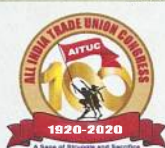


PAPERS FOR THE MEETINGS
OF THE
WORKING COMMITTEE
AND
GENERAL COUNCIL

(Bangalore, January 14 to 18, 1959)

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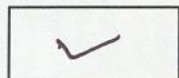
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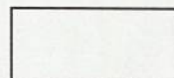
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1959

For General Council
Members ONLY

PAPERS RELATING TO
AITUC GENERAL COUNCIL MEETING
BANGALORE SESSION
(Jan.15 - 18, 1959)

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REPORT OF THE STUDY GROUP
ON SOCIAL SECURITY
(1958)

r e p o r t
o n t h e
w o r k o f t h e
AITUC CENTRE

NOTE: This document is not expected to be an organisational report in the real sense of the term but, as the caption signifies, a report on the work of the Central Office. However, certain important organisational problems as they have arisen in the course of the Centre's work during 1958 could be posed in this document in some detail. It is hoped that this would help the General Council to discuss the various organisational problems, especially of those connected with the work at the Centre, and to lay down certain organisational tasks.

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A FEW MODEST SUGGESTIONS

Following from the factual material detailed in the following pages, and basing on experience of the year's work, we venture to make a few modest suggestions to tone up our organisation:

For State TUCs:

1. To set apart in each State cadre whose primary responsibility should be to look after STUC centre's work. The General Secretary of the State Committee should also take upon himself the work of the STUC as priority work.
2. Regular STUC Conferences, Working Committee and General Council meetings should be held.
3. Reports should be made to the Central Office of all the Tripartite Committee meetings and Conferences at State level as well as on Working Committee meetings of the STUC.
4. Sales of "Trade Union Record" among the middle class and English-knowing cadre of affiliated and non-affiliated unions should be organised. Campaign should be initiated for enrolling larger number of annual subscribers.
5. Membership campaign for the year 1958-59 (as on March 31, 1959) should be intensified. This should have top priority.
6. Unions should be asked to send copy of their annual returns to the Registrar of Trade Unions to the AITUC Centre and the STUC.
7. To fully utilise and invariably send reports and cases of non-implementation of awards, agreements, labour laws, etc. to the Evaluation and Implementation Division of the State Labour Department and later to the Central E&I Machinery through AITUC.
8. To honour and observe the Code of Discipline and Code of Conduct agreed to at Nainital Conference and to report breaches of the Code to the E&I Machinery.
9. Works Committees to be made basis for settling local and workshop grievances; non-functioning of Works Committees or non-implementation of its decisions to be reported to the AITUC centre.
10. Prompt payment of affiliation fees to the AITUC centre and the STUCs by the unions should be ensured so that these organisations are able to discharge their responsibilities efficiently. (The tendency not to pay till reminders are sent and to wait till annual conferences to pay up the dues should be discouraged.)
11. Unions which are not recognised by employers should apply for recognition in terms of the Code of Discipline (Clause 6 - under head 'Management Agree').

3. CADRE POSITION

Since the Ernakulam Session of the AITUC, and the improvement generally felt in our all-sided activity, the work of the AITUC Centre increased manifold. The Central Office has more and more assumed its effective rôle as a real national TU centre.

Besides the General Secretary who, in spite of his many-sided activities, devotes himself mainly to trade union work, one Secretary (K.G.Sriwastava) works wholetime at the Centre. They are assisted by M.Atchuthan, K.Krishnan, Dayanand Anant and M.K.Pandhe (The last two comrades joined the Central Office on 29.8.58 and 19.9.58 respectively).

Coms. Mahendra Sen, K.B.Panikkar and Diwakar are working in the WFTU office at Prague, representing WFTU at the ECAFE headquarters at Bangkok and the Peking Liaison Bureau respectively.

Com.Satish Chatterjee who has been working in the parliamentary section of T.U. and managing the central work of the Transport Workers' Federation, is on leave abroad from June this year.

4. SECRETARIAT MEETINGS

During the year, Secretariat meetings were held six times, apart from informal consultations with members of the Secretariat available in Delhi at the time, on various important questions.

The meeting on January 8 and 9, among other questions, selected AITUC's nominees on the teacher-administrator training school under the Workers' Education Scheme.

The second meeting on April 16, finalised the May Day delegation and the delegation to the 16th Indian Labour Conference.

The third meeting on April 28, apart from routine questions, decided on the names of lecturers and subjects on behalf of the AITUC for participation in the TU School in Bombay.

The fourth meeting on August 28 discussed industrial problems on coal and the work of our TUs in the IMWF. The meeting also considered the preparation of syllabus for the AITUC School and decided on a sub-committee to draft the syllabus.

The fifth meeting on September 27 decided on organisational measures involved in ensuring correct procedure in respect of verification of TU membership. The secretariat also discussed the mica strike in Gudur, closures, the Standing Labour Committee meeting, etc.

The meeting on November 26 discussed the agenda and the preparations for the forthcoming Working Committee and General Council meetings at Bangalore.

5. WORKING COMMITTEE MEETING.

The Working Committee met at Darjeeling on May 29-31, 1958. The decisions of the Committee have been published in the 'Trade Union Record' and also circularised to State Committees for necessary action.

6. SUB-COMMITTEE TO DRAFT SYLLABUS FOR T.U.SCHOOLS

This sub-committee met in Delhi on September 28 and 29, 1958.

