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ALL INDIA TRADE UNION CONGRESS
24, Canning Lane, NEW DELHI-110001

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SUBJECT
YEAR

N.M. JOSHI
1999 to - 2002

2A



(File) Unorganised

N.M. Joshi Centre for Labour Research & Education

24, Canning Lane, New Delhi - 110001, Phone : 3387320, Fax : 3386427

To,
Com. Satya Narayan Thakur,
Secretary AITUC,

Dated: 23, Oct. 2002

(Subject: Invitation for Workshop to finalize Questionnaire for Oral History Project on 28th October (Mon.), 2002, at 3:00 pm in AITUC Head Office, 24 Canning Lane, New Delhi-1)

Dear Com. Satya Narayan Thakur,

The N.M. Joshi Center for Labour Research & Education (NMJCLRE) requests you to kindly participate as an expert in a Workshop for finalizing the Questionnaire for Phase-II of the Oral History Project in collaboration with VVGNI (Archives of Indian Labour) & Association of Indian Labour Historians.

The date/time/venue of the Workshop are as follows:

Date:- 28th October, 2002 (Monday)

Time:- 3:00 p.m.

Venue:- 24 Canning Lane (Pt. Ravi Shankar Shukla Lane)
New Delhi- 110001

Your participation and expert comments will be very useful for carrying out the project. We are also attaching for your consideration draft questionnaires for Railways, Textiles, Iron & Steel, and Unorganised Sector prepared by the research staff at N.M. Joshi Center. We are hopeful that you will participate in the above mentioned Workshop.

Thanking You

Yours faithfully

(K.L. Mahendra)

Director

N.M. Joshi Center for Labour Research & Education.

Questionnaire (Railways)

1. Name / Date of Birth?
2. Address?
3. Organisation presently working in & are you holding any position of responsibility in it?
4. Can you say something about your family background and the influences that shaped your childhood?
5. Did you participate in any student or youth activity during your student/youth period? If you did how did the activity influence you into joining the trade union movement?
6. What was the first trade union you started working in ? Can you narrate some of the early experiences you had on joining trade union work?
7. When & how did you join the trade union in railways?
8. Which railway trade union did you join? Can you say something about its history?
9. Did you participate in any of the railway trade union movements/ organizations before 1949?
10. Did you participate in the 1949 railway strike? If you did, can you share your experiences of this historic railway strike? What were the issues, how did the strike start & end, what were the achievements, failures & problems that the 1949 strike faced, etc?
11. Did you participate in any railway strike after the 1949 strike until the 1960 rail strike? If you did, kindly narrate your experiences about the nature of the struggle, the issues, the problems, failures, successes, and results of these strikes?
12. What do you think were the causes of the 1960 rail strike? What was the nature of the strike, the course of events, the achievements and failures and final results?

12. What do you think were the causes of the 1960 rail strike? What was the nature of the strike, the course of events, the achievements and failures and final results?
13. What were the common demands of the railway workers & central govt. employees in the 1960 strike?
14. What was the forms and through what mechanism was the coordination between central govt. employees and railway workers in the 1960 rail strike? How effective was the call for indefinite strike of central govt. employees and railway workers in July 1960?
15. What was the role of the Joint Action Committee (JAC) in the 1960 rail strike?
16. How did the govt. & Railway Board deal with the 1960 rail strike?
17. The mid & late 1960s saw the rise of category-wise unions in the railways. What was the impact of this phenomenon on the whole railway movement?
18. Is it true that throughout the mid & late 1960s and 1970s there was a decline in the support for officially recognized unions? What do you think were the reasons?
19. How do you see the issue of "recognition"? Do you think the railway management uses it to control the rail workers struggle & unions? Do you remember or were you a participant in any struggles or controversies related to the issue of "recognition"?
20. Can you say something about the Loco Running Staff union, its growth, the issues it raised, the struggles it launched, its achievements & failures & what is its condition today after its role in the 1960, 1968 & 1974 rail strikes?
21. How much was the declining standards of living due the inflationary crisis of 1972-1974 instrumental in pushing the category-wise workers to become critical of the recognized unions ?
22. What was the role of the central govt. employees & P&T employees in the 1968 & 1974 rail strikes?

23. What was the attitude of the recognized unions to the category-wise unions?
24. Can you describe the 1968 rail strike, the issues, the course of the movement, the achievements & failures?
25. What was the approach of the Railway Board to the 1968 rail strike?
26. What was the approach of the Government of the day to the 1968 rail strike?
27. What were your personal experiences and role in the 1968 rail strike?
28. What brought the railway workers and central govt. employees together in the 1968 strike?
29. What do you think were the causes for the historic 1974 railway strike?
30. What were the main demands of the 1974 striking rail workers?
31. Do you think the formation of the NCCRS and Action Committee at the national convention of all rail trade unions in Feb. 1974 was enough as regards overcoming the disunity among various unions for such a historic strike as the 1974 rail strike?
32. Do you think all the unions of railways had prepared well enough for the '74 strike?
33. Was the pre-emptive crackdown by the government ever anticipated?
34. Can you describe the course of the '74 strike, the important events, the spread at the all-India level & what was happening at your immediate level ? What were you doing during this strike?
35. What do you think of the role, functioning & decision-making manner of the NCCRS & Action Committee in the 1974 rail strike?
36. What was the role of various leaders in the '74 strike? What was your personal experience on this?
37. What was the role of the government and railway board in the '74 strike?

38. What was the nature of repression in the 1974 rail strike?
Any personal experiences in this regard?
39. What was your experience of the "ending" or "withdrawal" of the '74 strike?
40. What were the achievements of the '74 strike as regards the main demands of the railway workers?
41. Did the 1974 railway strike have any political intent?
42. Is it true the '74 strike led to the decline of the category-wise unions as regards the recognized unions? Do you think the '74 strike exposed the limits of the power of the category-wise unions? What happened to them in the 1980s and later?
43. What is the nature of the political connections of the various unions in the railways? What's its impact? Do you think in India, unions need political protection if they want to get their demands met?
44. What was the position of the recognized unions after the '74 strike?
45. What was the role of the JCM & Permanent Negotiating Machinery (PNM) in the 1974 rail strike?
46. How was the issue of victimization & dismissals of the vast number of rail workers of the '74 strike sorted out?
47. Any final reflections on the '74 rail strike?
48. What happened to the rail workers movement after the '74 strike i.e. in the 1980s and '90s?
49. What are the current challenges facing the rail workers in the 21st century? How do you see the future?
50. In conclusion, how do you reflect on the many years of your life you gave to the trade union movement in the railways?

(Draft)

**N.M. Joshi Centre for Labour Research and
Education - Oral History
Questionnaire (Textiles)**

1. Name?
2. Date of birth?
3. Address?
4. Family background & childhood influences?
5. Organization presently working in?
6. When & how did you join the labour/trade union movement?
7. Which organization/trade union did you join first? Please give a brief history of it?
8. Which other union/organization/ parties were you associated with?
9. Reasons for which you joined the trade union movement? Was it intentional or accidental? Or did you want to do something else?
10. What were the first trade union struggles/movements you participated in? The organization? The problems, issues, & history etc?
11. When and how did you join the trade union of textile workers? In what capacity did you work in the organization and what were the movements you were associated with?
12. Please tell us about the various textile workers struggles you were personally involved in, both historic and the obscure ones?
13. Any association with the pre-independence textile or other movements?
14. Were you associated with the formation of the All India Textile Workers Federation (AITWF) in 1947?

15. Did you participate in the D.A. Convention in Bombay in 1960? How were the questions of rationalization, industrial truce resolution (1948), etc dealt with? (in the context of Kanpur textile strike in 1955 & others).
16. Any experiences / remembrance of textile of movement of pre-independence days ?
17. Please tell us about the lesser known and obscure movements / activities / organisations you participated in ?
18. What were the main issues in the movements you participated in ?
19. What were your experiences regarding handloom, powerloom and mill sectors of textile industry ?
20. What was the role of public sector ?
21. What is the experience of the legal machinery for the textile sector, the role of the TUs therein and the use of this machinery ?
22. Have you participated in the armed workers' movements ?
23. What movements and organisations other than those of the textile workers have you participated in ? Did you work only or mainly among the textile workers, or actively organise other sections of workers ? What were your experiences ?

(Draft)

**N.M. Joshi Centre for Labour Research and
Education - Oral History
Questionnaire (Iron & Steel/ Engineering)**

1. Name?
2. Date of Birth?
3. Address?
4. Organization (present)?
5. Education?
6. Family background?
7. When and how did you join the labour movement?
8. How did you come to the political movement?
9. Which was your first trade union organization? Its brief history?
10. Was your joining the trade union movement accidental or intentional? Did you want to do something else?
11. What types of trade union organizations/ movements have you worked in?
12. How did you come to join the iron & steel & engineering trade union organizations/movements?
13. Which were the first movements / agitations/ organizations you participated or organized?
14. Did you participate in pre-independence trade union activities, particularly in the iron & steel sector?
15. Did you participate in the following movements/ activities / places:- Burnpur; Jay Engg. Works; iron ore mines; Bokaro; Bhilai; Kudremukh; Durgapur; Vishakapatnam; Faridabad & Gaziabad engineering workers; Jamshedpur (TISCO); Martin Burn; NEC; BHEL; and others?

16. Did you participate in the Jamshedpur workers movement of 1958? If yes, please describe your experiences in detail?
17. What were your experiences with private sector and public sector iron & steel & engineering workers movements/ organizations?
18. Is public sector workers trade union movement a turning point in the history of trade union movement?
19. Did you participate in the movement to establish Vishakapatnam Steel plant? Your experiences?
20. How has the legal machinery for the steel etc workers evolved? Your experience?
21. How is the modern workers in iron & steel & engineering different from the earlier workers? What was the impact of the new technological revolution?
22. What is the relationship of politics and trade unions?
23. How do you visualize the future of the iron & steel & engineering workers?
24. What is the impact of globalisation, privatization and marketization, on the workers in the iron & steel & engineering sectors in general and with reference with some specific cases in which you are personally involved?

(F)

NM Joshi Centre

Recd On 22-8-03

List of Cassettes- (Phase-I, Oral History) By NMJRC

Ct. No.	Side-A			Side-B		
	State/Region	Name of Interviewee	Organisation	State/Region	Name of Interviewee	Organisation
001	Rakasthan	Amrit Nahata	HMP HMS	Rajsthan	1) Amrit Nahata 2) Amar K Vyas	HMP HMS
002	-do-	-do-	-do-	-do-	-do-	-do-
003	-do-	-do-	-do-	-do-	-do-	-do-
004	-do-	Vijay Mehta	AIUC	-do-	Vijay Mehta	AIUC
005	-do-	-do-	-do-	-do-	-do-	-do-
006	-do-	-do-	-do-	-do-	1) Vijay Mehta 2) Amar C. Sumbhal	AIUC Independent
007	A. P.	Raj Bahadur Godr	-do-	A. P.	Raj Bahadur Godr	AIUC
008	-do-	A. Prasada Rao	CFIUC	-do-	1) A. Prasada Rao 2) P. Satya Narayana	CFIUC
009	-do-	-do-	-do-	-do-	-do-	-do-
010	-do-	-do-	-do-	-do-	-do-	-do-
011	-do-	-do-	-do-	-do-	-do-	-do-
012	Punjab	Satpal Dang	AIUC	Punjab	Satpal Dang	AIUC
013	-do-	-do-	-do-	-do-	-do-	-do-
014	-do-	-do--do-	-do-	-do-	-do-	-do-
015	Tamil Nadu	K. T.K. Thangamani	-do-	Tamil Nadu	1) K. T. K. Thangamani 2) Dr. G. Kannabiran	AIUC
016	-do-	Dr. G. Kannabiran	-do-	-do-	Dr. G. Kannabiran	-do-
017	-do-	-do-	-do-	-do-	-do-	-do-
018	-do-	-do-	-do-	-do-	-do-	-do-
019	-do-	-do-	-do-	-do-	-do-	-do-
020	-do-	-do-	-do-	-do-	-do-	-do-
021	Tamil Nadu W. Bengal	1) Dr. G. Kannabiran 2) Dr. Rannen Sen	AIUC AIUC	West Bengal	Dr. Rannen Sen	-do-
022	West Bengal	Dr. Rannen Sen	AIUC	West Bengal	-do-	-do-
023	-do-	-do-	-do-	-do-	-do-	-do-
024	Uttanchal	Munishwar Pandey	AIUC	-do-	BLANK	-
025	-	-	-	-	BLANK	-
026	All India & U. P.	D. D. Shastri	FUCC-FB	All India & U. P.	D. D. Shastri	FUCC-FB
027	-do-	-do-	-do-	-do-	-do-	-do-
028	-do-	-do-	-do-	-do-	-do-	-do-
029	Punjab	Parduman Singh	AIUC	Punjab	Punjab	AIUC
030	-do-	-do-	-do-	-do-	-do-	-do-
031	A. P.	1) Velaki Subba Rao 2) Nutthi Narasiah	-do-	A. P.	Nutthi Narasiah	-do-
032	-do-	Nutthi Narasiah	-do-	-do-	1) Nutthi Narasiah 2) V. Rajswara Rao	-do-
033	West Bengal Maharashtra	1) Gour Goswami 2) G. V. Chitnis	Ind./AIUC AIUC	Maharashtra	G. V. Chitnis	AIUC
034	Delhi	Y. D. Sharma	AIUC	Delhi	Y. D. Sharma	AIUC
035	-do-	-do-	-do-	-do-	-do-	-do-
036	-do-	-do-	-do-	-do-	-do-	-do-
037	-do-	-do-	-do-	-do-	-do-	-do-
038	Rajsthan	K. Vishwanathan	AIUC	Rajsthan	K. Vishwanathan	AIUC
039	-do-	-do-	-do-	-do-	-do-	-do-
040	-do-	-do-	-do-	-do-	-do-	-do-

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041	All India Rajsthan	Umraomal Purohit-(1)	HMS	All India Rajsthan	Umraomal Purohit	HMS
042	-do-	-do-(II)	-do-	-do-	-do-	-do-
043	-do-	-do-(III)	-do-	-do-	-do-	-do-
044	-do-	-do-(IV)	-do-	-do-	-do-	-do-
045	Andhra Pradesh	Y. Vijay Kumar- (I)	AITUC	Andhra Pradesh	Y. Vijay Kumar	AITUC
046	-do-	-do- (II)	-do-	-do-	-do-	-do-
047	Delhi;	J. P. Kahre-(I)	AITUC	Delhi	J. P. Khare	AITUC
048	-do-	-do-(II)	-do-	-do-	-do-	-do-
049	-do-	-do-(III)	-do-	-do-	-do-	-do-
050	All India/A. P.	K. L. Mahendra-(I)	AITUC	All India/A. P.	K. L. Mahendra	AITUC
051	-do-	-do-(II)	-do-	-do-	-do-	-do-
052	-do-	-do-(III)	-do-	-do-	-do-	-do-
053	-do-	-do-(IV)	-do-	-do-	-do-	-do-
054	-do-	-do-(V)	-do-	-do-	BLANK	-
055	-do-	-do-(VI)	-do-	-do-	-do-	-do-
056	-do-	-do-(VII)	-do-	-do-	BLANK	-
057	Karnataka	B. V. Kakilaya-(I)	AITUC	Karnataka	B. V. Kakilaya	AITUC
058	-do-	-do-(II)	-do-	-do-	-do-	-do-
059	-do-	-do-(III)	-do-	-do-	-do-	-do-
060	W. B.	Ajoy Dasgupta-(1)	AITUC	W. B.	Ajoy Dasgupta	AITUC
061	-do-	-do-(II)	-do-	-do-	-do-	-do-
062	-do-	-do-(III)	-do-	-do-	-do-	-do-
063	W. B.	Rani Dasgupta	AITUC	-	BLANK	-
064	Punjab	Madan Lal Didi-(I)	AITUC	Punjab	MADA LAL Didi	AITUC
065	-do-	-do-(II)	-do-	-do-	-do-	-do-
066	-do-	-do-(III)	-do-	-do-	-do-	-do-
067	Rajsthan	D. S. K. Vyas	Ind/AITUC	Rajsthan	1) S. K. Vyas 2) Amrit Nahata	Ind/AITUC HMS/AITUC/SP etc
068	Goa	Narayan Palekar-(I)	AITUC	Goa	Narayan Palekar	AITUC
069	-do-	-do-(II)	-do-	-do-	-do-	-do-
070	-do-	-do-(III)	-do-	-do-	-do-	-do-
071	Maharashtra	Anant Nagapurkar-(I)	AITUC	Maharashtra	Anant Nagapurkar	AITUC
072	-do-	-do-(II)	-do-	-do-	-do-	-do-
073	-do-	-do-(III)	-do-	-do-	-do-	-do-
074	-do-	-do-(IV)	-do-	-do-	-do-	-do-
075	Maharashtra	1) Anant Nagapurkar 2) Narayan Rao Kulkarni-(IV)	AITUC Ind/AITUC	Maharashtra	1) Narayan Rao Kulkarni 2) Sheikh Pehalwan	Ind/AITUC Ind.
076	Maharashtra	1) Ratnakar-(I) 2) Kurtadikar-(II)	AITUC AITUC	Maharashtra	Ratnakar	AITUC/Bidi
077	Maharashtra	Ratnakar-(II)	AITUC	Maharashtra	Ratnakar	AITUC/Bidi
078	U.P.	Harbans Singh	AITUC	U.P.	Harbans Singh	AITUC
079	Punjab	Baba Kartar Singh-(I)	AITUC	Punjab	Baba Kartar Singh	AITUC
080	-do-	-do-(II)	-do-	-do-	-do-	-do-

