02)	1362.58 (21.64)	6295.32 (100)
1980-81	4351.22 (72.34)	539.79 (8.00)	1345.97 (19.72)	6819.98 (100)
1981-82	5059.77 (70.55)	657.93 (9.13)	1454.93 (20.22)	7172.63 (100)
1982-83 1st quarter	1355.06 (73.06)	144.35 (7.96)	344.19 (19.00)	1813.60 (100)

Source: Basic data from Indian Textile Bulletin, Ministry of Commerce; Recasting and percentage calculations ours.

Conclusions: The total production in the decentralised sector has all along been showing steady upward trend. The share of cotton textile in the total production has also been showing marginal improvement from year to year. Share of 100% non-cotton textiles which is quite appreciable, has more or less maintaining its level while that of blended and mixed textiles has been registering slight decline from year to year.

Table 12: CATEGORYWISE ANALYSIS OF PRODUCTION IN MILL AND DECENTRALISED SECTOR COMBINED

Year	Total production in mill and decentralised sector	Cotton	Blended and mixed	100% non-cotton
1970-79	10707.43 (100)	7527.95 (71.24)	1709.55 (15.97)	1369.93 (12.79)
1973-80	10300.48 (100)	7532.93 (72.57)	1401.56 (14.22)	1365.94 (13.16)
1980-81	10980.37 (100)	8368.45 (76.16)	1259.43 (11.55)	1350.49 (12.29)
1981-82	10980.50 (100)	7902.38 (72.69)	1535.33 (13.99)	1462.79 (13.32)
1982-83 1st quarter	2532.99 (100)	1006.11 (74.46)	301.11 (11.00)	345.74 (13.65)

Source: Figures from Indian Textile Bulletin, Ministry of Commerce. Recasting and calculations, ours.

Conclusions: Total production of textiles in both mill and decentralised sector has only shown a marginal increase between the years under study. Slight increase in the share of blended and mixed cloth has been balanced by corresponding increase in the production of 100% non-cotton textiles.

Table 13: ESTIMATED AGGREGATE HOUSEHOLD CONSUMPTION OF TEXTILE WITH VALUE FOR SOME PAST YEARS

	1977	1978	1979	1980	1981
URBAN Quantity in million mtrs	1995 (100)	2313	2313	2266	2497 (125)
Value in crores of Rs.	2342.3 (100)	3013.0	3257.4	4400.0	5070.3 (216)
RURAL Quantity in million mtrs	6302 (100)	6347	6613	6536	5981 (94.9)
Value in crores of Rs.	3989.2 (100)	4680.1	5262.7	6755.2	6411.7 (160.79)
TOTAL Quantity in million mtrs	8297 (100)	8660	8884	9047	8478 (102)
Value in crores of Rs	6332.0 (100)	7693.1	8530.1	11155.2	11482.0 (181.00)
Average price per meter paid by the consumer	Rs. 7.66 (100)	8.88	9.60	12.25	13.54 (177)

Source: Basic data extracted from figures supplied by market research wing, Textile Committee of Ministry of Commerce. Tabulation and calculation of price per meter and percentages, ours.

Conclusions: 1. Urban household consumption increased by about 25% between 1979 and 1981 but the value of consumption increased by more than 61% during the above period.
 2. In case of rural households, consumption of cloth registered declined by over 5%, but the value of consumption increased by more than 61% during the above period.
 3. Total consumption of rural and urban households taken together increased by just 2% between 1979 and 1981, but the value charged increased by 31%. Average price per meter paid by the consumers increased by over 77% during the period.

Table 14: PER CAPITA AVAILABILITY OF COTTON CLOTH (in meters)

Year	Mid-year population in millions	Cotton cloth	Blended and mixed fibres	Manmade fibres/ fabrics art silk, synthetic fabrics etc.	Total
1961	442.4	14.75	--	1.15	15.90
1971	551.3	12.30	0.45	1.72	14.55
1975	603.2	12.47	0.61	1.36	14.44
1981*	639.00	10.44	2.26	2.06	14.76
1982*	704.30	9.83	1.78	1.89	13.50

Source: For cloth production - ICMF Handbook for population - projections of Registrar General of India.

Per capita availability has been worked out on the basis of total cloth produced in mills and decentralised sector together with (plus) imports and (minus) exports.

*Estimated mid-year figures.

Table 15: ESTIMATED PER CAPITA HOUSEHOLD CONSUMPTION OF TEXTILES OF DIFFERENT INCOME LEVELS

Annual household income (Rs.)	YEAR	Purchase of textiles per household				Total all textiles		Price/ meter
		COTTON		MIXED AND NON-COTTON		Meters	Rs.	
		Meters	Rs.	Meters	Rs.			
1 Less than 1500	1978	8.37	41.83	0.68	11.32	9.05	53.15	
	1981	7.86	54.12	1.00	23.52	8.86	77.64	
% increase/decrease in quantity and price paid	1978- 81	-6	+29	+47	+100	-2	+44	
2 1500 to 2999	1978	9.49	50.40	0.77	14.15	10.26	64.55	
	1981	7.06	54.12	1.00	23.52	8.86	77.64	
% increase/decrease in quantity and price paid		-17	7	30	66	-14	20	
3 3000 to 5999	1978	10.59	62.17	1.49	31.95	12.08	97.12	
	1981	8.77	64.90	1.59	42.77	19.36	167.67	
% increase/decrease in quantity and price paid	1978- 81	-17	4	7	22	-14	-11	
4 6000 to 9999	1978	12.23	80.21	2.44	61.52	14.67	141.73	
	1981	9.39	75.40	2.76	82.04	12.15	157.44	
% increase/decrease in quantity and price paid	1978- 81	-23	-6	13	33	-17	11	
5 10,000 to 19,999	1978	14.32	100.41	4.23	117.62	18.55	218.03	
	1981	11.54	101.20	4.20	133.00	15.74	234.20	
% increase/decrease in quantity and price paid	1978- 81	-19	1	-1	13	-15	7	
6 20,000 and above	1978	13.31	97.03	4.93	159.01	18.24	255.04	
	1981	11.89	128.81	6.14	242.66	18.03	377.47	
% increase/decrease in quantity and price paid	1978- 81	-11	33	25	54	-1	45	
ALL INCOMES	1978	11.60	69.18	1.99	49.27	13.59	1118.45	8.71
	1981	9.79	79.05	2.74	87.65	12.53	166.70	13.70

Page 2
(Table 15 continued)

Annual house- hold income (Rs.)	Year	Purchase of textile per household				Total all textiles		Price/meter
		COTTON		Mixed and non-cotton		Meters	Rs.	
		Meters	Rs.	Meters	Rs.			
% increase/decrease in quantity and price paid	1978- 81	-16	14	38	70	-3	41	+52

Source: For basic data (quantity and value) ICMF Handbook figures recast and recalculated by us.

- Conclusions: 1 Per capita consumption of cotton cloth registered appreciable decline in almost all income groups while the price paid for lesser consumption has gone up in all cases. In the lowest income bracket with little margin for reduction in consumption, the reduction in consumption has been accompanied by drastic increase in payment made for the reduced consumption - increase amounting to more than 46% against reduced consumption by about (-2%).
- 2 The overall picture taking all income groups into account is that, as against decline by 3% in per capita consumption as between 1978 and 1981, the expenditure on clothing increased by 41%.
- 3 On an average the realisation/meter of the industry from home market increased by 52% between 1978 and 1981. Thus, even according to the mill owners themselves, price per meter cloth has been increasing by about 17% per year.
- 4 In the year 1981, the latest year for which the relevant figures are available per capita consumption of cloth, in income groups below Rs 3,000 per annum comes to less than 9 meters per annum, corresponding per capita consumption in highest income bracket above Rs 20,000 per annum was 18.3 meters per annum. Average consumption for all groups comes to 12.53 meters.

Table 16: PATTERN OF COTTON TEXTILES EXPORTS (all values in crores; all quantity in million meters)

Year	Mill made cotton cloth		Cotton yarn		Cotton hosiery	Cotton appa- rel & other mfrs incl made-up items	Handloom cotton cloth		Mfrs Value	Powerloom cotton cloth		Powerloom cotton mfr	Total foreign exchange earnings	
	Qty	Value	Qty	Value	Value	Value	Qty	Value	Value	Qty	Value	Value	Value	
1973	630.93	137.53	11.93	13.08	1.75	73.95	59.35	26.47	7.88	18.53	3.72	0.90	265.33	
		(51.30)		(4.22)	(0.66)	(27.87)		(9.9)	(2.96)		(1.40)	(0.33)	(100)	
1980	349.53	175.65	7.82	17.79	42.89	476.46	96.40	82.72	30.69	50.21	20.83	5.50	352.73	
		(20.62)		(2.00)	(5.03)	(55.87)		(9.7)	(3.60)		(2.44)	(0.64)	(100)	
1981	227.21	157.01	5.97	18.15	56.47	547.88	90.47	83.00	40.20	48.42	24.21	17.61	345.43	
		(16.70)		(1.96)	(5.97)	(57.95)		(9.56)	(3.77)	(4.26)		(2.56)	(1.86)	(100)
1982	199.16	137.56	4.96	16.55	51.39	526.24	94.06	86.04	48.39	54.21	22.87	29.31	310.35	
		(15.11)		(1.82)	(5.64)	(57.80)		(9.45)	(4.47)		(2.51)	(3.22)	(100)	

Source: for figures up to 1980: Director General C/s Calcutta; for figures from 1981: ICMF/NTC/HEFC
for figures for apparel and hosiery - Export P.C. - ICMF and AEPC (quoted in ICMF Handbook)

Conclusions: Between the year 1972 and 1982 total foreign exchange earnings derived from export of cotton textiles in different forms increased nearly 3½ times.

- The share of earnings from mill made cotton cloth in the total earnings went down precipitatedly from 51.30% to a mere 15.11%. The exports in terms of meters also declined by about 20%.
- The share of cotton yarn export also registered a substantial decline by about 20% in terms of quantity and its share in the total earnings from export also decreased by about 15%.
- The value of exports of cotton hosiery, cotton apparels and made-ups in the export earnings registered a substantial increase.
- Exports of handloom cotton cloth as well as manufactures registered substantial increase both in terms of quantity as well as value. The relative share of handloom cotton cloth in the total value of exports, however, remained stationary, but the share of handloom cotton manufactures, registered sharp increase. In case of powerloom cotton cloth as well as manufactures that has been phenomenal increase both in terms of quantity, as well as value. The comparative share of value of powerloom cotton cloth in the total export earnings has doubled itself, while increase in the share of value of powerloom manufactures has been to the extent of 900%, from 0.33% to 3.23%.
- The overall picture of exports of textiles is that the realisation per unit from exports has gone up considerably in spite of substantial decline in exports in terms of quantity, the value realised has been going up substantially.

Table 17: YEAR-END STOCKS OF CLOTH AND YARN WITH THE MILLS IN THE PAST FOUR YEARS

Stocks	1978-79	1979-80	1980-81	1981-82*
Cloth in million meters	303.60	284.10	267.60	273.40
Yarn in million kgs	22.25	35.69	24.60	31.90

Source: Indian Textile Bulletin, Ministry of Commerce

Conclusion: There appears to be nothing abnormal about stocks of cloth. Their level has been more or less moving in a uniformity; however, the trend of yarn is rather intriguing since the demand for yarn has been admittedly going up substantially during the past few years due to the emergence of lakhs of unauthorised power-looms. One of the valid explanations would appear to be deliberate holding back of stocks by the millowners to push up prices and fleece the decentralised sector and the consumer.

*Excluding stocks of Bombay Mills.

Table 10: FIFTH PLAN TARGETS and ACHIEVEMENTS AT THE END of 1980 - Major aspects

Item	PLAN	Achievement 1980
Cotton yarn (million kgs)	1150	1052
Cotton cloth (million meters)	9500	8314
Cellulosic cloth and synthetic fibres including mixed blends and fabrics (million meters)	2450	2559
<u>Sector-wise (million meters)</u>		
Cotton cloth mills	4000	3476
Cotton cloth (handloom and powerlooms)	4700	4838
<u>Per capita availability*</u> (in meters)	17.65	14.34
Of which cotton cloth	14.14	11.07
Cellulosic and synthetic fibres including blended and mixed fabrics	3.51	3.77

(Source: NDC Plan and Plan appraisal documents)

Conclusions: It is evident that the industry failed to fulfil even the revised moderate targets in respect of production of cotton textiles. Achievement in respect of per capita availability of cotton cloth has been miserable while ignoring cotton textiles altogether, the industry has concentrated on production of cellulosics and synthetic fibres, mixed and blended fabrics.

*Actual per capita consumption, however, was 10.8, 1.20 and 1.66 meters for cotton, non-cotton and mixed textiles respectively, making a total of 13.30 at the end of 1980.

Evidently the industry has deliberately been sabotaging the production of cotton textiles since it realised higher prices per unit for non-cotton fabrics.

TABLE 19: COMPARATIVE CHART SHOWING MAIN TARGETS OF CLOTH PRODUCTION AS PER VI Plan document AS AGAINST THE ACTUAL PERFORMANCE OF THE INDUSTRY AT THE END OF 1982 AS PER PLAN APPRAISAL DOCUMENTS

Sector	COTTON		NON-COTTON		BLENDS		TOTAL	
	Target	Achievement (1982)	Target	Achievement	Target	Achievement	Target	Achievement
Mill	3500	2347	400	3	1000	600	4900	3035
Powerloom	2500)	5441	1200)	1394	500)	504	4300)	7419
Handloom	+))))	
	3150)	5750	200)	140	750)	1250	4100)	8400
TOTAL	9250	7788	1800	1402	2250	1264	13300	10454

Source: NDC Plan and Plan appraisal documents.

Conclusions: The mill industry is still lagging substantially behind the targets set for the Sixth Plan. The decentralised sector has reached near the target as far as the production of cotton and non-cotton is concerned. It is, however, lagging behind targets of cloth production.

Table 20: COTTON PRODUCTION: AREA AND YIELD

Cotton year ended 31st August	Total area under cotton cultivation (in million hectares)	Cotton production (in lakh bales of 170 kgs each)	Cotton yield per acre
1951-52	6.56	32.77	85
1972-73	7.68	57.35	127
1977-78	7.87	72.43	157
1978-79	8.12	79.58	167
1979-80	8.13	76.43	160
1980-81	7.82	78.16	152
1981-82	7.99	78.26	167

Source: Director of Cotton Development, Government of India.

Conclusion: After a steady increase in both production as well as yield per acre with moderate increase in area under cultivation during almost two decades between 1951-52 to 1971-72, production as well as yield per acre has been following an erratic and stagnant course. Area under cotton cultivation has also been showing decreasing tendency.

Vide Table 21 - relating to consumption of various fibres by mills.

Table 21: OFFICIAL ESTIMATES OF PRODUCTION AND CONSUMPTION OF VARIOUS VARIETIES OF COTTON

(in 000 bales of 170 kgs each)

Variety of cotton	1973-	1976-	1977-	1978-	1979-80		1980-	1981-	
	74	77	78	79	Produc	Consp	81	82	
	Consp	Consp	Consp	Consp	Consp	Consp	Consp	Consp	
1 Short staple Indian cotton (19mm & below)	344	364	321	294	700.5	298	760.4	313	282
2 Medium and superior medium staple (20 mm to 24 mm)	4494	3527	3213	3033	4221.2	3900	3063.9	3962	3372
3 Long staple (24.5 mm to 26 mm)	621	528	585	502	625.7	961	695.5	913	678
4 Superior long staple (27 mm and above)	762	1591	1571	1652	2383.5	2099	2287.3	2400	2742
5 Unclassified Indian cotton	763	350	380	474	--	--	--	--	--
6 Total Indian cotton	6984	6360	6070	6035	7938.9	7358	7615.1	7660	7974
7 Foreign cotton	294	392	546	146	--	54	--	10	49
8 Total consumption of cotton	7278	6752	6616	6981	--	7412	--	7670	7123
9 Total cotton production	6484	6950	7103	--	7939	--	7615	7800	8400
10 Exports	366	39	10	290	--	531	--	697	375

Source: ICMF Handbook - figures extracted and table recast.

- Figures of production other than those for the year 1978-79 and 1979-80 are not available
- Consumption of short staple Indian cotton has gone down although the production figures available for the years 1978-79 and 1979-80 disclose an upward trend with resulting surplus of this variety of cotton which is probably being exported and also utilised for extra factory consumption.
- Consumption of medium and superior medium varieties also show marginal decline. Figures of production of these varieties for the years 1978-79 and 1979-80 disclose that production more or less balance the consumption.
- Consumption of long staple and superior staple cotton has been registering a sharp increase. The increase is nearly 50% in 1980-81 over the figures of consumption for the year 1973-74. Consumption in 1981-82 is also higher in 1981-82 as compared to 1973-74 in spite of Bombay strike. In case of superior long staple the rise in consumption is phenomenal. Figures of production of these varieties show a marginal shortfall.

Table 22: MAIN TREND OF COTTON PRICES OF REPRESENTATIVE VARIETIES (Prices worked out in Rs/Quintal)

Varieties	1979		1980		1981		1982	
	Support	Market	Support	Market	Support	Market	Support	Market
I Short staple								
1 Bengal deshi	210	717	226	731	250	977	315	1109
2 Bagel/Dholras	235	724	244	844	270	1270	340	927
II Medium staple								
1 V797 (26/32")	278	737	295	928	326	1350	410	997
2 A.K. (27/32")	255	800	275	900	304	1364	380	1535
III Super medium								
1 Jaydhar (28/32")	260	844	281	991	310	1406	390	1137
2 Khanlesh Verner (23/32")	285	900	305	NA	337	NA	420	1137
IV Long staple								
1 170-Co/2 Cambodia A (12/32")	330	NA	354	1055	391	1462	485	1067
2 Cambodia B (31/32")	310	1062	335	1139	370	1519	485	1191
V Superior long staple								
1 IMCU-CA (14/32")	300	1496	410	1266	453	1770	540	1559
2 H4 (1-0/32")	365	1302	395	1237	436	1509	620	1411

Notes: Source: Basic data extracted from (1) Indian Textile Bulletin, April-June 1982; (2) ICMF Handbook of Textile Industry; (3) Directorate of Cotton Development. Figures extracted, recast and calculated, recalculated by us.

Conclusion: The phenomenon of staggering difference between the market price and support price has to be properly and carefully analysed.

It is evident that prices of short and medium staple varieties of cotton have registered substantial increase in the market. On the other hand, however, there is shortage of coarser variety of yarn about which handloom sector in particular has been complaining. It appears that the prices shot up because of export of short staple varieties.

MILL

Table 23: AVAILABILITY AND/CONSUMPTION OF COTTON

(in lakh bales of 170 kgs)

Cotton year ended 31st August	Cotton production (pressed bales) trade estimate of commercial crop	Export and extra factory consumption	Available for mill consumption from domestic source	Imports	Total availability	Total cotton consumption in mills
1972-73	66.36	2.90	63.46	4.60	68.14	68.67
1974-75	70.39	2.03	68.36	1.15	69.51	71.10
1976-77	59.80	2.39	57.11	6.22	63.33	67.52
1978-79	72.27	5.40	73.97	0.31	74.10	69.81
1979-80	76.93	7.81	69.17	--	69.17	74.12
1980-81	73.00	9.27	63.03	--	63.03	76.78
1981-82	84.00	7.75	76.25	0.50	76.75	71.23
1983-84@	75.00	9.00	66.00	NA	NA	77.00

Source: Basic data: ICMF Handbook and Directorate of Cotton Development.

Conclusion: Availability of cotton after exports and extra-factory consumption has generally not been keeping pace with consumption.

In particular, availability for mill consumption from domestic sources has all along been falling short.

Exports appear to be consisting mainly of short-staple varieties which places the handloom sector at a considerable disadvantage due to resultant shortage of coarse counts of yarn.

@ The cotton crop estimates for the current season have been revised downward a second time to 75 lakh bales. Taking into account the brought forward stock of 25.49 bales and the likely overall consumption (+) exports working out to 77.00 (+) 9.00 = 86.00 lakh bales, the carry forward at the end of the season will be at the disturbingly low level of only about 14.40 lakh bales.

This stock is not sufficient for even two months consumption while a normal manageable situation demands carry forward stocks in a new year to be sufficient at least for three months consumption.

Table 24: PRODUCTION OF MAN-MADE FIBRE/FILAMENT YARNS

(in thousand kgs)

Year	Staple fibre				Filament yarn				
	Viscose	Acetate	Polyester	Total	Viscose	Acetate	Nylon	Polyester	Total
1956	7903	--	--	7903	7567	1437	--	--	9004
1966	42759	451	2547	45767	33311	1337	1917	--	36565
1976	33374	365	21061	104800	41432	1325	15453	2418	61120
1981	93404	295	26683	120382	40197	1541	21607	15130	73563
1982	52479	336	23764	81579	35578	1869	25995	16035	79477

Source: Figures extracted from the ICMF Handbook.

Conclusions: Except for slight setback in 1982, production has all along been registering steady increase both in case of staple fibres as well as of filament yarn. Among staple fibres viscose and polyester have shown substantial increase. So far as filament yarn is concerned, increase is shared by viscose, polyester and nylon in ascending order.

However, production is not able to keep pace with the demand. As the next table would show, imports of man-made fibres as well as filament yarns have been constantly going up both in terms of quantity as well as value.

Considerable gap between domestic production and consumption exists. This gap appears to be widening despite increase in domestic production. Hence imperative need to boost up domestic production.

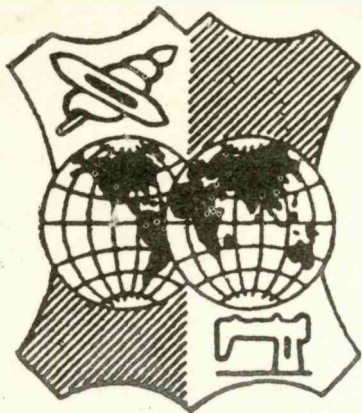
Table 25: IMPORTS OF MAN-MADE FIBRES AND FILAMENT YARN INTO INDIA

Year	Man-made fibres		Filament yarn	
	Quantity (tonnes)	Value (million Rs.)	Quantity (tonnes)	Value (million rupees)
1976-77	26324.67 (26325)	290.08	1877.49 (1877)	27.14
1977-78	172173.51 (172174)	1901.34	5024.63 (5025)	67.02
1978-79	177635.68 (177636)	1937.54	17785.02 (17785)	369.95
1979-80	76604.89 (76605)	1002.71	15332.04 (15333)	363.74
1980-81	66036.47 (66036)	924.35	16025.34 (16025)	362.60

(Figures in brackets represent weight in thousand of kgs)

Source: Basic statistics extracted from ICMF Handbook, recast by us.

Conclusions: Imports of both man-made fibres as well as of filament yarn have been rising sharply throughout the period. Comparative study of figures in this table with those of the previous one would indicate that the shortfall in production of man-made fibres in relation to consumption is considerable, necessitating heavy imports of fibres.



UNION INTERNATIONALE DES SYNDICATS
DU TEXTILE, DE L'HABILLEMENT,
DES CUIRS ET PEAUX (F.S.M.)

TRADE UNIONS INTERNATIONAL OF TEXTILE,
CLOTHING, LEATHER AND FUR WORKERS

UNION INTERNACIONAL SINDICAL
DE TRABAJADORES DEL TEXTIL, VESTIDO,
CUERO Y PIELES

МЕЖДУНАРОДНОЕ ОБЪЕДИНЕНИЕ ПРОФСОЮЗОВ
ТРУДЯЩИХСЯ ТЕКСТИЛЬНОЙ, ШВЕЙНОЙ,
КОЖЕВЕННОЙ И ОБУВНОЙ ПРОМЫШЛЕННОСТИ

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TRADE UNIONS INTERNATIONAL OF TEXTILE,
CLOTHING, LEATHER AND FUR WORKERS



SEPTEMBER 1

INTERNATIONAL DAY OF TRADE UNION ACTION FOR PEACE

Act now, before it is too late!

Don't forget that each minute of the arms race costs 1,000,000 US dollars — the money which is so badly needed for the development of our industries, liquidation of unemployment and for social and economic progress.

- * So, let us take to the streets on this day to protest against the insanity of the arms race.
- * No to nuclear missiles in Europe and elsewhere in the world!
- * Yes to peace and life!

COURIER No 7

JULY 1984

MEETING OF TEXTILE, CLOTHING, LEATHER & SHOE TRADE UNIONS OF AFRICA

- **CAMPAIGN FOR ERADICATION OF ILLITERACY AS PART OF STRUGGLE FOR GENERAL DEVELOPMENT AND SOCIAL PROGRESS**
- **DECLARATION BY PARTICIPANTS IN THE MEETING**
- **ROLE OF THE WORKERS' ORGANIZATIONS IN ELABORATION AND SETTING IN MOTION OF INTERNATIONAL LABOUR STANDARDS**

COTONOU, PEOPLE'S REPUBLIC OF BENIN

MAY 21-23, 1984

PREAMBLE

At the Meeting of African Textile, Clothing, Leather and Fur Workers' Unions held from 21-23 May 1984 in COTONOU (People's Republic of Benin) the participants also discussed a close link of the struggle against illiteracy and under-development with the struggle for peace and disarmament. This theme was the object of a large discussion and appears in a Declaration adopted by the participants. The text is published in this COURIER.

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CAMPAIGN FOR ERADICATION OF ILLITERACY AS PART OF STRUGGLE FOR GENERAL DEVELOPMENT AND SOCIAL PROGRESS

by Anatoli KOLMAKOV

"The eradication of illiteracy represents a moral imperative for the international community". These words belong to Mr. M'BOW, Director General of the UNESCO.

The reasons for this are evident. It is sufficient to consider the number of illiterates, an estimated 824 million in 1980 or 29 per cent of the adult population, a number which is constantly on the increase even as the rate of illiteracy slowly declines.

If present trend continues, there will be 900 million illiterates towards the end of the century. Literacy is generally closely associated with poverty. It is most widespread in the most deprived areas of those countries which have the least resources, and among the most destitute sections of the population - those that suffer from serious inadequacies as regards food, health and housing or who are affected by unemployment.

The persistence of widespread illiteracy is a major impediment to development, and makes it impossible for millions of men and women to take their destiny into their own hands.

Efforts to combat illiteracy were of course made before UNESCO was set up. However, after the Second World War as early as 1946 UNESCO included the struggle against illiteracy among the most important objectives of its programme. UNESCO's strategy and actions in favour of literacy have evolved over the years to reflect the experiences acquired by UNESCO and its member States. Thus the programme approved by the 22nd Session of the General Conference for the 1984-85 biennium contains several noteworthy innovations.

The most important of these is the adoption of a global strategy whereby action for generalization and renewal of primary education is combined with literacy education for young people and adults. It is a fact that illiteracy thrives on the inadequacy of primary education. There are today some 120 million children of primary school age who do not have the opportunity to attend school, and who, if adequate measures are not taken, will swell the ranks of adult illiterates in the future.

Sixty per cent of these children cut off from school are girls, the women and mothers of tomorrow whose role and influence in every sphere of life are of decisive importance.

Programme of the UNESCO also gives immediate attention to an alarming phenomenon - the relapse into illiteracy of many young people and adults.

Another aspect of the problem of illiteracy which has recently attracted the attention of researchers is the notion of "functional illiteracy". With the rapid development of science and technology, the level of literacy required to cope with the demands of social and economic life is raising. The measure of "functional illiteracy" is not fixed, but is steadily

advancing. For example, the level of instruction which qualified one for employment yesterday may not suffice tomorrow.

The elimination of illiteracy requires a strong national commitment as it becomes a problem of truly planetary dimensions. Its eradication also calls for efforts on world wide scale, it calls for international cooperation of all agencies, public organizations. Not the least among them are the trade unions who can give a notable contribution to solving this urgent problem.

At present both the Third World countries and the industrialized ones are equally pre-occupied with the questions of educating and making literate their adults and young people.

The progress of these efforts can be illustrated by the following figures :

ESTIMATES AND PROJECTIONS OF ILLITERACY FOR THE AGE GROUPS 15-19 THROUGHOUT THE WORLD

YEAR	WORLD POPULATION (aged 15-19) in millions	LITERATES		ILLITERATES	
		in millions	%	in millions	%
1970	266.8	195.4	73.3	71.3	26.7
1980	334.8	261.7	78.2	73.1	21.8
1990	395.9	323.0	81.6	72.9	18.4
2000	494.7	418.3	84.6	76.4	15.4

These numbers and percentage can be interpreted with varying degrees of optimism. Between 1970 and 2000 the world population for the age group between 15 and 19 will have increased by 228 million (85 per cent). In the same period, if there is no change in current trends, an additional 223 million of these young people will have been given literacy training, however, the number of illiterates will have increased by 5 million.

This trend is due to the fast expansion of the population. The problems of illiteracy cannot be disassociated from demographic and at the same time from the development context.

The following table illustrates this with greater clarity.

ILLITERACY IN THE MAIN REGIONS OF THE WORLD FOR THE POPULATION AGED 15-19 IN 1980

REGION	MILLIONS	PERCENTAGE	MALE	FEMALE
World	73,122	21.8	16.6	27.3
Africa	19,390	40.6	30.2	51.0
Asia	50,646	31.5	23.7	39.8
Latin America	2,848	7.3	7.6	6.9

This table clearly reveals that in the matter of illiteracy, numbers and rates are linked to the degree of development. And though figures of illiterate population are highest for Asia, it is in Africa, that the percentage of illiterates is highest, especially so among the females.

However, if we take the level of general illiteracy for all age groups the figures are still higher. The Arab world has the greatest proportion of illiterates - about 62% of the population. The rate is about 60% in Africa, about 37 % in Asia and about 20% in Latin America.

In 1970 about 10 of the world least developed countries had a literacy rate of 20%. By 1980, 19 of these countries had exceeded this rate and in 10 of them over to 40% of the populat-

ion had achieved literacy. It would be wrong not to specifically mention the efforts and achievements made by a number of developing countries especially those who embarked on the road of an independent and progressive development.

The creation of a new society with the structural changes was behind the success of Ethiopia's national literacy campaign. In 1974, that is before the revolution, 93 per cent of the population was illiterate. By 1980 the illiteracy rate had fallen to 65 per cent. Another successful example is that of Tanzania, where literacy campaign conducted as a part of development programme succeeded in reducing the illiteracy rate of the adult population from 67 per cent in 1967 to 39 in 1976 and is now reported to be lower than 10 per cent. We can also quote the examples of Cuba, Nicaragua, Vietnam and many other countries who gained tremendous success in combating illiteracy.

Of course, there is no need to embark on the achievements made by the Soviet Union and other socialist countries in eradicating illiteracy and raising the general level of the education of their population. What should be mentioned is the aid and assistance given by them to developing countries by providing facilities, building schools, training centres, libraries, sending qualified personnel, in providing training for national cadres in the educational establishments of socialist countries.

In the industrially developed capitalist countries the illiteracy rate is about 2.5 per cent. This is relatively small, but there is also another yardstick, that is of "functional illiteracy" which is much higher than the rate of basic illiteracy. Some estimates are as high as 20 per cent of the population. While the rate of illiteracy has been going down, there is a very disturbing factor - the recent attitude towards education in many developing and most of developed capitalist countries, such as the United States, Britain, France who are no longer putting the same emphasis on education. At the time of capitalist crisis and growing international tension, allocations on education are among the first to be reduced.

This only adds to the sufferings of the people who have already been made to carry the burden of effects of the capitalist crisis, the growing unemployment and raising cost of living.

Speaking of all these problems we cannot keep silent on such crucial issues as the problems of war and peace.

Our Trade Unions International has always occupied a very determined position as we consider that peace is the main precondition not only for solving economic, political, social and cultural problems but for the existence of the humanity itself. This was clearly stated by the participants at the 7th International Trade Conference which took place in Berlin in September 1982. It was there that the delegates unanimously supported the proposal of the 10th World Trade Union Congress to make September 1 as a Day of Trade Union Actions for Peace and Disarmament. The workers and trade unions of our branches are expressing their deep concern over the growing international tension, created by the military forces of the West and instigated by the Reagan Administration.

The arms race has detrimental effect on world economy and the position of the workers in our branches in capitalist and developing countries in particular. The level of unemployment among the workers of our branches exceeds the average level of unemployment in majority of the capitalist countries, working conditions continue to remain adverse and wages kept at low level.

Financial resources which could be utilized elsewhere, are wasted on armaments and war industry, while at equal investments civil industries could have generated twice as much employment as compared to the military ones.

There is another very dangerous trend : more and more developing countries are getting involved in the arms race. This not only distracts finances which could have been used on general development, improvement of economic conditions, raising the educational and cultural standards

of these countries. With what was spent on military activities each year during the last decade, a literacy programme could have been financed to eradicate adult illiteracy all over the world before the year 2000 !

Continuing arms race and growing international tension creates distrust among the nations, breeds hot-beds of war in various parts of the world, threatens the very existence of the mankind. That is why the defence of the interests of the working people, which is the major duty of trade unions, should be today inseparably linked with the struggle for peace and disarmament.

Let us mark September 1 - the International Day of Trade Union Action for Peace and Disarmament by meetings and manifestations for peace, against the threat of nuclear holocaust.

At the same time we call upon you to mark September 8 - the 18th International Literacy Day by demands to stop the arms race, to divert the colossal sums of money wasted on armaments, and to allocate them for general development and social progress.

= = =

DECLARATION BY PARTICIPANTS IN THE MEETING OF TEXTILE, CLOTHING, LEATHER AND FUR TRADE UNIONS OF AFRICA

We, participants in the meeting of textile, clothing, leather and fur trade unions of Africa, which was held in Cotonou from 21-23 May 1964, have discussed the problems in our branches in the context of the present crisis worsened by the heightening of the capitalist crisis and international tension.

From this analysis, we can take note that the developing countries have a great need for more effective efforts to find a solution to the problems tied in with under-development, especially that of illiteracy. Despite the efforts made in this field, the results hoped for have still not been achieved. The number of illiterate people is rising continually and by the end of the century it is expected to stand at one billion.

Further, over 123,000,000 children of a schooling age have no access to education. The situation is serious but not irreversible, as proved by the efforts that have and are being taken by the countries which have chosen the independent and democratic path.

The participants call upon UNESCO to link its actions to the struggle being waged by trade unions on the African continent in the field of workers' literacy with a view to their effective participation in the economic development of every country.

The participants call upon national trade union centres and trade unions in every country to strengthen or undertake, before their respective governments, steps in order to intensify the literacy campaign for workers in general and those in the textile, clothing, leather and fur industries in particular.

The participants insist that trade union in every country should continue to struggle for governments to implement the resolutions and programmes of UNESCO against illiteracy.

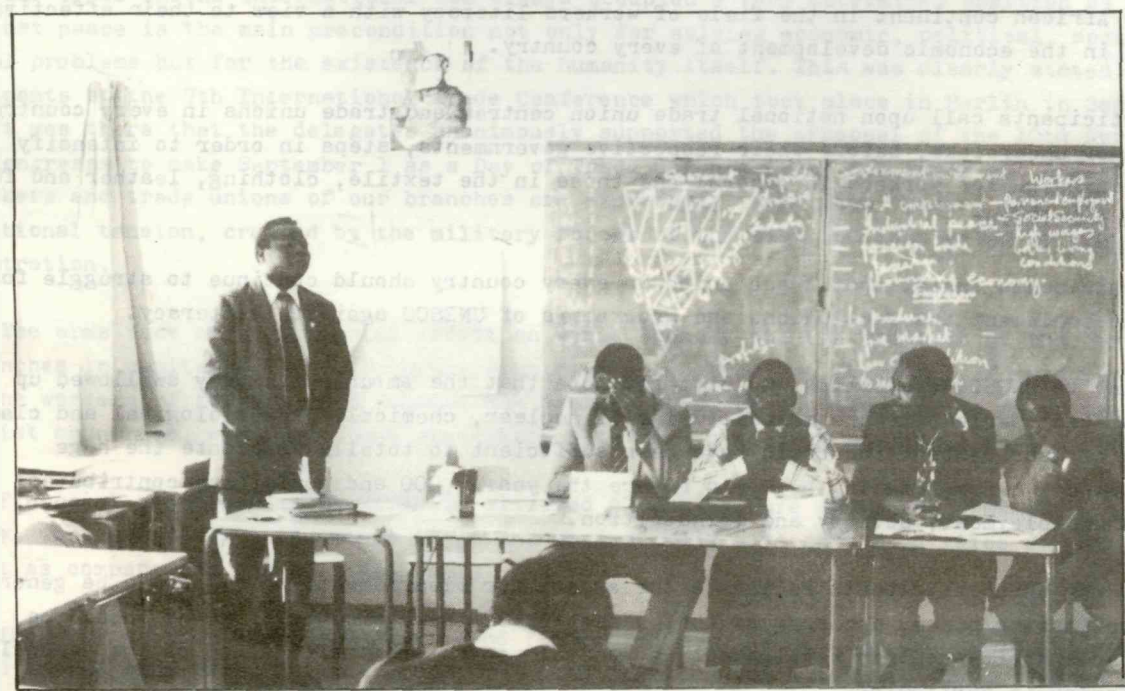
According to UNESCO statistics, we bitterly note that the amounts of money swallowed up in the last 10-year period for the manufacturing of nuclear, chemical, bacteriological and classical weapons of mass destruction could have been sufficient to totally eradicate the huge scourge illiteracy represents in the world before the year 2,000 and could have contributed to wiping out unemployment, poverty and malnutrition.

This is why the participants reiterate the appeal for disarmament, which should be general and total, for lasting peace, and suggest that a section of these amounts of money should be channeled towards socio-economic development in general and the intensification of the struggle against illiteracy in particular.

They invite all trade union organizations the world over, especially those in Africa, to organize actions on September 1, Day of Trade Union Actions for Peace and Disarmament in liaison with September 8, which has been declared International Literacy Day by UNESCO.

The participants are of the opinion that the universal yearning for peace and disarmament on Earth would be even more effective if the unity of action of all workers and their trade unions were to be realized, regardless of their political orientation or international affiliation.

Over the last few years, our TUI has organized several educational seminars for the workers in our branches in Africa (Zimbabwe, Uganda, Senegal, Benin, Algeria and in other countries). Below we have published two photographs from the seminars in Zimbabwe and the People's Republic of Benin.



1

ROLE OF WORKERS' ORGANIZATIONS IN ELABORATION AND SETTING IN MOTION OF INTERNATIONAL LABOUR STANDARDS

As requested by the participants in the Cotonou meeting, we publish speech of Mr. Anstole MALU, representative of the ILO, on the role of workers' organizations in elaboration and setting in motion of international labour standards.

The subject that I shall speak about, is a vast one and it would not be possible to deal with everything in this speech. That is why I shall limit myself to aspects which will make possible to show a particular role of workers' organizations, leaving apart technical issues such as procedures concerning the adoption of conventions and recommendations, their presentation to national authorities and their ratification as well as a detailed description of their content.

My speech will be divided into three main parts :

- I. Aims and activities of the ILO, particularly as concerns international labour standards.
- II. System of supervision for observation of obligations as concerns international labour standards.
- III. Role of workers' organizations.

Introduction : Structure of the ILO

Some words on the structure of the International Labour Organization. ILO is composed of : General Assembly of the International Labour Conference which meets annually, Governing Body of the International Labour Office, permanent Secretariat of the International Labour Office. Activities of the ILO are effectuated also thanks to other bodies, such as Regional Conferences, Industrial Committees and Committees of Experts.

Conference

International Labour Conference elects the Governing Body, votes on budget, establishes international standards and adopts resolutions which guide the general policy of the ILO and its activities.

Governing Body

It is, we can say a pivot of all activities of the International Labour Organization. It meets three times a year, determines the agenda of the Conference and other meetings of the ILO, takes note of their decisions and determines the measures for their adoption. It appoints the Director General who directs the activities of the International Labour Office.

Office

International Labour Office which is the Secretariat of the Organization prepares materials for the Conferences and specialized meetings of the Organization, assists the Conferences and meetings by necessary staff of the Secretariat; it recruits experts and establishes directives for follow-up of the programmes of technical cooperation in the whole world. It carries out educational activities, issues studies and periodical publications on questions of labour and social problems, it helps departments of ministries of governments as well as employers' and workers' organizations.

Aims and activities of the ILO

Creation of the International Labour Organization is based on a simple but fundamental idea that " universal and lasting peace can be only based on social justice". This idea is,

and it is significant, in the Treaty of Versailles, which in 1919 put an end to the First World War and is comprised in the Constitution of the International Labour Organization. Since then, the expression "social justice" has been frequently used while defining the main aims of the Organization.

In the course of the Second World War (1944) this aim was precised in a text of the Declaration of Philadelphia which figures in the Annex of the ILO Constitution. This Declaration proclaims right for all human beings, irrespective of their race, creed or sex to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity. It declares also that poverty anywhere constitutes a danger to prosperity everywhere.

In general we can say that efforts made by the ILO are aimed at the protection of fundamental rights of man concerning work, improvement of living and working conditions and promotion of full employment. These issues originated the creation of the ILO and are today, more than ever, actual in the context of the crisis when it is necessary to concert imperatives of the economic development with the objectives of social progress. This will be illustrated while dealing with the role of international labour standards.

A) ROLE OF INTERNATIONAL LABOUR STANDARDS

With the objectives stipulated, it now remains to define the means needed to implement them. In this respect, standard-setting activities seem to be the most apt means of doing so; rightly, they are considered as the cornerstone of the ILO's work.

International labour standards, as adopted by the ILO, are based on the idea that economic development cannot be conceived without social progress. They are aimed specifically at outlining and specifying what social progress and social justice should entail.

They contribute to promoting this social justice by introducing, into plans for economic development, their social dimension. In its world context, characterized, especially by growing economic difficulties, an adequate social legislation body, well-anchored on international standards, with these based on the experience of the most diverse countries, is particularly useful in order to face up to the needs of the economy without jeopardizing working conditions and fundamental rights, considered necessary for their balanced social and economic development.

As well as these humanitarian political concerns, international labour standards also respond to more technical needs. I have just given you the example of conventions on social security.

Standards can also provide the basis for the harmonization and coordination of the social policies and legislation of various countries, especially within the framework of a regional integration process.

B) CONTENTS OF STANDARDS

It would take us too long to attempt a study here of all, or the majority, of international labour standards. To date there are 159 conventions and 168 recommendations which cover practically all aspects of the labour world.

The aim of this brief study is, above all, to expose the role and responsibilities of the workers and their organizations in the process of establishing international standards and the supervisory machinery for their implementation.

However, let us take a quick look at the most important fields covered by ILO standards, which will enable us to take a note of the fact that some of the rights which are now taken for granted are, nevertheless, the fruits of long struggles by the workers, especially at international level.

1) Fundamental rights

- Freedom of Association (C. 87, 98, 132, 141, 151)
- Forced labour (C. 29, 105)
- Equal rights (C. 100, 111)

2) Working conditions

- Wages (C. 26, 95, 131)
- Working hours
- Weekly rest
- Paid holidays
- Night shift
- Work hygiene and safety

3) Social security

- Minimum standards
- Old-age, invalidity and widows allowances
- Working accidents and occupational disease allowances
- Maternity leave

II. THE SYSTEM OF SUPERVISION FOR OBSERVATION OF OBLIGATIONS REGARDING INTERNATIONAL LABOUR STANDARDS

a) REGULAR SUPERVISION

Regular supervision of member States' observation of obligations related to conventions and recommendations is provided by two permanent bodies : the Committee of Experts on the Application of Conventions and Recommendations and the Conference Commission for the Implementation of Conventions and Recommendations.

1. Committee of Experts

The reports from governments are examined in the first instance by the Committee of Experts. This is made up from 20 first-grade independent personalities, having higher qualifications in the legal and social fields and an in-depth knowledge of the labour world and labour administration.

Fundamentally, the functions of the Committee of Experts are of three kinds : the examination of reports from governments on the implementation of ratified conventions ; the study of reports from governments on the state of legislation and national practice regarding some non-ratified conventions and some recommendations; the examination of information provided by governments on the subject of submitting recently-adopted conventions and recommendations to the competent authorities.

2. Conference Committee

The report by the Committee of Experts is submitted to the International Labour Conference and then examined by a tripartite committee of the conference set up for this purpose. In turn, the committee draws up a report which is submitted to the conference and, once adopted by the conference, the report is then presented to the governments, which have their attention especially drawn to the items which they must take into consideration for their future reports to the ILO.

b) SPECIAL PROCEDURES

The ILO constitution provides for various procedures to raise problems concerning the implementation of the ILO machinery.

1 - Objections

In this procedure, the initiative falls on the employers' and workers' organizations, which direct themselves to the Governing Body to condemn the violation of provisions laid down by one or another of the conventions ratified by a member State.

2 - Complaint

The complaint procedure can be set in motion by another member State which has ratified the convention in question, by the Governing Body or by a delegate to the conference. The Governing Body then sets up a commission of inquiry to examine the complaint.

3- Complaint relating to freedom of association

Contrary to the preceding procedures, this is applicable regardless of the ratification or non-ratification of conventions in question.

Complaints are examined by the Governing Body's Committee on Freedom of Association.

ROLE OF THE WORKERS' ORGANIZATIONS

Before outlining the role which can be played by the workers' organizations, both in the elaboration and setting in motion of international labour standards, it is worth recalling that the great strength of the ILO lies in its tripartism, a principle enshrined at the heart of the ILO's constitutional structure and taken into account in all its activities, which gives the organization its originality compared to other international organizations.

It allows workers' and employers' representatives to take part on equal footing with governments in all discussions and decisions of the organization.

At the stage of elaboration of ILO conventions and recommendations, the workers' and employers' organizations have the right of initiative and participate through their delegates in the discussion and adoption of all machinery.

When it conceives the idea of international regulation on one subject or another, the workers' organizations may, for example, get in contact with the government and look into the opportunities for joint action with it, or at least pledge its support. It can also ask the International Trade Union Confederation to which it is affiliated to take up the issue and make provisions for the workers' group of the Governing Body of the ILO to raise it during a session of this body.

Resolutions adopted by the International Labour Conference on the initiative of one or several workers' delegates can also invite the Governing Body to write a particular issue into the Conference agenda with a view to adopting one or several international conventions or recommendations.

In this way, for example, the adoption came about in 1975 of a new international convention on the protection of migrant workers and recommendation on the same subject was the result of resolutions presented in 1971 and 1972 by several workers' delegates. It was the same story with the adoption, in 1976, of a convention and a recommendation on tripartite consultations designed to promote the setting in motion of ILO standards which was the result of a resolution submitted by workers' delegates and adopted by the conference in 1971.

Once adopted by the International Labour Conference, a convention or a recommendation does not automatically give way to specific obligations for member States except, as we have seen, that being submitted by governments to the competent authorities. It does not, nevertheless, stop it being used as a source of inspiration and a foundation document during the drawing up of national legislations, the negotiation of collective agreements, or even for the outlining of general guidelines and economic and social policy. Workers' organizations here too have the opportunity of playing a considerable role.

Although the setting in motion of conventions and recommendations depends mainly upon the member States, the carrying out, by governments, of their obligations in this sphere is submitted, by virtue of the ILO's Constitution and procedures, to international supervision in different phases, in which the workers' organizations may also intervene.

A copy of all reports and all information transmitted to the ILO must be communicated by the government when they proceed from the most representative workers' and employers' organizations in that country. It is done as follows :

- reports relating to ratified conventions which the government must regularly present on the measures which it has taken with a view to their implementation. The organizations, naturally, have the opportunity of drawing up their communications on this subject ;
- information provided in the framework of the submission of conventions and recommendations to the competent national authorities. The workers' organizations may, in this way, inform themselves on proposals made to legislative authorities on follow-ups to be made regarding machinery in question.

The remarks made by workers' organizations may deal with legislative or regulatory measures giving effect to the convention. When a convention may be set in motion through other means (especially through collective agreements) and when there is no legislation, workers' organizations are in a better position than any others to ensure that these other methods of implementation do in fact exist.

Further, on top of the constitutional provisions of a more general bearing which we have just mentioned, many conventions provide purposefully for consultation among employers and workers' organizations or cooperation with them to give effect to their provisions. Towards this end, several countries have set up permanent tripartite bodies within which the formulation and setting in motion of social policy are examined systematically on a national basis.

The ILO, further, has, towards this end adopted a convention and a recommendation to promote, in every member State, procedures which ensure effective consultations among governmental, employers' and workers' representatives on issues concerning international labour standards.

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Often, the existence of laws, regulations and even collective agreements is not enough in itself to ensure effective conformity to national and international standards. The remarks of workers' organizations on the manner in which these measures are implemented have, consequently great importance. The role of these organizations of course varies in relation to how provisions of a convention are implemented directly to workers and employers as is the case, for example, of conventions on minimum age and working hours, or mainly concerning the public authorities, and as it is the case of conventions on labour inspection. In the first case, it is a case of making sure that the employers fully respect the standards. In the second, that of labour inspection it is a case of knowing, for example, if the frequency of inspection visits is sufficient, if they are effective and how the inspectors carry out their functions and responsibilities.

In the case of conventions on social security, do the necessary administrative services exist in all regions of the country ? Are the workers covered in the required way ? Do employers pay their contributions on a regular basis ?

At the stage of international supervision over the implementation by member States of the ILO standards, workers' organizations play an especially active role in the Conferences' Committees for the implementation of conventions and recommendations. The report from the Committee of Experts which deals mainly with the implementation of ratified conventions, but also deals with the submission of instruments to the competent national authorities and on the effect given to some recommendations, forms the basis of dimensions of the Conference Committee. The employers and workers taking part in this committee may raise issues relating to the implementation by member States of ratified conventions and, in a general manner, the observation of constitutional obligations concerning the ILO means. We have already dealt with the originality of this procedure in regard to the classic principles of International Law, as well as its effectiveness. The interventions of workers' representatives are generally prepared during meetings of the workers' group.

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CONCLUSION

The effectiveness of procedures aimed at promoting the implementation of ILC machinery depends not only upon governments, but on the interest shown by the workers, who are the first to be interested in these different phases of these procedures. But the effectiveness of the workers' contribution itself depends on the degree of development of the trade unions in the various countries and the extent to which they enjoy the rights recognized by Convention No.87 on Freedom of Association and the Protection of the Right to Organize.

The role of the workers' organizations as regards ILO standards could be increased, especially by the strengthening of workers' education in this sphere, in order to promote greater knowledge of these standards, thus enabling workers' organizations to support each other in daily trade union work, in the study of new labour legislation, in the negotiation of collective agreements and in the promotion of social policy and social progress in general.

Textiles

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17/8/84

ALL INDIA TEXTILE WORKERS' FEDERATION
Goushala Gate, Kishanganj,
Delhi - 110006.

CENTRAL EXECUTIVE COUNCIL MEETING 7-8 AUGUST, 1984.
RESOLUTION ON THE GRAVE SITUATION CONFRONTING THE
WORKERS IN THE TEXTILE INDUSTRY AND STRUGGLES TO
BE LAUNCHED TO COMBAT IT.

The 2nd Conference of the All India Textile Workers' Federation had, after taking thorough stock of the grave situation confronting the hundreds of thousand textile workers as a consequence of spate of closures, lock-outs and lay-offs in the Cotton mill industry on an unprecedented scale, called upon the Government of India to take urgent steps to restore productive activity in these units by taking them over as a first step towards outright nationalisation of the entire mill industry.

It is gratifying to note that the demand for take-over and nationalisation of the Textile Mill Industry which had already been backed by major national T.U. centres like the AITUC, has since received support from even the INTUC, besides a number of important Textile workers' Unions at major centres of the industry.

While some efforts have been made by our affiliates to mobilise sections of Textile workers around the above demand the manmade 'crisis' in the Cotton mill industry has further deepened and spread, assuming menacing proportions. Closures, lockouts and lay-offs during the last one year have continued to multiply, involving even a number of units with proven economic viability, e.g., the Anglo-French Textile Mill of Pondicherry, Hissar Textile Mills in Haryana, and Hope Textile Mill of Indore, etc. On a rough estimate wheels of production in almost 1/3rd segment of the industry have by now been brought to a standstill in the private sector under one pretext or the other. Even the Union Minister for Commerce has, in his reply to a question tabled by Comrade Indrajit Gupta, General Secretary of the AITUC, been compelled to admit that as on 30.6.1984, sixty-two cotton mills in the country, including 21 in the state of Gujarat were closed. Obviously these figures do not include a large number of cases of partial closures, involving weaving sections in particular or those working only nominally as is the case in Bombay.

The Cotton mill industry is already guilty of calculated failure on its part to eliminate substantial underutilization of capacity. Official statistics, which have never been known to err against the mill-owners, disclose that the extent of underutilization had even before the Bombay strike, reached the level of over 30% in Spinning and about 38% in weaving. The process of planned reduction of weaving capacity by closing down one weaving plant after the other is in full swing. This is rather amazing in view of the fact that this is being carried on by the same mill barons who had been clamouring for lifting the freeze on expansion of weaving capacity till 5-6 years back. The manipulated phenomenon of deep, all-pervasive "sickness" in the industry, as reflected in these closures, lock-outs etc., had embroiled in it not only the allied decentralised sector of the industry, including

handlooms, garments, hosiery, etc., but also to a not inconsiderable extent sizeable sections of other industries like Textile machinery with auxiliaries and accessories, Dyes and bleaching-processing chemicals, etc. Besides inflicting untold sufferings and privations on hundreds of thousand Textile Workers and tens of million of their family members and dependants, the continuation of such a critical situation in one of the foremost national industries like Textiles is seriously affecting the employment and livelihood of millions of workers in the Handloom and allied sections of the industry also. The huge scandal revolving round the proliferation at fantastic scale of unauthorised powerlooms, under ' Benami ' transactions involving Textile-mill owners themselves is too well known to be retold. The situation is, moreover, hindering the growth and development of important engineering industries like Textile machinery, etc.

While private sector of the industry continues to pursue its predatory, anti-social and anti-national policies and practices without any let or hindrance from the Government, the nationalised sector of the industry, employing nearly 2 lakh workers, with nearly 1/5 of the overall installed capacity of the industry under its ownership, also finds itself in deplorable disarray. Serious deficiencies in overall organisational structure, born out of lack of any sense of purpose and direction at the top level, compounded by inefficiency, bureaucratic bunglings, corruption, favouritism, and pursuit of unhealthy and often anti-labour policies and practices at the lower or plant level, have combined to rob this sector of its rightful role as agent of radical change and transformation in the industry. Drastic underutilization of installed capacity resulting mainly from failure to provide essential inputs like cotton, fuel, lubricants, etc., at proper time, has all along been plaguing the NTC Mills in various regions, thereby seriously undermining their economic viability. There is evidence to corroborate complaints of workers in some states charging the NTC mill managements with having clandestine dealings with private parties whereby cloth produced for popular consumption finds its way in grey state to processing & dyeing units owned by these parties. The latter, of course, are able to make substantial profits out of sale of the cloth so processed in their establishments. The continuance of such state of affairs is spreading demoralisation among the workforce, aggravating the situation further.

Repeated representations at the highest level, both oral as well as written, jointly as well as severally by the AITUC and the AITWF, have failed to persuade the Government to take any effective steps to remedy the situation.

Criminally oblivious towards its obligations to the tens of million toiling people dependent directly or indirectly on the performance of this essential and premier national industry, and totally disregarding the national interests, the Government appears to be increasingly succumbing to the dictates of the Textile monopolies to allow them a free hand in running or ruining the industry to their own

exclusive benefit. Paralysed under the influence of the monopolies the Government has been unable to formulate any coherent, purposeful or positive Textile policy, much less act with any degree of responsibility.

The Central Executive Council of the All India Textile Workers' Federation, therefore, considers it imperative to formulate an effectively militant programme of agitation and struggle on a nationwide scale in order to force the Government to immediately take-over without compensation all closed, partially closed, or locked-out units of the industry and restore them to full working with reinstatement of full complement of workers thrown out of employment. Such take-over must inevitably be followed by nationalisation of the entire Textile mill industry under a well-formulated, purposeful Textile policy, designed to subserve the interests of the workers as well as the society at large. It must lay down unambiguously both short as well as long-term objectives to be achieved through nationalisation.

The main objectives underlying such a national policy must include:

I. Production of cloth of good quality in quantities enough to clothe the mass of the people in urban as well as rural India at prices they can, at the present level of their incomes, afford. 'Quality' in the present national context must be clearly understood to denote strength and durability and not fineness or sophistication of processing or finish.

II. Production of adequate quantities of yarn of desired variety/counts at reasonable rates to meet the full requirements of the decentralised sector, in particular of the 5-7 million handloom weavers. There would appear to be no scope in the immediate future for export of any quantities of cotton yarn.

So far as prices of cotton fabrics and yarns are concerned statistics compiled by even the industry itself unmistakably prove that full utilization of existing installations still forms the foremost single factor in improving productivity making it possible to bring about appreciable reduction in unit costs. It is also being increasingly realised that radical improvements in technology under attractive slogans like 'modernization' etc., cannot help the industry as a whole, since such expensive upgradations pay for themselves only if they are used for producing very expensive fabrics, confined to a minute elitist market. Remedies like 'Modernisation' can be self-defeating considering the harsh reality that the total quantity of cloth purchased by the top 5% of the population works out to less than 10% of the total consumer purchase of cloth. Radical changes in corporate parameters - e.g., organisational structure, purchase, marketing, etc. along with changes in ownership structure, can alone enable the industry to fulfil the above objectives.

III. To ensure to the workers in the industry a living wage along with steady allround improvement in working and living conditions, besides, ensuring their genuine and effective participation in the management of the industry.

IV. To eliminate competitive operations as between the mill and the decentralised sectors of the industry, by creating organic inter-sectoral links among them in respect of provision of raw-material, market-research and marketing, pricing, design and development, technical assistance, including introduction of what is called " intermediate technology " in the handloom industry, besides integrating the interests of the workers in the two respective sectors by bringing about substantial improvement in the conditions of employment and of work, including payment of guaranteed need-based minimum wage to workers in the decentralised sector.

V. To enable the nationalised mill industry to register a speedy development so that it could serve as a catalyst in developing and accelerating proper growth of allied industries like garment making, hosiery, knitting and ginning besides stimulating development of such major branches of other industries as Textile machinery, dyes and bleaching-chemicals, etc., etc.

VI. To ensure the overall development of the entire Textile industry, in order to create conditions affording sufficient incentive for increased production of Cotton, particularly coarse and medium staple varieties on the basis of payment or remunerative prices to the grower through introduction of total state monopoly procurement and trading both at central as well as state-level. Again there would at present appear to be no scope for exporting cotton, particularly of short and medium-staple varieties.

As far as manmade fibres and staple-yarns are concerned, the present policy of Government of India dictated by the Textile monopolies to rely on persistently increasing volume of their import, constitutes a heavy drain on our resources and is also harmful for development of the indigenous staple-yarns and man-made fibre industry. Resistance and blackmail being practised by the monopolies controlling the industry has to be beaten down and suitable steps taken to step up the production in this branch of the industry.

VII. To create surplus manufacturing capacity on a selective basis for exporting fine varieties of cotton cloth, hosiery and made-up items, etc. on nationally advantageous terms.

The Executive Council feels that the time has come to expand the base of the Textile Workers' movement to cover the millions of workers in the decentralised sector of the industry if the agitation for take-over and nationalisation of the Textile Industry is to acquire the requisite tempo, sweep and dimensions.

The Council, therefore, calls upon all its affiliates to take immediate steps to implement the following three-phased programme of action:

Phase I: Intensive campaigning through meetings, rallies, leaflets, etc. explaining to the mass of the workers and the common man the case for nationalisation of the industry with the immediate objective of getting the closed/locked-out mills reopened through Government takeover. While initiating the campaign on the basis of our own independent strength, we should do our utmost to enlist the cooperation of every other Textile Workers' organisation operating on local level to join hands with us. This campaigning should terminate in the observance of Thursday, the 20th September, 1984 as an All-India Day with rallies, wearing of badges, hunger-strikes, and similar other forms of protest.

2nd Phase: In the 2nd phase beginning in the 2nd week of October, 1984 we should be able to take to local actions, (jointly with other sections of T.U. movement as far as possible), including demonstrations and token satyagraha, mass arrests at concerned Government offices as well as at establishments of mill-owners, etc.

(All actions in these two phases are to be under-taken with the clear perspective of an All-India strike).

3rd Phase: In the third phase our aim should be the calling out of an all India one day token strike in the industry, the date and mechanism for which will have to be settled after close consultations with leading T.U. centres and Textile Workers' organisations in different centres/states. It should be possible to bring about this strike sometime in November, 1984.

The Central Executive Council of AITWF makes a fervent appeal to all national T.U. centres, and organisations of Textile workers irrespective of their affiliations to agree to jointly take forward the proposed struggle of Textile workers in defence of their jobs as well as of larger national interests.

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Textiles

ALL INDIA TEXTILE WORKERS FEDERATION
(A I T W F)

Goushala Gate,
Kishanganj,
Delhi - 11 00 06.

Circular No. 6

Dated: 10th August '84.

To

ALL MEMBERS OF CENTRAL EXECUTIVE COMMITTEE AND
STATE FEDERATIONS.

2/13/84

Sub:- Important decisions of the Central Executive
Committee Meeting, 7 - 8 August, 1984.

* * * * *

As notified per Federation's circular dated 16.7.84, the Central Executive Committee of the AITWF met in New Delhi on the above dates. Comrade Indrajit Gupta, General Secretary of the AITWF participated in the first day's deliberations giving us the benefit of his advice and guidance in reaching appropriate conclusions and evolving a countrywide programme of action to combat the menace of closures and lock-outs in the textile industry.

Main decisions of the Committee are being reproduced below for serious consideration as well as speedy and effective implementation by all affiliated Federations/Unions:

1. Nationwide agitation and struggle must be seriously and systematically built up on the basis of the resolution adopted by the Committee. Operative part of the resolution is as follows:

Phase I: Intensive campaigning through meetings, rallies, leaflets, etc. explaining to the mass of workers and the common man the case for nationalisation of the industry with immediate objective of getting the closed/locked-out mills reopened through Government take over, while initiating the campaign on the basis of our own independent strength, we should do our utmost to enlist the cooperation of every other Textile Workers' Organisation operating on local level to join hands with us. This campaigning should terminate in the observance of THURSDAY, the 20th SEPTEMBER, 1984, as an ALL INDIA DAY - with rallies, wearing of badges, hunger strikes and similar other forms of protest.

Phase II: In the 2nd phase beginning in the 2nd week of October, 1984, we should be able to take to local actions, (jointly with other sections of T.U. movement as far as possible), including demonstrations and token satyagraha, mass arrests at concerned Government offices as well as at establishments of mill-owners, etc. (All the actions in these two phases are to be undertaken with the clear perspective of All India strike.

Phase III: In the 3rd phase our aim should be the calling out of ALL INDIA ONE DAY TOKEN STRIKE in the industry, the date and mechanism for which will have to be settled after close consultations with leading T.U. centres and Textile Workers' Organisations in different Centres/States. It should be possible to bring about this strike sometime in November, 1984.

(Full text of the resolution shall be sent to you in due course)

2. Members of the Central Executive Committee, including the office-bearers of the Federation should pay special and urgent attention to implementation of the resolutions and decisions of the IInd National Conference regarding formation of State Federations, their formal affiliation to the AITWF, full payment of affiliation dues, (@ 5 paise per member), and regularise the nomination of their representatives on the Central Executive. Comrade Arun Sen, President of the Federation assisted by the Assistant Secretary, Comrade Nihar Mukherjee will develop contacts with the States of Bihar, Orissa and Assam to ensure compliance with all decisions of the Committee. Comrade Chitnis, joint Secretary of the Federation, is expected to act similarly in relation to state of Gujarat, besides his own state of Maharashtra. Comrade A.M. Gopi with the assistance of Comrade Joseph of Kerala should pay necessary attention to the movement in the State of Tamilnadu, Kerala and Karnataka. Comrade Amolak Ram, our Vice-President is already reorganising the Federation in Andhra. Central Committee members from the state of Madhya Pradesh and Rajasthan have been requested to implement the decisions in their respective states: Comrade Raghubir Singh, Treasurer of the Federation, to assist comrades in Punjab, besides his own state. As regards U.P. the concerned comrades from the state, including Comrades D.P. Pal and Vijay Bahadur Singh to take speedy steps in consultation with the state T.U.C. to evolve an appropriate mechanism to coordinate the Federation activities with the object of evolving suitable form of organisation on state level.

3. State Federations/Unions given further time upto 20.9.1984 to suggest amendments/alterations to the proposed constitution of the Federation, draft of which has already been circulated to them. The same will thereafter be finalised by the 3-men Committee appointed by the Calcutta Conference. Steps will also be taken to get the Federation registered under Trade Union Act.

4. State constituents of the Federations to take steps to establish close contacts with unions of Handloom/powerloom workers besides those operating in allied branches, e.g. hosiery, knitting, garments, etc., with the object of exploring possibilities of joint actions on major common issues.

5. With regard to the move of Dr. Datta Samant of Bombay for an all-India Textile Workers' Convention, it was decided that subject to the concurrence of Maharashtra T.U.C. and our affiliate, G.K.U. of Bombay, we could go ahead with the proposal to initiate and prepare such a Conference or Convention on the basis of joint initiative involving national T.U. Centres, textile workers federations alongwith Dr. Datta Samant. It must be made clear to Dr. Datta Samant that he will not take any unilateral decision, including any announcement connected with the proposal by himself or on behalf of his organisation. It was also decided that the Federation should formally approach national T.U. Centres to initiate the move for joint actions against closures and lock-outs and for takeover and nationalisation of the industry,

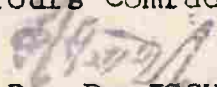
OBSERVANCE OF 1ST SEPTEMBER AS INTERNATIONAL
DAY OF WORLD PEACE.