7. Sub-Committee to

7. SUB-COMMITTEE TO DRAFT MEMO ON "DEMOCRATIC FUNCTIONING OF TRADE UNIONS".

The Sub-Committee met on October 22, 1958 at Delhi, and held discussions. Important points for inclusion in the draft was decided upon.

8. MEETING OF GENERAL SECRETARIES OF STATE TUCs.

The Secretariat convened a meeting of General Secretaries of the State TUCs on November 16th and 17th, and discussed organisational problems. The meeting took decisions in order to ensure that the process of verification of TU membership being undertaken by the Government is done in a satisfactory manner.

9. INDUSTRIAL COMMITTEES

Only three industrial committees were convened by the Government of India during the year 1958. These were (1) Plantations, (2) Mines other than Coal, and (3) Jute. The latter two met for the first time.

(a) The Plantations Industrial Committee met at Shillong on January 20 and 21, 1958. Our delegates were Coms.S.A.Dange, Parvathi Krishnan and Monoranjan Roy. The Committee appointed two sub-committees, one specially to consider bonus. The sub-committees met on April 23, November 11, December 2 and December 29. Com. Monoranjan Roy attended these sub-committee meetings.

(b) The Industrial Committee on Mines other than Coal met at Delhi on April 17 and 18, 1958. The AITUC delegation comprised of Coms.M.C.Narasimhan, MLA, Nakul Guha, Nirmal Bose, Amarlal Sharma and T.B.Vittal Rao, M.P.

(c) The first meeting of the Industrial Committee on Jute met at Calcutta on August 1 & 2, 1958. AITUC was represented by Com.Indrajit Gupta, Vallabha Rao and G.S.Sinha. A special committee on rationalisation in jute met in Calcutta on September 30. Com.Indrajit Gupta attended on our behalf.

10. REPRESENTATION ON STATUTORY BODIES

(a) E.S.I.Corporation: The Corporation met twice this year, on February 21 and August 13-14. In the first meeting, our nominee, Com.S.Y.Kolhatkar could not attend due to certain technical difficulties raised by the Government. He attended the August meeting. The Medical Benefit Council of ESIC met on July 30. Com. Hrishii Banerjee attended.

(b) Central Board of Trustees, Employees Provident Fund: The Board met twice this year - on March 24 and in November. Com.Sudhir Mukhoti attended on behalf of the AITUC.

(c) National Productivity Council: The newly-formed National Productivity Council held its first meeting on March 24. AITUC delegates were Coms.Satish Loomba and N.K.Krishnan. Com.Loomba is also on the Governing Body of the Council, which met twice later.

(d) Central Board of Workers' Education: This Board was registered under the Societies Act in November 1958, for purposes of carrying forward the Workers' Education Scheme. The first meeting was held on December 20. Com.Vithal Chaudhari represented the AITUC on the Board. He also attended an earlier meeting of the Workers' Education Committee on August 11.

(e) Central Tea Board - Our representative, Com.D.P.Ghose, attended the meeting of the Tea Board at Coonoor on August 23.

11. INDIAN LABOUR CONFERENCE AND STANDING LABOUR COMMITTEE

The 16th Session of the Indian Labour Conference met at Nainital on May 19 and 20. Coms.S.A.Dange and Dr.Ranen Sen were our delegates and they were accompanied by Coms.K.T.K.Tangamani and S.M.Banerjee as advisers.

The 17th Session of the Standing Labour Committee met in Bombay on October 28 and 29, 1958. The AITUC was represented by Dr.Ranen Sen as delegate and Com.P.Ramamurti as adviser.

11-A. SUB-COMMITTEE OF I.L.C.

The sub-committee of the Indian Labour Conference on Workers' Participation in Management and Discipline in Industry met twice this year - on March 14-15 and on September 19. Com.K.G.Sriwastava attended on behalf of the AITUC.

11-B. SUB-COMMITTEE ON AMENDMENTS TO I.D.ACT

The 17th Session of the Standing Labour Committee appointed a tripartite sub-committee to consider amendments to the Industrial Disputes Act. The sub-committee which was to have met early December postponed the meeting twice and now it is expected to meet in Bombay on January 16, 1959. Com.V.G.Row, Bar-at-law is the AITUC representative on the sub-committee. The AITUC has submitted a number of amendments to the I.D.Act for the consideration of the sub-committee.

12. OTHER TRIPARTITE MEETINGS

(a) one of the important tripartite meetings convened on industrial issues was the meeting convened by the Government of India in Calcutta to consider problems of the Coal Industry. The meeting was held on August 3. The AITUC representatives were Coms.Kalyan Roy and Lalit Burman.

(b) Steering Committee on Safety in Coal Mines. The Committee met at Calcutta on March 17 in which Com.Vittal Rao and Com.Roy, accompanied by Com.A.Das participated on behalf of the AITUC.

(c) The Steering Group on Wages met twice this year, on February 24 and September 19, 1958. Com.Dange who was originally on the Steering Group could not attend the first meeting due to pressure of other work. The second meeting was attended by Com.K.T.K.Tangamani

(d) National Council for Training in Technical and Vocational Trades - The Council met on May 12, in which Com.Vithal Chaudhari participated on behalf of the AITUC.

(e) Central Evaluation and Implementation Committee. This Committee was convened in Delhi on September 20. The AITUC was represented by Coms.B.D.Joshi and Vithal Rao.

(f) The Fourth Advisory Committee meeting of the UNESCO Research Centre on social implications of industrialisation in Southern Asia was held in Calcutta on January 20-21, 1958. Com.K.G.Sriwastava attended on behalf of the WFTU.