081	-do-	-do-(III)	-do-	-do-	-do-	-do-
082	T. Nadu	K. T. K. Thangamani(I)	-do-	T. Nadu	K. T. K. Thangamani	-do-
083	U.P.	Bishu Mukherjee-(I)	-do-	U. P.	Bishu Mukherjee	-do-
084	-do-	-do-(II)	-do-	-do-	-do-	-do-
085	A. P.	1) Amolak Ram 2) K. Subbanna-(I)	Ind/AITUC	A. P.	K. Subbanna-(I)	-do-
086	-do-	K. Subbanna-(II)	-do-	A. P.	K. Subbanna-(II)	-do-
087	-do-	-do-(II)	-do-	-do-	-do-(III)	-do-
088	-do-	-do-(IV)	-do-	-do-	S. M. Jawad Razvi	Ind.
089	Maharashtra	Kurtadikar	-do-	Maharashtra	Kurtadikar	-do-
090	Delhi	M. M. Gope-(I)	Hotel/AITUC	Delhi	M. M. Gope-(I)	Hotel/AITUC
091	-do-	-do-(II)	-do-	-do-	-do-(II)	-do-
092	-do-	-do-(III)	-do-	-do-	-do-(III)	-do-
093	Maharashtra	1) Shankar Nyalpelli 2) Ramesh Nagode	WKR- Activist -do-	Maharashtra	M. M. Katre-(I)	Lal Nishan- Leninist T.U.
094	-do-	-do-	Lal Nishan- Leninist T.U.	-do-	-do-(II)	-do-
095	Gujarat	M. K. Shukla (I)	Majoor Mahajan	Gujarat	M. K. Shukla-(I)	Majoor Mahajan
096	Gujarat	P. D. Gandhi-(VI)	AITUC	Gujarat	M. K. Shukla-(II)	Majoor Mahajan
097	-do-	Sanat Mehta	HMS/CITU	-do-	Sanat Mehta	HMS/CITU
098	Bihar	Chandi Prasad-(I)	CITU	Bihar	Chandi Prasad (I)	CITU
099	-do-	-do-(II)	-do-	-do-	-do-(II)	-do-
100	Kerala	T. N. Abu-(I)	AITUC/port & Dock	Kerala	T. M. Abu (I)	AITUC/Port&Do ck
101	-do-	-do-(II)	-do-	-do-	-do-(II)	-do-
102	-do-	K. C. Matthews(II)	AITUC	-do-	K. C. Matthews(II)	AITUC
103	-do-	-do-(III)	-do-	-do-	-do-(III)	-do-
104	-do-	K. C. Vamadevan (I)	UTUCBolsh evil /Temple W. U.	-do-	K. C. Vamadevan(I)	UTUC- Bojshevik/Temp le
105	-do-	-do-(II)	-do-	-do-	-do-(II)	-do-
106	Tamil Nadu/A-1	Parvati Krishnan (I)	AITUC/Rly.	Tamil Nadu/A-1	Parvati Krishnan-(I)	AITUC/Rly.
107	-do-	-do-(II)	-do-	-do-	-do-(II)	-do-
108	Karnataka	Anantha Subba Rao (I)	AITUC	Karnataka	Anantha Subba Rao- (I)	AITUC
109	-do-	-do-(II)	-do-	-do-	-do-(II)	-do-
110	-do-	Ananda Teertha (I)	-do-	-do-	Ananda Teertha (I)	-do-
111	-do-	-do-(II)	-do-	-do-	-do-(II)	-do-
112	-do-	-do-(III)	-do-	-do-	-do-(III)	-do-
113	-do-	-do-(IV)	-do-	-do-	-do-(IV)	-do-
114	-do-	M. C. Narasimhan (I)	-do-	-do-	M. C. Narasimhan (I)	-do-
115	-do-	-do-(II)	-do-	-do-	-do-(II)	-do-
116	Tamil Nadu	S. C. Krishnan (I)	-do-	Tamil Nadu	S. C. Krishnan (I)	-do-
117	-do-	-do-(II)	-do-	-do-	-do-(II)	-do-
118	Tamil Nadu	S. C. Krishnan (III)	AITUC	Tamil Nadu	S. C. Krishnan (III)	AITUC
119	A. P.	1) V. Ram Chandra Raju 2) Velanki Subba Rao	-do-	A. P.	Velanki Subba Rao	-do-

120	Gujarat	P. D. Gandhi (I)	-do-	Gujarat	P. D. Gandhi	-do-
121	-do-	-do-(II)	-do-	-do-	-do-	-do-
122	-do-	-do-(III)	-do-	-do-	-do-	-do-
123	-do-	1) Thakur Bhai Shah 2) P. D. Gandhi (IV)	Ind AITUC	-do-	P. D. Gandhi	-do-
124	-do-	1) Jashwant Singh 2) P. C. Gandhi (V)	Ind. AITUC	-	BLANK	-
125	Himachal Pradesh	Kameshwar Pandit (I)	AITUC	Himachal Pradesh	Kameshwar Pandit	AITUC
126	-do-	-do-(II)	-do-	-do-	-do-	-do-
127	Assam	Phani Bora (I)	AITUC	Assam	Phani Bora	AITUC
128	-do-	-do-(II)	-do-	-do-	-do-	-do-
129	-do-	Pramod Gogoi (I)	-do-	-do-	Pramod Gogoi	-do-
130	Meghalaya	1) Darlington Dympep 2) Benoy Lahiri (I)	AITUC AITUC	Meghalaya	Benoy Lahiri	AITUC
131	-do-	Benoy Lahiri (II)	-do-	Meghalaya	-do-	-do-
132	-do-	-do-(III)	-do-	-	BLANK	-
133	Bihar	D. A. Rajimwale (I)	Ind.	Bihar	D. A. Rajimwale	Ind.
134	-do-	-do- (II)	-do-	-do-	-do-	-do-
135	-do-	-do- (III)	-do-	-do-	-do-	-do-
136	-do-	-do- (IV)	-do-	-do-	-do-	-do-
137	-do-	-do- (V)	-do-	-do-	-do-	-do-
138	-do-	-do- (VI)	-do-	-do-	-do-	-do-
139	Haryana	Darshan Singh (I)	AITUC	Haryana	Darshan Singh	AITUC
140	-do-	-do- (II)	-do-	-	BLANK	-

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	State/Region	Name of Interviewee	Org.	State/Region	Name of Interviewee	Organisation
141	Delhi/Rly.	Ved Mitter Vikh	BMS/BRMS -Rly.	Delhi	Ved Mitter Vikh	BMS-BRMS- Rly.
142	Delhi/Rly.	Badri Prasad Shirma	NRWU	Delhi/Rly.	Badri Prasad Sharma	NRWU
143	-do-	-do-(II)	-do-	Delhi/Med- Ind.	Tikaram Sharma (I)	Dellhi/Med-Ind.
144	Delhi/Med- Ind.	Tikaram Sharma (II)	India- Medical	Delhi	Tikaram Sharma (II)	India-Madical
145	Delhi-A-I	Ram Avtar Mittal	HMS-Rly.	Delhi-A-I	Ram Avtar Mittal	HMS-Rly.
146	Delhi-A-I	M. P. Dutta	HMS-Rly.	Delhi-A-I	M. P. Dutta	HMS-Rly.
147	A-I (Delhi)	H. G. Dave	BMS	A-I (Delhi)	H. G. Dutta	BMS
148	Bihar	Satya Narayain Thakur (I)	AITUC	Bihar	Satyanarain Thakur (I)	BMS
149	-do-	-do-(II)	-do-	-do-	-do-	-do-
150	-do-	-do-(III)	-do-	-do-	-do-	-do-
151	-do-	-do-(IV)	-do-	-do-	-do-	-do-
152	-do-	-do-(v)	-do-	-do-	-do-	-do-
153	a-1	Ved Prakash Kohli (I)	BMS/BRMS /Railway	A-I	Ved Prakash Kohli (I)	BMS/BRMS/Rly
154	-do-(I))	-do-	-do-	-	BLANK	-
155	A-I	H. Mahadevan (I)	AITUC	A-I	H. Mahadevan	AITUC
156	-do-	-do- (II)	-do-	-do-	-do-	-do-
157	-do-	-do-(III)	-do-	-do-	-do-	-do-
158	Northern Region	R. S. Yadav	AIRF	Northern Region	R. S. Yadav	AIRF
159	UP/Delhi/N. Region	Shiv Gopal Mishra	HMS/AIRF/ NRMU	UP/Delhi/N. Region	Shiv Gopal Mishra	HMS/AIRF/ NRMU
160	A-I	Kanai Bannerjee (i)	DITU/Rly.	CITU/Rly.	Kanai Banerjee	CITU/Rly.
161	-do-	-do-(II)	-do-	-do-	-do-(I)	-do-
162	-do-	-do-(III)	-do-	-do-	-do- (III)	-do-
163	-do-	-do- (IV)	-do-	-do-	-do- (IV)	-do-
164	Maharashtra	J. Narayan Rao	Railways	Maharashtra	J. NarayanRao	Railways
165	Haryana	Man Singh Walia	Railways	Haryana	Man Singh Walia	Railways
166	Haryana	Kulwant Singh	-do-	-do-	Kuwant Smgh	-do-
167	-do-	Choudhary Raghubir Singh	AITUC	-do-	Choudhary Raghubir Singh	AITUC
168	Bihar	Vishwanath Mathur (I)	AITUC	Bihar	Vishwanath Mathur	AITUC
169	-do-	-do- (II)	-do-	-do-	-do- (II)	-do-
170	-do-	-do-(III)	-do-	-do-	-do-(III)	-do-
171	-do-	-do- (IV)	-do-	-do-	-do- (IV)	-do-
172	-do-	-do- (V)	-do-	-do-	-do-	-do-
173	-do-	-do- (VI)	-do-	-do-	-do-	-do-
174	-do-	-do- (VII)	-do-	-do-	-do-	-do-
175	-do-	-do- (VIII)	-do-	-do-	-do-	-do-
176	-do-	-do-(IX)	-do-	-do-	-do-	-do-
177	A-I	N. S. Bhangoo (I)	AIREC Rly.	A-I	N. S. Bhangoo (I)	AIREC Rly.
178	-do-	-do- (II)	-do-	-do-	-do-(II)	-do-
179	A-I	N. D. Sundariyal (I)	NFIR (Rly.)	A-I	N. D. Sundariyal (I)	NFIR (Rly.)
180	-do-	-do- (II)	-do-	-do-	-do- (II)	-do-

181	West Bengal	N. C. Roy Choudhary	Railway/Ind.	W. Bengal	N. C. Roay Choudhary	Rly. Ind.
182	W. Bengal	Bajjnath Ray (I)	BMS	W. Bengal	Bajjnath Ray (I)	BMS
183	-do-	-do- (II)	-do-	-do-	Lal Bahadur Singh (I)	INTUC
184	-do-	Lal Bahadur Singh (II)	INTUC	-	BLANK	-
185	Orissa	Abani Boral (I)	AIFUCTO-Gen.	-	Original Tape Defective-Contd. on Tape-II	-
186	-do-	-do- (II)	AIFUCTO Gen.	Orissa	Nand Kishore Patnaik (I)	AITUC
187	-do-	Nand Kishore Patnaik (II)	AITUC	-do-	-do-(II)	AITUC Gen.
188	-do-	Nalinit Patnaik	-do-	-do-	-do-(III)	-do-
189	-do-	Shivaji Patnaik	CITU	-do-	Shivaji Patnaik	CITU
190	W. Bengal	Tarun Moitra	Ind./AITUC. Jute	W. Bengal	Amal Dutta (I)	AITUC-Engg.
191	W. Bengal	Amal Dutta (II)	AITUC-Engg.	W. Bengal	Abdul Mannan (I)	AITUC-Engg.
192	W. Bengal	Samar Chakravarty	INTUC	W. Bengal	Samar Chakravarty	INTUC
193	Orissa	Sreecharan Boral	Ind./General	Orissa	Bardha Nath Rath	Ind./AITUC
194	Orissa	Souribandhu Kar	AITUC	Orissa	Souribandhu Kar	AITUC
195	-do-	D. K. Panda (I)	AITUC	-do-	D. K. Panda	-do-
196	-do-	-do- (II)	-do-	-do-	1) D. K. Panda 2) Souribandhu Kar	AITUC AITUC
197	-do-	Gurucharan Patnaik	-do-	-do-	Gurucharan Patnaik	-do-
198	Jharkhand	A. K. Ahmed (I)	BIKU	Jharkhand	A. K. Ahmed	BIKO
199	-do-	-do- (II)	-do-	-do-	-do-	-do-
200	-do-	-do- (II)	-do-	-do-	-do-	-do-
201	-do-	-do- (III)	-do-	-do-	-do-	-do-
202	-do-	Rajendra Pjrasad Yadav (I)	BSCWU	-do-	Rajendra Prasad Yadav	BSCWU
203	-do-	-do- (II)	-do-	-	BLANK	-
204	-do-	A. K. Roy (Rai) (I)	M. C. C. (Ind./CITU)	-do-	A. K. Roy (Rai)	M. C. C. (Ind./CITU)
205	-do-	-do- (II)	-do-	-do-	-do-	-do-
206	-do-	Anirudh Singh (I)	BIKU	-do-	Anirudh Singh	BIKU

207	Jharkhand	1) Anirudh Singh 2) P. K. Pandey (II)	BKIU	Jharkhand	P. K. Pandey	BKIU
208	-do-	Salil Kar	JMU/AITUC U	-do-	Salil Kar	JMU/AITUC
209	-do-	Laro Jonko (I)	UMWU/ AITUC	-do-	Laro Jonko	UMWU/AITUC
210	-do-	-do- (II)	-do-	-do-	1) Laro Jonko 2) Amar Singh Samao 3) Vijay Jojuko	-do-
211	-do-	ShamBhu Nath Banerjee (I)	AITUC	-do-	Shambhu Nath Banerjee	AITUC
212	-do-	-do- (II)	-do-	-do-	-do-	-do-
213	Maharashtra	Devram Bhosle (I)	BKS/Shive Sena	-	(No redg.) Tape dft.	-
214	-do-	1) Tara Reddy (II) 2) Devram am Bhosle (II)	AITUC Shiv Sena	Maharashtra	Devram Bhosle	Shiv Sena-BKS
215	-do-	Tara Reddy (I)	AITUC	-do-	Tara Reddy	AITUC
216	-do-	Jagdish Ajmera (I)	HMS/Rly.	-do-	Jagdish Ajmera (I)	HMS/rly.
217	-do-	-do- (II)	-do-	-do-	-do- (II)	-do-
218	-do-	Vasant Gupte (II)	HMS	-do-	Jagdish Ajmera (III)	-do-
219	-do-	Shivram Devalkar	Ind./AITUC	-do-	Vasant Gupte (I)	HMS
220	-do-	Dr. Shanti Patel (I)	HMS/Port & Douk	-do-	Dr. Shanti Patel (I)	HMS-Port & Douk
221	-do-	-do- (II)	-do-	-do-	-do- (II)	-do-
222	-do-	Mandhar Kotwal	HMS- Pt&DK-Rly.	Maharashtra	Mandhak Kotwal	HMS-Pt. & DK- Rly.
223	-do-	Malini Tulpule	UCPI- AITUC	-do-	Malini Tulpule	UCPI-AITUC
224	-do-	R. G. Karnik (I)	Ind. Govt. Empl.	-do-	R. G. Karnik (I)	Ind.-Govt.- Empl.
225	-do-	-do- (II)	-do-	-	BLANK	-
226	Chattisgarh	C. R. Bakshi (I)	SKMS- Mines	Chattisgarh	C. R. Bakshi (I)	SKMS-Mines
227	-do-	-do- (II)	-do-	-do-	-do- (II)	-do-
228	M. P.	Krishna Modi (I)	SKMS- Mines	M. P.	Krishna Modi (I)	SKMS-Mines
229	-do-	-do- (II)	-do-	-do-	-do- (II)	-do-
230	-do-	-do- (III)	-do-	-do-	-do- (III)	-do-
231	-do-	Home Daji (I)	AITUC	-do-	Home Daji (I)	AITUC
232	-do-	-do- (II)	-do-	-do-	-do- (II)	-do-
233	-do-	-do- (III)	-do-	-	BLANK	-
234	Maharashtra	P. R. Rao	Greave Cotton/ AITUC	Maharashtra	Madan Phadnis (I)	Greaves Cotton/ AITUC
235	-do-	Madan Phadni (II)	-do-	-do-	-BLANK	-
236	-do-	Dada (P. N.) Samant	Kamgar Aghadi	-do-	Dada (P. N.) Samant	Kamgar Aghadi
237	-do-	Suresh Dhopeswarkar	AIBEA	-do-	Suresh Dhopeswarkar	AIBEA
238	-do-	A. V. Nachane	LTC	-do-	A. V. Nachane	LTC
239	M. P.	B. K. Gupta (I)	AITUC	M. P.	B. K. Gupta	AITUC

240	M. P.	B. K. Gupta (II)	AITUC	-	BLANK	-
241	Maharashtra	Roza Deshpande (I)	AICP- NFTU	Maharashtra	Roza Deshpande	NFTU
242	-do-	Roza Deshpande (II)	-do-	-	BLANK	-
243	-do-	Yashwant Chavan (I)	Lal Nishan- K.S	-do-	Yashwant Chavan	Lal Nishan-K.S.
244	-do-	-do- (II)	-do-	-do-	-do-	-do-
245	Chattisgarh	R.D.C.P. Rao	S. K. MS	Chattisgarh	R.D.C.P Rao	SKMS
246	-do-	N. Khobragade (I)	SKMS	-do-	N. Khobragade	-do-
247	-do-	-do- (II)	-do-	-	BLANK	-
248	Maharashtra	George John	NRMU	Maharashtra	George John	NRMU
249	Chattisgarh	R. D. Tripathi	INTUC (BHEL)	Chattisgarh	R. D. Tripathi	INTUC (BHEL)
250	Maharashtra	Prabhakar Sanzgiri	CITU	Maharashtra	Prabhakar Sanzgiri	CITU

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NLI Project

NAMES OF PERSONS INTERVIEWED & CASSETTES (Nos)

S.No.	Name	No. of cassettes
1.	Satpal Dang	2 (tape no. 1&2)
2.	Parduman Singh	2(tape no. 1&2)
3.	D.D. Shastri	3(tape no. 1,2&3)
4.	J.P. Khare	2(tape no. 1&2)
5.	Madanlal Didi	3(tape no. 1,2&3)
6.	Harbans Singh	1(tape no. 1)
7.	Baba Kartar Singh	3(tape no. 1,2&3)
8.	Bishu Mukherjee	3(tape no. 1,2&3)
9.	M.M. Gope	3(tape no. 1,2&3)
10.	K.L. Mahendra	6(tape nos. 1-6)
11.	M. C. Narsimhan	2(tape no. 1&2)
12.	S.C. Krishnan	3(tape no. 1,2&3)
13.	H.V. Aanada Tirtha	3(tape no. 1-3)
14.	Parvati Krishnan	2(tape no. 1-2)
15.	D.A. Rajimwale	6(tape no. 1-6)
16.	T.M. Abu	1(tape no. 1)
17.	K.C. Mathews	3(tape no. 1-3)
18.	K.C. Vamadevan	2(tape no. 1-2)
19.	Ananda Subha Rao	3(tape no. 1-3)
20.	Badri Prasad Sharma	2(tape no. 1-2)
21.	Ved Prakash Kohli	3(tape no. 1-3)
22.	Kanai Banerjee	4(tape no. 1-4)
23.	N.D. Sudriyal	3(tape no. 1-3)
24.	A.K. Ahmed	3(tape no. 1-3)
25.	Rajendra Prasad Yadav	2(tape no. 1-2)
26.	A.K. Rai	3(tape no. 1-3)
27.	Anirudh Singh	2(tape no. 1-2)
28.	Salil Kar	2(tape no. 1-3)
29.	Laro Jonko	2(tape no. 1-3)
30.	Shambhu Nath Banerjee	2(tape no. 1-2)
31.	Krishna Modi	3(tape no. 1-3)
32.	R.D.C. P. Rao	1(tape no. 1)
33.	N. Khobragade	2(tape no. 1-2)
34.	R. D. Tripathi	1(tape no. 1)
35.	H. Mahadevan	2(tape no. 1-2)

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Seminar Series 3/2002-2003

INTEGRATED LABOUR HISTORY RESEARCH PROGRAMME

V.V. GIRI NATIONAL LABOUR INSTITUTE

SECTOR 24, NOIDA

Invites you for a Seminar

**CHILD LABOUR
IN EUROPE THEN
AND INDIA NOW:
AN EXPLANATORY ATTEMPT**

By

Kristoffel Leiten

*(Professor, Child Labour Studies, International Institute of Social History &
University of Amsterdam, The Netherlands)*

Venue : Seminar Block, VVG NLI
Date : 29th November, 2002
Time : 3.30 P.M.