In response to the decision of the Havana World Trade Union Congress, the International T.U. movement has been observing this important day through varied forms of propaganda and demonstrative activities. The TUI for Textiles, Clothing, Leather and Fur workers has reminded the Federation to request its affiliates all over the country to observe the day in a big way, sufficient enough to make their voice heard against imperialist intrigues, their War-preparations and in favour of disarmament and World-Peace.

You are requested to take prompt steps for implementing the above decisions. We are sure that you will not forget also to send to the Federation office reports on activities undertaken by you in connexion with such implementation.

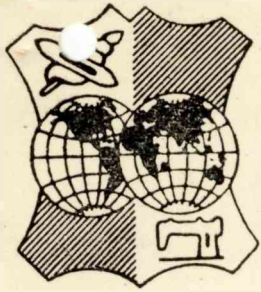
With greetings,

Yours Comradely,


(B . D. JOSHI)
General Secretary

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Phone : 528054

ग्रहिल भारतीय टैक्सटाइल वर्कर्स फेडरेशन
All India Textile Workers' Federation
(AITWF)

President : ARUN SEN
Gen. Secretary : B. D. JOSHI

Goshala Gate, Kishan Ganj,
DELHI-110006

Dated _____

For favour of Publication

Dated 10-8-84

Textile Workers' Organisation calls for a pro-people
Textile Policy

Government assailed for permitting large-scale closure
of Textile Units

Call for nationwide workers' agitation

The national Executive Committee of All-India Textile Workers' Federation has decided to launch a nationwide agitation of Textile workers in order to compel the Central Government to take-over all the closed or locked-out Textile mills and restore them to full working in order to relieve acute privations and sufferings being undergone by hundreds of thousand Textile workers and their families due to unemployment resulting from these closures.

In a comprehensive resolution unanimously adopted in its emergency meeting held on the 7-8th August, 1984, in New Delhi, the Committee has analysed the basic causes underlying the man-made "sickness" presently sweeping through the Textile industry on an unprecedented scale. The resolution accuses the mill magnates of having adopted with set design the policy of curtailing production particularly in the course of the last 5-6 years. According to the resolution more than 30% of the installed spinning capacity and about 40% of the Weaving Capacity had been lying unutilised in the mill industry even before the Textile strike in Bombay. Utilization percentage has since further been reduced substantially. The resolution describes the figures of closure given by the Government in the Parliament recently as a gross underestimation inasmuch as this figure (of 62 closures) does not include scores of mills under partial closure, or nominally open as in Bombay.

Expressing serious concern and alarm at the rapidly multiplying closures and lock-outs, which have by now overtaken almost 1/5th segment of the industry involving even a number of units possessing proven economic viability, the resolution accuses the Government of

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India of criminal dereliction of its duty in conniving at these mass closures. "The manipulated phenomenon of deep, all-pervasive sickness in the industry, as reflected in these closures," the resolution says, "has embroiled in it not only the allied decentralised sector of the industry, including handlooms, garments, hosiery, etc. but also to a marked extent sizeable sections of branches of several major industries like Textile machinery, auxiliaries and accessories, Dyes, bleaching/processing agents, etc." It further castigates the Government for having totally failed to formulate any coherent or positive textile policy designed to subserve the interests of people under pressure from Textile monopolies.

The resolution gives a call to launch an effectively militant programme of agitation in 3 phases, culminating in a nationwide strike in the Textile industry at a date to be decided in consultation with representatives of national T.U. Centres and of various Textile workers' organisations, most of whom, including the INTUC, now agree on the demand for outright nationalisation of the Textile Industry.

Besides the immediate demand for takeover of all closed and locked-out Textile units the resolution calls for nationalisation of the entire Textile industry under a well-formulated and positively pro-people Textile policy, with clear cut objectives the main among which have been outlined in the resolution as follows:

I. Production of cloth of good quality in quantities enough to clothe the mass of people in urban as well as rural India, at prices they can afford at the present level of their incomes.

II. Production of adequate quantities of yarn of desired variety/counts at reasonable prices to meet the full needs of decentralised sector, in particular of the 5-7 million handloom weavers. No export of cotton yarn should be permitted in the near-future.

III. Living wage and improved service and working conditions for the workers in the mill-industry.

IV. Elimination of competitive operations as between the mill and the decentralised sector through creation of organic inter-sectoral links among them in respect of provision of raw-material, market-research & marketing, pricing, design and development, technical assistance including introduction of intermediate technology in the hand-loom sector. Simultaneous integration of interests of workers in the two sectors through appreciable improvement in the conditions of employment and of working, including, particularly, guaranteed need-based minimum wages to the workers in the decentralised sector.

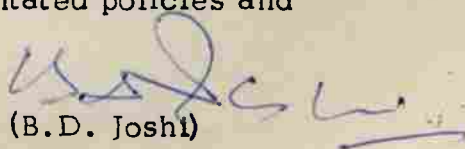
Other objectives outlined in the resolution include planned and sustained development of the Textile industry as the premier national industry so that it could serve as a catalyst in developing and accelerating the proper growth of a whole range of ancillary and allied industries - e.g. garments, Hosiery, Knitting, ginning, Textile machinery, man-made fibres and yarns, Dyeing and bleaching chemicals etc. It should especially be able to afford sufficient incentive for increased production of cotton, particularly of coarse and medium-staple variety on the basis of remunerative prices to the grower. To subserve this purpose total state monopoly procurement and trading in cotton has also been demanded in order to effectively regulate cotton prices. Total embargo on cotton export has also been asked for.

The resolution strongly disfavours continued import of man-made fibres and filament yarns and calls for determined and effective steps to compel the monopolies controlling the indigenous industry to desist from sabotaging the production of these fibres and yarns in order to blackmail the Government into abolishing duties and taxes leviable on their production.

Debunking the clamour for 'modernisation' as the sovereign remedy for the self-inflicted malady of the industry, the resolution holds that it is irrelevant to the main and paramount issue of production for the vast mass of our people. It asserts that the foremost factor that affects unit-costs at the present stage of techno-economic condition of the industry, consists in full utilization of its installed capacity. "Radical improvements in technology can hardly help the industry as a whole, since such upgradations pay for themselves only if they are used for producing very expensive fabrics, confined to a minute elitist market. Today only 5% of the population is in the income group exceeding Rs. 20,000/- per annum, and the total quantity of cloth purchased by the top 5% population works out to less than 10% of the total consumer purchase of cloth," the resolution adds.

The Textile mill industry, according to the resolution has reached a stage where a radical change in ownership-structure has become indispensable if it is to be enabled to rid itself of the crushing burden of its utterly inefficient, dishonest, extravagant and impatriotic overall organisational structure.

The resolution also contains trenchant criticism of the manner in which the nationalised sector of the Textile industry is being run by the NTC. It demands genuine & effective participation of the workers in the management of the nationalised sector at every level in order that the heavy drain on its resources arising from bureaucratic bunglings, corruption and favouritism and thoroughly disorientated policies and practices could be eliminated.


(B.D. Joshi)
General Secretary

17
Arvind Raj Swarup

Com. B.D. Joshi

TEL. : 4 9 3 1 5

111/98-A, Water Works Colony, Ashok Nagar,

KANPUR - 208012 (India)

Dated 6 / 8 / 1984

A.K.T.U.C.

प्रिय कामरेड,

आपका सरकुलर प्राप्त हुआ, कामरेड विजयबहादुर

दिल्ली बैठक में जा रहे हैं। पार्टी के अन्य कार्यों की वजह से

बैठक में मेरा उपस्थित होना संभव न होगा।

अभिवादन सहित,

~~अभिवादन सहित~~

कामरेड बी० डी० जोशी

(महामन्त्री)

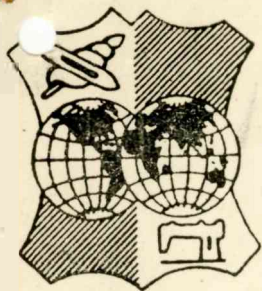
आपका साथी
अरविन्द राज स्वरूप

टेक्सटाइल्स पेरिशन

एटक कार्यालय

24, कैनिंग लेन

नई दिल्ली



Phone : 528054

अखिल भारतीय टेक्सटाइल वर्कर्स फेडरेशन
All India Textile Workers' Federation
(AITWF)

President : ARUN SEN
Gen. Secretary : B. D. JOSHI

Goshala Gate, Kishan Ganj,
DELHI-110006

Dated 16 July, 1984.

file Federation

Shri Vishwanath Pratap Singh,
Union Minister for Commerce,
Udyog Bhawan,
New Delhi.

Dear Sir,

Sub: Deputation on behalf of the Federation
to discuss unprecedented unemployment
in the textile industry due to
indiscriminate and mass closure of mills.

#

Last week the undersigned had made a
telephonic request to your Private Secretary as well
as the P.A. to fix an appointment with you in the
above matter.

In view of the constantly worsening situation
in the industry, causing acute privations and sufferings
to lakhs of Textile workers and their families, I would
request you to agree to receive a deputation of
representatives of the Federation at your earliest
convenience.

Thanking you,

Yours faithfully,

B. D. Joshi
(B. D. Joshi)
General Secretary.

*Copy to Com. Siddhanta
for information*

SD

ALL INDIA TEXTILE WORKERS' FEDERATION
(A I T W F)

IMPORTANT MEETING CIRCULAR/NOTICE

16. 7. 1984.

To

All members of the Executive Committee of the
Federation. - - - - -

Dear Comrades,

Subject: Emergent meeting of Executive Committee of the
Federation - August 7 - 8th, 1984.

* * * * *

In view of the unabated spate of closures, lay-offs, etc. overtaking virtually 1/3rd of the Textile Mill Industry in the country, and the resulting widespread unemployment inflicting untold misery and privations on lakhs of Textile workers and their families, the task of launching an effective, coordinated counteroffensive to defend their jobs and livelihood has assumed paramount urgency and importance.

It has, therefore, been decided in consultation with the AITUC leadership to convene an emergent meeting of the Executive Committee of the All-India Textile Workers' Federation in New Delhi on Tuesday/Wednesday, the 7th/8th August, 1984. The meeting would commence in the AITUC office, 24-Canning Lane, at 2.30 p.m. on the 7th August.

The following agenda is proposed for the meeting:

- (1) Brief report and discussion on the situation in the Textile Industry;
- (2) In the light of the foregoing to decide on a militant programme of countrywide agitations and struggle in furtherance of the demand for nationalisation of the industry, etc.;
- (3) Consideration of certain urgent organisational matters, including finances of the Federation;
- (4) Arrangements connected with the proposed visit of delegation of Textile Workers' Union of Czechoslovakia to India;
- (5) Observance of 1st of September, 1984, as 'Day of Trade Union Actions for Peace and Disarmament' in response to the call of the W.F.T.U. and T.U.I of Textile, Clothing, Leather and fur Workers;
- (6) Any other matter with chair's permission.

You are requested to inform the Federation office/AITUC office about the expected date of your arrival in Delhi sufficiently in advance in case you want us to make arrangement for your stay.

It is hoped that members will make it a point to participate in this important meeting.

With greetings,

Yours comradely,

(B. D. Joshi)
General Secretary.

DRAFT

REPORT PRESENTED TO THE NATIONAL CONFERENCE
OF ALL-INDIA TEXTILE WORKERS' FEDERATION
HELD AT CALCUTTA ON 30TH. SEPTEMBER - 2ND OCTOBER
1983

Dear brothers, Comrades,

We are meeting in this National Conference after an unusually long interval. Certain over-riding compulsions flowing from extraordinary developments in the national sphere necessitated postponement of the convening of this Conference more than once. Indeed it has to be admitted that the Conference has been more than long overdue and that we have been forced, in a way, to let events overtake us. This Conference is, therefore, called upon to address itself, with a sense of utmost urgency and seriousness to the stupendous task not only of clearing the huge backlog of untackled, or half-tackled problems weighing down heavily upon the movement of millions of workers in the Textile Industry, but also of creating conditions enabling it to go over to the offensive in order to regain the place of pride the movement once occupied as a pace-setter in securing significant improvements in the working and living conditions of the working people.

The period intervening between the previous and present conference, has witnessed developments of far-reaching import both in national as well as international arena.

The chronic economic crisis of capitalist system based on exploitation and plunder of human labour is reaching a bursting point threatening its very existence. Mounting prices, with unemployment acquiring staggering proportions, and persistent fall in the working and living conditions of the mass of the people, have already engendered profound social conflicts, leading to an allround crisis, economic, political and moral in the entire capitalist world. In contrast, the socialist world having for ever abolished exploitation of man by man, is not only free from all these cancerous disorders, it is steadily and surely proceeding along the road to allround economic and social progress, establishing at every step its moral, material and cultural superiority over the hated capitalist system.

The working people of our country, particularly those employed in our branches of the industry, are quite aware of the serious danger posed to the existence of mankind itself by the mad arms race and war-hysteria whipped up by the most aggressive imperialist circles, led by the United States of America. We are also aware how the advocates of the deceitful and dangerous "limited nuclear war" theory, the Reagan administration of U.S.A., is now set on going on for the production of the dreaded neutron bomb, simultaneously expanding military bases in this part of the world.

The building up of a rapid deployment force in West Asia, conversion of Diego Garcia into a nuclear base in the Indian Ocean, acquisition of new bases in Pakistan, and arming it with sophisticated weapons, besides helping it to develop into a nuclear power, and fishing in the troubled waters of Sri Lanka with their evil eyes on the naval base at Trincomali, are all developments which must cause the most serious concern to our working people. The arms race unleashed by the Imperialists, which leads increasingly to canalisation of ever-increasing portion of production into arms manufacture, benefits none other than the U.S. monopolies which operate through the colossal military-industrial complexes created by them. According to US statistics ^{them} ~~it~~ arms manufacturing profit rate is now three times that of American industrial average.

Naturally, international détente, lasting peace, and disarmament, so steadfastly, consistently and genuinely advocated by the socialist world, led by the Soviet Union, with increasing association of the non-aligned nations do not suit the partners of this diabolical tie-up between the military and business circles, between the Government institutions and the private war industry corporations in USA. Neo-colonialist penetration into economic sovereignty of nations, particularly of the developing countries, active interference in their internal and foreign relations and pressurising governments to bar the process of détente so assiduously sought for and wrought for by the countries of socialism, has become a must for war business.

Disarmament for them constitutes an encroachment on their business. The higher the world tensions the more hectic the arms race, and, in consequence higher the yield ^{to} them in the shape of super-profits.

These imperialist conspiracies and manoeuvres to dominate the world are, however, coming up against increasing resistance from the mass of humanity and, in particular, the working class all over the world. The past two years have witnessed active and conscious involvement of hundreds of million people in the peace movement of unprecedented dimensions throughout the world. Significant has been the participation of the working class in the unprecedented peace marches held in major capitals of the capitalist world, including Paris, Bonn, Rome, New York, etc. It is also gratifying to remember that the working people of India also participated in a big way in a peace march of unprecedented dimensions held before the Indian Parliament in New Delhi last year.

Textile workers, along with the rest of the industrial working class in our country also observed September 1st as Day of Peace and Disarmament demanding, inter-alia, end to the arms race, dismantling of military bases in the Indian Ocean, ban on manufacture and proliferation of nuclear weapons, slashing of military budgets to augment resources for economic and social development, etc.

The ever-deepening crisis of world capitalist economy is naturally having a crippling effect on the already frail economies of the developing countries, including our own

country. ^{Our} ~~their~~ linkage with the world capitalist system, and our continued dependence on imperialist dominated international financial organisations like the World Bank and the IMF, etc, serve as transmission belts for shifting a substantial portion of the consequences of the economic crisis of the developed capitalist countries, mainly of the US, on to our country. The path of capitalist development persistently pursued by the ruling class in our country, coupled with external factors already described, is creating an explosive situation in the sphere of the country's economy, with extremely dangerous social and political consequences. With prices, particularly those of essential commodities, continuing to rise unabated; with the near breakdown of public distribution system in several regions of the country giving rise to large scale blackmarketing, hoarding and speculation; with the overall stagnation in production and growth, particularly in industries producing essential goods like Textiles; with the already serious and critical employment situation getting aggravated by large scale lock-outs, closures, lay-offs and arbitrary rationalisation schemes involving drastic reduction of labour force, the working people of the country are confronted with a situation fraught with grave consequences for their working and living standards. Far from realising the disastrous consequences of its economic policies and reversing their direction, the Government of Mrs. Indira Gandhi is cynically attacking the basic trade union and democratic rights of the working class in order to deter it from taking combative measures in defence of

its vital interests. In pursuance of these anti-labour policies, it is shamelessly going ahead with its repressive anti-trade union measures like the Industrial Disputes, Amendment Act, Payment of Wages Amendment Bill, Hospitals and Educational Institutions Bill, etc. The hated ESMA and MISA are already there to cripple militant trade union actions. Blatant discrimination in favour of the INTUC continues with the object of demolishing the very foundation of collective bargaining and genuine trade-unionism to subserve the interests of the exploiting class.

Meanwhile the working people of our country have not allowed these anti-people and anti-labour policies of the Government to proceed unchallenged. Along with the rest of the working class in the country, the workers in our industry have throughout this period waged united struggles unprecedented in their duration and sweep, displaying exemplary courage, fighting stamina and discipline, in order to defend their wages, living standards and trade union rights. Hundreds of thousand Textile Workers throughout the country responded splendidly to the call of the M.C.C last year by participating in the first ever nationwide general strike of the working class defying police repression and government backed disruption by the INTUC.

Trade Union
Amendment Bill

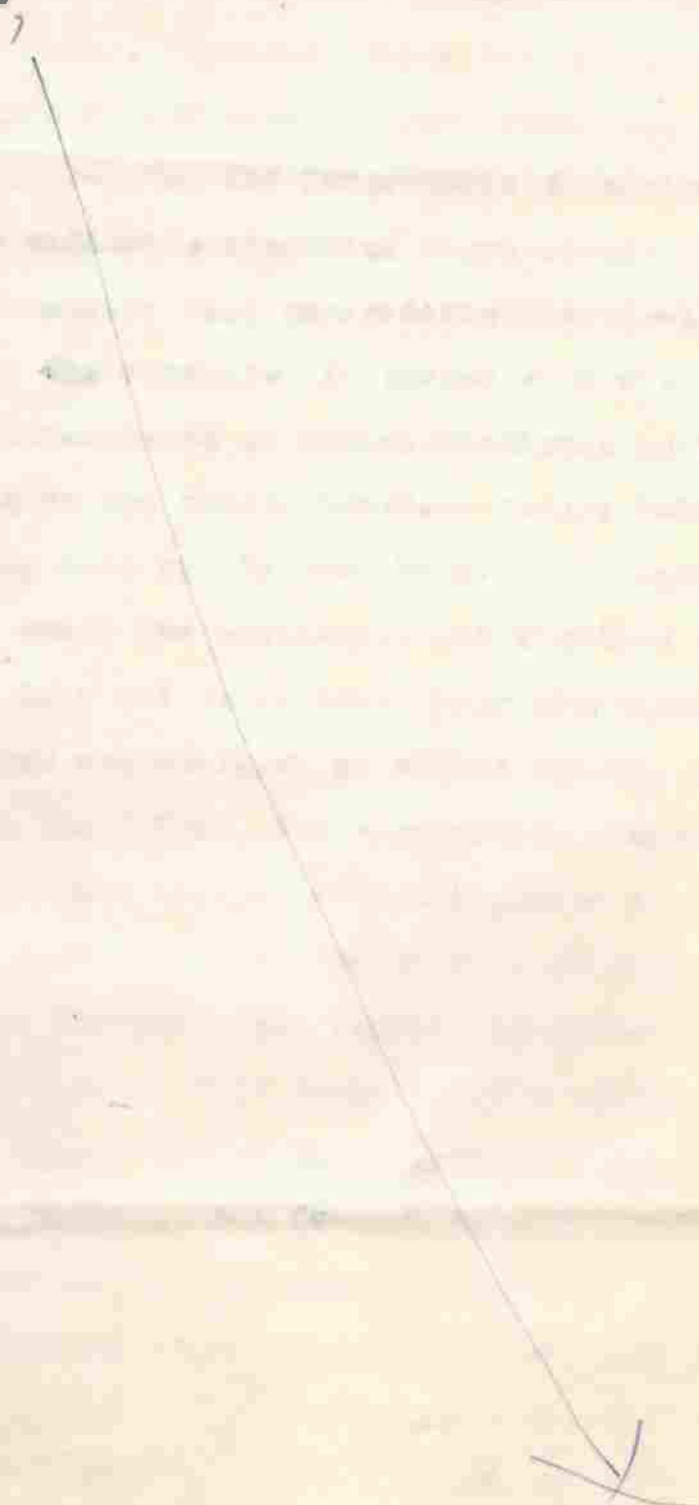
Particularly notable have been the united and almost countrywide struggles of the Textile workers launched in and after the year 1979, in support of their common demand for a substantial upward revision of the outdated and outmoded wage structure and for a scheme of Dearness Allowance fully compensating the rapid and persistent erosion in real wages suffered by the workers as a consequence of unabated price-rise.

The main feature of these mighty struggles has been unprecedented unity of action forged from below, besides the grim resolve of the workers to make any sacrifice, undergo any amount of sufferings, and to defy the worst repression in order to win their demands. Substantial increases in basic wages, DA rates and certain other concessions were won in these struggles in most of the centres of the industry, including Bombay, Indore, Kanpur, Coimbatore, Calcutta, Madurai, Hissar (Haryana), Devangere (Karnataka), Beawar (Rajasthan), Delhi, etc. In most of these centres, the employers were forced often after unusually long and bitter strike struggles, to conclude collective settlements with the unions sponsoring the s conceding, inter-alia, ad-hoc increases in basic wages amounting to between Rs 40-50 p.m. besides deferred wage increases for the next few years at a certain rate - mostly around Rs 6/- per month per year. In several of the centres the workers were also able to get the rate of neutralisation of price-rise through DA enhanced. These gains achieved through united struggles of textile workers furnish a reassuring contrast to the niggardly

^{given by}
~~significantly~~ increases secured through the two
Wage Boards after years of blood-curdling
proceedings during the past two decades.

Mill-owners mount counter-attack:

Sensing the fighting mood of the workers
and their determination to secure substantial
justice long denied to them, the Textile Mill-
Owners



- 9 -

the biggest profit-hunting industrial sharks of the country, lost no time in mounting the fiercest even counter-offensive to nullify the gains secured by the workers through these struggles. Rationalisation schemes involving imposition of back-breaking workloads and curtailment of ^{Compliment of operatives, with withdrawal of curtailment} established and customary rights, privileges or facilities of workers, nibbling at wage -ra tes, especially piece-rates, refusal to implement faithfully subsisting settlements, awards and even legal provisions pertaining to statutory benefits (e.g. Bonus, Provident fund, Gratuity, etc.) totally unjustified, and often illegal closures, lay-offs, and lock-outs, and large-scale victimisation of Trade Union militants are being increasingly resorted to by Textile mill managements practically in every part of the country. In league with pre-employer state Governments or administrations, particularly those belonging to the ruling Congress Party, determined efforts are being made by the most reactionary sections of employers to break the solidarity and fighting morale of the workers in a bid to disrupt their organisation and foist on them pro-employer or stooge unions, mostly associated with the INTUC. The precipitate closure of one of the oldest and well-established giants of the Cotton Textile Industry, viz. the Buckingham & Carnatic Mills of Madras; the prolonged lockout in Birlas Kesoram Cotton Mills in West Bengal; and repeated lockout in the Hisar Cotton Mills (Haryana) owned by the monopoly house of DCM furnish typical examples of deliberate attack against jobs and service-conditions of textile workers, masked behind such unsustainable excuses as 'unprofitable working', 'rising indiscipline among workers', etc. etc.

This necessarily brings us to the glorious strike-struggle of the 250 thousand Textile workers of Bombay. This strike forced on the workers in consequence of unholy antiworking class conspiracy between the powerful Bombay mill-owners and the Maharashtra Government, would undoubtedly go down in the annals of struggle of our working class as one of the most significant industrial actions of post-independence era. For its sheer unprecedented duration, in the course of which the Bombay Textile workers have once again lived unto their historic tradition of unbreakable class-solidarity, fighting stamina, dogged resistance and militancy, ability to withstand any extent of repression and undergo any amount of sufferings and sacrifices, this strike constitutes a high-water-mark in the upward swing and rising tempo of militant actions of our workingclass.

No doubt the immediate outcome has not been fully commensurate with the immense sacrifices made by the workers. But that is quite a different matter and must to a great extent be ascribed to some organisational and tactical lapses on the part of the leadership of the strike. Looking to the long-term interests of the trade union movement in our industry, besides yielding some not insignificant gains like compensatory house rent allowance, relief to Badli workers, etc., the strike has already brought to the forefront the vital issue concerning unfettered right of collective bargaining to be exercised by the working class through a union of their own free choice and its right of strike in the event the employers or the Government encroach on

that right. It is now for the entire working class of the country, in particular for us of the Textile industry to pick up the gauntlet thrown by the ruling class, taking forward the struggle so valiantly fought by the Bombay Textile workers.

It is hardly possible to render through this report an account of numerous agitations, struggles heroically waged by the Textile workers in almost every centre of the industry during the past few years. The number of textile workers participating in these struggles would work out to not less than a million. Suffice to say that through these determined struggles, achieving varying degrees of success, the workers in our industry have demonstrated in no uncertain terms their resolve to secure for themselves, wages and overall working conditions as well as service benefits and rights commensurate with their unremitting toil and skilful operations in an industry fulfilling the most essential needs of man, next only to food.

Place of Textile workers on the national wage map:

The Cotton Textile mill industry in the earliest stages of advent of industrialisation in our country, was considered a somewhat high-wage-yielding industry in comparison with other industries in our country. In course of time it lost that position due to uncontrolled profit hunting by the employers, who continue to be the most powerful diehard and organised section of employers in the country. Inadequate and uneven development of worker's organisation in different parts of the country of course contributed to this retrograde process.

As has already been stated in this report, the two wage Boards set up by the Government to go into the Textile workers demand for substantial and justified wage increases, had miserably failed either to put an end to the anachronistic wage structure prevailing in the industry, or to raise the level of adhoc wage increases ultimately recommended by them to a degree having even a distant relationship with phenomenal development of the industry particularly during the 2nd war and post war and post-independence years. Even while paying lip-service to the validity in principle of the need-based minimum formula unanimously evolved at the 15th Tripartite Labour Conference, the Wage-Boards for no valid reason whatever set their face against going anywhere near it on the totally untenable plea that the industry was not in a position to sustain a wage-structure based on the need-based minimum formula. In fact the industry that time had fantastic reserves piled up after paying annual dividends aggregating to several times over the capital invested in it.

Total disillusionment with the mechanism of Wage-Boards, ultimately forced the Textile Workers everywhere in the country to take to the path of determined united struggles of which a brief account has been given in the earlier part of this report.

When do we stand despite achieving all the wage increases secured through these mighty struggles? As a glance at table I showing total wages of the lowest paid operative in Cotton Textile mills at important centres of the industry would reveal that in the year 1982 the highest minimum wages averaging to about Re.712/- per month were paid in Coimbatore and Madras followed closely by Bombay and Ahmedabad.

-13-

All India average ^c consumer Price Index No. for the year (1982) stood at (475), with 1960 as the base year. It was also around the year 1960 as that the First Wage Board had evaluated need-based minimum wage of the 15th Tripartite in different major centres of the industry. At no centre did it work out to less than Rs.225/-. This lowest figure of Rs.225/- is at the average level of prices ruling in the year 1982 represented by a sum in no case less than Rs.1068/- (these calculations were kept confidential by the Wage Board in deference to the wishes of the employers and the Government).

While describing the proposal to fix wages on the basis of the minimum need-based wage of the Tripartite as impracticable in the year 1960-62, the Board had expressed the hope that it should be possible to achieve a wage-structure based on the need-based minimum in the course of foreseeable future. Today, more than 2 decades after the expression by the Wage Board of those pious hopes and assurances, the Textile worker at even the highest paying Textile Centre finds his wages trailing far behind the standard set by the 15th Tripartite as far back as the year 1957 !

To a certain extent this huge gap is also the product of persistent price-rise unaccompanied by a corresponding increase in wages due to low percentage of neutralisation of such rise through Dearness Allowance. Even at centre where 100% neutralisation of price-rise has been obtained it remains more illusory than real. This is so simply because of the manipulated Price Indices, which have more than once been proved to be under-estimating the real rise in prices of commodities to a considerable extent.

The employers have also been resorting to various unfair or anti-labour devices such as employment of low-paid contract labour even in occupations forming normal part of the operations of the mills. Misuse of Temporary, learner or apprentice and Badli systems is also on the increase since it enables the employers to keep down the permanent strength of operatives and provides them opportunity to reduce the number of operatives whenever it suits them. The device is also used to save on payment of difference service and fringe-benefits of which such workers can more easily be deprived.

While denying even a need-based minimum wage to the workers, the Textile mill-owners have been appropriating to themselves ever higher proportion of the value added to the product by labour through intensified work or speed-ups, and higher workloads often on old, outdated and obsolete machinery or equipment which has outlived its normal life. Irrespective of the state of machinery, the persistence of the prevalent system of payment on so-called 'rationalised' jobs or processes, which term signified nothing more than higher assignment of machines (spindles, looms, etc.), constitutes a grossly expropriatory device in the hands in the hands of the employers. Is there any just or even rational reasoning behind allocation of the gains of rationalisation to the workers on the basis merely of what are termed as their basic wages? Even according to the laws of our capitalist state the artificial distinction between basic wages and Dearness Allowance stands abolished.

Abominable working conditions:

The workers in our industry continue to carry on their strenuous labour under abominable conditions of working, for which the industry in our country has earned almost universal notoriety. The idea of investing even a fraction of their ill-gotten gains on improving these conditions has seldom occurred, much less appealed to them. Work in most of our established mills goes on amidst deafening noise, suffocating dust and fumes, excessive heat and humidity, coupled with totally inadequate health, sanitary and safety measures stipulated by the factory law even. A study team of the World Bank, which can hardly be accused of a bias in favour of the workers, in its report submitted in 1975, was compelled to make a scathing criticism of the Textile mill managements on this score in the following words:

"The majority of mills with old equipment can only be described as industrial slums. By Western European standards of mill house-keeping, the machinery is operated in conditions of almost abominable squalor. In all the bad mills (i.e. 20 out of 22 cotton units visited by the Bank team) the general environment was bad - broken floors, poor lighting, walls, dirty, and all amenities in a dilapidated condition... Particularly discouraging was the situation in a number of mills which had bought good, modern machinery, but merely installed it in the same squalid environment as the old machinery".

Relative position of Textile wages:

It is not possible to present in this report a complete picture of relative movement of wages as between our industry and other industries, several of which have, in the course of the last 2-3 decades surpassed us as regards the level of wages. Suffice to say that a number of factors including compulsions of our economy to ensure rapid development of certain

key industries, coupled with united struggles of workers in many of the industries (e.g. coal, Transport, Chemicals, electricity and distributive trades), which once had low levels of wages and amenities in comparison to our industry have helped the workers in such industries to attain wage-levels and general amenities which now compare favourably with those obtaining in our industry.

Apart from other ~~absurd~~ absurd and fallacious arguments advanced by Textile mill-owners (e.g. 'low profitability,' 'loss of export markets', 'general slump', 'rising costs' etc. etc.) to justify the lagging behind of Textile wages is that the Textile Industry does not call for a high standards of technological skill or experience and that the various elements that determine wages do not operate in this industry to the same extent as in the other industries. This is of course, a typical argument advanced by Textile employers all over the world in order to be able to force far reaching technological changes (automation, computerisation, etc.) solely out of profit motive, disregarding completely the requirements of social progress, including commensurate improvement in working and living conditions of the workers. In this connection it would, perhaps, be worthwhile quoting from the report of the Administrative Committee of the TUI, Textile, Clothing, Leather and Fur workers, held in Budapest, Hungary, recently, says the report:

"It is to the credit of our TUI that correctly understanding the interests of both the industry and the workers, it recognised what is true and what is false. For the TUI the textile Industry remains - because of its fundamental mission to clothe the people - an industry of yesterday, today and tomorrow, in short an industry of the future...."

In this context we should appreciate the resolution on employment and working conditions in the Textile Industry passed by the 10th Session of ILO Textiles Committee which states that "the Textile Industry produces commodities that are indispensable for the satisfaction of people's essential needs"..... "In addition," goes on the TUI report, "the Textile Industry helps the development of other industries, e.g. clothing, leather & furs, chemical, automobiles, aviation, railways, building, agriculture, fishing, shipping, electronics, astronautics, etc. etc...."

The report further states, "very often it has been quite wrongly supposed that the Textile Industry does not call for a high standard of skills..... These Textile 'technicians' should not be classified as unskilled or semiskilled workers as is the case in many countries. This is also part of our battle to give the Textile Industry the rightful place in the economy and in society. There are no second rate trades, no 'underdeveloped' trades, and even less so in an industry that produces such noble goods as textiles....."

State of the Industry; its performance - past and future:

The Cotton Textile Mill Industry is admittedly among the giants dominating the industrial and economic horizon of the country. In terms of its assets, employed capital, sales and turnover, profits and employment potential it occupies near-top position among our industries. In spite of the fact that in a majority of cases the massive reserves piled up by the industry have by now been ^tdiverged or siphoned ~~xxx~~ away for ^{ng}settling up other industries, over 40 companies with textiles as their main or major product still rank among the top 200 industrial giants of the Corporate Private Sector in the country at the end of the year 1981. According to a special survey carried out by the financial journal 'Business ^{Standard} World', the total assets and net sales of these Textile Giants varied from Rs.2211.00 lakhs and 1132.00 lac

respectively to Rs.20813.00 lakhs and Rs.28025.00 lakhs respectively. Among these giants are included the DCM the Century Spinnings, Keso Ram and Jiyaji Rao Cotton, Gwalior Rayons of Birlas, Ahmedabad Manufacturing (Calico) Bombay Dyeing, Reliance Textiles, Mafatlal (Fine) Jagatjeet Cotton, Modi Spinning, Standard, Arvind Binneys, Laxmi, Swan, Morarji Gokuldas etc. etc.

Tens of million industrial workers, artisans (including handloom and powerloom workers) and employees and retailers in Textile trade directly depend for their livelihood on this industry. A number of favourable factors have from its very inception helped the industry to place itself on unassailable financial footing. The Swadeshi movement, a protected vast home market with almost unlimited elasticity of demand for its products, ready access to sources of cheap raw-material, abundance of skilled labour ready to work on extremely low wages, boom of war years and all manner of concessions, rebates, subsidies, tax-exemptions over-liberal loans at favourable terms from Banks and other financial (credit & investment) institutions, readily made available to it by the Government in post-independence era, combined to help it to attain heights of financial prosperity. According to a study of the Industry undertaken by the late Sh Khandu Bhai Desai, one time Union Labour Minister and one of the top leaders of the Ahmedabad Mazdoor Mahajan, ~~xxx~~ the Textile Mill Industry's net profits during the years of the II World War alone added up to almost double its paid-up capital. The post-war years with pent up civilian demand for its products, further enabled it to earn fantastic profits besides piling up huge reserves without making any additional capital investment. Ruthless exploitation of labour and merciless fleecing of the common man, the consumers were the only two devices utilised by the owners of the industry to achieve these results. Yet the industry pleaded its incapacity to meet any wage claims of the workers whenever and wherever such demand was made.

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In recent years the owners of the industry have in an organised concert raised the bogey of 'continuous unprofitable working of the industry' and 'acute sickness overtaking a majority of the units of the industry'. In order to extract evermore substantial concessions from the Government and to counter the workers' demands for highly justified improvement in wages and overall conditions of services there has been a spate of organised closures, lock-outs and lay-offs practically in every part of the country on an unprecedented scale, heaping untold sufferings on hundreds of thousands workers and their families and sabotaging systematically production of cloth. The employees have also raised a hue and cry regarding loss of export market allegedly due to high labour costs resulting from workers' resistance to rationalisation and due to their financial inability to go in for modern sophisticated or automatic machinery. The protracted strike of Bombay Textile workers for which the mill owners themselves are responsible, is being utilised by the concession-hungry mill owners once again to pressurise the Government for massive aid in order to enable them to 'revive the industry' by going on for large-scale modernisation which on the ICMF's reckoning would require a staggering amount ranging between Rs 2000-2500 crores.

Commenting in this context, on the revival by the Indian Cotton Mills Federations of its 1979 proposal for creation of a 'modernisation reserve', the Times of India, dated 2.9.82 in one of its important write-ups on the ~~xxx~~ problems of the Textile Industry observed as follows: "ICMF has revived its 1979 proposal for a modernisation reserve fund (MRF) to be created ^{by} ~~in~~ setting aside 30 % of all the Mills' pre-tax profits before depreciation. The amount thus funded would be eligible for tax rebates and mill companies appropriating it will qualify for investment allowance in the year of installation of machinery".

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"Despite its seemingly innocuous character, this proposal is a recipe for disaster. For it is likely to help the industry perpetuate its backwardness. First, historically, no blanket industrywide scheme of concessional aid for Textile mills ~~has~~ has ever worked Thus besides causing an estimated loss of Rs 100 to Rs 150 crores a year in Government revenue, the MFIF could also prove to be a great resource drain."

Is it really because of lack of funds or resources and consequential inability of the mill owners to go in for technological improvements including modernisation of plant and machinery, that the working of the textile mills has become impossible? What about the past profits running into astronomical figures frittered or siphoned away through devious methods? What has the industry to show by way of overhauling its admittedly anachronistic wage-structure which has at no time kept pace with either the rising prices or its phenomenal profits? While crying wolf about workers' resistance to totally arbitrary unscientific and ill-conceived rationalisation schemes, has the industry ever taken a second look at the patent irrationality and chaos prevailing in its own house? And lastly what guarantee ~~it~~ can it offer to the nation that it will mend its way even after gobbling ^{up a} the new dose of massive concessions for which it is clamouring and virtually holding the society ~~at~~ to ransom?

~~xxxxxxxxxxxxxxxxxxxxxxxx~~ A decisive 'no' in each case would be the answer of any honest, unbiassed and patriotic Indian.

The argument about the lack of resources does not and cannot at all hold water. To quote the Times of India write-up, already referred to, ^{again} "The mill owners' argument that it was impossible for them to plough back profits since the latter were too low is specious. For one, low profitability has been a feature of the textile industry throughout the world Thus even in 'good' years in the cycle of fluctuations, the industry has typically ploughed back much less than ^{it} it could. And a statistical analysis

The Captains' of Textile Industry have never cared to answer these questions which have all along been posed to them by the working class and progressive public opinion in the country.

covering the 30 most profitable mills shows that their plough-back rates are among the lowest in Indian industry while the ratio of dividends to post-tax profits is 18 per cent higher than the average for the biggest 280 companies studied."

The World Bank report (1975) already referred to further clarifies the situation by observing that, "a significant part of the industry's profits have been diverted to ~~in~~ other industries."

Having plundered the Textile mills of their resources built out of its fantastic profits after appropriating a very substantial part thereof in the shape of dividends, the millowners have by deliberate design made the industry lead a parasitic existence depending almost entirely on loans, subsidies, rebates, tax-exemptions etc. from Government and semi-Govt. financial institutions. Practising black-mail by resort to organised lock-outs, partial or total, closures, etc. with accompanying adverse social, economic and political consequences, the industry has all along been able to coerce a Govt., amenable to the dictation of powerful Textile barons, to fulfil their behests. Each dose of financial-assistance, however, has invariably brought forth jacking up of the prices of Textile goods, yarn as cloth, and continued denial of even a need-based minimum wages to the workmen, besides mercilessly fleecing the entire nation, particularly the millions of artisans and workers in the decentralised sector of the industry - hand and power looms. Heavy and patently illegal speculative operations in cotton, by the Textile interests have also frequently been the cause of robbing the cotton-growers. There has all along been a resistance to expand the investment/capital base of the Textile mill companies is a fact vividly brought out in the current Swaraj Paul controversy. A cursory glance at table 2 analysing the capital/financial structure of the monopoly-house of DCM which has through large-scale diversion of the profits and reserves of its several Textile units over a number of years, built up a whole industrial empire, stretching from heavy

chemicals, plastics, artificial fibres and sugar to electronics, engineering and automobiles, etc. While the total paid-up/subscribed capital of the company constitutes merely 12.66% of the total funds employed, the amount of Bonus-shares itself constitutes 65.71% of the total paid-up capital. The corresponding figures in case of the Birla-owned Textile company in Delhi are 12.40% and 71.36% respectively.

Much has already been said regarding the raw-deal meted out to the workers throughout the existence of the industry. One is once again tempted to quote from the Times of India (dated 8.9.1982) write-up just to confront the employers with what the somewhat prudent section of their own class thinks about the Textile barons' refrain on so-called 'high wages' in the industry.

"But besides the growth of the parasitical powerloom sector," concludes the write-up, "what seems to have acted as a strong deterrent to the growth and development of the textile mill industry is the low and basically uniform level of wages prevalent for decades.."

The employment aspect of the working of the industry has been equally dismal. Table 3 illustrates the relative increase in the total numbers of shifts daily worked in all the running mills as compared to the corresponding increase in average daily employment as between the years 1951 and 1982. It will be seen that despite 4-fold increase in the number of mills working all the three shifts and about ~~135%~~^{45%} increase in the average daily number of shifts worked, the average daily employment has hardly risen by 23%. Evidently the employers have managed to keep the employment down at such drastically low level by resorting to large-scale rationalisation and concealed retrenchment, ^uemphatically called 'natural separation'.

Virtual elimination of women-labour has been another highly retrograde development in the sphere of employment. Before the end of forties, for example, the Textile Industry in Bombay employed over 30,000 woman workers. This number is known to have been reduced to a few thousand. Departments like winding, Reeling, besides operations such as waste-picking, Bobbin-cleaning, etc. were handled almost exclusively by women-workers in most of the Textile mills. By now woman-labour in all these occupations has been replaced by male-workers. This is another instance of criminal disregard of their social responsibility on the part of the mill-owners merely to escape ~~to~~ what could not be more than an infinitesimally small financial liability in comparison to huge sums lavishly spent by them on provision of all manner of perks to their Directors ^{and} an army of senior executives.

What about the quality of management? Although persistently clamouring for all manner of state assistance to 'modernise' and 'rationalise' the mills, ~~the~~ in most cases the quality of management, its commitment to the industry, have been on the decline. The mill-owners, most of whom have developed interest, mostly family-interest, in comparatively high profit-yielding industries or trades, have generally developed marked indifference towards the management of mills. In recent years unusual and totally avoidable bottlenecks, such as failure to provide spares and minor items of store, have become a bit too frequent, adversely affecting both production as well as earnings of workers. Administrative or managerial inefficiency has already started adversely affecting the morale of the technical personnel even in mills which at one ^{time} boasted of high managerial standards. Many foreign as well as Indian Textile machinery manufacturers

who have a stake in efficient running of the Textile Mill Industry have from time to time commented on this sad state of affairs. To quote from the Times of India write up already referred to, "Textile Machinery Manufacturers both Indian as well as Foreign appear to be unanimous in prescribing a complete restructuring of management and administration. The inefficiency of the industry can, at least in part, be traced back to obsolete family-based and ^{un}improfessional management which even in the face of crises has not shaken off its complacency".

How far has the private sector in the Indian Textile Industry fulfilled the role and responsibility assigned to it even under the policies framed by a Govt. which has always been patronising it at the cost of the society? Under the Textiles Policy enunciated by the govt. ~~in~~ the mill industry along with the decentralised sector has been assigned the task of "producing cloth of acceptable quality for meeting the clothing requirements of growing population at reasonable prices, as also fabrics of acceptable standard for the world market at competitive prices. The Govt. continues to place emphasis on meeting the clothing requirements of the vulnerable sections of the population at reasonable prices...." (vide performance budget of Ministry of Commerce, 1983-84-Part II, Deptt. of Textiles - Chapter II, Page 2). The fate the Controlled Cloth Scheme, announced by the Govt. with loud fan-fare in 1964, met at the hands of the private sector of the Textile Mill Industry is too well-known to be mentioned. The Govt. was ultimately forced to exempt the private sector from the operation of the scheme and to entrust it solely to the nationalised sector (NTC) from 1978 and onwards. As table.....shows that the production of Cotton Textiles (Cloth) in the mill sector has been steadily dwindling, while the share of decentralised sector has been registering a steady increase. Production of cloth in mill sector decreased by about 7% between the years 1977-78 & 1981-82, while production in decentralised sector increased by 33%. Reliable statistics further show that handlooms (numbering over 39.4 lakhs) and powerlooms (numbering over 5.3 lakhs) now account for almost 60% of production of all cotton cloth, as against a mere 21% three decades back. This situation is also partially of the deliberate making of the private mill owners. Finding powerloom business a major device for evading excise duty and a conduit into the black money, the mill industry in the private sector has for some years past been taking a ^{keen} ready hand in organising power-loom units often through their family members or associates under some sort of 'Benami' transactions. Since powerloom cloth is generally produced at considerably low cost because mainly of availability of cheap labour, it finds a ready market with big mill magnets, who in their turn sell it at several ^{times} its purchase price after processing it in their processing plants. Thus the demand for ~~it~~ P. 27

plants. Thus the demand for yarn by the powerloom sector is fast increasing. Taking a cue from the growth of spinning mills, both in private as well as cooperative sector, some of the old mills are finding it more profitable to concentrate on producing yarn and instances of closure of weaving sheds have started multiplying. According to an important source, the powerloom sector has with covert backing of organised mill-magnates, become so powerful that it could easily offset the cloth scarcity created by the Bombay Textile Strike.

The Textile mill-owners have also been lamenting the loss of foreign markets due to intense competition. Undoubtedly exports of cotton textiles have gone down by about 15% as between 1977-78 & 1981-82. The main reason behind this is, of course, the general economic crisis that has overtaken the developed capitalist world, coupled with what the TUI report (already referred to) describes as "aggressive expansion of textile industry in U.S.A. with the installation of 2000 million dollars worth of highly sophisticated machinery manufactured by the Dornier Company of F.R.G., Ruti of Switzerland and Nissan of Japan. As a result, the United States today not only practise extreme protectionism to preserve their home textile market, but threatens the textile industries in both the common market countries and some developing countries.....". In addition imperialist - backed 'free trade' enclaves like Hongkong, Macao, Taiwan, Korea, etc. have in recent years come into existence, where powerful multi-national corporations have established themselves and carried out extraordinary expansion of textile production and overproduction with the help of the most modern equipment and optimum exploitation of readily available cheap human labour, making fantastic profits and dislocating the textiles export market. However, the not very considerable loss of exports can be more than *offset* made-up by taking advantage of the vast home-market, if only the barons of the industry have the will to produce for social & needs. Moreover, there is abundant opportunity to export to the socialist world, which offers our industries almost unlimited opportunity for mutually advantageous trade.

Statistics, however, show that the Textile mill industry has reached a point where it can no longer be relied upon to even maintain the existence of the industry, not to speak of its development in wider interests of the society and the nation. It is not prepared to shed its patently parastic tendencies, which it has continuously been developing with each year that passes by.

Table 4 would serve to show how production of Textile cloth has been going down as a result of deliberate sabotage of production by barons of the Textile Mill Industry- through lockouts, closures and by forcing strikes on workers by refusing to meet even their most moderate demands.

Viewed from any angle, the case for immediate and outright nationalisation of the cotton mill industry stands more than established. An industry fulfilling such vital needs of the nation as clothing, can not and must not be left in the hands of industrial freebooters, bent upon bleeding the nation while in blind pursuit of super profits.

The Textile workers will have to agitate unrelentingly to force the unwilling hands of the Govt. to reverse its policy of dancing to the tune of the mighty cotton Textile barons. The Govt.'s continued subservience to these barons has once again reflected itself in the latest concessions, it has given to the industry. Even while finishing touches were being given to this report, the Daily Hindu, dated 8/9/83, has come out with the news that the Govt. has decided to extend substantial duty concessions to mill industry for importing what it calls 'high technology textile machinery', which includes jet-loom, water-jet-loom, shuttle-less-loom, etc. The concessions involve the reduction of the rate of Customs Duty to 20% instead of the normal rate of 62%. This conference must express itself in the strongest possible terms against the latest surrender by the Govt. to the dictates of the notorious industrial gang of textile magnates.

Nationalised sector of Mill Industry - NTC

The workers in our industry welcomed the emergency of the nationalised sector in the Textile Mill Industry, despite all its limitations arising out of several factors, including belated take over of these mills at considerable cost to the public ex-aequo, highly bureaucratic set up at the top, bureaucratic and top heavy managerial set up, failure to root out corruption, favouritism etc. At present, out of 112 Textile Mills under the management of the NTC, 109 with an installed capacity of 3.30 million spindles and about 48,000 looms, are actually under production. Accounting for nearly about 16% of spindlage and 23% of loomage of the Mill Industry, the NTC mill, altogether employ about 1.9 lakhs workers. Plans drawn up by the NTC for expansion of the mills envisage an overall addition of 7.9 lakhs spindles during the current plan period, though the actual performance in this respect is so far much below this target. The Corporation has also in hand

contd.

whose performance and healthy development directly or indirectly affect the livelihood of more than 30 million souls

modernisation and investment plan of Rs. 320 crores to be implemented fully by the end of the ^{5th} ~~6th~~ plan. Out of this amount, Rs. 208 crores has already been spent. 76%, 10%, 8% and 6% out of this amount is proposed to be ~~spent~~ spent on expansion and modernisation respectively of Spinning, Weaving, processing and Engineering/servicing.

Source
The NTC mills are reported to be incurring huge losses, which according to Govt. ~~figures~~ figures have reached the figure of Rs. 73.20 crores for the year 1981-82 alone. The Private Textile Mill Industry has been gleefully utilising these losses to run down nationalisation and to reinforce their own case for grant of substantial concessions, as also to conceal their unpardonable crimes against the people.

Some of the major factors responsible for somewhat disappointing performance of the nationalised sector of the industry are too well-known to our workers to need recounting. These are :

1. Serious lack of policy-formulation with regard to the role of the nationalised sector in the industry, especially in respect of its orientation towards fulfilment of the clothing needs of the common man, development of the workers' stake in the industry on the basis of their genuine participation in running the mills ;
2. Highly bureaucratic, ^{the} unprofessional and top heavy administrative set-up at the top, including the regional subsidiaries of NTC;
3. Favouritism and nepotism in selecting and appointing managerial personnel, coupled with failure to allow enough powers and initiative to the management of industrial mills in taking on the spot decisions which it considers essential in the interests of carrying on production efficiently ;
4. Creeping inefficiency, and corruption in the conduct of business, including purchase pricing, marketing etc. ;
5. Unfair and even anti-labour practices including denial of trade-union rights ; etc. etc.

It has been the sad experience of the workers that far from setting an example in establishing and maintaining healthy industrial/labour-management relations, NTC mills in many cases are found to be dealing with workers in the same, or even worse,

manner than private employers. In all the industrial disputes leading to major strike-struggles in recent years, the NTC mills chose to tail behind the private industry instead of taking independent stand on the basis of merits of the demands put up by the workers. In almost all such cases, the NTC mills had ultimately to accept many demands of the workers along with private mill-managements. The Govt., strangely enough, has never so far cared to call the NTC managements to account for the loss of precious and substantial production caused by the latter's failure to consider the workers' demands on merits. The nationalised sector can hardly prosper with such anti-labour, anti-people dihard policies, practices and attitudes.

One of the major problem that has been worrying the workers in recent period is the proposal mooted at the top-level to reduce the so-called 'surplus' labour-force by 10% in the NTC mills. Some beginning is reported to have already been made in this direction by individual NTC mills by the refusing to fill posts rendered vacant due to retirement (natural separation) of old hands. In view of the expansion and modernisation plans of the NTC, already referred to, it appears strange that such a retrograde, anti-working-class step should at all be contemplated. The workers in our industry do not disfavour technological progress as such. But we definitely oppose the capitalist recipe of industrial advance without social progress, merely to swell the profits of the owners. Technological progress, in our thinking is synonymous with social progress, which in the first place includes around welfare of the workers engaged in the industry. No plan of so-called modernisation can be acceptable to us which reduced the working-strength of the undertaking causes redundancy, and undermines the employment-potential of the industry. The workers' support to the nationalised sector must, therefore, necessarily be conditional on the fulfilment of the following conditions :-

1. Just industrial relations, based on full recognition of the workers' fundamental Trade Union rights, including right of collective bargaining, besides faithful implementation and discharge by the managements of all the obligations, natural, legal, conventional as well as contractual ;
2. Workers' participation in decision making at all levels and on all issues concerning production, including purchase of raw material, stores and spares, etc. and sale of the product, and formulation

of labour policies

3. A production and pricing policy based on supply of good quality cloth to the toiling sections of the society at prices comparing favourably with those charged by the private sector ;
4. Concrete steps to be taken for elimination of wastage, corruption, favouritism, etc. and towards tightening up the internal organisation of the administrative / managerial set up.

In order to fulfil these conditions the Govt. will have to undertake restructuring of the entire set-up of the NIT, ridding it of its present highly bureaucratised apparatus, so as to convert it into a genuine enterprise of the people responding and catering to their requirements.

Cooperative Sector

A new development, flowing mainly from the failure of the organised mill industry to meet the growing needs of yarn ^{for} handlooms and ^{of} rather rapidly proliferating powerloom sector, has in recent years been the development of cooperative spinning mills in several states and regions. Besides, encouraging private initiative, including groups of handloom-weavers, cotton growers and in several cases workers released from service in textile mills, some state Govt.s. are themselves known to have sponsored such mills in 'mofussil' areas. Due to non-availability of reliable data ^{it} is not possible in this report to throw much light on the performance of this sector. Information with regard to the conditions and problems of the workers in cooperative mills is also lacking.

The Commerce Ministry of the Central Govt. claims to have assisted in the installation of 9.14 lakhs spindles in 37 Weavers' Cooperative Spinning Mills with funds canalised through a special agency known as National Cooperative Development Corporation. These Cooperative units are reported to be mainly catering to the yarn requirements of a number of Export Production projects run with substantial central subsidy.

In view of the failure of the mill industry to meet the growing yarn requirements of the handloom sector at reasonable prices, the cooperative sector is likely to find scope for further expansion and development.

Our unions would do well to take an active hand in organising workers in this sector, besides undertaking a serious study of its working and problems.

Powerlooms

Some aspects of the rapid and phenomenal growth of this sector of the Textile Industry have been touched upon in an earlier part of the report. On the last count, their number was over 5.3 lakhs. Due to both its potential for employment and to augment the supply of inexpensive cloth to the 'vulnerable' sections of the society etc. it has been receiving liberal concessions, (including excise and other tax exemptions, rebates etc.) from the Govt. Employment generation part of the industry, no doubt, is a factor in its favour. Sustaining skills and designs is another factor, which can be cited in its favour particularly from the point of view of export-needs.

Most of the powerlooms comprise generally of rejected or second hand looms from the organised mills. A disturbing trend emerging of late has been the entry of the Mill-industry magnates into powerloom business under 'Benami' deals, in order to derive undue advantage from the various concessions available to this sector, and in addition to convert extra profits into black-money. Such profits are known invariably to find place among 'reserves' of black-money maintained by these magnates. The surreptitious entry of big-business interests into the powerloom sector naturally introduced new factors in the situation which calls for close attention and appropriate action on the part of our Unions. Miserably low labour costs resulting from prevalence of low wages and absence of almost every amenity and service benefits with the added advantages referred to above have attracted the sharks of the Textiles Industry to make incursions into this sector in a big way. As has already been pointed out the role played by the powerloom industry in almost totally offsetting the effect of the Bombay mill workers' strike, demonstrates the dangerous potentials of unrestricted or unregulated growth of this sector to the struggle of the workers in our industry for better wages and services/ conditions. We can not and must not allow this state of affairs to develop further. The constituents of our Federation must urgently attend to the task of organising the millions (about 3 million according to the reckoning) workers working in the powerloom industry which in many cases is located in the hinter-land around industrial cities. Besides agitating for uniform services and working conditions in this sector at par or near-at-par with the mill industry, we have also to ask the Govt. to effectively ensure that the concessions allowed to this sector are in no case utilised by the cunning mill-magnates to swell the deposits of their black-money, Thus converting it into a parasitic appendage to the genuine ~~handloom~~ ^{powerloom} sector. We must agitate for proper and strict regulation of powerlooms in the interest of

genuine establishments and the artisans.

Handlooms

The main role of this sector consists in providing source of employment and livelihood to millions of artisans in the vast countryside of our country. There are at present nearly 4 million handlooms in operation throughout the country employing about 5 million workers. Two of the major reasons behind poor remuneration derived by the workers and small entrepreneurs organising handloom units are :-

1. Short-supply of yarn deliberately created the mill industry in order to push up yarn prices;
2. Poor marketing facilities, resulting in the entry of a large number of middlemen, who manage to walk away with a lion's share of the appreciable margin between the low prices at which the handloom industry is made to part with its product and the ultimate price that these middlemen charge from the consumer. Entry of middlemen is also becoming more marked in distribution of ~~governm~~ mill-made yarn.

Despite a number of governmental concessions, - subsidies, rebates, provision of share capital loans export promotion assistance, development loans, free facilities for technical development and designing, discounts, etc. ————— The handloom sector has been unable so far to benefit either the producer or the consumer to the extent justified by massive state assistance. Prevalence of low earnings in this sector also poses a potential threat to the movement of the workers in organised mill industry. Hence the need to ~~merit~~ devise means to establish closer contacts between the workers/artisans in this sector in order to take a hand in organising them, in the first instance, to demand from the state and Central Govt. uninterrupted supply of yarn at reasonable prices besides total elimination of middlemen in selling their product. The Government must ensure remunerative prices to the handloom artisans besides fair wages to workers hired for work.

Cotton

Proper regulation of production, purchase and sale of cotton, the expenditure on which constitutes almost 50% of the total manufacturing costs in the cotton mill industry, has all along been ignored by the Govt. Despite the creation of Cotton Corporation of India, established in 1970, and despite acknowledged potential of production of abundance of good-quality cotton by our farmers, marketing of cotton has been chronically erratic.

The Govt. with its huge Cotton Corporation of India apparatus, has so far failed to eliminate cornering, hoarding and speculative activities of wholesale trade which has often been found acting hand-in-glove with the Textile mill-owners. The Cotton Corporation has failed to discharge the functions assigned to it. While on the one hand sections of mill-industry have been raising the bogey of high cotton prices, small farmers have been compelled to resort to distress-sales outside the few organised mandis at throw-away prices. This has naturally served as a disincentive to the cotton growers. However, notwithstanding these severe handicaps cotton supply position at present is rather comfortable. Yet the mill industry is not prepared to increase production. Sections of it are likely to take advantage of the situation for speculative and hoarding purposes.

Substantial expansion of the operations of the Cotton Corporation, coupled with development and expansion of the present poor ginning and pressing sector of the industry, ensuring remunerative prices to the grower and building up sufficient reserve stocks of cotton with stabilisation of its price, are steps essential to ensure rapid growth of the entire Textile Industry in the country. Table 5 shows the present position of cotton supply/availability in the country. With proper planning and execution of cotton-policy, we should be able to maintain the present balance between the supply of indigenous and imported cotton.

In short what is urgently required of the Govt. is to give up its totally pro-big-business approach to the vital problem of revising and developing the cotton-mill industry. It must take an integrated view of the development of the entire Textile Industry - all its sectors, mill, cooperative and decentralised sector, with the primary object of not only improving present poor per capita level of availability of cloth, but also establish a proper balance between costs and prices as between different sectors with the ultimate object of considerably improving the existing miserable rate of per capita consumption of cloth by bringing down its prices within the means of multitude of toiling masses of our country.

This brings us to the major tasks that the constituents of the Federation are called upon to undertake for fulfilment with utmost seriousness and urgency. Herculean efforts are required to bring about countrywide mobilisation of tens of millions of workers engaged in the Textile industry, with the mill sector of the industry as its core. Though the biggest segment of the industrial working class, organisation of the Textile workers finds itself in a fragmented state due to its division under

dozens of separate banners. To forge unity of action around common demands from local to the national level is a must to secure not only a fair deal for the millions of workers, but also to ensure a healthy growth of the industry, freed from the stranglehold of barons of private mill industry who have been sitting over it like ^{the} old man of Sindbad.

Surely our Federation, guided by the mature leadership of the premier, the most militant and faithful vanguard of Indian Working Class, the AITUC, is capable of acting as the strongest lever to lift the Textile Workers' Movement to ever higher levels of united, militant nationwide mass actions to demand ;

1. Immediate and outright nationalisation of all the privately owned Textile Mills in the country ;
2. A reasonable wage-structure based on need-based minimum of the Tripartite Labour Conference, with appropriate wage-differentials ;
3. Dearness Allowance to ensure 100% nationalisation or neutralisation of rise in cost of living at every level ; thorough correction of fraudulent Price Indices ;
4. Just, democratic industrial relations based on full recognition of fundamental trade union and democratic rights of the workers, including right of strike and collective bargaining through chosen representatives of the workers ;
5. Full and genuine participation of workers in decision-making on all matters concerning production, purchase, distribution, etc. ;
6. Outright elimination of obnoxious contract-labour, 'learner', casual, temporary system^o of employment and absorption of such workmen in regular employment of enterprises ; suitable compensation to 'Badli' workers for lay off ;
7. Expansion of employment avenues for women-workers and extension of all benefits to them on par with male workers, in addition to special facilities granted to them under the law ;
8. Statutory measures for provision of reasonable housing accommodation to the workers by the employer

or, in/alternative payment of adequate compensatory house-rent allowance ;

9. Extension and enhancement of terminal or retiral benefits, raising gratuity rate to one month's total wages for each year of service and increase in P.F. benefits. Thorough overhaul of the E.S.I.C. set up and enhancement of medical and cash benefits thereunder ; stringent action against defaulting managements ;
10. Rationalisation and modernisation only under agreement with accredited representatives of workers with full guarantee against retrenchment, covert or overt, and against reduction of employment-potential ; wages on rationalised occupations to be fixed on the basis of total wages, inclusive of D.A. etc. ;
11. Rate of guaranteed statutory ^{minimum} bonus to be raised to 12½% in place of the present 8½% ;
12. Recognition of right of carrying out independent audit of the accounts of the enterprise by the workers ;
13. Concrete measures to eliminate exploitation of hand and powerloom workers, on the basis of effective elimination of all middlemen and guaranteed supply of yarn at reasonable prices, besides state purchase of products of this sector ; legislation to ensure fair wages and reasonable working and service conditions to the workers and artisans of power and handlooms ; elimination of big-business interest in powerloom industry ;
14. Setting up and considerable expansion of public distribution system including the distribution of products of the Textile Industry at reasonable prices ;
15. Complete take-over of wholesale trade in cotton to prevent hoarding, speculation and profiteering by private agencies and release of cotton stocks to the industry in accordance with its needs at reasonable prices, at the same time assuring remunerative prices to the grower.

While struggling unceasingly for the fulfilment of the above tasks and demands, the constituents of the federation must join the struggle of the entire working-class of our country against anti-labour policies of the Government and for common demands of the toiling-people arising from capitalist misrules. Utmost attention has to be paid to the struggle against imperialist attempts to undermine our sovereignty and independence through nuclear black-mail and militarist manoeuvres, including stirring up of anti-national and separatist movements. We must continuously educate and mobilise the tens of million Textile workers regarding imperativeness of unrelenting struggle for peace and disarmament, as a sine-qua-non, particularly of the progress and development of our industry along the lines desired by the toiling millions of the country. It is worthwhile reiterating, particularly in the context of a developing economy like ours, that arms build-up is nothing but a continuous withdrawal of ever greater resources from the civilian sphere, or sphere of production of consumer goods to destructive purposes of production of armaments, which benefits none other than the military-industrial complexes sustaining predatory imperialism. Diversion of more and more funds for military spending naturally results in reducing capital investment in civilian industries producing essential consumer goods like Textiles causing serious dislocation and deceleration of economic growth.

~~Comradesxxxxxxxxxxxx~~

Comrades, I have tried to analyse the situation facing the Textile workers as best as I could basing myself on whatever little information was available to me. I trust the delegates assembled in the Conference with their extensive and concrete experiences and knowledge of the situation, which they are called upon to tackle in the course of their work, will contribute to considerably improving and enriching it, and ridding it of what is incorrect, inappropriate and lacking in objectivity.

With these words, I place the report before the Conference for free and frank discussion.

Long live the Textile Workers' Federation !

Long live the International Unity of the Working Class !

Long live AITUC ! ! !

Long live International Peace ! !

Down with Capitalism, imperialism and all its manifestations!

Long live Revolution ! ! !