(g) A meeting to discuss installation of automatic looms in the textile mills as per Government's plan programme, was convened by Labour Ministry on December 21, 1958. Com.Dange was invited to attend the meeting but he could not do so because he was indisposed. Com.Dange however submitted a note setting forth the views of the AITUC on Government's proposals.

(h) Central Advisory Council

(h) Central Advisory Council on Industries: The Council met on August 7, 1958. No representative of the AITUC could attend the meeting.

(i) Minimum Wages Revision Committee: Because of other important work, Com.Indrajit Gupta, our representative, could not attend the meeting of the Committee held on December 13, 1958.

13. DEVELOPMENT COUNCILS

Out of 14 Development Councils set up by the Ministry of Commerce and Industry, Government of India, the AITUC has representation only on two: (1) On Internal Combustion Engines and Power-driven Pumps; and (2) on Bicycles.

The Development Council on I.C.Engines met first on March 11 and 12, 1958. Com.T.R.Ganesan is our nominee on the Council. The Council also held two meetings later in the year.

The Development Council on Bicycles also met twice during this period. Com.Niranjan Dihider, our nominee, could not attend the first meeting held on August 4, because of illness. He however attended the meeting held in December.

14. SEMINARS

(a) A seminar on Labour-Management Cooperation was held in Delhi on January 31 and February 1, 1958. Com.Ali Amjad represented the AITUC.

(b) Under the auspices of the WHO and ILO, a seminar on Occupational Health was held at Calcutta from November 24 to December 5. Dr. Ranen Sen attended on behalf of the AITUC.

(c) A WFTU delegation comprising of Coms.K.B.Panikkar and T.C.N. Menon attended an ECAFE Seminar on Petroleum Resources held in Delhi in December 1958.

15. PAY COMMISSION AND WAGE BOARDS.

(a) Central Pay Commission: On May 31, 1958, Com.S.A.Dange accompanied by Com.K.G.Sriwastava appeared before the Central Pay Commission and tendered oral evidence.

(b) Textile Wage Board: Com.Dange accompanied by Coms.K.G.Sriwastava, G.V.Chitnis, B.D.Joshi, N.K.Krishnan, appeared before the Textile Wage Board on April 1, 1958. Reply to the questionnaire prepared by the Textile Committee of the AITUC and a note by Com.Dange were submitted to the Board. The oral evidence tendered by Com.Dange took about three hours.

(c) Sugar Wage Board: A memorandum on points raised in the Wage Board's questionnaire was submitted by the AITUC in November 1958.

16. EVALUATION AND IMPLEMENTATION MACHINERY

The AITUC has forwarded a good number of instances of non-implementation to the Evaluation Unit. In a few cases, the Evaluation Unit has helped in speedy settlement but a great deal more still remain pending with them.

The AITUC received information on such cases mainly from unions in Barbil mines, Gua mines, the IMWF, Garden Reach Textiles (Calcutta), Coimbatore textiles, ex-Barsi Light Railway, Gudur Mica mines, Amritsar and Delhi textiles, Madras hotel workers, etc.

. . . The Central Evaluation and

The Central Evaluation and Implementation Committee met on September 20 and in its meeting also, representatives of the AITUC pointedly referred to the instances of non-implementation.

Inquiry into the following strikes to determine as to who has violated the Code of Discipline was held in 1958:

1. Jamshedpur Strike of May 12, 1958 - Shri R.L.Mehta, IAS, Joint Secretary, Ministry of Labour, made an inquiry into the Jamshedpur strike. The AITUC submitted a memorandum to the Inquiring Officer explaining at length the background of the dispute and that while pointing out that the Union resorted to strike as a last resort, the violation of the Code of Discipline was clearly evident in the attitude and actions of the Company and the Government. Dr.Raj Bahadur Gour, M.P., Secretary, AITUC, led the delegation of the Jamshedpur Mazdoor Union, when Shri Mehta held his inquiries at Jamshedpur. Later at Delhi, on June 27, Com.S.A.Dange, General Secretary and Com.K.G.Sriwastava, Secretary, met Shri Mehta in this connection. Com.Dange also sent a note to Shri Mehta afterwards emphasising certain points connected with the TISCO strike.

In the meeting of the Central E&I Committee held in Delhi on September 20, 1958, as well as at the 17th session of the Standing Labour Committee (October 28-29), Government spokesmen declared that the inquiry into the Jamshedpur strike would not be held as within the purview of the Code of Discipline since according to them, the Code takes effect from June 1, 1958, (following ratification by the 16th Indian Labour Conference). The AITUC representatives on both the above Committees demanded that the report of the officer should at any rate be made known to the parties concerned and discussed in the E&I Committee. The Labour Minister has now agreed to discuss the report in the next tripartite meeting.

2. Bombay General Strike of July 25, 1958 and the strike in Premier Automobiles: Shri R.L.Mehta was again deputed by the Labour Ministry to inquire into these two strikes. The AITUC submitted a memorandum on this inquiry also, which was prepared by our Bombay State Committee. Our affiliated union, the Mill Mazdoor Union, Bombay, also submitted a memorandum highlighting the situation in Bombay textiles. Com.K.G.Sriwastava, Secretary, AITUC, accompanied the delegation of the Mill Mazdoor Union to meet Shri Mehta in Bombay on October 31, 1958.