RSVP
(91) 453 2968/
(91) 453 5179 Ext. 208
E_mail: shram@ndf.vsnl.net.in

Uday Kumar Varma
(Uday Kumar Varma)
Director, VVG NLI

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A. I. T. U. C.
Canning Lane N. Delhi.

F NM Joshi Centre

Oral History
(N.M. Joshi Centre) January, 2003

Proposed tour Program of the East (Ph. II)

For Anil Rajimwale, Krishna Jha, Bobby Poulse

Jharkhand, Bihar, Orissa, West Bengal

Starting on 16 Jan 03, for roughly one month.

(16 Jan to 15 Feb 03)

Places proposed to be visited

Bokaro, Dhanbad, Jamshedpur, Ranchi,
Bermo, Gaya, Patna, Chapra, Begusarai, etc.
in Bihar / Jharkhand.

Puri, Bhubaneswar, Cuttack, Sambalpur,
Paradeep, Asansol, Calcutta, Buxarpur, Bahara,
Kharagpur, Jajpeiguri, etc in Orissa and
W. Bengal.

(2)

It proposed that these three persons cover as many respondents as possible. At least 20 (twenty) respondents have to be covered in this phase.

Proposed expenditure (one month) (for all three)

Food = 8000

Travel = 5000

Stay = 5000

Material = 3000

Miscellaneous = 1000

Rs. 22,000/-

Airil Raji swale
(Coordinator)
Kishna Iha
Bobby Paulose.



F

N.M. Joshi Centre for Labour Research & Education

24, Canning Lane, New Delhi -110001, Phone : 3387320, Fax : 3386427

15th September 2000

Dear Comrade, D.L. Sachdev.

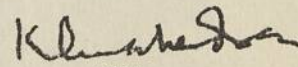
The N.M. Joshi Center for Labour Research and Education is compiling taped interviews of the veterans of the working class and TU movement in our country, as part of its project on oral History of workers' movement. As you well realize, much of the valuable material and information is being lost with passing of time, as our veterans have not been able to find opportunity and time to write down their experiences.

We, therefore, have decided to tape detailed interviews of the outstanding leaders and cadres of various organisations and movements.

We are sending herewith a questionnaire preparatory to your interview. It will help you to brush up and revive your memory of the past history, and also to arrange your points.

We will approach you on the date and time of your convenience fixed before hand.

Yours sincerely,



(K.L. Mahendra)
Director

N.M. JOSHI CENTER FOR LABOUR RESEARCH AND EDUCATION
Questionnaire (General)

1. Name and date of birth and address?
2. Organization presently working in?
3. Your education and family background?
4. Were you involved in student, youth, social, political, cultural, religious etc activities or organizations?
5. Did student activism influence your joining political/trade union movement?
6. How did you come to the political, social, cultural movement? Was your joining the trade union movement accidental or intentional? Did you want to do something else?
7. Which was your first trade union organization? Give its brief introduction and history?
8. Which were the first movements, agitations, strikes, activities you participated in? What were the problems involved, history, etc. ?
9. What are the main points in the histories of organizations, movements, you were involved in throughout?
10. Please tell us in detail about some of the most outstanding movements, organizations in your memory in which you participated in? What were the problems involved, history, etc?
11. What are the main points in the histories of organizations, movements you were involved in throughout?
12. Please tell us in detail about some of the most outstanding movements, organizations in your memory in which you participated?
13. Please tell us about some of the more obscure and less known movements, organizations, activities you participated in and which have found no mention in print?
14. Did you participate in the pre-independence activities among the labouring and common people? Please give details?

15. What were your activities among the people in the post-independence period?
16. Workers of which sections, industries, sectors etc did you work with- jute, coal, non-coal, mining, electricity, oil and petroleum, port and docks, cement, sugar, municipal, transport, plantations, chemicals, fisheries etc? Please give details.
17. What activities were conducted to raise the social, political, educational, cultural etc consciousness of the labouring people, wage workers, organized, unorganized sectors of people etc?
18. What was the organizing process of the organization you were associated with?
19. What efforts were made to bring in and promote women in the trade union movement? What was their contribution? What is your experience?
20. Please tell us about conflicts, controversies, debates, discussions etc within the labour movement in both pre-and-post-independence days till today?
21. What is your experience and opinion on the role of trade union organizations, political organizations of various trends e.g. leftists, rightists, centrists unattached etc? What is the relation between politics and labour movement? Your experience please?
22. Should the labour movement fight for class demands or for the nation? Any conflict between the two? Should they be combined? How to solve the problem of class-versus-nation?
23. What are your experiences, opinions on divisions in the trade union, labour movement? What are the reasons thereof? Is there any way out? What are the prospects of unity?
24. What is the impact of new technology on the nature of production, work and labour movement? How is the new worker different from the old?
25. In the changing situation does the trade union and labour movement need reorientation?
26. What is in brief in your opinion the future of the labour and trade union movement?

N.M. JOSHI CENTER FOR LABOUR RESEARCH AND EDUCATION
(Questionnaire: Textiles includes woolen, jute and etc)

1. Name and date of birth?
2. Address family background and childhood influences?
3. What is your formal éducation? Did you participate in the student movement? Or in any other movement like the social, cultural, religious ones?
4. What is the organization you are presently working in?
5. When and how did you join the trade union movement and under what influences?
6. Which organization or trade union did you first join? Please give a brief history of it.
7. Which other unions or organizations or parties were you associated with?
8. What were the reasons for which you joined the trade union movement? Was it intentional or accidental? Or did you want to do something else?
9. When and how did you join the trade union of textile workers? In what capacity did you work in the organization and what were the movements you were associated with?
10. Please tell us about the various textile workers struggles you were personally involved in, both historic and obscure ones?
11. Any association with the pre-independence textile or other movements? Please describe in detail.
12. Were you associated with some of the notable post-independence workers' movements, such as textile workers struggles of late 1940s, the Kanpur textile workers struggles(1955), various movements in Bombay, Calcutta, Coimbatore, Faridabad, Punjab, Amritsar etc and innumerable other places; the D.A. convention and the movement (Bombay),

and other activities, questions like the industrial truce resolution (1948), Bombay textile workers struggles in the 1960s till 1980s and later till now, and other movements?

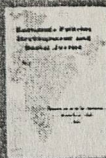
13. Please describe other movements, textile and also others, besides the above that you participated in from 1947 to the present day? What were the high watermarks?
14. How did you deal with the problems arising out of rationalization? What were your activities in that period?
15. Please tell us about the lesser known and obscure movements, activities, organizations unknown to other that you participated in both in the pre-independence and post-independence periods?
16. What were your experiences regarding handloom, powerloom and mill sectors of the textile industry?
17. What was the role of the public sector?
18. What is the experience of the legal machinery for the textile sector, the role of the trade unions in its evolution and the use of this machinery?
19. What movements and organizations other than those of the textile workers have you participated in? Did you work only or mainly among the textile workers or actively organize other sections of workers? What were your experiences?
20. How has modernization affected textile workers' movement in particular and workers in general? Are the workers still rooted in the rural areas?
21. What is been done to bring in, make aware, promote and encourage women workers in the trade union movements? Your experiences?
22. What is the relationship between trade unions and politics?
23. What is the impact of globalization, privatization and market economy on the textile workers as also others?
24. How do you assess the new workers as against the old and what is their future?


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Archives of Indian Labour


Labour History
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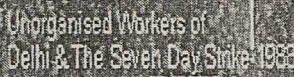
 All India Trade Union Congress (1928-96)


 Oral History of Labour Movement in India


 Textile Labour in Ahmedabad

 Commissions on Labour (1931-91)

 Bombay Textile Strike 1982

 Unorganised Workers of Delhi & The Seven Day Strike-1988

 Bharatiya Mazdoor Sangh

 Collection of Documentary Sources of Labour History in Tamil Nadu

“Archive is to society what memory is to human beings”

◆ Archives of Indian Labour

The Archives of Indian Labour is a unique digital project initiated at the V. V. Giri National Labour Institute since 1998.

It has long been felt that documents and data on Indian Labour now and in the past, are being irretrievably lost. This was primarily due to neglect and lack of an organised initiative to preserve these documents in India.

To overcome the lacuna of adequate documentation of the life and labour of the working class, the Archives of Indian Labour was constituted with the long-term objective to act as a specialised repository of records and voices of the workers.

Preservation of rapidly decaying documents and material on labour and to provide for greater public access to the same is the principal function of the archive. The archive restores textual, visual and oral records on labour in India.

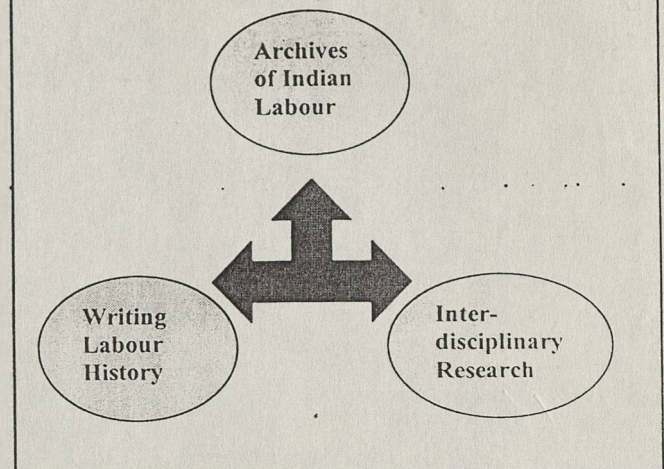
◆ Integrated Labour History Research Programme

Archives of Indian Labour is the core component of a specialised research programme, Integrated Labour History Research Programme (ILHRP), instituted at V.V. Giri National Labour Institute. The Programme aims to initiate, integrate and revive research on labour history around the axis of *Archives of Indian Labour*.

The programme has reinforcing components:

- *Archives of Indian Labour*
- *Writing Labour History of India*
- *Interdisciplinary Research on Labour*

Components of the Programme



◆ The Collaboration

The Integrated Labour History Research Programme (ILHRP) and the Archives of Indian Labour are conceived and being implemented as a collaborative venture between V.V. Giri National Labour Institute (VVGNNLI), and Association of Indian Labour Historians (AILH).

• About VVGNNLI

V.V. Giri National Labour Institute is a premier national institution involved in research, training, education, publication and consultancy on labour related issues. The Institute, established in 1974, is an autonomous body of the Ministry of Labour, Government of India. The Institute is named in honour of the late President of India, Shri V.V. Giri, who was also a renowned trade unionist.

• About AILH

Association of Indian Labour Historians (AILH) is a professional body of historians, social scientists and scholars interested in furthering the historical understanding of the conditions of labour and labouring people. The association was founded in 1996. A major objective of the Association is to preserve, generate and make accessible documents and materials relating to the history and heritage of Indian working class. The association also engages in organising academic discussions, seminars and workshops on core areas of labour history research.

◆ Unique Features

The unique features of the Archives are:

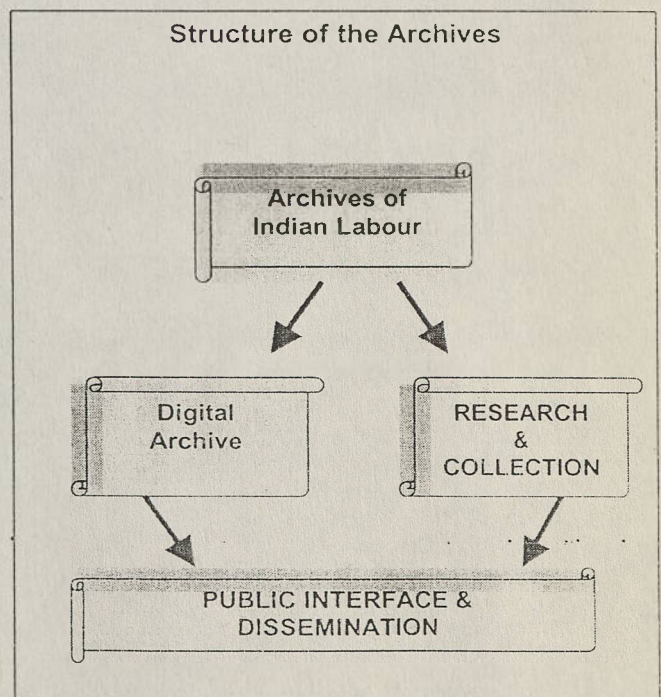
- **Full-fledged digital structure:** The documents and material on labour related issues are stored and made available in digital form. In this regard, this is the first fully digital archive in the country and aspires to be the prime repository of labour related records.
- **Integrated Multimedia Storage and Retrieval System:** The archive is enabled to store records and material in different media formats- such as printed material, audio, video and digital forms and provide access to these through an integrated delivery system.
- **Enhanced Public Access:** Digital access system installed at the *Archives of Indian Labour* enables fast and meaningful delivery of documents through different access modes-through CDs, and now over the World Wide Web. This enables a far greater access directly to the documents right to the level of page of a document or a tagged audio and video clip than a traditional archival system. A much wider public now can have access to basic information on condition of labour over time.
- **Integration of historical and contemporary records:** The digital archives enables simultaneous access to records of both historical and contemporary period. Organised around special collections, the archive provides both historical depth to contemporary issues and situates historical changes from a contemporary perspective.
- **Focus on Records of the Unorganised sector labour:** The archive has through special collections focused on the activities of the workers of the unrecorded sector. A large number of interviews of workers and

labour activists and documents of labour movement in the sector have been stored and can be accessed in this archive.

◆ Structure of the Archives

The archive, apart from being a repository of sources and documents also builds collections and initiates research in the field of labour history. The collections are generated through projects commissioned at the ILHRP and institutional documents donated by various organisations. Documents related to labour movement (generated by workers' organisations, state and business enterprises) are preserved at the archive, in addition to personal narratives, memoirs and video and audio material. The archives combine this effort with an effective public dissemination system of which the offline and on-line access to the digital archives is a major component. Seminars, working papers, film shows, and publications ensure effective ways of disseminating information generated by the archives and other research projects of ILHRP. The core activities of the archive are, thus:

- *The Digital Archiving*
- *Research and Collection*
- *Public Interface and Dissemination*



◆ Rationale and Process of Digital Archiving

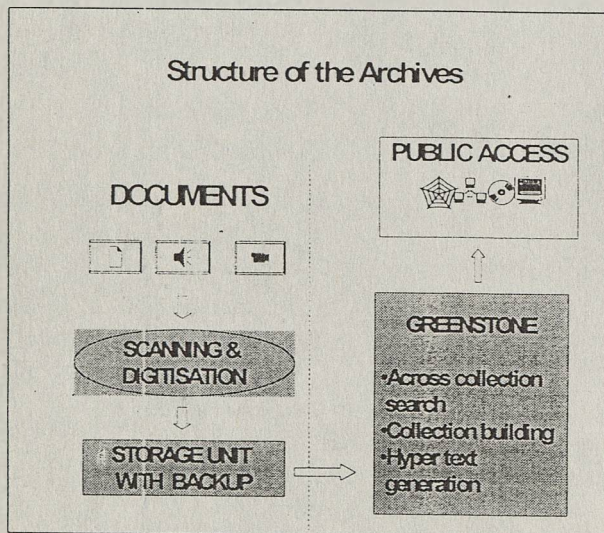
Why Digital Archiving?

The stress on digital storage of material is the technical specialty of the *Archives of Indian Labour*. The reasons for opting for digital mode are:

- *Financial and Spatial Economies*
- *Durability of Storage*
- *Faster Access to Material*

Digitisation Process

The digital storage and retrieval in the Archives of Indian Labour is planned as follows:



◆ Website of the Archive

After completing digitisation, the Digital Archives of Indian Labour of the Institute is now available on the World Wide Web (www.indialabourarchives.org), since 1 May 2002. With this, a much wider public now have access to the information gathered at the archive.

◆ Digital Collections

Materials, which are available on World Wide Web, amounts to 7 Giga Bytes, comprising of 8 major collections (nearly 50,000 printed pages; and 100 hours of taped interviews). These collections include records and reports of all the Commissions of Labour from 1931 till 1991 (including the collection on the First National Commission on Labour, 1969); records and publications of central trade unions; documents on the unorganised sector labour movement in regional centres; interviews of workers and labour activists; and a detailed inventory of material and sources on labour history.