10
TABLE - 1 *

Earnings (Basic wages and Dearness Allowance) of the lowest paid operatives in cotton textile mills - Average for the year 1982

Ahmedabad	Rs 652.20
Bangalore	621.63
Baroda	625.63
Bombay	685.54
Coimbatore)	712.90
&)	
Madras)	
Delhi	602.06
Indore	602.29
Kanpur	651.56
Nagpur	527.44
Sholapur	604.68
West Bengal	604.52

All India Average Consumer Price Index for Industrial Workers (General with 1960 = 100,
1982 = 475

* Source : Indian Labour Journal, published by Labour Bureau of Ministry of Labour, Government of India, - August 1983.
(Extracted)

CAPITAL STRUCTURE OF MAJOR TEXTILE MILLS OF DELHI

Table (2)

As in 1981-82 (Rs. in lakhs)

Name of the Mill	Total Fund employed	Authorised Capital	Subscription & paid-up capital	Payment in Cash	Bonus Shares/issue for consi-deration	Reserves Surplus	Loans secured and Insecured and debentures and deferred payments
1.	2.	3.	4.	5.	6.	7.	8.
Delhi Cloth Mills (including Swatantar Bharat Mills, Delhi, Hissar Textile Mills Haryana and Hindon River Mills, U.P.).	17,169.02 (100)	5,000.00	2,174.56 % on Col.2 12.66)	745.50 % on col.4 34.29)	1,429.06 % on Col.4 65.71)	4,137.71 % on Col.2 24.10)	10,856.75 % on Col.2 63.23)
Birla Cotton Mills	917.85 (100)	200.00	104.92 % on Col.2 12.40)	30.05 % on Col.4 28.64)	59.96/14.91 % on Col.4 71.36)	52.68 % on Col.2 5.75)	760.25 % on Col.2 82.83)

Source: Board data - Published B.S. of the mills concerned.
(Calculations ours)

Table No.: (3)

Table (3)

Table showing percentage increase in manshifts worked and the average number of workers employed in all the shifts.

Year	No. of mills worked 1 shifts.	No. of workers	Manshifts worked (2)x(3)	No. of mills worked 2 shifts	No. of workers	Manshifts worked (5)x(6)	No. of mills worked 3 shifts	No. of workers	Manshifts worked	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1951	27	4, 5,000	4, 5,000	136	2,50,000	5,00,000	141	49,000	1,47,000	10,62,000
1981	5	4,23,000	4,23,000	12	2,60,000	5,20,000	631	1,99,000	5,97,000	15,40,000

/Total Number of workers/

1951 7, 14,000

1981 8,81,000

%age increase in 1981 over 1951 23%

/Total Manshifts worked/

1951 10,62,000

1981 15,40,000

%age increase in 1981 over 1951 45%

{ Source: Indian Labour Journal : Aug: 1983
 (Basic data
 (calculations ours)

- 14 - Table 4
PRODUCTION OF CLOTH (In million metres)

Cotton Textile & Non-Cotton Textile

<u>Mill Sector</u>		<u>1977-78</u>	<u>1981-82</u>	<u>Remarks</u>
Cotton Textiles		3144.24	2922.61	Between the years 1977-78 & 1981-82
Blended & Mixed Textiles		980.94	877.40	a) Production of cloth in Mill Sector (both cotton & non-cotton textiles) decreased by about 7% while the working strength in Weaving has gone down by 20 %.
100% Non-Cotton Textiles		7.09	7.86	b) Production in decentralised sector, however, increased by 33 %.
Total		<u>4136.27</u>	<u>3807.87</u>	c) In case of Mill Sector the reduction is shared by cotton textile and blended. Marginal increase in 100% non-cotton textiles.
<u>Decentralised Sector</u>				d) In case of decentralised sector increase took place both in cotton textiles and 100% non-cotton textile.
Cotton Textiles		3679.57	5059.77	e) In 1977-78, the production in Mill and Decentralised sector constituted 43% and 57% respectively.
Blended & Mixed Textiles		665.43	657.94	f) In 1981-82, the production in Mill and decentralised sector constituted 35% and 65% respectively.
100% Non-cotton Textiles		1022.00	1455.92	
Total		<u>5377.00</u>	<u>7173.63</u>	

PER CAPITA AVAILABILITY OF CLOTH (In Metres)

<u>Year</u>	<u>Cotton</u>	<u>Blended</u>	<u>100% Non-Cotton</u>	<u>Total</u>	<u>Remarks</u>
1977-78	9.57	2.32	1.80	13.69	
1981-82	11.09	1.88	1.97	14.94	

COTTON CONSUMPTION (In Million kg)

<u>Year</u>	<u>Indian</u>	<u>Foreign</u>	<u>Total</u>
1977-78	989.40	120.70	1110.10
1981-82	1222.09	7.14	1229.23

- Remarks : a) Consumption of Indian Cotton has appreciably increased.
 b) Consumption of foreign cotton has a phenomenal decrease.

Source - Indian Textile Bulletin - July - March, 1982.
 (extracts)

PRODUCTION

Table (6)

	1977-78	1981-82	<u>Remarks</u>
Cotton Textile	6833.81	7982.36	a. Total production of cloth (Mill and decentralised sector) increased by about 15%
Blended and Mixed Textiles	1650.37	1535.34	
100% Non-Cotton Textiles	1029.09	1462.78	
Total	<u>9513.27</u>	<u>10980.48</u>	

EXPORTS: (In Million Mtrs.)

Cotton Textiles	343.93	291.40	b. but exports have gone down by 12%. Decrease in Cotton Textile by 15%; Increase in Blended and mixed by 150% and 100% non-cotton by 80%.
Blended and Mixed Textiles	8.57	20.49	
100% Non-Cotton Textiles	0.34	0.63	
Total:	<u>352.84</u>	<u>312.52</u>	

PRODUCTION COTTON TEXTILE YARN

<u>Year</u>	<u>Total</u>	<u>Count</u>						
		<u>1-10^s</u>	<u>11-20^s</u>	<u>21-30^s</u>	<u>31-40^s</u>	<u>41-60^s</u>	<u>61-80^s</u>	<u>Above 80^s</u>
1977-78	843.30	90.30	245.82	214.38	192.00	60.11	26.09	14.60
1981-82	988.60	126.50	256.27	257.25	246.22	66.54	38.03	17.75

Remarks Between the years 1977-78 and 1981-82 :-

- a) Production of Cotton Textile yarn rose by about 17 %
- b) Increase in production is shared by all counts -
1-10^s to above 80^s, 61-80^s increase by 40 %, 31-40^s by 28 %, 21-30^s by 20 %, above 80^s by 20 %, 41-60^s about 10 % and 11-20^s about 5 %
- c) This increase is to be seen in the background of decline in spindlage actually worked (decline by 9%) and reduction in labour strength by 12 %.

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Source : Indian Textile Bulletin, ~~July~~ January-March 1982 published Textile Commissioner, Government of India, Ministry of Commerce.

(extracted)

Bale (8)

TOTAL ASSETS AND SALES OF LEADING COMPANIES WITH TEXTILES AS THEIR MAIN OR MAJOR PRODUCT, TOGETHER WITH THEIR RANK AMONG THE TOP 200 INDUSTRIAL GIANTS OF THE PRIVATE CORPORATE SECTOR IN THE COUNTRY AT THE END OF THE YEAR 1980-81.

(R. in lab)

Serial No.	Name of the Company	Total Assets	Rank	Net Sales	Rank
1.	Gwalior Rayons	20313.00	4	24977	5
2.	J.K.Synthetics	17224.00	9	10367	37
3.	DCM	25631.00	12	28025	4
4.	Repience Textiles	15303.00	14	20693	8
5.	Century Spinning	13610.00	16	14691	16
6.	Ahmedabad Manufacturing (Calico)	9724.00	29	10421	36
7.	Bombay Dyeing	8666.00	36	11096	29
8.	Standard Mills	7648.00	44	8732	47
9.	Madura Coats	6679.00	60	3253	45
10.	Mafatlal Fine	6479.00	52	8137	51
11.	Binny	5110.00	79	3577	48
12.	Baroda Rayons	4824.00	86	3154	152
13.	National Rayons	4760.00	87	7631	53
14.	Jijee Rao Cotton	4735.00	88	7007	52
15.	Indiana Rayons	4153.00	103	5239	60
16.	Jagatjit Cotton	4149.00	104	3941	87
17.	Horarjee Gokaldas	4026.00	109	5653	61
18.	Arvind Mills	3521.00	123	4337	117
19.	Hddi Spinning	3623.00	126	5923	74
20.	Garware Nylon	3405.00	132	2391	173
21.	Swar Mills	3332.00	139	5094	91
22.	Laxmi Mills	3178.00	145	4749	103
23.	Bhasat Commerce	3107.00	147	6228	69
24.	Chemicals & Fibres	3040.00	150	2154	166
25.	Ahmedabad Advance	2948.00	157	3341	147

(B. in letters)

Serial No.	Name of the Company	Total Assets	Rank	Net Sales	Rank
26.	Centuary Enka	2923.00	158	2223	185
27.	Shree Synthetics	2382.00	182	1132	200
28.	Rajasthan Spinning	2224.00	192	2241	184
29.	Maharaja Shri Umed Singh	2211.00	193	3694	136
30.	Kesoram Industries	6179.00	59	8167	50
31.	Nirlon Synthetics	7418.00	47	5834	76
32.	Modipon	6168.00	60	3932	126

Source: "Business Standard" - a special study
(27th April, 1982) extracted

अखिल भारतीय टेक्स्टाईल वर्कर्स फेडरेशन

ALL INDIA TEXTILE WORKERS' FEDERATION

(AITWF)

President : Com. ARUN SEN

Gen. Secretary : Com B. D. JOSHI

Your Ref. _____

Our Ref. _____

*File
Textile*

Goshala Gate, Kishan Ganj,
DELHI-110006

Dated 10th April 1984

**The Chairman
National Textile Corporation
Surya Kiran Building
19 Kasturba Gandhi Marg
NEW DELHI-1.**

Dear Sir,

**Sub: Unfair/anti-labour practices adopted
by the management of Parvathi mills,
Quilon, (Kerala State) resulting in
breach of industrial peace in the
establishment.**

We have received a detailed report from our constituent, viz., the Parvathi Mills Staff Assn., setting out the circumstances leading to a strike in the mills with effect from the 15th March, 1984. It is evident from the report that this strike has been brought about solely due to flagrant violation of subsisting agreements as also of the relevant provisions of the Industrial Disputes Act, on the part of the management. It would appear that after the last collective settlement concluded between the management and their representative unions in the year 1981, the industrial relations in the enterprise have been quite smooth. It is beyond our comprehension why the management chose to spoil this healthy relationship by resorting to a series of blatant acts of unfair and illegal labour practices, including irregular and unjustifiable promotions, calculated wholesale victimisation of union office-bearers and other steps striking at the root of basic trade union rights of the workers.

अखिल भारतीय टेक्स्टाईल वर्कर्स फेडरेशन
ALL INDIA TEXTILE WORKERS' FEDERATION
 (AITWF)

President : Com. ARUN SEN

Gen. Secretary : Com B. D. JOSHI

Your Ref. _____

Goshala Gate, Kishan Ganj,
 DELHI-110006

Our Ref. _____

Dated _____

-2-

We hereby request you kindly to take the matter up with the Chairman, MTC (APKKM), and impress upon him the urgent need to compel the Parvathi Mills management to arrive at a settlement with the representatives of concerned Unions on the basis of provisions of the 1981 settlement and connected provisions of the I.D. Act.

It is hoped the matter will receive the serious attention it deserves since prolongation of the present strife is detrimental to the interest of everyone, including the management, the workmen and the community at large.

Soliciting early action and favourable ^{ble} response.

Yours faithfully,


 (B. D. JOSHI)
 General Secretary

c.c. forwarded for favour of appropriate attention to:

- 1) Shri Vishwanath Pratap Singh,
 Union Minister for Commerce,
 Udyog Bhavan, New Delhi.
- 2) Shri Indrajit Gupta, M.P. ✓
 General Secy. A.I.T.U.C.
- 3) The General Secretary
 Pervathi Mills Staff Association
 H.O. Quilon (Kerala State)

File Textile

Telephone: 528054.

ALL INDIA TEXTILE WORKERS' FEDERATION
(AITWF)

President: Com. ARUN SEN
Gen. Secretary: Com. B.D. JOSHI

Goshala Gate,
Kishan Ganj,
Delhi-110006.

Your Ref.
Our Ref.

Dated: 20 February, 1984.

To

All affiliated organisations of Textile Workers.

Dear Comrades,

This communication should, no doubt, have been addressed to you much earlier. I regret this could not be done due to various reasons, including non-availability of complete address of Textile Workers' Unions affiliated to the AITUC, and inability of the undersigned to disengage himself from his various responsibilities in his state.

To begin with I would like to invite your attention to the decisions of the Calcutta Conference of the Federation, a summary of which is contained in annex. I attached hereto. When representatives of many of the Textile Workers' Unions attending the Bangalore Conference met for a short while during the Conference, the draft constitution of the federation was placed before them. However, due to want of sufficient time the document could not be gone through properly. Nor could it be found possible to discuss and chalk out a detailed or concrete programme of action to buildup a countrywide movement around the charter of demands framed by the Calcutta Conference.

If the decisions of the Calcutta Conference are to be implemented with the seriousness they merit, I would request you to -

- (1) Communicate to the Federation office your comments/amendments, etc, if any, on the draft Constitution attached hereto as annex. II;
- (2) Comply without any further delay with the decisions of the Conference relating to payment of affiliation dues, nomination of representatives on the Central Council and formation of federations on state level (items 2, 4, 5 and 7 respectively on para 2 of annex. I)
- (3) Take urgent and determined steps to carry forward agitation to back the charter of demands.

In view of the unprecedented offensive of the employers in the form of closures/lockouts and lay-offs, etc. in the Textile Industry, it has become imperative for the Federation to carry out systematic countrywide campaign for immediate take-over of the closed/locked-out units pending nationalisation of the entire industry. The Government has been giving out different figures of number of units as also workers affected by closures/lock-outs, etc. at different times in reply to questions in the Parliament. These figures are obviously incomplete and

contd.....2/-

often misleading. It is intended in the near-future to present to the Union Commerce Minister as well as the Prime Minister a well-documented memorandum high-lighting the disastrous consequences already being faced, and likely further to be faced by increasing number of Textile workers and their families, and the havoc being caused to the interests of the society at large by what essentially constitutes deliberate sabotage and subversion of production in this vital national industry by the mill-owners.

You are consequently requested to furnish to the Federation office a detailed report on closures, lock-outs, lay-offs etc. that have so far taken place, or are apprehended in the near future, in your state/centre. The report should, inter alia, contain information on the following points:

- (1) Names of the affected units, and ownership;
- (2) Since when closed/locked-out etc., together with the number of workers affected directly as well as indirectly;
- (3) Details about machinery - size of the unit, age, present mechanical condition, etc.
- (4) financial viability of the affected unit, including:
 - (a) Capital investment made by the owning group or house as well as the total paid-up capital;
 - (b) Book-value of the assets (land, building, machinery) etc.
 - (c) extent of reserves;
 - (d) loans, together with names of lending institutions.
 - (e) Approx. production (Kg. of yarn and square metres of cloth) per day at full working; Turnover, profits/losses during the past few years;
 - (f) Reasons given out for closure lock-out or lay-off together with your own comments on the same;
 - (g) Results, if any of representations, etc. made to the state or Central Government, and nature of agitation or struggle so far carried out by the workers;
 - (h) any other relevant information.

The West Bengal Textile Workers' Federation has been active enough to keep us informed about developments in the industry in that state. We could effectively present our case to the Government and members of the Parliament if other states come forward with information indicated above in respect of their own states.

I do hope you will realise the importance and urgency of the matter and take some pains to respond to this communication as early as practicable - preferably by the end of March 1984.

With fraternal regards and greetings

Yours Comradely,



(B. D. Joshi)
General Secretary

Enclosures :

- (1) Copy of circular letter dated 5.10.83
- (2) Draft constitution of the Federation.

Annex. I

Relevant extracts from the Federation's
letter dated 5.10.83

The main resolution of the Conference, on the Demands of the Textile Workers puts the demand for outright nationalisation of the Textile Industry, without any compensation, in the forefront. The conference set up a sub-Committee to prepare a constitution for the Federation to be finalised by Executive Committee at the time of the Bangalore Congress of the AITUC in December 1983.

Other important decisions of the Conference are:

- (1) Immediate launching by Textile Workers' Unions of a powerful campaign on the basis of the demands-charter approved by the Conference and prepare in a big way to observe 1st of December, 1983, as All-India Day to popularise these demands by various forms of mass activity, including issuing of leaflets, posters, wearing of badges, holding rallies, demonstrations, etc. and submitting memoranda to appropriate authorities. Where unions or state federations have already submitted demand charters, a fresh demands, charter need not be submitted, except to the extent of supplementing the same where necessary, to bring it in conformity with the main direction of the Demands Charter approved by the Conference.
- (2) Our unions should take steps to form Textile Workers' Federations on state level ensuring maximum possible participation of all Textile Workers' Unions including those not affiliated to the AITUC. In many cases such state federations have already been set up. But where this has not been done so far, it should be done by the end of January, 1984.
- (3) A Conference of NTC workers would be held in Delhi on a suitable date to be **notified** later, in the month of March, 1984.
- (4) All affiliated unions must pay annual affiliation fees @ 5 paisa per member or Rs. 10/- whichever is higher within the next 3 months. In the meantime in order to meet the immediate expenses of the central office of the federation each state must remit a minimum of Rs. 100/- to the Federation through the Central office of the AITUC, before 31st October 1983. This amount would be adjusted against affiliation fees payable by each individual union.
- (5) As regards representation of unions on the Central Council/Executive, the Conference decided to allot 1 representative for each slab of 5000 members or major part thereof, subject to a minimum of one representative from every state. Representation, evidently, will be given on the basis of total membership of Textile Unions in each state, and not to individual unions.
- (6) Membership on the basis of which affiliation fees will be payable will be that furnished to the AITUC by the union concerned.
- (7) Textile unions in each state must immediately furnish to the H.O. of the Federation the name/names of their representatives to be included in the Central Council/Executive of the Federation, so that a regular and formal meeting of that body could be held at Bangalore at the time of the AITUC Congress.

(8) Head Office of the Federation is shifted to Delhi from Bombay. The exact address will be communicated to you as early as possible. In the meantime all correspondence, including payments, must be sent to the Federation C/o Central AITUC Office, 24 Canning Lane, New Delhi-110001.

(9) The following is the list of office-bearers unanimously elected for the next term:

President	:	Comrade Arun Sen
Vice-Presidents	:	Comrade Homi Daji
	"	T. N. Siddhanta
	"	Parvathi Krishnan
	"	Parduman Singh (Punjab)
	"	Amolak Ram (A.P)
	"	Pampapathi (Karnataka)
General Secretary	:	" B. D. Joshi
Joint Secretaries	:	" G. V. Chitnis
	"	A.M. Gopu (One more to be elected later)
Secretaries	:	" T. K. Joseph (Kerala)
	2."	Nihar Mukherjee (W.B.)
	3."	D.P. Pal (Uttar Pradesh) (one more to be taken from Madhya Pradesh)
Treasurer	:	" Raghubir Singh (Haryana)

Complete list of names of members of the Central Council/Executive will be sent to State Organisations as soon as nominations from different states are available.

All Unions are requested to undertake the implementation and fulfilment of the programme of action decided upon by the 2nd National Conference in a big way. The message and decisions of the Conference must be taken to every factory, department and every Textile Worker, to ensure that the movement goes forward in the spirit conceived by the 2nd National Conference.

Annex. I (Continued)

Demands of Textile Workers contained in the Demand Charter approved by the 2nd National Conference of the All-India Textile Workers' Federation, held at Calcutta.

- i) Nationalisation of the entire industry without compensation.
- ii) Democratisation of the structure and working of the nationalised sector.
- iii) A new standard of wages and workloads with the minimum workload on the basis of the recommendations of the 15th Labour Tripartite and with suitable differentials and graded scales with annual increments. In the textile industry unlike many other industries in public and private sector, there exist no grades and scales of pay for all categories of workmen.
- iv) A new scale of D.A. providing full neutralisation against increases in cost of living and at every level.
- v) A new Bonus Law providing a minimum bonus of 12.5 percent and removing limitations on quantum and eligibility.
- vi) House rent equal to 10 percent of the total pay.
- vii) Revised leave facilities comparable to those in other advanced industries.
- viii) Better Canteen facilities.
- ix) Leave travel concessions as in other industries
- x) Abolition of contract system-All jobs relating to production to be done departmentally. Inclusion of contract labour doing these jobs to-day in the mills complement.
- xi) Abolition of the present Badli system and creation of a leave reserve equal to the average absenteeism. All permanent posts existing today and so generated to be filled strictly according to seniority. Those refused work to be entitled to an attendance allowance of Rs. 10/- per day.
- xii) Reservation of 20 percent jobs for women workers and on-the-job training facility for them.
- xiii) Repeal of the present BIR and enactment of another act ensuring democratic industrial relations and providing for compulsory recognition of a trade union enjoying support of majority of workers to be ascertained through secret ballot where necessary and free play for process of collective bargaining with an unfettered right of strike.
- xiv) Immediate take over of the closed and sick units and their running to full-rated capacity.
- xv) An integrated textile policy to cover both the organised and unorganised sectors and an all-India Tripartite permanent Board to implement it.

- xvi) Night shift allowance
- xvii) a) Immediate amendment of the payment of Gratuity Act, 1972 so as to provide for gratuity without any restriction on attendance per year.
b) Raising of the rate of gratuity to one month per year of service.
- xviii) Full medical and cash benefits to all those who are left out of the ESI Scheme, at the rate and scale available to supervisory and other staff.

.....

CONSTITUTION
of the
ALL-INDIA TEXTILE WORKERS' FEDERATION

.....

I. (a) Name:

The name of the organisation shall be 'ALL INDIA TEXTILE WORKERS' FEDERATION', which will hereinafter be referred to as the 'Federation'.

(b) Headquarters:

The Headquarters of the Federation shall be at Delhi, or at such other place in India as the Executive Council may in the interests of efficient functioning of the organisation, decide at any time in future.

(c) Flag

The flag of the Federation shall be a plain red one, with words 'ITWF' inscribed in white in the middle in English; provided that state constituents of the Federation may, with the approval of the Executive Council, use a variation of the inscription in any recognised Indian language

II. Aims and objects of the organisation

(a) To initiate, and further measures to secure and assist unionisation of workers employed in the Textile Industry (excluding jute) but including woollen branch of the industry, both in private as well as public sector on local, District/State and or national level;

(b) To promote the affiliation of Textile workers' unions to the Federation;

(c) To watch, defend and further economic, social and political interests of the Textile workers throughout the country irrespective of any distinctions of religion, caste, race or sex;

(d) To coordinate, guide and direct the activities of all affiliated unions and to take all possible steps to promote a spirit of class-solidarity among them;

(e) To work for the transformation of the Textile Industry into a genuine national enterprise, managed in the best interests of the common people and the Textile Workers themselves;

(f) To struggle in cooperation with other class organisations of the working-people for the general improvement of the economic & social conditions of the working-class as a whole;

(g) To secure for the working-people -

- (i) freedom of speech and expression;
- (ii) freedom of association;
- (iii) freedom of Assembly;
- (iv) Right to strike and bargain collectively;
- (v) Right to work and complete social security

- (h) To mobilize workers to launch solidarity actions in support of struggles launched by the constituents of the Federations in defence of the rights and interests of their members and to collect funds for this purpose.
- (i) To work for the establishment of a Socialist state in India.

III. Affiliation.

The Federation may get affiliated to any national or international Trade Union organisation having kindred aims and objects;

IV. Membership of the Federation

Any bonafide trade union of workers employed in the Textile Industry (excluding jute industry) in any part of India, and registered under the Indian Trade Unions Act, is eligible for affiliation to the Federation. Such affiliation shall be granted by the Executive Committee of the Federation provided that the union seeking affiliation -

(a) agrees to abide by rules, regulations, general policy and discipline of the Federation and not to act ^{in any} manner prejudicial to its interests;

(b) submits annually to the Federation a statement of accounts and membership duly audited and certified as per the provisions of the Indian Trade Unions Act within 6 months of the end of each Trade Union year;

(c) agrees to pay affiliation fees @ 0.5 paise per member per year; with a minimum of Rs. 10/- in case of membership below 500.

(d) agrees to pay any further levy or levies that may be decided upon by the Executive Council of the Federation.

V. Forefeiture^{of}/membership

An affiliated union is liable to lose its membership of the Federation if it defaults in payment of dues for more than 6 months after the close of the Trade Union year.

VI. Structure of the Federation

The Federation shall consist of:

- (a) Triennial National Conference comprising delegates from all the affiliated unions;
- (b) The Executive Council;
- (c) The Secretariat.

National Conference

(a) The Conference shall be the supreme deliberative and policy-making body of the Federation. It shall consist of delegates elected to it by each affiliated union on the basis of one delegate for every 500 of its declared and accepted membership. Provided that the above basis for representation at National Conference can be varied by the Executive Council at a duly convened meeting at least 3 months before holding the Conference.

Provided further that each affiliated union shall have a minimum representation of one delegate irrespective of its membership.

(b) National Conference of the Federation shall be convened every third year at a time and place decided upon by it or by the Executive Council. It shall transact the following business:

- (i) consideration and approval of the report of the General Secretary;
- (ii) consideration and approval of audited statement of accounts for the intervening years;
- (iii) Election of office-bearers and the Executive Council for the next term;
- (iv) consideration and disposal of such other items, including appeals against disciplinary action taken by the Executive Council against any defaulting organisation or office-bearer of the Federation, as may be brought before it by the Executive Council or any affiliated Union or Unions with a notice to the General Secretary of not less than 30 days prior to the commencement of the Conference.

(c) A notice of not less than 45 days shall be necessary for convening the National Conference.

VIII. Special Conference

(a) A Special conference may be called by the Executive Council if considered essential. Such a conference shall also be convened on a requisition made by not less than one third of the affiliated unions. If the General Secretary fails to issue notice for convening the conference within one month of receipt of such requisition, the requisitionists shall be entitled to call the Conference with the minimum notice required under clause VII(C) above.

Provided that in case of special urgency, the Executive Council shall be entitled to summon a special Conference with a notice of 3 weeks only.

IX. Executive Council

(a) The Executive Council of the Federation shall consist of:

- (i) all the office-bearers elected at the National Conference;

- (ii) Representatives of affiliated Unions delegated to the Council on the basis of one representative for each slab of 5000 members or a major part thereof subject to a minimum of one representative for each affiliate.
- (b) The Executive Council shall be the supreme organ of the Federation when the National Conference is not in session and shall exercise all the powers of the conference except those specifically vested in the latter under this constitution.
- (c) The Executive Council shall meet at least once in a year, with a notice of a minimum of three weeks by the General Secretary.
- (d) Any member of the Executive Council can be replaced by the union which he or she represents.

X. The office-bearers

The Federation shall have the following office-bearers:

- (i) The President;
- (ii) Not more than 9 Vice-Presidents;
- (iii) The General Secretary
- (iv) Four Joint Secretaries
- (v) Four Secretaries
- (vi) The Treasurer

All the office-bearers shall be elected by the delegates assembled at a regularly convened Conference.

XI. Duties of office-bearers

The President shall preside over all meetings of the Executive Council and sign minutes thereof on confirmation by it. He shall, as far as practicable, maintain contact with the General Secretary and/or the Secretariat regarding the affairs of the Federation.

The Vice-Presidents shall assist the President in discharging his functions. One of them shall preside over meetings of the Council in the absence of the President.

The General Secretary shall be the principal executive officer of the Federation. He shall be responsible for conducting the day-to-day activities of the Federation. He shall also be responsible for preparing the minutes of meetings of various organs of the Federation and get them duly confirmed. He shall sign all vouchers and sanction expenditure subject to such limitations as might be imposed by the Council. He shall be responsible for submitting to the Register of Trade Unions annual returns prescribed under the Indian Trade Unions Act.

Joint Secretaries shall assist the General Secretary in discharge of his functions and will undertake independently such duties as might be assigned to them by the secretariat/or the Executive Council of the Federation.

The Treasurer shall be responsible for safe custody of the funds of the Federation and for maintaining proper accounts and presenting statements thereof to the Executive Council and the National Conference, as the case may be. He shall make payment of all bills approved by the General Secretary subject to such limitations as might be imposed by the Executive Council in this behalf.

XII. The Secretariat If deemed necessary in the interests of smooth and efficient working of the Federation, the Council may constitute a secretariat consisting of such of its office-bearers as might be readily available at the Headquarters of the Federation. So constituted, the Secretariat will assist the General Secretary in carrying on day-to-day work by distributing amongst themselves specific duties or functions. The General Secretary shall call meetings of the Secretariat at such intervals as may be decided by it.

XIII. Quorum

The quorum for all meetings shall be one-third of the total number of members of the body concerned.

XIV. Safe Custody of funds

The treasurer shall deposit the funds of the Federation in a scheduled or nationalised Bank or Banks approved by the Executive Council.

The funds shall be deposited in the Bank or Banks in the name of the Federation and will be operated jointly by any two out of the four office-bearers, namely, the President one of the Vice-Presidents available at the Head Quarters and authorised by the Council in this behalf, the General Secretary and/or the Treasurer.

XV. Inspection of accounts and membership registers

The accounts and register or list of membership shall be open to inspection at the office of Federation by any officer or member of the Executive Council and/or by a representative of an affiliated union duly authorised by it; provided that at least a fortnight's notice is given to the treasurer requiring such inspection.

XVI. Application of funds

The funds of the Federation shall be spent in accordance with the provisions of section 15 of the Indian Trade Unions Act, subject to the decision of the Executive Council.

XVII. Benefits and qualifications of representatives

(a) Affiliated unions shall be entitled to such benefits as the Executive Council of the Federation may from time to time decide, keeping in view the resources available to it.

(b) No affiliated union shall be entitled to any benefit if it is in arrears of affiliation dues for more than 12 months, or if disciplinary action has been taken against it under clause XXII of the constitution.

(c) Only an office-bearer or a member of an affiliated union shall be entitled to represent it in Conferences of the Federation and/or on its various organs as defined in clause VI above.

XVIII.

Voting: All decisions of the various organs of the Federation as defined in Cl. VI hereof, shall be taken by simple majority. Voting shall ordinarily be by show of hands, except when a division/ballot is demanded.

XIX.

Imprest

The General Secretary shall be entitled to spend an amount not exceeding Rs. 300/- in a month, subject to ex-posto-facto approval of the Secretariat.

XX.

Audit

The accounts of the Federation shall be audited annually by an auditor appointed by the Executive Council, with requisite qualifications as laid down in the Indian Trade Unions Act.

XXI.

Disciplinary Action

(a) Any officer of the Federation or any member of the Executive Council may be suspended or expelled from the Federation for acting in a manner prejudicial to the interests of the Federation. Likewise any affiliated union can also be suspended or expelled from membership of the Federation, subject to the following provisions:

- i) Only the Executive Council shall, either on its own or on recommendation of the Secretariat be empowered to take such disciplinary action;
- ii) the defaulting Union, office-bearer or member of the Executive Council, as the case may be, is given reasonable opportunity to meet allegations levelled against it/him;
- iii) the disciplinary action is taken by not less than two-third majority of the Executive Council;
- iv) the person or union proceeded against shall be entitled to appeal to the next Conference, whose decision shall not be called in question at any forum.

(b) The Executive Council may, by a resolution adopted by 2/3 majority, impose fines & penalties for default in fulfilment of any obligation to the Federation, provided that such fine or penalty will not exceed double the amount of annual membership dues payable by the affiliated union. No fine or penalty can be imposed on any individual member or office-bearer.

XXII. Strikes and/or direct action in any other form

The Federation may call out a strike, or direct action in any other form, affecting all or some of the affiliated unions, provided that a resolution to that effect is adopted by the Executive Council by a two-thirds majority of the representatives of the affiliated unions concerned.

XXIII. Amendments to the Constitution

(a) The constitution may be amended subject to the following conditions:

i) notice of proposed amendments is sent to all the affiliated unions along with the notice convening a regular or Special Conference;

ii) not less than three month's clear notice is given to the General Secretary of an amendment proposed by an affiliated union or its delegate to the Conference;

iii) the Conference concerned approves the proposed amendment or amendments by not less than two-third majority;

(b) Amendments duly approved by the Conference as per (a) above shall be sent to the Register of Trade Unions within 14 days of the conclusion of the conference and shall not come into force till they are registered by the said authority.

XXIV. Power to frame bye-laws and Regulations

The Executive Council is empowered to frame bye-laws and regulations for the purpose of carrying out the business of the Federation, including laying down of electoral and/or disciplinary procedures, provided that such bye-laws or regulations are not inconsistent with the provisions of this constitution.

XXV. Dissolution

(a) The dissolution of the Federation can only be decided upon by a Special Conference called for this purpose after serving three month's notice, provided that not less than three-fourth of the delegates present at the Conference vote in favour of dissolution.

(b) Disposal of assets and liabilities of the Federation shall be effected in accordance with the decision of the Conference deciding on dissolution.

13
File
Textile

ALL INDIA TEXTILE WORKERS' FEDERATION

Tel : 528054.

Goshala Gate,
Kishan Ganj,
Delhi.110006.

To

22.3.1984.

All Affiliated Unions and
State Federations of Textile Workers,

Dear Comrades,

You are no doubt aware that at the call of the National Campaign Committee a nationwide mobilization of workers is to take place, culminating in a mighty demonstration, etc. before the Parliament House on the 13th April, 1984, in order to press certain basic and urgent demands of the working class.

Many office-bearers of the All India Textile Workers' Federation, who were here in connection with the meeting of the Working Committee of the All India Trade Union Congress, had consultations, as to how to take advantage of the occasion in order to project in a forceful manner the demand for state take-over of the Textile Industry and immediate reopening of all the closed/locked out Textile Mills.

We reached the unanimous conclusion that the Textile Workers' Unions should make special efforts to mobilise the maximum number of workers for participation in the 13th April demonstration. In view of the acute crisis created by the Textile Mill Owners by indulging in large-scale closures and lockouts, a mighty display of the workers' rising indignation against the Governments' indifference and inaction in a matter affecting the livelihood of millions of workers and their dependents and threatening the very existence of this essential industry, will be most appropriate.

It has, therefore, been decided in consultation with the leadership of the All India Trade Union Congress, that a massive demonstration of Textile Workers from all over India will be organised on the 19th April, 1984 (forenoon) before the Parliament House or the Prime Minister's House, whichever might be considered expedient, to back the single demand of the Textile Workers that all closed/locked out mills should immediately be reopened and the entire Industry should be nationalised without compensation.

mills, would back the above demand, with other appropriate forms of protest action.

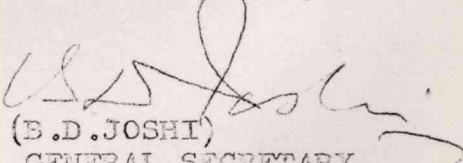
You will agree that such a step, reflecting nation-wide indignation of Textile Workers and their will to enforce the acceptance of their demand for reopening of closed/locked out mills and for nationalisation of the entire industry, is bound to have some effect on the Government, besides boosting the morale of the tens of thousand Textile workers who have been undergoing untold privations due to such closures and lockouts.

We are requesting the A.I.T.U.C. to extend the maintenance of a portion of the camp arrangements made to accommodate the participants in the 13th April demonstration till the morning of the 20th April in order to help the participants in Textile Workers' demonstration.

It is hoped that you will take appropriate steps to ensure that the maximum number of Textile Workers, including those organised under the banner of affiliates of other national T.U. centres, came to Delhi for participation in the 19th April demonstration.

With fraternal greetings and regards,

Yours comradely,


(B.D. JOSHI)
GENERAL SECRETARY.

कल्याणसिंह

सेक्रेटरी

AITUC राज. राज्य

Textile



कामगार कुटि
ब्यावर (राज.)
305901

दिनांक

30 मार्च 1984

RECEIVED

- 3 APR 1984

A. I. T. U. C.

To

श्री. इन्दुजी गुप्त

मह. मंत्री AITUC

28 बेलगाँव रोड, नई दिल्ली

विषय: जेयुए प्रदेस वरु इल लिखलस के वरु
सुविधा सम्बन्धित के सुविधाके

सम्बन्धित लख

इस प्रदेस के विषय में मैं सचेत हूँ। जेयुए
के जेयुए प्रदेस वरु इल लिखलस उद्योग के
सुविधा सम्बन्धित के सुविधाके प्रदेस वरु
सुविधाके प्रदेस वरु इल लिखलस उद्योग के
सुविधाके प्रदेस वरु इल लिखलस उद्योग के

सम्बन्धित लख वरु सुविधाके प्रदेस वरु
इल लिखलस उद्योग के सुविधाके प्रदेस वरु
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इल लिखलस उद्योग के सुविधाके प्रदेस वरु

युन: - सुविधाके प्रदेस वरु
इल लिखलस उद्योग के सुविधाके प्रदेस वरु
इल लिखलस उद्योग के सुविधाके प्रदेस वरु
इल लिखलस उद्योग के सुविधाके प्रदेस वरु

Handwritten signature
(Circular stamp)

Handwritten signature

जयपुर मेटल एण्ड इलेक्ट्रिकल्स लि०, जयपुर ।

संदर्भ सं० एमडी/डीएम/पीए/14

दिनांक: 11 जनवरी, 1984

अध्यक्ष,

- 1- मेटल एण्ड इलेक्ट्रिकल्स मजदूर संघ
- 2- राष्ट्रीय मेटल मजदूर यूनियन
- 3- जे०एम०ई० कर्मचारी संघ
- 4- जयपुर मेटल एण्ड मीटर कारखाना मजदूर यूनियन
- 5- मेटल एण्ड इलेक्ट्रिकल्स लेबर यूनियन
- 6- मेटल एण्ड इलेक्ट्रिकल्स वर्कर्स यूनियन
- 7- मेटल एण्ड इलेक्ट्रिकल्स कर्मचारी यूनियन
- 8- राष्ट्रीय जे०एम०ई० कर्मचारी यूनियन

प्रिय महोदय,

इस संस्थान के आर्थिक हालातों को सुधारने की दिशा में प्रबन्धकों तथा संस्थान के विभिन्न श्रम संघों के मध्य जो समझौता दिनांक 6/11-जनवरी, 1984 को हुआ है उसके लिये वस्तुतः आप बधाई के पात्र हैं। ऐसे किसी भी प्रयास के दौरान छोटे मोटे मतभेद सामने आते ही हैं, किन्तु मूल बात इन मतभेदों को दूर कर लक्ष्य पर पहुँचने की है। इस संस्थान के संदर्भ में यह और भी कठिनाई की बात थी विशेषकर जबकि वित्तीय संस्थाएँ इसके पिछले इतिहास को देखते हुवे और अधिक मदद देने हेतु विवक्षितानुभव कर रही थी। मुझे आशा ही नहीं अपितु पूर्ण विश्वास है कि इस समझौते के रूप में संस्थान के सभा नियोजितों ने जिस सूझबूझ का परिचय दिया है उसे देखते हुवे वित्तीय संस्थाएँ तथा राज्य सरकार आने वाले समय में निश्चित रूप से हमारा सहयोग देगी।

समझौते के बाबत आप लोगों के आरक्षणों (RESERVATIONS) को ध्यान में रखते हुए मैं कुछ बिन्दुओं पर आपकी संतुष्टी हेतु स्पष्टीकरण देना चाहूँगा ताकि किसी प्रकार की भ्रान्ति न रहे तथा सभी लोग एक सम्मत होकर कार्य कर सकें :-

- 1- सेवा-मुक्त छुट्टी नियोजितों को उनकी श्रेणी में भविष्य में यदि पद रिक्त होता है तो पुनः नियोजन हेतु उन्हें सामान्यतः प्राथमिक तौर पर अक्सर दिया जायगा, लेकिन उनकी नियुक्ति समझौता प्रपत्र की शर्त 3 के अनुसार माना जावेगी।

- 2- समझौता दिनांक 6-1-84 की शर्त 11 जिसके तहत सभी नियोजितों से समझौते की पालना आदि के बाबत व्यक्तिगत घोषणा-पत्र मांगा गया है वह इस आधार पर था कि केवल कुछ ही श्रम संगठनों ने तब तक प्रासंगिक समझौता किया था। चूंकि अब सभी श्रम संगठनों से समझौता हो चुका है, अतः व्यक्तिगत घोषणा-पत्र देने का कोई औचित्य नहीं रह जाता है व आज से इसको बन्द करने के निर्देश दे दिये गये हैं।
- 3- समझौते में वांछित उत्पादन के बाबत विवरण दिया जा चुका है। आपके सहयोग को देखते हुवे प्रबन्धकों की ओर से मैं यह आश्वासन देना चाहूंगा कि यदि मीटर डिविजन में सिंगल फेज मीटर का उत्पादन 32,500 व थ्री फेज का 5,000 मीटर प्रतिमाह होता है तब तक श्रमिकों के वेतन से कटौती नहीं की जावेगी। परन्तु अनुपातिक रूप से वेतन वृद्धि 35,000 सिंगल फेज व 5,000 पोलरी फेज मीटर से अधिक उत्पादन होने पर ही दी जावेगी। इसका लेखा-जोखा प्रतिमाह ही किया जायगा एवं आगामी माह में कोई समायोजन नहीं किया जायगा। चूंकि लाभ में हिस्सेदारी संस्थान के सभी नियोजितों से संबंधित है जबकि उत्पादकता में हिस्सेदारी केवल वर्क्स में नियोजितों से ही सम्बन्धित रहेगी, अतः उत्पादकता का समझौतेनुसार लाभ वर्क्स साईड के श्रमिकों तथा अन्य नियोजितों में से फोरमैन स्तर तक ही लागू रहेगा।
- 4- सुविधा हेतु जैसा कि आपसे विचार विमर्श हुवा था यह भी तय किया गया कि यदि प्रतिमाह प्रति श्रमिक यह इन्सेन्टिव राशि 2/- रुपये दो रुपये से कम आती है तो ऐसी स्थिति में यह राशि श्रमिक कल्याण कोष जिसका कि गठन किया जाना है उसमें डाल दी जावेगी और प्रबन्धक भी अपनी ओर से उसमें उतनी ही राशि देंगे। श्रमिक कल्याण कोष की विस्तृत रूप रेखा, कार्य प्रणाली व कोष के उपयोग के बारे में अलग से कार्यवाही की जा रही है।
- 5- आशा है कि इस रुग्ण संस्थान की आर्थिक हालत को सुधारने के इस क्रांतिकारी पारस्परिक प्रयास की भावना को समझते हुवे सभी पक्ष निरन्तर सहयोग देकर उत्पादन व उत्पादकता में वृद्धि लायेंगे।

शुभकामनाओं सहित,

ह0

॥आई0एस0 कावड़िया॥

प्रबन्ध निदेशक

समझौता प्रपत्र

प्रबन्धक प्रतिनिधि

श्री आई० एस० कावडिया
प्रबन्ध निदेशक
जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०,
जयपुर।

श्री के०के० मिश्रा
जनरल मनेजर (वर्कर्स)
जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०,
जयपुर।

श्री बी० स्ल० माथर
उप प्रबन्धक (क्राफ्ट्स)
जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०,
जयपुर।

(दिनांक ११-१-८४ में)
श्री श्याम सिंह,
डि विजुल मनेजर (पर्सनल एण्ड
एडमिनिस्ट्रेशन) जयपुर मेटल्स एण्ड
इलेक्ट्रिकल्स लि०, जयपुर।

श्रमिक प्रतिनिधि

(दिनांक ६-१-८४ को हस्ताक्षर किये)

१) मेटल्स एण्ड इलेक्ट्रिकल्स मजदूर
संघ (मान्यता प्राप्त)

२) राष्ट्रीय मेटल मजदूर यूनियन

३) जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स
कर्मचारी संघ (मान्यता प्राप्त)

(दिनांक ११-१-८४ को हस्ताक्षर किये)

१) मेटल्स एण्ड इलेक्ट्रिकल्स लेबर यूनियन

२) जयपुर मेटल एण्ड मीटर कारखाना
मजदूर यूनियन

प्रस्तावना

वर्तमान में जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०, जयपुर को एक सहायता उपग्रह के रूप में क्लायर जा रहा है। अब तक की असमायोजित देनदारियां (UNCOVERED LIABILITIES) करीबन ११ करोड़ रुपये तथा घाटे की राशि लगभग ५६० लाख रुपये हो गई है। प्रतिमाह लाखों का घाटा बढ़तूर जारी है। उत्पादन के मानदण्ड जो कि वर्ष १९७१ में निर्धारित किये गये थे एवं जिस वेतन ढांचे के परिपेक्ष में तय किये गये थे, वे आज असंगत हो गये हैं, कच्चे माल की कीमत में असाधारण वृद्धि, तैयार माल की कीमत में गिरावट एवं वेतन। महंगाई मने में उत्तरोत्तर वृद्धि के कारण यह संस्थान आर्थिक रूप से जीर्ण-दोषी अवस्था में पहुंच चुका है। अतः नवीन उत्पादन मानदण्ड एवं वेतन वृद्धि पर रोक तथा अनुशासित वातावरण में कार्य सम्पन्न होने के बावत दीर्घकालिक समझौता होना सामर्थ्य है अन्यथा इस संस्थान का स्वयं अपने ही खर्चों के बोझ के नीचे दबकर बन्द हो जाना अपरिहार्य है।

अतः संस्थान को बन्द होने से बचाने हेतु, प्रबन्धकों की ओर से विभिन्न श्रम संगठनों को लिखित में एक प्रस्ताव भेजे गये, जिन पर उपरोक्त श्रम संगठनों के साथ वार्ता पश्चात निम्न समझौता सम्पन्न हुआ :-

1- उत्पादन मानदण्ड:- उपरोक्त श्रम संगठन सहमत है कि वर्ष 1971 से प्रचलित उत्पादन मानदण्ड के स्थान पर श्रमिक संलग्नक-"अ" के अनुसार नवीन उत्पादन मानदण्डों के अनुसार उत्पादन देंगे, जो कि दिनांक 31-12-1983 को संस्थान में कार्यरत श्रम संख्या पर आधारित है।

2- वेतन वृद्धि/महंगाई भत्ता वृद्धि पर रोक:

प्रबन्धक एवं श्रम संगठन समस्त श्रमिकों को दिनांक 31-12-1983 को देय वेतन को सुरक्षित रखते हुवे दिनांक 1-1-1984 से देय परिवर्तनशील महंगाई भत्ते एवं अन्य कोई भी किस्म की वेतन वृद्धि देने पर पांच वर्ष की अवधि तक रोक लगाने (FREEZE) को सहमत है। यह शर्त श्रमिकों के अलावा सभी स्तर के कर्मचारियों व अधिकारियों (अर्थात् प्रतिनियुक्ति के अतिरिक्त सभी नियोजितों) पर भी समान रूप से लागू की जावेगी। बहरहाल इस शर्त पर दो वर्ष पश्चात पुनर्विचार किया जा सकता है, अर्थात् 1-4-1986 के पश्चात।

जहां तक वार्षिक वेतन वृद्धि (ANNUAL INCREMENTS) दिये जाने का प्रश्न है, इस संस्थान में कुछ नियोजितों को प्रति वर्ष 1 जनवरी से एवं कुछ नियोजितों को 1 अप्रैल से वेतन वृद्धि देय होती है, दोनों पक्ष सहमत है कि दिनांक 1-1-1984 व दिनांक 1-4-1984 से देय वेतन वृद्धि तथा दिनांक 1-1-1985 व दिनांक 1-4-1985 से देय वेतन वृद्धि सभी नियोजितों को एक ही तिथि दिनांक 1-4-1985 से दी जावेगी और दिनांक 1-4-1985 से वेतन के साथ ही प्रतिमाह एक माह की गत (अर्थात् 1-1-1984 व 1-4-1984 एवं 1-1-1985 से देय) वेतन वृद्धि का एरियर मिलता रहेगा (अर्थात् जिनको 1 जनवरी से वेतन वृद्धि दी जाती है वे 15 माह तक प्रतिमाह एक माह का एरियर भुगतान पाते रहेंगे और जिन्हें 1 अप्रैल से वेतन वृद्धि दी जाती है वे 12 माह तक प्रतिमाह एक माह का एरियर भुगतान पाते रहेंगे)।

3- प्रबन्धकों ने प्रस्ताव किया कि दिनांक 1-1-1984 से तथा उसके बाद नियोजित किये जाने वाले श्रमिकों को वेतन परिवर्तनशील महंगाई भत्ते को कम करके (वी0डी0ए0 के अलावा) दिया जाय। इस पर श्रम संगठनों को कुछ नहीं कहना है ब्रिवाय इसके कि नये नियोजितों को पुराने श्रमिकों की तुलना में अधिक वेतन नहीं मिलना चाहिये।

- 4- प्रति तिमाही लाभ-हानि का लेखा-जोखा बनाया जायगा और लाभ होने की दशा में 20 प्रतिशत: राशि नियोजितों को देय होगी। यह देय लाभ एवं पैसा 5 के अनुसार देय उत्पादन प्रोत्साहन राशि एवं बोनस राशि ॥ बोनस भुगतान अधिनियम के तहत देय बोनस ॥ को कम्पनी की हिस्सा पूंजी ॥ इक्विटी शेयर ॥ में परिवर्तित करने को उक्त श्रम संगठन एवं प्रबन्धक सहमत है। किसी भी तिमाही में हानि की स्थिति में आगामी तिमाही के लाभ-हानि का लेखा-जोखा बनाते समय उस हानि को आगामी तिमाही के लाभ में से समायोजित किया जावेगा।
- 5- दोनों पक्ष संलग्नक-"अ" में वर्णित उत्पादन मानदण्डों को वर्तमान वेतन स्तर से जोड़ने को सहमत है। उत्पादन कम होने की स्थिति में अनुपातिक रूप से वेतन कटौती की जाने एवं अधिक उत्पादन की दशामें अनुपातिक रूप से प्रोत्साहन राशि देने को सहमत है। विद्युत, कच्चा माल उपलब्ध नहीं होने अथवा विपणन या अन्य कोई कारण जिसके लिए श्रमिक जिम्मेदार नहीं है कि दशा में उत्पादन कम होने के कारण श्रमिक के वेतन को कटौती नहीं की जावेगी।
- 6- दोनों पक्ष सहमत है कि स्थाई गैंग रिडक्शन एवं अन्य प्रकार के इन्सेन्टिव, हीट अलाउन्स, सोल्डरिंग अलाउन्स एवं अन्य भत्तों के तहत ॥ उपस्थिति भत्ते के अलावा ॥ दी जाने वाली राशि के भुगतान को तत्काल बन्द किया जावे।
- 7- श्रम संगठन स्वीकार करते है कि कारखाने के परिसर में पूर्ण अनुशासन, उत्पादन एवं उत्पादकता की भावना बनाये रखें और किसी भी किसम की हड़ताल, धीमे उत्पादन आदि पर पांच वर्ष हेतु स्वेच्छा से प्रतिबन्ध लगाते है।
- 8- श्रम संगठन स्वीकार करते है कि श्रमिकों को कार्य की आवश्यकता के अनुस्य कार्य पर लगाना एवं एक स्थान से दूसरे स्थान/विभाग में स्थानान्तरण करना प्रबन्धकों का दायित्व है, लेकिन ऐसा करते समय श्रमिक के वेतन, वरिष्ठता तथा पदोन्नति पर विपरीत प्रभाव नहीं पड़ेगा।
- 9- प्रबन्धक तथा श्रमिक संगठन सहमत है कि श्रमिकों ॥ स्टाफ सल्ट ॥ को कार्यस्थल पर सुरक्षा हेतु वर्दी या जूते आदि मात्र का रखाना अधिनियम/नियम के अन्तर्गत ही देय होंगे। यह अस्थाई रूप से तभी तक लागू रहेगा जब तक कारखाने की माली हालत में सुधार नहीं हो जाता है।

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समझौता प्रपत्र

प्रबन्धक प्रतिनिधि

श्री आई० एस० कावडिया
प्रबन्ध निदेशक
जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०,
जयपुर।

श्री के०के० मिश्रा
जनरल मैनेजर (वर्क्स)
जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०,
जयपुर।

श्री बी० स्ल० माथुर
उप प्रबन्धक (कार्मिक)
जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०,
जयपुर।

(दिनांक ११-१-८४ में)
श्री श्याम सिंह,
डि विजुअल मैनेजर (पर्सनल एण्ड
सह मिनिस्ट्रेशन) जयपुर मेटल्स एण्ड
इलेक्ट्रिकल्स लि०, जयपुर।

श्रमिक प्रतिनिधि

(दिनांक ६-१-८४ को हस्ताक्षर किये)

१) मेटल्स एण्ड इलेक्ट्रिकल्स मजदूर
संघ (मान्यता प्राप्त)

२) राष्ट्रीय मेटल मजदूर यूनियन

३) जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स
कार्मिक संघ (मान्यता प्राप्त)

(दिनांक ११-१-८४ को हस्ताक्षर किये)

१) मेटल्स एण्ड इलेक्ट्रिकल्स लेबर यूनियन

२) जयपुर मेटल एण्ड मीटर कारखाना
मजदूर यूनियन

प्रस्तावना

वर्तमान में जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०, जयपुर को एक सहायता उपक्रम के रूप में चलाया जा रहा है। अब तक की असमायोजित देनदारियाँ (UNCOVERED LIABILITIES) करीब ११ करोड़ रुपये तथा घाटे की राशि लगभग ५६० लाख रुपये हो गई है। प्रतिमाह लाखों का घाटा बढ़तूर जा रहा है। उत्पादन के मानदण्ड जो कि वर्ष १९७१ में निर्धारित किये गये थे एवं जिस वेतन ढाँचे के परिपेक्ष में तय किये गये थे, वे आज असंगत हो गये हैं, कच्चे माल की कीमत में असाधारण वृद्धि, तैयार माल की कीमत में गिरावट एवं वेतन में महंगाई भरे में उत्तरोत्तर वृद्धि के कारण यह संस्थान आर्थिक रूप से जीर्ण-दोषी अवस्था में पहुंच चुका है। अतः नवीन उत्पादन मानदण्ड एवं वेतन वृद्धि पर रोक तथा अनुशासित वातावरण में कार्य सम्पन्न होने के बावत दीर्घकालिक समझौता होना सामयिक है अन्यथा इस संस्थान का स्वयं अपने ही खर्चों के बोझ के नीचे दबकर वन्द हो जाना अपरिहार्य है।

अतः संस्थान को वन्द होने से बचाने हेतु, प्रबन्धकों की ओर से विभिन्न श्रम संगठनों को लिखित में कुछ प्रस्ताव भेजे गये, जिन पर उपरोक्त श्रम संगठनों के साथ वार्ता पश्चात् निम्न समझौता सम्पन्न हुआ :-

वर्तमान में दिनांक 31-12-1983 को संस्थान में नियोजित श्रमिकों की संख्या के आधार पर देय उत्पादन के मान-दण्ड :-

- | | सिंगल फेज | थ्री-फेज |
|---|-----------|--------------------|
| 1- मीटर उत्पादन - इकाई में
प्रति माह 25 कार्य दिवस के
आधार पर | 35,000 | 5,000 |
| 2- मेगनेट - 4 हीट x 20 मोल्ड्स = 80,000 नग प्रति माह । शिफ्ट
के आधार पर । | | |
| 3- रिफाईनरी - 125 टन कैडमियम कोपर बिल्लेट्स प्रति माह
25 कार्य दिवस के आधार पर 2 फर्नेस - 2 शिफ्ट । | | |
| 4- रोलिंग - कैडमियम कोपर - 16 शिफ्ट - 125 टन
स्ट्रिप्स - 2 शिफ्ट - 20 टन
रोड्स - 5 शिफ्ट - 80 टन
रोड्स - 2 शिफ्ट - 30 टन
वेन्ज आउट्स 3 शिफ्ट
25 शिफ्ट्स 225 टन | | |
| 5- कैडमियम कोपर कैंटेनरी 75 टन 2 शिफ्ट कार्यरत पर
कैडमियम वायर - 25 टन "
स्ट्रिप्स - 20 टन "
ट्रोली वायर - 75 टन " | | |
| 6- ए0सी0एस0आर0 जेबरा - 175 कि०मी० या इसके बराबर दो शिफ्ट
के आधार पर । | | |
| 7- कवर्ड वायर - फाईन - 8 टन 5 मशीन
कार्यरत
9.6 टन 6 मशीन
कार्यरत
मिडियम - 40 टन | | 3 शिफ्ट के आधार पर |

जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०, जयपुर ।

संदर्भ सं० एमडी/डीएम/पीए/14

दिनांक: 11 जनवरी, 1984

अध्यक्ष,

- 1- मेटल्स एण्ड इलेक्ट्रिकल्स मजदूर संघ
- 2- राष्ट्रीय मेटल मजदूर यूनियन
- 3- जे०एम०ई० कर्मचारी संघ
- 4- जयपुर मेटल एण्ड मीटर कारखाना मजदूर यूनियन
- 5- मेटल्स एण्ड इलेक्ट्रिकल्स लेबर यूनियन
- 6- मेटल्स एण्ड इलेक्ट्रिकल्स वर्कर्स यूनियन
- 7- मेटल्स एण्ड इलेक्ट्रिकल्स कर्मचारी यूनियन
- 8- राष्ट्रीय जे०एम०ई० कर्मचारी यूनियन

प्रिय महोदय,

इस संस्थान के आर्थिक हालातों को सुधारने की दिशा में प्रबन्धकों तथा संस्थान के विभिन्न श्रम संघों के मध्य जो समझौता दिनांक 6/11-जनवरी, 1984 को हुआ है उसके लिये वस्तुतः आप बधाई के पात्र हैं। ऐसे किसी भी प्रयास के दौरान छोटे मोटे मतभेद सामने आते ही हैं, किन्तु मूल बात इन मतभेदों को दूर कर लक्ष्य पर पहुँचने की है। इस संस्थान के संदर्भ में यह और भी कठिनाई की बात थी विशेषकर जबकि वित्तीय संस्थाएँ इसके पिछले इतिहास को देखते हुवे और अधिक मदद देने हेतु विचक्रिचाहट अनुभव कर रही थी। मुझे आशा ही नहीं अपितु पूर्ण विश्वास है कि इस समझौते के रूप में संस्थान के सभी नियोजितों ने जिस सूझबूझ का परिचय दिया है उसे देखते हुवे वित्तीय संस्थाएँ तथा राज्य सरकार आने वाले समय में निश्चित रूप से हमारा सहयोग देगी।

समझौते के जाजत आप लोगों के आरक्षणों (RESERVATIONS) को ध्यान में रखते हुए मैं कुछ बिन्दुओं पर आपकी संतुष्टी हेतु स्पष्टीकरण देना चाहूँगा ताकि किसी प्रकार की भ्रान्ति न रहे तथा सभी लोग एक सम्मत होकर कार्य कर सकें :-

- 1- सेवा-मुक्त इंटरमीडियेट नियोजितों को उनकी श्रेणी में शिष्य में यदि पद रिक्त होता है तो पुनः नियोजन हेतु उन्हें सापान्यतः प्राथमिक तौर पर अवसर दिया जायगा, लेकिन उनकी नियुक्ति समझौता प्रपत्र की शर्त 3 के अनुसार माना जावेगी।

- 2- समझौता दिनांक 6-1-84 की शर्त 11 जिसके तहत सभी नियोजितों से समझौते की पालना आदि के बाबत व्यक्तिगत घोषणा-पत्र मांगा गया है वह इस आधार पर था कि केवल कुछ ही श्रम संगठनों ने तब तक प्रासंगिक समझौता किया था । चूंकि अब सभी श्रम संगठनों से समझौता हो चुका है, अतः व्यक्तिगत घोषणा-पत्र देने का कोई औचित्य नहीं रह जाता है व आज से इसको बन्द करने के निर्देश दे दिये गये हैं ।
- 3- समझौते में वांछित उत्पादन के बाबत विवरण दिया जा चुका है । आपके सहयोग को देखते हुवे प्रबन्धकों की ओर से मैं यह आश्वासन देना चाहूंगा कि यदि मीटर डिविजन में सिंगल फेज मीटर का उत्पादन 32,500 व थ्री फेज का 5,000 मीटर प्रतिमाह होता है तब तक श्रमिकों के वेतन से कटौती नहीं की जावेगी । परन्तु अनुपातिक रूप से वेतन वृद्धि 35,000 सिंगल फेज व 5,000 थ्री फेज मीटर से अधिक उत्पादन होने पर ही दी जावेगी । इसका लेखा-जोखा प्रतिमाह ही किया जायगा एवं आगामी माह में कोई समायोजन नहीं किया जायगा । चूंकि लाभ में हिस्सेदारी संस्थान के सभी नियोजितों से संबंधित है जबकि उत्पादकता में हिस्सेदारी केवल वर्क्स में नियोजितों से ही सम्बन्धित रहेगी, अतः उत्पादकता का समझौतेनुसार लाभ वर्क्स साईड के श्रमिकों तथा अन्य नियोजितों में से फोरमेन स्तर तक ही लागू रहेगा ।
- 4- सुविधा हेतु जैसा कि आपसे विचार विमर्श हुआ था यह भी तय किया गया कि यदि प्रतिमाह प्रति श्रमिक यह इन्सेन्टिव राशि 2/- रुपये १० रुपये से कम आती है तो ऐसी स्थिति में यह राशि श्रमिक कल्याण कोष जिसका कि गठन किया जाना है उसमें डालदी जावेगी और प्रबन्धक भी अपनी ओर से उसमें उतनी ही राशि देंगे । श्रमिक कल्याण कोष की विस्तृत रूप रेखा, कार्य प्रणाली व कोष के उपयोग के बारे में अलग से कार्यवाही की जा रही है ।
- 5- आशा है कि इस रुग्ण संस्थान की आर्थिक हालत को सुधारने के इस क्रांतिकारी पारस्परिक प्रयास की भावना को समझते हुवे सभी पक्ष निरन्तर सहयोग देकर उत्पादन व उत्पादकता में वृद्धि लावेंगे ।

शुभकामनाओं सहित ,

ह०

१आई०एस० कावडिया १

प्रबन्ध निदेशक

समझौता प्रपत्र

प्रबन्धक प्रतिनिधि

श्री आर्हो एस० कावडिया
प्रबन्ध निदेशक
जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०,
जयपुर।

श्री के०के० मिश्रा
जनरल मनेजर (वर्कर्स)
जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०,
जयपुर।

श्री बी०एल० माथर
उप प्रबन्धक (कामिनी)
जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०,
जयपुर।

(दिनांक ११-१-८४ में)
श्री श्याम सिंह,
डि विजुअल मनेजर (पर्सनल एण्ड
एडमिनिस्ट्रेशन) जयपुर मेटल्स एण्ड
इलेक्ट्रिकल्स लि०, जयपुर।

श्रमिक प्रतिनिधि

(दिनांक ६-१-८४ को हस्ताक्षर किये)

१) मेटल्स एण्ड इलेक्ट्रिकल्स मजदूर
संघ (मान्यता प्राप्त)

२) राष्ट्रीय मेटल मजदूर यूनियन

३) जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स
कर्मचारी संघ (मान्यता प्राप्त)

(दिनांक २१-१-८४ को हस्ताक्षर किये)

१) मेटल्स एण्ड इलेक्ट्रिकल्स लेबर यूनियन

२) जयपुर मेटल एण्ड मीटर कारखाना
मजदूर यूनियन

प्रस्तावना

वर्तमान में जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स लि०, जयपुर को एक सहायता उपक्रम के रूप में क्लायता जा रहा है। अब तक की अस्मायोजित देनदारियां (UNCOVERED LIABILITIES) करीबन ११ करोड़ रुपये तथा घाटे की राशि लगभग ५६० लाख रुपये हो गई है। प्रतिमाह लाखों का घाटा बढ़तूर जारी है। उत्पादन के मानदण्ड जो कि वर्ष १९७१ में निर्धारित किये गये थे एवं जिस वेतन ढांचे के परिपेक्ष में तय किये गये थे, वे आज असंगत हो गये हैं, कच्चे माल की कीमत में असाधारण वृद्धि, तैयार माल की कीमत में गिरावट एवं वेतन में महंगाई मते में उत्तरोत्तर वृद्धि के कारण यह संस्थान आर्थिक रूप से जीर्ण-दुर्गीर्ण अवस्था में पहुंच चुका है। अतः नवीन उत्पादन मानदण्ड एवं वेतन वृद्धि पर रोक तथा अनुशासित वातावरण में कार्य सम्पन्न होने के बावत दीर्घकालिक समझौता होना सामयिक है अन्यथा इस संस्थान का स्वयं अपने ही खर्चों के बोझ के नीचे दबकर बन्द हो जाना अपरिहार्य है।

अतः संस्थान को बन्द होने से बचाने हेतु, प्रबन्धकों की ओर से विभिन्न श्रम संगठनों को लिखित में कुछ प्रस्ताव भेजे गये, जिन पर उपरोक्त श्रम संगठनों के साथ वार्ता पश्चात निम्न समझौता सम्पन्न हुआ :-

- 1- उत्पादन मानदण्ड:- उपरोक्त श्रम संगठन सहमत है कि वर्ष 1971 से प्रचलित उत्पादन मानदण्ड के स्थान पर श्रमिक संलग्नक-"अ" के अनुसार नवीन उत्पादन मानदण्डों के अनुसार उत्पादन देंगे, जो कि दिनांक 31-12-1983 को संस्थान में कार्यरत श्रम संख्या पर आधारित है।
- 2- वेतन वृद्धि/महंगाई भत्ता वृद्धि पर रोक:

प्रबन्धक एवं श्रम संगठन समस्त श्रमिकों को दिनांक 31-12-1983 को देय वेतन को सुरक्षित रखते हुवे दिनांक 1-1-1984 से देय परिवर्तनशील महंगाई भत्ते एवं अन्य कोई भी किसम की वेतन वृद्धि देने पर पांच वर्ष की अवधि तक रोक लगाने (FREEZE) को सहमत है। यह शर्त श्रमिकों के अलावा सभी स्तर के कर्मचारियों व अधिकारियों (अर्थात् प्रतिनियुक्ति के अतिरिक्त सभी नियोजितों) पर भी समान रूप से लागू की जावेगी। बहरहाल इस शर्त पर दो वर्ष पश्चात पुनर्विचार किया जा सकता है, अर्थात् 1-4-1986 के पश्चात।

जहां तक वार्षिक वेतन वृद्धि (ANNUAL INCREMENTS) दिये जाने का प्रश्न है, इस संस्थान में कुछ नियोजितों को प्रति वर्ष 1 जनवरी से एवं कुछ नियोजितों को 1 अप्रैल से वेतन वृद्धि देय होती है, दोनों पक्ष सहमत है कि दिनांक 1-1-1984 व दिनांक 1-4-1984 से देय वेतन वृद्धि तथा दिनांक 1-1-1985 व दिनांक 1-4-1985 से देय वेतन वृद्धि सभी नियोजितों को एक ही तिथि दिनांक 1-4-1985 से दी जावेगी और दिनांक 1-4-1985 से वेतन के साथ ही प्रतिमाह एक माह की गत (अर्थात् 1-1-1984 व 1-4-1984 एवं 1-1-1985 से देय) वेतन वृद्धि का एरियर फिलता रहेगा (अर्थात् जिनको 1 जनवरी से वेतन वृद्धि दी जाती है वे 15 माह तक प्रतिमाह एक माह का एरियर भुगतान पाते रहेंगे और जिन्हें 1 अप्रैल से वेतन वृद्धि दी जाती है वे 12 माह तक प्रतिमाह एक माह का एरियर भुगतान पाते रहेंगे)।

- 3- प्रबन्धकों ने प्रस्ताव किया कि दिनांक 1-1-1984 से तथा उसके बाद नियोजित किये जाने वाले श्रमिकों को वेतन परिवर्तनशील महंगाई भत्ते को कम करके (वो0डी0ए0 के अलावा) दिया जाय। इस पर श्रम संगठनों को कुछ नहीं कहना है सिवाय इसके कि नये नियोजितों को पुराने श्रमिकों की तुलना में अधिक वेतन नहीं मिलना चाहिये।

- 4- प्रति तिमाही लाभ-हानि का लेखा-जोखा बनाया जायगा और लाभ होने की दशा में 20 प्रतिशत: राशि नियोजितों को देय होगी । यह देय लाभ एवं पैरा 5 के अनुसार देय उत्पादन प्रोत्साहन राशि एवं बोनस राशि ॥ बोनस भुगतान अधिनियम के तहत देय बोनस ॥ को कम्पनी की हिस्सा पूंजी ॥ इक्विटि शेयर ॥ में परिवर्तित करने को उक्त श्रम संगठन एवं प्रबन्धक सहमत है । किसी भी तिमाही में हानि की स्थिति में आगामी तिमाही के लाभ-हानि का लेखा-जोखा बनाते समय उस हानि को आगामी तिमाही के लाभ में से समायोजित किया जावेगा ।
- 5- दोनों पक्ष संलग्नक-"अ" में वर्णित उत्पादन मानदण्डों को वर्तमान वेतन स्तर से जोड़ने को सहमत है । उत्पादन कम होने की स्थिति में अनुपातिक रूप से वेतन कटौती को जाने एवं अधिक उत्पादन की दशा में अनुपातिक रूप से प्रोत्साहन राशि देने को सहमत है । विपुत, ऊँचा माल उपलब्ध नहीं होने अथवा विपणन या अन्य कोई कारण जिसके लिए श्रमिक जिम्मेदार नहीं है कि दशा में उत्पादन कम होने के कारण श्रमिक के वेतन को कटौती नहीं की जावेगी ।
- 6- दोनों पक्ष सहमत है कि स्थाई गैंग रिडक्शन एवं अन्य प्रकार के इन्सेन्टिव, हीट अलाउन्स, सोल्डरिंग अलाउन्स एवं अन्य भत्तों के तहत ॥ उपस्थिति भत्ते के अलावा ॥ दी जाने वाली राशि के भुगतान को तत्काल बन्द किया जावे ।
- 7- श्रम संगठन स्वीकार करते है कि कारखाने के परिसर में पूर्ण अनुशासन, उत्पादन एवं उत्पादकता की भावना बनाये रखें और किसी भी क्रिस्म की हड़ताल, धीमे उत्पादन आदि पर पांच वर्ष हेतु स्वेच्छा से प्रतिबन्ध लगाते है ।
- 8- श्रम संगठन स्वीकार करते है कि श्रमिकों को कार्य की आवश्यकता के अनुसूप कार्य पर लगाना एवं एक स्थान से दूसरे स्थान/विभाग में स्थानान्तरण करना प्रबन्धकों का दायित्व है, लेकिन ऐसा करते समय श्रमिक के वेतन, वरिष्ठता तथा पदोन्नति पर विपरीत प्रभाव नहीं पड़ेगा ।
- 9- प्रबन्धक तथा श्रमिक संगठन सहमत है कि श्रमिकों ॥ स्टाफ सहित ॥ की कार्यस्थल पर सुरक्षा हेतु वर्दी या जूते आदि मात्र कारखाना अधिनियम/नियम के अन्तर्गत ही देय होंगे । यह अस्थाई रूप से तभी तक लागू रहेगा जब तक कारखाने की माली हालत में सुधार नहीं हो जाता है ।

- १०) पृथ्वी सिंह अवार्ड को पूर्ण रूप से लागू करने के विषय पर कम्पनी की शौकीय वित्तीय स्थिति को नदेनजर रखते हुये श्रम संगठन फिलहाल कोई दबाव नहीं डालते हैं। बहरहाल यदि कम्पनी की आर्थिक स्थिति अच्छी होती है तो इस विषय पर दो वर्ष परचात अर्थात् १-४-१९८६ उपरान्त विचार किया जासकता है।
- ११) श्रम संगठन सहमत है कि संस्थान में नियोजित प्रत्येक व्यक्ति (प्रतिनियुक्ति पर आये व्यक्तियों को छोड़कर) को संस्थान द्वारा सूचना जारी करने के तीन दिनों में इस समझौते की शर्तों को पूर्णतः स्वीकार करने तथा समझौते की शर्तों के अनुसार कार्य करने का एक घोषणा पत्र प्रबन्धकों को देना होगा अन्यथा सूचना अधि उपरान्त उसकी अर्थात् संबंधित नियोजित की सेवाएं संस्थान से स्वतः ही समाप्त समझी जावेंगी।

आज दिनांक ६।११ माह जनवरी, वर्ष १९८४ को उपरोक्त दोनों पक्षकारों के मध्य निम्न गवाहों के समक्ष सम्पन्न हुआ।

हस्ताक्षर प्रबन्धक प्रतिनिधि

ह० (आर्द० स्ल० कावडिया)
प्रबन्ध निदेशक

ह० (के० के० मिश्रा)
जनरल मैनेजर (वर्कर्स)

ह० (जी० स्ल० माथुर)
उप प्रबन्धक (कार्मिक)

(दि० ११-१-८४ में)

ह० (राम सिंह)
डि विज्वल मैनेजर (पर्सनल एण्ड
एडमिनिस्ट्रेशन)

हस्ताक्षर श्रम संगठन प्रतिनिधि

(दिनांक ६-१-८४ में)

ह० (प्रेम नारायण सेनि) अध्यक्ष
ह० (मोहन लाल वर्मा) महामन्त्री

मेटल्स एण्ड इलेक्ट्रिकल्स मजदूर संघ

ह० (बाबू लाल) अध्यक्ष
ह० (गोवर्धन पारीक) महामन्त्री

राष्ट्रीय मेटल मजदूर यूनियन

ह० (सालिग राम) अध्यक्ष
जयपुर मेटल्स एण्ड इलेक्ट्रिकल्स कर्मचारी संघ

(दिनांक ११-१-८४ में)

ह० (भूप सिंह) महामन्त्री
ह० (विपिन सिंह) सलाहकार

जयपुर मेटल एण्ड मीटर कारखाना मजदूर यूनियन

ह० (रशीद) अध्यक्ष
ह० (गफूकार) महामन्त्री
मेटल्स एण्ड इलेक्ट्रिकल्स लैबर यूनियन

गवाह

(६-१-१९८४)

१) ह० (कृष्णम चन्द जेन)

२) ह० (राकर लाल)

इन्सपेक्शन (डाई-नास्टिंग)

(११-१-१९८४)

१) ह० (पी० स्ल० सिंह)

१) ह० (सी० स्ल० शर्मा)

२) ह० (के० जी० सुभाषित)

१) ह० (सी० स्ल० शर्मा)

वर्तमान में दिनांक 31-12-1983 को संस्थान में नियोजित श्रमिकों की संख्या के आधार पर देय उत्पादन के मान-दण्ड :-

- | 1- मीटर उत्पादन - इकाई में
रूप्रति माह 25 कार्य दिवस के
आधार पर | सिंगल फेज

35,000 | थ्री-फेज

5,000 |
|---|------------------------------|----------------------------|
| 2- मेगनेट - 4 हीट x 20 मोल्ड्स = 80,000 नग रूप्रति माह । शिफ्ट के आधार पर । | | |
| 3- रिफाईनरी - 125 टन क्रेडमियम कोपर विल्लेड्स रूप्रत्येक माह 25 कार्य दिवस के आधार पर 2 फर्नेस - 2 शिफ्ट । | | |
| 4- रोलिंग - क्रेडमियम कोपर - 16 शिफ्ट - 125 टन
स्ट्रिप्स - 2 शिफ्ट - 20 टन
रोड्स - 5 शिफ्ट - 80 टन
रोड्स - 2 शिफ्ट - 30 टन
चेन्ज आउट्स 3 शिफ्ट
25 शिफ्ट्स 225 टन | | |
| 5- क्रेडमियम कोपर केटेनरी 75 टन 2 शिफ्ट कार्यरत पर
क्रेडमियम वायर - 25 टन "
स्ट्रिप्स - 20 टन "
द्रोली वायर - 75 टन " | | |
| 6- ए0सी0एस0आर0 जेबरा - 175 कि0मी0 या इसके बराबर दो शिफ्ट के आधार पर । | | |
| 7- कवर्ड वायर - फाईन - 8 टन 5 मशीन
कार्यर 3 शिफ्ट के आधार पर
9.6 टन 6 मशीन
कार्यर
मिडियम - 40 टन | | |

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Textiles

TRADE UNIONS INTERNATIONAL OF TEXTILE, CLOTHING, LEATHER AND FUR
WORKERS

EXECUTIVE BUREAU
(New Delhi, March 20-21, 1984)

APPEAL
FOR UNITY OF ACTION AMONG TEXTILE CLOTHING AND LEATHER WORKERS
FOR SAFEGUARDING THEIR VITAL INTERESTS, FOR PEACE AND DISARMAMENT

We, the participants in the meeting of the Bureau of the Trade Unions International of Textile, Clothing and Leather workers, having met in New Delhi India on March 20-21, 1984, express deep concern of the tens of millions of workers in these branches of the Industry over spreading and deepening crisis of World Capitalists System. This unprecedented crisis is inevitably leading to ever-growing unemployment among the workers, specially young workers, persistent inequality between male and female labour, fall in purchasing power and the growing number of vast multitude of people being constantly pushed below the poverty-line.

The growing contradictions of capitalist economy in a large number of developing countries, greatly accentuated by depredations of transnationals, into the frail economies of these countries coupled with neo-colonialist offensive of the imperialists, are no where more marked and manifest than in the acute and unprecedented crisis i.e. gripping our branches of the industry in many of these countries, like India, Philippines, Sri Lanka Thailand, Malaysia and other countries. This is apparent from large scale closures curtailment of production, lock-outs etc., rendering hundreds of thousand of textile workers unemployed, inflicting untold hardships and miseries on millions of the people indirectly dependent on these industries.

This plight of the workers is even further aggravated through whipping up of tensions and conflicts and war-like actions of imperialists and their

henchmen in Europe, South-East-Asia, the middleeast, Indian Ocean, and Gulf region are subjecting the economies of the countries in these regions to heavy strain of massive military-spending compelling them to drastically curtail investment required for the development of these industries. This coupled with runaway inflation and consequential fall in purchasing power of masses results in further reducing the miserably low per capita consumption of products of these essential consumer industries. But for the increasing avenues of trade on favourable terms with socialist countries incase of many of these countries like India, these industries would have faced inevitable collapse.

Undoubtedly, the present situation, more than ever, demonstrates the vital and inseparable link between the struggle for disarmament, for peace and against conspiracies of US imperialists and their NATO allies to plunge humanity into the holocaust of a nuclear war and reduction in military expenditure on the one hand, and the struggle for employment, for improvement in living standards, for trade Union and democratic rights and liberties, and for a just international economic order, on the other.

We the representatives of Textile, Clothing and Leather Workers demand that appropriate steps be taken by the governments concerned to guarantee to the workers in above branches of the industry the fundamental right to work or employment coupled with complete social security, introduction and implementation of legislation on equal rights of employment and remuneration for women workers who in most cases constitute majority of labour force in these industries; better opportunities and prospects of gainful employment and promotion for young workers; higher living standards for all by constant development of our industries in national interest.

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In order that the toiling people are able to carry out effectively and successfully the struggle for achieving these noble objectives, solidarity, co-operation, understanding and unity in their ranks and among their trade unions assumes paramount importance. Only such unity can ensure the achievement of these goals which are common to the entire mass of toiling people all over the world.

We, therefore, appeal and urge upon you to untiringly and through united actions bend your efforts towards achieving these urgent and noble goals.

Textiles

TRADE UNIONS INTERNATIONAL OF TEXTILE, CLOTHING, LEATHER AND FUR
WORKERS

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EXECUTIVE BUREAU
(New Delhi, March 20 - 21, 1984)

PRESS HANDOUT

Dated: 21st March, 1984

*INTERNATIONAL TRADE UNIONS CALL FOR UNITY OF ACTION AMONG
TEXTILE, CLOTHING AND LEATHER WORKERS

* UNITED STRUGGLE INDISPENSABLE FOR SECURING WORKERS VITAL
INTERESTS AND IN DEFENCE OF NATIONAL INTERESTS AGAINST
OPERATIONS OF MULTINATIONALS

The Executive Bureau of the Trade Union International, Textile,
Clothing and Leather Workers, met in New Delhi on 20th & 21st March,
1984.

Besides discussing and approving the report of the Secretariat of
the TUI on activities and programmes carried out by it during the intervening
period, for forging unity of action by workers the Bureau discussed three
important documents relating to (1) the problem of young workers in the
Textile, Clothing and Leather Industries, (2) International Companies of
Developing Countries in South and South-East Asia and (3) Textile and
Clothing workers in Free Trade Zones." These documents relate to certain
new developments which affect the millions of workers employed in these
branches of Industry, especially in Asia. The new and emerging phenomena
of some companies, representing top circles of local monopoly capital,
in certain developing countries, turning into exporters of capital and
technology to certain other less developed countries, giving rise to the
so-called new industrialised states in Asia e.g. South Korea, Singapore,
Hongkong and Taiwan came in for close study. Such countries as India,
Malaysia, Thailand, Philippines and Indonesia are also entering this race
in increasing measure. The Bureau took note of the fact that the foreign

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capital investments of Hong Kong Companies by 1980 have reached 2 billion dollars mark, of Phillipins 125 million dollars, of India much more than 15 million dollars, of South Korea much more than 150 million dollars. The Bureau closely examined and analysed the stimuli behind this development, the positive as well as negative features and consequences of this phenomena from the stand point, particularly of the workers in the Textile, Clothing and Leather workers, and their struggle for better working and living conditions.

The Bureau further discussed another significant phenomena emerging from competition among capitalist states in export of manufactured products of these industries. There is the increasing proliferation of the so-called "Free Trade Zones", in different countries, like Hong-Kong, South Korea, Malaysia, Philippines, Singapore, Sri Lanka, India etc. involving joint operation of foreign and local capital. The social as well as economic implications of the emergence of such "Free Trade Zones" for the countries concerned, especially for the workers in Textile, Clothing and Leather Workers were analysed.

The Bureau adopted resolutions, including the one extending support to the current strike of 2.5 lakh jute workers in India and the strike of 50,000 hosiery and Knitware workers in West Bengal.

The Bureau on the basis of its discussions issued an appeal to the tens of millions of workers in the Textile, Clothing & Leather industries all over the world to forge greater unity in their ranks in order to be able to wage an effective struggle against the consequences of a general crisis in these industries in both developed as well as developing capitalist countries. The appeal high-lights the vital and inseperable link between the struggle for disarmament, for peace and against

conspiracies of US imperialists and their NATO allies to drag humanity into the holocaust of a nuclear war and consequential reduction in military expenditure on the one hand and the struggle for employment, for improvement in living standards, etc. on the other.

The participants in the Bureau as its members included representatives of workers' organisations in Czechoslovakia, USSR, Hungary, France, Colombia, Syria, Philippines and India.

(JAN KRIZ)
General Secretary

RESOLUTION

ON THE DEMAND OF THE TEXTILE WORKERS AND FUTURE PROGRAMME

1. The Second Conference of the AITWF is seriously concerned over the indifference of the Mill owners and the Govt. towards vital demands of the textile workers which are being fought for the past over a decade and a half.
2. The existing wages and workload standard of the industry is decades old. The wage standard in Bombay was framed in 1948. Standards in other important centres are equally outdated.
3. In the three and a half decades past the industry has undergone considerable changes. New type of machinery involving new processes of production has been introduced in several departments. These have stepped up in the workload on the workers involving more strain and fatigue, but without adequate compensation. The ad-hoc increases conceded in some departments after workers' struggle have imparted an imbalance in the basic wage structure. In several cases workloads were enhanced even on existing out dated machinery through capitalist rationalisation subjecting the workers to back-breaking strains and fatigue.
4. The two wage Boards conceded only paltry wage rises to the workers, disregarding their insistent and basic demands for a new standard of wages and workloads, guaranteed minimum employment to Badli workers, reservation of a certain percentage of jobs for women workers, new D.A. scales etc. This only led to the piling up of discontent in the textile workers, which found expression in the strike battles in Bombay, Delhi, Calcutta, Coimbatore and Indore etc.
5. In the decade and a half past new fibres and new sorts changed the pattern of production, the tendency to go fine and introduce mixed and chemical fibres grew rapidly. The processing and finishing, dyeing and printing became all important. The new varieties naturally fetched higher prices adding to the profits of the mills. The assured market, lack of competition, cheap loan facilities, incentives, rebates and export subsidies and generally the policies of an ever-obliging Govt. helped the industry to garner handsome profits. The share of the working class in the value fetched by the final product went on consistently shrinking to the advantage of the capital.
6. The Textile industry has passed on into the domination of a handful of monopolists who are interested in more profits with lesser production and gradually diverted profits to other industrial ventures without timely updating of technology and development of the textile industry.

As a result neither the need of the consumers of this essential commodity is being met nor the demand of the workers are satisfied and the industry is being ruined to the detriment of the entire national economy. In this situation, nationalisation is the only way out in the interest of all concerned and for adequate production and supply of cloth for the entire population.

7. In the meanwhile working class in other advanced branches of industry was forging ahead winning wage rises and better D.A. scales, new concessions, such as house rent, leave travel and canteen facilities etc. The textile worker who was in main centres of the industry like Bombay, Ahmedabad and Indore fettered by the BIF and puppet Unions it jostled began to lag behind and was soon relegated to fifth place in the wage hierarchy. On the other hand the owners, especially of well managed units reaped super profits and began building empires, in the industrial world.
8. All this led to terribly discontent in the textile workers. The 41-day strike of the Bombay textile workers in 1974, the 115 day strike in Delhi, the strike of Kesoram Mills in West Bengal, the strike battles in Tamil Nadu and Andhra Pradesh, capped by the recent 20 months record-breaking strike struggle of Bombay workers are all expressions of this simmering discontent.
9. The reported rejection by the Deshbande Committee of all vital demands of the textile workers is a challenge to the textile workers through out the country. The conference cannot accept that the industry is not in a position to meet the workers demands. The difficulties the industry complains of are not a creation of the workers and they certainly cannot be expected to pay the sins of others.
10. The conference is firmly of the opinion that it is high time that the entire industry is taken out of the hands of the profit greedy mill owners and nationalised and re-organised on democratic basis. Only such an industry under participative management at all levels can assure a fair price to the cotton growers, a decent wage standard and facilities to the workers and good quality cloth to consumers at reasonable prices. This however is not possible without fighting on an all-India level the pro-capitalist and anti-working class anti-people policies of the Govt.
11. As the mills in Nationalised sector are not functioning properly due to mismanagement, corruption etc. the conference demands for democratisation of the management of these mills ensuing co-operation of the workers so that these mills can really be pace-setter of the industry in terms of satisfying the need of consumer and demands of workers.
12. The conference therefore calls for raising of the textile workers struggle to an all-India level. Only a united struggle of the textile workers fought on an all-India basis in co-ordination with the struggle of other sections of the working class and toiling people can defeat this employer-Govt. game and help win the long awaited demands.
13. The conference therefore calls on the textile workers throughout the country and their organisations to prepare for an all-India struggle on the basis of the following demands:

- Agenda*
- i) Nationalisation of the entire industry without compensation.
 - ii) Democratisation of the structure and working of the nationalised sector.
 - iii) A new standard of wages and workloads with the minimum workout on the basis of the recommendations of the 15th Labour Tripartite and with suitable differentials and graded scales with ~~annual increments~~ in the textile industry, while many other industries in public and private sector, there exist no grades and scales of pay for all categories of workmen.

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Death of Death workers

- iv) A new scale of D.A. providing full neutralisation against increases in cost of living and at every level.
 - v) A new Bonus Law providing a minimum bonus of 12.5 per cent and removing limitations on quantum and eligibility.
 - vi) House rent equal to 10 percent of the total pay.
 - vii) Revised leave facilities comparable to those in other advanced industries.
 - viii) Better Canteen facilities.
 - ix) Leave travel concessions as in other industries.
 - x) Abolition of contract system - All jobs relating to production to be done departmentally. Inclusion of contract labour doing these jobs to-day in the mills complement.
 - xi) Abolition of the present Badli system and creation of a leave reserve equal to the average absenteeism. All permanent posts existing today and so generated to be filled strictly according to seniority. Those refused work to be entitled to an attendance of Rs.10/-per day.
 - xii) Preservation of 20 percent jobs for women workers and on the jobs training facility for them.
 - xiii) Repeal of the present BIP and enactment of another act ensuring democratic industrial relations and providing for compulsory recognition of a trade union enjoying support of majority of workers to be ascertained through secret ballot where necessary and free play for process of collective bargaining with an unfettered right of strike.
 - xiv) Immediate take over of the closed and sick units and their running to full-rated capacity.
 - xv) An integrated textile policy to cover both the organised and un-organised sectors and an all-India Tripartite permanent Board to implement it.
 - xvi) Night shift allowance.
 - xvii) a) Immediate amendment of the payment of Gratuity Act, 1972 so as to provide for gratuity without any restriction on attendance per year.
b) Paising of the rate of gratuity to one month per year of service.
 - xviii) Full medical and cash benefits to all those who are left out of the ESI Scheme, at the rate and scale available to supervisory and other staff.
-
14. The conference calls on all the textile workers organisations to launch a powerful campaign on the basis of these demands and towards this observe 1st Dec.1982 as all India Day to popularise them, by issuing leaflets, posters, wearing of badges, boldering rallies, submitting memorandum etc.
15. The conference calls upon unions to form state textile workers' federation wherever it does not exist by the end of January, 1984.
16. The conference decides to hold a conference of N.T.C. workers in Delhi, in the month of March. Details will be decided by the executive Committee of the federation.

ON THE NATIONALISED SECTOR OF THE INDUSTRY

1. In 1971 the Central Government, by an Act of Parliament nationalised 103 Cotton Textile Mills, thus bringing into existence the nationalised sector of the Industry.
2. All these mills were ruined by their erstwhile owners by mismanagement in several cases by fraudulent practices internal feuds etc. Their resources were squandered away assets neglected and eaten away and liabilities piled up. In several cases the resources were siphoned off to more lucrative spheres of production, making these units sick even bankrupt. Naturally the Government had to strive to nurse them back to health after first, the takeover and subsequently, nationalisation. Some Rs.150 crores have been spent by the Government so far towards this.
3. In this drive the Government have imposed Capitalist nationalisation, added new machinery and sought to modernise the working of these mills. Thousands were rendered surplus as a result of this drive and workloads on the rest increased.
4. And yet several of the units of the NTC, particularly in West Bengal and Madhya Pradesh, are continuing to show losses and others are limping forward to recovery. This scandalous performance has been tarnishing the image of Public sector in the eyes of the people, and affording a handle to its critics and enemies to discredit the very concept of nationalisation.
5. While the bankrupt condition of the units taken over would undoubtedly have entitled a period of gestation and initial losses, the sorry performance of the NTC over a full decade past cannot be explained except by acceding that there is something very rotten/its working.
6. A close look at the working of the NTC reveals that it combines the bad points of working of both private and Government yielding a set up at once inefficient insensitive and corrupt. The absence of any democratic control makes it rigid, unresponsive, careless and fossilized.
therefore
7. The first step to improve its working would/be to introduce and strengthen democratic control over its working, from plant to apex level. Real participative management alone can cleanse the working of its bureaucratic mornings.
8. The recommendations of the NTC study Group appointed by the Central Government in 1975 to enquire into the working of the NTC covered all aspects of its working and were a step in the right direction. Unfortunately these were not acted upon and the NTC left to work in the same old grooves. The Conference demands immediate implementation of these recommendations.
9. The NTC is not functioning with a perspective and policy different from that of the private sector, with the result that instead of being a leader and pace-setter of the industry it has degenerated into a trailer of the Private Sector. Naturally the initial enthusiasm of the workers in these sector has cooled off, making them indifferent.
10. If properly recognised and functioned, the NTC can be a valuable agency to supply teeming millions of this country good quality cloth at reasonable prices, of setting a standard of democratic industrial relations and finally a pattern of an industry in a democratic set up.
11. The working class had to work hard and for long years to bring the nationalised sector into being. It would now have to campaign and act further to give it a democratic content and set up, which alone can help it achieve its objectives. The Conference calls on textile workers in general and in the nationalised sector in particular to work unceasingly with this perspective.

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17 Stencilling
100 Copies

Draft

Constitution of the
All-India Textile Workers' Federation.
.....

I. (a) Name:

The name of the organisation shall be
'ALL INDIA TEXTILE WORKERS' FEDERATION', which will
hereinafter be referred to as the Federation'.

(b) Headquarters

The Head-quarters of the Federation shall be
at Delhi, or at such other place in India as the
Executive ~~General~~ Council may in the interests of efficient functioning
of the organisation, decide at any time in future.

(c) Flag

The flag of the Federation shall be a plain
red one, with words 'ITWF' inscribed in white
in the middle in English; provided that state
constituents of the Federation may, with the
approval of the Executive Council ~~Working Committee~~, use a variation
of the inscription in any recognised Indian language.

II. Aims and objects of the organisation

(a) To initiate, and further measures to secure
and assist unionisation of workers employed in the
Textile Industry (excluding jute) but including woollen ~~and woollen segments~~
branch of the industry
[both in private as well as public sector on
local, District or state and or national level;

(b) To promote the affiliation of Textile workers'
unions to the Federation;

(c) To watch, defend and further economic, social
and political interests of the Textile workers
throughout the country irrespective of any distinct-
ions of religion, caste, race or sex;

- (d) To coordinate, guide and direct the activities of all affiliated unions and to take all possible ~~steps~~ steps to promote a spirit of class-solidarity among them;
- (e) To work for the transformation of the Textile Industry into a genuine national enterprise, managed in the best interests of the common people and the Textile Workers themselves;
- (f) To struggle in cooperation with other class organisations of the working-people for the general improvement of the economic & social conditions of the working-class as a whole;
- (g) To secure for the working-people —
 - (i) freedom of speech and expression;
 - (ii) freedom of association;
 - (iii) freedom of Assembly;
 - (iv) Right to strike and bargain collectively;
 - (v) Right to work and complete social security
- (h) To mobilize workers to launch solidarity actions in support of struggles launched by the constituents of the Federations in defence of the rights and interests of their members and to collect funds for this purpose.
- (i) To work for the establishment of a socialist state in India.

III. Affiliation

The Federation may get affiliated to any national or international Trade Union organisation having kindred aims and objects;

IV. Membership of the Federation

Any bonafide trade union of workers employed in the Textile Industry (excluding ~~woollen and jute~~

~~branches of the industry~~) in any part of India, and registered under the Indian Trade Unions Act, is eligible for affiliation to the Federation. Such affiliation shall be granted by the ~~Working~~ ^{Executive} Committee of the Federation ~~subject to the approval of its General Council~~ provided that the ~~union~~ union seeking affiliation -

- (a) agrees to abide by rules, regulations, general policy and discipline of the Federation and not to act in ~~manner~~ prejudicial to its interests;
- (b) submits annually to the Federation a statement of accounts and membership duly ~~examined~~ audited and certified as per the provisions of the Indian Trade Unions Act within 6 months of the end of each Trade Union year;
- (c) agrees to pay affiliation fees @ 0.5 paise per member ^{per} ~~per~~ year; with a minimum of Rs. 10/-.. in case of membership below 500.
- (d) agrees to pay any further levy or levies that may be decided upon by the ~~General~~ ^{Executive} Council of the Federation

V. Forefeiture of membership

~~An~~ ^{Any} affiliated union is liable to lose its membership of the Federation if it defaults in payment of dues for more than 6 months after the close of the Trade Union ~~year~~ ^{suspend} year.

VI. Structure of the Federation

The Federation shall consist of:

- (a) Triennial National Conference comprising delegates from all the affiliated unions;
- ~~(b) The General Council;~~
- (c) The ~~Working~~ ^{Executive} Council;
- (d) The Secretariat, ~~in case the Working Committee decides to constitute it.~~ ^{Executive Council}

VII The National Conference

(a) The Conference shall be the supreme deliberative and policy-making body of the Federation. It shall consist of delegates elected to it by each affiliated union on the basis of one delegate for every 500 of its declared and accepted membership. Provided that the above basis for representation at National Conference can be varied by the ~~General Council~~ ^{Executive Council} at a duly convened meeting at least 3 months before holding the Conference.

Provided further that each affiliated union shall have a minimum representation of one delegate irrespective of its membership.

(b) National Conference of the Federation shall be convened every third year at a time and place decided upon by it or by the ~~General~~ ^{Executive} Council.

It shall transact the following business:

- (i) consideration and approval of the report of the General Secretary;
- (ii) consideration and approval of audited ~~statements~~ statement of accounts for the intervening years;
- (iii) Election of office-bearers and the ~~General~~ ^{Executive} Council for the next term;
- (iv) consideration and disposal of such other items, including appeals against disciplinary action taken by the ~~General~~ ^{Executive} Council against any defaulting organisation, ^{or office-bearer of the Federation} as may be brought before it by the ~~General~~ ^{Executive} Council or any affiliated Union or Unions with a notice to the General Secretary of not less than 30 days prior to the commencement of the Conference.

(c) A notice of not less than 45 days shall be necessary for convening the National Conference.

VIII. Special Conference

(a) A ~~special~~ conference may be called by the ~~Working Committee~~ ^{Executive} or the ~~General~~ Council if considered essential. Such a conference shall also be convened on a requisition made by not less than one third of the affiliated unions. If the General secretary fails to issue notice for convening the conference within one month of receipt of such requisition, the requisitionists shall be entitled to call the Conference with the minimum notice required under clause VII(C) above.

Provided that in case of special urgency, the ~~working committee~~ ^{Executive Council} shall be entitled to summon a special Conference with a notice of 3 weeks only.

IX. ~~General Council~~ ^{Executive Council}

(a) The ~~General~~ ^{Executive} Council of the Federation shall consist of:

(i) all the office-bearers elected at the National Conference

(ii) Members elected to it by each affiliated union on the basis of ^{one} member for every 3 delegates to which it is entitled under the provisions of clause VII(a) of the constitution, subject to a minimum of one member for each union.

(b) The ~~General~~ ^{Executive} Council shall be the supreme organ of the Federation when the National Conference is not in session and shall exercise all the ~~powers~~ powers of the conference except those specifically vested in the latter under this constitution.

~~One representative~~
(ii) Representatives of affiliated unions delegated to the Council on the basis of one representative for each slab of 5000 members or a major part thereof subject to a minimum of one representative for each affiliate.

(as it is)

Executive

(c) The ~~General~~ Council shall meet at least ⁴ once in a year, with a notice of a minimum of three weeks by the General Secretary.

(d) Any member of the ~~General~~ Council can be replaced by the union ^{which} he or she represents.

X.

~~The Working Committee~~

Executive Council

Executive Council

(a) There shall be a ~~Working Committee~~ of not more than 35 members including the office-bearers to ensure the execution of the decisions of the General Council and/or the National Conference, as also to direct and supervise the general affairs of the union.

(b) Members of the ~~Working Committee~~ except the office-bearers shall be elected by the General Council at a meeting to be held immediately after its election at the ~~National~~ Conference.

(c) While electing members of the ~~Working Committee~~ the General Council shall ensure that the composition of the General Council of properly reflected therein.

(d) The ~~Working Committee~~ shall meet at least once in 6 months on a notice of a minimum of 14 days in case of ordinary meetings and seven days in case of emergent meetings.

X #1.

The office-bearers

The ~~Federation~~ shall have the following office-bearers:

- (i) The ~~President~~;
- (ii) Not more than ~~9~~ Vice-Presidents;
- (iii) The General Secretary
- (iv) Four joint secretaries
- ~~(v) 2 Asst. Secretaries~~ *3 Secys.*
- (v) ~~The~~ Treasurer.

All the office-bearers shall be elected by the delegates assembled at a regularly convened Conference.

XII

Duties of office-bearers

XI.
The President shall preside over all meetings of the ~~Working Committee~~ ^{Executive Council} ~~as well as the General Council~~ and sign minutes thereof on confirmation by ~~the organ concerned~~ ^{it}. He shall, as far as practicable, maintain contact with the General Secretary ^{and} or the secretariat regarding the affairs of the Federation.

The Vice-Presidents shall assist the President in discharging his functions. One of them shall ~~be~~ ^{be} preside over meetings of ~~organs of the Federation~~ ^{the Council} in the absence of the President.

The General Secretary shall be the principal executive officer of the Federation. He shall be responsible for conducting the day-to-day activities of the Federation. He shall also be responsible for preparing the minutes of meetings of various organs of the Federation and get them duly ^{rm} ~~confided~~. He shall sign all vouchers and sanction expenditure subject to such limitations as might be imposed by the ~~Working Committee~~ ^{Council}. He shall be responsible for submitting to the Register of Trade Unions annual returns prescribed under the Indian Trade Unions Act.

Joint Secretaries shall assist the General Secretary in discharge of his functions and will undertake independently such duties as might be ~~assigned~~ assigned to them by the secretariat/or the ~~working committee~~ ^{Executive Council} of the Federation.

The Treasurer shall be responsible for safe custody of the funds of the Federation and for maintaining proper accounts and presenting statements thereof ~~to the Working Committee~~ ^{Executive Council}, ~~the General Council~~ and the National Conference, as the case may be. He shall make payment of all bills approved by the General

Secretary subject to such limitations as might be imposed by the ~~Working Committee~~ ^{Executive Council} in this behalf.

XIII
XII

The secretariat If deemed necessary in their interests of smooth and efficient working of the Federation, the ~~Working Committee~~ ^{Council} may constitute a secretariat consisting of such of its office-bearers as might be readily available at the Headquarters of the Federation. So constituted, the secretariat will assist the General Secretary in carrying on day-to-day work by distributing amongst themselves specific duties or functions. The General Secretary shall call meetings of the secretariat at such intervals as may be decided by it.

XIII

XIV

Quorum

The quorum for all meetings shall be one-third of the total number of members of the body concerned.

XIV

Safe Custody of funds

The treasurer shall deposit the funds of the Federation in a scheduled or nationalised Bank or Banks approved by the ~~Working Committee~~ ^{Executive Council}.

The funds shall be deposited in the Bank or Banks in the name of the Federation and will be operated jointly by any two out of ~~them~~ ^{the three} office-bearers, namely, the President, ^{the} General Secretary and/or the Treasurer.

one of the Vice-Presidents available at the Head Quarters and authorised by the Council in this behalf

XVI

XV

Inspection of accounts and membership registers

The accounts and register or list of membership shall be open to inspection at the office of Federation by any officer or member of the ~~Working Committee~~ ^{Executive Council} as well as the ~~general~~ ^{Executive} Council and/or by a representative of an affiliated union duly authorised by it; provided that at least a fortnight's notice is

given to the treasurer requiring such inspection.

XVII. Application
XVI. Affiliation of funds

The funds of the Federation shall be spent in accordance with the provisions of section 15 of the Indian Trade Unions Act, subject to the decisions of the Executive Council of the ~~Working~~ Committee.

XVIII. Benefits and qualifications of representatives
XVII.

- (a) Affiliated unions shall be entitled to such benefits as the ~~Working~~ Executive Council of the Federation may from time to time decide, keeping in view the resources available to it.
- (b) No affiliated union shall be entitled to any benefit if it is in arrears of ~~any~~ affiliation dues for more than 12 months ~~6 months~~, or if disciplinary action has been taken against it under clause XXII of the constitution.
- (c) Only an office-bearer or a member of an affiliated union shall be entitled to represent it in Conferences of the Federation and/or on its various organs as defined in clause VI above.

XVIII XIX ~~XIX~~

Voting: All decisions of the various organs of the Federation as defined in Cl.VI hereof, shall be taken by simple majority. Voting shall ordinarily ^{by} be ~~by~~ show of hands, except when a division/ballot is ~~is~~ demanded.

XIX XX Imprest

The General Secretary shall be entitled to spend an amount not exceeding Rs. 300/- in a month, subject to ex-posto-facto approval of the Working ~~Working~~ Secretariat ~~Committee~~, or the ~~Secretariat~~ in case it exists.

XXI

Audit

The accounts of the Federation shall be audited annually by an auditor appointed by the ~~Working~~ ^{Executive} ~~Council~~ ^{Council} Committee, with requisite qualifications as laid down in the Indian Trade Unions Act.

XXII

Disciplinary Action

(a) Any officer of the Federation or any member of the ~~Working~~ ^{Executive} ~~Committee~~ ^{Council} or ~~General~~ Council may be suspended or expelled from the Federation for acting in a manner prejudicial to the interests of the Federation and ~~or the Working class~~ ^{Committee}. Likewise any affiliated union can also be suspended or expelled from membership of the Federation, subject to the following provisions;

- i) Only the ~~General~~ ^{Executive} ~~Council~~ ^{Shell}, either on its own or on recommendation of the ~~Working~~ ^{Secretariat} ~~Committee~~, shall be empowered to take such disciplinary action;
 - ii) the defaulting Union, office-bearer or member of the ~~General~~ ^{Executive} ~~Council~~ ^{or of the Working} ~~Committee~~, as the case may be, is given reasonable opportunity to meet allegations levelled against it ^{thing};
 - iii) the disciplinary action ^{to} taken by not less than two-third majority of the ~~General~~ ^{Executive} ~~Council~~;
 - iv) the person or union ~~is~~ ^{is} proceeded against shall be entitled to appeal to the next ^a Conference, whose decision shall not be called in question at any form.
- b) The ~~General~~ ^{Executive} ~~Council~~ may, by a resolution adopted by 2/3 majority, impose fines & penalties for default in fulfilment of any obligation to the Federation, provided that such fine or penalty will not exceed

double the amount of annual membership dues payable by the affiliated union. No fine or penalty can be imposed on any individual member or office-bearer.

XXII ~~Z~~ Strikes and/or direct action, ⁱⁿ any other form

The Federation may call out a strike, or direct action in any other form, ~~by~~ ^{affecting} all or some of the affiliated unions, provided that a resolution to that effect is adopted by the ~~General~~ ^{Executive} Council by a two-thirds ^{majority} of the ~~affiliated unions affected directly by the strike resolution.~~ ^{representatives of the} ~~concerned~~ ^{concerned}.

XXIII Amendments to the Constitution

a) The constitution may be amended subject to the following conditions :

- i) notice of proposed amendments is sent to all the affiliated unions along with the notice convening a regular or ~~a~~ Special Conference;
- ii) not less than ~~two~~ ^{three} month(s) clear notice is given to the General Secretary of an amendment proposed by an affiliated union or its delegate to the Conference;
- iii) the Conference concerned approves the proposed amendment or amendments by not less than two-third majority;

b) amendments duly approved by the Conference as per (a) above shall be sent to the Register of Trade Union within 14 days of the conclusion of the conference and shall not come into force till they are registered by the said authority.

XXIV Power to frame bye-laws and Regulations

The ~~General~~ ^{Executive} Council is empowered to frame bye-laws and regulations for the purpose of carrying out the business of the Federation, including laying down of electoral and/or

disciplinary procedures, provided ^{that} ~~of~~ their such bye-laws or regulations are not inconsistent with the provisions of this constitution.

XXV Dissolution

a) The dissolution of the Federation can only be decided upon by a Special Conference called for this purpose after serving ~~two~~ ^{three} month's notice, provided that not less than three-fourth of the delegates present at the Conference vote in favour of dissolution.

b) Disposal of assets and liabilities of the Federation shall be effected in accordance with the decision of the Conference deciding on dissolution.

.....

New Delhi,
Dated: 5.10.33.

To

All Unions of Textile Workers affiliated to
AITUC.

Dear Comrades,

Sub: Decisions of the 2nd National Conference of
All-India Textile Workers' Federation, held
at Calcutta from 30th September to 2nd
October, 1933.

As you are undoubtedly aware, the 2nd National
Conference of the All-India Textile Workers' Federation, was
held at S.A. Parooqi Hall, Garden Beach, Calcutta, on the
above dates. In all 194 delegates from different states
participated in the Conference. It was inaugurated by Banen
Sen, former AITUC President. The Chairman of the Reception
Committee, Comrade Som Nath Lahiri welcomed the delegates.
Comrade Indrajit Gupta, General Secretary of AITUC addressed
the delegates. The General Secretary's report was submitted
by Comrade G. V. Chitnis.

After an interesting discussion the Conference
unanimously adopted the General Secretary's report and also
adopted a number of important resolutions on various issues
connected with the Trade Union Movement in general and the
Textile Workers' movement in particular. Besides the main
resolution relating to the demands of the Textile workers,
the other resolutions related to: the nationalised sector
(MTC), Peace and Disarmament; Bombay Textile Strike;
Nationalisation of Jute Industry; Correction of Consumers'
Price India; Accumulation of P.S. Arrears, Closures and
lockouts in different units in different states; Sri Lanka;
Pakistan; Settlement of Charter of Demands of Textile workers
of West Bengal and non-implementation of agreement on Grades
and Scales of Pay, etc. in that state, and Trade Union and
democratic rights of workers, etc. Copies of most of these
resolutions, including that on the Demands, as well as the
Report Presented to the Conference have in most cases been
supplied to the delegates attending the Conference.

The main resolution of the Conference, on the
Demands of the Textile Workers puts the demand for outright
nationalisation of the Textile Industry, without any compen-
sation, in the forefront. The conference set up a sub-
Committee to prepare a constitution for the Federation, to
be finalised by the Executive Committee at the time of
the Bangalore Congress of the AITUC in December 1933.

Other important decisions of the Conference are:

(1) Immediate launching by Textile Workers' Unions of
a powerful campaign on the basis of the demands-charter
approved by the Conference and prepare in a big way to observe
1st of December, 1933, as All-India Day to popularise these
demands by various forms of mass activity, including
issuing of leaflets, posters, wearing of badges, holding
rallies, demonstrations, etc. and submitting memoranda to

appropriate authorities where unions or state federations have already submitted demand charters, a fresh demands, charter need not be submitted, except to the extent of supplementing the same where necessary, to bring it in conformity with the main direction of the Demands Charter approved by the Conference.

(2) Our unions should take steps to form Textile Workers' Federations on state level ensuring maximum possible participation of all Textile Workers' Unions including those not affiliated to the AITUC. In many cases such state federations have already been set up. But where this has not been done so far, it should be done by the end of January, 1984.

(3) A Conference of NTC workers would be held in Delhi on a suitable date to be notified later, in the month of March, 1984.

(4) All affiliated unions must pay annual affiliation fees @ 5 Paise per member or Rs. 10/- whichever is higher within the next 3 months. In the meantime in order to meet the immediate expenses of the central office of the federation each state must remit a minimum of Rs. 100/- to the Federation through the Central office of the AITUC, before 31st October 1983. This amount would be adjusted against affiliation fees payable by each individual union.

(5) As regards representation of unions on the Central Council/Executive, the Conference decided to allot 1 representative for each slab of 5000 members or major part thereof, subject to a minimum of one representative from every state. Representation, evidently, will be given on the basis of total membership of Textile Unions in each state, and not to individual unions.

(6) Membership on the basis of which affiliation fees will be payable will be that furnished to the AITUC by the union concerned.

(7) Textile unions in each state must immediately furnish to the H.O. of the Federation the name/names of their representatives to be included in the Central Council/Executive of the Federation, so that a regular and formal meeting of that body could be held at Bangalore at the time of the AITUC Congress.

(8) Head Office of the Federation is shifted to Delhi from Bombay. The exact address will be communicated to you as early as possible. In the meantime all correspondence, including payments, must be sent to the federation C/o Central AITUC Office, 24 Canning Lane, New Delhi-110001.

(9) The following is the list of office-bearers unanimously elected for the next term:

President	: Comrade Arun Sen
Vice-Presidents	: Comrade Homi Daji
	" T. N. Siddhanta
	" Parvathi Krishnan
	" Praduman Singh (Punjab)
	" Amolak Ram (A. P.)
	" Pampapathi (Karnataka)

General Secretary

: Comrade B. D. Joshi

Joint Secretaries

: " G. V. Chitnis

: " A. M. Gopu

(one more to be elected later)

Secretaries

: Comrade T. K. Joseph (Kerala)

2. " Nihar Mukherjee (W.B.)

3. " D. P. Pal (U.P)

(one more to be taken from
Madhya Pradesh)

Treasurer

: Comrade Raghbir Singh

(Haryana)

Complete list of names of members of the Central Council/Executive will be sent to State Organisations as soon as nominations from different states are available.

All Unions are requested to undertake the implementation and fulfilment of the programme of action decided upon by the 2nd National Conference in a big way. The message and decision of the Conference must be taken to every factory, department and every Textile Worker, to ensure that the movement goes forward in the spirit conceived by the 2nd National Conference.

Let us dedicate ourselves to the fulfilment of the decisions of the Conference and proceed toward organised textile workers' struggle on all-India basis.

Yours fraternally,



(B. D. JOSHI)

General Secretary .

upto this

अखिल भारतीय ट्रेड यूनियन काँग्रेस ALL INDIA TRADE UNION CONGRESS

24, CANNING LANE, NEW DELHI-1

President : ~~XXXXXXXXXXXX~~ ~~XXXXXXXXXXXX~~ Chaturanan Mishra
General Secretary : ~~XXXXXXXXXXXX~~ INDRAJIT GUPTA M.P.

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The workers and their unions have been unanimous in their demand for state take-over of the unit with the added assurance that they will fully cooperate with the NTC management to restore the mills to complete normalcy within the shortest possible time. It is also abundantly clear by now that the sole reason underlying the closure of the mills is the thoroughly unscrupulous, anti-labour and extortionate drive of the Jantias to carry out large-scale retrenchment of the workers and extract maximum work out of minimum number of workers on drastically reduced wages and allowances, besides blackmailing the Government into granting them liberal loans, which are sure to be misutilised by this notorious employer.

The Government had earlier promised to nationalise the mill so as to make a "gift" of it to the workers on the auspicious Pongal day. Instead of taking steps to fulfil this promise the Commerce Ministry has so far been a helpless spectator to deceitful rounds of "negotiations" between the Pondicherry administration and some other groups of business houses, including the Jantias themselves, each of whom has been surpassing the others in putting forward conditions which, if accepted, would ruin the mills altogether.

The workers, numbering over 7,500 have so far displayed remarkable restraint and sense of responsibility in conducting their agitation for nationalisation of the mill. Their patience, however, is getting exhausted. It is high time the Central Government took a firm decision to implement its pledge to carry out nationalisation of this mill.

II. THE HOME TEXTILE MILL - INDORE

This mill has been lying closed for almost a year now. The allround viability of this unit has been beyond any doubt. It was making good profits till about 7 - 8 years back, when it was taken over by its present proprietors, the Poddars. Its ^{fortunes} ~~status~~ started sagging with this take-over. The Poddars were evidently interested more in making money through misappropriation of considerable assets of the mills than by running it. What with creation of deliberate bottle-necks in the working of the unit

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(e.g. failure to supply essential inputs etc.) and with pursuit of bankrupt managerial and anti-labour policies and practices, the Poddars managed to convert it into a losing concern during the subsequent years. They thereby managed to extort liberal bank advances and loans to the tune of ~~the~~ several crores from the Government. The money so obtained was siphoned away to other underhand deals. Subsequently workers' contribution towards Provident fund and E.S.I.C. amounting to over a crore of rupees were also misappropriated. At the end of this 'profitable' exercise, the mill was declared closed, throwing 3000 workers on the streets. The mill possesses land worth over Rs. 20 crores at the present market rates, and the Poddars now have their evil eyes on this valuable asset.

Consequent on protracted agitation by the mill workers, backed by the entire population of Indore, accompanied by hunger-strike of the well-known Labour leader, Shri Homi Daji, the Madhya Pradesh Government is reported to have recommended to the Central Government nationalisation of this mill. The Ministry of Commerce does not, however, appear to have so far taken the matter seriously.

III. KRISHNA TEXTILE MILL- BIKANER (Rajasthan)

The management of this mill declared closure over 7 months back, rendering idle over 1600 workers. It was running quite smoothly till 3-4 years back. Shady deals involving funds of the mills, including misappropriation of even Provident Fund deposits of the workers, coupled with gross negligence in attending to the affairs of the mill, are at the root of this closure. The mill-owners in this case too are intending to sell away the considerable immovable assets of the unit. The starving workers have been deprived of even their earned wages amounting to about Rs. 2 crores.

The closure of this mill has hit the economy of this region and the Rajasthan Government has already recommended its nationalisation.

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General Secretary ~~XXXXXXXXXXXX~~ INDRAJIT GUPTA M.P.

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IV. THE BIRLA COTTON MILLS - DELHI

Owned by the House of Birlas, this is one of the major composite units of the industry in this part of the country with a working strength of about 6000 operatives. The mills techno-economic ~~xx~~ viability has never been in doubt till a couple of years back. Even a team of expert industrial Engineers appointed as assessors^{had} by the Industrial Court at the instance of the management, ~~had~~ fully endorsed the contention of the management, which was seeking to introduce rationalisation at that time, that its Weaving as well as spinning machinery is in a very sound condition from technical/mechanical point of view.

This mill made fabulous profits for decades together, paying fantastic dividends to the Birlas, and is still capable of yielding reasonable profits, given a sound and honest management.

However, the management appears to have decided to liquidate the mill and make a fortune out of sale of its considerable assets in land, the market value of which is a few thousand times more than its book-value.

Thwarted in its designs to liquidate the mill due to ~~xxxx~~ agitation and struggle of the workers, the management has resorted to an indefinite lock-out since the first week of January, 1984, defying even prohibitory orders issued by Delhi Administration.

The workers and all their unions are unanimous in their demand for nationalisation of this mill.

V. THE TECHNOLOGICAL INST. OF TEXTILES - BHILWANI (Haryana)

Major portion of this established and prospering Textile unit, owned by the Birlas, has already been closed down and the rest faces closure any moment. The closure would throw over 2000 workers out of employment. This closure has nothing to do with technical or economic considerations. It appears to have been resorted to by the cunning Birlas merely to brow-beat the Government into giving them

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President : ~~DR. B. BHASKAR~~ ~~DR. B. BHASKAR~~ Chaturanan Mishra
General Secretary : ~~DR. B. BHASKAR~~ INDRAJIT GUPTA M.P.

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substantial and abnormal concessions concerning the scope of its operations.

VI. THE HISSAR TEXTILE MILLS (Hissar) Haryana.

Owned by the monopoly house of DCM, this is one of the biggest and highly modernised spinning units in the north. The mill has been lying closed for the last 3 months simply because the workers and their unions have been resisting the arbitrary move of the management to impose back-breaking workloads on the workers involving retrenchment of over a thousand skilled workers.

This is a unit with very high degree of profitability and its nationalisation involves no risk whatever.

Totally unjustified closure of the following Textile mills has already been brought to the notice of the Hon'ble Minister:

- | | |
|---|--------------|
| (1) Indian Linoleum (Victoria Bras Division). | |
| | West Bengal. |
| (2) Poddar Projects, Ltd. | (W.B.) |
| (3) Bangodaya Cotton Mills | (W.B.) |
| (4) Basanti Cotton Mills | (W.B.) |
| (5) Calcutta Silk Mfg. Co. | (W.B.) |
| (6) Sri Ram Silk | (W.B.) |
| (7) East India Industries | |
| (Textile Division) | (W.B.) |
| (8) Bhaskara Textile Mills | (Orissa) |

Closures of Textile units have been reported from almost every state over and above those mentioned above. All of them, of course, require urgent attention in the interests of the economy of the country.

NIT.C. MILLS

We would like the Hon'ble Minister to give very close attention to the persistent failure of managements of NTC mills in a number of cases, to do justice to the responsibilities and tasks entrusted to them. In particular we would like to impress on the Government the urgent necessity of taking firm steps to stamp out the creeping menace of corruption, inefficiency and utterly irresponsible attitude and behaviour on the part of managements of many of

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the NTC units. Particular attention in this connection may be drawn to the contents of various communications addressed to the Commerce Ministry by the Central Cotton Mills Workmens' Union of West Bengal, as also to the Federations' communication dated 18.11.83. Persistent default on the part of the management of this important NTC unit to ensure adequate and timely supply of raw-material, fuel, and other essential items of stores, coupled with gross negligence in attending to the proper maintenance and upkeep of the plant, are undermining the viability of this unit. This excellent unit, capable of making good profits, is working at less than 50% of its capacity, while the workers have all along been agitating for full utilisation of its capacity.

The case of Ajudhia Mills at Delhi is also similar. The management of this mill has for the past few months been unable to supply sufficient raw-material and other essential inputs to ensure full working of the mill. Instead of ensuring timely supply of these inputs, the mill management has been trying to reduce the number of shifts thus reducing machine-utilisation and rendering many workers idle. The workers have rightly been agitating against this move of management.

The reported setting up of a study-group headed by a Joint Secretary of the Commerce Ministry to study the working of some NTC mills can prove useful only if extra care is taken to ascertain the workers' view-point with regard to the shortcomings plaguing these mills. Drastic remedies have, perhaps to be applied to overhaul the entire administrative and managerial set-up, including the set-up at the Regional level, in order to ensure the optimum utilization of the machinery, and other resources.

Indrajit Gupta (M. P)
(A I T U C)

T. N. Siddhanta Y All - India
B. D. Joshi X Textile Workers'
Q Federation.

*File
Textile*

1st March 1984.

Sri Prabhat Kumar,
Joint Secretary to the Government
of India,
Ministry of Commerce,
Udyog Bhawan,
New Delhi-1.

Dear Sir,

According to some newspaper reports the National Textile Corporation has set up a special study Group to go into the working of seven of the 'heavily losing' mills managed by it. The report also says that this study-group is headed by your goodself.

Since this Federation has a number of affiliates connected with NTC mills practically all over the country, we are naturally interested in the study to be undertaken by your team since tens of thousand workers employed in NTC mills have a direct stake in the working of these mills.

We would, therefore, request you to let us know the names of the mills which your team has selected for its assigned study and also give us an opportunity to place the workers' view-point before you with the sole object of assisting in finding out ways and means to decisively overcome the negative factors that continue to inhibit the functioning of NTC units.

Thanking you,

Yours faithfully,

(Signature)
(B. D. JOSHI)
General Secretary.

Com. Sri Prabhat

For in format
(Signature)

अखिल भारतीय टेक्स्टाईल वर्कर्स फेडरेशन
ALL INDIA TEXTILE WORKERS' FEDERATION
 (AITWF)

President : Com. ARUN SEN

Gen. Secretary : Com B. D. JOSHI

Your Ref. _____

Our Ref. _____

Goshala Gate, Kishan Ganj,
DELHI-110006Dated 29.2.1984

Com R.S. Zivanada,
 Pondicherry State F.U. Congress,
 7, Vellala Street,
PONDICHERRY-605 001.

Dear Comrade,

Your letter dated 20.2.84, regarding workers' resistance to the introduction of 7-day working in the NTC-owned Bharathi Textile Mills, along with its enclosure has been passed on to the Federation by the AITUC for necessary advice.

While the attempt of the management to impose 7-day working on the workers against established custom, convention and usage has to be resisted, we should not under the prevailing circumstances in the Textile Industry adopt an altogether *negative* attitude in the matter. As it is, 7-day working is already in vogue in many Textile centres/units. Opposition to such working in our opinion, should partake more of an industrial claim rather than a legal one. Our suggestion would be that the union strives-

1) to persuade the management to withdraw its unilateral action, and discuss the proposal with the Union;

2) to negotiate with an open mind and

agree to 7-day working subject to certain conditions which should include: (a) employment of extra hands equal to at least 1/6 of the present complement

P.T.O.

अखिल भारतीय टेक्स्टाईल वर्कर्स फेडरेशन
ALL INDIA TEXTILE WORKERS' FEDERATION
(AITWF)

President : Com. ARUN SEN

Gen. Secretary : Com B. D. JOSHI

Your Ref. _____

Goshala Gate, Kishan Ganj,
DELHI-110006

Our Ref. _____

Dated _____

-2-

of workers; (b) Increase in the existing emoluments in the shape of either adhoc wage/increase or extra allowance to compasate the workers for the inconvenience involved in/ giving up an age-old convention/facility. We should pitch our demand at 15% extra wage/allowance and negotiate. We can agree at a slightly lower figure also depending on our bargaiuing strength. The prevailing rates vary between 4 to 5% in the industry according to our informatica.

The above advice is, of course, subject to the conditions(organisational, tactical, etc.) in which you are functioning.

With fraternal regards,

Yours Comradely,

(B. D. JOSHI)

General Secretary.

Com. Sidhartha

Textiles

अखिल भारतीय टेक्स्टाईल वर्कर्स फेडरेशन
ALL INDIA TEXTILE WORKERS' FEDERATION
 (AITWF)

President : Com. ARUN SEN

Gen. Secretary : Com B. D. JOSHI

Your Ref. _____

Goshala Gate, Kishan Ganj,
DELHI-110006

Our Ref. _____

Dated 17.2.1984

Shri V.N.Pratap Singh,
 Union Minister for Commerce,
 Udyog Bhawan,
NEW DELHI-1.

Dear Sir,

Sub:- Take-over of closed/locked out
 Textile units.

.....

I beg leave to refer to the representation personally submitted to your goodself on the above subject on the 9th inst., when I along with Shri J. Tytler, M.P., met you in your office in Udyog Bhawan, with a deputation of representatives of unions of workers of certain locked-out/closed upcountry units of the Textile Industry, including ~~the~~ the Birla Textiles of Delhi. At the end of the discussions, I took the opportunity to draw your pointed attention to the case, among others, of the Anglo-French Textile mill of Pondicherry and the Hope Textile mill of Indore, the take-over of both of which is more than overdue on grounds of alround expediency. You were good enough to give the deputation a patient hearing, holding out an assurance that the matter is already receiving your attention.

Again on the 14th inst. when the undersigned availed of the opportunity to see you in your personal office at 101-B-Vithal Bhai Patel Bhawan, you were requested to spare further and sufficient time and attention to take up with the utmost seriousness the question of stemming the mounting wave of closures and lock-outs of Textile units on the flimsiest pretexts by the mill-owners by taking over all such mills with matching resolve and promptness. Among others, the case for prompt takeover of the units listed below was sought by the undersigned on behalf of the Federation :

- 1) The Anglo-French Textile Mill of Pondicherry
- 2) The Hope Textile Mill, Indore
- 3) The Arishna Mills, Beawar (Rajasthan)
- 4) The Birla Textile, Delhi
- 5) The Hissar Textile Mill, Hissar (Haryana)
(a DCM unit) ~~(a Birla concern)~~
- 6) The Technological Institute, Bhiwani (Har
(a Birla concern)
- 7) Indian Linoleum (Victoria Division)
(West Bengal)
- 8) Poddar Projects, Ltd. (W. Bengal)
- 9) Bangodaya Cotton Mills (West Bengal)
- 10) Basanti Cotton Mills (a unit of Swan mills)
- 11) Calcutta Silk manufacturing Co. (W. Bengal)
- 12) Sriram Silk (W. Bengal)
- 13) East India Industries (Textile Division
W. Bengal)
- 14) The Bhaskara Textile Mills (Orissa)

dot-1

In all the afore-listed cases closure/lockout has been brought about solely because of gross negligence criminal buglings, inefficiency, corruption and general mismanagement on the part of the managements concerned. Pending the take-over of the 40 and odd mills currently subjected to closure or lock-out in the country, nothing ~~is~~ of immediate take-over of the above-named units could provide an indication of the Government's earnestness to keep the wheels of this essential national industry running.

the need


Besides dealing effectively with the spate of closures and lock-outs in the private sector of the industry, my organisation would like to impress on the Government to take firm and urgent steps to stamp out the creeping menace of corruption, inefficiency and utterly irresponsible attitude and behaviour on the part of managements of many of the NTC mills. In this connection your kind attention is drawn to the contents of various communications addressed to you by the Central Cotton Mills Workmen's Union, Howrah, (West Bengal), as also to the Federation's communication dated 13.11.84, neither of which have evoked the desired response from your Ministry. Persistent default on the part of this important NTC unit to ensure adequate and timely supply of raw-material, fuel, and other essential items of stores, coupled with gross negligence in attending to proper maintenance and upkeep of the plant, are steadily wrecking the economic viability of the unit.

You were good enough to assure the undersigned in the interview he had with you on the morning of the 14th February, that you will seriously discuss all these pending matters with us on your return from your present visit to Rumania, with a view to finding ways and means to ensure the resumption of productive activity in all these units at the earliest, without jeopardising the interests of workers.

I am, consequently, venturing to address this communication to you by way both of recapitulating the submissions made on behalf of the Federation, as also by way of reminding your goodself of your assurance that sufficient opportunity would be afforded to us to discuss this vital matter with you with a view to putting an end to the present highly undesirable state of uncertainty, indecision and inaction on the part of the Government.

Thanking you in anticipation of being given an opportunity at your earliest convenience to meet you for further discussions.

Yours faithfully,


(B. D. JOSHI)
General Secretary

- c.c. 1) Com Arun Sen
President, AITWF
Calcutta
- 2) Com V. Subbiah
7, Vellala Street
Pondicherry-1.
- 3) Com M.L. Jain
Secretary
Bhopal
- 4) General Secretary
Textile Labour Union
Beawar
- 5) Com A.L. Seth
Organising Secretary
Howrah.
- 6) Com Indrajit Gupta ✓
New Delhi
- 7) Com Siddhanta
New Delhi.

CENTRAL COTTON MILLS WORKMENS' UNION

संकेत कटन मिलस वर्कर्स यूनियन
(Regd No. 4499)

Affiliated to ALL INDIA TRADE UNION CONGRESS,
16, Girish Ghosh Road, P. O. Belurmah,
HOWRAH.

Textile
Federation

President

MD, ELIAS

67-2204 and 34-7242

General Secretary

ARUN SEN

45-4092 and 24-9768

Ref. No. _____



Dated 11th. Feb. 1984.

To
Shri B. D. Joshi,
General Secretary,
All India Textile Workers' Federation,
Goshala Gate, Kishan Ganj,
DELHI-110 006.

Under Certificate of Posting.

Dear Comrade,

This has reference to our previous letter dated 11th. November '83 originally addressed to Sri Vishwanath Pratap Singh, Union Commerce Minister and copy endorsed to you.

Considering the gravity of the serious lapses on the part of the Management of the Regional subsidiary of the National Textile Corporation, we had sent telegram twice to him as well as to you also on 12.8.83 and 2.12.83 respectively.

We are in receipt of your reply dated 18th. November '83 addressed to the Union Commerce Minister, in reply to our said letter under reference.

Perhaps you remember that we had given you details information about Central Cotton Mills, Belur, Howrah when you hold a Gate meeting there on 3rd. October 1983.

Moreover the delegation for 32nd Session of AITUC at Bangalore from Central Cotton Mills met with you there alongwith the undersigned and informed you about the gross negligence on the part of the Management in attending to the proper maintenance of the machineries, timely supply of raw materials and others inputs, fuel, spare parts and accessories, chemicals etc.

The working condition of the Mills is deteriorating day by day. Still there is no proper sufficient and timely supply of any inputs mainly Coal, Cotton & Diesel etc.