3. Calcutta Tramway Strike: As per decision of the Central Evaluation and Implementation Committee, Shri R.L.Mehta, with representatives of employers and employees as assessors would conduct an inquiry into the tramway strike. There are three assessors each from the employers' and workers' side. A preliminary meeting has already been held and the inquiry starts at Calcutta on January 12, 1959. Dr.Ranen Sen, Vice President, will represent our organisation on the inquiry body.

Although in certain cases, implementation of labour laws and agreements were expedited by the E&I Division of the Union Labour Ministry, there exist serious drawbacks in the functioning of this body. On the issue of non-implementation of the Delhi Agreement on rationalisation (15th Indian Labour Conference, July 1957), the E&I Division held that there was no agreement but that it was only a recommendation to conclude bipartite agreements. When this fact was sharply posed in the context of the Ministry's proposals to introduce automatic looms, Labour Minister Shri Nanda has now clarified that the Delhi Agreement is binding on parties and any violations should have to be taken seriously. Again, in the matter of setting up E&I Committees at State level, many State Governments have yet to take steps.

. . . . We also find that

We also find that a number of unsubstantiated and patently false cases are being reported to the E&I Division by the INTUC against our organisation. The role of the E&I Division as just a post office for transmitting such complaints came under criticism at the meeting of the Central E&I Committee. There are also instances which show that while the Division has shown anxiety in pressing for investigation, complaints against our unions filed by the INTUC, similar complaints lodged by us have merited just formal acknowledgment and no serious follow up action. While, therefore, such a tendency should be combatted, our unions should also give greater attention to reporting violations on the part of the INTUC which, as we have found many a time, have gone unreported.

17. INTERVENTION IN STRIKE STRUGGLES

The AITUC Centre intervened and helped the strikes of workers during this period, notably in Burnpur, Bangalore, West Bokaro collieries, Jamshedpur, Premier Automobiles, Bombay, Beedi workers of Rajnandgaon, Port and Dock, Gudur mica mines, Hutti gold mines and Beawar textiles. In the struggle against closures, especially in textiles, in the different centres, the AITUC extended its full support.

(Details of the strike struggles are given separately in this folder.)

18. IMPORTANT REPRESENTATIONS

On every major issue affecting the working class, the AITUC has made representations to the Governmental authorities. The Central Office made repeated representations on the policy of repression indulged by the Bihar Government and the TISCO against Jamshedpur workers and other questions connected with the dispute. On the strike struggles of Hutti miners, Punjab patwaris, mica miners, West Bokaro coalminers and other sections of workers, several representations were made. Attention of the Government was drawn to the tense situation arising out of non-implementation of labour laws and awards as in the case of cashew workers in Mysore, miners in Chhikhli, Delhi textiles, textile workers in W.Bengal, etc. On the struggle against closures, the Central Office took up the cases, among others, of Kaleeswarar mills, Coimbatore, closure of blast furnaces in Kulti, jute mills in Katihar and a detailed memorandum prepared by our Textile Committee was also submitted on textile closures. Closures and the crisis in iron ore mining and manganese ore mining in Barbil, Orissa, were also taken up. Crisis in artificial silk industry in Punjab, demand of Monghyr tobacco workers for exemption from ESI Scheme and the need for speedy settlement of plantation bonus disputes, etc. were raised with the Government. Several instances of non-implementation of the Coal Award were cited and Government urged to end contract labour in collieries.

Strong protests were made by the AITUC on the policy of denial of passports to our delegates by the Government, on the discrimination practised by Government against the AITUC, especially seen in the non-inclusion of AITUC representatives on Cement Wage Board, in 12 Development Councils, etc. The AITUC also protested against the presence of US and UK Embassy representatives in the Indian Labour Conference.

19. DEPUTATIONS - INTERVIEWS:

(a) Com.Dange led a deputation of United Iron & Steel Workers' Union, Burnpur, and Jamshedpur Mazdoor Union, on March 24, 1958, to meet Prime Minister Nehru and placed before him the grievances of iron and steel workers of the two centres. Com.Kedar Das, Ali AmjadAli Amjad and Renu Chakravartty were members of the deputation. A memorandum was submitted to the Prime Minister and also the Union Labour Minister the next day.

. . . After the Jamshedpur

After the strike in Jamsnedpur, office-bearers of the AITUC had several meetings with government representatives and discussed several pressing problems. During the enquiry into the strike by R.L.Mehta, Dr.Raj Bahadur Gour, Secretary, AITUC, led the JMU delegation which went to give oral evidence. Later Com.Dange and Com.Sriwastava also met Mr.Mehta in Delhi on June 27, 1958.

(b) On February 17, Dr.Raj Bahadur Gour and Com.K.G.Sriwastava met the Labour Minister in connection with the West Bokaro colliery strike.

(c) Coms.Parvathi Krishnan, K.G.Sriwastava and Parduman Singh met Shri Manubhai Shah, Minister for Industry, in February 1958, regarding the crisis in silk and wollen factories in Amritsar.

(d) On August 30 and later in December, Com.S.A.Dange had discussions with the Union Labour Minister on the various issues the AITUC had raised with the Labour Ministry.

(e) Com.R.B.Gour and Com.K.L.Narasinham met the Chief Labour Commissioner in connection with the Gudur mica strike. Later on October 1, Coms.K.G.Sriwastava and T.B.Vittal Rao met the Secretary, Ministry of Labour, and on December 11, Coms.K.T.K.Tangamani and K.L.Narasimhan again met the Chief Labour Commissioner, on the same dispute.

Members of Parliament who are office-bearers of the AITUC together with other MPs connected with the trade unions have been leading numerous deputations in this period, meeting Ministers and Government officials on the various issues brought before the AITUC and directly to the MPs.