The digital collections are available on the web site include:

- **Commissions on Labour (1931-91)**
 - *Royal Commission on Labour in India (1929)*
 - Report
 - *Labour Investigation Committee (1946)*
 - Report
 - Supplementary Documents
 - *National Commission on Labour (1967)*
 - Report
 - Supplementary Documents
 - *Commissions on Women & Labour (1974-88)*
 - Shramshakti (1988)
 - Towards Equality (1974)
 - *National Commission on Rural Labour (1991)*
 - Report
 - Supplementary Documents
- **All India Trade Union Congress (1928-96)**
 - AITUC Pamphlets
 - AITUC Files
- **Unorganised Workers of Delhi & The Seven Day Strike (1988)**
 - Report
 - Scripts of Street Plays
 - Minutes of Meetings
 - Conferences of CITU
 - Joint Action on Minimum Wages
 - Interviews Transcripts

- Collections on trade union history of Tamil Nadu
 - Documents on Labour Movement in Chennai and Coimbatore
- Bombay Textile Strike (1982)
 - Report
- Oral History of Labour Movement in India
 - Report
 - Interviews/Transcripts

◆ User Facility

The search facility instituted to the website enables greater access directly to the documents right to the level of page, section, word or a tagged audio and video clip. It also allows non-linear search across collections.

◆ You Can Help Us

Archives of Indian Labour preserves any kind of resources on issues related to labour, including:

- Personal Correspondence and Biographical Material of Labour Leaders
- Documents of Trade Unions
- Relevant Papers of Employments' Organisations
- Pamphlets, Leaflets and Posters Issued by Trade Unions
- Journals and Newspapers Addressing the Labouring Poor
- Relevant Documents of Business Corporations
- Oral Testimonies, Personal Narratives of Participants in Labour Struggles
- Photographs, Video Tapes and Films on and of Labour
- Work Songs and Other Similar Material of Workers' Culture
- Trial Proceedings in Courts of Law
- Records of Individual and Collective Labour Disputes

- Papers on International Working Class Bodies
- Records of the Ministry of Labour, National Commissions on Labour and other Government Agencies.

The prospective social partners, in building up the archive, include:

- Trade Unions
- Employer's Organisations
- Documentation
- Organisations
- Libraries
- Government Departments
- Journalists
- Research Institutes
- Social Activists
- Individual Researchers

You could help us by contributing valuable data to the Archives of Indian Labour.

Please feel free to contact us at:



Archives of Indian Labour
 Integrated Labour History Research
 Programme
 V.V. Giri National Labour Institute
 Sector 24, NOIDA
 Uttar Pradesh, PIN: 201 301
 Tele: 91-0120-4532968
 Fax: 91-0120-4532974
 (from Delhi, prefix 91)
 E-mail: shram@ndf.vsnl.net.in
 shram24@del3.vsnl.net.in
 Web Site: www.indialabourarchives.org





वी.वी. गिरि राष्ट्रीय श्रम संस्थान

(श्रम मंत्रालय, भारत सरकार का स्वायत्त निकाय)

V.V. GIRI NATIONAL LABOUR INSTITUTE

(An autonomous body of Ministry of Labour, Government of India)

P.N. Shukla
Administrative Officer & Coordinator, ILHRP

12 August 2002

Dear Shri Sachdev,

Please find enclosed a draft of amount Rs.47250/- (Draft No. 454292 dt: 07.08.2002 of IOB, Nithari Branch) and copy of the signed MoU of the VVG NLI-NMJCLRE project entitled 'Oral History of Labour Movement- Phase II'. I will be grateful if you acknowledge the receipt of the above amount.

With warm regards,

Sincerely yours,

(P. N. Shukla)

Sh. D. L. Sachdev
N. M. Joshi Centre of Labour Research and Education
24, Canning Lane (Pandit Ravi Shanker Shukla lane)
New Delhi 110001

Encl.: 1. Demand Draft
2. Copy of Signed MoU.

Memorandum of Understanding between Shri P. N. Shukla, Administrative Officer , V.V Giri National Labour Institute(VVG NLI), NOIDA and Shri D. L. Sachdev, Treasurer , N.M. Joshi Centre of Labour Research and Education (NMJCLRE), New Delhi regarding the Project on 'Oral History of Indian Labour Movement - Phase II'

The Memorandum of Understanding is signed on

The details of and the expected outputs from the Project on '*Oral History of Indian Labour Movement – Phase II*' are noted below:

1. Shri. D.L. Sachdev, Treasurer, NMJCLRE shall coordinate the project on behalf of NMJCLRE. He shall execute the project as per the work targets and time frame given in Schedule 1.
2. Shri Babu P. Remesh Coordinator, Integrated Labour History Research Programme, VVG NLI shall coordinate the project from the VVG NLI.
3. The NM Joshi Centre will undertake to record the oral memoirs of at least 60 Trade Union and Labour Activists listed in the revised proposal and the amendment (Annexure 1 & 2). The NM Joshi Centre will appoint appropriate personnel and make the necessary arrangements for their travel in order to conduct the interviews. Further, the NM Joshi Centre will undertake to prepare and submit summary transcripts and biography profiles to the Archives of Indian Labour along with the original cassettes of the interviews. Where the transcription is in local language the NM Joshi Centre will undertake to provide an edited English summary of the same. The interviews are to be designed and conducted on the basis of a detailed questionnaire provided by Archives of Indian Labour. The Archives of Indian Labour will periodically monitor the quality of interviews and suggest appropriate changes in the format of the interviews or in other aspects of the project. On completion of the project, a detailed report containing the salient aspects of the project shall be submitted by the NM Joshi Centre, which will be presented as a seminar at a date mutually agreed upon by the Coordinators of the Project.
4. The NM Joshi Centre will purchase the necessary equipment (tape recorders and cassettes) for carrying out the project. The purchased equipment will be handed over to VVG NLI on completion of the project.
5. The Coordinator from N.M. Joshi Centre will ensure that the Archives of Indian Labour, ILHRP is consulted periodically as regards the quality of the output. Archives of Indian Labour holds the right to seek revision and resubmission of the works carried out by NMJCLRE, in case the quality of output is below the standards specified.
6. The extension of the project to further phases will be decided, on satisfactory review of the current project and on fulfilling the procedure of awarding projects at the Archives of Indian Labour.

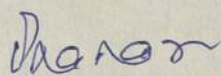
P. N. Shukla

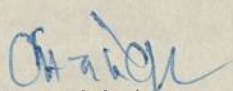
7. The Utilisation Certificate will be furnished as per the prescribed format appended to this MOU (Annexure 3) after the completion of the project.
8. Archives of Indian Labour, VVGNLI holds the right to preserve and utilise the outputs generated by this project in whatever way it deems fit. The use of the same by the collaborator has to be with due acknowledgment to the Archives of Indian Labour, VVGNLI.
9. The N.M. Joshi Centre of Labour Research and Education shall undertake not to leave the project during its currency without prior approval of the VVGNLI. Any violation of this provision shall make N.M. Joshi Centre of Labour Research and Education liable for compensating the VVGNLI in a manner to be decided by the Director, VVGNLI.
10. Tax will be deducted at source according to the I.T. Act.
11. The project shall be executed by the Director, NMJCLRE and according to the Target Based Work and Payment Allocation in Schedule 1 given below:

Praveer

SCHEDULE-1
Target based Work and Payment Chart.

Stage & Time Frame	Target	Amount	Remarks
Stage I (July 1, 2002 – August 31, 2002)	<ul style="list-style-type: none"> ▪ Organisation of a brain storming workshop on finalising questionnaires. ▪ Interviewing respondents in the northern region (atleast 20). ▪ Preparation of summary transcripts ▪ Preparation of detailed biography profiles of the interviewees ▪ Preparation and submission of stage report along with cassettes of the interviews, summary transcripts and biography profiles ▪ Intimation of plan for the next stage. 	Rs. 50,000	This amount will be released on signing the MoU
Stage II (September 1, 2002 – October 31, 2002)	<ul style="list-style-type: none"> ▪ Interviewing of respondents from eastern region (atleast 20). ▪ Preparation of summary transcripts ▪ Preparation of detailed biography profiles of the interviewees ▪ Preparation and submission of stage report along with cassettes of the interviews, summary transcripts and biography profiles ▪ Organisation of a work-in-progress seminar to discuss the output and method of the project. ▪ Intimation of plan for the next stage. 	Rs. 75,000	This amount will be released in the beginning of this stage, after the review of the Stage I progress report
Stage III (November 1, 2002 - December 31, 2002)	<ul style="list-style-type: none"> ▪ Interviewing of respondents from western region (atleast 20). ▪ Preparation of summary transcripts ▪ Preparation of detailed biography profiles of the interviewees ▪ Preparation and submission of stage report along with cassettes of the interviews, summary transcripts and biography profiles ▪ Preparation and Submission of the Final Report of the project based on the Oral History Collection of 60 Interviews ▪ Presentation of findings, in a seminar if requested by VVGNNLI 	Rs. 75,000	This amount will be released in the beginning of this stage, after the review of the Stage II progress report
After completion of the project	<ul style="list-style-type: none"> ▪ Review of the total activities of the project (by Archives of Indian Labour, ILHRP, VVGNNLI 	Rs. 93,000	This Amount will be released after the review of the Stage III progress report and review of the Final Report of the project


(P.N. Shukla)
A.O., VVGNNLI,
NOIDA


(D. L. Sachdev)
Treasurer, NMJCLRE,
New Delhi



N.M. Joshi Centre for Labour Research & Education

24, Canning Lane, New Delhi-110001, Phone : 3387320, Fax : 3386427

~~###~~
V.V. Joshi

To,
Comrade Gurudas Das Gupta
General Secretary, AITUC
24 Canning Lane
New Delhi-1

Dated: 24 Oct. 2002

(Subject: Invitation for Workshop to finalize Questionnaire for Oral History Project on 28th October (Mon.), 2002, at 3:00pm in AITUC Head Office, 24 Canning Lane, New Delhi-1)

Dear Comrade Gurudas Das Gupta

The N.M. Joshi Center for Labour Research & Education (NMJCLRE) requests you to kindly participate as an expert in a Workshop for finalizing the Questionnaire for Phase-II of the Oral History Project in collaboration with VVG NLI (Archives of Indian Labour) & Association of Indian Labour Historians.

The date/time/venue of the Workshop are as follows:

Date:- 28th October, 2002 (Monday)

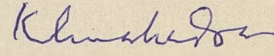
Time:- 3:00 p.m.

Venue:- 24 Canning Lane (Pt. Ravi Shankar Shukla Lane)
New Delhi- 110001

Your participation and expert comments will be very useful for carrying out the project. We are also attaching for your consideration draft questionnaires for Railways, Textiles, Iron & Steel, and Unorganised Sector prepared by the research staff at N.M. Joshi Center. We are hopeful that you will participate in the above mentioned Workshop.

Thanking You

Yours faithfully


(K.L. Mahendra)
Director



N.M. Joshi Centre for Labour Research & Education

24, Canning Lane, New Delhi - 110001, Phone : 3387320, Fax : 3386427



To,
Com. H. Mahadevan,
Deputy General Secretary, AITUC

Dated: 23 Oct, 2002

(Subject: Invitation for Workshop to finalize Questionnaire for Oral History Project on 28th October (Mon.), 2002, at 3:00pm in AITUC Head Office, 24 Canning Lane, New Delhi-1)

Dear Com. H. Mahadevan

The N.M. Joshi Center for Labour Research & Education (NMJCLRE) requests you to kindly participate as an expert in a Workshop for finalizing the Questionnaire for Phase-II of the Oral History Project in collaboration with VVGNLI (Archives of Indian Labour) & Association of Indian Labour Historians.

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Thanking You

Yours faithfully

(K.L. Mahendra)
Director

Unable to attend
being out of station



F N.M. Joshi

N.M. Joshi Centre for Labour Research & Education

24, Canning Lane, New Delhi - 110001, Phone : 3387320, Fax : 3386427

To,
Com. D.L. Sachdev
Secretary/~~Treasurer~~
Treasurer, AITUC

Dated: 23 Oct 2002

(Subject: Invitation for Workshop to finalize Questionnaire for Oral History Project on 28th October (Mon.), 2002, at 3:00 pm in AITUC Head Office, 24 Canning Lane, New Delhi-1)

Dear Com DL Sachdev,

The N.M. Joshi Center for Labour Research & Education (NMJCLRE) requests you to kindly participate as an expert in a Workshop for finalizing the Questionnaire for Phase-II of the Oral History Project in collaboration with VVGNLI (Archives of Indian Labour) & Association of Indian Labour Historians.

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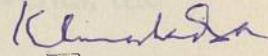
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Thanking You

Yours faithfully


(K.L. Mahendra)
Director



N.M. Joshi Centre for Labour Research & Education

24, Canning Lane, New Delhi - 110001, Phone : 3387320, Fax : 3386427

To,
Com. G.L. DHAR,
SECRETARY, AITUC,

Dated: 23 Oct, 2002

(Subject: Invitation for Workshop to finalize Questionnaire for Oral History Project on 28th October (Mon.), 2002, at 3.00pm in AITUC Head Office, 24 Canning Lane, New Delhi-1)

Dear Com. G.L. Dhar,

The N.M. Joshi Center for Labour Research & Education (NMJCLRE) requests you to kindly participate as an expert in a Workshop for finalizing the Questionnaire for Phase-II of the Oral History Project in collaboration with VVG NLI (Archives of Indian Labour) & Association of Indian Labour Historians.

The date/time/venue of the Workshop are as follows:

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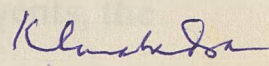
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Thanking You

Yours faithfully


(K.L. Mahendra)
Director



N.M. Joshi Centre for Labour Research & Education

24, Canning Lane, New Delhi -110001, Phone : 3387320, Fax : 3386427

(Sample of the letter sent
Along with Questionnaire)

15th September, 2000

Dear Brother,

The N.M. Joshi Center for Labour Research and Education is compiling taped interviews of the veterans of the working class and TU movement in our country, as part of its project on Oral History of workers' movement. As you well realize, much of the valuable material and information is being lost with passing of time, as our veterans have not been able to find opportunity and time to write down their experiences.

We, therefore have decided to tape detailed interviews of the outstanding leaders and cadres of various organisations and movements.

We are sending herewith a questionnaire preparatory to your interview. It will help you to brush up and revive your memory of the past history, and also to arrange your points.

We will approach you on the date and time of your convenience fixed before hand.

Yours sincerely,

(K.L. Mahendra)
Director

Questionnaire-I

1. Name and Date of Birth
2. Address
3. Organisation (present)
4. When did you join the labour movement?
5. When did you join organisation first?
6. Which organisations/ unions/ parties you were associated with?
7. How did you come into the labour movement, organisation, T.U. activities?
8. Was your joining the labour movement accidental or intentional? Did you want to do something else, join some other line of activities in your life?
9. Which was / were the first agitations / strikes / activities you participated in? What were its problems, history, etc?
10. What is the history of the first organisation you joined?
11. What are the main points in the histories of organisations and movements you were / are part throughout?
12. Please tell us in detail about some of the most outstanding movements and organisations in your memory in which you participated.
13. Please tell us about some of the most obscure movements, activities and organisations in which you participated, and which have found no mention / publicity in print.
14. Please tell us about conflicts, controversies, debates within the labour movement, e.g. in the context of 1930s, 1942, 1945-47, nature of transfer of power (1947),
Telangana, Punnapra – Vyalur CPI – Congress – CSP – SP differences, struggle for relating T.U. s with revolution, attitude to the government, controversies in the labour movement in the 1960s, relationship with other T.U. centers, etc.
15. Have you participated in armed struggle in any form? Which ones? What were the experiences? Why?
Not from personal experience
16. Why could T.U. – Labour unification not be achieved in independent India despite so many efforts? Were the efforts enough? Why the division? Who is / are responsible for the division and for not achieving unity?
17. How far broader class and social consciousness has been achieved within the Indian working class in the last so many decades of movement?
18. What is the shift today? How different are the new generations of workers different from the earlier ones? Which were the leading industries and sectors earlier, and which ones today?
19. Extent of achievements in struggle for industrial and labour relations, factory / office workers' work conditions, rationalisation, T.U. Rights, Politicalisation, nationalisation, against monopolies, globalisation, privatisation, etc.
20. Please recall some interesting and important episodes of your life.
21. Political Parties, tastes, opinions.
22. Why the united T.U. movement split up after 1947? What particular political reasons? How to unite them? What are the prospects of their unification?
Not from personal experience
23. What is the relationship between T.U. movement and politics?
24. Role of mafia and T.U. movement.
25. Political views, parties, opinions on future.

Questionnaire II

Part I

1. Personal life Profile (When, why, how, they joined trade union activity)
2. An evaluation of their trade union work
3. A single major achievements in their work
4. A single major failure
5. An event that changed their perspective of strategy of action
6. How do they see the difference in the current trade union activity
7. What was the earlier situation
8. What are the challenges they see in trade unionism
9. What are the new strategies that are required

Part II

10. Name any 5 major struggles in history
11. Name any 5 major legislation
12. Name any 5 major judicial intervention
13. Name any 5 major events in labour history

An archive on the labouring poor

Government Business profiles a unique initiative funded by the Labour Ministry

NOIDA: The V V Giri National Labour Institute (VVGNI), an autonomous research institute of the Union ministry of labour, has been in the process of establishing a unique archive dedicated to the preservation of material on the working class of India.

The long standing need for setting up an archive completely focussing on the labouring poor was realised through a collaborative venture between the VVGNI and the Association of Indian Labour Historians (AILH). An archive on labour assumes prime significance in a country like India where the majority of households are wage earners and unprotected workers constitute about 90 per cent of the 28 crore workforce.

Archives are to society what memory is to a human being. The documents and data on Indian labour now and in the past are being irretrievably lost, primarily due to neglect and lack of an organised initiative to preserve these documents in India. To overcome this lacuna, the

Archives of Indian Labour documents and preserves materials on the life and labours of the working class. It acts as a specialised repository of records and voice s of the workers. The archive aims at preserving textual, visual and oral records on labour in order to make it possible to find documents that could be of interest for a specific study enabling users to orient their search to the primary sources they need to consult.

The wide range of documents which fall within the scope of the archives include: personal correspondence of and biographical material on labour leaders; government, private sector and trade union records; oral testimonies, personal narratives of workers; photographs and audio-video material on labour; work songs and other similar material on workers' culture; trial proceedings in courts of law; records of individual and collective labour disputes; journals, newspaper clippings and pamphlets on the working class movement etc.