On the other hand personnel Management Divn. of this subsidiary is very busy with granting promotion, designation and grade scale to inactive officers and supervisors.

Following inputs have been supplied in Central Cotton Mills during last 3 months:-

Period.	Cotton.	Coal.	Diesel.
November '83.	200 B/s.	94.264 M/T.	800 Litres.
December '83.	200 " <i>sales</i>	305.5 "	Nil.
January '84.	125 "	186.770 "	Nil.
February '84.	75 "	188.980 "	Nil. (Upto 10th. only).

Under the circumstances, we urge upon you to take immediate effective action in the matter with the appropriate authority of the holding Company of N.T.C. as well as to the Govt. machineries in order to ensure normal functioning of Central Cotton Mills and to prevent its demolition by vested interests.

We shall be thankful if you could kindly let us know the step taken from your end in this regards.

With thanks,

Fraternally yours,

c.c. to :- 1) *Indrajit Gupta, M.P.,*
General Secretary, AITUC,
24, Canning Lane, New Delhi.

2) Sri Kalyan Roy, M. P.,
63, South Avenue, New Delhi.

For Central Cotton Mills Workmen's Union

(A. L. SETHI)
Organising Secretary

(C O P Y)

ALL INDIA TEXTILE WORKERS' FEDERATION.
(A I T W F)

President : Com. ARUN SEN

Goshala Gate, Kishan Ganj,
DELHI - 110 006.

Gen. Secretary : Com. B. D. JOSHI

Your Ref.....

Dated 18. 11. 1983.

Our ref.....

Most Urgent.

Shri Vishwanath Pratap Singh,
Union Commerce Minister,
Udyog Bhawan,
New Delhi-1.

Dear Sir,

Sub: Prolonged disruption of production in the Central Cotton Mills, Howrah, West Bengal, due to serious lapses on the part of the management and indifference on the part of the Regional subsidiary of the NTC.

We take leave to refer to the communication dated 11.11.83 addressed to you by the Secretary of the Central Cotton Mills Workmen's Union, Howrah, bringing to your notice persistent bunglings and serious lapses on the part of the management in running this nationalised enterprise. As a direct consequence of gross negligence on the part of the management in attending to the proper maintenance of the machinery, timely supply of raw material and other inputs including fuel, spares and accessories, chemicals, etc. drastic under-utilization of the productive capacity of the mills has become a near permanent feature of the existence of this undertaking. On the top of all this, no attempt worth the name is being made to put an end to mounting slackness and inefficiency, besides patently wasteful practices on the part of senior technical and managerial personnel. As a consequence, naturally, the morale of the work force is being seriously affected.

It is highly regrettable and reprehensible that despite repeated representation and demand by the workers' union to end this deplorable state of affairs and despite their repeated offer to co-operate in any efforts that might be made by the management towards this end, neither the local management, nor the Regional subsidiary of the National Textile Corporation have cared to take any steps to stem the lot. So much so that even an undertaking given to the unions by the top management including the Chairman-cum-Managing Director of the subsidiary, as clearly embodied in the proceedings of a joint meeting dated 11. 9. 82, remains confined to the papers. A copy of these proceedings along with certain other papers containing well-thought-out and practicable suggestions put forth by the union for ensuring proper working of the mills, has also been forwarded to you along with its letter dated 11.11.83.

There appears to be no valid reason behind such gross negligence and dereliction of duty on the part of your Regional subsidiary except that it is not at all interested in making this important venture in a vital industry a success. Such callous disregard of National interests is, to say the least unpardonable. It appears as if an important section of the NTC at the top-level is interested in providing the grist to the mill of the Private Mill Industry in its efforts to pull down the nationalised sector of Textile Industry.

We hereby strongly urge upon you to cause immediate and effective action to be taken in the matter in order to ensure normal functioning of the Central Cotton Mills and other units of the nationalised sector and to prevent its demolition by vested interests.

Contd.....2/

A deputation of representatives of the Federation would like to wait on you at your earliest convenience to discuss the situation and its dangerous implications, and to explore possible remedies to be supplied to avert the worst.

We shall be grateful if you could kindly let us know the date and time when we could meet you.

Thanking you,

Yours faithfully,

Sd/- (B. D. JOSHI.)

General Secretary.

Copy to :-

- 1) The General Secretary, AITUC,
24, Canning Lane,
New Delhi.
- 2) The General Secretary,
Central Cotton Mills Workmen's Union,
16, Girish Ghosh Road,
P. O. Belurmath,
Howrah. (W. B.)

अखिल भारतीय टेक्स्टाईल वर्कर्स फेडरेशन
ALL INDIA TEXTILE WORKERS' FEDERATION
 (AITWF)

President : Com. ARUN SEN

Gen. Secretary : Com B. D. JOSHI

Your Ref. _____

Our Ref. _____

*File
Textile Fed.*

Goshala Gate, Kishan Ganj,
DELHI-110006Dated 11.2.1984

Dear Comrade,

I am not sure if you^{re} member that the Executive Bureau of the Trade Unions International, Textile, Clothing, Leather and Fur Workers (WFTU-Deptt.) will be meeting in New Delhi on the 20th and 21st March, 1984. The venue of the meeting will be the Meeting-hall of the public-sector Ranjit Hotel, New Delhi.

As it is for the first time that the Bureau will be meeting in India, I am requesting the Gen. Secretary of the TUI to invite the office-bearers of our Federation to attend the meeting as observers so that they could have an idea as to the level of the movement of workers in our branch of the industry.

I do not think that there will be any objection to this suggestion from the Bureau sectt.

May I, therefore, propose that you as an office-bearer of the Federation should try to adjust your engagements so as to be in Delhi on the dates of the Bureau meeting? In case you find it possible to carry out this adjustment, kindly inform us accordingly.

Of course you are expected to make your own arrangements for stay in Delhi. In case you find any difficulty in doing so, kindly inform us in good time so that we could help you in the matter.

If possible kindly send us a list of Textile mills already closed or facing closure in your state, along with connected information, e.g. size of the mill, no. of workers directly affected, attitude of the state Govt., reasons, apparent as well as real, for the closure, etc.etc.

With fraternal greetings and regards,

Yours comradely,

B. D. JOSHI
 (B.D. JOSHI)
 General Secretary

25

Arun Sen

R66, BORDEN REACH ROAD,
CALCUTTA-700024.

Phone : 45-4092

*File
Textiles*

Date 8. 2. 1984

Refund. TUC/cotton/216/84

Dear Tiken,

In Calcutta we had a good Convention attended by 467 delegates from 40 Textile Mills on 31st January, 1984. The Convention was sponsored by 9 Central Textile Trade Unions belonging to CITU, AITUC, INTUC, HMS, NFITU, TUCC, BMS, UTUC and UTUC (L.S.).

Copies of Resolutions are enclosed. The Nationalisation Resolution was moved by Nirmal Ghosh, General Secy. INTUC Federation. You may use it in TUR.

Com. Indrajit Gupta told me about the possibility of TUI Bureau Meeting at Delhi. Whether it has been fixed? Shall I have to attend?

Yours

Encl:- copies of Resolutions

Com. T. N. Siddhanta,
Secretary,
All India Trade Union Congress,
24 Canning Lane,
New Delhi-110001



NATIONALISATION OF TEXTILE INDUSTRY

The performance of the employers of textile industry have made the future of this industry very gloom. 70 crores Indian people require more than 12,600 million metres of cloth but the production of the mills sector is going down every year. Mills sector production 1965 was 4587 million metres and in 1981-82, 3808 million metres. These employers with lost of super profits are not interested to increase the production but reap more profits by increasing prices of cloth and also at the same time are siphoning the money even Government and other financial grants in other sector and deliberately making the industry sick.

The Convention is firmly of the opinion that the main cause of this sickness mismanagement and even fraudulent practices. Instances of siphoning of the funds of the mills to more lucrative spheres and spiriting away of the resources are only too common and have been proved to the hilt in the several enquires conducted by the Government in the affairs of the closed units. Even the Bipartite National Industrial Committee that examined the cases of closures and enquired in depth into the causes of sickness in the Industry in 1976 was led to observe that in at least Eighty percent of the cases mismanagement was found to be either the prime or contributory cause of the closure. The findings of the recent study of the Reserve Bank of India in the cases of 100% industrial closures are no different.

Like all big enterprises the Textile Industry to-day is running mainly on finances provided by Banks and other Government financial agencies. But the mismanagement is leading to frittering away of valuable resources provided by these agencies with the industry permanently pressing for more assistance and more concessions.

The Convention therefore is of the opinion that the only cure for this chronic sickness is the immediate nationalisation of the entire Textile Industry and running it with the participation of workers, technicians and honest officers. Only such a democratic re-organisation of the industry can enable it to fulfil its objective of clothing the millions. This would also help ensure a fair price to the cotton growers, a fair wage and service conditions to the workers and a reasonable price to the consumers. The Government was already led to nationalise 105 mills in 1974 which were ruined by their owners. Recently it has to nationalise the 13 mills in Bombay that would not reopen after the strike. Such patchwork however is no solution to the problem posed by the never ending closure, and the only solution is the one mentioned above.

The Convention therefore demands immediate nationalisation of the entire Cotton Textile Industry, its democratic re-organisation under all India Textile Board and an integrated textile policy to co-ordinate planned development on a democratic basis of the different sectors of the industry.

The Convention calls on all the textile workers and its organisations, and particularly its affiliates to launch an immediate campaign with the support of other democratic forces with this in view and build a mighty movement that would make the calls irresistible.

The Convention urges upon the Government pending Nationalisation of the Textile Industry. The present closed or locked out mills be taken over by the Government.

The following mills of West Bengal be taken over immediately :-

1. Poddar Project Ltd.,
2. Bangadaya Cotton Mills,
3. Basanti Cotton Mills (A unit of Swan Mills)
4. Calcutta Silk Manufacturing Company
5. Indian Linolium (Victoria Division)
6. Sriram Silk,
7. East India Industries (Textile Division)

RESOLUTION - TO FORM STATE TEXTILE CORPORATION

There are few Textile Mills in the State Sector and some new units are also coming up.

In West Bengal more than 80% yarn are to be purchased from different States at exorbitant prices from middle man to cater the needs of Handloom weaver, Power looms and Hosiery Industry. West Bengal needs many more textile mills.

This Convention urges upon the State Government to form a State Textile Corporation and expand, modernise and set up adequate number of textile mills and for this purpose the Central Government be prevailed to ensure required financial help and support.

RESOLUTION

ON N. T. C. MILLS

This Convention of the delegates representing Nine State Textile Workers' Federation views with grave concern the serious deteriorating condition of the National Textile Corporation Mills in the State.

The production in the mills have come almost to a halt not due to any lapse of the workers but because of non-supply of raw materials including even of cotton, coal and store supplies.

While the mills are on virtual closure, the workers are being denied their dues, Tripartite Agreements are being violated by the management with impunity, the officers have been granted liberal increments and perks, Rampant corruption and nepotism prevails at the top managements level.

In the name of modernisation, crores of rupees have been spent in an unplanned, haphazard and lopsided manner resulting practically no improvement in production and productivity. As such the industry is being ruined due to total inefficiency of the management.

The convention urges upon the Government to immediately intervene and provide adequate efficient technical hands and management personnel and the workers and trade unions active co-operation are taken so that the N.T.C. are saved.

Textile Labour Union

Siddhanta
B.D. Joshi

टेक्सटाइल लेबर यूनियन, ब्यावर (राजस्थान)

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

BEAWAR (Raj)
305901

Ref No. 992
= 2

Textiles
File



Dated 20/9 - 1984

माननीय विश्वनाथ प्रतापसिंह जी,
वाणिज्य मंत्री, केन्द्रीय सरकार
नई दिल्ली

विषय :- ब्यावर जिला अजमेर के दी कृष्णा मिल्स लिमिटेड
को चालू करने बाबत

प्रिय महाशय,

दी कृष्णा मिल्स लिमिटेड, ब्यावर (राजस्थान) पिछले करीब ६ माह से बन्द पडा है। मिल्स के बन्द होने से मिल्स के काम करने वाले १६०० श्रमिक और उनके आश्रित हजारों बने मूख के अंगार पर है, मजदूरों ने अपने फण्ड की राशि माँगाकर हा लिया है आगे कोई रास्ता मिल्स बंद नजर नहीं आता, मालिकों ने भी मजदूरों के करीब पौने दो करोड रुपया वेतन, बोनस, ग्रेज्युटी आदि के न देकर रुझ कर लिये और हस्तकार उनका कुछ भा करने को तैयार नहीं।

राजस्थान सरकार ने मिल्स को चालू करने बाबत हमें समय समय पर को-ऑपरेटिव मिल्स मालिकों को अधिक रूप देकर चालू करने की बात कही थी लेकिन मिल्स चल नहीं आती ज्ञात हुआ है कि राजस्थान सरकार ने केन्द्रीय सरकार को अपनी ओर से इस को चालू करने बाबत कि केन्द्रीय सरकार मिल्स को अधिग्रहण कर चलाये, यह लिखा है, हमने समय समय पर आपकी माँ जब से मिल्स बन्द होने की सम्भावना बनी थी तब से ही लिख रहे है लेकिन आपकी ओर से भी मिल्स को चालू करने बाबत जल्दीपद सूचना आदि हमें नहीं मिली है।

इस पत्र द्वारा हम आपसे पुनः निवेदन करते है कि ब्यावर के दी कृष्णा मिल्स लिमिटेड जो कि एक अच्छा युनिट है सरकार अधिग्रहण कर चलाने की व्यवस्था करे, सरकार की यह जिम्मेदारी होगी कि वह श्रमिकों को रोजी रोटी दे, इस कार्य को पूरा किया जाय, आशा है आप इस कार्य पर ध्यान देंगे और हमें जाश्वस्त करेंगे कि सरकार इस पर क्या कर रही है। कृपया की गई कार्यवाही से इस युनिशन को भी अवगत करने का श्रम करें।

सहयवाद।

भवदीय,

प्रतिष्ठा वा सो सूक्तार्थ स्व आवश्यक कार्यवाही हेतु -

- १- श्रीमान श्री मंत्री जी, राजस्थान सरकार, जयपुर
- २- श्री विष्णा प्रकाश जी बजारा, विधायक, ब्यावर
- ३- श्री आचार्य भावानंद, ससिद, दिल्ली
- ४- श्री सुहृदीत गुप्ता, ससिद, सोआरोट्टी, दिल्ली
- ५- कामंड विश्वनाथन, आर एस टी यू सी, जयपुर
- ६- कामंड जी.डी.जी. अर्धरा, टेक्सटाइल फंडेशन दिल्ली

७- श्रीमान मुख्यमंत्री जी राजस्थान सरकार जयपुर

Siddhanta
B.D. Joshi
बनारस देवेदरी
टेक्सटाइल लेबर यूनियन, ब्यावर (राज.)

Textile Labour Union

टेक्सटाइल लेबर यूनियन, ब्यावर (राजस्थान)

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

BEAWAR (Raj)

305901

Dated 26/9/1984

Ref No.

904

माननीय मुख्य मंत्री जी
राजस्थान सरकार
जयपुर!

विषय :- कृष्णा मिल को चालू करने का वादा!

गुप्त सहाय्य:

ब्यावर का कृष्णा मिल पिछले करीब दू माह से बंद है, मिल को बंद होने से शहर के बाजार पर छोटे छोटे दुकानदारों पर बहुत बुरा असर पड़ा है, इसके साथ ही सौलह सौ (1600) मजदूरों के परिवार जनों को बेरोजगारी भी घीत गयी है, और वो आज ब्यावर मशीन को कठोर पर है, उद्वेगते अपनी फंड की सहाय्य से पैसा संगठक अपनी जीवित को ये दिन काट लिये, अब वो पैसा भी खर्च होने आया, और संकट और बढ़ गया, मजदूरों के वेतन बोनस ग्रेड्युटी आदि के पैसे दो करोड़ रुपया मालिक हड़प कर लिया, जिसको सरकार दिला ना सके। अब ऐसे मालिक को बिगड़ भी नहीं सकती।

मिल को चालू करने के साधन से जब जब भी आप से, श्रम मंत्री से मिलने का अवसर मिला, सब आप लोगों ने मिल को चालू करने की बात कही, किन्तु मिल आज तक चला नहीं, कभी आपने इस मिल को कोपरेटिव के आधार पर चलाने कहा, कभी आपने उसी तरह को पैसे की और मदद करके चलाने को कहा, लेकिन ये दोनो रास्ते तो अस्सल अपनाये नहीं गये, अगले अपना भी लिगे जाते, तो मिल कापिल बंद होने की संभावना थी, और है।

अभी सप्टेंबर 13/11/84 को मिल गेट इंटेंस की आठ सप्ताह में श्री पृथ्वीराम लाल शर्मा ने यह घोषणा की थी, कि राज्य सरकार मिल को चलाने हेतु केंद्रीय सरकार को अपनी और से लिख कर भेज दिया है, यदि ये सत्य है, तो यह एक काजीब कदम है।

Textile Labour Union

टेक्सटाइल लेबर यूनियन, ब्यावर (राजस्थान)

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

BEAWAR (Raj)

305901

Ref No. _____



Dated _____ 198

हम उस फा द्वारा आपसे यह विवेक करते हैं कि आप अपनी
आप से राज्य सरकार की और से केंद्रीय खाण्डा मंत्री को पुनः
पुनः करें, कि वो मिल को अधिकृत कर मिल को चालू करने
की व्यवस्था करें।

हमने आपको लगातार फा विवे है, किन्तु आपने अपनी
पक्ष से जो कार्य उत्तर बंदे विवे कि आप क्या कर रहे हैं,
कृपया फा का उत्तर दिलाये कि राज्य सरकार ने क्या किया
है, जिससे हम मजदूरों को विश्वास दिलाये, और उनके बंदे
दुःख असह्य और गुस्से को शांत कर सकें,

आशा है आप फा का उत्तर देने की कृपा करेंगे।

धन्यवाद

प्रतिलिपि आवरणक व सूचनाएँ हेतु! टेक्सटाइल लेबर यूनियन, ब्यावर (राज.)

नगर लोकोटरी

- 1 - श्रीमान् श्रीम मंत्री, राजस्थान सरकार जयपुर!
- 2 - विद्यार्थक - विष्णु प्रकाश बजाज - ब्यावर
- 3 - स्वासंद - भगवान देव आचार्य - दिल्ली
- 4 - श्रीमान् विश्वनाथ प्रसाद सिंह, खाण्डा मंत्री केंद्रीय मंत्री - दिल्ली
- 5 - स्वासंद - इन्दुजीत गुप्ता, A.I.T.U.C दिल्ली
- 6 - कार्डरेड विश्वनाथ R.S.T.U.C. जयपुर
- 7 - कार्डरेड बी. जे. जोशी, अध्यक्ष टेक्सटाइल फेडरेशन दिल्ली।

नगर लोकोटरी
टेक्सटाइल लेबर यूनियन, ब्यावर

अखिल भारतीय ट्रेड यूनियन कांग्रेस
ALL-INDIA TRADE UNION CONGRESS
24, CANNING LANE, NEW DELHI-1

President : ~~S. S. MIRAJKAR~~ - S. A. DANGE - Chaturanan Mishra
General Secretary : ~~S. A. DANGE~~ INDRAJIT GUPTA M.P.

30.12.83

Shri. Bishambhar Nath
Under Secretary
Ministry of Labour Rehabilitation
Shramshakti Bhawan
Rafi Marg
NEW DELHI-110 001.

Dear Sir,

Sub :- Resolutions from All India Textile
Workers' Federation, Canning Lane,
New Delhi.

We enclose herewith your internal note
No. Z-13015/22/83-Coord. dated 23.12.83 marked
"Most immediate", meant for your Women Cell,
alongwith enclosures.

This has been sent to us by your depart-
ment through mistake and ~~the~~ attach the envelope
also for your reference.

Yours faithfully,

(Ved Raj Gupta)
Office Secretary

Enclos: as above

अखिल भारतीय टेक्स्टाईल वर्कर्स फेडरेशन
ALL INDIA TEXTILE WORKERS' FEDERATION
 (AITWF)

President : Com. ARUN SEN

Gen. Secretary : Com B. D. JOSHI

Your Ref. _____

Goshala Gate, Kishan Ganj,
DELHI-110006

Our Ref. _____

Dated 30/11/83TELEGRAM / *Express*ORDINARY

- (1) SHRI VISHWANATH PRATAP SINGH
 UNION COMMERCE MINISTER
 NEW DELHI
- (2) SHRIMATI INDIRA GANDHI
 PRIME MINISTER OF INDIA
 1, SAFDARJUNG ROAD
 NEW DELHI

TEXTILE WORKERS FEDERATION DEMANDS IMMEDIATE
 NATIONALISATION AND REOPENING OF HOPE MILLS
 INDORE (.) DEEPLY CONCERNED AT HEMI DAJEE'S
 PROTEST FAST (.)

JOSHI, SECRETARY

Not to be telegraphed:

B.D. Joshi

General Secretary, All India Textile Workers'
 Federation, Goshala Gate, Kishanganj, Delhi-6*B.D. Joshi*

Copy sent by post to Com. Dajee
 (0.50 Paise)

RECEIVED 21-11-83

28 NOV 1983

Dear Comr.

I ~~have received~~ your

A. L. T. U. C.

Circular, dt. 15. 11. '83. I already
send the M.O. of Rs. 100/2 and also
got the M.O. coupon. That
amount was received there on
9. 11. '83. Please check it
there.

Regarding the Demand
Day, we met our Federation
Council and planned to organize
the day very effectively.
All the Mills in Kerala will
observe December 1st as the
Demand Day.

We also discussed this in
State-Conference also.

So we gave away
rigor during for the observation
Day.

I will also send a
report regarding the position
of the Mills and workers
of the industry as well as the welfare
of the workers.

We can meet at B
for the detailed discussion.

Thanks for

Yours Faithfully

T. A. Jose

~~T. A. Jose~~
General Secy

अन्तर्देशीय पत्र कार्ड
INLAND LETTER CARD

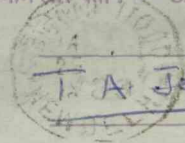


To
Com. B. D. JOSHI,
General Secretary, All India Textiles
Workers Federation, AITUC Office,
24, Canning Lane, NEW-DELHI-1

पिन PIN 110001

तीसरा मोड़ THIRD FOLD

इस पत्र के भीतर कुछ न रखिए NO ENCLOSURES ALLOWED
पते में पिन कोड लिखें WRITE PIN CODE IN ADDRESS
प्रेषक का नाम और पता SENDER'S NAME AND ADDRESS



T. A. Joseph

पिन PIN 683517

पहला मोड़ FIRST FOLD

TRADE UNION RECORD

JOURNAL OF THE ALL-INDIA TRADE UNION CONGRESS

VOL. 41 No. 19
20 OCTOBER 1983
NEW DELHI
PRICE: 60 PAISE

32 ND CONGRESS OF THE AITUC

NOTICE TO All Affiliated Unions

Dear Comrades,

The 32nd session of the All India Trade Union Congress will be held at BANGALORE (Karnataka) from 15th to 20th December 1983.

The Session will transact the following business:

1. Speech by Chairman, Reception Committee
2. President's address
3. Report of the General Secretary and its adoption.
4. Submission of Accounts and approval of the same.
5. Resolutions
6. Election of General Council
7. Any other business with the permission of the chair.

All affiliated unions are requested to send the names of their delegates on the prescribed proforma (Published in this issue elsewhere) so as to reach this office not later than 30 November 1983.

Notice of the resolutions to be moved in the conference should be sent so as to reach the AITUC Central office not later than 30th November 1983.

With greetings,

Yours fraternally,
INDRAJIT GUPTA
GENERAL SECRETARY

ALL INDIA TRADE UNION CONGRESS

24, Canning Lane,
New Delhi-110001
20 October 1983

AITUC WORKING COMMITTEE MEETING

All members of the Working Committee
Dear Comrades,

A meeting of the Working Committee of AITUC will be held at Bangalore on 15 December, 1983 at 10.00 AM in the conference hall to discuss the following agenda:-

1. Confirmation of minutes of the last meeting.

2. Programme and agenda of the General Council meeting to be held on 15th December 1983.

3. Any other matter with the permission of The Chair.

All members are requested to attend.
With greetings,

Yours fraternally,
INDRAJIT GUPTA
General Secretary

20 October 1983

AITUC GENERAL COUNCIL MEETING

To

All members of the General Council
Dear Comrades,

A meeting of the General Council of AITUC will be held at Bangalore in the conference hall at 11.00 AM on 15th December 1983 to discuss the following agenda:

1. Confirmation of minutes of the last meeting

2. Programme and agenda of the 32nd session of AITUC

3. Ratification of new affiliations.

4. To determine number and name of Ex-officio delegates to the 32nd session of AITUC.

5. Any other subject with the permission of the Chair.

All members are requested to attend.

Please inform about your arrival to the Reception Committee at the following address:-

M. S. Krishnan

Karnataka State Committee of the AITUC

3 Vinayak Building, Sampige Road,
Malleswaram

BANGALORE 560003

Yours fraternally,
INDRAJIT GUPTA
General Secretary

OBSERVE AITUC FOUNDATION DAY—31 OCT.

NEWS

ASSAM STATE COMMITTEE, AITUC

The General Council of the Assam AITUC held at Gauhati on September 10 and 11, 1983 extended support to the decisions of the national trade union convention and decided to implement the next phase of the programme as it has done earlier despite difficulties.

At the meeting the General Secretary of the state committee Barin Choudhury submitted a report on the present situation. The report noted that the programme of renewed agitation on the question "foreign nationals" will push the state again towards uncertainty. The Council while calling upon the working class to face the new situation demanded of the Government to appoint a Supreme Court judge to conduct an enquiry into the last riot in February.

The Council in separate resolutions demanded Government announcement on bonus to Government and semi-Government employees and relief to riot affected persons.

The Council meeting decided to send a strong delegation to the forthcoming Bangalore session of the AITUC to be held in December.

SAFAIWALLAS OF SRINAGAR MUNICIPALITY OBSERVE ONE- DAY STRIKE

Demanding payment of medical allowance of Rs. 10 per month with effect from April 1, 1982 as per the Labour Court judgement, the Safaiwallas of Srinagar municipality (Jammu & Kashmir) observed one-day token strike on October 1st. Almost all the 1600 sweepers participated in the strike. The Safaiwallas held a demonstration during the day before the municipality and warned that in case of non-settlement of the demands within two weeks, the next programme will be of 48 hours strike.

ENGINEERING PROJECTS EMPLOYEES PROTEST AGAINST DISCRIMINATION

The Engineering Projects (a public sector undertaking) employees, accord-

ing to a press release by the Union, are on central D.A. formula including DA/ADA. But they have been deprived of recent benefits like merger of D.A. and interim relief to which they are entitled. The EPI Employees' Union has been agitating for these benefits.

OBSERVE UN DISARMAMENT WEEK

(October 24th to 31st)

Indrajit Gupta, M.P., and General Secretary, All-India Trade Union Congress, issued the following statement:

"Observance of United Nations Disarmament Week from October 24 to 31st has an extremely urgent significance this year, in view of the critical stage of the Geneva disarmament talks and the reckless US preparations for deployment of new medium range nuclear missiles in Western Europe by December.

"Mankind is facing an unprecedented danger of global destruction. A tremendous escalation of lethal arms is taking place. The Reagan administration turns a deaf ear to the latest, most reasonable and constructive proposals by the Soviet Government, and instead has launched a new campaign of war-hysteria and anti-Communism, taking advantage of the KAL incident.

"Simultaneously, military encirclement of India is being stepped up, thereby threatening our national security and sovereignty.

"Humanity's survival is depending on universal disarmament and an end to the production, testing and use of nuclear and chemical weapons.

"The AITUC calls upon its affiliated unions to mobilise the working class for mass observance of the UN Disarmament Week by holding peace meetings and demonstrations, and by participating everywhere, in cooperation with AIPSO and other mass organisations, in the district, regional and State Cycle Jathas which are being organised throughout the country." (5 October).

ALL-INDIA CONSUMER PRICE INDEX NUMBERS FOR INDUS- TRIAL WORKERS

1983	(Base : 1960=100)
January	— 495
February	— 500
March	— 502
April	— 508
May	— 521
June	— 533
July	— 541
August	— 549

CENTRAL GOVERNMENT EMPLOYEES' AGITATION

On the demands of bonus and for implementation of time bound promotion scheme, arbitration awards etc. the P & T employees federations and the leaders of the Confederation of Central Government employees sat on hunger strike at Sanchar Bhavan and Boat Club from 5th to 11th October 1983. Earlier relay hunger strike was observed from 30th September to 4th October. In course of this countrywide campaign and agitation massive meetings and demonstrations were held. Against blacking out news of the hunger strike and agitation both by the Government media and the press, the employees held massive demonstrations.

The National Campaign Committee in its meeting held on October 6 adopted a resolution extending support to the agitating Central Government employees and their demands, and urging on the Government to accept the just demands of the employees including payment of bonus before the Pujahs.

On the last day, 11th October, a massive rally was held in front of the residence of the Finance Minister who later met a delegation of Central Government employees' leaders.

ORISSA MINE WORKERS ACHIEVE ANOTHER VICTORY

Following a relentless agitation by the AITUC against closing of the iron ore mines in Barbil area and thus rendering over 25,000 workers jobless, the Orissa Chief Minister has declared that the Central Government has acceded the demands of the workers. The Minerals and Metals Trading Corporation (MMTC) will continue to lift iron-ore beyond September 30. The threat of closure hanging on for the last few months has thus been removed.

Election Of Delegates For 32nd Session

To

All Affiliated Unions,
Dear Comrade,

Article 17(a) of the Constitution of AITUC dealing with election of delegates to the AITUC sessions and agenda matters is reproduced below for the information of all unions:

2. Names of delegates on the per-forma given in this issue of the TUR should reach AITUC Central office *latest by 30th November 1983.*

3. Resolutions to be tabled in the session from the trade unions should also reach us *latest by 30th November 1983.*

4. Besides delegate fee (of Rs. 5.00) according to constitution, each delegate attending the Session will have to pay fooding charges to the Reception Committee at the rate decided by the latter.

ELECTION OF DELEGATES

"17. (a) For the general or special session of the AITUC the affiliated Unions (except agricultural workers' unions) shall be entitled to elect delegates on the following basis:

- (i) One delegate for each union having a membership upto 500.
- (ii) One additional delegate for every complete set of 500 members upto a total membership of 15,000.
- (iii) One additional delegate for every complete set of 1000 members over a membership of 15,000.
- (iv) One additional delegate will be allowed for the last fraction in each category provided that the said fraction consists of more than 50% of the requisite numbers.

(b) To ascertain the number of delegates which an affiliated union is entitled to send to the AITUC, the basis shall be the number of paying members existing on the register of the union, as disclosed in the balance sheet of the union, for the year prior to the session of the AITUC, duly certified by the auditor.

(c) An affiliated union shall furnish to the general secretary the names and address of the delegates two weeks before the date fixed for the session of the AITUC.

(d) Delegate's cards will be issued on production of a certificate of election by the secretary of the union concerned and on payment of a delegation* fee of Rs. 5.00 per delegate.

(e) No person who is neither an office-bearer of the affiliated union, nor a member of the affiliated union shall be entitled to be elected as a delegate of the AITUC.

(f) Office-bearers or members of the working committee or general council who are working in the central office of the AITUC will be ex-officio delegates to the general or special session of the AITUC with full rights to speak and vote. The working committee will determine the number and

names of such delegates for every session.

(g) Propositions for the agenda of the general session of the AITUC must be signed by the president or the secretary of the union sending them, and must reach the general secretary of the AITUC at least two weeks before the time fixed for the meeting of the AITUC.

(h) A trade union shall not be allowed to send more than five resolutions but in order that important labour questions may not be omitted from discussion at the session, the general council is empowered to place important propositions on the agenda.

(i) At the meeting of the AITUC, the official business shall have priority over other business".

With greetings,

Yours fraternally,
INDRAJIT GUPTA
General Secretary.

We give below the Delegates' Form to be filled in by the delegates to the 32nd Session of the AITUC. All affiliated unions are requested to preserve this form to send it to AITUC office latest by 30th November 1983. Please see that all particulars asked for are duly filled in. Incomplete forms will not be accepted.

32ND SESSION OF ALL INDIA TRADE UNION CONGRESS DELEGATES FORM

1. Name of the union :
 2. Full Address :
 3. Date of formation :
 4. Number and date of registration :
 5. Date of affiliation and affiliation number :
 6. Total number of workers employed in the enterprise/industry :
 7. Membership of the union as on 31st December 1982 :
 8. Names of the delegates (use separate sheet, if necessary) :
 9. Affiliation fee for 1980, 1981 and 1982 : Year Amount Receipt No. Date
- (Quote Receipt Number and date) 1980
1981
1982

Signature of President/
General Secretary of the union

N. B. Affiliation fee is to be paid at the rate of Rs. -/25 paise per member per year subject to a minimum of Rs. 30/-.

Textile Workers To Observe Demands Day On December First

DECISION OF 2ND CONFERENCE OF THE TEXTILE WORKERS' FEDERATION

The 2nd National Conference of the All-India Textile Workers' Federation, was held at S. A. Farooqi Hall, Garden Reach, Calcutta, on Sept. 30 to Oct. 2. In all 194 delegates from different states participated in the Conference. It was inaugurated by Ranen Sen, former AITUC President. The Chairman of the Reception Committee, Som Nath Lahiri welcomed the delegates. Indrajit Gupta, General Secretary of AITUC addressed the delegates. The General Secretary's report was submitted by G. V. Chitnis.

After discussions in which more than 20 delegates participated, the Conference unanimously adopted the General Secretary's report and also adopted a number of important resolutions on various issues connected with the Trade Union Movement in general and the Textile Workers' movement in particular. Besides the main resolution relating to the demands of the Textile workers, the other resolutions related to: the nationalised sector (NTC), Peace and Disarmament, Bombay Textile Strike; Nationalisation of Jute industry; Correction of Consumer Price Index; Accumulation of P. F. Arrears, Closures and lockouts in different units in different states; Sri Lanka; Pakistan; Settlement of Charter of demands of Textile workers of West Bengal and non-implementation of agreement on Grades and Scales of Pay, etc. in that state, and Trade Union and democratic rights of workers, etc.

The main resolution of the Conference, on the Demands of the Textile Workers puts forth the demand for outright nationalisation of the Textile Industry, without any compensation, in the forefront. The conference set up a sub-committee to prepare a constitution for the Federation to be finalised by the Executive Committee at the time of the Bangalore Congress of the AITUC in December 1983.

Other important decisions of the Conference are:

(1) Immediate launching by Textile Workers' Unions of a powerful campaign on the basis of the demands-charter approved by the Conference and prepare in a big way to observe 1st of December, 1983, as All-India Day to popularise these demands by various forms of mass activity, including issuing of leaflets, posters, wearing of badges, holding rallies, demonstrations, etc. and submitting memoranda to appropriate authorities. Where unions or state federations have already submitted demand charters, a fresh demands, charter need not be submitted, except to the extent of supplementing the same where necessary, to bring it in conformity with the main direction of the Demands Charter approved by the Conference.

(2) Unions should take steps to form Textile Workers' Federations on state level ensuring maximum possible participation of all Textile Workers' Unions including those not affiliated to the AITUC. In many cases such state federations have already been set up. But where this has not been done so far, it should be done by the end of January, 1984.

(3) A Conference of NTC workers would be held in Delhi on a suitable date to be notified later, in the month of March, 1984.

(4) All affiliated unions must pay annual affiliation fees @ 5 Paise per member or Rs. 10/- whichever is higher within the next 3 months. In the meantime in order to meet the immediate expenses of the central office of the federation each state must remit a minimum of Rs. 100/- to the Federation through the Central Office of the AITUC, before 31st October 1983. This amount would be adjusted against affiliation fees payable by each individual union.

(5) As regards representation of unions on the Central Council/Executive, the Conference decided to allot 1 representative for each slab of 5000 members or major part thereof, subject to a minimum of one representative from every state. Representation, evidently, will be given on the

basis of total membership of Textile Unions in each state, and not to individual unions.

(6) Membership on the basis of which affiliation fees will be payable will be that furnished to the AITUC by the union concerned.

(7) Textile unions in each state must immediately furnish to the H. O. of the Federation the name/names of their representatives to be included in the Central Council/Executive of the Federation, so that a regular and formal meeting of that body could be held at Bangalore at the time of the AITUC Congress.

(8) Head Office of the Federation is shifted to Delhi from Bombay. All correspondence, including payments, must be sent to the federation C/o Central AITUC Office, 24 Canning Lane, New Delhi-110001.

(9) The following is the list of office-bearers unanimously elected for the next term:

President:

Arun Sen

Vice-Presidents:

Homi Daji
T. N. Siddhanta
Parvati Krishnan
Parduman Singh (Punjab)
Amolak Ram (A. P.)
Pampapathi (Karnataka)

General Secretary:

B. D. Joshi

Joint Secretaries:

G. V. Chitnis
A. M. Gopu
(one more to be elected later)

Secretaries:

T. K. Joseph (Kerala)
Nihar Mukherjee (W.B.)
D. P. Pal (U. P.)
(one more to be taken from
Madhya Pradesh)

Treasurer:

Raghubir Singh (Haryana)

The main resolution adopted at the conference is given below:

ON THE DEMANDS OF THE TEXTILE WORKERS AND FUTURE PROGRAMME

1. The Second Conference of the AITWF is seriously concerned over the indifference of the Mill owners and the Govt. towards vital demands of the textile workers which are being fought for the past over a decade and a half.

2. The existing wages and workload standard of the industry is decade old. The wage standard in Bombay was framed in 1948. Standards in other important centers are equally outdated.

3. In the three and a half decades past the industry has undergone considerable changes. New type of machinery involving new processes of production has been introduced in several departments. These have stepped up the workload on the workers involving more strain and fatigue, but without adequate compensation. The ad-hoc increases conceded in some Departments after workers' struggle have imported an imbalance in the basic wage structure. In several cases workloads were enhanced even on existing out dated machinery through capitalist rationalisation subjecting the workers to back-breaking strains and fatigue.

4. The two Wage Boards conceded only paltry wage rises to the workers, disregarding their insistent and basic demands for a new standard of wages and workloads, guaranteed minimum employment to Badli workers, reservation of a certain percentage of jobs for women workers, new D.A. scales etc. This only led to the piling up of discontent among the textile workers, which found expression in the strike battles in Bombay, Delhi, Calcutta, Coimbatore, Indore and other places.

5. In the decade and a half past new fibres and new sorts changed the pattern of production, the tendency to go fine and introduce mixed and chemical fibres grew rapidly. The processing and finishing, dyeing and printing became all important. The new varieties naturally fetched higher prices adding to the profits of the mills. The assured market, lack of competition, cheap loan facilities, incentives, rebates

and export-subsidies and generally the policies of an ever-obliging Govt. helped the industry to garner handsome profits. The share of the working class in the value fetched by the final product went on consistently shrinking to the advantage of capital.

6. The Textile industry has passed on into the domination of a handful of monopolists who are interested in more profits with lesser production and gradually diverted profits to other industrial ventures without timely updating of technology and development of the textile industry.

As a result neither the need of the consumers of this essential commodity is being met nor the demand of the workers are satisfied and the industry is being ruined to the detriment of the entire national economy. In this situation, nationalisation is the only way out in the interest of all concerned and for adequate production and supply of cloth for the entire population.

7. In the meanwhile working class in other advanced branches of industry was forging ahead winning wage rises and better D.A. scales, new concessions, such as house rent, leave travel and canteen facilities etc. The textile worker who was in main centres of the industry like Bombay, Ahmedabad and Indore fettered by the BIR and puppet Unions foisted began to lag behind and was soon relegated to fifth place in the wage hierarchy. On the other hand the owners, especially of well managed units reaped super profits and began building empires, in the industrial world.

8. All this led to terrible discontent in the textile workers. The 41-day strike of the Bombay textile workers in 1974, the 115 day strike in Delhi, the strike of Kesoram Mills in West Bengal, the strike battles in Tamilnadu and Andhra Pradesh, capped by the recent 20 months record-breaking strike struggle of Bombay workers are all expressions of this simmering discontent.

9. The reported rejection by the Deshpande Committee of all vital demands of the textile workers is a

challenge to the textile workers throughout the country. The conference can not accept that the industry is not in a position to meet the workers' demands. The difficulties the industry complains of are not the creation of the workers and they certainly cannot be expected to pay for the sins of others.

10. The conference is firmly of the opinion that it is high time that the entire industry is taken out of the hands of the profit greedy mill owners and nationalised and re-organised on democratic basis. Only such an industry under participative management at all levels can assure a fair price to the cotton growers, a decent wage standard and facilities to the workers and good quality cloth to consumers at reasonable prices. This however is not possible without fighting on an all-India level the pro-capitalist and anti-working class and anti-people policies of the Govt.

11. As the mills in Nationalised sector are not functioning properly due to mismanagement, corruption etc. the conference demands for democratisation of the management of these mills ensuring cooperation of the workers so that these mills can really be pace-setter of the industry in terms of satisfying the need of consumer and demands of workers.

12. The conference therefore calls for raising of the textile workers struggle to an all-India level. Only a united struggle of the textile workers fought on an all-India basis in coordination with the struggle of other sections of the working class and toiling people can defeat this employer-Govt. game and help win the long awaited demands.

13. The conference therefore calls, on the textile workers throughout the country and their organisations to prepare for an all-India struggle on the basis of the following demands;

i) Nationalisation of the entire industry without compensation.

ii) Democratisation of the structure and working of the nationalised sector.

iii) A new standard of wages and workloads with the minimum worked-out on the basis of the recommendations of the 15th Labour Tripartite and with suitable differentials and graded scales with annual increment. In the textile industry unlike many other industries in public and

private sector, there exist no grades and scales of pay for all categories of workmen.

iv) A new scale of D.A. providing full neutralisation against increases in cost of living and at every level.

v) A new Bonus Law providing a minimum bonus of 12.5 per cent and removing limitations on quantum and eligibility.

vi) House rent equal to 10 percent of the total pay.

vii) Revised leave facilities comparable to those in other advanced industries.

viii) Better Canteen facilities.

ix) Leave travel concessions as in other Industries.

x) Abolition of contract system—All jobs relating to production to be done departmentally. Absorption of contract labour doing these jobs today in the Mills complement.

xi) Abolition of the present Badli system and creation of a leave reserve equal to the average absenteeism. All permanent posts existing to-day and so generated to be filled strictly according to seniority. Those refused work to be entitled to an attendance pay of Rs. 10/- per day.

xii) Reservation of 20 percent jobs for women workers and on the jobs training facility for them.

xiii) Repeal of the present BIR and enactment of another Act ensuring democratic industrial relations and providing for compulsory recognition of a trade union enjoying support of majority of workers to be ascertained through secret ballot where necessary and free play for process of collective bargaining with an unfettered right of strike.

xiv) Immediate take over of the closed and sick units and their running to full-rated capacity.

xv) An integrated textile policy to cover both the organised and unorganised sectors and an all-India tripartite permanent Board to implement it.

xvi) Night shift allowance.

xvii) a) Immediate amendment of the Payment of Gratuity Act, 1972 so as to provide for gratuity without any restriction on attendance per year.

b) Raising of the rate of gratuity to one month per year of service.

xviii) Full medical and cash benefits to all those who are left out of the ESI Scheme, at the rate and scale available to supervisory and other staff.

14. The conference calls on all the textile workers organisations to launch a powerful campaign on the basis of these demands and towards this *observe 1st Dec. 1982 as all India Day* to popularise them, by issuing leaflets, posters, wearing of badges, holding rallies, submitting memorandum etc.

ICFTU's UNCONDITIONAL SUPPORT TO ZIONIST ISRAEL

At its conference held at Oslo (Norway) in June this year, the ICFTU gave unconditional support to the Zionist Israel. Protesting against

NCC Decisions

° 4th December 1983

— *All-India Day against lock-outs, closures, retrenchments etc.*

° *All-India Convention on these issues on January 22, 1984.*

1. The National Campaign Committee of trade unions in its meeting held on October 6 decided to DEFER the date of the all-India Convention on Closures, lockouts, retrenchments etc. from 4th December 1983 to 22nd January 1984.

2. An all-India Day will be observed on 4th December 1983 against lock-outs, closures, retrenchments etc. by holding protest rallies, demonstrations, wearing of badges etc.

3. The NCC further decided to ask all the constituents to send detailed particulars regarding lock-outs, closures, retrenchments, lay-offs etc. so that a report can be compiled and placed at the Convention.

These informations/particulars should be sent by unions or state committees by the 10th December.

4. The NCC decided to hold a meeting of leading women activists of all the constituents of the NCC including industry-wise federations on the 20th November 1983 at MPs club, North Avenue in New Delhi at 3 P.M. to decide about preparatory steps to be taken for a successful all-India Convention of women workers and to fix up the date and venue of the Convention.

15. The conference calls upon unions to form state textile workers' federation wherever it does not exist by the end of January, 1984.

16. The conference decides to hold a conference of N.T.C. workers in Delhi, in the month of March. Details will be decided by the executive committee of the federation.

this decision, the General Union of Tunisian Workers (UGTT) has withdrawn from the ICFTU and the letter sent by the President of the General Union to the General Secretary of ICFTU is reproduced below: Earlier at the conclusion of the ICFTU Conference on 30th June 1983, the President of UGTT issued a statement at Oslo protesting against the stand of the ICFTU supporting Israel.

The Indian affiliates of the ICFTU also should clarify their stand and the position they took at the ICFTU Conference.

The letter of Habib Achour reads as follows: (extracts)

"The executive Board of the UGTT (General Union of Tunisian Workers), during their meeting of July 4th, 1983 has gone through the results achieved by the 13th Congress of the International Confederation of Labour Organisations held in Oslo from the 23rd through June 30th 1983, and has noticed with bitterness the partisans attitude of the (CISL) concerning the Middle-East conflict and especially the unconditional support it provided to Israel, in spite of its oppression of the Palestinian people and which led to the denial of the recognition of the Palestinian people's right for self-determination.

The sudden change of the CISL position and the unconditional support of Israel and the attitude opposed to the principles stated in the CISL obligation obliged the Executive Board of the (UGTT) to decide without one dissentient voice the freeze of the relations between the UGTT and the CISL.

Powermen's National Conference Calls for Intensified Agitation

Nearly 500 delegates representing more than 2,75,000 electricity workers organised in unions affiliated to the All India Federation of Electricity Employees, met in their four-day Seventh National Convention at Lucknow from October 7 to 10, 1983.

The Convention was attended by a representative of the Trade Unions International of Mines and Energy,— Jean Paul Escoffier, Secretary of the French Energy and Gas Workers' Union (C.G.T.). Messages of greetings and solidarity came from the Electricity and Power Workers' Unions of the USSR, Viet Nam, Bulgaria, German Democratic Republic, and Czechoslovakia, General Secretaries of the Indian Mine Workers' Federation, the All India Petroleum Workers' Federation, the Kalpakkam Atomic Energy Employees' Union.

A special message was sent by K. C. Pant, Chairman, Energy Advisory Committee, Government of India.

On the third day, the delegates' session was addressed by Sunil Shastri, Minister for Labour, Uttar Pradesh, and R. K. Sanyal, Chairman, UPSEB.

Alongwith the session, two seminars—one on Energy Policy presided over by Harish Tewary, and the second, on Engineer-Worker relation, presided over by K. A. Rajan, M.P., were also held.

Indrajit Gupta, M.P. president of the Federation inaugurated the convention.

The report presented by General Secretary, A. B. Bardhan, is a comprehensive document on the energy situation in India, and the necessary elements for a prudent and farsighted national energy policy.

The problems and demands of energy workers discussed in the Report, were later embodied in the form of resolution adopted by the Convention. The Report gave an ins-

piring picture of the militant and united strike actions and powerful demonstrations conducted by powermen during the last three years in Rajasthan, Bihar, Kerala, Maharashtra, Uttar Pradesh, Orissa, Meghalaya, Ahmedabad in Gujarat, and so on. For the first time, powermen have also joined on all India and state scales in the several common actions of all workers, under the banner of the NCC.

Among the important resolutions adopted were those which endorsed the call of the World Conference of Energy Trade Unions held at Moscow in August 1983, and the Second National Trade Union Convention held at Delhi, the same month, in both of which the AIFEE had played an active part.

It directs them to participate in a massive way in the proposed march to Parliament scheduled for some day in March or April, 1984, and on the previous day, to march under their own banner for their specific demands. In a special resolution, the convention directed the power-workers to fight the forces of communalism, casteism, and separatism, which are dividing the masses and threatening the nation's integrity and security.

In addition to these national tasks, the resolution demanding wage parity with public sector workers lays down a programme of action for the coming period. The Convention authorised the AIFEE to invite other organisations in the industry for a joint struggle on this issue, and called for observing an 'All India Wage Parity Day' on February 3, 1983, to be followed by a demonstration before Parliament in March 1984.

In this context, the Convention expressed regret at the fact that efforts are being made by some friends to set up another federation. It has expressed the willingness of the AIFEE leadership to sit with all unions in the industry for working within one federation. The AIFEE

has also proposed that steps be taken to coordinate the activities of all unions and federations in the energy field, such as those in electricity, mines, oil and atomic energy. Among other important resolutions were those against the contract system, rising prices, Sri Lanka, demand for removal of Kerala Power Minister, demand for TU rights of workers in WRSEB, and for implementation of old agreements and assurances in U.P., Bihar, Rajasthan, etc.

For the coming period, the Convention has elected K. A. Raian, M.P. as the president and A. B. Bardhan as the general secretary. Among the vice-presidents elected are Harish Tewary, J. Chitharanian, R. S. Giri, J. M. Rathod, and A. S. Majrooh. The three deputy general secretaries are S. C. Krishnan, Chakradhar Prasad Singh and Basudeo Pande. The regional secretaries are H. S. Parmar, Himangshu Das, A. D. Golandaj and J. Ariun. Dharmendra Kumar was elected treasurer.

The Convention closed with a massive procession and rally on the 10th afternoon, braving pouring rain. Thousands of workers had come to Lucknow from all districts in U.P., by special buses and in trains, to participate in the rally.

AITUC Publication

A Short History of AITUC

(1920—1947)

by Prem Sagar Gupta

Forthcoming AITUC Publication

LATEST WAGE AGREEMENTS

Parliament Replies—1983

FINE IMPOSED

The customs authorities have imposed a fine of Rs. 1,09,60,000 under the Customs Act on Jain Sudh Vanaspati for unauthorised import of beef tallow.

The fine was imposed in a recent case involving import of 6714.34 tonnes of beef tallow valued at Rs. 3,30,91,634.

(Rajya Sabha, July 26)

SICK OIL WELLS

The number of sick oil wells in the country, according to the official figures, is 533 with 194 in Assam and 336 in Gujarat and three in the offshore areas as on April 1, 1983.

In a recent protocol signed with the Soviet Union on co-operation in oil exploration and production, a proposal for the deputation of two more Soviet workover teams together with requisite equipment has been included.

The terms of the contract are the same as in the one entered into in 1981 for the revival of the sick wells.

(Lok Sabha, July 26)

MANDAYS LOSSES

The number of strikes and lock-outs was 2,856, 2,589 and 2,444 in 1980, 1981 and 1982 respectively.

The total number of mandays lost due to strikes and lock-outs was 21.93 million in 1980, 36.58 million in 1981 and 33.38 million (excluding the mandays lost due to the Bombay textile strike) in 1982.

The number of mandays lost due to lock-outs during January-April this year is provisionally estimated at 3.67 million.

The loss in production due to strikes and lock-outs was estimated at Rs. 243.91 crore in 1982 as against Rs. 628.76 crore in the previous year. The loss in 1980 was estimated at Rs. 297.14 crore.

(Rajya Sabha, August 1)

THERMAL POWER UNITS

The capacity utilisation of thermal power units in the country during

1982-83 was 49.8 per cent as against 46.8 per cent during 1981-82 and 44.6 per cent during 1980-81.

(Rajya Sabha, August 1)

ASSETS OF INDUSTRIAL HOUSES

The assets and paid-up capital of the big industrial houses during 1981 were Rs. 17,443.72 crore and Rs. 2215.51 crore respectively. The figures for later years were not available.

(Lok Sabha, August 2)

TEJA'S DUES

An amount of Rs. 13.53 crore is still outstanding against industrialist Dharam Teja as income-tax and wealth tax dues. This included Rs. 9.87 crore by way of income-tax.

(Rajya Sabha, August 2)

PUBLIC DEBT

The outstanding public debt of the Government at the end of 1983-84 was estimated at Rs. 65,376.65 crore and interest payment on these debts during the year was estimated to amount to Rs. 2,937 crore.

The debt amount included internal debt of Rs. 50,048.68 crore and external debts (included IMF trust fund loan) of Rs. 15,327.97 crore.

(Rajya Sabha, August 2)

IRCI PERFORMANCE

All was not well with the Industrial Reconstruction Corporation of India (IRCI). The performance of the corporation was "not at all encouraging and satisfactory". Only eight of the 123 companies assisted by it had become viable and were able to return the dues.

A committee had been appointed to look into the working of IRCI.

(Rajya Sabha, August 2)

GRATUITY

The Centre was considering a suitable amendment to the Payment of Gratuity Act with regard to liberalis-

ing the condition of 240 full days' working in a year to claim gratuity.

The Government had received certain representations highlighting the adverse consequences of a Supreme Court judgement in the matter.

(Lok Sabha, August 2)

Preparations for the 32nd Session of the AITUC

The Working Class of Karnataka and the city of Bangalore are getting ready to host the 32nd session of the AITUC to be held on December 15-20 this year.

About 4,000 delegates from affiliated Unions and about 100 delegates from more than 60 countries of the world are expected to attend the conference.

At the meeting of the Reception Committee held at Bangalore on September 27, the General Secretary of the Reception Committee, M. S. Krishnan reported that encouraging responses are coming from the workers to the fund call of Rs. 10 lakh to meet the expenses of the conference.

The meeting was attended by Parvathi Krishnan, Secretary, AITUC.

Various districts and unions had already paid their first instalments when the meeting took place. For example, workers of Bharat Electronics collected Rs. 40,000/- and collections were continuing. Similarly unions at NGEF (Rs. 10,000); Mysore Cements (Rs. 15,000); Mysore Machineries (Rs. 6,000); Graphite India (Rs. 5,000). Workers of Chitradurga district decided to collect Rs. 1 lakh, Hubli-Dharwar Rs. 50,000/- besides rice and other foodgrains for the conference. The ACC cement workers of Shahabad, Wadi and other workers of Gulbarga district decided to collect a minimum of Rs. 20,000/- Similarly in South Kanara, Bellary, Belgaum, Mysore, Shimoga and other districts of the state collections are going on.

Uttar Pradesh Textile Workers' Federation

उत्तर प्रदेश टेक्सटाइल वर्कर्स फ़ेडरेशन

पत्रांक.....

दिनांक.....

President :

Ramesh Sinha,
M. L. C.

Vice Presidents :

Akbar Hussain Babar
D. P. Pal, Advocate

Secretary :

Rajendra Singh

Joint Secretaries :

Raj Kishore Tewari
Phool Singh

Treasurer :

Ashish Kumar Sinha

Office :

~~Plot, Gopalnagar, Lucknow.~~
C-7/2, River Bank Colony,
Lucknow (Phone : 44191)

File
Textile Federation

20 November 83

Dear Com. Gupta,

As the enclosed invitation folder and posters would indicate, we are holding the first state conference of the U.P. Textile Workers' Federation at Jhansi from November 25 to 27, 83. Com. B. D. Joshi has agreed to inaugurate the conference.

Knowing that you would be busy with the preparations for the CUTVA session, we did not request you to address the rally on the concluding day of the conference; but we do request you to please send us a message on this occasion.

The address of the Reception Committee is:

Com. Shikhar Chaud Jain
Chairman, Reception Committee
Veer Bundelkhand Press,
Gusainpura, Jhansi.

With regards,

Yours,
Ramesh Sinha

Com. Udayeet Gupta
M. P.,
New Delhi

अखिल भारतीय टेक्स्टाईल वर्कर्स फेडरेशन
ALL INDIA TEXTILE WORKERS' FEDERATION

(AITWF)

President : Com. ARUN SEN

Gen. Secretary : Com B. D. JOSHI

Your Ref. _____

Our Ref. _____

Goshala Gate, Kishan Ganj,
DELHI-110006Dated 18.11.1983.**Most Urgent**

**Shri Vishwanath Pratap Singh,
 Union Commerce Minister,
 Udyog Bhawan,
 New Delhi-1.**

Dear Sir,

Sub: Prolonged disruption of production in the Central Cotton Mills, Howrach, West Bengal, due to serious lapses on the part of the management and a indifference on the part of the Regional subsidiary of the NTC.

.....

We take leave to refer to the communication dated 11.11.83 addressed to you by the Secretary of the Central Cotton Mills Workmens' Union, Howrach, bringing to your notice persistent bunglings and serious lapses on the part of the management in running this nationalised enterprise. As a direct consequence of gross negligence on the part of the management in attending to the proper maintenance of the machinery, timely supply of raw-material and other inputs including fuel, spares and accessories, chemicals, etc., drastic under-utilization of the productive capacity of the mills has become a near-permanent feature of the existence of this undertaking. On the top of all this, no attempt worth the name is being made to put an end to mounting slackness and inefficiency, besides patently wasteful practices on the part of senior technical and managerial personnel. As a consequence, naturally, the morale of the workforce is being seriously effected.

It is highly regrettable and reprehensible that despite repeated representation and demand by the workers' unions to end this deplorable state of affairs and despite their repeated offer to cooperate in ~~the~~ any efforts that might be made by the management towards this end, neither the local management, nor the regional subsidiary of the National Textile Corporation have cared to take any

steps to stem the rot. So much so that even an undertaking given to the unions by the top management ~~in~~ including the Chairman-cum-Managing Director of the subsidiary, as clearly embodied in the proceedings of a joint meeting dated 11.9.82, remains confined to the papers. A copy of these proceedings along with certain other papers containing well-thought-out and practicable suggestions put forth by the Union for ensuring proper working of the mills, has also been forwarded to you along with its letter dated 11.11.83.

There appears to be no valid reason behind such gross negligence and dereliction of duty on the part of your Regional subsidiary except that it is not at all interested in making this important venture in a vital industry a success. Such callous disregard of national interests is, to say the ^{le} best, ~~in~~ unpardonable. It appears as if an important section of the NTC at the top-level is interested in providing the grist to the mill of the private mill-industry in its efforts to pull down the nationalised sector of Textile industry.

We hereby strongly urge upon you to cause immediate and effective action to ~~be~~ taken in the matter in order to ensure normal functioning of the Central Cotton mills and other units of the nationalised sector and to prevent its demolition by vested interests.

A deputation of representatives of the Federation would like to wait on you at your earliest convenience to discuss the situation and its dangerous implications, and to explore possible remedies to be applied to avert the worst. We shall be grateful if you could kindly let us know the date and time when we could meet you.

Thanking you,

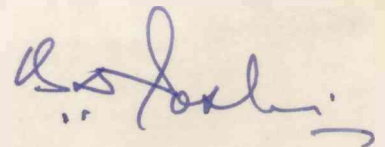
Yours faithfully,

(B. D. JOSHI)
General Secretary

Copy to:

- (1) The General Secretary, AITUC
24-Canning Lane,
New Delhi.
- (2) The General Secretary,
Central Cotton Mills Workmen's Union
16, Girish Ghosh Road,
P.O. Belurmath,
Howrah (W.B.)

Com. Siddhanta



Tel. : 443674



(Textile)
Federation

Cable-Care : MUMGIKAU
Bombay-Parel 400 012

अखिल भारतीय टेक्स्टाईल वर्कर्स फेडरेशन
ALL INDIA TEXTILE WORKERS' FEDERATION
(AITWF)

President : **Com. S. A. Dange**

Gen. Secretary : **Com. G. V. Chitnis**

17, Dalvi Building,
Dr. Ambedkar Road,
Parel, Bombay-400 012

Your Ref.

Date 14-6-1983.

Our Ref.

To
Com. Indrajeet Gupta,
General Secretary,
A I T U C,

NEW DELHI-1.
110001.



Dear Comrade,

At a meeting of Textile Comrades held on 7th April at the time of the W C meet of the AITUC, it was decided to hold the second National Conference of the All India Textile Workers' Federation at Calcutta in Sept. 1983.

Com. Arun Sen has now proposed, in consultation with his colleagues at Calcutta, that the said Conference be held from Sept. 30th to Oct. 2nd 1983.

I have also a letter from Com. Sidhanta, in this regard.

I have accordingly issued a circular to the affiliated Unions informing them the dates of the conference. A copy of the circular is being enclosed herewith for your information.

This now to request you to please make it convenient to attend the conference and guide it's deliberations.

The conference is still more than three months away. So I hope that you can arrange to keep these dates free for the conference.

With Greetings,

Yours fraternally

(G.V.Chitnis)
General Secretary.

ALL INDIA TEXTILE WORKERS' FEDERATION

17 Dalvi Building, Dr. Ambedkar Rd.,

Parel Naka, Bombay- 400012.

Circular 2/83

Date: 1st June 1983.

To All Affiliated Textile Unions.

Second National Conference

1) At a meeting of leading comrades of affiliated unions held at New Delhi on 7th April 1983 at the time of Working Committee meet of the AITUC, it was decided that the second National Conference of the Federation be held at Calcutta in September 1983.

2) Com. Arun Sen of Calcutta has now proposed that the conference be held from September 30th to October 2nd 1983 at Calcutta.

3) The Conference would accordingly meet at Calcutta from Sept. 30th to Oct. 2nd 1983.

The exact venue as also other details concerning the conference would be communicated to the Unions in due course.

But this is to impress upon the Unions to take the conference seriously and begin preparing for it, in right earnest.

4) The first conference had met at Bombay seven years ago towards the end of 1975. A number of developments have taken place in the industry since then. Important struggles have taken place in practically every important centre of industry leading to some improvement in working and service conditions. The Millowners are trying everywhere to introduce capitalist rationalisation, modernisation, step up work-loads, introduce new sorts and cut costs at the expense of the working class. The Government and the state Financial Institutions are aiding the millowners in this by extending sumptuous loans. The workers are resisting these onslaughts and struggling to advance to keep pace with workers in other developed industries. The 16 month old strike of Bombay textile workers, which is still continuing, has created new records in working class movement.

5) All these experiences have to be collectively studied, the present situation analysed and programmes of action drawn on the basis of these for further advance.

6) With a view to help in the preparation of a Report for the Conference, affiliated Unions must send Reports of conditions in their centres and their activity, so as to reach us by 30th inst. at the latest. Our earlier circular sent in January 1983 in this regard has gone entirely unheeded. Hence this second appeal. The reports should cover

i) Changes in the capital structure and the extent of institutional finance.

ii) Technological changes in the industry.

i ii) Changes in production pattern.

- iv) Wages and working conditions. To what extent these are bettered in the six years past.
- v) Struggles.
- vi) Unity and united actions.
- vii) Activity of the Union.
- viii) Organisation.

7) We would emphasise again that the above information, if it is to really help us in the preparation of the all-India Report, must reach us by 30th inst. at the latest.

8) Each Union must send at least one delegate to attend the conference. In bigger centres the delegation should comprise of all sectors of the industry viz. Spinning, composite as also private, public and co-operative. Women and young workers should receive proper representation in the composition of the delegation. The State Committees of the AITUC should please look into this and ensure that the delegation is composed on this line and that no textile centre remains unrepresented at the conference.

9) The address of the Reception Committee is

Com. Arun Sen,
West Bengal Committee of the
All India Trade Union Congress,
144 Lenin Sarani,
Calcutta- 700013,
(West Bengal).

Please treat this as urgent and keep us informed of any action taken.

With Greetings,

G.V.Chitnis

General Secretary.

Tel. : 443674

Cable-Care : MUMGIKAU
Bombay-Parel 400 012



अखिल भारतीय टेक्स्टाईल वर्कर्स फेडरेशन ALL INDIA TEXTILE WORKERS' FEDERATION

(AITWF)

President : **Com. S. A. Dange**
Gen. Secretary : **Com. G. V. Chitnis**

17, Dalvi Building,
Dr. Ambedkar Road,
Parel, Bombay-400 012

Your Ref.

Date **8th August 1983.**

Our Ref.

*File
Textile*

Dear Comrade,

I have already written to you on 11th July that the Sub-Committee appointed by the meeting of representative of textile unions (at the time of the last G.C. meeting of AITUC) would be meeting in the AITUC office at New Delhi on 20th inst. to consider drafting of the Report to be submitted to the ensuing second National Conference of the Federation to be held at Calcutta from Sept. 30th to Oct. 2nd, 1983.

Com. Sidhanta has suggested that the meeting be held at 12 P.M. insted of at 10-30 A.M. as suggested earlier.

Accordingly the meeting would meet at 12 noon on 20th inst. and would continue if necessary on 22nd morning till lunch time.

Please make it convenient to attend, without fail.

With Greetings,

Yours fraternally

(G.V.Chitnis)
General Secretary.

- 1) Com. B.D.Joshi, New Delhi.
- 2) Com. T.N.Sidhanta, New Delhi.
- 3) Com. Com. Gopu, Tamilnadu, Madras, AITUC.
- 4) Com. Arun Sen, Calcutta.
- 5) Com. G.V.Chitnis, Bombay.