20. NATIONAL RALLY MEET

On the invitation of the HMS, representatives of all central TU organisations (except the INTUC) and industrial federations met in Delhi on February 23, 1958, to consider ways and means to check the rising cost of living and the workers' demands for wage increases.

The AITUC was represented at this meeting by Coms.S.A.Dange and K.G.Sriwastava.

The meeting decided to hold rallies and demonstrations all over India in State capitals on March 27, 1958. The Charter of Demands was presented to the Prime Minister on April 1, 1958 by a delegation of HMS and AITUC representatives. Coms.Parvathi Krishnan, and K.T.K.Tangamani were on the deputation from the AITUC.

21. OUR M.P.s.

Very high hopes were raised among our trade unions after the last elections on the fact that this time in various States and in the Central legislature, a number of our prominent TU leaders have been elected MLAs and MPs. These election victories have no doubt helped the movement to raise many trade union issues in State legislatures and the Parliament during the last two years. This is seen from the report of our M.P.s' activities during the year 1958, given below:

Budget Session

During the Budget Session of Parliament, the TU MPs were quite active. Besides speaking on the General Budget and Labour Grants (the summary of speeches have been published in the TUR), they raised the urgent problems of the workers through a number of adjournment motions, calling attention and short notice questions.

. . . They also raised

They also raised discussions on the following non-official resolutions, during the Budget Session:

- "That all service Rules of the Government of India be examined by a Joint Committee of both Houses" (April 25, 1958)
- "To inquire into the rapid decrease in the number of women labour employed in coal, jute, textile and other industries, to ascertain causes." (May 9, 1958)
- "Discussion on the delay in amending Workmen's Compensation Act." (March 9, 1958)
- To consider the annual report of the ESI Corporation for the years 1954-56. (May 8)
- Non-payment of miners' wages in Orissa coal mines (May 9).

Amendment of the Provident Fund Act also afforded opportunity to discuss the issue re. implementation of Provident Funds Act.

August-September

During the August-September session of the Parliament, the following adjournment motions were moved by our MPs:

- "Calling out of troops in connection with the strike of workers of the TISCO in May 1958" - (August 12)
- closure of Kaleeswarar Mills (August 20)
- closure of manganese mines in Orissa

The official bill relating to trade unions debated during this session was the Industrial Disputes (Banking Companies) Amendment Bill. (Aug.28).

Two important issues came up for discussion by way of non-official resolutions. One was the Rajya Sabha discussion on the motion for "A Committee of MPs to examine causes of present industrial unrest" (Aug.22 and Sept.5). In the Lok Sabha, on September 22, a non-official resolution was debated for amending the Constitution "to remove jurisdiction of High Courts and Supreme Court over tribunals and courts constituted under the Industrial Disputes Act.

Besides, there was half hour discussions on Social Security (Lok Sabha - Sept.19) and on Subsidized Industrial Housing Scheme (Rajya Sabha - Sept.16).

November-December

The Workmen's Compensation Amendment Bill was debated in the Rajya Sabha on November 24 to 27, in which our MPs participated and demanded comprehensive amendments.

The debates on the investment policy of the LIC and on textile exports provided opportunity for important interventions by our MPs. Our MPs also participated in the debate on the non-official resolution for appointment of a committee to estimate the incidence of unemployment.

Discussions were raised by our MPs also on closure of furnaces in Kulti and the layoff of workers in Assam coal mines.

*

However, the work of MPs - called TU MPs - is not coordinated at any level. Generally, their services - including some of the office-bearers and Working Committee members - are at the disposal of the AITUC only if they are free from normal parliamentary, constituency, local TU and other jobs. That is why they are usually not available to AITUC for even tours whenever asked for by the unions, or for meetings at Delhi during parliamentary sessions, or just thereafter, what to say of AITUC work at the Centre. As usual, there are exceptions but generally this is the position. . . . That is why we are often

That is why we are often unable to comply with the requests of trade unions for MPs to attend to their conferences and struggles.

Our biggest failure to mobilise MPs and MLAs for TU work was in response to the decision of the Darjeeling session of the Working Committee to send them to visit Jamshedpur. A meeting of MPs called to discuss the amendments to Workmen's Compensation Act in the Autumn session could gather only three MPs - two being the persons in whose room the meeting was called!

We are not aware as to what is the position of members of the State legislatures in this respect. State TUCs seem to be in a better position than the Centre.

22. TRADE UNION SCHOOLS

According to reports received at the Central Office, trade union schools were held at Giridih, Bombay, Assam and U.P. during the year. The first three were held under the auspices of individual unions. The UP STUC held a school at Kanpur and among those who participated in the Kanpur School were Coms. Raj Bahadur Gour, K.G. Sriwastava and K.T.K. Tangamani, Secretaries of the AITUC.

A Teacher-Administrator Training School under the Workers Education Scheme of the Government of India was held by the Government of India at Bombay from May to November 1958. The AITUC sent four students to the school: Coms. K.M. Sundaram (Tamilnad), P.D. Gandhi (Gujerat), M.K. Pandhe (Bombay) and Krishna Jiban Basu (Bengal). All the four have completed the course. Com. Pandhe has joined the AITUC centre while the others have reported back to their STUCs.

The AITUC was allotted 17 lectures and the AITUC lecturers at the School were: Coms. S.A. Dange, Raj Bahadur Gour, G. Sundaram, S.Y. Kolhatkar, A.S.R. Chari, Parvathi Krishnan, K.T.K. Tangamani, N.K. Krishnan and Vithal Chaudhari.