The two unique features of the Archives are their stress on digital storage and focus area research on the informal sector. The archive is

conceived as a fully digitised one, which is perhaps the only one of its kind in the country.

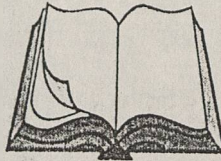
The Archives has already completed the digitisation of documents on all the committees and commissions on Indian Labour from 1929 onwards (to cite a few, Royal Commission on Labour, Labour Investigation Committee, National Commission on Labour). Another important collection, which has been digitised, is the pamphlets and proceedings of the All India Trade Union Congress since its inception in 1920s. The archival acquisition and the substantive research is centred around the focus area of informal sector labour history which is by and large a completely unexplored area of scholarly intervention. The other specialty of the archives is its emphasis on oral history documentation. The documented oral history is digitised and stored, also detailed transcripts and biography notes of the interviewees are kept in hard copies along with the cassettes.

The Archives of Indian Labour is based at the V V Giri National Labour Institute, Sector 24, NOIDA 201301 Uttar Pradesh.

Email: shram@ndf.vsnl.net.in

The Times of India, ND
FRIDAY, MAY 25th 2001.

Archives of Indian Labour



By the Memorandum of Understanding between the V.V. Giri National Labour Institute (VVGNI), an autonomous institution funded by the Ministry of Labour, Government of India, and the Association of Indian Labour Historians (AILH), a professional body of scholars and activists, the Archives of Indian Labour was set up in June 1998. The Archives is housed in the Library building of the VVGNI at NOIDA and is financially supported by the Institute. The aim of the Archives is to acquire, preserve and make accessible documents relevant to Indian labour. There are a wide range of documents that fall within the scope of archival acquisition. These include:

- ◆ Papers relating to the international working class movements in so far as these are germane to the Indian context
- ◆ Relevant papers of international bodies like ILO
- ◆ Any other material, including government reports etc., relevant to labour studies, both historical and contemporary Research publications on Indian labour and unpublished Ph.D. thesis at universities in India and elsewhere.

The Archives of Indian Labour is preparing an inventory of material on Indian labour located in major institutional repositories, and archives in India and in other countries in order to compile a guide of sources for labour researchers.

The Archives will hold public exhibitions of materials collected and act as a data bank in respect of research material in repositories other than the Archives of Indian Labour.

The Archives will also enter into exchange and collaboration with scholarly organisations, archives, and libraries both Indian and international.

To circumvent the problem of physical deterioration of documents, the Archives will store acquired material in the digital mode. This transformation of the medium of storage will, apart from enhancing the durability of records, simplify retrieval of and access to documents, enable portability and customisation, economise on physical storage space and optimise document management. The Archives has acquired the equipment required for the level of digital archiving that is to be executed in the initial phase. Technical expertise has gone into the design of the overall archival system to ensure maximum convenience of end use. The Archives is expected to be open to public use in a few months.

THE VVGNI- AILH ARCHIVES OF INDIAN LABOUR

In this Issue

Archives of Indian Labour	1
On the Archives Project	2
Why an Indian Labour Archives?	4
Digital Archival Storage	5-6
Collection in Progress	7

- ◆ Personal correspondence and biographical material of labour leaders
- ◆ Papers of trade unions, irrespective of their political affiliation
- ◆ Journals, newspapers and other periodical publications addressing labour
- ◆ Pamphlets and leaflets issued by labour organisations
- ◆ Papers of employers' organisations that have a bearing on labour policy
- ◆ Papers of business corporations on labour matters
- ◆ Oral testimonies and personal narratives of the members of the working class
- ◆ Photograph, video tapes, films and other visual material
- ◆ Work songs and similar expressions of the culture of workers, urban and rural
- ◆ Trial proceedings in the courts of law

The Archives of Indian Labour is being set up through a

project jointly executed by the VVGNNLI and the AILH. At the VVGNNLI, the Archives Project is the nucleus of the Integrated Labour History Programme (ILHRP). The Archives Project is advised and guided by a Joint Advisory Committee (JAC) with nominees from both the AILH and VVGNNLI. The AILH has five nominees to the committee while the VVGNNLI currently has three nominees and two special nominees.

Dr. S. Sarkar, Director General, National Archives of India, Prof. Sabyasachi Bhattacharya, Centre for Historical Studies, Jawaharlal Nehru University and President of the AILH, Prof. Sumit Sarkar, Department of History, University of Delhi, Prof. Madhavan K. Palat, Centre for Historical Studies, Jawaharlal Nehru University and Dr. Rana P. Behal, University of Delhi, are the five AILH nominees. Navin Chandra, Senior Fellow and Dr. C.S.K. Singh, Senior Fellow, and Dr. Prabhu P. Mohapatra, Visiting Faculty, ILHRP, VVGNNLI are the VVGNNLI nominees. S.K. Sasikumar, Fellow and Babu P. Remesh, Associate Fellow are the two special nominees of the VVGNNLI. The JAC oversees and monitors the progress of the Archives Project and provides expert inputs.

The Archives of Indian Labour is a part of the Integrated Labour History Research Programme initiated at the VVGNNLI in July 1998. The Programme aims to revive and provide a direction to research in Indian Labour through its three components, Writing Labour History, Interdisciplinary Research and the Archives of Indian Labour. The members of the ILHRP are Navin Chandra Senior Fellow, Dr. C.S.K. Singh Senior Fellow, S.K. Sasikumar Fellow, Babu P. Remesh, Associate Fellow and Coordinator and the Visiting Faculties, Dr

On The Archives Project

Prabhu Mohapatra and
Thomas J. Mathew .

Electronic storage is one of the fundamental goals of the Archives Project and this is an area that requires technical expertise. This expertise is provided by Abhay Mehta, an IT professional, who has been associated with the Archives Project from a very early stage.

Some of the central trade unions are actively associated with the Project and have nominated senior trade unionists to permanently liaise with the Archives. From the All India Trade Union Congress, general secretary, K.L. Mahendra and D.L. Sachdev are actively associated with the project. The Hind Mazdoor Sabha's nominee is Vasant Gupte, Director of the Maniben Kara Institute. The Centre for Indian Trade Unions has nominated Kanai Bannerjee and the Bharatiya Mazdoor Sangh's nominee is K.J. Thakkar.

Periodic interaction between and the frequent inputs of those associated with the project have contributed to formulating the conceptual and technical foundations of the archival system. In particular, the faculty of the VVGNNLI associated with the Project has made substantial contributions, while the support of Institute's administration has been invaluable.

Above all, the initiative and generous support of two individuals have given the Archives a firm foundation. Dr. Lakshmidhar Mishra, Secretary (Labour), Government of India and Chairman (EC), VVGNNLI, is closely involved with Project and has provided continuous support. Ms Uma Pillai, Director, VVGNNLI, was instrumental in initiating the Archives Project and has given generously of her time. The progress made so far owes much to the energy she has invested in the activities of the Project.

Message from Dr. Lakshmidhar Mishra, Secretary (Labour)

Two institutions with a common commitment to labour, the V.V. Giri National Labour Institute, an autonomous body funded by the Ministry of Labour, and the Association of Indian Labour Historians, an independent group of researchers, have joined hands to found the Archives of Indian Labour, a venture that is without parallel or precedent in India. Documents on labour are being lost, damaged or destroyed at an alarming pace and the setting up of the Archives will without doubt reverse this process to a great extent. What is unique about the Archives of Indian Labour is its ambitious project of digitising the documents to create a sophisticated electronic archive that will not only ensure durability of acquired records but will also enable easy access to documents. Electronic archiving is a comparatively recent development and this is perhaps the first such venture in India.

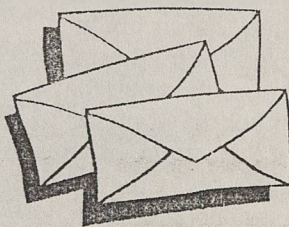
An exercise of such magnitude that involves both the collection and digitisation of documents can succeed only through the co-operation of all those who are concerned with labour in different capacities. The Ministry of Labour has offered its firm support to the Archives project from its very inception. It is my fervent hope and my conviction that all others involved with the concerns of labour will come forward to offer the support and co-operation that this project requires. The first newsletter of the Archives of Indian Labour will contribute substantially to creating an awareness about the objectives and activities of the Archives and will encourage collaboration between other institutions for initiating ventures with a similar public purpose. I welcome the publication of this Newsletter and wish the Archives Project all success.

*Message from Prof. Sabyasachi Bhattacharya,
President, AILH*

Archives are to a society what memory is to human beings. One would expect the archives to reflect what a society would like to remember and to forget. When the archives are maintained, as in modern India till 1947, by a colonial state, the erasure of the history of the oppressed section in society is commonly observed. This is particularly true of the labouring poor and the working classes in India.

Even today, fifty years after Independence, documents and data on Indian labour, now and in the past, are being irretrievably lost due to neglect and want of an organised initiative to preserve them in India. A proposal to set up a labour archives was initiated in May 1998 by the Association of Indian Labour Historians and in July 1998 this was accepted by the Director, Ms. Uma Pillai and the Faculty of the V.V. Giri National Labour Institute. The Memorandum of Understanding between the VVGNI and the Association provides for a Joint Advisory Committee consisting of members of both institutions to guide the implementation of the projected Archives of Indian Labour. As the Memorandum states, "the AILH members individually and the Association collectively will play an useful role in providing intellectual support and professional expertise while the VVGNI will provide the essential infrastructural, logistic and financial support towards the Project".

Since the collaborative project has grown over the last one year to a stage when it is appropriate to make a public statement of what it has done and will do in the coming years, I welcome the publication of this Newsletter. If the efforts of the VVGNI and the AILH throw light on the life and mind of even a small section of the labouring poor of our country, now and in the past, something very worthwhile will be achieved. That will be a message to our society.



*Message from Ms. Uma Pillai,
Director, VVGNI*

The Archives of Indian Labour is fundamentally an exercise in collaboration to preserve, for posterity, labour's past. After the VVGNI and the AILH came together to initiate this unique venture the extent of institutional participation in it has steadily increased and I am happy to note the interest and the response that this project has elicited.

The Archives has been gradually taking shape and its activities have gathered sufficient momentum for us to be able to now make a public statement of its objectives and the course that has been charted out for it. Through the medium of this publication we intend to keep informed all those concerned with labour in their different capacities of the progress that has been made. Through this newsletter we also hope to get feedback and suggestions so that over a period of time the network of participants in this venture expands.

I take this opportunity to thank all those who have come forward so spontaneously to commit their public support for this venture. They have contributed substantially to the progress that has been made so far. It is my firm belief that many others will participate in this venture and join the growing band of institutions that have associated themselves with the Archives of Indian Labour.

The VVGNI is committed to research in labour and so has been seriously concerned about the loss and destruction of documents. The collaboration with the AILH is a reflection of the Institute's resolve to arrest this loss. The facilities for a fully digital archives have been installed and the process of converting documents to the electronic form has already commenced. I join the Archives Project in soliciting the co-operation of custodians and repositories of documents on labour in India to enrich the Archives of Indian Labour.

Why an Indian Labour Archives?

applicable to the organised sector as well, that

For some time now, coincident with the general displacement of labour, at least in its organised form, from the focus of institutional concerns, the recovery of working class history had ceased to enthuse historians. Paradoxically, this lack of enthusiasm coincided also with the extraordinary transformations that were being effected in the sphere of production, which dramatically recast the environment of labouring existence in India. These years of neglect and disinterest have had their obvious and disturbing consequences. At this juncture, there are indications of the emergence of new perspectives within the labour movement, and signs of a revival of interest in labour within the social sciences in general. The elaboration of both these trends is severely restricted by the absence of records of the vast and consequential changes of this neglected period.

Simultaneous with the general decline in the size and standard of living of the organised workforce, there has been a phenomenal growth in that sector that has imprecisely been designated the 'informal' or 'unorganised' sector, as well as an expansion in small scale service sector activity. By and large, there is little that is authoritative or definite about much of what can be said about Indian labour today. That there have been extensive changes in the profile and character of the workforce and in the nature, terms and relations of work, which impinge on a host of other aspects of the social existence of labour, is quite evident. However, on these aspects of labour there is little documentary or other evidence to support any conclusion beyond the most limited impressionistic generalisations. As a consequence, such research as has taken place has almost entirely been the outcome of individual initiative and diligence and has, in the absence of any institutional stimulus, been restricted to a narrow compass.

The failure to register many of these new developments in the sphere of labour is the logical culmination of a tendency that has so far dominated the approach to labour in India. Much of that which is new has taken place in the so-called 'unorganised' sector, so long outside the pale of any serious reckoning that it can more usefully be redesignated the 'unrecognised' sector. The neglect of this sector, in more ways than one, has led to its near complete absence from documents on labour and to the awkward silence on the largest segment of the workforce in India. Beyond the scattered material generated by individual scholars in the course of their research, there has been no institutional attempt to track and document developments in this sector. There is scarcely any reason to anticipate a departure from this trend in the near future.

There are aspects to the problem of sources,



are likely to seriously curtail the scope of labour studies. There has over time been a steady loss of records. Documents and registers of labour of even so recent a past as the 1980s can no longer be traced. By the end of the 1990s it has become difficult to estimate the quantum of material on so momentous an event as the Bombay textile strike of 1982 that has been destroyed, for there is no reasonable assessment of the quantum of material that existed in the first instance. This holds true generally for the most historic moments of the Indian working class. And this has happened, not from negligence but for want of a systematic effort to preserve the documents that record them.

Apart from its more historic moments, there are the generally neglected aspects of working class existence that hide the stories of its everyday lives. These neglected aspects are of no less relevance than the dramatic and assertive moments of labour, as much for those who research labour as for those who organise labour. Insights into these furnish the maps of labour's social existence and point to the specific influences that shape working class attitudes. New perspectives on labour have recognised the need to probe these aspects, but for the present they elude systematic study.

Archiving the sources of labour in India must, therefore, address these concerns. Conventional archiving methods of passive acquisition of documents serve little purpose. The Archives of Indian Labour has accordingly been oriented to meet the urgent demands of these circumstances. Special attention is being devoted to the collection of material on those spheres of labour which have in the past been overlooked. The acquisition of material for the Archives is to be executed through research based collection projects. Those projects will be designed to collect such sources as are in existence and generate sources where those do not exist. A noteworthy aspect of many of these projects is the emphasis placed on oral history.

Salvaging decaying documents, preserving existing records and generating sources on undocumented areas require an all-India network of co-ordinated institutional initiatives. To this end, the Archives project is in the process of initiating a chain of collaborative ventures in order to enlist specialist and expert services in the building up of the Archives.

Digital Archival Storage

VGNLI

In view of the generally indifferent state of record keeping in India, one of the priorities of the Archives of Indian Labour is to put in place a systematic method of storage that will ensure both durability of acquired material and ease of access to documents for end-users. Fading print on acid paper of limited storage life and the continuous inflow of documents making ever increasing demands on shelf space are the familiar problems of any repository.

Space and preservation are the two most fundamental aspects of standard archiving and both entail very high expenditures. For these reasons the Archives project sought professional advice, on which basis it was eventually decided to adopt the digital mode of storage. This will satisfy both the criteria—durable storage and ease of retrieval—besides reducing storage costs in the long run.

A professional system, with a high degree of automation, has been installed at the Archives of Indian Labour. There are two basic elements to the digitisation programme of the Archives. One aspect of it is purely technical while the other involves archival research. The two processes are carried out separately and the results of both these independent processes are finally merged to create an electronic archive.

Acquired documents are scanned and stored on high capacity computers as images. Of these, documents which are relatively better preserved, in terms of both print and paper quality, lend themselves to fairly easy textual conversion. The images of these documents are converted into editable text formats using high quality Optical Character Recognition Software. These are then carefully scrutinised to verify the fidelity of text conversion. This transformation of image to text reduces the storage space utilised and offers the benefits of computerised indexing and the retrieval of required material through the use of a search facility.

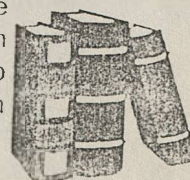
Documents whose physical condition precludes conversion of image to text and documents which do not require to be linked extensively to other documents in the Archives, are retained as images. Im-

ages pose a problem on account of their size. Stored in the appropriate format this can, however, be optimised. Both text and image are then introduced on to HTML pages. While a document converted to text forms a single continuous file, pages of a document retained in the image form are individually inserted on HTML pages and placed in a continuous sequence to enable the user to browse through the document page by page.

In the meanwhile, these documents are carefully studied to identify their thematic connection with other documents. Apart from this, the contents of the documents are analysed to establish the spectra of links to specific locations in other documents. This is an intensive process and is part of the exercise of indexing, on which basis the linking will be executed. Using the inputs from this process, documents on HTML pages are then linked to enable users to simultaneously access different documents. The entire system is a web of documents, appropriately indexed, to permit direct access of required documents to the end-user, without any intermediate requisitioning of documents.

In addition, the system has been designed with a view to providing documents customised according to individual research requirements. Documents linked according to user specifications can thus be provided on Compact Discs to individuals or institutions. These documents can be accessed through any standard internet browser on any computer, irrespective of the operating software platform.

As a pilot venture, the Archives is currently making a Compact Disc version of the complete set of documents of the National Labour Commission, 1967, to coincide with the constitution of the 2nd National Commission on Labour. This version will include the published reports and documents of the other major Indian commissions and committees on labour from 1928 onwards. The blue print for the classification and organisation of the documents has been drawn up and this is expected to furnish the technical pattern for the future.



The V.V. Giri National Labour Institute is an autonomous body of the Ministry of Labour, Government of India. The Institute conducts research and training on issues related to labour. The Institute has three research centres, Centre for Labour Market Studies, Centre for Agrarian Relations and Rural Labour Market Studies and Centre for Employment Relations and Regulations. The Training and Education centre offers programmes for labour administrators and managers in the public and private sector and trade unionist and labour organisers in the formal and informal sectors.

The major projects of the Institute include, 1) Organising the Unorganised through *Rural Labour Camps*, 2) *Technical Resource Group* of the National Aids Control Organisation, 3) *Integrated Labour History Research Programme*, and (4) *Certificate Course on 'Labour in Development'* in collaboration with the Indira Gandhi National Open University, New Delhi.