F

ALL INDIA TEXTILE WORKERS' FEDERATION

C/o 24- Canning Lane,
NEW DELHI-11001,

Dated, 15.11.83.

To

All Affiliates Of The Federation

Dear Comrades,

Sub:- Observance of 1st December as All-
India Demands Day by Textile Unions.

.....

I take leave to remind all Textile Workers' Unions affiliated to the AITUC and the Federation that as per decision of the 2nd National Conference of the All-India Textile Workers' Federation, 1st of December, 1983, is to be observed as All-India Day in a big way in order to popularise the demands contained in the charter of Demands approved by the Conference.

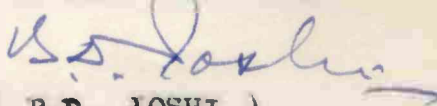
The Day may be observed through various forms of mass activity, including mass-rallies, processions, demonstrations, and issuing of leaflets, posters, etc., culminating into submission of memoranda, to various authorities at different centres/states.

You are also requested to send to the Federation and the AITUC reports regarding mass activities of your union in connection with the observance of the Day.

May I also take the opportunity to request you to ask the Textile Workers' Unions in your state to expedite the payment of the initial amount of Rs.100/- as decided in the Conference in order to enable the Federation to meet the preliminary expenses on setting up a functioning office or apparatus at the centre.

With fraternal greetings,

Yours Comradely,



(B.D. JOSHI)
General Secretary

- 1) Com. Homi P. Daji, Vice-President AITWF,
3/40 N.L.A. Rest House,
BHOPAL -462 001 (M. P.).
- 2) Com. A.B. Bardhan,
Sadar,
MAGPUR -440 001 (Maharashtra State).
- 3) Com. A.M. Govindarajan (Gopu),
Door No.25, Block 'P',
E. W. S. Quarters,
South Boag Road, T. Nagar,
MADRAS -600 017.
Tamil Nadu.
- 4) Com. Raghbir Singh,
Haryana State Committee of AITUG,
G. T. Road,
FARIDAT (Haryana State)
- 5) Com. G.V. Chitais,
120-Shivajee Nagar,
N. W. Joshi Road,
BOMBAY -400 013.
- 6) Com. Bihari Mukherjee,
32-A, Sadanand Road,
Kalighat,
CALCUTTA-700 026 (W. Bengal)
- 7) Com. Arun Sen, President, AITWF.,
R/66, Garden Reach Road,
CALCUTTA -700 024 (W. Bengal).
- 8) Com. T.A. Joseph,
General Secretary,
Kerala Textile Employees' Federation
Thekkanattu House, Olacod,
VARAPUZHA .P.O
Dist. Ernakulam (Kerala State(682011)
- 9) Comrade. D.P. Pal,
O/o Textile Masdoor Union,
Mansadevi Mandir,
RAE-BAREILLY-243 001 (U. P.)
- 10) Com. Ramesh Singh, MLC,
President, Uttar Pradesh
Textile Workers' Federation,
C-7/2 River Bank Colony,
LUCKNOW (U. P.).

- 11) Com. Praduman Singh,
Vice-President, AITWF,
"Ekta Bhawan"
PURLIGHAR, AMRITSAR,
(Punjab).
- 12) Com. Anolak Ram,
Vice-President, AITWF,
C/o Andhra Pradesh Trade Union Congress,
"Shailendu" - 5-9-22/21
Adarshnagar,
HYDERABAD -500 483
(Andhra Pradesh)
- 13) Com. Pampathi, MLA,
Vice-President, AITWF,
Communist Party Office,
9/3 Ashoka Road,
DEVANGERE-577 002,
(Karnataka).



مختص کامریڈ لی ڈی جوشی

جزل سیکرٹری

noted

آل انڈیا ٹیکسٹائل ورکرز فیڈریشن

16/11/83

شری نائی

تو بہن بھائی کہ کلکتہ کانفرنس کے فیصلہ کے مطابق

پنجاب ایجنڈا کے دستاویزی نے صوبائی فیڈریشن بنانے کا فیصلہ کیا ہے

اس کے لیے پنجاب میں کانفرنس کرنے کا فیصلہ کیا ہے

پیرا 1 میں لکھا ہے کہ یہ کانفرنس نیگلور کانفرنس کے بعد ہی

ہوگی لہذا آپ نیگلور کانفرنس کے دوران ہی اس سے صوبائی فیڈریشن

سے تاریخیں دیگر مشورے کا اپنا ٹائم دینے کی کوشش کریں

میں سو فیصد 1/83 کے درمیان میں اس وقت کے

ممبر بنائے اور اس سے پہلے کو حکم ہوگا

بیان اس میں بھی لکھ دینے

14-11-83
دیپک سیکرٹری

TEXTILE MAZDOOR EKTA UNION (REGD.)

"EKTA BHAVAN"

PATLIHAR, AMRITSAR.

होरे साथी प्रधान सैक्रेटरी जी।

पंजाब एटक की वरिष्ठता कमेटी मीटिंग 24¹⁰ 83

ने आल इंडिया टैक्सटाइल वर्कज फेडरेशन की कलकत्ता कांफ्रेंस
के फैसले के अनुसार पंजाब में इसकी स्थापना ब्रांच बनाने का फैसला
किया है कि पंजाब के साठ सैक्टरों के टैक्सटाइल यूनियनों की एटक
की यूनियनों के प्रति विधियों की एक मीटिंग 27 नवम्बर 1983
रविवार को लुधियाना कन्वेंशन के शीघ्र बाद एक मीटिंग कर के
प्रान्तिय फेडरेशन की स्थापना कर दी जाये।

इस लिये आप से प्रार्थना है कि 27 नवम्बर 1983 को अपने
प्रतिनिधि जरूर गए लुधियाना में और कन्वेंशन में गैर साथ ताल
मेल कर लें ताकि मीटिंग की जगह टाइम का वहाँ पर पता चलेगा।

कलकत्ता कांफ्रेंस ने फैसला किया है कि पहली दिसम्बर का
दिन पूरे भारत में मनाया जाये और आल इंडिया टैक्सटाइल
वर्कज फेडरेशन को मापूलर किया जाये गेट मीटिंग बिल्ले प्रदर्शन
आदि किये जायें।

यह भी वरिष्ठता कमेटी का फैसला है कि हर
सैक्टर की यूनियन 25.00 रुपये इस कार्य के लिये साथ
लावे।

तिथि

14 नवम्बर 1983

आप का साथी

देसराज

एकता गवर्न पुतलीघर

अमृतसर

153
Arun Sen

Phone : 45-4092

366, GARDEN REACH ROAD,
CALCUTTA-700024.

Date _____ 198
11.11.83.

Dear Com. B.D.Joshi,

Hope you have a nice rest and care.

1. Kindly issue a circular to all the textile unions to observe 'Textile Workers Demand Day' on 1st. of Dec. 1983 enclosing the demand and the programme adopted in All India Conference.
2. Write up in New Age, Hayat and Mukti Sangharsh may help the Campaign.
3. Please also write to the State T.U.Cs and also to State Textile Federations to send the names of members in the executive Committee and also request them to send the affiliation fee to the Federation.

I ~~am~~ depend upon you for my accomodation if possible in Bangalore.

With greetings,

Yours comradely,

Com. B.D.Joshi,
Secretary,
A.I.T.W.Federation,
4/7, Asaf Ali Road,
New Delhi - 1100 02.

Arun Sen

- India Export Year Book 83-84
- Business India - 7-20th Nov.

Replied by
(0.50 paise)

CENTRAL COTTON MILLS WORKMENS' UNION

(संकेत कटन मिलस अयार्कायनस् हेडेनियन
(Regd No. 4499)

Affiliated to ALL INDIA TRADE UNION CONGRESS,
16, Girish Ghosh Road, P. O. Belurmah,
HOWRAH.

President
MD. ELIAS
67-2204 and 34-7242

General Secretary
ARUN SEN
45-4092 and 24-9768

Ref. No. _____

Dated 11th Nov. 1983. 19

To
Shree Vishwanath Pratap Singh,
Union Commerce Minister,
Government of India,
UDYOG BHAWAN,
NEW DELHI - 110001.

Subject :- Mismanagement in Central Cotton Mills a unit of National
Textile Corporation (NITC) Ltd., Belurmah, Howrah.

Dear Sir,

Since last 24th October, 1983 the production of the Mills is at a stand still. There is no supply of imputes in the Mills. There is hardly any cotton and coal which are essential for running the Mills.

This Mills is one of the largest composite Mills in this subsidiary with 534 looms and 35,464 spindles and used to manufacture more than 50,000 meters cloth per day and also a quantity of saleable yarn and beams to outside market.

But since 1977, due to gross mismanagement, and apathetic attitude of the Management, the production is going down. Raw materials that is cotton, coal, spare parts and others articles as chemical-ods etc. are not supplied properly, resulting, in frequent stoppage of work and loss of production. The machines are not repaired or overhauled and as a result of which many cards, Ringframes are becoming idle. Even the costly barbour coleman machine, winding warping machines are virtually kept idle since about an year for minor repairs. The same is in respect of cone-dyeing machine of the Dyeing House Department. Since few year, the National Textile Corporation authorities are spending crores of rupees for modernisation of some Mills in the state and have installed new simplex, Ring-frames etc. in various others smaller units by replacing old ones. Arati Cotton Mills, Laxmi Narain Cotton Mills, Rampooria Cotton Mills, Bengal Laxmi Cotton Mills and others are fortunate to get the same, but in case of Central Cotton Mills no money has been spent for modernisation and even now the old cards have not been replaced nor the Robbins, slubbing and inter machines of speed frames have been replaced by simplex machines. In Ring Frames some Texmaco's frames were installed as early as 1967 by the cost while private employer by replacing only a few out dated castlelong Manchester cassa frames. But even now after a decade of nationalisation, the 40/50 years old Dabson & Barlow (1920) Botton CASSA and N.G.M. frames constitute the over whelming bulk of Ring frames. Moreover the installed machines of all the departments are not maintained nor minor parts are replaced and the same gradually becoming junks as those are not overhauled at all.

There is a equipped Engineering shop which can produce various spare parts and can feed the Mills and also others Mills of the National Textile Corporation with various machinery parts, but the entire workshop is being kept idle since more than five years and the workers including Engineers are being paid idle wages/salaries.

All the three Unions of the Establishment and the top management including Chairman cum Managing Director discussed various issues and it was unanimously agreed in the said meeting held on 11th September, 1982. Wherein it was decided to run the full installed capacity by ensuring adequate supply of imputes, ending wasteful practices and maintainance of proper discipline by the Management and also by the workmen. A copy of the synopsis of the proceeding of the said meeting is enclosed herewith for your ready reference and marked as annexure 'A'.

CENTRAL COTTON MILLS WORKMENS' UNION

(সেন্ট্রাল কটন মিলস ওয়ার্কমেন্স ইউনিয়ন
(Regd No. 4499)

Affiliated to ALL INDIA TRADE UNION CONGRESS.
16, Girish Ghosh Road, P. O. Belurmath,
HOWRAH.

President

MD. ELIAS

67-2204 and 34-7242

General Secretary

ARUN SEN

45-4092 and 24-9768

Ref. No. _____

- 2 -

Dated **11 NOV 1983**

We regret to state that not a single item have been put into effect by the Management as yet. We enclose herewith another chart showing cotton supply month-wise and corresponding yarn and cloth production since then marked as annexure "B"

We urge upon you to intervene in the matter and take immediate remedial step so that the Mill can start running commission capacity, repair and or modernise idle machines and make the unit economically viable.

We on behalf of the workmen assure you fullest co-operation in all respect.

Thanking you,


Enclosure : As above.

Yours faithfully,

Copy for information to :-

For Central Cotton Mills Workmen's Union

(1) Shree B. D. Joshi,
6-B/8, Northern Extension Area,
Old Rajendra Nagar,
New Delhi - 60.


(A. L. SETHI)
Organising Secretary

(II) Shree Kalyan Roy, M.P.
63, South Avenue,
NEW DELHI.

(III) Sri Arun Sen,
General Secretary,
West Bengal Cotton Textile Workers Federation,
144, Lenin Sarani (1st floor),
Calcutta - 700013.

CENTRAL COTTON MILLS WORKMENS' UNION

18, GIRISH GHOSH ROAD, P.O. BELURMATH, HOWRAH.

(Regd. No. 4499)

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS

10th November, 1983.

Ref. No.

Dated 19

To
The Deputy Chief Executive Officer,
Central Cotton Mills,
Belurmath, Howrah.

Subject :- Mismanagement Entry of un-authorise persons in the Mills.

Dear Sir,

It has been observed that since sometime past, un-authorised and antisocial persons, who are not workmen of the Mills have got free entry within the Mills premises. Many of them consume snacks and food-stuff from the Mills canteen and regular bonafide workers are deprived to get food items from the canteen. Even some money lenders have got free access within the Mills compound to carry on their money lending business within impunity.

These illegal practices and un-authorise entries have been brought to the attention of the security officer more than once but no step have been taken to prevent such un-lawful and un-authorise entries within the Mills compound. These types of activities that is entry of un-authorise persons and antisocial elements are increasing day by day and unless the same are stopped, we apprehend that even the properties and manufactured articles are likely to be pilferized by such antisocial elements.

We would request you to take strong disciplinary measure in respect of entry of persons within the mills premises and proper check so as to protect the interest of the workers and Mills property.

An early action in the matter is solicited.

Yours faithfully,

(A. L. SETH)

Organising Secretary

For Central Cotton Mills Workmen's Union.

SYNOPSIS OF THE PROCEEDINGS OF THE JOINT
MEETING HELD ON 11.9.82 WITH CENTRAL COTTON
MILLS WORKMEN'S UNION, CENTRAL COTTON MILLS
MAZDOOR UNION & CENTRAL COTTON MILLS EMPLOYEES
UNION AT 7, JAWAHARLAL NEHRU ROAD, CALCUTTA - 13,
UNDER THE CHAIRMANSHIP OF CHAIRMAN-CUM-MANAGING
DIRECTOR, NATIONAL TEXTILE CORN., (WBABO) LIMITED.

Central Cotton Mills Workmen's Union, Central Cotton Mills Employees' union and Central Cotton Mills Mazdoor Union met with C.M.D. at H.O. in a deputation on 25.8.82 with their various demands when the Management and Unions' Executives exchanged their views. On 4.9.82 a meeting was held between Management and Unions at H.O. level. In that meeting it was decided that Management should submit a concrete proposal to improve upon the production and productivity of this mill. Accordingly a suggestion was given to the aforementioned unions on 6.9.82. To discuss and implement the suggestions a final meeting was held on 11.9.82 between the Unions and Management at the Registered Office, 7, Jawaharlal Nehru Road, Calcutta - 13.

The following members participated :-

Particulars on behalf of the Management.

- 1) Sri A.K. Majumdar, Adviser (Sales).
- 2) " P.K. Thakur, C.S.D. to C.M.D.
- 3) " K.N. Banerjee, Manager (Personnel).
- 4) " P.S. Raman, production Manager, Central Cotton Mills.
- 5) " N.C. Ghatak, Ass'tt. Manager (IR).

Particulars on behalf of the Unions.

- 1) Sri Santosh Mukherjee, President, C.C.M. Mazdoor Union.
- 2) " D.N. Choudhury, Vice President, - do -
- 3) " Nimai Dutta, Genl. Secretary, - do -
- 4) " Debabrata Choudhury, Jt. Secretary - do -
- 5) " Kuber Nath Singh, Jt. Secretary, C.C.M. Workmen's Union.
- 6) " Durjoohan Dhal, Jt. Secretary, - do -
- 7) " A.L. Seth, Orgn. Secretary, - do -
- 8) " K. Adhikari, President, C.C.M. Employees Union.
- 9) " Ratan Das, Ass'tt. Secretary C.C.M. Workmen's Union.
- 10) " Jiban Sankar, Genl. Secretary, " -xxxx- Employees Union.
- 11) " Hari pada Kar, Orgn. Secretary - do -
- 12) " Daitari Mohanty, Committee Members. do -

Chairman-cum-Managing Director took the chair.

At outset C.M.D. expressed the views that the Central Cotton Mills is running at a loss since years together and it is not possible to run the Unit considering the magnitude of colossal losses till production and productivity are improved so as to make the Mill viable one. Unions' leaders also emphasised the same views and expressed their desire to extend their hands.

After long and protracted discussions between Management and Unions the following decisions were taken :-

- 1) Maximum production and productivity should be achieved by the workmen. Management will provide necessary inputs.
- 2) All the machines must run with utmost efficiency.
- 3) Idle machines must be set right on war-footing to make optimum production.
- 4) All types of overtime should immediately be stopped except urgent repairing job of machines to boost-up production.
- 5) Mill must be made viable.
- 6) Discipline must be maintained by the Management as well as workmen.
- 7) Joint Consultative Committee with two representatives from each Union and appropriate Management Members to be formed at mill level to discuss affairs relating to increase in production and productivity.

- 8) It will not be possible on the part of the Management to concede any pending demands, save and except a few cases of emergent nature having minor financial involvement. No fresh demand will be entertained.
- 9) For solution of various problems two tyre system will be introduced :-
 - i) Local Level - One meeting in every fortnight if required.
 - ii) H.O. Level - One meeting in a month or in a quarter if considered necessary.
- 10) All O. T. will be stopped excepting emergency and in case of absolute necessity. To reduce/eliminate O. T. in the clerical cadre, a short of educated workmen of the Mills on the basis of qualification and seniority is to be prepared on the basis of applications who will work in the temporary/leave vacancies of the clerical staff if and when necessary.
- 11) Printing Department should be started immediately.
- 12) Excess workers in various departments may be re-deployed and transferred to the departments where production suffers due to shortage of man-power.
- 13) There should not be any demonstration while on duty. However, in case of emergency the Unions' Members (not exceeding three) have the right to discuss by prior appointment.
- 14) Officers and Supervisors must work hard to extract maximum production from all running machines.
- 15) Workshop including Moulding Shop must work in full swing.
- 16) All processing and other machines should be set right urgently. Competent Engineers would be deputed to repair the idle machine.
- 17) For achieving maximum production and productivity Management has the right to re-deploy people.
- 18) All the Generators including 790 KVA to be started without delay. Remuneration for the operatives of Generators has been fixed and finalised as under :-

<u>Designation.</u>	<u>Allowances.</u>	<u>Complement.</u>
i) Hireman	Rs. 3.00 per day	8
ii) Helper	Rs. 2.50 " "	6
iii) Coolie (Khalasi).	Rs. 1.50 " "	6

This allowance will be effective from 26th, August, 1982.

The meeting terminated with a vote of thanks to the Chair.

B

Central Cotton Mills, Belurmath, Howrah
Unit of N. T. C. (WBABC) Ltd.,
Monthwise Loom production chart

1st October, '82 to October, '83

<u>PERIOD</u>	<u>PRODUCTION</u>
October '82	3,95,000 mts.
November '82	3,91,000 "
December '82	4,31,000 "
Jan '83	4,36,000 "
Feb '83	3,73,000 "
March '83	3,42,000 "
April '83	3,14,000 "
May '83	2,63,000 "
June '83	3,04,000 "
July '83	4,48,000 "
August '83	4,29,000 "
September '83	2,63,000 "
October, '83	1,72,000 "


Central Cotton Mills, Belurmath, Howrah
A unit of National Textile Corporation (WBABO) Ltd.

B

Cotton Consumption Chart in Bales

	Opening stock	Received	Consumed	Closing stock
October 1982	69 Bales	456 Bales	482 Bales	43 Bales.
November 1982	43 "	550 "	523 "	70 "
December 1982	70 "	850 "	514 "	406 "
January, 1983	406 "	325 "	580 "	151 "
February, 1983	151 "	300 "	386 "	65 "
March 1983	65 "	525 "	305 "	285 "
April, 1983	285 "	301 "	392 "	194 "
May, 1983	194 "	835 "	217 "	359 "
June, 1983	359 "	270 "	270 "	359 "
July 1983	359 "	150 "	403 "	106 "
August, 1983	106 "	350 "	139 "	317 "
September, 1983	317 "	50 "	301 "	66 "
October, 1983	66 "	100 "	88 "	28 "

T O T A L 4612 bales received during 13 months.


 Central Cotton Mills Ltd.,
 Belurmath, Howrah.
 Unit of National Textile Corporation (WBABO) Ltd.

Minimum spinning production target

<u>Name of machines</u>	<u>Nos of machine</u>	<u>Nos of spindle</u>	<u>Total Nos of spindles</u>	
How a	15 x 420	-	6300	
W S T 8"	29 x 420	-	12180	
W S T 7"	7 x 440	-	3080	W A R P
N. G. M.	10 x 440	-	4400	S E C T I O N
D. B.	<u>1</u> x 420	-	<u>420</u>	
	62		26380	
D. B. Weft	13 x 468	-	6084	W E S T
Tex. Weft R	6 x 500	-	<u>3000</u>	S E C T I O N
			35464	

35464 m/c No 8,35,62 permanently stopped for want of spare parts

- 1280
 34184 x 3 shift = 102552 spindles

102552
 - 2142 Approx loss for night shift ($\frac{1}{2}$ lu)

100410

- 2510 2.5% for Routine maintenance purpose
 97900 spindles

 97900 spds x 85.0 grams It Avg. cts $\frac{3}{28}$ to $\frac{3}{29}$
 = 8321 kgs for $23\frac{1}{2}$ loss per day.

Less 25% prox. for power cut per day

Prod. should be = 6240 kgs per day

3
CENTRAL COTTON MILLS
212, Girish Ghosh Road, Belurmath, Howrah.

Monthly Yarn production

PERIOD

1982

Production in kg.

October '82 69,188 kgs.

Nov '82 76,559

Dec '82 73,612

1983

Jan '83 82,921

Feb '83 57,956

March '83 58,286

May '83 43,930

June '83 43,374

July '83 62,262

August '83 22,473

September '83 45,861

Note :- Central Cotton Mills received only 2,000 ton coal during the month of January 1983 to October, 1983 out of 3,500 tons.

Thus ~~1982 to October, 1983~~ short supply of coal 1,500 tons during the above period.



Dated :- 23.9.1983.

The Dy. Chief Executive Officer,
Central Cotton Mills,
Belur, Howrah.

Your Ref :- 83/PO/468 dated 21.9.83.

Dear Sir,

We are in receipt of your above letter and it appears from your letter that either you are unaware of the wasteful practices indulged by the Executive of the mills in pampering employees to get overtime payments on some pretext or other or you are actually trying to avoid implementation of the minutes of proceedings before the C.M.D. held on 11.9.82.

It came to our knowledge that you are trying to come into a contractual overtime payment with the employees of wages and Time Keeper Sections, in making Bonus calculation and payment thereon.

With a view to end such wasteful practices we made the suggestion that qualified manual workers who are in your panel may be utilised for the calculation of the above. This would save the management from making huge contractual overtime payment on the manual workers who are to be paid only a meagre acting allowance for the above work and that too only for a very temporary period.

In regards to realization of advances it is surprising that you have not yet realised the sum from the workmen who were granted some reasonable advances, on account of serious Cyclone in Orissa. Making overtime payment for the same to any officer or employee is out of question. This accounting can also be done easily with the help of the above manual employees in the Panel without imposing any additional responsibility to the employees of wages section or any pampering them for contractual overtime money.

We hope that the management will work in the manner as stipulated in the agreed terms dated 11.9.82 and will not make hue and cry just before the Bonus payment and pressurise the unions so as to compel the workmen to remain silent spectators while you would again make contractual overtime for such calculation work.

Thanking you,

Yours faithfully,

C.C. to :-

1. The Director Personnel,
N. E. C. (WBABO),
9, Brabourne Road,
Calcutta - 1.

(Durjadhan Dhal)
Joint Secretary.

2. The General Secretary,
West Bengal Cotton Textile Workers Federation,
144, Lenin Sarani, Calcutta - 13.



Dated : 10th Sept. 1983.

To
The Deputy Chief Executive Officer,
Central Cotton Mills,
Belurmath, Howrah.

Dear Sir,

Please refer the synopsis of the proceedings of the Joint meeting held on 17th. September, 1982 with Joint Unions of the Mills under the Chairmanship of Chairman-Cum-Managing Director, N. T. C. (WBABO) Ltd.,

Please refer columns Nos. 4 and 10 of the said proceedings wherein it was decided that all overtime will be stopped and in case of absolute necessity in the clerical grade, a short panel of educated workmen of the mills will be prepared.

In this connection, we like to remind you that on every discussions and meetings, you express that the financial conditions of the Mills is very poor and Unions should co-operate with the Management in reducing losses.

We have come to know that you are going to sanction heavy amounts towards Over time for preparing Bonus for 1982-83 to clerical staffs of some sections.

Considering your weak financial position, we are extending our helping hands for reducing over time by the way of suggesting you not to pay over time for preparing the Bonus. We would request you to get it done by the Casual Clerical staffs as suggested in September last by the president of the meeting dated 11.9.82.

Hope you will intimate us of your decision in this regards.

Thanking you,

Yours faithfully,

Copy for information to :

For Central Cotton Mills Workers' Union

Shri S.K. Banerjee,
Chairman-Cum-Managing Director,
N. T. C. (WBABO) Ltd.

(Durgadas Das)
Joint Secretary,



Dated :- 9.9.1983.

To
The Dy. Chief Executive Officer,
Central Cotton Mills,
212, Girish Ghosh Road,
P.O. Belurmath, Howrah.

Sub :- Casual leave wages to manual workers of
the Mills. Bonus & productivity Bonus.

Dear Sir,

Workmen of the Textile Mills are being paid 6 days wages as lump payment in lieu of their 10 days casual leave for a year. The workmen are demanding 10 days full wages like clerical and supervisory staff, this demand is under negotiation since 1982. Meanwhile the Casual leave of clerical employees have been increased from 10 to 12 days and employees have enjoyed the same in the last year. But the manual and the daily rated workmen were paid only 6 days wages in the last year.

This has created serious discontent amongst the workmen in general. We were assured by the Manager, P.M.D. that the demand of the mills workers for enhancement of casual leave wages will be settled early this year. But the same has not yet been settled. You are aware that this lump payment in lieu of casual leave to the mills workers are paid at least 15 days before the pujas. The pujas are drawing nearer and we would request you to settle the issue without any further delay.

Payment of bonus payable in the year 1983 may also be paid by the 3rd week of Sept. 1983.

We hope that you will take the above matters with the earnest for the sake of industrial peace and harmony.

C.C. to :-

Yours faithfully,

1. Chairman-cum-M. D.
N. T. C. (WRABO) Ltd., Cal - 13.
2. Director (Personnel),
P.M.D. 9, Brabourne Rd, Cal - 1.
3. Labour Commissioner,
West Bengal.

For Central Cotton Mills Workmen's Union

(Durgadas Das)
Joint Secretary



Dated :- 8.9.1983.

The Director Personnel,
National Textile Corpn., (WBABO) Ltd.,
9, Brabourne Road,
Calcutta - 1

Sub :- Casual leave wages to manual workers
of the mills, Bonus & Productivity Bonus.

Dear Sir,

Workmen of the Textile Mills are being paid 6 days as lump payment in lieu of their 10 days casual leaves for a year. The workmen are demanding 10 days full wages like Clerical & Supervisory Staff, this demand is under negotiation since 1982. Meanwhile the Casual leave of clerical employees have been increased from 10 to 12 days and employees have enjoyed the same in the last year. But the manual and the daily rated workmen were paid only 6 days wages in the last year.

This has created serious discontent amongst the workmen in general. We were assured by the Manager, P.M.D. that the demand of the mills workers for enhancement of casual leave wages will be settled early this year. But the same has not yet been settled. You are aware that this lump payment in lieu of casual leave to the mills workers are paid at least 15 days before the Pujas. The Pujas are drawing nearer and we would request you to settle the issue without any further delay.

The manual mills workers were paid Rs. 45/- per head before Pujas in the last year as 'Productivity Payment'. The productivity payment for this year may also be finalised through discussion.

Payment of Bonus payable in the year 1983 may also be paid by the 3rd week of September, 1983.

We hope that you will take the above matters with due earnest for the sake of industrial peace and harmony.

C. C. to :-

Yours faithfully,

1. Chairman-in-charge Managing Director,
N. T. C. (WBABO) Ltd.,
7, Jawaharlal Nehru Road,
Calcutta - 13.

For Central Cotton Mills Workmen's Union.

2. The Labour Commissioner,
West Bengal,
New Secretariat Buildings,
Calcutta - 1.

(A. L. SETHI)
Organising Secretary

Dated : 25.7.1983.

To
The President,
Central Cotton Mills
Workmen's Union,
P.O. Belurmath,
Howrah.

To
The President,
Central Cotton Mills'
Mazdoor Union,
P.O. Belurmath,
Howrah.

To
The President,
Central Cotton Mill
s,
Employees Union,
P.O. Belurmath,
Howrah.

Dear Sir,

We have been from time to time trying to impress upon you that the attitude of the workmen/employees have not changed despite both of our efforts. In this connection, we would like to recall your attention that on 11.9.82 in course of our joint meeting we have both agreed that the working environment shall have to be brought back and for that purpose every endeavour would be made by both the parties. But the understanding, commitments, had no reasoning with the general body of workmen at large and the mass indiscipline is being continued unabated which pre-supposes the adamant attitude of the workmen/employees to ditch this unit which is proved from their performance on various counts as mentioned serially.

A) Maximum production and productivity and the machines efficiency could not be achieved for the following reasons :

1) Workmen enter into the department and start winding machine nearly 20 to 30 minutes after the commencement of the shift and leave the department also 20 to 30 minutes earlier before the end of the shift.

2) At the beginning of the shift for every adjustment and deployment considerable time has to be spent to persuade workmen which leads machine stoppage and consequent loss of production. Very often workmen refuse to move from one machine to other or from one line to other.

3) Refusal of Coolies to transport Bobbins from Reeling Department to warping Section results in accumulation of empty Bobbins in Reeling Department whereas Warping Frames remain stop owing to empty Bobbins.

4) Very often the workers stop the machine and leave the department without permission on the plea of responding to nature's call or drinking water or smoking etc. Although there are relievers to relieve them for such necessity. They also stay away far beyond the limited time.

5) When Baroar Coleman Winding Machine is out of order, Winders in the high speed winding section refuse to work in such bobbins with the result Ring Frames get stopped for want of empty bobbins.

6) Humidity Attendants do not record or attend to humidity of the Department.

7) Boilerman stop main steam valve just to avoid firing of the boiler without making any reference to the requirement of the department. Thus it is spoiling working.

8) Whenever the machine is under breakdown, parts are sent to Engineering Department for repairing. Unfortunately this department does not attempt promptly and sometimes even for months such work are kept pending, thus loosing much of machine utilisation.

9) Electrical faults and repairing jobs are also not promptly attended to, thus many a time machines remain idle.

Contd.....2/-

- 10) Proceeding on leave without care for its sanction and submission of leave being construed as leave sanctioned.
- 11) The Dofters refuse to change Ring Travellers at intervals when it becomes necessary with the result that the rings get damaged and efficiency of the department also suffers.
- 12) In Carding : Fitters neglect their work on the plea of re-fixation of wages. In "B" Shift Card Tenters and Strippers refuse to work from 5 P.M. onward on the plea that Strippers must strip the Card first whereas the Strippers say Card Stent ~~ripers~~ ~~may~~ ~~ters~~ must start the Card first. In all the Shifts of Carding Section Card Stenters/Strippers refuse to move in other line whenever such contingency requires for adjustment with the result that lesser number of Cards could be worked, thus suffering production.
- 13) Fly Frame Fitters and Cleaners refuse to do normal work on the plea of various demands and disputes with the result attendance to machines breakdown and cleaning suffers very badly, thus affecting machine efficiency and production.
- 14) In Sizing operatives do not go from one machine to another though the machines are similar in nature. They also refuse to operate coloured sorts.
- 15) In Drawing Department the workers have adopted go-slow tactics with the result that many of the looms remain idle, thus causing serious loss of production.
- 16) During load-shedding hours or from power restricting period of 6 P.M. to 10 P.M. a major portion of Weavers are reluctant to work although the Generator power is available, on the plea as the other department does not work. In fact, many of the Weavers leave the department or the mill premises on one plea or the other. P.F. Weavers do not go from one machine to other when required, thus causing much loss of machine utilisation and production.
- 17) Warehouse : Very often work in this department is stopped on the ground of one plea or the other with result huge quantity of cloth is stocked, thus also affecting the production of Dyeing and processing Departments.
- 18) Cone Dyeing Machines have not been attended and kept idle for fitters disputes. Similarly helpers or workmen of similar machine do not go from one machine to other. Likewise, Float Dyer and Artes workmen do not dry cloth when drawing range is not working or when required by the department. Thus affecting process flow and production.
- 19) Engineering Department : This department work at a very very low efficiency. Operatives do not perform their normal duties. They demand overtime for normal work also.

B) Avoidable Overtime work

On the issue of overtime whenever attempts are being made to reduce the incidence it is being vehemently opposed by the workmen/employees. A glaring example of it is the working of the Wage section/time office. To avoid any misunderstanding with the general body of workmen management in the interest of industrial peace and harmony at the dictation of certain employees specified hours for overtime payment are being regularly made irrespective of the actual hours of work performed by these sections. The Engineering Department virtually works on overtime only. To cite the case of repairing of the lift where engineering staff refused to take up the work until assured for a fixed overtime. As a result the work of the mill suffered immensely. Overtime payment has been the order of the day even in official work including the reports section, store, accounting P. E. E. S. Lect. etc.

C) Discipline :

It has become a misnomer. Examples of how discipline are being maintained have already been enumerated under Item "A". A large section of workmen/employees have become a bunch recalcitrant group who have no regard either for the Management and for the union excepting their own self-esteem. They are bent upon to bring this unit to a halt. Consequently, uncertainty looms large over this unit.

D) Joint Council Committee

In course of the meeting possibly the all constituent members of the unions agreed because of a new jargon namely "Joint Council Committee". But in practice when they were advised to meet and discuss how to overcome the existing stalemate vis-a-vis revival of confidence amongst all of it's inmates; working climate, one of the constituent members have deserted the council so proposed paying a deaf-ear to the agenda.

E) Fresh Demands/pending Demands :

Despite the commitment of fresh demands, or revival of old demands, or any other imaginary situation the workmen in this regard of the commitment given by constituent unions have raised the bogey on various demands namely promotion from clerk, fixed overtime, extra wages/allowances according to whims not to allow the implementation of workload and increase productivity, not to allow the implementation of workload and increase productivity, not to allow superannuation of personnel, etc. etc. and to achieve that they have resorted to act which includes intimation, gherao, dharna, threatens to managerial personnel, intermittent stopping of work, go-slow, etc.

F) Redressal of Grievances :-

- 1) The local level. 11) The Joint level.

All the constituent members similar to that of Joint Council Committee have also stayed away from either of the committees for redressal of grievances on the plea that whatever demand they put forth shall have to be fulfilled.

G) Excess workers - deployment of labour :-

Workmen do not move from the break down machine to an workable machine despite persuasion by the Managerial personnel at shop floor thereby machines are forced to be kept idle.

All those enumerated above parawise leads to the only conclusion that the workmen/union are bent upon to create situation where upon the entire operation at the Central Cotton Mills, Belurmath, Howrah, would grind to a halt.

Once again on 9.6.1983 the Chairman-cum-Managing Director of this Corporation tried to bring home with you and other trade union leaders that until and unless sincere efforts are made by all of us it would be next to impossible to revive this unit. As it is with no significant out put the Corporation has been continuing to pay around Rs. 16.00 Lakhs per month towards wages only besides other expenditure and we are finding it extremely difficult under tight monetary schedule and therefore, religiously you all should make endeavour to overcome the stalemate condition so that the entire recalcitrant body of workmen/employees resume normal workshrewing their path of mass indiscipline or else if this situation is allowed to continue. We are afraid it may adversely affect the lot of all these connected with this unit.

In fine, we therefore, appeal to the good sense, which, it is hoped is still alive, to arrest further deterioration of the situation in the larger interest of the public and for the benefit of those who are working in Central Cotton Mills. Lest, we forget that the union's activities are depended upon the existence of this unit.

Yours faithfully,

D. P. Sarkhel,
Director (Personnel)

CENTRAL COTTON MILLS WORKMENS' UNION

(সেন্ট্রাল কটন মিলস ওয়ার্কার্স ইউনিয়ন)

(Regd No. 4499)

Affiliated to ALL INDIA TRADE UNION CONGRESS.

16, Girish Ghosh Road, P. O. Belurmamh,

H O W R A H.

President

MD, ELIAS

67-2204 and 34-7242

General Secretary

ARUN SEN

45-4092 and 24-976E

Ref. No. _____

Dated 5th. Jan. 19 83.

To
The Deputy Chief Executive Officer,
National Textile Corporation (WBABO) Ltd,
Unit : Central Cotton Mills,
212, Girish Ghosh Road,
P. O. Belurmamh,
(H o w r a h).

Dear Sir,

We are surprised to note the contents of the Agenda given to us for discussion in the Consultative Committee meeting called by you ~~to be held~~ on 26. 12. 82,

You are aware of the agreed minutes of the joint meeting at the highest level before C.M.D. National Textile Corporation (WBABO) Ltd. on 11th. September 1982. Despite best attempt on the part of the workers belonging to all three unions, the Management has failed to implement any of the agreed discussions. The Management has not yet taken any step for the last three and half months to bring normal production, maintenance, overhauling of machines and continuing unfair practices. We cite below a few instances which if implemented would have brought the Mills to a normal working position.

A) Raw Cotton have not been fed to the mills even at the commission level since last three and half months.

B) Coal supply position is even worse. On many days during the last 3½ months the mills could not be run for want of coal and even the inadequate quantity of coal supply from time to time. Contents major portion of dust which are not usable.

C) Others essential inputes as heelds and spare parts have not been supplied to maintain the flow of production.

D) Essential overhauling work of Blow Room, Carding, Speed Frame, Ring Frame are not been attended by the Management at all nor any step have been taken to commission the idle machines, spindles etc. causing huge wastages and losses.

E) The lift to bring warp full bobbins down stairs was kept idle from 14.10.82 to 30.11.82 and for the same almost the entire production was kept at a stand still. The lift required engagement of 14 workers only for 8 Hrs. to make it all right and this was done at our instances on 30.11.82 reluctantly by the Management. But during 43 days (14.10.82 to 30.11.82) the reason best known to you, kept 9(nine) workers on Overtime basis just to manually carrying bobbins and you paid no heed to attend the minor repairing of the lift.

F) To minimise overtime and "Inplace work" and on leave vacancies in Clerical Sections, the agreed proceedings directed the Management to engage manual qualified (Matriculate and above) to officiate in leave vacancies, in places and other extra work paying such workmen acting allowances. But during last three and half months you have not taken any step in this direction and allowed wasteful practices and created artificial tension between manual workers and the Clerical Staff.

Contd.....2/

CENTRAL COTTON MILLS WORKMENS' UNION

সেন্ট্রাল কটন মিলস ওয়ার্কার্স ইউনিয়ন
(Regd No. 4499)

Affiliated to ALL INDIA TRADE UNION CONGRESS.
16, Girish Ghosh Road, P. O. Belurmamh,
HOWRAH.

President
MD. ELIAS

67-2204 and 34-7242

General Secretary
ARUN SEN
45-4092 and 24-9768

Ref No. _____

Dated 5th. Jan. 1983.

- : 2 : -

G) Regarding discipline, you are aware that the Officers and Supervisory staff are the worst offenders in this regard. The Incharges of respective departments do not care to remain or attend the working in the department, but find it convenient to be engaged in gossiping in their chambers. Restaurant (outside) the Mills premises) or in your office. None of the Officers and the Supervisors nor even the Office Superintendent attends the Mill in their respective duty hours. The Officers and Supervisors do not care at all to help them in matter of production.

H) The Workshop of the Mills which can produce various essential spare parts is being kept almost idle, though such spare parts are being bought at higher prices from outside market, for reasons best known to the Management. The quality of spare parts bought from outside are very often found to be of inferior quality.

I) For Barbar Colman, though we suggested that, till you can't ensure optimum production for six days a week, the maintenance and the cleaning work can be done by rotational change of weekly off days of A.B and C shift respectively and engaging them on Tuesday at agreed rates of Ten and half hours wages in the general shifts to keep the machines in proper working condition. But the Management has taken no step in this matter at all and thus the said machines have become vulnerable to break down or damages for non-maintenance and cleaning.

We do not find it necessary to discuss any items, so long you do not implement your own commitments as mentioned above and we demand immediate implementation of the agreed minutes of the meeting dated 11.9.82 before the Chairman-cum-Managing Director, National Textile Corporation (WBABO) Ltd.

Yours faithfully,

For and on behalf of :-
Central Cotton Mills Workmen's Union,

For Central Cotton Mills Workmen's Union.

[Signature]
5.1.83
Joint Secretary

Copy to :-

Shri S. K. Banerjee,
Chairman-cum-M.D.,
N.T.C. (WBABO) Ltd.,
Calcutta-13.

The Manager,
Personnel Management Divn.,
N.T.C. (WBABO) Ltd.,
9, Brabourne Road, Calcutta-1.

The Labour Commissioner,
Govt. of West Bengal,
Calcutta-1.

✓ West Bengal Cotton Textile Workers Federation,
144, Lenin Sarani, Calcutta-13.



Dated :- 11th Nov. 1982.

To
The Chairman-cum-Managing Director,
National Textile Corporation (WBADO) Ltd.,
7, Jawaharlal Nehru Rd.,
Calcutta - 700 013.

Sub :- Present critical situation in Central Cotton Mills, Belur.

Dear Sir,

Ref :- Mis-management at the plant level.

Please refer to our discussions had with you on 11th Sept. '82 alongwith others unions of the at your chamber. In that meeting, it was agreed that the working condition of the Mills will be improved by adopting the following formulas :-

- A) Maximum production and productivity should be achieved by the workmen and the Management will provide necessary inputs, but we regret to inform you that no steps has yet been taken from your end to improve the production and the same is deteriorating day by day.
- B) All the machines must run with utmost efficiency. But the fact in this that about 75% machines are idle at present.
- C) Idle machines must be set right on war footing to make optimum production but regret to inform you that no step has yet been taken from the local Management to rectify the idle machines.
- D) All types of O. T. should immediately be stopped except urgent repairing job of machines to boost up production. But sorry to say that Local Management is very liberal in granting O. T. For example, Lift of Spinning Section became out of order on 16.10.82. Engineering Dept. claimed O. T. for welding the lift but at that time the Management did not sanction O. T. to Engineering Section but granted continuous O. T. to 9 heads for about 48 days amounting to Rs. 80,000/- and at last O. T. was sanctioned to Engineering Dept. for 14 heads to set the lift right and the lift is running from 30.11.82.
- E) Mill must be made viable. But the Mill is going to be closed due to the negligency of the Local Authority.
- F) Discipline must be maintained by the Management as well as workmen. Workman are maintaining discipline but the Management has forgotten the A. B. C. of discipline. There are thousand and thousand examples of this.
- G) Joint consultation Committee with two representatives from each union and appropriate Management members to be formed at Mill level to discuss affairs relating increase in production and productivity. We have given the names of our representatives but as yet no meeting has been called for improving the day to day problems.
- H) It will not be possible on the part of the Management to concede any pending demands, save and except a few cases of emergent nature having minor financial involvement. No fresh demand will be entertained. But one Sri Shambhu Sarkar was taken back in employment in 1st week of October, 1982 whereas as some long pending cases of our union are still un-attended. In one case of Sri Ram Singer Singh of Winding - C you had ordered the then Dy. C.E.O. Mr. A.K. Sengupte to promote him as Clerk but as yet the Local Management did not promote him as Clerical Staff.

- I) For solution of various problems two tyre system will be introduced :-
- 1) LOCAL LEVEL :- One meeting in every fortnight if required.
 - ii) H.O. LEVEL :- One meeting in a month or in a quarter if considered necessary. Nothing has been done in this respect as yet.
- J) All O.T. will be stopped excepting emergency and in case of absolute necessity to reduce/eliminate O.T. in the Clerical cadre, a short panel of educated workmen of the Mills on the basis of qualification and seniority is to be prepared on the basis of applications who will work in the temporary/leave vacancies of the Clerical staff if and when necessary. The Local Management do not want to stop O.T. They are granting O.T. in unfair way. They have not yet prepared lists of qualified workmen and they will not do so. The work of the Sections/ Departments have been stopped where the O.T. has been stopped but the Officers concern are quite unable to take daily normal work from the workers/staff concerns.
- K) Printing Dept. should be started immediately. But the fact is this that Wash & Dyeing Dept. and entire printing Section is still lying idle. At present entire Dyeing Dept. A, B, C. is fully idle. Reported severally but no action.
- L) Excess workers in various departments may be re-deployed and transferred to the departments where production suffers due to shortage of man power. Nothing has yet been done in this respects but the Local Management is compensating the mandays loss by granting Overtime.
- M) There should not be any demonstration while on duty. However, in case of emergency the Unions' members have the right to discuss by prior appointment. The Local Management is working in such a way that in every moment there is every possibility of demonstration.
- N) Officers & Supervisors must work hard to extract maximum production from all running machines. Officers and Supervisors are quite bogus. They are less interested in making the Mill viable.
- O) Workshop including Moulding Shop must work in full swing. Moulding Shop could not be started as yet due to the negligency of the Local Authority.
- P) All processing and other machines should be set right urgently. Competent Engineers would be deputed to repair the idle machines. No step has yet been taken from your end in this respects and the Mill is suffering much in lack of Competent Engineer.
- Q) For achieving maximum production and productivity, Management has the right to re-deploy people. Local Management is quite failure in achieving ever normal production. Thus they did not think for re-deployment.
- R) All the Generators including 790 KVA to be started, but sorry to say that even existing Generators are not running while new revised rate are being paid to all the Generators Operators.

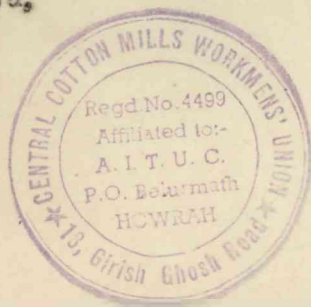
This submitted to you with the request to look into the cases personally so that the Mills may be saved from being ruined due to inefficient Local Management.

Awaiting for an early reply.

Thanking you,

Yours faithfully,

For Central Cotton Mills Workmen's Union.



(A. L. SETHI)
Organising Secretary

NATIONAL TEXTILE CORPORATION
(WEST BENGAL, ASSAM, BIHAR & ORISSA) LTD.
(A GOVERNMENT UNDERTAKING)

No. NTC/WBABO/FMD/PRDC-5-6/78/1978

Dated : 12.5.1978.

- To: 1. Shri K.P. Hazra, Factory Manager,
Central Cotton Mills.
2. Shri H.K. Pal, Dy. Dyeing Master,
Central Cotton Mills.

Dear Sir,

Further to this office letter No. NTC/WBABO/FMD/PRDC-5-6/78/1978, dated 10/11th May, 1978, I inform you that the enquiry fixed for 12.5.78 could not be held due to absence of Shri A.K. Mitra, C.E.O. and Shri H.K. Pal, Dy. Dyeing Master, Central Cotton Mills. Shri Mitra by a letter has prayed for time which is allowed by me. The enquiry fixed for 13.5.78 is, therefore, postponed and will be held on 24.5.78 and 25.5.78 at 11-00 a.m. at my office chamber in the Purchase Division, 7, B.B. Ganguly Street, Calcutta - 700012.

Accordingly you are hereby requested to present yourself at the time and the place mentioned above for the purpose of enquiry.

Yours faithfully,

General Manager (Purchase)
and Enquiring Officer

- Copy to :- 1. Shri A.K. Mitra, Chief Executive Officer, Central Cotton Mills, Belurmath, Howrah - with the request to present himself on the 24th May, 1978 for appearing as witness. He should bring with him -
- i) Deputy Dyeing Master's report regarding the Trade No. L 459, Twill bleached and dyed in the middle of 1976.
 - ii) Deputy Dyeing Master's instruction issued through Log Book on 15.6.77.
 - iii) Complaints received from the Traders, referred to in his report dated 18.7.77 to the Chairman-own-Managing Director.
2. Shri A.N. Ghosh, Adviser (Processing), Calcutta - with the request to present himself on 25.5.78 in connection with the enquiry.
 3. Shri Om Prakash Singh, General Secretary, Shramik Union, Central Cotton Mills, Howrah - with the request to present himself at the enquiry on 25.5.78.
 4. Shri L.K. Banerjee, Telephone Operator, Central Cotton Mills - with the request to appear at the enquiry on 25.5.78.
 5. Shri A.L. Seth, Organising Secretary, A. I. T. U. C., Central Cotton Mills Belur - with the request to appear before the enquiry on 25.5.78.
 6. Shri S.L. Sarkar, Asstt. Manager (I.R.) and Presenting Officer - for information and taking necessary action.

NATIONAL TEXTILE CORPORATION
(WEST BENGAL, ASSAM, BIHAR & ORISSA) LTD.
(A GOVERNMENT UNDERTAKING)

No NTC/WEABO/PMD/PRDG-5-6/78/197

Dated : 10th May, 1978.

- To : 1. Shri K.P. Hazra, Factory Manager,
Central Cotton Mills.
2. Shri H.K. Pal,
Dye Dyeing Master,
Central Cotton Mills.

Dear Sir,

Further to this office endorsement No. NTC/WEABO/PMD/PRDG/78/5-6/1432 dated 10.4.78, I inform you that I shall hold the enquiry in respect of charges against both of you for damage of cloth in the Central Cotton Mills on the 12th and 13th May, 1978, 7, B. B. Banguli Street, Calcutta - 12.

Accordingly you are hereby required to present yourself at the time and place mentioned above for the purpose of enquiry. At the enquiry you will be at liberty to defend yourself by examining your witness and cross-examining witnesses in support of charges.

Please note that if you fail to present yourself at the enquiry, the same will proceed against you ex-parte.

Yours faithfully,

(General Manager)
(Purchase) & Enquiring
Officer.

- Copy to :- 1. Shri A.P. Mitra, Chief Executive Officer,
Central Cotton Mills, Belurmath, Howrah - with the request to present himself on the 12th May, 1978 for appearing as witness. He should bring with him -
- i) Deputy Dyeing Master's report regarding the Trade No. L 459, Twill Disached and dyed in the middle of 1976.
 - ii) Deputy Dyeing Master's instruction issued through Log Book on 15.6.77.
 - iii) Complaints received from the Traders, referred to in his report dated 18.7.77 to the Chairman-our-Manning Director.
2. Shri B.N. Ghosh, Adviser (Processing), Calcutta - with the request to present himself on 13.5.78 in connection with the enquiry.
 3. Shri Om Prakash Singh, General Secretary, Shramik Union, Central Cotton Mills, Howrah - with the request to present himself at the enquiry on 13.5.78.
 4. Shri L.K. Banerjee, Telephone Operator, Central Cotton Mills - with the request to appear at the enquiry on 13.5.78.
 5. Shri A.L. Seth, Organising Secretary, A. L. T. U. C., Central Cotton Mills, Belur - with the request to appear before the enquiry on 13.5.78.
 6. Shri S.K. Sarkar, Asstt. Manager (L.R.) and Presenting Officer for information and taking necessary action.

(COPY)

Kalyan Roy,
Member of Parliament,
(Rajya Sabha)

63, South Avenue,
New Delhi.

24 March, 1979.

Dear Comrade Fernandes,

I have just now received a cable from Comrade Arun Sen, General Secretary, Textile Workers' Federation West Bengal which is enclosed. You are aware that an indefinite strike by over 60 thousand workers of various Textile Mills of West Bengal was averted at the last minute following a settlement between employers and trade unions, as a result of intervention by the Government of West Bengal. Frankly speaking the Textile Workers in the background of super/profit which the industrialists are getting now should have got a better deal. However, the trade unions agreed and substantially reduced their demands. But I am surprised that even this agreement is not being honoured by the Textile Mills which are under the National Textile Corporation. I request you to immediately issue necessary instructions to the public sector textile mills to implement the agreement without further delay.

With kind regards.

Yours sincerely,

(Kalyan Roy)

Shri George Fernandes,
Minister for Industry,
Government of India,
New Delhi.

(C O P Y)

NATIONAL TEXTILE CORPORATION (WBABO) LTD.
(A GOVERNMENT UNDERTAKING)
7, Jawaharlal Nehru Road, CALCUTTA - 13.

No. NTC/WBABO/CMD/79/1297(50).

Date: 12th, March, 1979.

OFFICE ORDER

1. COMMITTEE ON LABOUR & PERSONNEL MATTERS :-

A Committee has been constituted for dealing with labour and other personnel matters comprising of the following members. In case any member or members fail to attend due to circumstances beyond their control at-least five members shall be deemed to have constituted the committee.

1. Manager (I.R).
 2. Manager (Personnel).
 3. Manager (Adm. & P.R).
 4. F.A. & C.A.O. or his nominee.
 5. General Manager (Purchase).
 6. Chief Executive Officers/Production Managers/Factory Manager of the unit concerned.
 7. Chief Technical Adviser.
- Manager (I.R.) will act as Convenor.

The above Committee will discuss the matter with the Unions and should submit their suggestions to the undersigned for final decision. Before making any commitment they should take prior approval of the undersigned. The Committee may also take any guidelines, if necessary, from the undersigned before starting the discussion.

The Chief Executive Officers/Production Managers/Factory Managers should intimate the respective Union about the formation of the Labour Committee so that any disputes, if any, should be placed before the Committee for discussion.

In case of dispute relating to Subsidiary Office, the Committee will comprise of the following members :

1. Manager (I.R.) - Convenor.
2. Manager (Personnel).
3. Manager (Adm. & P.R).
4. F.A. & C.A.O. or his nominee.

2. CLOTH & YARN SALES COMMITTEE.

A Committee has been constituted for dealing with cloth & Yarn sales matters comprising of the following members :-

1. Shri F.K. Mukherjee, Dy. Mgr. (Export).
2. Shri A.K. Chakraborty, Dy. Mgr. (Production, Planning & Despatch of Controlled Cloth).
3. Shri R.K. Bose, Dy. Manager (Costing).
4. Shri P.K. Sengupta, Internal Auditor.
5. Shri A.K. Majumdar, Manager (Retail).
6. Shri S. Sarkar, Manager (Sales-Yarn & Domestic cloth) Convenor.
7. C.E.Os/Production Managers/Factory Managers of the unit concerned (one each will attend by rotation).

In case any member fails to attend, the remaining members shall be deemed to have constituted the committee.

Sd/- (S.K. BANERJEE).

Chairman- cum- Managing Director.

Copy to :-

1. All the members.
2. All CEOS/Production Managers/Factory Managers.
3. All Units & Divisional Heads,
Central Cotton Mills.

(True Copy)

KALYAN ROY

MEMBER OF PARLIAMENT

(Rajya Sabha)

63, South Avenue,
New Delhi.
August, 7, 1978.

Dear Shri Fernandes,

On July 29, 1977 I wrote a letter to Shri Dharja the then Minister of Commerce regarding utter mismanagement in the Central Cotton Mill, West Bengal under the National Textile Corporation, I described in detail how the local management tried to cheat the National Textile Corporation. It was because of the vigilance of the union and the workmen the corruption was exposed I demand a thorough enquiry and suspension of the Manager.

Shri Dharja assured an early investigation. However, nothing has been done so far and Shri Arun Sen, Joint General Secretary of the BPTUC in his letter dated July 7 to the Chairman of the NTC Ltd., strongly protested against the delay. He further pointed out that though a prima facie charge has been established no action has been taken against the management. He further alleged that the local management has been trying to avoid the said enquiry. I am enclosing a copy of the letter. The matter has been raised in the Parliament also.

I request you to please look into it and take immediate steps to remove the local management, particularly the Manager and take stern action against him and complete the enquiry without further delay.

Yours Sincerely,

Shri George Fernandes,
Ministry of Industry,
New Delhi.

Sd/- Kalyan Roy

c. c. to :- Mr. Arun Sen.

Jt. General Secretary,
B.P.T.U.C. All India Trade Union Congress,
144, Lenin Sarani, Calcutta - 700013.

NATIONAL TEXTILE CORPORATION
(WEST BENGAL, ASSAM, BIHAR & ORISSA) LTD.,
A GOVERNMENT UNDERTAKING)

N TC/WBADO/PMD/PRDG-5-6/78/2316

Dated : 26.5.78.

- To: 1. Shri K.P. Hazra, Factory Manager,
Central Cotton Mills.
2. Shri H.K. Pal, Dy. Dyeing Master,
Central Cotton Mills.

Dear Sir,

As per request made in your letters of dated 26.5.78 the undersigned having giving due consideration to the contents of the letter, decided to adjourn the Enquiry scheduled to be held today to 15th of June, 1978, Thursday at 11 a.m. at 7, B.B. Ganguly Street, Calcutta - 12 in the Office of the General Manager, (Purchase), the Enquiring Officer.

The enquiry fixed on 14th June, 1978 as notified in my letter NTC/WBADO/PMD/PRDG/5-6/78/2271/dated 24.5.1978 will, however, be held as per schedule.

You are, therefore, required to present yourself at the enquiry as mentioned above on 14th June, 1978 and 15th June, 1978 at 11 a.m. at 7, B.B. Ganguly St. Calcutta - 12 in the Office of the undersigned.

Please note that if you fail to present yourself at the enquiry on the aforesaid dates, the enquiry will proceed against you ex-parte.

Yours faithfully,

General Manager,
(Purchase) and
Engineering Officer.

Copy to :-

- 1) Shri B.N. Ghosh, Adviser (Processing), Calcutta - with the request to present himself on 15.6.78 in connection with the enquiry.
- 2) Shri Op Prakash Singh, General Secretary, Sramik Union Central Cotton Mills, Howrah - with the request to present himself at the enquiry on 15.6.78.
- 3) Shri L.K. Banerjee, Telephone Operator, Central Cotton Mill - with the request to appear at the enquiry on 15.6.78.
- 4) Shri A.L. Seth, Organising Secretary, A. I. T. U. C., Central Cotton Mills, Belur - with the request to appear before the enquiry on 15.6.78.
- 5) Shri S.K. Sarkar, Asstt. Manager (I.R) and Presenting Officer for information and taking necessary action.

NATIONAL TEXTILES CORPORATION
(WEST BENGAL, ASSAM, BIHAR & ORISSA) LTD.
(A GOVERNMENT UNDERTAKING)

NTC/WBAEC/PMD/PRDG/5-6/78/

Dated : 18.5.1978.

- To : 1. Shri K.P. Hazra, Factory Manager,
Central Cotton Mills.
2. Shri H.K. Pal, Dy. Dyeing Master,
Central Cotton Mills.

Dear Sir,

It has been represented personally to me by the Unions' representatives Shri A.L. Seth and Shri Om Prakash Singh who were requested, (vide letter NTC/WBAEC/PMD/PRDG -5-6/78/1988 dated 12.5.78) to be present at the enquiry on 25.5.78 that the said date of 25.5.78 being the pay-day of Central Cotton Mills, it would be difficult for them to attend the enquiry on that date. In consideration of the difficulties so represented, the enquiry scheduled to be held on 25.5.78 has been fixed on 26.5.78 at 11 a.m. at the office of the General Manager (Purchase), 7, B.B. Ganguly Street, Calcutta. The enquiry on 24.5.78 will, however, be held as per schedule notified earlier.

You are hereby requested to attend the enquiry accordingly.

Yours faithfully,

General Manager (Purchase)
and Enquiring Officer.

- Copy to :-
1. Shri H.N. Ghosh, Adviser (Processing), Calcutta with the request to present himself on 26.5.78 in stead of 25.5.78 in connection with the enquiry.
 2. Shri Om prakash Singh, General Secretary, Shramik Union, Central Cotton Mills, Howrah - with the request to present himself at the enquiry on 26.5.78 in stead of 25.5.78.
 3. Shri L.K. Banerjee, Telephone Operator, Central Cotton Mills, Howrah - with the request to appear at the enquiry on 26.5.78 in stead of 25.5.78.
 4. Shri A.L. Seth, Organising Secretary, A. I. T. U. C., Central Cotton Mills, Howrah (Belur) - with the request to appear before the enquiry on 26.5.78 in stead of 25.5.78.
 5. Shri S.K. Sarker, Asstt. Manager (I.R.) and presenting Officer - for information and taking necessary action.

GOVERNMENT'S TEXTILE POLICY & TEXTILE WORKERS

Arun Sen,
General Secretary, West Bengal Textile Workers'
Federation.

Janata Party promised everything to everybody in its election manifesto. Keeping with that tradition to the Janata Party Government at the time of introducing the new textile policy, promised benefit to all concerned, particularly it promised price reduction to the consumers. Let us examine what has happened during the last one year's operation of this policy, the main point of which was relieving the private mill sector of the obligation of producing "controlled cloth".

Congratulating the new textile policy Sri Rasesh N. Mafatlal, Chairman of Indian Cotton Mills Federation, in this report stated :

" I feel happy that the long awaited integrated textile policy for which my predecessors exerted untiringly, has finally been announced and I foresee a bright future and sustained growth for the industry."

(12 September, 1978).

STORY OF UNCONTROLLED CLOTH : Let us hope so. Because since 1972-73 production and per capita availability of cotton cloth were showing regular downward trend. From 4, 245 million metres in 1972 production fell precipitately to 3,223 ml. metres in 1977 ; and per capita availability of woven cloth dropped from 13.18 mtrs. to 9.47 mtrs. during this period. Let us also recall that in 1968 per capita availability was 14.37 mtrs.

Government of India introduced in 1971, the voluntary scheme for production of 400 million sq. mtrs. per year of "peoples" cloth and the mill-owners were given a subsidy of 50 p. per sq. mtrs. As an incentive for more production of this variety of cloth Government allowed a subsidy of 90 p. per sq. mtrs. for production over the stipulated quota. But the private mill owners raised hue and cry against this scheme from the very beginning and alleged that it was uneconomic even with the heavy subsidy paid by the Government. And perhaps to vindicate their point of view they regularly reduced their production. It is also alleged that many millowners paid fines for not producing the stipulated quota as they made huge profits by producing finer variety of cloth, stamped price of which has been raised by 40 per cent since July, 1976, thanks to the liberal policy of the Government of India. Ofcourse this liberal policy towards the millowners was also in evidence

with regard to controlled cloth. In his speech at 19th Annual Meeting of Indian Cotton Textile Federation the then Chairman Sri Balkrishan Hagobind Das pressuring the Government for increase in price of controlled cloth said :-

"In spite of the substantial fall in the per capita availability both mills and the decentralised sector are not realising even the cost price for their products. The situation get compounded by the obligation placed on the composite mills to produce - substantial quantities of controlled cloth to be sold at a price which hardly meets even the cost of cotton."

The "Bureau of Industrial cost of prices" dutifully supported this point of view in its report of 1971 and contended that loss per metre of controlled cloth production was 25 p. The Government also dutifully increased the price of "peoples cloth" by 60 p. per metre. The appetite of the tycoons was whetted and they demanded more. But we find that in the 1974-75 the production of controlled reached the pick of more than 800 million sq. mtrs. surpassing the quota. To put pressure the production was reduced to 473 million sq. mtrs. Then the Committee on Essential Commodities and Articles of Mass - Consumption presided over by Sri Mohan Dharia (at present Minister of Commerce in the Janata Government) upheld the demands of the millowners by observing :

" In order that supplies are available to the public distribution system on a continuing basis, the procurement price must be reasonably remunerative in relation to the production costs."

Encouraged by the formation of the Janata Government the millowners further pressed their point. In its memorandum to the Central Government the Cotton Mills Owners' Federation said,

" In any case, controlled cloth will continue to be manufactured in the same or even increased quantities and the only change that has been brought about is that instead of throwing the burden only on 90 or 100 composite mill the losses will be shared by the entire textile sector."

They further contended :

" If, however, Government wish to continue to sell controlled cloth at such highly subsidised prices, then obviously the subsidy has got to come from the Government, which is already collecting on finer varieties of cloth and yarn, and on polyester and other man-made fibres, yarns and

fabrics heavy excise duties and thus taking from the affluent sections of society that extra price which, according to the Dharin Committee, is required to balance losses on controlled cloth."

THE NEW TEXTILE POLICY : The Government's policy gave the mill owners more than what they demanded, or even expected. The Government relieved the private mill owners completely from the obligation of producing the controlled cloth. The burden is now placed on the shoulder of the handloom sector and the public sector, the National Textile Corporation.

It must be remembered that the N.T.C. came into being by taking over more than 125 sick textile mills, made sick by the private sector tycoons by fleeing and defrauding these units. The Government has promised that this policy will give more employment in the handloom and power loom sector and also ensure cheaper for the consumer.

But the promise of cheaper cloth to the consumers has proved to be unreal. Recently the Industrial Minister Sri George Fernandes has admitted that since October, 1978 the price of mill-made cloth has risen by 6.6 percent. And the benefit of lower priced handloom cloth is yet to reach to the consumers, and what benefit will be available to the handloom weavers is also in doubt, because the production in cotton yarn shows decline. From 1,025 million kgs. in 1975 it had dropped to 850 kgs. in 1977-78. At the same time production of staple fibre, spun yarn and blended yarn, which is used for finer and high price cloth in the centralised mill sector, has increased from 90 million kgs to 220 million kgs during the same period. On the top of it import of this variety of yarn has also increased in 1977-78 to 276 million kgs. 34.6 per cent of production, from only 4.3 per cent in 1975. So the prospect of supply of adequate quantity of cotton yarn to the handloom sector seems to be bleak indeed.