22-A. NEEDS OF RESEARCH SCHOLARS - VISIT TO AITUC CENTRE

Students doing research in various universities and institutions have sought help from the AITUC Centre in connection with their work, specially when the subject matter pertains to labour. Half a dozen such students came to the AITUC office and held discussions on their respective subjects with the members of the Secretariat.

Worth mentioning in this connection is a visit of about 35 students of social science from Patna University headed by Prof. Sinha who visited AITUC office in early November 1958. Com. K.G. Sriwastava, Secretary, AITUC, addressed them for about an hour and replied to their queries re. problems of TU movement and AITUC policy.

23. W.F.T.U.

The Executive Bureau of the WFTU met at Budapest from March 30 to April 11. Com. Dange who is on the Bureau could not proceed to Budapest to attend the meeting as on these dates he was to appear before the Central Pay Commission and the Textile Wage Board.

24. TRADE UNIONS INTERNATIONALS

The Administrative Committee of the Transport TUI met in Moscow on June 5. Com. Satish Chatterjee attended from India.

. . . . The Administrative Committee

The Administrative Committee of Leather TUI met prior to the International Conference of the TUI at Sofia in July. Com.Sailen Paul attended.

Com.Mohd. Elias was the reporter on the second item of the agenda at the International Conference of Metal and Engineering TUI. He was at Prague for over a month in connection with the preparation of the report.

Miners' TUI held its Administrative Committee meeting in December 1958. Com.M.C.Narasimhan attended the meeting.

25. COMMITTEE FOR SOLIDARITY WITH ALGERIA

The International Committee for Solidarity With Algeria met in Cairo from September 12 to 15. Com.Parvathi Krishnan, Vice President, represented AITUC on the Committee.

Later, at the Prague meeting of the Committee, Com.Mahendra Sen represented our organisation.

26. INTERNATIONAL CONFERENCES

a) World Young Workers' Conference: The Conference was held in Prague from July 14 to 20, 1958. Since the Government did not give a single passport to our delegates, none could attend from India.

b) International Conference of Textile and Clothing Workers: The Third Conference of the Textile TUI was held at Sofia on July 25-26. Of our delegates, only Com.Arun Sen (W.Bengal) got passport and could participate in the conference.

c) International Conference of Leather Workers was also held at Sofia on July 27-28. Com.Sailen Paul participated from India. Com.Shiv Sharma (U.P.) another delegate from India reached late because of delay in obtaining passport.

d) International Conference of Textile and Leather Workers: This conference which met immediately after the textile and Leather Conferences at Sofia set up one TUI for both Textile and Leather Workers. Our delegates to the earlier conferences participated in this conference also.

e) International Metal and Engineering Workers Conference: As already reported, Com.Mohd. Elias was the rapporteur on the second point of the agenda (Tasks of the Metal and Engineering Workers in Colonial and Dependent Countries). None else could participate since Government denied passports.

f) International Conference of Agricultural and Forestry Workers: Held at Bucharest from October 16 to 19, Com.Prasada Rao and a delegation from the All-India Kisan Sabha participated in the conference. None of our nominees from the plantations could get passports.

g) Stockholm Peace Conference - Coms.Mohd. Elias and Sudhir Ghose attended the Stockholm Conference.

27. DELEGATIONS - MAY DAY

In May Day delegation this year we could send only two comrades: Com.S.C.Dutta (U.P.) went to Peking and Com.Kallat Krishnan (Kerala) went to Moscow. Com.Satish Loomba who was nominated for May Day delegation to Moscow was at first refused passport but later on reconsideration was granted passport on May 17. He left for Moscow on May 20 for a three week tour of USSR at the invitation of the AUCCTU, Moscow.

Foreign Visitors

28. FOREIGN VISITORS

On January 8, 1958, Com.Dange met the Soviet delegation to the 25th Session of the AITUC and on January 11, Com.K.G.Sriwastava met them at Delhi. Souvenirs were presented to them by Com.Dange at Bombay on January 11.

On January 8, Com.Dange met the Chinese delegation to the Ernakulam session and presented Souvenirs.

Mr.D.J.Burgess, Labour Attache, American Embassy at New Delhi visited AITUC office on January 13 and had discussions regarding decisions of the Ernakulam session, with Com.K.G.Sriwastava, Secretary.

Mr.Turner, D. Labour Attache, U.K. High Commission at Delhi visited AITUC office on January 15 and had a talk with the Secretary on the conclusions of the Ernakulam session.

Mr.Marcel Roberts, chief of the ILO's Department on Industrial and Occupational Health, visited the AITUC Central Office on November 17 and 18 and had discussions with Com.Dange, Com.K.G.Sriwastava and Com.K.T.K.Tangamani.

29. TOUR BY AITUC OFFICIALS

January, 1958: Com.S.A.Dange, General Secretary, visited Shillong on January 21, 1958 and had discussions with Assam STUC comrades. On his way back, he went to Burnpur and Jamshedpur.

February 1958: On February 2, Com.Dange addressed the Fourth Annual Conference of All-India Defence Employees Federation at Calcutta. On February 4, Com.Dange attended the Coalminers' Conference at Bermo, Bihar.

Com.Parvathi Krishnan, Vice President and Com.Mohd. Elias, Member, Working Committee, visited the scene of Chinakuri mine disaster on February 21.

March, 1958: Com.S.S.Mirajkar, President, inaugurated the Sixth Session of South Kanara TU Council at Mangalore on March 16.