A *National Resource Centre on Child Labour* has been set up at the Institute with the support of Government of India, UNICEF and the ILO. The NR-CCL also undertakes research on child labour in India.

AILH

More on Digital Archiving

The Association of Indian Labour Historians is a professional body of historians, social scientists and scholars interested in furthering the historical understanding of the conditions of labour and labouring people.

The Association was founded in December 1996. The AILH provides a forum for interaction among scholars through regular meetings, seminars, conferences and publications. A major objective of the Association is to preserve, generate and make accessible documents and material relating to the history and heritage of the Indian working class.

The Association, through its activities, also aims to revive and disseminate research on Indian labour. These aims are generally pursued through collaboration with universities, research institutions and similar bodies, and individuals associated with the labour movement.

The Association held its first international conference in March, 1998 at which 28 papers and 2 films centred on the theme 'Labour in Transition' were presented and discussed. The Association's next conference is to be held from March 16-18, 2000.

For more information on AILH and the Conference, contact

Dr. Rana Behal,
42 Deshbandhu Society,
15 Patparganj,
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Ph-011-2721744

Advances in the sphere of electronics have made possible radical transformations in information management. One significant aspect of these developments is the enhanced potential for digital archiving. Digital archiving is the process of replicating information contained in conventional media of storage, such as paper, audio or video tapes, in the electronic form so that it can thenceforth be stored, saved and accessed on computers. Digital archiving offers many advantages over conventional archiving, where the emphasis is on paper as the medium of storage. Paper is certainly a worthy and time-tested medium and despite all the advances in electronics retains its importance. While acknowledging the merits of paper it is necessary, from an archival point of view, to keep in mind its drawbacks.

Paper in general use till now has a tendency to deteriorate over time, as does print. This combination of fading print on discoloured and brittle paper makes preservation of documents very expensive and time consuming. Paper requires to be stored in a pest-free micro-climate if natural deterioration is to be slowed down or arrested. The other main problem with preserving paper is the requirement of large storage space. Documents are periodically discarded by organisations due to constraints of space and in the process material valuable for research is lost or destroyed. Because of its bulk, paper is also difficult to transport, more so when it is in a physically delicate condition. Further, the efficient functioning of a conventional, paper-based archive requires a large and permanent staff.

By contrast, despite its many deficiencies, the electronic form is ideal for low cost archiving. It does entail high initial outlays on equipment for the conversion of documents to the digital mode. But once the conversion is effected and the document is stored in the appropriate format on a digital storage device, the requirements of space, special preserva-

tion techniques and large staff are done away with. It is possible today to store a shelf of files in a single compact disc and transport it over long distances without inconvenience or additional cost.

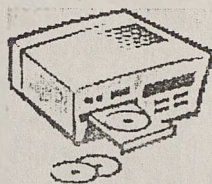
However, while digital storage offers the advantage of durability and ease of access to the end-user, it involves intermediate processes that are quite complex. For one, in designing the digital archival system professional expertise is required to anticipate, to the extent possible, the technological trends in Information Technology hardware. Obsolescence can be crippling. In designing the system, the wide variations in the type of documents

that are likely to be encountered have also to be kept in mind. The size of paper varies a great deal from document to document. Normally, scanners are used to effect digital conversion and the variations in paper size make scanners with large beds and

higher speeds a necessity.

Moreover, since digital conversion and storage is on the whole a time consuming process, it is necessary to minimise conversion time where ever possible. One option is to automate the document feeding process. Batch scanning enables personnel to engage in multiple tasks, especially if similar batch processes are introduced in downstream activity. However, automated feeding is not an option when brittle paper has to be scanned. In such cases one of two options is available. A high quality photocopy of the document can be scanned. However, this option is expensive, time consuming and involves constant supervision to ensure the desired quality of reproduction. A cheaper alternative, involving a higher initial expenditure, is to use digital cameras to reproduce the document directly in the digital form, thereby eliminating scanning time altogether.

Scanning of documents is only one part of digital archiving. After a document is scanned there are several subsequent processes, details of which will be elaborated on in the next issue of the newsletter.



Collections in Progress



The Archives of Indian Labour has commenced the process of acquiring documents. The complete set of documents of the National Commission on Labour, 1967 was the original corpus that came to the Archives immediately after it was set up. These are in the process of being electronically stored and will be made available on CDs by December, 1999.

For the acquisition of new material, the Archives has initiated several projects which are being executed by institutions and individuals. Following extensive discussions with trade unions it was decided that, on account of the very high rate of loss of union documents, these could be considered a priority area. Much of the documents held by the unions are, by their own admission, in a state of disarray. Before these can be acquired they require to be inventoried to identify those documents to be set aside for the collection.

Since the All India Trade Union Congress is the oldest union in the country, the process of collection of union documents has begun with them. Some of the AITUC's documents are held at Ajoy Bhavan while the rest is stored at the AITUC office. These documents are currently being inventoried and indexed and copies of documents to be preserved will be handed over to the Archives for storage and public access.

In addition to this, copying of the material held by the All India Railwaymen's Federation (AIRF) is currently in the process of being completed. The AIRF was at the forefront of the historic railway strike of 1974, the immediate provocation for the declaration of national emergency in 1975, and valuable papers documenting this strike will soon be part of the archival collection. As the AIRF's documents have been indexed and maintained very well, copying of these could commence without much delay. It is expected that in the next few months the Federation's entire collection will be available for public consultation.

The Maniben Kara Institute (MKI), the research and training body of the Hind Mazdoor Sabha, has been engaged in the task of collection of documentary and other evidence on Indian labour. The Institute has conducted numerous studies and surveys and has been actively engaged in research on labour. A project has been initiated with the Maniben Kara Institute and by the time of its conclusion much of this material, along with the new collections that they will be undertaking, will be housed at the Archives. These include transcripts of interviews with 100 senior trade unionists, some of whom have since passed away. MKI is also inventorying the large collection of documents of S.A. Dange, pioneer trade unionist of India.

Apart from these institutional projects, collection ventures are being executed by individuals. A project of

significance for the Archives is the oral and documentary history collection on the Bombay Textile strike of 1982. This is a fairly ambitious project especially since its oral history component aims to track the substantial changes that have followed the defeat of the strike. Through a series of extensive interviews with different categories of workers, a clearer picture of the effect on the textile workers should emerge. There is also the expectation that the process of loss of documents on the strike can be arrested. Apart from the ongoing collection and reproduction projects, the Archives has had preliminary discussions with several trade unions and labour leaders. These are expected to culminate in region and industry specific collection projects.

The Archives has also commenced work on the preparation of a Handbook of Sources on Indian Labour. Work on select repositories in Delhi has been completed. Other repositories, both in Delhi and elsewhere are to be taken up in the immediate future. In addition to the hard copy that will be printed, the Handbook will be made available on floppies with keyword search facilities. Periodically the Handbook will be updated. The Newsletter will carry announcements of such updates. It is expected that the Handbook will contribute to promoting research by creating a centralised data base of sources on labour.

There are several areas that need to be explored and the Archives project has identified some of these for follow up in the next few months. These include some of the innovative ventures in trade unionism and union initiatives in management. The phenomenon of independent unionism in the Bombay-Pune manufacturing belt has remained relatively unexplored. The Archives project met members of the Trade Union Solidarity Committee and had preliminary discussions on the possibilities of acquiring documents and publications of independent unions. Likewise, the Centre for Worker's Management in New Delhi is an innovation that had its roots in the worker take-over of Kamnani Tubon. This is a novel experiment in India and the records of this initiative will provide a rich base for research.

Government records are an important source for labour research. Secretary (Labour), Dr. Lakshmidhar Mishra has kindly extended permission to the project to reproduce material at the Labour Ministry. Following preliminary surveys it has been decided to institute a project to reproduce files from the Ministry's record room as well as relevant files in the various sections in the Ministry. This project is expected to be complete in six months.

Dear Colleagues and Friends,

There are vast areas of labour that have remained outside the scope of any investigation for want of material on them. There is an urgent need to bring these areas within the ambit of systematic study. In particular, much work remains to be done on the "Informal Sector". The Archives Project intends to generate and acquire material on undocumented sectors through projects that involve collection of both documentary, oral and visual sources. The Archives Project invites all those who have done intensive work on these areas to submit proposals for collection based projects. The proposals must

- Clearly identify the nature of sources to be collected (e.g. private papers of important labour leaders, trade union collections, life history of workers, documents on significant events e.g. strikes, or social movements)
- The extent of availability of such sources
- Their significance for archival purposes
- The methodology to be adopted (primarily documentation, interviews, life history approach)
- The time frame within which the project will be executed
- The estimated budget including maintenance or honorarium, travel, research assistance, equipment and transcription charges.
- Undertake to deliver the original material collected or high quality photocopied reproductions thereof. Audio interviews should be accompanied by English translation of transcripts.
- Undertake to present, at the end of the project period, a report of publishable quality on the collection or the research undertaken.
- Proposals from individuals will be accompanied by two references from institutionally affiliated individuals certifying the credentials of the applicant to execute the project.

The proposals will be examined by the members of the Archives Project and, according to their conformity with the above criteria, forward them to an expert panel for its recommendations. Please mail your proposal to the address below.

Mail

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Edited by Thomas J. Mathew for ILHRP.

1
Transcripts Done - ✓
Done Transcriptions = ✓

Project - Oral History
Work Report - Phase I (Feb - March 15)

The following 15 respondents have been interviewed in the Phase I of the project:

1. Sh. Amar Krishna Vyas (A.K. Vyas), Jodhpur (Rajasthan)
HKMP, HMP, HMS, now building T.U. wing of Socialist Party (Lohia). **TRANS. SENT.**
2. Sh. Vijay Mehta (Rajasthan) **TRANS. SENT.**
3. Sh. Raj Bahadur Gaur, Hyderabad, (Andhra Pradesh) **TRANS. SENT.**
4. Sh. P. Satyanarayana (CITU - Hyderabad) **TRANS. SENT.**
5. Sh. Satyapal Dang, Cheharta (Amritsar)
6. Sh. Kannabiran, Gudiyattam (Tamilnadu)
7. Sh. Ranen Sen, Kolkata (W. Bengal)
8. Sh. Ratan Roy, Patna (Bihar)
9. Sh. Meneshwar Pandey, Mussoorie (U.P.) **TRANS. SENT.**
10. Sh. D.D. Shastri, Delhi (TUCC - FB)
11. Sh. Praduman Singh, Amritsar (Punjab)
12. Sh. Nutthi Narasaiah, Kottagudem (A.P.)
13. Sh. G.V. Chitnis, Mumbai (Maharashtra)
14. Sh. Y.D. Sharma (Delhi)
15. Sh. K. Vishwanathan, Jaipur (Rajasthan)

II) This is to clarify that a few changes in the original list of about 50 have been made because (i) of death of some respondents before they could be reached; (ii) of the fact that some important and unique names have come across us. Basically, the original remains, but some more new and important names need to be added.

III) Criteria for selection of the above mentioned names: I) Advanced age was the primary condition, as also the state of health of the persons. In some cases, though the respondent is not too advanced in age, he suffers from disabilities like paralysis, loss of memory, etc. Any delay would have made an interview impossible, as in fact happened in a few cases. On this criterion above, some changes may be necessary from time to time in the next phases. Therefore, the respondents so far interviewed are in advanced age of their life and in none-too-good a health.

ii) Geographical Spread: The list covers more than half a dozen states and the four directions of the country.

iii) Unique biography, lifestyle, historical material, oral and life history factual records, etc. which otherwise were in danger of being lost with the person, at least partially.

iv) Various T.U. organisations: It will be seen from the list that at least four T.U. Centers have been covered. Some of the respondents are no more in the original organisation they worked with. They are more or less "retired".

v) British India and Princely States: A few respondents worked in and/or were related with T.U. labour movement in the erstwhile Princely States like Jodhpur, Nizam's Hyderabad, etc. where it was, in many senses, more difficult to work than in the British India. Besides, the movements therein were at greater disadvantage, record-wise. Hence the greater need to tape-record the individual reminiscences. The condition in British India and the post-independence India is, of course, well-known.

iv) methodology.

A questionnaire was given to the respondent, generally sent in advance. This helped systemize the Oral Recording. It also helped the respondent a great to refresh and recall his memory, and to set aright his ideas.

ORAL HISTORY PROJECT

WORK REPORT - PHASE II (16th March to 15th May)

i) The following 20 (twenty) respondents have been interviewed in Phase-II :

1. Shri Umraomal Purohit (HMS) New Delhi
2. Shri Vijay Kumar, Hyderabad — TRANSCRIPTION SENT.
3. Shri N. Prasada Rao (CITU), Hyderabad
4. Shri Khare, New Delhi
5. Shri K.L. Mahendra, New Delhi
6. Shri B.V. Kakilaya, Mangalore
7. Shri Ajoy Dasgupta, Calcutta — TRAN. SENT.
8. Shri Madanlal Didi, Chandigarh
9. Shri Amrit Nahata, Jodhpur
10. Shri Narayan Palekar, Goa
11. Shri Anant Nagapurkar, Nanded
12. Shri Ratnakar, Ahmadnagar — TRAN. SENT.
13. Shri Harbans Singh, Kanpur
14. Shri Baba Kartar Singh, Chandigarh
15. Shri K.T.K. Thangamani, Chennai
16. Shri Bishu Mukharjee, Varanashi
17. Shri K. Subbanna, Cuddapah, A.P.
18. ~~_____~~ Kurtaoikan
19. Shri N.M. Gope, Delhi — TRAN. SENT.
20. Shri Katre (Lal Nishan Party), Ahmadnagar — TRAN. SENT.

II) Criteria for selecting names

Mainly the same criteria were used as in Phase I. In the meantime, some persons had to be contacted urgently due to advancing age; at the same time some important names cropped up at various places in the course of the visits. It became necessary to interview them there and then. Hence some changes in the list of those interviewed in Phase II.

- i) Some of the persons are in their advanced and critical age, besides suffering from various diseases.
- ii) Unique biography and life story.
- iii) Other T.U. Centers besides the AITUC
- iv) Wide geographical spread.

III. Methodology : as in Phase I

A questionnaire is usually sent in advance, unless a venue crops up on the spot. This helps refresh memory. Usually, the interviews go far beyond the questions asked in the questionnaire, adding fresh information. Some interesting new facts have come up. This time, more background material was gathered and preparatory work done before the interviews.



N.M. Joshi Centre for Labour Research & Education

24, Canning Lane, New Delhi - 110001, Phone : 3387320, Fax : 3386427

ORAL HISTORY PROJECT

Work Report Phase III (May 16 – July 31, 2001)

The following 20 respondents have been covered in the Phase III :

1. M.K. Shukla (Majoor Mahajan) Ahmadabad
2. Sanat Mehta, (HMS-CITU), Baroda
3. Chandi Prasad, (CITU), Patna
4. T.M. Abu. Cochin, Port & Docks.
5. K.C. Mathews, Cochin.
6. K.C. Vamadevan, RSP-B, (Temple & Drainage)
7. Smt. Parvati Krishnan, Coimbatore
8. Anantha Subba Rao, Karnataka State Road Transport.
9. H.V. Ananda Tirtha, Karnataka
10. M.C. Narasimham, Bangalore.
11. S.C. Krishnan, Tamilnadu
12. Velanki Subba Rao, Vijaywada
13. P.D. Gandhi, Ahmadabad
14. Bhikubhai Vaghela, Jamnagar
15. Kameshwar Pandit, H.P.
16. Phani Bora, Guwahati
17. Pramod Gogoi, Guwahati.
18. Benoy Lahiri, Shillong.
19. D.A. Rajimwale, Nagpur/Bihar
20. Darshan Singh, Faridabad

Criteria for selecting names

Basically, the same criteria were used as in Phase II. Persons of advanced age and ill-health were given preference. Some important names, not in the original list, had also to be contacted. These names came on the spot; they were included.

Hence certain changes in the list.

- i) Some persons in critical had to be given priority.
- ii) Some biographies are different in unique and important points.
- iii) Some additional T.U. centers other than the AITUC were covered.
- iv) The geographical covered in this phase was perhaps the widest, eg. Kerala, Karnataka, Tamilnadu, Assam, Meghalaya, Himachal, Gujarat, Delhi, Bihar, etc.
- v) Methodology : as in phase II

aitucong

From: "Nimalka" <imadrn@sltnet.lk>
To: "Dr. David" <eeakdavi@polyu.edu.hk>; <daya@hilbert.math.ttu.edu>; "Joseph Arul" <jotecsev@sltnet.lk>; <sithran@ids.lk>; <tla_editor@yahoo.com>; "Nishantha" <nish@spanky.utmb.edu>; "Channa" <channaau@yahoo.com.au>; "Anuradha" <zombielk@yahoo.com>; <malaka@dialosl.net>; "Mahadevan" <aitucong@bol.net.in>; "Jean Pierre" <jppage46@hotmail.com>; "Dr. Wikremesinghe" <sushila@malki.demon.co.uk>; "Jayantha" <jsz@sil.dod.gor.au>; "Ajith" <asylgraphics@home.com>; <jayadeva@slt.lk>; <iracha@hotmail.com>; <nana0004@tc.umn.edu>; <lbopege@aucom.com.au>; <medhapatkar@vsnl.com>
Sent: Tuesday, March 05, 2002 11:43 AM
Subject: From Democratic Left Front

DEMOCRATIC LEFT FRONT
14, Elliot Place, Colombo 08.

Ceasefire Agreement

The Democratic Left Front welcomes the ceasefire agreement between the government and the LTTE. It has been the consistent position of our party that there should first be a Ceasefire before any further steps can be considered regarding the solution of the problem that has taken our country through a ruinous and senseless war for the last twenty years and more. The Ceasefire has brought great relief not only to the people of the North and East and the border villages but also to all our people all over the country. The feeling that there is no threat of a bomb attack or any other terrorist onslaught alone is a great relief to our people.

President Kumaratunga has been reported as being displeased that the agreement had not been shown to her prior to its signing. We do concede that a situation where the President and the government can cooperate in these matters is the most ideal. However to us what is of importance is not the ritual of showing the contents of the agreement to the President but whether we approve of the terms of the agreement or not. Her Excellency the President cannot be heard to say that she disagrees with the terms merely because they were not shown to her in time.