We have already seen that per capita availability has dropped, so export or perish' and increased cash subsidy on export having been raised from 7.5 to 10 percent the availability of cloth for home consumption is likely to decline further, inspite of the fact the Government has fixed the target of per capita availability at 15.2 mtrs. in 1978-79.

The millowners have been benefited on another account too. The price of

raw cotton has gone down by 30 per cent during the reign of the Janata Party, inspite of and mocking at its vociferous claim of protecting the interests of the peasants. The cotton growers are not getting the support price even. The situation has become so alarming that the Maharashtra Cotton Trading Corporation, whose monopoly purchase right has been annulled by the Janata Government, has decided to ensure remunerative price to the cotton growers. This is, indeed, a paradoxical situation. According to the millowners the indigenous availability of cotton is about 65 Lakh bales, leaving a gap of 18 lakh bales. Millowners are pressing on the Government to fill up the gap by import of cotton and man-made fibres. So on the one hand we have deficit and pay heavy price for import raw cotton and at the same time we have to export the same commodity.

But all these are nothing but stratagems to maximise the profits of the cotton mill tycoons, the topmost monopolists of India. The Business Standard dated _____ has stated that the concessions given by the Janata Government has benefited the millowner to the extent of Rs. 1.00 crores per year.

WHITER THE WORKERS : While the mill owners are making fabulous profits and having a boom amidst secretly the workers are being denied a fair deal. There had been no upward revision of wages for the last five years. During these years the cost of living has nearly doubled. The compensation for rise in the consumer price index is totally inadequate to meet the real rise in prices. In fact textile workers are almost the lowest paid ones in the organised industries sector. The minimum wage in May 1973 in the textile industry was highest in Madhya Pradesh at Rs. 448.70 p. and lowest in West Bengal at Rs. 360.35 p. compare it with Rs. 507/- in the Engineering industry in West Bengal.

The mill owners, duly grateful to the government, which is really acting as their custodian, admitted that "the anti-inflationary policy of the Government of India" has kept the wage cost stable :

So it can be safely concluded that the new textile policy of the Janata Government has only enriched the greedy textile magnates at the cost of the cotton growing peasantry, the cotton textile workers and consumers in general. The workers, peasants and consumers must unitedly fight for reversal of this policy of the government which can only be termed as an anti-national policy.

CONSUMPTION OF FIBRES BY COTTON BY TEXTILE MILLS

<u>Year</u>	<u>Total Consumption (thousand bales of 170 lbs. each)</u>
1970	6,765
1971	6,326
1972	6,993
1973	7,055
1974	7,193
1975	7,161
1976	7,313
1977	6,000

(Hand Book of Statistics -
All India Cotton Mills Federation)

PER CAPITA AVAILABILITY OF COTTON CLOTH

<u>Period</u>	<u>Cotton Cloth</u> (Availability & r home consumption, million mtre.)	<u>Cotton Cloth</u> (Per capita availability mtre.)
1968	7,000	14.37
1969	7,166	13.61
1970	7,300	12.66
1971	6,925	12.40
1972	7,406	13.10
1973	6,913	12.04
1974	7,549	12.36
1975	7,523	12.63
1976	6,923	11.36
1977	5,900	9.47

(Provisional)

Total Production of Cotton Cloth

<u>Calendar Year</u>	<u>Mill Cloth</u> (Million Metres)	<u>Percentage to total cloth production</u>
1970	4,157	53.0
1971	3,957	53.08
1972	4,245	52.9
1973	4,169	54.1
1974	4,316	52.1
1975	4,032	50.2
1976	3,831	49.3
1977	3,223	46.7

Production of yarn by Cotton Textile Industry

Year.	Cotton Yarn (million kgs.)	Staple fibre spun yarn and blended yarn (million kgs.)	Total spun yarn (million kgs.)
1970-71	929	73	1,002
1971-72	901	93	996
1972-73	972	90	1,062
1973-74	1,000	87	1,087
1974-75	1,025	90	1,115
1975-76	1,002	103	1,105
1976-77	933	192	1,125
1977-78	850	236	1,136

(provisional)

Minimum wages of paid operatives in cotton
textile mills for a standard month of 26 days.

	<u>Bombay</u>	<u>Madras</u>	<u>West Bengal</u>	<u>Delhi</u>	<u>Kanpur</u>
May, 1977	Rs. 419.25	Rs. 425.90	Rs. 533.00	Rs. 404.59	Rs. 400.16
May, 1978	Rs. 435.05	Rs. 428.70	Rs. 530.35	Rs. 413.55	Rs. 422.30

Consumer price Index No. (1960-100)

	<u>Bombay</u>	<u>Madras</u>	<u>Delhi</u>	<u>Calcutta</u>	<u>Kanpur</u>
May, 1977	314	300	346	313	313
May, 1978.	316	315	359	310	333

To be answered on the 8th March, 1979.

Corruption in the Central Cotton Mills,
in West Bengal.

1223. SHRI LAKSHMANA MAHA PATRO :
SHRI KALYAN ROY :

Will the Minister of INDUSTRY

be pleased to state :-

- (a) Whether Government received two letters dated 29th July, 1977 and 7th August, 1978 from a Member of Parliament regarding utter mismanagement and cases of rampant corruption in the Central Cotton Mills in West Bengal under the National Textile Corporation ;
- (b) If so, what are the details thereof ;
- (c) Whether any investigation was ordered into these corruption cases, and if so, when enquiry was ordered and by whom it was ordered ;
- (d) Whether the investigation has been completed and if so, what are the findings thereof ;
- (e) Who are the persons involved in these cases ;
- (f) If the answer to part (d) above be in the negative ; what are reasons for the inordinate delay ;
- (g) What steps Government have taken to expedite the enquiry ; and
- (h) By when it is likely to be completed

A N S W E R

THE MINISTER OF STATE IN THE MINISTRY OF INDUSTRY
(SHRI JAGDAMBI PRASAD YADAV)

(a) & (B) : Yes, Sir, It was alleged in the letters that due to negligence of local management, about 8-10 thousand metres of cloth was not packed and was kept in the Dye House Department. This cloth was not sent to the warehouse for holding or packing with the result that it has started spoiling. Later on, the local management cut this cloth into pieces and an attempt was made to put the same into the boiler.

(c) Yes, Sir, An investigation was ordered by the then Chairman-cum-Managing Director of National Textile Corporation (West Bengal, Assam, Bihar & Odissa), Ltd., soon after the first letter of 29th July, 1977, was received

(d) Yes, Sir, The investigation was conducted by the General Manager (Purchase) of the Subsidiary and he has concluded that responsibility cannot be fixed on any person. The report states that there was acute shortage of space inside the Mill for storage and as such no better arrangement was possible under the prevailing circumstances. It also concludes that preventive measures against deterioration were taken by spraying insecticides, etc. The cloth is reported to have got damaged under circumstances beyond control ; none of the Officers could be held responsible for the same. The inquiry Report also concludes that the allegation that there was an attempt to destroy the damaged goods could not be established.

(e) to (h) : Does not arise.

NATIONAL TEXTILE CORPORATION
(WEST BENGAL, ASSAM, BIHAR & ORISSA) LTD.
(A GOVERNMENT UNDERTAKING)

Regd. with A/D.

No. NTC/WBBO/PMD/PRDG-5-6/78/3477

July, 26, 1978.

To :

1. Shri K.P. Hazra, Factory Manager,
Central Cotton Mills.
2. Shri H.K. Paul, Dy. Dyeing Master,
Central Cotton Mills.

Dear Sir,

Having given due consideration to the written representations dated 12.6.78 and 14.6.78 of Shri H.K. Paul and Shri K.P. Hazra respectively, it was decided by the undersigned to postpone the enquiry scheduled to be held on 14th and 15th June, '78 as per our letters of even reference numbering 2271 dated 24/25.5.78 and 2316 dated 26/27.5.78. It has now been decided to hold the enquiry on 16th and 17th August, '78 at 11 a.m. in the office of the undersigned at 7, B.B. Ganguly Street, Calcutta - 12. You are, therefore, required to present yourself at the enquiry as per schedule.

Please note that if you fail to present yourself at the enquiry on the aforesaid dates, the enquiry will proceed against you ex-parte.

Yours faithfully,

(A.K. Majumder)
General Manager (Purchase)
& Enquiring Officer.

- Copy to :-
1. Sri A.K. Mitra, CEO, Central Cotton Mills, Belurmath, Howrah - with the request to present himself on the 16th August '78 appearing as witness. He should bring with him -
 - (i) Deputy Dyeing Master's report regarding the Trade No. L459, Twill bleached and dyed in the middle of 1976.
 - (ii) Deputy Dyeing Master's instruction issued through Log Book on 15.6.77.
 - (iii) Complaints received from the Traders referred to in his report dated 18.7.77 to the Chairman-cum-Mg. Director.
 - (iv) Any other documents he may deem relevant.
 2. Shri B.N. Ghosh, Adviser (Processing), Calcutta - with the request to present himself on 17.8.78 in connection with the enquiry.
 3. Shri Om Prakash Singh, General Secretary, Shramik Union, Central Cotton Mills, Howrah - with the request to present himself at the enquiry on 17.8.78.
 4. Shri L.K. Banerjee, Telephone Operator, Central Cotton Mills, Belur - with the request to appear at the enquiry on 17.8.78.
 5. Shri A.L. Seth, Org. Secretary, AITUC, Central Cotton Mills, Belur - with the request to appear at the enquiry on 17.8.78.
 6. Shri S.K. Sarkar, Asstt. Manager (IR) and Presenting Officer - for information and taking necessary action.

NATIONAL TEXTILE CORPORATION
(WEST BENGAL, ASSAM, BIHAR & ORISSA) LTD.,
(A GOVERNMENT UNDERTAKING)

No. NTC/WBADO/PMD/PRDG-5-6/78/3740

Dated : 16th August, 1978.

- To : 1. Shri K.P. Hazra, Factory Manager,
Central Cotton Mills.
2. Shri H.K. Paul, Dy. Dyeing Master,
Central Cotton Mills.

Dear Sir,

Having given due consideration to the written representation dated 14.8.78 of Shri K.P. Hazra, Factory Manager Central Cotton Mills and their facts, it has been decided by the undersigned to postpone the enquiry scheduled to be held on 16th and 17th August, 1978 as per our letter No. NTC/WBADO/PMD/PRDG-5-6/78/3477 dated 26th/29th July, 1978. It has now been decided to hold the enquiry on 28th and 30th August, 1978 at 11 a.m. in the office of the undersigned at 7, B. B. Ganguly Street, Calcutta - 12. You are, therefore, required to present yourself at the enquiry as per schedule.

Please note that if you fail to present yourself at the enquiry on the aforesaid dates, the enquiry will proceed against you ex-parte.

Yours faithfully,

(A. K. Majumdar)
General Manager (Purchase) &
Engineering Officer.

- Copy to : 1. Shri A.K. Mitra, CEO, Central Cotton Mills, Belurmath, Howrah - this has reference to our telephonic discussion of the date when you requested to defer the enquiry dates until 28th August, 1978. You are requested to present yourself on the 28th August, 78 appearing as witness. You should bring with you - (i) Dy. Dyeing Master's report regarding the Trade No. L 459, Twill bleached and dyed in the middle of 1976.
(ii). Dy. Dyeing Master's instruction issued through Log Book on 15.6.77.
(iii) Complaints received from the Traders referred to in his report dated 18.7.77 to the Chairman-cum-Mg. Director.
(iv). Any other documents he may deem relevant.
2. Shri E.N. Ghosh, Adviser (Processing), Calcutta - with the request to present himself on 30.8.78 instead of 17.8.78 in connection with the enquiry.
 3. Shri Om Prakash Singh, General Secretary, Shramick Union, Central Cotton Mills, Howrah - with the request to present himself at the enquiry on 30.8.78 instead of 17.8.78.
 4. Shri L.K. Banerjee, Telephone Operator, Central Cotton Mills, Belur - with the request to appear at the enquiry on 30.8.78 instead of 17.8.78.
 5. Shri A.L. Seth, Org. Secretary, AITUC, Central Cotton Mills, Belur - with the request to appear at the enquiry on 30.8.78 instead of 17.8.78.
 6. Shri S.K. Sarkar, Asstt. Manager (IR) and Presenting Officer - for information and taking necessary action.

Date :- July, 7, 1978.

To
The Chairman-cum-Managing Director,
National Textile Corpn., Ltd.,
(W. B. A. B. O.)
7, Jnanlal Nehru Road,
Calcutta - 700 013.

Dear Sir,

The workmen of the mills detected on 14.7.77 that about 8,000 meters of cloth. After processing in Dye House was being damaged due to the negligence of the management. Letter on the management tried to destroy all the above finished clothes.

The matter was brought to the notice of the authority by the local Union i.e. Central Cotton Mills Workmen's Union.

An Enquiry was to be held as per your direction and 'General Manager' (Purchase) was appointed for the purpose.

Now it appears that the local management is trying to avoid the said enquiry and on some plea or other the enquiry has been avoided on 3 occasions.

It is strange that though prima-facie charge has been established the same local authorities are established in the concerned mills and are stalling the proceeding of the enquiry with impunity.

We would request you to look into the matter personally and let us know about the action taken against the management.

c.c. to :-

Yours faithfully,

Shri Kalyan Roy, M. P.
66, South Avenue,
New Delhi - 1.

Jt. General Secretary.

With reference to his letter to Minister of
Commerce dated 29.7.1977.

(TRUE COPY)

KALYAN ROY,
MEMBER OF PARLIAMENT,
(Rajya Sabha.)

63, South Avenue,
NEW DELHI.
Date, July-29, 1977.

Dear Shri Dharma,

A glaring example of mismanagement in one of the mills belonging to National Textile Corporation has been reported to me. The name of the unit is Central Cotton Mills.

It has been reported to us that in Central Cotton Mills one Dyed variety of cloth was manufactured as early as January, 1977 (K 447) which is a costly variety about Rs. 8/- per mtr.

Due to negligence of the local management the cloth about 8/10,000 metres was not packed and was kept in the Dye House Department. The cloth was not even sent to Ware House for folding or packing and the cloth there started spoiling. Since 3/4 days the local management was cutting the same cloth into pieces and yesterday (14.7.77.) it was attempted to put the same in the Boiler. The workmen objected to the same and the Organising Secretary of the Local Union, Shri A.L.Seth Tried to bring the matter into the notice of the Factory Manager, but he was given a very cold reception and was even insulted.

We demand upon you to make a through enquiry into the matter put the responsible persons who have wasted money of National Exchequer into task.

In the meantime the Manager must be suspended or transferred from the Mill so that the enquiry is not vitiated.

Thanking you and with kind regards.

Yours Sincerely,

SP/- KALYAN ROY.

Shri Nchen Dharma,
Minister of Commerce,
Government of India,
New Delhi.

C. C. Shri Arun Sen,
Joint Secretary,
All India Trade Union Congress,
144, Lenin Sarani,
CALCUTTA - 700013.

Date : July 15, 1977.

FOR IMMEDIATE ATTENTION PLEASE.

Shri G. R. Guha Mazunder, I. A. S.
Chairman-cum-Managing Director,
National Textile Corporation Ltd.,
7, J.H. Road,
Calcutta - 700 013.

Re :- Mismanagement in Central Cotton Mills Unit.

Dear Sir,

It has been reported to us that in Central Cotton Mills one Dyed variety of cloth was manufactured as early as January, 1977 (K 447) which is a costly variety about Rs. 8/- per metre.

Due to negligence of the local management the cloth about 8/10,000 metre was not packed and was kept in the Dye House Department. The cloth was not even sent to Ware House for folding or packing and the cloth there started spoiling. Since 3/4 days the local management was cutting the same cloth into pieces and yesterday (14.7.77) it was attempted to put the same in the Boiler. The workmen objected to the same and the Organising Secretary of the Local Union Shri A. L. Sett tried to bring the matter into the notice of Factory Manager, but he was given a very cold reception and was even insulted.

We demand upon you to make a thorough enquiry into the matter and put the responsible persons who have wasted money of National Exchequer into task.

Thanking you,

Yours faithfully,

Jt. General Secretary.

Encls :-

1 piece of specimen cloth.

Dated : 14th July, 1977.

To
The Officer-in-charge,
Bally Police Station,
Bally, Howrah.

Dear Sir,

We like to draw your kind attention to the following few lines for your kind information and taking necessary step, as early as possible for the interest of industrial peace.

That to-day at about 1-30 P.M. some workmen of Dyeing Dept. detected some about 3½ thousand meters of wrotten clothes which cost about Rs. 50,000/

That this damaged was caused due to the negligency of the Dept. Head.

That the workmen concerned brought the matter to the notice of the undersigned and the undersigned requested the Factory Manager to see the clothes personally but he refused to go to the spot. At this the workmen became furious and gathered in front of his chamber.

Under the strong protest of the employees at last management assured us verbally that they will start enquiry in this connection to-morrow we tried our best to get the report in writing but the Management refused to our proposals.

We are in doubt that the Management may try to conceal the facts.

some samples of the
wrotten cloths are attached herewith.

Sd/- A.L.Seth.
Organising Secretary.

83/Gen/516.

10th. October, 1983.

The Chairman-~~and~~ Managing Director,
N.T.C. (1983) Ltd.,
7, Jawaharlal Nehru Road,
Calcutta-11.

Dear Sir,

We like to inform you the stock position of various major raw materials as under :-

- 1) Cotton : No stock, only 50 bales received ~~over~~ over last one and half month period.
- 2) Diesel Oil : No stock. Last supply of 2000 Lts. was received on July'83.
- 3) Starch : No Stock. Last supply received 100 Bags on July'83.
- 4) Coal : No stock, over the last three months against our normal consumption of 12 M.T/day.

such major raw materials naturally are being distributed according to a corporate policy.


With the present supply position our production is hampering to a great extent. Despite our constant following and repeated approach with various departments there has been no improvement in supplies as far as this Mills concerned.

We therefore thought to bring this situation to your kind notice and request you sir to instruct concerned departments to increase supply various raw ~~materials~~ materials to this Mills.

We are also enclosing herewith a list of essential items which has no stock in this Mills. From the foregoing you will kindly observed that without these essential items production is getting hampered greatly. Looking to the present stock position immediate supplies of essential items may kindly be ordered.

Thanking you,

Yours faithfully,


By ~~Chief Executive Officer~~
Central Cotton Mills

GENERAL STORES LIST

9. 10. 83

None of the undernoted items are in stock and no firm commitment for supply from Purchase Dept.

<u>Q. P. D. Items</u>	<u>Last received</u>	<u>Unit Items</u>
1) Jute Twine 6 Ply. x 14 lbs.	28. 2. 83 = 1 bale.	1) Rubberised Cotton Belting 2"
2) Craft Paper 29" x 44"	9. 6. 83. = 30 Reams	2) Mill Cot oil 52
3) Cellophane Paper 20" x 30"	13. 3. 83 = 10 Reams.	3) " " "
4) Spindle Tape 1/2"	7. 9. 83 = 30 Rolls.	4) Kermax 79
5) V- Belt B- 63	10. 11. 82 = 36 Pcs.	5) Mobil Oil 49
6) Leather Belting 2"	6. 7. 83 = 100 Yds.	6) Ball Bearing 1209 X SKF.
7) " " 3"	15. 2. 83 = 100 Yds.	7) Bundle Binding.
8) " " 1"	30. 4. 83 = 150 Yds.	8) Squeero Roller - Rubberising.
9) 4 B Pickers	2. 3. 83 = 5 Gross.	9) Sizing Roller Teflon Coating.
10) D. B. Pickers	23. 5. 82 = 6 Dzs.	10) Top & Bottom Arm (Sizing).
11) Maine Starch.	6. 7. 83 = 100 Bags.	11) Dot Pen.
12) Gum Fintex.	27. 7. 83 = 3 Bags.	12) Refil (Plastic).
13) Sizing Oil.	23. 7. 83. = 2 Gross.	13) " (Jetter).
14) Paper Cones.	15. 7. 83 = 40,000 Pcs.	14) Excise Book.
15) Soda Ash.	22. 9. 82. = 40 Bags.	15) Register.
16) Stearns Coal		16) Lead Pencil.
17) Diesel Oil.	28. 7. 83 = 2000 Lbs.	17) Loom Spindle 24"
		18) He-li Kichingx Piecing yard.

9/11/83

श्रीमान् मैनेजर,
हिसार टेक्सटाईल मिल,
हिसार ।

विषय:- हिसार टेक्सटाईल मिल के हालात के बारे में ।

श्रीमान् जी,

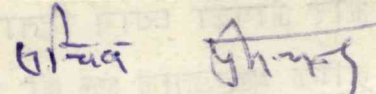
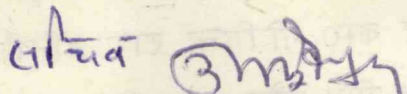
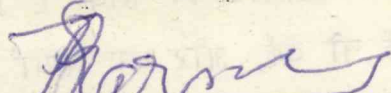
तालाबन्दी समाप्त होने के बाद से आपने जो मिल का वातावरण बनाया उसके बारे में यूनियनों की तरफ से लगातार विरोध प्रकट किया गया और आपने कोई ध्यान नहीं दिया । और मिल को उजाड़ने वाले सारे तौर तरीके आपने अख्त्यार किये हैं । जिसमें 60 प्रतिशत से अधिक मिल की मशीनें बन्द रखा 1500 से अधिक कारीगरों को नौकरी से निकाले जाना । खुद अपने द्वारा किये गये समझौतों को तोड़कर दुगना वर्कलोड बढ़ाना, वेतन से गैर कानूनी तरीके से पैसे काटना, सैकड़ों वर्कर्स को डिमोट करना, सस्पेन्ड करना, खाते बदलकर सिनियरटी खत्म करना, तमाम औद्योगिक कानूनों और नियमों को तिलांजली देकर अभी आपने मिल में 80% लोकआउट कर रखा जो कि 23 जून 1983 के सरकारी आदेश घोर उलंघना है ।

इन तमाम समस्याओं की और आपका ध्यान दिलाने के लिए मिल की सभी यूनियनों की और से पहले क्रमिक भूख हड़ताल शुरू की गई लेकिन आपने समस्याओं का कोई हल नहीं करना चाहा । परिणाम स्वरूप 6.11.83 से तीन सिनियर यूनियन नेता जिनमें का० पृथ्वी सिंह धूनिया, का० फूलना प्रसाद गुप्ता और का० गोबिन्द राम अनिश्चित कालीन भूख हड़ताल पर है । इससे शान्ति प्रिय और जनजात्रिक आन्दोलन का कोई कदम नहीं हो सकता । लेकिन आपने समस्या का हल तलाश करने की बजाय टकराव का रास्ता अख्त्यार कर लिया है । और रोजाना सैकड़ों मजदूरों का रिप्यूज टू वर्क नो वर्क, और वापसियां शुरू कर दी है । और दिवाली के समय दिया जाने वाला न्यूनतम अनिवार्य 8.33 प्रतिशत बोनस जो बांटा जाना था वह भी नहीं बांटा और खातों में लगातार भडकावे और उत्तेजना फलाने वाली कारवाइयां आपके अधिकारियों द्वारा जारी है । इसके बावजूद 6 नवम्बर को तमाम मिल वर्कर्स ने मिल में ~~खूबर~~ ^{के खिलाफ} काम किया और आपकी इन काली करतूतों ^{के} शान्तिपूर्ण प्रोटैस्ट किया गया । लेकिन ~~दमन~~ की तमाम कारवाइयां बदस्तूर जारी है ।

इस पत्र द्वारा हम आपसे अनुरोध करते हैं कि आप मिल को सही ढंग से चलाने के लिए यूनियनों से बातचीत करके हल निकालेंगे। इसके बावजूद भी आपने मन मानी और गैर कानूनी कारवाइयां जारी रखी और इन कारवाइयों के चलते मजदूर ने कोई भी एकात किया तो उसकी सारी जिम्मेदारी आपकी होगी।

कापी प्रतिलिपि:-

उपायुक्त हिसार
केन्द्रीय लेबर मिनिस्टर
केन्द्रीय वाणिज्य मन्त्री
लेबर कमीशनर हरियाणा चन्डीगढ़
लेबर मिनिस्टर हरियाणा चन्डीगढ़।
लेबर आफिसर, हिसार।
एस.एस.पी. हिसार।

1. 
जिला टैक्सडायल लेबर सुविधा
एच. टी. एम. हिसार
2. 
जिला टैक्सडायल लेबर सुविधा
एच. टी. एम. हिसार
3. 
जिला टैक्सडायल - वकईल सुविधा
एच. टी. एम. हिसार
3. प्रधान शिवालय
एच. टी. एम. मजदूर सुविधा
एच. टी. एम. हिसार

37

अन्तर्देशीय पत्र कार्ड
INLAND LETTER CARD

P.T. Joshi



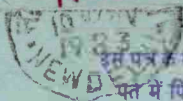
संलग्नक: All India Panchayat

स्विकृति: श्री. ए. के. जोशी
श्री. ए. के. जोशी, 24, काशीबाग रोड, नया दिल्ली

श्री. ए. के. जोशी, 24, काशीबाग रोड, नया दिल्ली

पिन कोड 110001
New Delhi 110001

तीसरा मोड़ THIRD FOLD



इस पत्र के भीतर कुछ न रखिए NO ENCLOSURES ALLOWED

पत्र में पिन कोड लिखें WRITE PIN CODE IN ADDRESS

प्रेषक का नाम और पता: SENDER'S NAME AND ADDRESS: —

No action

[Handwritten signature]

पिन PIN [] [] [] [] [] []



अस्पृश्यता ईश्वर और मानवता के प्रति अपराध है।

UNTOUCHABILITY IS A CRIME AGAINST GOD AND MAN

पहला मोड़ FIRST FOLD

दूसरा मोड़ SECOND FOLD

T. A. JOSEPH
GENERAL SECRETARY
KERALA TEXTILE EMPLOYEES FEDERATION

RECEIVED
10 NOV 1983 - 11 - 83
A. I. T. U. C.

THECKANATH HOUSE,
OLANAD, VARAPUZHA P. O.
ERNAKULAM DIST., KERALA.

Dear Com: Joshy,

I herewith sending the report of the position of Textile Industry as well as the organisational matters of our Federation. I also sending an amount of Rs. 100/2 towards, ~~that~~ the preliminary work of our Federation. Please excuse for delay. We conduct 6 conventions for explaining the Calcutta Conference. We decided to call Dec-1st as Demand Day. We also planned some agitation regarding to press our demand.

Thanking you,

Yours Sincerely,

T. A. Joseph

~~J. S. S.~~

General Secretary

There are 27 Textile Mills in Kerala. Out of this 27 mills, 5 of them are composite mills, and others are Spinning unit only. With the 27 mills the total number of Spindles is 6.5 lacs, and number of Looms is 700 automatic and 800 ordinary. The total number of Employees employed in these mills are about 18,000, among this 1500 are Women Workers.

Among this 27 mills, 5 of them are under National Textile Corporation, 4 mills are Kerala State Textile Corporation, One mill is Government owned, and 3 are Co-operative Sector and 4 are under Private Sector. The Production per annum is 1.4 Lacs Bale of Yarn.

WAGES & Other Benefit.

Before I giving the details in this Subject I want to bring your attention regarding the Textile Wage Boards in India. Two wage boards were set up by the Central Government to go in to the question of revising wages for Textile workers. The First Board submits its report on Nov: 1959 and the 2nd in Dec: 1968. The boards functioned at a time when the Textile Industry was passing through one of its worst period. These boards Categorized Kerala in the 2nd Category. So we did not get any better benefit. We have been got only Rs 8/2 and Rs 4/2 respectively. So we totally rejected the 2nd Wage board, and demanded for a better wages. After some agitation, We have got some enhancement at that time.

On 1975 Government had constituted a Court of Enquiry under the provision of the industrial

dispute act, in to the matter of the demand of revising the Basic Pay and Dearness Allowance. After the detailed study of the Court, report was given on Nov. 1975. And implemented it with effect from 1-4-1975. By this recommendation workers have got Rs 55/- per month in Basic and D.A.

In 1979 also there was a wage revision in the state. Basic pay enhanced Rs 15/- per month and D.A. Rs 35/- and 2% of Basic pay as Annual increment granted. The period of this settlement was 3 years. That is over, and we put a new charter of Demands jointly before the Government and Management, it is now pending.

Apart from the Industry wide State Settlement, individuals unit settlement also taken place. By this unit level settlement workers were getting, enhancement of Basic wages, some mills, weightage, night-shift Allowance are getting.

The present wage structure of the workers as given below:

Basic Wages. As per the individual mills agreement a lowest paid worker it may vary to Rs. 175 to 200. a piece or sider it may vary to Rs. 210 to 270 Jobber or other similar category Rs. 230 to 340

D.A. Dearness Allowance are paying at the rate of 30 ps per point for the cost of Living Index ever and above 340 points based on District-wise, basic year of 1936 or 1939. Up to 340 points amount of D.A. already been merged in the Basic wages. C.L.I. Point may vary to district to district. The Basic year 1936 is followed 3 Districts i.e. Kozhikode, Cannanore, and Malappuram.

And the rest of the District's follows 1939 ~~Basic~~ as Basic.

As per the 1936 Basic year 1983 June Index was 2590 point. Calculation of V.D. is $2590 - 340 = 2250$ per point 30ps = $2250 \times 30ps = Rs. 675.00$.

As per the 1939 Basic year. 1983 June Index was 2377 upto 340 points the amount already been merged in the Basic pay. So V.D. is $2377 - 340 = 2037 \times 30ps = Rs. 611.10$

Apart from the Basic & D.A. Workers are getting Annual Increments at the rate of 2% of the Basic and Jobbers & other similar Categories 3%. The Mills under the Kerala State Textile Corporation, by their Long Term Settlement, recently we signed, are getting Waillage for every year of service at the rate of Rs. 1.50ps per year to the workmen. i.e. a 20 years service workmen will get 30 Rs as waillage over and above his Basic wages.

Leave Facilities: Workers are getting leave with wages as per the Factories Act only; at the same time Staff are enjoying leave ranging 32 to 40 days in a year as Casual Leave and Privilege Leave.

Bonus: Kerala Mills were enjoying a better bonus. Up to 3 year ago. 1978 the minimum was 16% and maximum was 34%. in 1979 18.50% to 36%. in 1980 20% to 36%. in 1981 12% to 24%. 1982 majority Mills paid only 8.33. This year Bonus issue was not settled so far.

Canthin: All most all the Mills in Kerala comparatively better Canthin facilities are getting. Subsidised meals and other items are supplying in Canthin. Average Subsidy per worker per month range Rs 10 to 50/-.

Service Condition of Badali, Casual, Apprentices

There is a large number of Badalis, Casuals, and Apprentices. In some mills Badalis, and Casuals, disproportionate to the number of permanent strength. These casuals, apprentices are retained for years together without any modification in their status and without paying occupational wages, even they look the full work load. Badali workmen are getting occupational wages, but they are denying Lay-off Compensation in some mills. There is no any limitation, for the period of an apprentice.

STRUGGLES

In 1981-'82 there was long strike in the majority private mills for the issue of Bonus. The strike started on last of September 1981 and ended May 1982. The Government and the Mill Owners Association took a negative attitude towards the strike. Government Compulsory refer the issue of Bonus to the Adjudication. Even after this, workers continue the strike, then the Government ban the strike. All the unions including INTUC also joined the strike. 10000 workers participate in this strike.

In 1979 one day taken strike was done all the mills in Kerala, in supporting the Tamil Nadu Textile strike. Regarding the one day all India Textile strike, workers belonging to left Trade unions, jointly struck work. in some places INTUC unions also joined.

ORGANISATION

We have a state-wide organisation of the Textile Trade Unions in Kerala State Textiles Employees Federation. All the AITUC Trade Unions working in various mills and centres are affiliated in this Federation. Federation was come into existence from 1969 onwards. We have a membership of 3500 to 4000. The Federation Annual meeting are holding in every two years. Last Annual meeting was held on 1981 May 16, 17, at Palghat. This year the meeting was fixed on Sept, but due to the All India Conference, it is postponed to 1984 January. We are rendering all the help to the unions, whenever it is need. Federation did not affiliated in the AITUC. Now 25 unions are affiliated in our Federation. As per the by-law of our Federation, any union can affiliated in our Federation. At the beginning of the Federation, UTUC, HMS, independent unions were also affiliated.

Technological changes in the Industry

All most all the mills in Kerala was taken the latest technological modernisation in machinery from Blow-ram to Weaving. The latest machine like as 'CHUTE-FEEDING' also introduced in one mill.

In Blow-ram, Single process - with auto staffing system is introduced. Instead of ordinary, with flexible clothing cards, now Tandem, and Cresselinna cards are using. These cards production rate will be 5 times more than ordinary cards.

In Drawing Department, High Speed draw Frames are installed in the place of, Conventional draw frames. The Speed of this machine can go upto 1100 Feet/min. The inter-stubbing machines have gone, and New Simplex have been introduced. The production, per Frame will always will be 3 times more.

In the Spinning Department, Top arm drafting, Plug Type with High Speed insert Spindles, Shorter Tin roller, or Pulley drive and regulated type of motor i.e. Two Speed dual or variable speed and High Speed elliptical rings are being. The lifts and ring diameter are also changed expanded. Thus the speed of spindles now are gone to 14,000 rpm to 18,000 rpm. By all these changes Spinning production have gone upto 40% to 60% higher, without paying anything to workmen.

In cone winding the drums speed have gone from 510 YPM to 620 YPM. In Reeling department instead of 40 peg reels they introduced 60 peg reels.

Welf-winding or Pirn winding department - New Type of Automatic Pirn winding machine (Swelcher) is introduced.

In Weaving Department Automatic Looms with small change are introduced. Instead 4 looms a weaver should attend 16 Looms.

The Drawer-in Section new Type of Wasp Tying machine introduced.

Report presented to the
NATIONAL CONFERENCE OF
ALL INDIA TEXTILE
WORKERS' FEDERATION

HELD AT CALCUTTA

On 30th September—2nd October, 1983

MATIABRUJ, GARDENREACH

**REPORT PRESENTED
TO THE NATIONAL CONFERENCE OF
ALL-INDIA TEXTILE WORKERS' FEDERATION
HELD AT CALCUTTA ON
30TH SEPTEMBER — 2ND OCTOBER 1983**

Dear brothers, Comrades,

We are meeting in this National Conference after an unusually long interval. Certain over-riding compulsions flowing from extraordinary developments in the national sphere necessitated postponement of the convening of this Conference more than once. Indeed it has to be admitted that the Conference has been more than long overdue and that we have been forced, in a way, to let events overtake us. This Conference is, therefore, called upon to address itself, with a sense of utmost urgency and seriousness to the stupendous task not only of clearing the huge backlog of untackled, or half-tackled problems weighing down heavily upon the movement of millions of workers in the Textile Industry, but also of creating conditions enabling it to go over to the offensive in order to regain the place of pride the movement once occupied as a pace-setter in securing significant improvements in the working and living conditions of the working people.

The period intervening between the previous and present conference, has witnessed developments of far-reaching import both in national as well as international arena. The chronic economic crisis of capitalist system based on exploitation and plunder of human labour is reaching a bursting point

threatening its very existence. Mounting prices, with unemployment acquiring staggering proportions, and persistent fall in the working and living conditions of the mass of the people, have already engendered profound social conflicts, leading to an allround crisis, economic, political and moral in the entire capitalist world. In contrast, the socialist world, having for ever abolished exploitation of man by man, is not only free from all these cancerous disorders, it is steadily and surely proceeding along the road to allround economic and social progress, establishing at every step its moral, material and cultural superiority over the hated capitalist system.

The working people of our country, particularly those employed in our branches of the industry, are quite aware of the serious danger posed to the existence of mankind itself by the mad arms race and war-hysteria whipped up by the most aggressive imperialist circles, led by the United States of America. We are also aware how the advocates of the deceitful and dangerous "limited nuclear war" theory, the Reagan administration of U.S.A., is now set on going in for production of the dreaded neutron bomb, simultaneously expanding military bases in this part of the world. The building up of a rapid deployment force in West Asia, conversion of Diego Garcia into a nuclear base in the Indian Ocean, acquisition of new bases in Pakistan and arming it with sophisticated weapons, besides helping it to develop into a nuclear power, and fishing in the troubled waters of Sri Lanka with their evil eyes on the naval base at Trincomali are all developments which must cause the most serious concern to our working people. The arms race unleashed by the Imperialists, which leads increasingly to canalisation of ever-increasing portion of production into arms manufacture, benefits none other than the U.S. monopolies which operate through the colossal military-industrial complexes created by them. According to US statistics themselves arms manufacturing profit rate is now three times that of American industrial average.

Naturally, international detente, lasting peace, and disarmament, so steadfastly, consistently and genuinely advocated by the socialist world, led by the Soviet Union, with increasing association of the non-aligned nations do not suit the partners of this diabolical tie-up between the military and business circles, between the Government institutions and the private war industry corporations in USA. Neo-colonialist penetration into economic sovereignty of nations, particularly of the developing countries, active interference in their internal and foreign relations and pressurising governments to bar the process of detente so assiduously sought for and wrought for by the countries of socialism and peace loving people of the world has become a must for war business. Disarmament for them constitutes an encroachment on their business. The higher the world tensions the more hectic the arms race, and, in consequence higher the yield to them in the shape of super-profits.

These imperialist conspiracies and manoeuvres to dominate the world are, however, coming up against increasing resistance from the mass of humanity and, in particular, the working class all over the world. The past two years have witnessed active and conscious involvement of hundreds of million people in the peace movement of unprecedented dimensions throughout the world. Significant has been the participation of the working class in the unprecedented peace marches held in major capitals of the capitalist world, including Paris, Bonn, Rome, New York, etc. It is also gratifying to remember that the working people of India also participated in a big way in a peace march of unprecedented dimensions held before the Indian Parliament in New Delhi last year.

Textile workers, along with the rest of the industrial working class in our country also observed September 1st as Day of Peace and Disarmament demanding end to the arms race, dismantling of military bases in the Indian Ocean, ban

on manufacture and proliferation of nuclear weapons, slashing of military budgets of augment resources for economic and social development, etc.

The ever-deepening crisis of world capitalist economy is naturally having a crippling effect on the already frail economies of the developing countries, including our own country. Our linkage with the world capitalist system, and our continued dependence on imperialist dominated international financial organisations like the World Bank and the IMF, etc., serve as transmission belts for shifting a substantial portion of the consequences of the economic crisis of the developed capitalist countries, mainly of the US, on to our country. The path of capitalist development persistently pursued by the ruling class in our country, coupled with external factors already described, is creating an explosive situation in the sphere of the country's economy, with extremely dangerous social and political consequences. With prices, particularly those of essential commodities, continuing to rise unabated ; with the near breakdown of public distribution system in several regions of the country giving rise to large scale black-marketing, hoarding and speculation ; with the overall stagnation in production and growth, particularly in industries producing essential goods like Textiles ; with the already serious and critical employment situation getting aggravated by large scale lock-outs, closures, lay-offs and arbitrary rationalisation schemes involving drastic reduction of labour force, the working people of the country are confronted with a situation fraught with grave consequences for their working and living standards. Far from realising the disastrous consequences of its economic policies and reversing their direction, the Government of Mrs. Indira Gandhi is cynically attacking the basic trade union and democratic rights of the working class in order to deter it from taking combative measures in defence of its vital interests. In pursuance of these anti-labour policies, it is shamelessly going ahead with its repressive anti-trade union measures like the Industrial

Disputes, Amendment Act, Payment of Wages Amendment Bill, T. U. Amendment Bill, Hospitals and Educational Institutions Bill, etc. The hated ESMA and NSA are already there to cripple militant trade union actions. Blatant discrimination in favour of the INTUC continues with the object of demolishing the very foundation of collective bargaining and genuine trade-unionism to subserve the interests of the exploiting class.

Meanwhile the working people of our country have not allowed these anti-people and anti-labour policies of the Government to proceed unchallenged. Along with the rest of the working class in the country, the workers in our industry have throughout this period waged united struggles unprecedented in their duration and sweep, displaying exemplary courage, fighting stamina and discipline, in order to defend their wages, living standards and trade union rights. Hundreds of thousand Textile Workers throughout the country responded splendidly to the call of the N.C.C last year by participating in the first ever nationwide general strike of the working class defying police repression and government backed disruption of the INTUC.

Particularly notable have been the united and almost countrywide struggles of the Textile workers launched in and after the year 1979, in support of their common demand for a substantial upward revision of the outdated and outmoded wage structure and for a scheme of Dearness Allowance fully compensating the rapid and persistent erosion in real wages suffered by the workers as a consequence of unabated price-rise.

The main feature of these mighty struggles has been unprecedented unity of action forged from below, besides the grim resolve of the workers to make any sacrifice, undergo any amount of sufferings, and to defy the worst repression in order to win their demands. Substantial increases in basic

wages, DA rates and certain other concessions were won in these struggles in most of the centres of the industry, including Bombay, Indore, Kanpur, Coimbatore, West Bengal, Madurai, Hissar (Haryana), Devangere (Karnataka), Beawar (Rajasthan), Delhi, etc. In most of these centres, the employers were forced often after unusually long and bitter strike struggles, to conclude collective settlements with the unions sponsoring the strike conceding, **inter-alia**, ad-hoc increases in basic wages amounting to between Rs. 40-50 p.m. besides deferred wage increases for the next few years at a certain rate—mostly around Rs. 6/- per month per year. In several of the centres the workers were also able to get the rate of neutralisation of price-rise through DA enhanced. These gains achieved through united struggles of textile workers furnish a reassuring contrast to the niggardly increases given by the two Wage Boards after years of blood-curdling proceedings during the past two decades.

Mill-owners mount counter-attack :

Sensing the fighting mood of the workers and their determination to secure substantial justice long denied to them, the Textile Mill-Owners, the biggest profit-hunting industrial sharks of the country, lost no time in mounting the fiercest ever counter-offensive to nullify the gains secured by the workers through these struggles. Rationalisation schemes involving imposition of back-breaking workloads and reduction of compliment of operatives, withdrawal or curtailment of established and customary rights, privileges or facilities of workers, nibbling at wage-rates, especially piece-rates, refusal to implement faithfully subsisting settlements, awards and even legal provisions pertaining to statutory benefits (e.g. Bonus, Provident fund, Gratuity, etc.) totally unjustified, and often illegal closures, lay-offs, and lock-outs, and large-scale victimisation of Trade Union militants are being increasingly resorted to by Textile mill managements practi-

cally in every part of the country. In league with pro-employer state Governments or administrations, particularly those belonging to the ruling Congress Party, determined efforts are being made by the most reactionary sections of employers to break the solidarity and fighting morale of the workers in a bid to disrupt their organisation and foist on them pro-employer or stooge unions, mostly associated with the INTUC. The precipitate closure of one of the oldest and well-established giants of the Cotton Textile Industry, viz. the Buckingham & Carnatic Mills of Madras ; the prolonged lockout in Birla's Kesoram Cotton Mills in West Bengal ; and repeated lockouts in the Hissar Cotton Mills (Haryana) owned by the monopoly house of DCM furnish typical examples of deliberate attack against jobs and service-conditions of textile workers masked behind such unsustainable excuses as 'unprofitable working', 'rising indiscipline among workers' etc. etc.

This necessarily brings us to the glorious strike-struggle of the 250 thousand Textile workers of Bombay. This strike forced on the workers in consequence of unholy antiworking class conspiracy between the powerful Bombay mill-owners and the Maharashtra Government, would undoubtedly go down in the annals of struggle of our working class as one of the most significant industrial actions of post-independence era. For its sheer unprecedented duration, in the course of which the Bombay Textile workers have once again lived upto their historic tradition of unbreakable class-solidarity, fighting stamina, dogged resistance and militancy, ability to withstand any extent of repression and undergo any amount of sufferings and sacrifices, this strike constitutes a high-water-mark in the upward swing and rising tempo of militant actions of our working class.

No doubt the immediate outcome has not been fully commensurate with the immense sacrifices made by the

workers. But that is quite a different matter and must to a great extent be ascribed to some organisational and tactical lapses on the part of the leadership of the strike. Looking to the long-term interests of the trade union movement in our industry, besides yielding some not insignificant gains like compensatory house rent allowance, relief to Badli workers, etc., the strike has already brought to the forefront the vital issue concerning unfettered right of collective bargaining to be exercised by the working class through a union of their own free choice and its right of strike in the event the employers or the Government encroach on that right. It is now for the entire working class of the country, in particular for us of the Textile industry to pick up the gauntlet thrown by the ruling class, taking forward the struggle so valiantly fought by the Bombay Textile workers.

It is hardly possible to render through this report an account of numerous agitations, struggles heroically waged by the Textile workers in almost every centre of the industry during the past few years. The number of textile workers participating in these struggles would work out to not less than a million. Suffice to say that through these determined struggles, achieving varying degrees of success, the workers in our industry have demonstrated in no uncertain terms their resolve to secure for themselves, wages and overall working conditions as well as service benefits and rights commensurate with their unremitting toil and skilful operations in an industry fulfilling the most essential needs of man, next only to food.

Place of Textile workers on the national wage map

The Cotton Textile mill industry in the earliest stages of advent of industrialisation in our country, was considered a somewhat high-wage-yielding industry in comparison with other industries in our country. In course of time it lost that position due to uncontrolled profit hunting by the employers,

who continue to be the most powerful diehard and organised section of employers in the country. Inadequate and uneven development of workers' organisation in different parts of the country of course contributed to this retrograde process.

As has already been stated in this report, the two wage Boards set up by the Government to go into the Textile workers demand for substantial and justified wage increases, had miserably failed either to put an end to the anachronistic wage structure prevailing in the industry, or to raise the level of adhoc wage increases ultimately recommended by them to a degree having even a distant relationship with phenomenal development of the industry particularly during the 2nd war and post war and post-independence years. Even while paying lip-service to the validity in principle of the need-based minimum formula unanimously evolved at the 15th Tripartite Labour Conference, the Wage-Boards for no valid reason whatever set their face against going anywhere near it on the totally untenable plea that the industry was not in a position to sustain a wage-structure based on the need-based minimum formula. In fact the industry that time had fantastic reserves piled up after paying annual dividends aggregating to several times over the capital invested in it.

Total disillusionment with the mechanism of Wage-Boards, ultimately forced the Textile Workers everywhere in the country to take to the path of determined united struggles of which a brief account has been given in the earlier part of this report.

Where do we stand despite achieving all the wage increases secured through these mighty struggles? At a glance at **table I** showing total wages of the lowest paid operative in Cotton Textile mills at important centres of the industry would reveal that in the year 1982 the highest minimum wages averaging to about Rs. 712.- per month were paid in

Coimbatore and Madras followed closely by Bombay and Ahmedabad.

TABLE—1*

Earnings (Basic wages and Dearness Allowance) of the lowest paid operatives in cotton textile mills—Average for the year 1982

Ahmedabad	Rs. 652.20
Bangalore	621.63
Baroda	625.63
Bombay	685.54
Coimbatore	} 712.90
&	
Madras	
Delhi	602.06
Indore	602.29
Kanpur	651.56
Nagpur	527.44
Sholapur	604.68
West Bengal	604.52

All India Average Consumer Price Index for Industrial Workers (General) with 1960=100, 1982=475

* Source : Indian Labour Journal, published by Labour (Extracted) Bureau of Ministry of Labour, Government of India,—August 1983.

All India average Consumer Price Index No. for the year (1982) stood at (475), with 1960 as the base year. It was also around the year 1960 that the First Wage Board had evaluated need-based minimum wage of the 15th Tripartite in different major centres of the industry. At no centre did it work out to less than Rs. 225/-. This lowest figure of Rs. 225/- is at the average level of prices ruling in the year 1982 represented by a sum in no case less than Rs. 1068/- (these calculations were kept confidential by the Wage Board in deference to the wishes of the employers and the Government).

While describing the proposal to fix wages on the basis of the minimum need-based wage of the Tripartite as impracticable in the year 1960-62, the Board had expressed the hope that it should be possible to achieve a wage-structure based on the need-based minimum in the course of foreseeable future. Today, more than 2 decades after the expression by the Wage Board of those pious hopes and assurances, the Textile worker at even the highest paying Textile Centre finds his wages trailing far behind the standard set by the 15th Tripartite as far back as the year 1957.

To a certain extent this huge gap is also the product of persistent price-rise unaccompanied by a corresponding increase in wages due to low percentage of neutralisation of such rise through Dearness Allowance. Even at centre where 100% neutralisation of price-rise has been obtained it remains more illusory than real. This is so simply because of the manipulated Price Indices, which have more than once been proved to be under-estimating the real rise in prices of commodities to a considerable extent.

The employers have also been resorting to various unfair or anti-labour devices such as employment of low-paid contract labour even in occupations forming normal part of the operations of the mills. Misuse of Temporary, learner or apprentice Casual and Badli systems is also on the increase

since it enables the employers to keep down the permanent strength of operatives and provides them opportunity to reduce the number of operatives whenever it suits them. The device is also saves on payment of different service and fringe-benefits of which such workers are easily deprived.

While denying even a need-based minimum wage to the workers, the Textile mill-owners have been appropriating to themselves ever higher proportion of the value added to the product by labour through intensified work or speed-ups, and higher workloads often on old, outdated and obsolete machinery or equipment which has outlived its normal life. Irrespective of the state of machinery, the persistence of the prevalent system of payment on so-called 'rationalised' jobs or processes, which term signifies nothing more than higher assignment of machines (spindle, looms, etc.), constitutes a grossly expropriatory device in the hands of the employers. Is there any just or even rational reasoning behind allocation of the gains of retionalisation to the workers on the basis merely of what are termed as their basic wages? Even according to the laws of our capitalist state the artificial distinction between basic wages and Dearness Allowance stands abolished.

Abominable working conditions :

The workers in our industry continue to carry on their strenuous labour under abominable conditions of working, for which the industry in our country has earned almost universal notoriety. The idea of investing even a fraction of their ill-gotten gains on improving these conditions has seldom occurred, much less appealed to them. Work in most of our established mills goes on amidst deafening noise, suffocating dust and fumes, excessive heat and humidity, coupled with totally inadequate health, sanitary and safety measures stipulated by the factory law even. A study team of the World Bank, which can hardly be accused of a bias in

favour of the workers, in its report submitted in 1975, was compelled to make a scathing criticism of the Textile mill managements on this score in the following words :

“The majority of mills with old equipment can only be described as industrial slums. By Western European standards of mill house-keeping, the machinery is operated in conditions of almost abominable squalor. In all the bad mills (i.e. 20 out of 22 cotton units visited by the Bank team) the general environment was bad—broken floors, poor lighting, walls dirty, and all amenities in a dilapidated condition... Particularly discouraging was the situation in a number of mills which had bought good, modern machinery, but merely installed it in the same squalid environment as the old machinery”.

Relative position of Textile wages :

It is not possible to present in this report a complete picture of relative movement of wages as between our industry and other industries, several of which have, in the course of the last 2-3 decades surpassed us as regards the level of wages. Suffice to say that a number of factors including compulsions of our economy to ensure rapid development of certain key industries, coupled with united struggles of workers in many of the industries (e.g. coal, Transport, Chemicals, electricity and distributive trades), which once had low levels of wages and amenities in comparison to our industry have helped the workers in such industries to attain wage-levels and general amenities which now compare favourably with those obtaining in our industry.

Apart from other absurd and fallacious arguments advanced by Textile mill-owners (e.g. ‘low profitability’, ‘loss of export markets’, ‘general slum’, ‘rising costs’ etc. etc.) to justify the lagging behind of Textile wages is that the Textile Industry

does not call for a high standards of technological skill or experience and that the various elements that determine wages do not operate in this industry to the same extent as in the other industries. This is of course, a typical argument advanced by Textile employers all over the world in order to be able to force far-reaching technological changes (automation, computerisation, etc.) solely out of profit motive, disregarding completely the requirements of social progress, including commensurate improvement in working and living conditions of the workers. In this connection it would, perhaps, be worthwhile quoting from the report of the Administrative Committee of the TUI, Textile, Clothing, leather and Fur workers, held in Budapest, Hungary, recently. Says the report :

“It is to the credit of our TUI that correctly understanding the interests of both the industry and the workers, it recognised what is true and what is false. For the TUI the textile Industry remains—because of its fundamental mission to clothe the people—an industry of yesterday, today and tomorrow, in short an industry of the future... ..”

In this context we should appreciate the resolution on employment and working conditions in the Textile Industry passed by the 10th Session of ILO Textiles Committee which states that “the Textile Industry produces commodities that are indispensable for the satisfaction of people’s essential needs” “In addition,” goes on the TUI report, “the Textile Industry helps the development of other industries, e.g. clothing, leather & furs, chemical, automobiles, aviation, railways, building, agriculture, fishing, shipping, electronics, astronautics, etc. etc...”

The report further states, “very often it has been quite wrongly supposed that the Textile Industry does not call for a high standard of skills... These Textile ‘technicians’ should

not be classified as unskilled or semiskilled workers as is the case in many countries. This is also part of our battle to give the Textile Industry the rightful place in the economy and in society. There are no second rate trades, no 'underdeveloped' trades, and even less so in an industry that produces such noble goods as textiles..."

State of the Industry ; its performance—past and future :

The Cotton Textile Mill Industry is admittedly among the giants dominating the industrial and economic horizon of the country. In terms of its assets, employed capital, sales and turnover, profits and employment potential it occupies near-top position among our industries. In spite of the fact that in a majority of cases the massive reserves piled up by the industry have by now been diverted or siphoned away for setting up other industries, over 40 companies with textiles as their main or major product still rank among the top 200 industrial giants of the Corporate Private Sector in the country at the end of the year 1981. According to a special Survey carried out by the financial journal 'Business Standard', the total assets and net sales of these Textile Giants varied from Rs. 2211.00 lakhs and 1132.00 lakhs respectively to Rs. 20813.00 lakhs and Rs. 28025.00 lakhs respectively. Among these giants are included the DCM, the Century Spinning, Keso Ram and Jiyaji Rao Cotton, Gwalior Rayons of Birlas, Ahmedabad Manufacturing (Calico) Bombay Dyeing, Reliance Textiles, Mafatlal (Fine) Jagatjeet Cotton, Modi Spinning, Standard, Arvind Binneys, Laxmi, Swan, Morarji Gokuldas etc. etc.

TABLE No.—8

TOTAL ASSETS AND SALES OF LEADING COMPANIES WITH TEXTILES AS THEIR MAIN OR MAJOR PRODUCT, TOGETHER WITH THEIR RANK AMONG THE TOP 200 INDUSTRIAL GIANTS OF THE PRIVATE CORPORATE SECTOR IN THE COUNTRY AT THE END OF THE YEAR 1980-81.

(Rs. in lakhs)

Serial No.	Name of the Company	Total Assets	Rank	Net Sales	Rank
1.	Gwalior Rayons	20313·00	4	24977	5
2.	J. K. Synthetic	17224·00	9	10367	37
3.	DCM	15631·00	12	28025	4
4.	Reliance Textiles	15333·00	14	20626	8
5.	Century Spinning	13610·00	16	14621	16
6.	Ahmedabad Manufacturing (Calico)	9722·00	29	10421	36
7.	Bomday Dyeing	8666·00	36	11096	29
8.	Standard Mills	7648·00	44	8732	47
9.	Madura Coats	6679·00	50	8853	45
10.	Mafatlal Fine	6479·00	52	8137	51
11.	Binny	5110·00	79	8577	48
12.	Baroda Rayons	4824·00	86	3154	152
13.	National Rayons	4760·00	87	7681	53
14.	Jiyajee Rao Cotton	4755·00	88	7907	52
15.	Indian Rayons	4158·00	103	5239	89
16.	Jagatjit Cotton	4149·00	104	5241	87
17.	Morarjee Gokaldas	4016·00	109	5653	81
18.	Arvind Mills	3681·00	123	4337	117
19.	Modi Spinning	3628·00	126	5923	74

Serial No.	Name of the Company	Total Assets	Rank	Net Sales	Rank
20.	Garware Nylon	3405·00	132	2391	178
21.	Swan Mills	3332·00	139	5094	91
22.	Laxmi Mills	3178·00	145	4749	103
23.	Bharat Commerce	3107·00	147	6228	69
24.	Chemicals & Fibres	3040·00	150	2154	186
25.	Ahmedabad Advance	2948·00	157	3341	147
26.	Century Enka	2923·00	158	2223	185
27.	Shree Synthetics	2382·00	182	1132	200
28.	Rajasthan Spinning	2224·00	192	2241	184
29.	Maharaja Shri Umed Singh	2211·00	193	3694	136
30.	Kesoram Industries	6179·00	59	8167	50
1.	Nirlon Synthetics	7418·00	47	5334	76
32.	Modipon	6168·00	60	3982	126

Source : 'Business Standard'—a special study
(extracted) (27th April, 1982)

Tens of million industrial workers, artisans (including handloom and powerloom workers) and employees and retailers in Textile trade directly depend for their livelihood on this industry. A number of favourable factors have from its very inception helped the industry to place itself on unassailable financial footing. The Swadeshi movement, a protected vast home market with almost unlimited elasticity of demand for its products, ready access to sources of cheap raw-material, abundance of skilled labour ready to work on extremely low wages, boom of war years and all manner of concessions, rebates, subsidies, tax-exemptions over-liberal loans at favourable terms from Banks and other financial (credit & investment)

institutions, readily made available to it by the Government in post-independence era, combined to help it to attain heights of financial prosperity. According to a study of the Industry undertaken by the late Sh Khandu Bhai Desai, one time union Labour Minister and one of the top leaders of the Ahmedabad Mazdoor Mahajan, the Textile Mill Industry's net profits during the years of the II World War alone added up to almost double its paid-up capital. The post-war years with pent up civilian demand for its products, further enabled it to earn fantastic profits besides piling up huge reserves without making any additional capital investment. Ruthless exploitation of labour and merciless fleecing of the common man, the consumers were the only two devices utilised by the owners of the industry to achieve these results. Yet the industry pleaded its incapacity to meet any wage claims of the workers whenever and wherever such demand was made.

In recent years the owners of the industry have in an organised concert raised the bogey of 'continuous unprofitable working of the industry' and 'acute sickness overtaking a majority of the units of the industry'. In order to extract ever more substantial concessions from the Government and to counter the workers' demands for highly justified improvement in wages and overall conditions of service there has been a spate of organised closures, lock-outs and lay-offs practically in every part of the country on an unprecedented scale, heaping untold sufferings on hundreds of thousands workers and their families and sabotaging systematically production of cloth. The employers have also raised a hue and cry regarding loss of export market allegedly due to high labour costs resulting from workers' resistance to rationalisation and due to their financial inability to go in for modern sophisticated or automatic machinery. The protracted strike of Bombay Textile workers for which the mill owners themselves are responsible is being utilised by the concession-hungry mill owners once again to pressurise the Government for

massive aid on the plea to 'revive the industry' by going on for large-scale modernisation which on the ICMF's reckoning would require a staggering amount ranging between Rs. 2000-2500 crores.

Commenting in this context, on the revival by the Indian Cotton Mills Federations of its 1979 proposal for creation of a 'modernisation reserve', the Times of India, dated 2.9.82 in one of its important write-ups on the problems of the Textile Industry observed as follows : "ICMF has revived its 1979 proposal for a modernisation reserve fund (MRF) to be created by setting aside 30% of all the Mills' pre-tax profits before depreciation. The amount thus funded would be eligible for tax rebates and mill companies appropriating it will qualify for investment allowance in the year of installation of machinery".

"Despite its seemingly innocuous character, this proposal is a recipe for disaster. For it is likely to help the industry perpetuate its backwardness. First, historically, no blanket industrywide scheme of concessional aid for Textile mills has ever worked . . . Thus besides causing an estimated loss of Rs. 100 to Rs. 150 crores a year in Government revenue, the MRF could also prove to be a great resource drain."

Is it really because of lack of funds or resources and consequential inability of the mill owners to go in for technological improvements including modernisation of plant and machinery, that the working of the textile mills has become impossible? What about the past profits running into astronomical figures frittered or siphoned away through devious methods? What has the industry to show by way of overhauling its admittedly anachronistic wage-structure which has at no time kept pace with either the rising prices or its phenomenal profits? While crying wolf about workers' resistance to totally arbitrary unscientific and ill-conceived rationalisation schemes, has the industry ever taken a second look at the

patent irrationality and chaos prevailing in its own house? And lastly what guarantee can it offer to the nation that it will mend its ways even after gobbling up a new dose of massive concessions for which it is clamouring and virtually holding the society to ransom?

The captains of Textile Industry have never cared to answer these questions which have all along been posed to them by the working class and progressive public opinion in the country.

The argument about 'lack of resources' does not and cannot at all hold water. To again quote the Times of India write-up, already referred to, "The mill-owners' argument that it was impossible for them to plough back profits since the latter were too low is specious. For one low profitability has been a feature of the textile industry throughout the world . . . Thus even in 'good' years in the cycle of fluctuations, the industry has typically ploughed back much less than it could. And a statistical analysis covering the 30 most profitable mills shows that their plough-back rates are among the lowest in Indian industry while the ratio of dividends to post-tax profits is 18 per cent. higher than the average for the biggest 280 companies studied."

The World Bank report (1975) already referred to further clarifies the situation by observing that, "a significant part of the industry's profits have been diverted to other industries."

Having plundered the Textile mills of their resources built out of its fantastic profits after appropriating a very substantial part thereof in the shape of dividends, the millowners have by deliberate design made the industry lead a parasitic existence depending almost entirely on loans, subsidies, rebates, tax-exemptions etc. from Government and semi-Govt. financial institutions. Practising black-mail by resort to organised lock-outs, partial or total closures, etc. with accompanying

adverse social, economic and political consequences, the industry has all along been able to coerce a Govt., amenable to the dictation of powerful Textile barons, to fulfil their behests. Each dose of financial-assistance, however, has invariably brought forth jacking up of the prices of Textile goods, yarn as cloth, and continued denial of even a need-based minimum wages to the workmen, besides mercilessly fleecing the entire nation, particularly the millions of artisans and workers in the decentralised sector of the industry—hand and power looms. Heavy and patently illegal speculative operations in cotton, by the Textile interests have also frequently been the cause of robbing the cotton-growers. There has all along been a resistance to expand the investment/capital base of the Textile mill companies is a fact vividly brought out in the current Swaraj Paul controversy. A cursory glance at table 2 analysing the capital/financial structure of the monopoly-house of DCM which has through large-scale diversion of the profits and reserves of its several Textile units over a number of years, built up a whole industrial empire, stretching from heavy chemicals, plastics, artificial fibres and sugar to electronics, engineering and automobiles, etc. While the total paid-up/subscribed capital of the company constitutes merely 12.66% of the total funds employed, the amount of Bonus-shares itself constitutes 65.71% of the total paid-up capital. The corresponding figures in case of the Birla-owned Textile company in Delhi are 12.40% and 71.36% respectively.

Much has already been said regarding the raw-deal meted out to the workers throughout the existence of the industry. One is once again tempted to quote from the Times of India (dated 8.9.1982) write-up just to confront the employers with what the somewhat prudent section of their own class thinks about the Textile barons' refrain on so-called 'high wages' in the industry.

“But besides the growth of the parasitical powerloom

TABLE No.—2**CAPITAL STRUCTURE OF MAJOR TEXTILE MILLS OF DELHI**

As in 1981—82

(Rs. in lakhs)

Name of the Mill	Total Funds employed	Authorised Capital	Subscribed & paid up capital	Payment in Cash	Bonus Shares/issue for consideration	Reserved Surplus	Loans secured and Unsecured and debentures and deferred payments
1	2	3	4	5	6	7	8
Delhi Cloth Mills (including Swatan- tar Bharat Mills, Delhi, Hissar Textile Mills Haryana and Hindon River Mills, U P.).	17,169·02 (100)	5,000·00	2,174·56 (% on Col. 2 12·66)	745·50 (% on Col. 4 34·29)	1,429·06 (% on Col. 4 65·71)	4,137·71 (% on Col. 2 24·10)	10,856·75 (% on Col. 2 63·23)
Birla Cotton Mills	917·85 (100)	200·00	104·92 (% on Col. 2 12·40)	30·05 (% on Col. 4 28·64)	59·96/14·91 (% on Col. 4 71·36)	52·68 (% on Col. 2 5·75)	760·25 (% on Col 2 82·83)

Source : Published Balance-Sheets of the Companies concerned.
Basic figures

(Calculations ours)

sector," concludes the write-up, "what seems to have acted as a strong deterrent to the growth and development of the textile mill industry is the low and basically uniform level of wages prevalent for decades..."

The employment aspect of the working of the industry has been equally dismal. **Table—3** illustrates the relative increase in the total numbers of shifts daily worked in all the running mills as compared to the corresponding increase in average daily employment as between the years 1951 and 1982. It will be seen that despite 4-fold increase in the number of mills working all the three shifts and about 45% increase in the average daily number of shifts worked, the average daily employment has hardly risen by 23%. Evidently the employers have managed to keep the employment down at such drastically low level by resorting to large-scale rationalisation and concealed retrenchment, euphemistically called 'natural separation'.