Com.Parvathi Krishnan visited Bangalore in connection with the strike in Hindustan Aircrafts, on March 14.

Dr.Ranen Sen, Vice President, visited Jamshedpur in the middle of March.

Com.Dange visited Calcutta in March and had discussions with comrades.

April, 1958. Com.Dange addressed the General Council of Punjab STUC at Nangal on April 19. He also addressed the Annual General Conference of Textile Mazdoor Ekta Union at Chheharta on April 10. Coms.Indrajit Gupta, Satish Loomba, K.T.K.Tangamani and K.G.Sriwastava, Secretaries, also attended the conference.

May, 1958: On May 1, Com.Raj Bahadur Gour, Secretary, visited Ludhiana.

Com.Indrajit Gupta visited and addressed meetings at Jamshedpur on May 4.

Com.Dange was in Jamshedpur in the last week of May in connection with the TISCO strike. He also had been to Patna and met Bihar Chief Minister.

On May 11, Com.K.G.Sriwastava, Secretary, participated in a meeting of the Western Zone of U.P.State Committee, held at Bareilly.

Com.Mohd. Elias, M.P., visited Jamshedpur on May 15.

June, 1958. Com.Md. Elias, M.P. visited Jamshedpur in the first week.

Dr.Raj Bahadur Gour attended the M.P.Manganese Workers' Conference at Balaghat held on June 10-11. He visited Jamshedpur on June 18-20 in connection with the Mehta enquiry. Earlier on June 12 he visited Bhopal and held discussions with MP TUC comrades.

July 1958 - Com.K.G.Sriwastava, Secretary, visited Jabalpur and inaugurated the M.P.Motor Workers' Conference held on July 19-20.

Dr.Ranen Sen, Vice President, visited Jamshedpur on July 10-11.

August 1958 - Com.Homi Daji visited Jamshedpur on August 3 and Com.K.G.Sriwastava also visited Jamshedpur later in the month, on August 23 and 24.

Dr.Raj Bahadur Gour participated in the Executive Committee meeting of Karnatak STUC held in Bangalore on August 1 and 2.

October, 1958: Com.P.Ramamurti and Com.K.T.K.Tangamani went to Kerala in connection with the strike in Kerala plantations.

On October 12, Dr.Raj Bahadur Gour inaugurated the Conference of the Petroleum Workers Union at Ambala.

Com.Aruna Asaf Ali inaugurated the All-India Petroleum Workers' Conference at Delhi on October 30.

November 1958: Com.P.Ramamurti inaugurated the Conference of Central Industries Employees Federation at Bangalore on November 15 and 16.

Com.Raj Bahadur Gour toured Himachal Pradesh.

Com.Md. Elias visited Assam in connection with TU organisational work.

Com.Panikkar visited Kerala on November 21-23 in connection with organisational work.

December 1958: Com.S.A.Dange, General Secretary, and Com.K.G.Sriwastava, Secretary, visited Calcutta and had discussions with comrades working in engineering, port and dock, coal and iron and steel industries on December 9 to 12.

On December 13, Com.Dange visited Jamshedpur and addressed a mass rally. On December 14, Com.Dange addressed a Jute Workers' Convention at Calcutta.

Com.S.A.Dange, General Secretary and K.G.Sriwastava and Indrajit Gupta, Secretaries, visited Burnpur, Kulti and Asansol on December 26 to 29 and held consultations with the United Iron & Steel Workers and Sen Raleigh Employees Union.

30. AITUC NOMINATIONS

The following nominations were made by the AITUC during the year for representation on tripartite committees:

- | | |
|--|---|
| 1. Employees State Insurance Corporation | - Com.S.Y.KOLHATKAR |
| 2. Medical Benefit Council of ESIC | - Com.H.BANERJEE |
| 3. Central E&I Committee | - Com.B.D.JOSHI |
| 4. Housing Panel of Planning Commission | - Com.HOMI DAJI |
| 5. Development Council for Bicycle Industry | - Com.NIRANJAN DIHIDER |
| 6. Committee on Implementation of Minimum Wages Act (Central Sphere) | - Com.INDRAJIT GUPTA |
| 7. Rubber Board | - Com.ROSAMMA PUNNOSE |
| 8. Central Board of Workers Education | - Com.VITHAL CHAUDHARI |
| 9. National Productivity Council | - Com.SATISH LOOMBA and
Com.N.K.KRISHNAN |
| | Besides |

Besides the above, the AITUC nominated four comrades - one each from W. Bengal, Bombay, Delhi and Kerala - for the UNESCO Study Tour. However, the UNESCO informed us that our request for grant could not be made available in 1958 and that they may consider the same for 1959.

Four students have also been nominated for training as welfare personnel under the scheme of the Coal Mines Welfare Organisation. The nominations were made on the recommendations of the Indian Mine Workers' Federation.

31. DISCRIMINATION AGAINST THE AITUC.

Discrimination against the AITUC as a policy of the Government is continuing, in the matter of giving due representation on the various committees, delegations, study tours, etc.

In the delegations from India to the ILO and its Industrial Committees, the AITUC was not called upon to give nominations.

In regard to the Workers' Study Tours in Asia under the auspices of the UNESCO, we were informed that none of our representatives could be selected for this year's tours.

In the ILO Technical Tour and such other programmes under the Colombo Plan, our nominees were not taken.

On the Gorakhpur Labour Advisory Committee, our representatives have no place.

On none of the Wage Boards, the AITUC is represented.