We can understand the opposition of communal groups like the Sihala Urumaya and their former President Mr. S.L. Gunasekera who have announced their intention of going before the Court of Appeal to annul this agreement. How easy it would have been to solve this problem if these gentlemen were only to obtain a Court order against the LTTE to stop this senseless war or may be what they need assistance from Court is to continue the war!

The position of the Janatha Vimukthi Peramuna on this agreement is not easily understood. For though they oppose this agreement and also lament the fact that it had not been shown to Madam President in time they as a party claim to stand for equal rights for all nationalities in the country and also claim to fight for socialism. Theirs therefore is only a fraudulent attempt to exploit the problem in the North and East to their narrow advantage by resorting to communalist propaganda. This shows their political bankruptcy and their inability to appreciate that the people of our country are fed up with this senseless war. They appear to be preparing for another get together with the Chandrika / Mangala clique in the SLFP perhaps again on probation!

The Communist Party has not yet issued a statement on this matter. It is yet to be seen whether they will take an independent position or go along with the SLFP.

However the secretary of the LSSP Batty Weerakoon has distanced himself from the SLFP and Mrs. Kumaranathunga and issued a statement calling for a positive attitude to the agreement. In our view this is most welcome and augurs well for the unity of the progressive forces that must rally together to defend the gains of this agreement and go forward to consolidate thereon.

We of the Democratic Left Front call upon all Left and Democratic forces and working class organizations such as Trade Unions and all other mass organizations to rally together to take the

peace process forward to ensure a lasting solution acceptable to all the people of our country.

Percy Wickremesekere
Secretary

Vasudeva Nanayakkara
National Organizer



Regd.

वी. वी. गिरि राष्ट्रीय श्रम संस्थान

(श्रम मंत्रालय, भारत सरकार का स्वायत्त निकाय)

V. V. GIRI NATIONAL LABOUR INSTITUTE

(An autonomous body of Ministry of Labour, Government of India)

Giri
K. L.
1999

उमा पिल्ले, भा.प्र.सेवा

CERR/RAC/1/99

निदेशक

Uma Pillai, I.A.S.

July 6, 1999

Director

Dear Mr. Mahindra,

In the meeting of the Executive Council of the V.V.Giri National Labour Institute held on July 28, 1998, the Perspective Plan for the Institute was approved and it was decided that the activities of the Institute may be restructured accordingly. Three Centres were, therefore, constituted for Labour Market Studies, for Employment Relations and Regulations and for Agrarian Relations and Rural Labour Studies. These Centres are designed to provide for adequate specialisation in the various research studies being taken up by the Institute. It has also been decided that each Centre will constitute a Research Advisory Committee (RAC) comprising of eminent persons in the relevant areas for providing necessary expert advice and for giving appropriate direction to the research efforts.

It is my privilege to request you to be a member of the RAC of the Centre for Employment Relations and Regulations. I would appreciate it if you could kindly accept the offer and intimate your consent at the earliest.

Best wishes,

Yours sincerely,

Uma P. Pillai
(Uma Pillai)

Mr. K.L. Mahindra,
General Secretary
AITUC
24, Canning Lane
Delhi - 110 001



DOCUMENTATION

The AITUC proposes to take up documentation of the history of AITUC the oldest organisation of the working class.

There is a lot of historical papers, memorandum, leaflets etc. tied in bundles and lying in the office. There is material in Ajoy Bhawan. Articles in the political weekly regularly carried articles on important policy issues and struggles and provide a lot of material. There are pamphlets and papers at the library of Ajoy Bhawan.

There are old records in the main centres of trade union activity viz Mumbai, Coimbatore, Madurai, Calcutta, Jharia, Kanpur etc and provide a lot of source material as such.

The proceedings of the session of the AITUC from 1920-1947 have been published. Another two volumes could be published covering the reports of conferences from 1947 to 1975 to 1947.

The wage agreements specially in the public sector and important industries were published and the four volumes are available.

Oral interviews of veterans and leaders of the movement have to be recorded. Interview of some old workers who participated in the major struggles shall be recorded.

The material on current issues can be documented as a continuous process.

To begin with we propose to sift the existing material and file them properly and place them in safe almirahs. The articles from the party journals or from language papers will have to be photocopied and preserved.

The various memorandums to the govt. on policies to be filed separately. For the time being we propose the following:

- Educated and capable person who can study the material and arrange properly to be appointed.
- An assistant to do filing work, copying etc.
- Files or folio.
- Racks to keep them properly.
- Traveling expenses to collect material from various centres.
- Photo copying.
- Tape recorder and cassette for recording interviews.
- The project may take nine to ten months. After gaining experience we will have to review and plan.
- Apart from this publication of the reports of the conference in two volumes.

While going for interviews we could also collect data on effect of V.R.S. or position of job losers.

*File
K.L.
9/8*

August 9, 1999,

Dear Shri C.S.K.Singh,

I have gone through the questionnaire regarding the E.P.Z. areas.

I suggest that the following questions be added.

1. Has any factory inspector or Labour Inspector visited your factory ?
2. Is there a proper attendance register or attendance is marked on a sheet.
3. Is there a proper register for payment of wages ? Or the payment is made on vouchers.
4. Are you given appointment letter if so please show a copy ?
5. Is there arrangement for Drinking water, lavatory etc.
6. Does the management object to your meeting any outsider near the factory gate ?
7. Has the management victimised any worker for forming a trade union or joining a trade union ?
8. How many hours do the workers work daily ?

With regards,

Yours sincerely,

K.L. Mahendra
(K.L. MAHENDRA)

GENERAL SECRETARY

Shri C.S.K.Singh
Senior Fellow,
V.V.Giri National Labour Institute,
P.Box No. 68, Sector -24,
NOIDA.

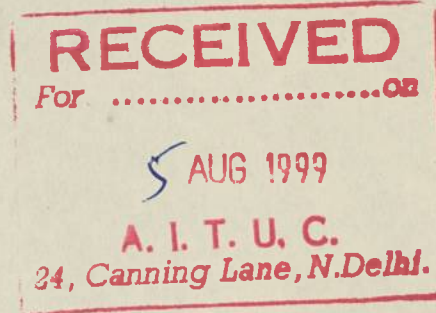


वी.वी. गिरि राष्ट्रीय श्रम संस्थान

(श्रम मंत्रालय, भारत सरकार का स्वायत्त निकाय)

V.V. GIRI NATIONAL LABOUR INSTITUTE

(An autonomous body of Ministry of Labour, Government of India)



C.S.K. SINGH
SENIOR FELLOW

Dt: 04.08.1999

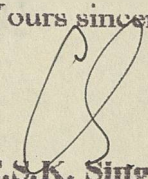
Respected Shri Mahendra,

I have taken up a study on "Labour Standards in EPZ" (now Free Trade Zone) and propose to conduct the case study of Santacruz. For this purpose I have formulated an interview schedule which is enclosed with this letter. I shall be extremely grateful if you can devote some time to go through it and offer your comments and suggestions. They will be helpful for finalising the said schedule and in fact result in its qualitative improvement.

I am taking further liberty to urge upon you to enable ^{me} to get ~~me~~ your comments/suggestions by 15th of this month so that I can begin the field work soon thereafter.

With warm regards,

Yours sincerely,


(C.S.K. Singh)

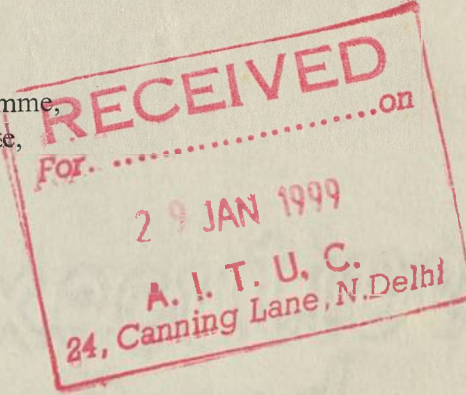
Shri K.L. Mahendra
General Secretary,
All India Trade Union Congress,
24 Canning Lane,
New Delhi-110 001.



Mahendra
Thomas J. Mathew

वी. वी. गिरि राष्ट्रीय श्रम संस्थान
(श्रम मंत्रालय, भारत सरकार का स्वायत्त निकाय)
V. V. GIRI NATIONAL LABOUR INSTITUTE
(An autonomous body of Ministry of Labour, Government of India)

Thomas J. Mathew,
Consultant, R&A,
Labour History Research Programme,
VV Giri National Labour Institute,
Sector 24,
NOIDA,
U.P.



20th January, 1999

Dear Shri Mahendra,

Thank you very much for attending the workshop at VVG NLI on January 14, 1999 and offering your valuable suggestions on the inventorying and acquisition of material for the archives.

If the suggestions made are immediately put into effect, it will go a long way in facilitating archival activities. One of the suggestions pertained to the setting up of a regular and permanent channel of communication between the unions and the archive. To this end I request the All India Trade Union Congress to nominate a senior office bearer, who is familiar with the AITUC's documentation, so that the archives project can be in regular touch with him for his advice on matters relating to the AITUC's records. If the AITUC nominee is made known to the archives project at the earliest, we can proceed with discussion of the nature of the documentation that can be made available to us.

I am also enclosing a statement of the objectives of the archives so that you will get a clearer picture of the aims of the project. Awaiting your early response.

With regards

Yours truly

Thomas J. Mathew

(Thomas J. Mathew)

Shri K. L. Mahendra,
General Secretary,
All India Trade Unions Congress,
24, Canning Lane,
New Delhi 110 001.

Details of the Workshop on the Archives Project of the Integrated Labour History Research Programme held on 14th January, 1999

The following representatives of the central trade unions were present:

Mr. K.L. Mahendra **AITUC**
Mr. Kanai Bannerjee **CITU**
Mr. A.D. Nagpal **HMS**
Mr. R.A. Mittal **HMS**
Mr. S.S. Chauhan **INTUC**
Mr. Om Prakash Aghi **BMS**
Mr. Ashok Rao **PWTUC**

The other participants at the workshop were:

NLI

Uma Pillai, Director, NLI
Navin Chandra, NLI
C.S.K. Singh NLI
S. K. Sasikumar NLI
Prabhu Mohapatra NLI/AILH
Thomas J. Mathew NLI
Babu P. Remesh NLI
Ashok Khandelwal NLI/BKMU

AILH

Sabyasachi Bhattacharya AILH, Chairperson
Samita Sen AILH
Dilip Simeon AILH
Radhika Singha AILH
Rana Behal AILH
Bela Malik OUP/AILH

All the trade unions were unanimous in their endorsement of the Archives Project and promised full co-operation. The following general points were made:

- The project should write to the central trade unions requesting them to nominate an office bearer connected with their documentation to permanently liase with the project.
- The project should circulate a charter among the trade unions stating the objectives of the archives.

- The project should prepare a list of requirements from the unions and officially convey it to the unions.

Taking into account the suggestions of the unions and the other participants in the workshop the chair summed up with the following suggestions:

- The project should prepare a brochure on the proposed objectives and activities of the archives and distribute it among the unions.
- A questionnaire, to obtain from the unions a list of what documentation is available with them, can be prepared and circulated among the unions.
- A nodal person can be nominated by the unions to help in archival activity.
- Another meeting with the unions can be held two months from now to report on the progress and for further suggestions from them.

A Brief Note on the Archives of Indian Labour.

It has long been felt that documents and data on Indian Labour now and in the past, are being irretrievably lost due to neglect and want of an organised initiative to preserve them in India. An archives of Indian labour history has been set up as a collaborative venture of the V. V. Giri National Labour Institute the Association of Indian Labour Historians. The concept of labour history does not exclude contemporary history; documentation relating to the present or the recent past is also an objective of the archives. However, duplication of the work already undertaken by many agencies in the area of contemporary labour matters will serve no purpose. Areas untouched by such agencies (e.g. the contemporary material worthy of preservation in the private correspondence of labour leaders, trade union bodies, oral testimonies and personal narrative of members of the working class, etc) will form part of the archives, along with material for historical research.

It goes without saying that archives are to society what memory is to a human being. One would expect the archives to reflect what a society would like to remember and to forget. When the archives are maintained, as in modern India till 1947, by a colonial state, the erasure of the history of the oppressed section of society is commonly observed. This is particularly true of the labouring poor and the working classes in India.

At the Indian History Congress in 1982 the Presidential Address (Modern History Section) drew

attention to the need to preserve historical documents relating to labour history in India. In the 1980s some of the early papers of the All India Trade Union Congress and at least one major Labour leader, N. M Joshi, were collected and are housed in the Nehru Memorial Museum and Library. The National Archives of the Government of India and the archives of the state governments preserve government records on labour matters; however, the records of the vast number of the non-governmental bodies, trade unions, leading personalities in labour movement, etc. are not within their purview. A few political parties have preserved a fraction of the papers relating to the activities of their trade union wings, but these are not easily inaccessible and, for want of professionally trained archivists, almost impossible to consult. Documents of historical significance relating to the life and work of the labouring poor and the working class in India need to be acquired, inventoried, and made accessible to research in a more systematic way than has been attempted till now. Towards this end, the following proposals were considered by the AILH and the VVG NLI at meetings held at VVG NLI on 13 May 1998, and at J.N.U on 20 May 1998:

Objectives:

1. To acquire, preserve and make accessible documents pertaining to Indian labour. The following types of material *inter alia* will be sought:
 - a) Personal correspondence and biographical material of labour leaders.
 - b) Papers of trade unions, irrespective of their political affiliation.

- c) Journals and newspapers, mainly addressing the labouring classes.
- d) Pamphlets and leaflets issued by labour organisations.
- e) Relevant papers of employers' organisations in so far as these have a bearing on labour policy.
- f) Papers of business corporations related to labour matters.
- g) Oral testimonies providing personal narratives of the members of the working class, recorded as interviews on audio tapes.
- h) Photographs, videotapes, films and other visual material.
- i) Work songs and similar items of the culture of the labouring classes, urban and rural.
- j) Trial proceedings in the courts of law.
- k) Papers relating to the international working class movements in so far as these relate to the Indian context, as well as relevant papers of international labour bodies.
- l) Any other material including government reports etc, relevant to labour studies, historical or contemporary.

2. The Labour History Archives will also prepare an inventory of material relating to Indian

labour history in major institutional collections, depositaries, and archives in India and in other countries with a view to compiling a guide.

3. Research publications on Indian labour history and unpublished Ph.D theses at universities in India and abroad will be acquired.

4) The Archives may also undertake the publications of guides to labour history sources, hold public exhibitions of material collected and act as a data bank in respect of the provenance and nature of research material in depositaries other than the Labour History Archives.

5) The Archives may also enter into exchange and international collaboration with scholarly organisations, archives, and libraries abroad.



वी. वी. गिरि राष्ट्रीय श्रम संस्थान

(श्रम मंत्रालय, भारत सरकार का स्वायत्त निकाय)

V. V. GIRI NATIONAL LABOUR INSTITUTE

(An autonomous body of Ministry of Labour, Government of India)

Thomas J. Mathew,
Consultant,
Research & Archives,
Labour History Research Programme.

4th January, 1999

Dear Shri Mahendra,

The Association of Indian Labour Historians is a professional body of scholars and activists who have been engaged in matters relating to labour. The Association has signed a Memorandum of Understanding with the VV Giri National Labour Institute with a view to encouraging interest and research in Indian labour. Following the MOU a Labour History Research Programme has been set up at the National Labour Institute, to co-ordinate projects that have been envisaged.

The setting up of an archives of Indian labour is an important project instituted by the Labour History Research Programme. It has long been felt by scholars researching on Indian labour that sources for the writing of such history is scattered and difficult to access. To facilitate the study of Indian labour an archive of all the possible sources of labour is a pre-requisite.

Trade Union sources constitute by far the most important workers' documentation on labour and an archives without such sources is necessarily incomplete. To enable us to add such sources to the proposed archives, the project is hosting a workshop on 14th and 15th January, 1999 at the VVGNI, where trade union leaders and leading scholars of Indian labour can interact with and advise the project on the kinds of sources available and the possibilities of acquiring them for the archives, so that they can be organised, catalogued, preserved and stored for future reference by all those concerned with the conditions of labour in India.

With your vast experience in the trade union movement the project will benefit immensely from your participation in the workshop. We do look forward to your contribution to the archives project and request you to attend and participate in the workshop.

Yours truly

(Thomas J. Mathew)

Shri K.L. Mahendra,
General Secretary,
All India Trade Union Congress,
24, Canning Lane,
New Delhi 110 001



File
klm
8/2

February 8, 1999,

Dear Shri Mathew,

Thank you for your letter dated 20th January, 1999. We are nominating Com. D.L.Sachdev, our secretary to remain in touch with the archives project on matters relating to the AITUC records.

With regards,

Yours Sincerely,



(K.L. MAHENDRA)

GENERAL SECRETARY

Mr. Thomas J. Mathew,
Consultant, R&A,
Labour History Research
Programme,
V.V.Giri National Labour Institute,
Sector 24, NOIDA,
U.P.