Virtual elimination of women-labour has been another highly retrograde development in the sphere of employment. Before the end of forties, for example, the Textile Industry in Bombay employed over 30,000 woman workers. This number is known to have been reduced to a few thousand. Departments like winding, Reeling, besides operations such as waste-picking, Bobbin-cleaning, etc. were handled almost exclusively by women-workers in most of the Textile mills. By now woman-labour in all these occupations has been replaced by male-workers. This is another instance of criminal disregard of their social responsibility on the part of the mill-owners merely to escape what could not be more than an infinitesimally small financial liability in comparison to huge sums lavishly spent by them on provision of all manner of perks to their Directors and army of senior executives.

What about the quality of management? Although persistently clamouring for all manner of state assistance to

TABLE No.—3

Table showing percentage increase in manshifts worked and the average number of workers employed in all the shifts.

Year	No. of mills worked 1 shifts.	No. of workers	Manshifts worked (2) × (3)	No. of mills worked 2 shifts	No. of workers	Manshifts worked (5) × (6)	No. of mills worked 3 shifts	No. of workers	Manshifts worked	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1951	27	4,15,000	4,15,000	186	2,50,000	5,00,000	141	49,000	1,47,000	10,62,000
1981	15	4,23,000	4,23,000	12	2,60,000	5,20,000	631	1,99,000	5,97,000	15,40,000

Total Number of Workers

1951	7,14,000
1981	8,81,000
%age increase in 1981 over 1951	23%

Total Manshifts worked

1951	10,62,000
1981	15,40,000
%age increase in 1981 over 1951	45%

Source : Indian Labour Journal, Aug. 1983

Basic data extracted and calculation made by us.

'modernise' and 'rationalise' the mills, in most cases the quality of management, its commitment to the industry, have been on the decline. The mill-owners, most of whom have developed interest, mostly family-interest, in comparatively high profit-yielding industries or trades, have generally developed marked indifference towards the management of mills. In recent years unusual and totally avoidable bottlenecks, such as failure to provide spares and minor items of store, have become a bit too frequent, adversely affecting both production as well as earnings of workers. Administrative or managerial inefficiency has already started adversely affecting the morale of the technical personnel even in mills which at **one** time boasted of high managerial standards. Many foreign as well as Indian Textile machinery manufacturers who have a stake in efficient running of the Textile Mill Industry have from time to time commented on this sad state of affairs. To quote from the Times of India write up already referred to, "Textile Machinery Manufacturers both Indian as well as Foreign appear to be unanimous in prescribing a complete restructuring of management and administration. The inefficiency of the industry can, at least in part, be traced back to obsolete family-based and unprofessional management which even in the face of crises has not shaken off its complacency".

How far has the private sector in the Indian Textile Industry fulfilled the role and responsibility assigned to it even under the policies framed by a Govt. which has always been patronising it at the cost of the society? Under the Textiles Policy enunciated by the Govt. the mill-industry along with the decentralised sector has been assigned the task of "producing cloth of acceptable quality for meeting the clothing requirements of growing population at reasonable prices, as also fabrics of acceptable standard for the world market at competitive prices. The Govt. continues to place emphasis on meeting the clothing requirements of the vulnerable sections of the population at reasonable prices..."

(vide Performance budget of Ministry of Commerce, 1983-84-Part II, Deptt. of Textiles—Chapter II, Page 2). The fate the Controlled Cloth Scheme, announced by the Govt. with loud fan-fare in 1964, met at the hands of the private sector of the Textile Mill Industry is too well-known to be mentioned. The Govt. was ultimately forced to exempt the private sector from the operation of the scheme and to entrust it solely to the nationalised sector (NTC) from 1978 and onwards. As **Table..4** shows that the production of Cotton

TABLE No.—4
PRODUCTION OF CLOTH (In million metres)
Cotton Textile & Non-Cotton Textile

Mill Sector	1977-78	1981-82	Remarks
Cotton Textiles	3144.24	2922.61	Between the years 1977-78 & 1981-82.
Blended & Mixed Textiles	980.94	877.40	
100% Non-Cotton Textiles	7.09	7.86	a) Production of cloth in Mill Sector (both cotton & non-cotton textiles) decreased by about 7% while the working strength in Weaving has gone down by 20%.
Total	4136.27	3807.87	
Decentralised Sector			b) Production in decentralised sector, however, increased by 33%.
Cotton Textiles	3679.57	5059.77	c) In case of Mill Sector the reduction is shared by cotton textile and blended. Marginal increase in 100% non-cotton textiles.
Blended & Mixed Textiles	665.43	657.94	
100% Non-cotton Textiles	1022.00	1455.92	d) In case of decentralised sector increase took place both in cotton textiles and 100% non-cotton textile. Marginal decrease in Blended and mixed textiles.
Total	5377.00	7173.63	

Remarks

e) In 1977-78, the production in Mill and Decentralised sector constituted 43% and 57% respectively.

f) In 1981-82, the production in Mill and decentralised sector constituted 35% and 65% respectively.

Textiles (Cloth) in the mill sector has been steadily dwindling, while the share of decentralised sector has been registering a steady increase. Production of cloth in mill sector decreased by about 7% between the years 1977-78 & 1981-82, while production in decentralised sector increased by 33%. Reliable statistics further show that handlooms (numbering over 39.4 lakhs) and powerlooms (numbering over 5.3 lakhs) now account for almost 60% of production of all cotton cloth, as against a mere 21% three decades back. This situation is also partially of the deliberate making of the private mill owners. Finding powerloom business a major device for evading excise duty and a conduit into the black money, the mill industry in the private sector has for some years past been taking a keen interest in organising power-loom units often through their family members or associates under some sort of 'Benami' transactions. Since powerloom cloth is generally produced at considerably low cost because mainly of availability of cheap labour, it finds a ready market with big mill magnates, who in their turn sell it at several times its purchase price after processing it in their processing plants. Thus the demand for yarn by the powerloom sector is fast increasing. Taking a cue from the growth of spinning mills, both in private as well as cooperative sector, some of the old mills are finding it more profitable to concentrate on producing yarn and instances of closure of

weaving sheds have started multiplying. According to an important source, the powerloom sector has with covert backing of organised mill-magnates, become so powerful that it could easily offset the cloth scarcity created by the Bombay Textile Strike.

The Textile mill-owners have also been lamenting the loss of foreign markets due to intense competition. Undoubtedly exports of cotton textiles have gone down by about 15% as between 1977-78 & 1981-82. The main reason behind this of course, the general economic crisis that has overtaken the developed capitalist world, coupled with what the TUI report (already referred to), describes as "aggressive expansion of textile industry in U. S. A. with the installation of 2000 million dollars worth of highly sophisticated machinery manufactured by the Dornier Company of F. R. G., Ruti of Switzerland and Nisan of Japan. As a result, the United States today not only practise extreme protectionism to preserve their home textile market, but threatens the textile industries in both the Common Market countries and some developing countries.....". In addition imperialist-backed 'free trade' enclaves like Hongkong, Macao, Taiwan, Korea, etc. have in recent years come into existence, where powerful multi-national corporations have established themselves and carried out extraordinary expansion of textile production and overproduction with the help of the most modern equipment and optimum exploitation of readily available cheap human labour, making fantastic profits and dislocating the textiles export market. However, the not very considerable loss of exports can be more than offset by taking advantage of the vast home-market, if only the barons of the industry have the will to produce for social needs. Moreover, there is abundant opportunity to export to the socialist world, which offers our industries almost unlimited opportunity for mutually advantageous trade.

Statistics, however, show that the Textile mill industry

has reached a point where it can no longer be relied upon to even maintain the existence of the industry, not to speak of its development in wider interests of the society and the nation. It is not prepared to shed its patently parasitic tendencies, which it has continuously been developing with each year that passes by.

Table 4 would serve to show how production of Textile cloth has been going down as a result of deliberate sabotage of production by barons of the Textile Mill Industry through lockouts, closures and by forcing strikes on workers by refusing to meet even their most moderate demands

Viewed from any angle, the case for immediate and outright nationalisation of the cotton mill industry stands more than established. An industry fulfilling such vital needs of the nation as clothing, whose performance and healthy development directly or indirectly affect the livelihood of more than 13 million souls can not and must not be left in the hands of industrial freebooters, bent upon bleeding the nation white in blind pursuit of super profits.

The Textile workers will have to agitate unrelentingly to force the unwilling hands of the Govt. to reverse its policy of dancing to the tune of the mighty cotton Textile barons. The Govt.'s continued subservience to these barons has once again reflected itself in the latest concessions it has given to the industry. Even while finishing touches were being given to this report, the Daily Hindu, dated 8/9/83, has come out with the news that the Govt. has decided to extend substantial duty concessions to mill industry for importing what it calls 'high technology textile machinery', which includes jet-looms, water-jet-looms, shuttle-less-looms, open Air Spg. etc. The concessions involve the reduction of the rate of Customs Duty to 20% instead of the normal rate of 62%. This Conference must express itself in the strongest possible terms against the latest surrender by the Govt. to the dictates of the notorious industrial gang of textile-magnates.

Nationalised sector of Mill Industry—NTC

The workers in our industry welcomed the emergence of the nationalised sector in the Textile Mill Industry, despite all its limitations arising out of several factors, including belated take-over of these mills at considerable cost to the public ex-chequer, highly bureaucratic set up at the top, bureaucratic and top heavy managerial set up, failure to root out corruption, favouritism etc. At present, out of 112 Textile Mills under the management of the NTC, 109 with an installed capacity of 3.30 million spindles and about 48,000 looms, are actually under production. Accounting for nearly about 16% of spindlage and 23% of loomage of the Mill Industry, the NTC mills altogether employ about 1.9 lakhs workers. Plans drawn up by the NTC for expansion of the mills envisage an overall addition of 7.9 lakhs spindles during the current plan period, though the actual performance in this respect is so far much below this target. The Corporation has also in hand a modernisation and investment plan of Rs. 320 crores to be implemented fully by the end of the 6th plan. Out of this amount, Rs. 208 crores have already been spent. 76%, 10%, 8% and 6% out of this amount is proposed to be spent on expansion and modernisation respectively of spinning, weaving, processing and Engineering/servicing.

The NTC mills are reported to be incurring huge losses, which according to Govt. sources have reached the figure of Rs. 73.20 crores for the year 1981-82 alone. The Private Textile Mill Industry has been gleefully utilising these losses to run down nationalisation and to reinforce their own case for grant of substantial concessions, as also to conceal their unpardonable crimes against the people.

Some of the major factors responsible for somewhat disappointing performance of the nationalised sector of the industry are too well-known to our workers to need recounting. These are :

1. Serious lack of policy-formulation with regard to the role of the nationalised sector in the industry, especially in respect of its orientation towards fulfilment of the clothing needs of the common man, development of the workers' stake in the industry on the basis of their genuine participation in running the mills ;
2. Highly bureaucratic, unprofessional and top heavy administrative set-up at the top, including the regional subsidiaries of NTC.
3. Favouritism and nepotism in selecting and appointing managerial personnel, coupled with failure to allow enough powers and initiative to the management of the industrial mills in taking on-the-spot decisions which it considers essential in the interests of carrying on production efficiently ;
4. Creeping inefficiency, and corruption in the conduct of business, including purchase pricing, marketing etc. ;
5. Unfair and even anti-labour practices, including denial of trade-union rights ; etc. etc.

It has been the sad experience of the workers that far from setting an example in establishing and maintaining healthy industrial/labour-management relations, NTC mills in many cases are found to be dealing with workers in the same, or even worse manner than private employers. In all the industrial disputes leading to major strike-struggles in recent years, the NTC mills chose to tail behind the private industry instead of taking independent stand on the basis of merits of the demands put up by the workers. In almost all such cases, the NTC mills had ultimately to accept many demands of the workers along with private mill-managements. The Govt.,

strangely enough, has never so far cared to call the NTC managements to account for the loss of precious and substantial production caused by the latter's failure to consider the workers' demands on merits. The nationalised sector can hardly prosper with such anti-labour, anti-people diehard policies, practices and attitudes.

One of the major problem that has been worrying the workers in recent period is the proposal mooted at the top-level to reduce the so-called 'surplus' labour-force by 10% in the NTC mills. Some beginning is reported to have already been made in this direction by individual NTC mills by refusing to fill posts rendered vacant due to retirement (natural separation) of old hands. In view of the expansion and modernisation plans of the NTC, already referred to, it appears strange that such a retrograde, anti-working-class step should at all be contemplated. The workers in our industry do not disfavour technological progress as such. But we definitely oppose the capitalist recipe of industrial advance without social progress, merely to swell the profits of the owners. Technological progress, in our thinking is synonymous with social progress, which in the first place includes around welfare of the workers engaged in the industry. No plan of so-called modernisation can be acceptable to us which reduced the working-strength of the undertaking, causes redundancy and undermines the employment-potential of the industry. The workers' support to the nationalised sector must, therefore, necessarily be conditional on the fulfilment of the following conditions :--

1. Just industrial relations, based on full recognition of the workers' fundamental Trade Union rights, including right of collective bargaining, besides faithful implementation and discharge by the managements of all the obligations, natural, legal, conventional as well as contractual ;
2. Workers' participation in decision making at all levels

and on all issues concerning production, including purchase of raw material, stores and spares, etc. and sale of the product and formulation of labour policies ;

3. A production and pricing policy based on supply of good quality cloth to the toiling sections of the society at prices comparing favourably with those charged by the private sector ;
4. Concrete steps to be taken for elimination of wastage, corruption, favouritism, etc. and towards tightening up the internal organisation of the administrative / managerial set up.

In order to fulfil these conditions the Govt. will have to undertake restructuring of the entire set-up of the NTC, ridding it of its present highly bureaucratized apparatus, so as to convert it into a genuine enterprise of the people responding and catering to their requirements.

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Co-operative Sector

A new development, flowing mainly from the failure of the organised mill industry to meet the growing needs of yarn of handlooms and of rather rapidly proliferating powerloom sector, has in recent years been the development of cooperative spinning mills in several states and regions. Besides, encouraging private initiative, including groups of handlooms-weavers, cotton growers and several cases workers released from service in textile mills, some state Govts. are themselves known to have sponsored such mills in 'mofussil' areas. Due to non-availability of reliable data it is not possible in this

report to throw much light on the performance of this sector. Information with regard to the conditions and problems of the workers in cooperative mills is also lacking.

The Commerce Ministry of Central Govt. claims to have assisted in the installation of 9.14 lakhs spindles in 37 weavers' Cooperative Spinning mills with funds canalised through a special agency known as National Cooperative Development Corporation. These Cooperative units are reported to be mainly catering to the yarn requirements of a number of Export Production projects run with substantial central subsidy.

In view of the failure of the mill industry to meet the growing yarn requirements of the handloom sector at reasonable prices, the cooperative sector is likely to find scope for further expansion and development.

Our unions would do well to take an active hand in organising workers in this sector, besides undertaking a serious study of its working and problems.

Powerlooms

Some aspects of the rapid and phenomenal growth of this sector of the Textile Industry have been touched upon in an earlier part of the report. On the last count, their number was over 5.3 lakhs. Due to both its potential for employment and augment the supply of inexpensive cloth to the 'vulnerable' sections of the society etc. it has been receiving liberal concessions (including excise and other tax exemptions, rebates etc.) from the Govt. Employment generation part of the industry, no doubt, is a factor in its favour. Sustaining skills and designs is another factor, which can be cited in its favour particularly from the point of view of export-needs.

Most of the powerlooms comprise generally of rejected or second hand looms from the organised mills. A disturbing trend emerging of late has been the entry of the Mill-industry

magnates into powerloom business under 'Benami' deals, in order to derive undue advantage from the various concessions available to this sector, and in addition to convert extra profits into black-money. Such profits are known invariably to find place among 'reserves' of black-money maintained by these magnates. The surreptitious entry of big-business interests into the powerloom sector naturally introduces new factors in the situation which calls for close attention and appropriate action on the part of our Unions. Miserably low labour costs resulting from prevalence of low wages and absence of almost every amenity and service benefits with the added advantages referred to above have attracted the sharks of the Textiles Industry to make incursions into this sector in a big way. As has already been pointed out the role played by the powerloom industry in almost totally offsetting the effect of the Bombay mill workers' strike, demonstrates the dangerous potentials of unrestricted or unregulated growth of this sector to the struggle of the workers in our industry for better wages and service conditions. We can not and must not allow this state of affairs to develop further. The constituents of our Federation must urgently attend to the task of organising the millions (about 3 million according to the reckoning) workers working in the powerloom industry which in many cases is located in the hinter-land around industrial cities. Besides agitating for uniform services and working conditions in this sector at par or near-at-par with the mill industry, we have also to ask the Govt. to effectively ensure that the concessions allowed to this sector are in no case utilised by the cunning mill-magnates to swell the deposits of their black-money, thus converting it into a parasitic appendage to the genuine powerloom sector. We must agitate for proper and strict regulation of powerlooms in the interests of genuine establishments and the artisans.

Handlooms

The main role of this sector consists in providing source of employment and livelihood to millions of artisans in the

vast countryside of our country. There are at present nearly 4 million handlooms in operation throughout the country employing about 5 million workers. Two of the major reasons behind poor remuneration derived by the workers and small entrepreneurs organising handloom units are :—

1. Short-supply of yarn deliberately created by the mill industry in order to push up yarn prices ;
2. Poor marketing facilities, resulting in the entry of a large number of middlemen, who manage to walk away with a lion's share of the appreciable margin between the low prices at which the handloom industry is made to part with its product and the ultimate price that these middlemen charge from the consumer. Entry of middlemen is also becoming more marked in distribution of mill-made yarn.

Despite a number of governmental concessions,—subsidies, rebates, provision of share capital loans export promotion assistance, development loans, free facilities for technical development and designing, discounts, etc. The handloom sector has been unable so far to benefit either the producer or the consumer to the extent justified by massive state assistance. Prevalence of low earnings in this sector also poses a potential threat to the movement of the workers in organised mill industry. Hence the need to devise means to establish closer contacts between the workers/artisans in this sector in order to take a hand in organising them, in the first instance, to demand from the state and Central Govt. uninterrupted supply of yarn at reasonable prices, besides total elimination of middlemen in selling their product. The Government must ensure remunerative prices to the handloom artisans besides fair wages to workers hired for work.

Cotton

Proper regulation of production, purchase and sale of cotton, the expenditure on which constitutes almost 50% of

the total manufacturing costs in the cotton mill industry, has all along been ignored by the Govt. Despite the creation of Cotton Corporation of India, established in 1970, and despite acknowledged potential of production of abundance of good-quality cotton by our farmers, marketing of cotton has been chronically erratic. The Govt. with its huge Cotton Corporation of India apparatus, has so far failed to eliminate cornering, hoarding and speculative activities of wholesale trade which has often been found acting hand-in-glove with the Textile mill-owners. The Cotton Corporation has failed to discharge the functions assigned to it. While on the one hand sections of mill-industry have been raising the bogey of high cotton prices, small farmers have been compelled to resort to distress-sales outside the few organised mandis at throw-away prices. This has naturally served as a disincentive to the cotton growers. However, notwithstanding these severe handicaps cotton supply position at present is rather comfortable. Yet the mill industry is not prepared to increase production. Sections of it are likely to take advantage of the situation for speculative and hoarding purposes.

Substantial expansion of the operations of the Cotton Corporation, coupled with development and expansion of the present poor ginning and pressing sector of the industry, ensuring remunerative prices to the grower and building up sufficient reserve stocks of cotton with stabilisation of its price, are steps essential to ensure rapid growth of the entire Textile Industry in the country. **Table 5** shows the present position of cotton supply/availability in the country. With proper planning and execution of cotton-policy, we should be able to maintain the present balance between the supply of indigenous and imported cotton.

In short what is urgently required of the Govt. is to give up its totally pro-big-business approach to the vital problem of reviving and developing the cotton-mill industry. It must take an integrated view of the development of the entire

TABLE No.—5**PER CAPITA AVAILABILITY OF CLOTH** (In Metres)

Year	Cotton	Blended	100% Non-Cotton	Total	Remarks
1977-78	9.57	2.32	1.80	13.69	
1981-82	11.09	1.88	1.97	14.94	

COTTON CONSUMPTION (In Million Kgs.)

Year	Indian	Foreign	Total
1977-78	989.40	120.70	1110.10
1981-82	1222.09	7.14	1229.23

- Remarks :
- a) Consumption of Indian Cotton has appreciably increased.
 - b) Consumption of Foreign cotton has a phenomenal decrease.

(Source : Extracted from Indian Textile Bulletin—Jany-March 1982)

Textile Industry—all its sectors, mill, co-operative and decentralised sector—with the primary object of not only improving present poor per capita level of availability of cloth, but also establish a proper balance between costs and prices as between different sectors with the ultimate object of considerably improving the existing miserable rate of per capita consumption of cloth by bringing down its prices within the means of multitude of toiling masses of our country.

This brings us to the major tasks that the constituents of the Federation are called upon to undertake for fulfilment with utmost seriousness and urgency. Herculean efforts are required to bring about countrywide mobilisation of tens of millions of workers engaged in the Textile industry, with the mill sector of the industry as its core. Though the biggest

segment of the industrial working class, organisation of the Textile workers finds itself in a fragmented state due to its division under dozens of separate banners. To forge unity of action around common demands from local to the national level is a must to secure not only a fair deal for the millions of workers, but also to ensure a healthy growth of the industry, freed from the stranglehold of barons of private mill industry who have been sitting over it like old man of Sindbad.

TABLE No.—6
PRODUCTION

(In Million Meters)

	1977-78	1981-82	Remarks
Cotton Textile	6833·81	7982·36	a. Total production of cloth (Mill and decentralised sector) increased by about 15%.
Blended and Mixed Textiles	1650·37	1535·34	
100% Non-Cotton Textiles	1029·09	1462·78	
Total	9513·27	10980·48	

EXPORTS : (In Million Mtrs.)

Cotton Textiles	343·93	291·40	b. but exports have gone down by 12% ; Decrease in Cotton Textile by 15% ;
Blended and Mixed Textiles	8·57	20·49	
100% Non-Cotton Textiles	0·34	0·63	
Total :	352·84	312·52	Increase in Blended and mixed by 150% and 100% non-cotton by 80%.

TABLE No.—7**PRODUCTION : COTTON TEXTILE $\frac{3}{4}$ YARN**

(In million Kgs.)

Year	Total	Count 1-10 ^s	11-20 ^s	21-30 ^s	31-40 ^s	41-60 ^s	61-80 ^s	Above 80 ^s
1977-78	843·30	90·30	245·82	214·38	192·00	60·11	26·09	14·60
1981-82	988·60	126·50	256·27	257·25	246·22	66·54	38·03	17·75

Remarks : Between the years 1977-78 and 1981-82 :—

- Production of Cotton Textile yarn rose by about 17%
- Increase in production is shared by all counts—
1-10^s to above 80^s, 61-80^s increase by 40%, 31-40^s
by 28%, 21-30^s by 20%, above 80^s by 20%, 41-60^s
about 10% and 11-20^s about 5%
- This increase is to be seen in the background of
decline in spindlage actually worked (decline by 9%)
and reduction in labour strength by 12%.

Source : Indian Textile Bulletin, January-March 1982 published by Textile Commissioner,
(Extracted) Government of India, Ministry of Commerce.

(Calculation ours)

Surely our Federation, guided by the mature leadership of the premier, the most militant and faithful vanguard of Indian Working Class, the AITUC, is capable of acting as the strongest lever to lift the Textile Workers' Movement to over higher levels of united, militant nationwide mass actions to demand :

1. Immediate and outright nationalisation of all the privately owned Textile Mills in the country ;
2. A reasonable wage-structure based on need-based minimum of the Tripartite Labour Conference, with appropriate wage-differentials ;
3. Dearness Allowance to ensure 100% neutralisation of rise in cost of living at every level ; thorough correction of fraudulent Price Indices ;
4. Just, democratic industrial relations based on full recognition of fundamental trade union and democratic rights of the workers, including right to strike and collective bargaining through unions enjoying confidence of the workers to be decided by secret ballots.
5. Full and genuine participation of workers in decision-making on all matters concerning production, purchase, distribution, etc. ;
6. Outright elimination of obnoxious contract-labour, 'learner' casual, temporary system of employment and absorption of such workmen in regular employment of enterprises ; suitable compensation to 'Badli' workers for lay off ;
7. Expansion of employment avenues for women-workers and extension of all benefits to them at par with male workers, in addition to special facilities granted to them under the law ;

8. Statutory measures for provision of reasonable housing accommodation to the workers by the employer or, in alternative payment of adequate compensatory house-rent allowance ;
9. Extension and enhancement of terminal or retiral benefits, raising gratuity rate to one month's total wages for each year of service irrespective of qualifying attendance per year of service and increase in P. F. benefits. Thorough overhauling of the E.S.I. scheme set up and enhancement of medical and cash benefits thereunder ; stringent action against defaulting managements ;
10. Rationalisation and modernisation only under agreement with elected representatives of workers with full guarantee against retrenchment, covert or overt, and against reduction of employment potential ; wages on rationalised occupations to be fixed on the basis of total wages, inclusive of D.A. etc. ;
11. Rate of guaranteed statutory minimum bonus to be raised to $12\frac{1}{2}\%$ in place of the present $8\frac{1}{3}\%$;
12. Recognition of right of carrying out independent audit of the accounts of the enterprise by the workers ;
13. Concrete measures to eliminate exploitation of hand and powerloom workers, on the basis of effective elimination of all middlemen and guaranteed supply of yarn at reasonable prices, besides state purchase of products of this sector ; legislation to ensure fair wages and reasonable working and service conditions to the workers and artisans of power hosiery and handlooms ; elimination of big-business interest in powerloom industry ;
14. Setting up and considerable expansion of public distri-

bution system including the distribution of products of the Textile Industry at reasonable prices ;

15. Complete take-over of wholesale trade in cotton to prevent hoarding, speculation and profiteering by private agencies and release of cotton stocks to the industry in accordance with its needs at reasonable prices, at the same time assuring remunerative prices to the grower.

While struggling unceasingly for the fulfilment of the above tasks and demands, the constituents of the Federation must join the struggle of the entire working class of our country against anti-labour policies of the Govt. and for common demands of the toiling people arising from capitalist misrule. Utmost attention has to be paid to the struggle against imperialist attempts to undermine our sovereignty and independence through nuclear blackmail & militarist manoeuvres including stirring up of anti-national and separatist movements, We must continuously educate and mobilise the tens of million Textile workers regarding imperativeness of unrelenting struggle for peace and disarmament as a sine-qua-non, particularly of the progress and development of our industry along the lines desired by the toiling millions of the country. It is worthwhile reiterating, particularly in the context of a developing economy like ours that arms build up is nothing but a continuous withdrawal of our greater resources from the civilian sphere or sphere of production of consumer goods to destructive purposes of production of armaments, which benefits none other than the military industrial complexes sustaining predatory imperialism. Diversion of more & more funds for military spending naturally results in reducing capital investment in civilian industries producing essential consumer goods like Textiles causing serious dislocation and deceleration of economic growth.

Comrades, I have tried to analyse the situation facing the Textile workers as best as I could basing myself on whatever

little information was available to me I trust the delegates assembled in the Conference with their extensive and concrete experiences and knowledge of the situation, which they are called upon to tackle in the course of their work, will contribute to considerably improving and enriching it, and ridding it of what is incorrect, inappropriate and lacking in objectivity.

With these words, I place the report before the Conference for free and frank discussion.

Long live the Textile Workers' Federation !

Long live the International Unity of the Working Class !!

Long live AITUC !!!

Long live International Peace !!!!

**Down with Capitalism, Imperialism and all its
manifestations !!!!!**

Long live Revolution !!!!!!

Central Printing Press, 76 B. B. Ganguly Street, Calcutta-12

Textile Federation file

ORGANISATIONAL DECISION 5

1. Affiliation fee - 5 paise per member subject to a minimum of Rs. 10/-

2. Executive Committee

One member per 5000/- paid membership in the state subject to a minimum of one from the state.

3. Constitution - will be finalised at Bangalore at the time of A.I.T.U.C session.

Committee for constitution :

1. B.D. Joshi - Convenor
2. T.N. Siddhanta
3. Parvati Krishnan.

4. Ad-hoc Donation - A minimum of Rs. 100/- from each state to be paid by 31st Oct. 1933.

Resolution : On the Demand of the Textile Workers and Future Programme.

1. The Second Conference of the AIWF is seriously concerned over the indifference of the Mill owners and the Govt. towards vital demands of the textile workers which are being fought for the past of over a decade and a half.
2. The existing wages and workload standard of the industry is decades old. The wage standard in Bombay was framed in 1948, standards in other important centers are equally outdated.
3. In the three and a half decades past the industry has undergone considerable changes. New type of machinery involving new processes of production has been introduced in several departments. These have stepped in the workload on the workers involving more strain and fatigue but without adequate compensation. The ad-hoc increases conceded in some Departments after workers' struggle have imported an imbalance in the basic wage structure. In several cases workloads were enhanced even on existing out dated machinery through capitalist rationalisation subjecting the workers to back-breaking strains and fatigue.
4. The two wage Boards conceded only paltry wage rises to the workers, disregarding their insistent and basic demands for a new standard of wages and workloads, guaranteed minimum employment to Badli workers, reservation of a certain percentage of jobs for women workers, New D.A scales etc. this only led to the piling up of discontent in the textile workers, which found expression in the strike battles in Bombay, Delhi, Calcutta, Coimbatore and Indore etc.
5. In the decade and a half past new fibres and new sorts changed the pattern of production, the tendency to go fine and introduce mixed and chemical fibres grew rapidly. The processing and finishing, dyeing and printing became all important. The new varieties naturally fetched higher prices adding to the profits of the mills. The assured market, lack of competition, cheap loan facilities, incentives, rebates and export - subsidies and generally the policies of an ever-obliging Govt. helped the industry to garner handsome profits. The share of the working class in the value fetched by the final product went on consistently shrinking to the advantage of the capital.
6. The Textile industry has passed on into the domination of a handful of monopolists who are interested in more profits with lesser production and gradually diverted profits to other industrial ventures without timely updating of technology and development of the textile industry.

As a result neither the need of the consumers of this essential commodity is being met nor the demand of the workers are satisfied and the industry is being ruined to the detriment of the entire national economy. In this situation, nationalisation is the only way out in the interest of all concerned and for adequate production and supply of cloth for the entire ~~people~~ population.

7. In the meanwhile working class in other advanced branches of industry was forging ahead winning wages rises and better D.A scales, new concessions. Such as house rent, leave travel and canteen facilities etc. The textile worker who was in main centres of the industry like Bombay, Ahmedabad and Indore fettered by the BIR and puppet Unions it jostled began to lag behind and was soon relegated to fifth place in the wage hierarchy. On the other hand the owners, especially of well managed units reaped super profits and began building empires in the industrial world.

8. All this led to terrible discontent in the textile workers. The 41-day strike of the Bombay textile workers in 1974, the 115 day strike in Delhi, the strike of Kesoram Mills in W. Bengal, the strike battles in Tamilnadu and Andhra Pradesh, capped by the recent 20 months record-breaking strike struggle of Bombay workers are all expressions of this simmering discontent.
9. The reported rejection by the Deshpande Committee of all vital demands of the textile workers is a challenge to the textile workers throughout the country. The conference can not accept that the industry is not in a position to meet the workers demands. The difficulties the industry complains of are not a creation of the workers and they certainly can not be expected to pay the sins of others.
10. The conference is firmly of the opinion that it is high time that the entire industry is taken out of the hands of the profit greedy mill owners and nationalised and reorganised on democratic basis. Only such a industry under participative management at all levels can assure a fair price to the cotton growers, a decent wage standard and facilities to the workers and good quality cloth to consumers at reasonable prices. This however is not possible without fighting on an all-India level the pro-capitalist and anti-working class anti-people policies of the Govt.
11. As the mills in Nationalised sector are not functioning properly due to mismanagement, corruption etc the conference demands for democratisation of the management of these mills ensuring cooperation of the workers so that these mills can really be pace-setter of the industry in terms of satisfying the need of consumer and demands of workers.
12. The conference therefore calls for raising of the textile workers struggle to an all-India level. Only a united struggle of the textile workers fought on an all-India basis in co-ordination with the struggle of other sections of the working class and toiling people can defeat this employer-Govt. gain and help win the long awaited demands.
13. The conference therefore calls on the textile workers throughout the country and their organisations to prepare for an all-India struggle on the basis of the following demands.
 - i) Nationalisation of the entire industry without compensation.
 - ii) Democratisation of the structure and working of the nationalised sector.
 - iii) A new standard of wages & workloads with the minimum workout on the basis of the recommendations of the 15th Labour Tripartite and with suitable differentials and graded scales with annual increment. The textile industry unlike many other industries in public & private sector, these exist no grades & scales of pay for all categories of workmen.
 - iv) A new scale of D.A providing full neutralisation against increases in cost of living and at every level.
 - v) A new Bonus Law providing a minimum bonus of 12.5 per cent and removing limitations on quantum and eligibility.
 - vi) House rent equal to 10 per cent of the total pay.
 - vii) Revised leave facilities comparable to those in other advanced industries.

- viii) Better Canteen facilities.
- ix) Leave travel concessions as in other Industries.
- x) Abolition of contract system - All jobs relating to production to be done departmentally. Inclusion of contract labour doing these jobs to-day in the Mills complement.
- xi) Abolition of the present Badli system and creation of a leave reserve equal to the average absenteeism. All permanent posts existing to-day and so generated to be filled strictly according to seniority. Those refused work to be entitled to an attendance of Rs.10/- per day.
- xii) ~~Reservation~~ Reservation of 20 per cent jobs for women workers and on the jobs training facility for them
- xiii) Repeal of the ~~present~~ present BIR and enactment of another act ensuring democratic industrial relations and providing for compulsory recognition of a trade union enjoying support of majority of workers to be ascertained through secret ballot where necessary and free play for process of collective bargaining with an unfettered right of strike.
- xiv) Immediate take over of the closed and sick units and their running to full-rated capacity.
- xv) An integrated textile policy to cover both the organised and un-organised sectors and an all-India Tripartite prominent Board of implementation.
- xvi) Night shift allowance.
- xvii) a) Immediate amendment of the payment of Gratuity Act, 1972 so as to provide for gratuity without any restriction on attendance per year.
b) Raising of the rate of gratuity to one month per year of service.
- xviii) Full medical and cash benefits to all those who are left out of the ESI scheme, at the rate and scale available to supervisory and other staff.
- 14. The conference calls on all the textile workers organisations to launch a powerful campaign on the basis of these demands and towards this observe 1st Dec. 1982 as all India Day to popularise them, by issuing leaflets, posters, wearing of badges, holding rallies, submitting memorandum etc.
- 15. The conference calls upon unions to form state textile workers' federation wherever it does not exist by the end of January 1984.
- 16. The conference decides to hold a conference of H.T.O workers in Delhi in the month of March. Details will be decided by the executive Committee of the federation.

President - Arun Sen

Vice-President - 1. T.N. Siddhanta

2. Homi Daji

3. Parvathi Krishnan

4. Pampathi

5. Panduman Singh

6. Anolak Ram

General Secretary - B.D. Joshi

Jt. Secretaries - 1. Chitnis

2. Copu

3.

Secretaries - 1. ^{T.N.} Joseph (Kerala)

2. Nihar Mukherjee

3. D.P. Pal

4. One from M.P

Treasurer - Raghubir Singh

2nd

Statement of Statewise delegation of A.I.T.W.S conference.
Held on 30.9.83 to 2.10.83 at S.A Farooqui Hall at Garden
Back Road, Calcutta - 700 024.

<u>Sl. No.</u>	<u>Name of the State</u>	<u>No. of Delegation</u>
1.	Bihar	8
2.	Dalhi	1
3.	Gujrat	3
4.	Hariyana	1
5.	Kerala	2
6.	M. P	2
7.	Maharashtra	47
8.	Orissa	3
9.	Punjab	3
10.	Tamil Nadu	13
11.	U.P	1
12.	W. Bengal	91
		185
13.	Fraternel	9

Total - 194.

BIHAR STATE COMMITTEE
ALL INDIA TRADE UNION CONGRESS

अखिल भारतीय ट्रेड यूनियन कांग्रेस

बिहार राज्य समिती

Phone : 51131

नारायण मार्केट, पटना-४

Textile Federation
file

Com. B.D. Joshi
General Secretary
All India Textile Workers Federation



Dear Com.

As per decision of the 2nd Conference of All India Textile workers Federation we from Bihar are to send one name for the working committee of the federation.

We propose the name of Com. Sambhu Nath Banerjee to be included in the working committee from our State. Please intimate us and Sambhunanath Banerjee also about the inclusion of the name in the committee.

Address of
Com. Sambhunanath Banerjee

with greetings

Cordly
Yours

Com. Sambhunanath Banerjee
Purani jailkhana
Road
At P.O. Gaya
Dist. Gaya

Rajkishore Singh
Acting General Secretary
Bihar State Committee of
A.I.T.U.C.

उत्तर प्रदेश टेक्सटाइल वर्कर्स फेडरेशन

राज्य कार्यालय

C-7/2, रिवर बैंक कालोनी, लखनऊ

१ नवम्बर, १९८३

विषय : राज्य सम्मेलन

प्रिय साथी,

उत्तर प्रदेश टेक्सटाइल वर्कर्स फेडरेशन का प्रथम राज्य सम्मेलन २५, २६ और २७ नवम्बर, १९८३ को "मौलाना सन्त सिंह यूसुफ नगर," झांसी में होना निश्चित हुआ है।

सम्मेलन में कानपुर से बाहर की समस्त २६ मिलों के मजदूर साथी तथा यूनियनों के नेता भाग लेंगे।

ए० आई० टी० यू० सी०, सीटू०, हिन्द मजदूर सभा, इण्टक तथा भारतीय मजदूर संघ, आदि के राज्य स्तर के संगठनों के नेताओं को भी सम्मेलन में आकर

शुभ कामनाएं देने तथा सूती उद्योग तथा सूती मिल मजदूरों की समस्याओं पर अपने विचार व्यक्त करने के लिये आमन्त्रित किया जा रहा है।

उद्घाटन

सम्मेलन का उद्घाटन २५ नवम्बर, १९८३ को तीसरे पहर ३.०० बजे अ० भा० टेक्सटाइल वर्कर्स फेडरेशन के महामंत्री साथी बी० डी० जोशी करेंगे।

विशेष अतिथि के रूप में राज्य के वित्त एवं नियोजन मंत्री, माननीय श्री ब्रह्मादत्त सम्मेलन में उपस्थित होकर फेडरेशन का ज्ञापन लेंगे तथा सम्मेलन की "स्मारिका" का विमोचन करेंगे।

स्वागत समिति

सम्मेलन की तैयारी के लिये झांसी के सूती मिल मजदूरों में भारी उत्साह है और वहाँ एक शक्तिशाली स्वागत समिति का गठन हो गया है।

स्वागत समिति में मिल मजदूरों के नेताओं और कार्यकर्ताओं के अलावा, नगर के प्रोफेसर, डाक्टर, वकील, साहित्यकार, दूसरी ट्रेड यूनियनों के प्रतिनिधि तथा अन्य नागरिक शामिल हैं। स्वागत समिति के अध्यक्ष झांसी के प्रतिष्ठित नेता और स्वतंत्रता संग्राम सेनानी श्री शिखर चन्द्र जैन तथा महामंत्री श्री दया शंकर वर्मा चुने गये हैं।

प्रतिनिधियों के ठहरने और खाने की समुचित व्यवस्था की जा रही है ।

सम्मेलन में भाग लेने वाले प्रतिनिधि साधियों को डेलिगेशन फ्रीस के रूप में केवल १० रुपये देने होंगे । प्रतिनिधियों के खाने और ठहरने की व्यवस्था निःशुल्क होगी ।

जिन यूनियनों ने अपना सम्बद्धता शुल्क नहीं भेजा है वे उसे राज्य सम्मेलन से पहले २५ पैसा प्रति सदस्य के हिसाब से अवश्य राज्य कार्यालय में भेज दें ।

फ़ेडरेशन का मासिक पत्र

आपको यह जानकार खुशी होगी कि उ० प्र० टेक्सटाइल वर्कर्स फ़ेडरेशन के रजिस्ट्रेशन की सारी कार्यवाही पूरी हो चुकी है और, हम आशा करते हैं कि, ज़ांसी सम्मेलन से पहले ही हमारे रजिस्ट्रेशन की सूचना गजट हो जायेगी ।

आपको यह जानकर भी खुशी होगी कि सूती मिल मजदूरों के आन्दोलन और संगठन को बढ़ाने तथा मजबूत करने के लिये "सूती मजदूर" के नाम से हमने एक मासिक-पत्र फ़ेडरेशन की ओर से निकालने का फैसला किया है ।

आपसे अनुरोध है कि अपने यहाँ की यूनियन की कार्यकारिणी के सदस्यों के नाम राज्य कार्यालय को भेज दें तथा अधिक से अधिक संख्या में सम्मेलन में आने का प्रयास करें जिससे कि पूरी स्थिति पर विचार करके आगे के राज्य स्तरीय आन्दोलन की रूपरेखा तैयार की जा सके ।

स्वागत समिति का पता निम्न प्रकार है :

श्री शिखर चन्द जैन, अध्यक्ष, स्वागत समिति,

उ० प्र० टेक्सटाइल वर्कर्स फेडरेशन राज्य सम्मेलन

द्वारा वीर बुन्देल खण्ड प्रेस, गोसाइंपुरा, झाँसी (उ० प्र०)

निवेदक

रमेश सिनहा,

अध्यक्ष

राजेन्द्र सिंह,

मंत्री

अकबर हुसैन बाबर तथा डी० पी० पाल,

उपाध्यक्ष

राज किशोर तिवारी तथा फूल सिंह,

संयुक्त मंत्री

आशीष कुमार सिनहा,

कोषाध्यक्ष

उत्तर प्रदेश टेक्सटाइल वर्कर्स फेडरेशन

का

प्रथम राज्य सम्मेलन

२५, २६ और २७ नवम्बर, १९८३

मौलाना सन्तसिंह यूसुफ़ नगर, झांसी

उद्घाटन : श्री बी० डी० जोशी (महामंत्री, अ० भा० टेक्सटाइल वर्कर्स फेडरेशन)

विशेष अतिथि : माननीय श्री ब्रह्मदत्त (वित्त तथा नियोजन मंत्री, उ० प्र०)

प्रिय महोदय,

आपसे साग्रह अनुरोध है कि सम्मेलन के उद्घाटन के अवसर पर राज्य की सूती मिलों के मजदूरों तथा सूती उद्योग की समस्याओं पर अपने विचार प्रकट करके हमें अनुग्रहित करें।

आपकी उपस्थिति से हमें प्रेरणा मिलेगी।

निवेदक

अकबर हुसेन बाबर तथा डी० पी० पाल
उपाध्यक्ष

राज किशोर तिवारी तथा फूल सिंह
संयुक्त मंत्री

रमेश सिन्हा
अध्यक्ष

राजेन्द्र सिंह
मंत्री

आशीष कुमार सिन्हा
कोषाध्यक्ष

Uttar Pradesh Textile Workers' Federation

उत्तर प्रदेश टेक्सटाइल वर्कर्स फ़ेडरेशन

पत्रांक.....

दिनांक.....

President :

Ramesh Sinha,
M. L. C.

1 November, 1988

Vice Presidents :

Akbar Hussain Babar
D. P. Pal, Advocate

Secretary :

Rajendra Singh

Joint Secretaries :

Raj Kishore Tewari
Phool Singh

Treasurer :

Ashish Kumar Sinha

Office :

उत्तर प्रदेश टेक्सटाइल वर्कर्स फ़ेडरेशन

C-7/2, River Bank Colony,
Lucknow (Phone : 44191)

Dear Com. Joshi,

I hope you have returned from your trip. Subhadraji may have told you that we have announced your name for the inauguration of the First Conference of the U.P. Textile Workers' Federation which is scheduled to be held in Maulana Sant Singh Yusuf Nagar, Jhansi on November 25, 26 and 27. The inauguration is fixed for 3.0 P.M. on November 25. Of course, the Reception Committee will pay your first class return fare.

We are trying to bring out a Souvenir which will be released by the State's Finance & Planning Minister, Shri Brahma Dutt. This Souvenir will, in fact, constitute the first issue of the monthly magazine, SOOTI MAZDUR which the Federation has decided to publish. If possible, please send an article or whatever material you like for being published in the Souvenir.

With warm regards,

Yours Sincerely

Ramesh Sinha

Com. B.D. Joshi,
General Secretary, All India Textile Workers' Federation,
NEW DELHI

संयुक्त मजदूर संघर्ष जिन्दाबाद

संयुक्त मजदूर संघर्ष जिन्दाबाद

मजदूर नेताओं का० पृथ्वीसिंह पूनिया का० फुलेनाप्रसाद
का० गोविन्दराम द्वारा मिल मेन गेट पर 6-11-83 से

अनिश्चित कालीन भूख हड़ताल

साथियों,

पिछले तीन साल के दौरान हिंसार टैक्सटाइल मिल, गैर जिम्मेदार अयोग्य अधिकारियों व भ्रष्ट मैनेजमेंट के कारण लगभग 8 महिने बन्द रही है, जिससे उत्पादन, वर्करो व देश का भारी नुकसान हुआ है और समस्यायें न केवल ज्यों की त्यों ही बल्कि और अधिक बढ़ गई है। जैसा कि आप जानते हैं 1500 वर्कर मैनेजमेंट ने नोकरी से निकाल दिये है। वर्करों से मनमर्जी का काम लिया जाता है। अन्यथा नौकरी से निकाल देने की धमकी दी जाती है पिछले सभी समझौतों को तोड़ा जा रहा है। व वर्करों पर काम का बोझ बढ़ा दिया गया है। श्रम कानूनों का पालन नहीं किया जा रहा है। झूठी चार्जशीट देकर वर्करों को नाजायज सस्पेंड डिसमिस किया जा रहा है। डिमोट करके 15-20 साल पुराने वर्करों की सर्विस को खत्म किया जा रहा है। और इस तरह मैनेजमेंट ने मिल में दमघोटू वातावरण बना दिया है। दिवाली जैसे पवित्र व राष्ट्रीय त्यौहार पर भी जो हमेशा बोनस इस मिल में बटता रहा है। इस बार दीपावली के त्यौहार पर मैनेजमेंट ने अनिवार्य न्यूनतम 8 33% बोनस न देकर अपने मजदूर विरोधी रूख की एक मिसाल कायम की है।

मैनेजमेंट द्वारा गलत प्रचार :-

मैनेजमेंट द्वारा झूठा व गलत प्रचार किया जाता है कि हम हरियाणा में सबसे जादा तनखाह देते हैं। जबकि हिंसार टैक्सटाइल में बी. टी. एम. भिवानी से 90 रु० मासिक कम तनखाह है जबकि सरकारी आंकड़ों के मुताबिक हिंसार शहर भिवानी से मंहगा है और बी. टी. एम. भिवानी से एच. टी. एम. हिंसार में ज्यादा वर्कलोड है।

कोयम्बटूर के नाम पर हिंसार टैक्सटाइल मिल में वर्कलोड तो कारीगर पर लाद दिया गया लेकिन कोयम्बटूर की तनखाह नहीं दी गई।

आज हिंसार टैक्सटाइल मिल का वर्कर भिवानी के बराबर तनखाह मांगता है जबकि हमेशा भिवानी से ज्यादा तनखाह लेता रहा है। इसी से मैनेजमेंट की हठधर्मी का पता लगता है।

मैनेजमेंट द्वारा यह भी प्रचार किया जा रहा है। कि वर्करों कि सभी मांगे ट्रिब्यूनल में दे दी गई है जबकि मांगे तो दुर किनार अपनी रोजी की सुरक्षा के लिए भी वर्करों संघर्ष में जुझ रहा है। वर्करों की मांगे इससे पहले भी तीन बार ट्रिब्यूनल में भेजी गई है। और समझौते यंही पर मैनेजमेंट व यूनियनों द्वारा किये गये हैं। और मैनेजमेंट ही खुद उनको तोड़ती रही है। तथा हरियाणा सरकार के लिये इससे ज्यादा शर्म की और कोई बात नहीं हो सकती कि देश के सभी राज्यों में ट्रिब्यूनल है लेकिन हरियाणा में नहीं।

कृप्या पन्ना पलटिये

ऐसे हालत में या तो वर्कर संघर्ष करे या मैनेजमेंट के जुल्म सहता रहे वर्करों के सामने दो ही रास्ते हैं। इस लिये यहां के शान्ति प्रिय मजदूरों ने मानविय व सम्मान जनक जिन्दगी जीने के लिये इस मैनेजमेंट की गैर कानूनी मजदूर दुश्मन नीति के खिलाफ शान्ति पूर्ण संघर्ष का रास्ता अख्तियार किया है। और 21-10-83 से 48-48 घण्टे कि क्रमिक भूख हड़ताल मिलगेट पर शुरू की। लेकिन मैनेजमेंट के कान पर कोई जू तक नहीं रेगी, और अब पिछले कई दिनों से सैकड़ों मजदूरों को रिफ्यूज टू वर्क, नो वर्क, ले आफ करके घर वापिस भेजा जा रहा है। और 80% मशीने बन्द करके गैर कानूनी रूप से अधोषित तालाबन्दी की हुई है। इस लिये हमारे उपरोक्त तीन साथी 6-11-83 से अनिश्चित कालीन भूख हड़ताल है। और उनकी हालत लगातार बिगड़ती जा रही है।

हम अपील करते हैं।

कि हरियाणा सरकार तमाम राजनैतिक पार्टियों, सामाजिक संस्थाओं, ट्रेड यूनियनों व अन्य जन संगठनों व जनता को हम दावत देते हैं कि मैनेजमेंट द्वारा की जा रही ज्यादतियों का बारिकी से अध्ययन करें, हम पुरजोर अपील करते हैं वक्त रहते खुदगर्जी से अत प्रोत मनमानी पर लगाम डाली जानी चाहिए ताकि उजाड़ी जा रही इस मिल को जो पुरे जिले की शान है और हिसार शहर की 25 प्रतिशत जनता की जीविका का आधार है उसको उजड़ने से बचाये हम यह भी दावत देते है कि हमारा संघर्ष गलत हो तो मिलगेट पर आकर हमें समझाये हम अपनी गलती मानने को तैयार होंगे, अगर ऐसा न हो तो फिर हमारा आप पर अधिकार है क्यों कि हमारा संघर्ष सच्चा है और सच्चे व न्यायोचित माँगों के लिए लड़े जा रहे संघर्ष को समर्थन देना प्रत्येक नागरिक का कर्तव्य है।

हम आशा करते हैं कि आप हमारी परेशानी को समझेंगे और उसके समाधान के लिए हर तरिके से हमारी मदद करेंगे।

सैक्रेटरी संयुक्त ट्रेड यूनियन मोर्चा
एच. टी. एम. हिसार

दिनांक 13-11-83

नरेन्द्र प्रिंटिंग प्रैस, हिसार।

ALL-INDIA TRADE UNION CONGRESS
24, Canning Lane, New Delhi-1.

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To all state TUCS

Subject:- Decisions of 2nd National
Conference of the Textile
Workers' Federation held at
Calcutta on 30th September
to 2nd October, 1983.

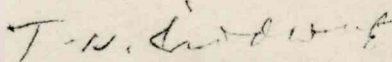
Dear Comrade,

Enclosed find a circular-letter addressed to all
AITUC affiliated Textile Workers' Unions on the above-
mentioned subject.

You are requested to acquaint all our affiliates in
the Textile Industry in your state with the contents of the
communication and take steps to ensure implementation on their
part of the decisions of the Conference.

This should be treated as urgent.

Yours Comradely,


(T.N. SIDDHANTA)
Secretary

Date: 6th October, 1983.

ALL-INDIA TEXTILE WORKERS' FEDERATION

New Delhi,
Dated: 5.10.33.

To

All Unions of Textile Workers affiliated to
AITUC.

Dear Comrades,

Sub: Decisions of the 2nd National Conference of
All-India Textile Workers' Federation, held
at Calcutta from 30th September to 2nd
October, 1933.

As you are undoubtedly aware, the 2nd National Conference of the All-India Textile Workers' Federation, was held at S.A. Parooqi Hall, Garden Reach, Calcutta, on the above dates. In all 19th delegates from different states participated in the Conference. It was inaugurated by Ranon Sen, former AITUC President. The Chairman of the Reception Committee, Comrade Som Nāh Lahiri welcomed the delegates. Comrade Indrajit Gupta, General Secretary of AITUC addressed the delegates. The General Secretary's report was submitted by Comrade G. V. Chitnis.

After an interesting discussion the Conference unanimously adopted the General Secretary's report and also adopted a number of important resolutions on various issues connected with the Trade Union Movement in general and the Textile Workers' movement in particular. Besides the main resolution relating to the demands of the Textile workers, the other resolutions related to: the nationalised sector (MTC), Peace and Disarmament; Bombay Textile Strike; Nationalisation of Jute Industry; Correction of Consumers' Price India; Accumulation of P.F. Arrears, Closures and lockouts in different units in different states; Sri Lanka; Pakistan; Settlement of Charter of Demands of Textile workers of West Bengal and non-implementation of agreement on Grades and Scales of Pay, etc. in that state, and Trade Union and democratic rights of workers, etc. Copies of most of these resolutions, including that on the Demands, as well as the Report Presented to the Conference have in most cases been supplied to the delegates attending the Conference.

The main resolution of the Conference, on the Demands of the Textile Workers puts the demand for outright nationalisation of the Textile Industry, without any compensation, in the forefront. The conference set up a sub-Committee to prepare a constitution for the Federation, to be finalised by the Executive Committee at the time of the Bangalore Congress of the AITUC in December 1933.

Other important decisions of the Conference are:

(1) Immediate launching by Textile Workers' Unions of a powerful campaign on the basis of the demands-charter approved by the Conference and prepare in a big way to observe 1st of December, 1933, as All-India Day to popularise these demands by various forms of mass activity, including issuing of leaflets, posters, wearing of badges, holding rallies, demonstrations, etc. and submitting memoranda to

appropriate authorities. Where unions or state federations have already submitted demand charters, a fresh demands, charter need not be submitted, except to the extent of supplementing the same where necessary, to bring it in conformity with the main direction of the Demands Charter approved by the Conference.

(2) Our unions should take steps to form Textile Workers' Federations on state level ensuring maximum possible participation of all Textile Workers' Unions including those not affiliated to the AITUC. In many cases such state federations have already been set up. But where this has not been done so far, it should be done by the end of January, 1984.

(3) A Conference of NTC workers would be held in Delhi on a suitable date to be notified later, in the month of March, 1984.

(4) All affiliated unions must pay annual affiliation fees @ 5 Paise per member or Rs. 10/- whichever is higher within the next 3 months. In the meantime in order to meet the immediate expenses of the central office of the Federation each state must remit a minimum of Rs. 100/- to the Federation through the Central office of the AITUC, before 31st October 1983. This amount would be adjusted against affiliation fees payable by each individual union.

(5) As regards representation of unions on the Central Council/Executive, the Conference decided to allot 1 representative for each slab of 5000 members or major part thereof, subject to a minimum of one representative from every state. Representation, evidently, will be given on the basis of total membership of Textile Unions in each state, and not to individual unions.

(6) Membership on the basis of which affiliation fees will be payable will be that furnished to the AITUC by the union concerned.

(7) Textile unions in each state must immediately furnish to the H.O. of the Federation the name/names of their representatives to be included in the Central Council/Executive of the Federation, so that a regular and formal meeting of that body could be held at Bangalore at the time of the AITUC Congress.

(8) Head Office of the Federation is shifted to Delhi from Bombay. The exact address will be communicated to you as early as possible. In the meantime all correspondence, including payments, must be sent to the federation C/o Central AITUC Office, 24 Canning Lane, New Delhi-110001.

(9) The following is the list of office-bearers unanimously elected for the next term:

President	: Comrade Arun Sen
Vice-Presidents	: Comrade Homi Daji
	" T. N. Siddhanta
	" Parvathi Krishnan
	" Praduman Singh (Punjab)
	" Amolak Ram (A. P.)
	" Pampapathi (Karnataka)

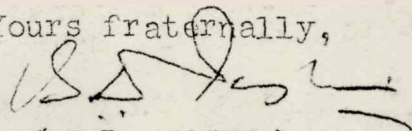
General Secretary : Comrade B. D. Joshi
Joint Secretaries : " G. V. Chitnis
: " A. M. Gopu
(one more to be elected later)
Secretaries : Comrade T. K. Joseph (Kerala)
2. " Nihar Mukherjee (W.B.)
3. " D. P. Pal (U.P.)
(one more to be taken from
Madhya Pradesh)
Treasurer : Comrade Raghbir Singh
(Haryana)

Complete list of names of members of the Central Council/Executive will be sent to State Organisations as soon as nominations from different states are available.

All Unions are requested to undertake the implementation and fulfilment of the programme of action decided upon by the 2nd National Conference in a big way. The message and decision of the Conference must be taken to every factory, department and every Textile Worker, to ensure that the movement goes forward in the spirit conceived by the 2nd National Conference.

Let us dedicate ourselves to the fulfilment of the decisions of the Conference and proceed toward organised textile workers' struggle on all-India basis.

Yours fraternally,


(B. D. JOSHI)
General Secretary .

NOTICE U/S 6 of U. P. INDUSTRIAL DISPUTE ACT, 1947

Dt. 26.09.1983

The General Manager,
M/s Raebareli Textile Mills,
Rae Bareli



Dear Sir,

Recently when you took over charge as General Manager we have given full cooperation to increase production and maintain discipline in the Mill and despite the fact of mis-maintenance of machine especially Ring Frame department we have reached maximum possible production. However, you worked hard to win the confidence of the workmen and your officer also took active interest in the work, but suddenly on 20.9.83 strike in Ring Frame was declared by the INTUC union in protest of the suspension of the piecers. About 10 piecers were suspended on various charges including shortage. No doubt some workmen were suspended on negligible grounds but some of them have serious charges to their credit. Leaders of AITUC union did talk to you and resumed work at 3.00 PM on 20.9.83 and again Ring Frame went on strike in the leadership of INTUC Union, however, we declared our support keeping in view the dual policy of the management. After a meeting of INTUC leadership, strike was called off at 1.30 PM on 21.9.83. Copy of the agreement did not cultivate confidence to the production oriented, honest and disciplined workmen as well as officers also and production and discipline has been worsely affected due to appeasing policy and soft attitude of the management to INTUC Union being ruling party organisation. Constructive approach of the AITUC union was ^{well} named and even abused by the mischief mangers. It is rather ridiculous on the part of the management that INTUC leadership declared payment of suspension allowance ^{and} lay off. Compensation to shift A and C affected due to strike in Ring Frame department, on the other hand when we had talked to you management decided to follow strictly the mandate of Sec.6M(111) of U.P. Industrial Dispute Act, 1947 barring the workmen of lay off compensation, the suspended workmen being punished in view of agreement will loss subsistence allowance. Both the announcement are contradictory to each other and created confusion, distrust and even bonafide of the management is being disputed among the workmen. Though the consequences of strike is to be credited to the account of INTUC union, yet we must be clear about the out-come of the negotiation. Notice would have been exhibited by the management after negotiation which would have cleared the clouds, but to our utter surprise workmen have been left to face the bitter result of trade union rivalry.

In the year 1981, indefinite strike was called off by us after the intervention of Sri Moosa Raja, the then Managing Director of National Textile Corporation, New Delhi and after long discussion settlement was reached between the union and the management but despite complaints agreement could not be signed so far keeping the whole thing in confusion and meaning of one's own interest. Maniwala reeler is being given permanent job whereas permanent reelers are returned by rotation. Let the Govt. know the working and state of indecision in public sector management resulting the heavy losses and low production. It is rather mischevious that the Govt. has blamed the workmen for losses, indiscipline and low production and they have accused the AITUC, HMS, CIU for industrial unrest in parliament and outside but shut the eyes against their own men who are being imposed through Govt. machinery and concessions are being given by the management for their illegal work and conduct.

Since revision of wages is pending for the last one year and other demands have been ignored by the management, we have been forced to serve the notice with the following demands and programme of action:-

DEMANDS

1. Revision of wages, D.A. and increment with retrospective effect from July, 1982. The State Textile Corporation has increased the wages by Rs. 40/- since July, 1982 under Labour Minister's award and increment of Rs. 5/- per year is continuing. Our agreement dated 26.6.79 expired on 26.6.1982.
2. Lay off compensation to regular temporary workmen of the Mill under Sec. 6 K of U.P. Industrial Dispute Act who have completed one year service.
3. Payment of one day paid ~~leave~~ leave to so called sanction workmen after 20 days of actual work under Sec. 79(3) of Factories Act.
4. Maintenance of Machines and Installation of 25 Ring Frames more raising the factory to 25,000 spindles. No other machinery is needed.
5. Reeling, cheese winding and doubling departments have been closed since last two years. These department should commission for the employment of workmen. Amani winders and reelers should rotate with out winder and reelers in VAPSI.

Helper designated must see the production and bottoms in reeling department to minimise the hard waste.

6. Maintenance department workmen be designated according to their job.
7. Security supervisor be sanctioned and senior most security guard be promoted to the post with definite duty and charge.
8. Re-employment of Rameshwar Misra and Ram Manohar, piecer of Shift C be given permanent status since Sheo Mangal was favoured 80% permanency in Packing department of the sanctioned strength.
9. Construction of Labour Colony.
10. Identity cards to the workmen to avoid police harassment in the dead of night because the workmen have to run 10 to 15 kilometers in the night after close of second shift.
11. Nationalisation of Raebareli Textile Mills. T

To press upon the management for settlement programme of action is given below:-

- (A) 15 days relay fast since 15th Oct. 1983 at 2.00 PM
- (B) Dharna at Collectorate before Collectors Office on 1.11.1983 10 AM to 1 PM
- (C) Indefinite hunger strike since 8.11.1983
- (D) Collective lunch from 10 AM to 10.30 AM, from 6 PM to 6.30 PM from 2 AM to 2.30 AM
- (E) 48 hrs. taken strike on 3rd and 4th December, 1983

We are confident that management will start negotiations to avoid labour unrest and we assure cooperation for production quality and discipline in the factory.

With regards,

Yours Sincerely,

श्याम लाल शर्मा
(SHYAM LAL SHARMA)
SECRETARY

Raebareli Textile Mills
Mazdoor Union, Raebareli

Copy to:-

1. The Labour Commissioner, Uttar Pradesh, Kanpur
2. The Dy. Labour Commissioner, 23, A.P. Sen Road, Lucknow
3. The Chairman-cum-Managing Director, M/s National Textile Corporation, Silvertown, Kanpur.
4. The Managing Director, M/s National Textile Corpn Surya Kiran Building, New Delhi.
5. The Secretary (Textiles), Ministry of Commerce, Govt. of India, New Delhi.
- ✓ 6. Com. Indrajit Gupta, Secretary General, All India Trade Union Congress, 24, Canning Lane, New Delhi
7. The District Magistrate, Rae Bareilly.

शुभम लाल शर्मा

SECRETARY
Raebareilly Textile Mills
Mazdoor Union, Raebareilly



Regd R. D.

Com B. D. Joshi

Secretary General

All India Textile Workers Federation

24 Canning Lane

New-Delhi

24

(Handwritten flourish)

(Handwritten signature)

Ree Beech Textile Union
Marshallow Union
Ree Beech

ALL INDIA TEXTILE WORKERS' FEDERATION

17 Dalvi Building , Dr. Ambedkar Road

Parel Naka , Bombay-400 011

Tel: 443674

TO ALL AFFILIATE TEXTILE UNIONS

Date : 20th August 1983


Further to our last circular concerning the 2nd National Conference of the AITWF, we have to give the following details for the benefit of the delegates to the conference :-

- 1- The dates of the conference are confirmed. These are September 30th, 1983 to October 2nd, 1983.
- 2- The conference would open at 3 p.m. on 30th Sept '83 and continue upto 1 p.m. on 2nd Oct '83. Delegates should reach Calcutta by 12 noon on 30th September. There would be a public rally at 4 p.m. after the conclusion of the conference on October 2nd.
- 3- The executive committee of the Federation would meet at the venue of the conference at 10 a.m. on 30th Sept '83.
- 4- The venue of the conference would be :
UNION BUILDING
R-66, Garden Reach Road
Calcutta - 700 024
- 5- Accommodation for delegates would be arranged in a school near the conference venue. Delegates can get the necessary information on reaching the union office (Garden Reach Textile Workers' Union) .
- 6- For getting to conference venue, Delegates should take bus no. 12 A from Howrah station and ask for Kesoram Cotton Mill stop. The bus fare is 60 paise. There is also a mini bus service. Delegates can take mini-bus no. 123 and go to the terminus which is near the conference venue. The fare is Rs. 1-95 paise.
- 7- Delegates - who want separate accommodation at their cost can write to the Reception Committee for it at 144 Lenin Sarani, Calcutta - 13.
- 8- Delegates - who want to have their tickets reserved for the return journey should remit the full fare to Garden Reach Textile Workers' Union , R-66 - Garden Reach Road, Calcutta 700 024 with all relevant particulars such as full name, ^{and} age before September 7th 1983. All money orders and demand drafts should be made out in the name of the Union.

Fron pre-page :

- 9- Weather at Calcutta on these dates is not expected to be cold. Delegates should carry a mosquito net and a mug for their use.
- 10- Unions should write to the Reception Committee immediately stating the number and names of Delegates and the date and time of reaching Calcutta. Delegates can contact Reception Committee office on telephone number 279768 (BPTUC) and 454092 (Matiaburz) in case of need .

With greetings,


(G.V.Chitnis)

General Secretary