Labour Standards in Free Trade Zone
(The Case of SEEPZ)

Name of the Firm _____

Product Group _____

GENERAL INFORMATION

Name of Respondent: _____

Home Address: _____

Sex: _____

Interview Schedule

2. Present Age: _____

Below 20 _____

20-24 _____

25-29 _____

30-34 _____

35-39 _____

40-44 _____

45-49 _____

50-54 _____

55-59 _____

60-64 _____

65-69 _____

V.V.G. National Labour Institute

(Ministry of Labour, Govt. of India)

INTERVIEW SCHEDULE FOR WORKERS

(This schedule will be administered to workers in SEEPZ)

Schedule No. : _____

Date of Interview : _____

Product group - Gems and Jewellery/Electronics:

Name of the Firm _____ Product Group _____

I GENERAL INFORMATION

Name of Respondent :

Home Address :

1) Sex :

Male _____ 1

Female _____ 2

2) Present Age :

Below 20 _____ 1

20 - 24 _____ 2

25 - 29 _____ 3

30 - 34 _____ 4

35 - 39 _____ 5

40 and above _____ 6

No Response _____ 0

3) Age at Recruitment (Present Job) :

Below 20 _____ 1

20 - 24 _____ 2

25 - 29 _____ 3

30 - 34 _____ 4

35 - 39 _____ 5

40 and above _____ 6

No Response _____ 0

4) Present Marital Status :

Single _____ 1

Married _____ 2

Divorced and separated _____ 3

Widowed _____ 4

No response _____ 0

5) Marital Status at the time of taking up this job :

Single _____ 1

Married _____ 2

Divorced and separated _____ 3

Widowed _____ 4

No response _____ 0

6) Educational Level :

Illiterate _____ 1

Can read & Write _____ 2

Completed primary school _____ 3

Completed middle school _____ 4

High school incomplete _____ 5

High school completed _____ 6

Undergraduate _____ 7

Graduate _____ 8

Post-graduate _____ 9

Technical/Professional Qualification _____ 10

(Before joining the present job)-specify _____

Technical/Professional Qualification _____ 11

(During the job tenure) - specify _____

7 Religion :

Hindu	_____	1
Muslim	_____	2
Christian	_____	3
Budhist	_____	4
Any other (Specify)	_____	5
No response	_____	0

8) Caste : (Specify)

Upper Caste	_____	1
Middle Caste	_____	2
S.C.	_____	3
S.T.	_____	4
Not Applicable	_____	Blank
No response	_____	0

9) Mother Tongue :

Marathi	_____	1
Hindi	_____	2
Urdu	_____	3
Gujarati	_____	4
South Indian Languages	_____	5
Konkani	_____	6
English	_____	7
Any other	_____	8
No Response	_____	0

10) Ethnic Region :

Maharashtra	_____	1
Gujarat	_____	2
Goa	_____	3
Madhya Pradesh	_____	4
Rajasthan	_____	5
Bihar	_____	6
U.P.	_____	7
West Bengal	_____	8
Orissa	_____	9
Tamil Nadu	_____	10
Kerala	_____	11
Karnataka	_____	12
Any other	_____	13
No response	_____	0

11) Ethnic Origin :

Rural	_____	1
Urban	_____	2
Semi-urban	_____	3
No response	_____	0

12. FAMILY DATA

1) Total no. of household members (including respondent): _____ actual

2) Residence in Bombay :

Lone person _____ 1

Nuclear family _____ 2

Joint family _____ 3

Chummery _____ 4

As a paying guest with
relative/friends _____ 5

Staying with grown-up
sons/daughters _____ 6

3) Are you a head of the family :

Yes _____ 1

No _____ 2

4) If Yes :

i) Family members dependent on the respondent in Bombay.

a) Spouse

f) Sisters _____ actual

b) Sons _____ actual

g) Brothers _____ actual

c) Daughters _____ actual

h) Others _____ actual

d) Parents

i) Total _____ actual

e) Parents-in-Law

ii) Family members dependent on the respondent at Native place.

- | | | | | | |
|--------------|-------|--------|-------------------|-------|--------|
| a) Spouse | _____ | actual | f) Sisters | _____ | actual |
| b) Sons | _____ | actual | g) Brothers | _____ | actual |
| c) Daughters | _____ | actual | h) Others | _____ | actual |
| d) Father | _____ | actual | i) Total | _____ | actual |
| e) Mother | _____ | actual | j) Parents-in-Law | _____ | actual |

- 5) No. of wage earners at home in Bombay : _____ actual
- 6) No. of wage earners at native place : _____ actual
- 7) Income from other family members (Rs.) : _____ actual
- 8) Total Family Income (Rs.) : _____ actual

9) Occupation of the Head of the Family :

- | | | |
|-------------------------------------|-------|---|
| a) Industrial Worker | _____ | 1 |
| b) Casual worker | _____ | 2 |
| c) Clerk, Teacher, Supervisor | _____ | 3 |
| d) Shopkeeper | _____ | 4 |
| e) Vender/Hawker | _____ | 5 |
| f) Engineer/Lawyer/Doctor/Professor | _____ | 6 |
| g) Executive | _____ | 7 |
| h) Respondent only earning member | _____ | 8 |
| i) Any other (Specify) | _____ | 9 |
| j) No response | _____ | 0 |

10) Type of House Living In :

- Two or more rooms/Independent Flat _____ 1
- One Room Independent Flat _____ 2
- Pucca Chawl (with common W/C) _____ 3
- Kuchha Chawl _____ 4
- Huts _____ 5
- Any Other (Specify) _____ 6
- No response _____ 0

11) House Ownership Status :

- Owned _____ 1
- Rented _____ 2
- Other (Specify) _____ 3
- No response _____ 0

13. Occupational details

1) Details of previous job :

i) Nature of Employment

- Permanent/Regular _____ 1 Badli/Substitute _____ 4
- Temporary/Casual _____ 2 Not Applicable _____ 5
- Apprentice _____ 3

ii) Type of job

(Specify exact job designation and nature of work activity)

- Highly Skilled _____ 1 Unskilled _____ 4
- Skilled _____ 2 Not Applicable _____ Blank
- Semi-skilled _____ 3

iii) Earnings (Gross) Rs. _____ actual
(at the time of leaving the job)

2) Nature of (Present) Employment at the time of recruitment :

Permanent/Regular _____ 1 Apprentice _____ 3
Temporary/Casual _____ 2 Badli/Substitute _____ 4

3) Nature of (Present) Employment currently :

Permanent/Regular _____ 1 Apprentice _____ 3
Temporary/Casual _____ 2 Badli/Substitute _____ 4

4) Specify job designation at the time of recruitment : _____

(With Name of the Department)

5) Specify job designation (current) : _____

(With Name of the Department)

6) Break in Service since recruitment :

Number 0 _____ 1 7-8 _____ 5
1 - 2 _____ 2 9 & more _____ 6
3 - 4 _____ 3 Not Applicable _____ Blank
5 - 6 _____ 4 No Response _____ 0

7) Duration of Break in Service on-an average :

1 - 3 months _____ 1 15 - 18 months _____ 6
3 - 6 months _____ 2 18 - 21 months _____ 7
6 - 9 months _____ 3 21 - 24 months _____ 8
9 - 12 months _____ 4 24 months & more _____ 9
12 - 15 months _____ 5 Not Applicable _____ Blank

No Response _____ 0

8) Duration of Service :

Less than 1 year _____	1	4 - 5 years _____	5
1 - 2 years _____	2	5 - 6 years _____	6
2 - 3 years _____	3	6 - 7 years _____	7
3 - 4 years _____	4	Above 7 years _____	8
No Response _____	0	(Specify) _____	

9) Why did you leave the former job?

Loss of Job _____	1
Job not regular _____	2
Low Wage job _____	3
Any other (specify) _____	4

10) How did you try for this job :

Applied against an advertisement in News Papers _____	1
Approached through the Employment Exchange _____	2
Friend/Colleague helped to apply _____	3
Through Recruitment Agency _____	4
Through Contractor _____	5
Any other Sources (specify) _____	6
No response _____	0

Do you have: _____

Appointment letter	Yes _____	1	No _____	2
Identity Card	Yes _____	1	No _____	2
Gate Pass	Yes _____	1	No _____	2
Daily attendance register	Yes _____	1	No _____	2

11) What has been single most important factor for your taking up an outdoor job? :

- Economic Compulsion _____ 1
- To Supplement family budget _____ 2
- Earn pocket expense _____ 3
- Saving to meet marriage cost _____ 4
- For Personal Satisfaction _____ 5
- (Self-status and independence)
- To Utilise Own Skills _____ 6
- Any Other Reason (Specify) _____ 7
- No response _____ 0

12) Do you find the present job more rewarding than the former one?

If yes, in what respect?

- Good Payment _____ 1
- Good Working Conditions _____ 2
- Any Other (Specify) _____ 3
- No Response _____ 0

14. WAGES/SERVICE CONDITIONS/JOB SECURITY & PROMOTIONS

1) System of wage payment : _____

a) Regular/Irregular Yes _____ 1 No _____ 2 _____

b) If regular what is the interval? _____

Daily/Weekly/Fortnightly/Monthly. _____

c) If not regular, how are you paid then? _____

2) What is the type of wage rate? :

Adhoc rate/Piece rate/Fixed rate _____ 1

Consolidated _____ 2

Basic plus D.A. _____ 3

3) Stipend during apprenticeship _____ actual

4) Gross monthly wages at recruitment - (Rs.) : _____ actual

5) Gross current monthly wage (Rs.) : _____ actual

6) Do you get the following benefits? :

1) Provident Fund Yes ___1 No ___ 2 Rs. _____

2) Family Pension Yes ___1 No ___ 2 Rs. _____

3) E S I Yes ___1 No ___ 2 Rs. _____

4) Maternity Benfit (if eligible) Yes ___1 No ___ 2 Rs. _____

5) Facilities for Babies Yes ___1 No ___ 2 Rs. _____

(of working mothers)

6) Medical Allowance Yes ___1 No ___ 2 Rs. _____

7) House rent Allowance Yes ___1 No ___ 2 Rs. _____

8) Leave Travel Allowance Yes ___1 No ___ 2 Rs. _____

9) Leave Compensatory Allowance Yes ___1 No ___ 2 Rs. _____

10) Washing Allowance Yes ___1 No ___ 2 Rs. _____

11) Annual Bonus Yes ___1 No ___ 2 Rs. _____

12) Attendance Bonus Yes ___1 No ___ 2 Rs. _____

13) Diwali Bonus Yes ___1 No ___ 2 Rs. _____

18) Do you expect any promotion in the near future?

Yes _____1

No _____2

19) Do you have any idea as to how many years one has to work in your kind of job to get the next promotion in this organisation?

20) If you find the promotion prospects fewer in this organisation, is it due to :

No higher posts in line _____1

Discrimination because of

No requisite qualifications _____2

your being female _____4

Absence of collective bargaining _____3

Any other reason (specify) _____5

No Response _____0

21) For how many years you think you will work in this unit? _____

15. WORKING CONDITIONS

1. Working Hours and Leave Benefits :

a) No of working hours per day _____ actual

b) Do you ever work overtime? Yes ____1 No ____2

c) If working overtime compulsory also? Yes ____1 No ____2

d) How many hours in a week/months? _____ actual

e) What is the rate of payment for the overtime? (Rs.) _____ actual

f) Do you have to work in morning and evening shifts?

In both the shifts _____1 In general shift only _____3

In morning shift only _____2 Not applicable _____Blank

g) Are you in favour of woman working in night shift?

Yes, (if company arranges transport) _____1

No, (in any case) _____2

No response _____0

h) How much harder or easier do you find to adjust to shift-changes in work?

Difficult to adjust _____ 1

No problem at all _____ 2

There is some discomfort _____ 3

i) If there are difficulties to adjust shift changes what are they?

h) Leave Benefits :

Proper rules and regulations _____ 1

At the discretion of the employer _____ 2

Whenever I want _____ 3

i) Details of Leave Benefits

(i) Casual Leave Yes _____ 1 No _____ 2

(ii) Privilege or Earned Leave Yes _____ 1 No _____ 2

(iii) Sick Leave Yes _____ 1 No _____ 2

(iv) Weekly off one day/half day Yes _____ 1 No _____ 2

(v) Paid Holidays Yes _____ 1 No _____ 2

(vi) Maternity Leave Yes _____ 1 No _____ 2

(vii) Any other Leave Yes _____ 1 No _____ 2

2. Health and Safety :

a) Accidents from which type of machinery?

b) What type of health hazards do you encounter?

		1	2	3	
c)	Working (Physical) environment	Present arrangements	Satisfied	Dissatisfied	Indifferent
			_____	_____	_____
1.	Lighting	_____	_____	_____	
2.	Heat and Humidity	_____	_____	_____	
3.	Ventilation	_____	_____	_____	
4.	Noise	_____	_____	_____	
5.	Arrangement of machines	_____	_____	_____	
6.	Sanitation	_____	_____	_____	
7.	Canteen	_____	_____	_____	

- d) What precautions are taken against health hazards? _____
- e) Do you have suggestions for improvement in working environment? _____
- f) What compensation is given in case of accidents? _____

3. Other Benefits-Training :

- a) Do you think you have adequate training to match the present work? _____
- Quite Adequate _____ 1
- Adequate _____ 2
- Partly Adequate _____ 3
- Inadequate _____ 4
- b) Did you receive on-the-job training? Yes _____ 1 No _____ 2

c) If Yes (Specify)

1st _____ 2nd _____ 3rd _____

d) Did this help to improve your position. Yes _____ 1 No _____ 2

Please give details _____
Not applicale _____

Are you aware of any training course conducted by Government

sponsored/private organisation. Yes _____ 1 No _____ 2

e) Hours needed to reach the workplace :

Less than 1/2 hours _____ 1

About 1 hour _____ 2

Two hours _____ 3

More than 2 hours _____ 4

No Response _____ 0

f) Does the company has transport facility? Yes _____ 1 No _____ 2

g) If No, what is the mode of travel to the place and back?

h) Does the company reimburse the conveyance expenses? Yes ___ 1 No ___ 2

If Yes, Rs. _____ actual

i) Does the company provide any recreational facilities? (specify)

4. Are you aware of any legislation stipulating conditions of work? :

Please specify. _____

5. Rewards and Punishments :

1) Productivity Bonus If any since recruitment

a) Number of occasions _____ actual

b) Amount on an average (Rs.) _____ actual

2) Does the company give any other incentives? (specify)

3) Give an account of the rules in your firm regulating the conduct of the workers

5) Were you ever chargesheeted? Yes _____ 1 No _____ 2

If yes, specify the charges:

6) Was any of your co-worker removed from service? Yes ___ 1 No ___ 2

If yes, on what ground and what procedures were followed:

7) Were you or any of your co-worker ever punished (other than removal):

Yes _____ 1

No _____ 2

If yes, specify:

Reason of Punishment

Nature of Punishment

8) In case you have any defence mechanism, Please specify:

9) Number of warnings by reasons:

a) Failure to reach targets (Negligence in work) _____ actual

b) Disorderly Behaviour _____ actual

c) Absence without Leave _____ actual

10) Number of fines since recruitment _____ actual

11) Is there any grievance redressal mechanism? Yes _____ 1 No _____ 2

If yes, what are those?

12) How do you list in order of priority three most important grievances?

a) _____

b) _____

c) _____

16. UNIONISATION & COLLECTIVE STRUGGLES

1. Are there trade unions in your unit? Yes _____ 1 No _____ 2

2. What problems did the unions face in their formation? Please give details:

3. a. Are you a member of any trade union?

Yes _____ 1 No Response _____ 0

No _____ 2 Not Applicable _____ Blank

b. If yes, please give following details

i) Name of your union - alongwith the name of the central union to which it is affiliated.

ii) Since how many years are you the member of this union?

c. If not a member, what is the reason?

4. Is/are union/s operating freely in the unit? Yes _____ 1 No _____ 2

If no, what are the problems?

5. Are locally elected work place representatives recognised by your management. Yes _____ 1 No _____ 2

6. What type of collective struggles have taken place within the unit since you have joined this company? (Please give details)

For e.g. strike, go-stow, dharna, hunger strike etc.

7. Did you take part in any of the collective struggles mentioned above?

Yes _____ 1 No _____ 2

If yes, please give details:

If no, please give reasons.

8. Do the workers of this unit liaise with the workers of other units on collective bargaining issues? If yes, explain how? (give example if any)

9. Describe briefly any specific incidences of serious abuses which might have happened in the unit, since your recruitment.

10. Do you have workers Co-operatives/Credit Society? Yes 1 No 2

If yes, who control the fund?

How much advance have you taken?

Reason for advance?

What is the mode of repayment?

Membership is voluntary or obligatory?

If no, please give reason

11. Did the workers of your unit organise social and educational programmes?

a. If yes do you think those programme, have promoted and strengthened the unity among workers?

b. If no, do you think these programmes will promote and strengthen the unity among workers?

12. What is the management's approach towards these programmes?

Co-operative 1

indifferent 2

Negative 3

No Response 4

Please give reason for your answer.

13. REASONS FOR PREPONDERANCE OF WOMEN WORKERS IN 'SEEPZ'

1. I am reading out here a few possible reasons for the preponderance of women workers in your factory. Please tell me whether you find these statements correct or not?

There is preponderance of women workers because :

a) Certain production activities are better performed by female workers.

Very correct/correct/partly correct/false.

b) Women have certain special qualities more suited to the present job.

Very correct/correct/partly correct/false.

c) Males are not willing to perform certain activities and therefore preponderance of female workers.

Very correct/correct/partly correct/false.

d) The output by female workers in these activities is higher than males.

Very correct/correct/partly correct/false.

e) Females are more motivated to work than males.

Very correct/correct/partly correct/false.

f) For this kind of job, females can work for more hours than males and therefore the preponderance of them.

Very correct/correct/partly correct/false.

g) Women are willing to accept employment at low wages and therefore.

Very correct/correct/partly correct/false.

h) Women are less prone to unionisation and therefore.

Very correct/correct/partly correct/false.

i) Any other reason that you find responsible for the preponderance of women workers in the factory?

17. JOBSATISFACTION

What is the degree of your satisfaction or dissatisfaction with each of the job quality listed below. There are six answer categories. Please indicate your feeling by putting a cross (x) mark in the appropriate space representing your answer. Make sure that you indicate your feeling for each item.

	Very satisfied 4	Satisfied 3	Dissatisfied 2	Very dissatisfied 1
1) In terms of job security, I feel	--	--	--	--
2) With the amount of compensation that I receive to maintain a reasonably good living, I feel	--	--	--	--
3) With the kind of benefit plans (Vacations, retirement medical, and so on) that go on with my job, I feel	--	--	--	--
4) With the chance of future job prospect, I feel	--	--	--	--
5) With the kind of working conditions (lighting, noise, office space, and so on) surrounding my job, I feel	--	--	--	--
6) With the interesting and enjoyable nature of the job, I feel	--	--	--	--

	Very satisfied 4	Satisfied 3	Dissatisfied 2	Very dissatisfied 1
7) With the kind of relationship and nature of my immediate supervisor, I feel	1	1	1	1
8) With the opportunity for acquiring higher skill, I feel	--	--	--	--
9) With the amount of compensation I receive for the work I do, I feel	--	--	--	--
10.) With the degree of freedom I have to ventilate my grievance, I feel	--	--	--	--
11) From an overall consideration	--	--	--	--
18. Will you leave your present job once you marry? Yes ___ 1 No ___ 2	--	--	--	--
19. Should you decide to leave your job today, what will be :	--	--	--	--
a) Employer's financial liability to you :	--	--	--	--

b) Your financial liability to employer's :				