In the various tripartite committees the ratio of representation to the INTUC and AITUC is from 3 : 1 to 6 : 1. When we protested against this, we are informed by Government that such a representation is based on the basis of verified membership as on 31.3.57 (AITUC as a protest did not send returns for this period).

On the Central Advisory Council of Industries, the AITUC is never taken on its important sub-committees, as in the licensing committee. Similarly, on the Standing Committee of the ESI Corporation, the AITUC has not been given a place. The same is the position with regard to 12 out of the 14 Development Councils set up by the Ministry of Commerce and Industry.

32. I. L. O.

The Government of India continues to recognise and send representatives of the INTUC only to the ILO and its Industrial Committee meetings. A formality of asking if any joint or agreed delegation on behalf of all the Central TU organisations can be sent was done by Government this year also. The AITUC in reply stated that since Government continues to show partiality towards the INTUC in this matter, the AITUC does not consider it worthwhile to make any proposals in this regard.

Government of India has this year ratified the convention stipulating equal pay for work of equal value. Ratification was done only when much of the force of the convention was lost in an ILO interpretation that the Government need adhere to it only "as far as possible". Again, the convention will become effective only 12 months after its registration with the ILO.

33. CIRCULARS:

The following circulars were sent to the State TUCs:

1. Re. Non-Implementation of Awards, etc. (in TUR D/20.1.58)
2. -do- reminder - on 27.2.58.
3. National Rally on March 27 - 28.2.58
4. Decision of Working Committee meeting (Darjeeling) - 10.6.58
5. Affiliation fees from Unions - 2.7.58
6. On Gratuity &c. in Textile Industry - 12.7.58
7. Re. Verification procedure

7. On Verification Procedure - 13.8.58
8. On Metal & Engineering, and Agriculture TUI Conf. - 16.8.58
9. On Verification Procedure - Sept.11.
10. TUI Conference - Agricultural & Forestry - Sept.11
11. On Works Committees - Sept.11.
12. On Publications of STUCs - November 5.

Circulars to affiliated unions include:

1. Non-implementation of awards - TUR D/January 20.
2. Preparation of Industrial Reports - TUR D/Feb.20
3. On Uneconomic Units - TUR D/April 20
4. On Works Committees - TUR D/May 20.
5. On Subsidised Industrial Housing - TUR D/May 20.
6. On Agricultural TUI Conference - TUR D/ June 5.
7. On Works Committees - TUR/June 20.
8. On Affiliation Fees - TUR/D-Aug.5.
9. Workers Education Scheme - TUR/Sept.20
10. New Affiliation Certificates - TUR/Sept.20
11. Industrial Committee on Chemicals - TUR/Sept.20

Five circulars were sent to Working Committee members on the agenda and other details relating to the Darjeeling session as well as the forthcoming Bangalore session. General Council members were informed of the agenda of the Bangalore session in a circular issued on December 16.

Three trade circulars were issued (1) To engineering unions on the international Trade Conference (2) to textile unions for collecting certain information required by the Textile Wage Board and (3) to sugar unions on the meeting called at Delhi to draft reply to Wage Board questionnaire.

34. PRESS STATEMENTS

Following are the statements issued to the Press by the Central Office.

8. 1. 58 - Hands Off Indonesia Day.
- 28.1. 58 - Summit Conference Fortnight
- 21.3. 58 - Nullification of Journalists Wage Award
- 24.3. 58 - Deputation to Prime Minister - Iron & Steel
- 25.3. 58 - Condolence on demise of Com.D'Mellow
- 27.4. 58 - Goonda attack on strikers in Premier Automobiles, Bombay
1. 5. 58 - May Day
8. 5. 58 - Jamshedpur Strike
- 15.5. 58 - -do-
- 20.5. 58 - On Indonesia
- 16.6.58 - Port & Dock Strike
- 14.7.58 - On sad demise of Comrade Chakkarai Chettiar
- 23.7.58 - Bombay General Strike
- 29.7.58 - Firing in Kerala
- 1.8.58 - On Code of Discipline and Kerala INTUC
- 16.9.58 - On INTUC President's slanderous remarks
- 20.9.58 - India China Friendship Fortnight
- 21.10.58 - Firing in Kerala plantations
- 21.10.58 - 38th Anniversary of the AITUC
- 24.10.58 - Kerala Plantation Strike
- 29.10.58 - Com.Dange's illness
- 5.11. 58 - Death of Kalindi in Jamshedpur Jail and inhuman treatment of undertrial prisoners

35. DEFENCE OF JAMSHEDPUR AND GUA COMRADES

As per the appeal issued by the Working Committee of the AITUC, for contributions to the Jamshedpur Workers' Aid Fund, collections till end of December, 1958 total 3,697.30.

To help the union in defending the TU leaders implicated in several criminal cases, including a conspiracy case, large funds are required. The campaign for Jamshedpur Fund should therefore be further intensified. The AITUC Centre has so far

. . . remitted a sum

remitted a sum of Rs.5000/- to the Jamshedpur Mazdoor Union.

Several attempts were made to get bail for the TU leaders but bail was not granted even after agitating upto the Patna High Court.

Gua Fund: Collections in the defence of trade union leaders of Gua iron miners, so far received in the AITUC Centre total Rs.2,895.00.

The comrades were convicted in the lower court but appeal has been made. They were granted bail by the High Court. The case is still going on and the AITUC has so far spent Rs.9500.00 on this account.

36. TRADE UNION RECORD

We have been able to bring out our fortnightly organ, the "Trade Union Record" regularly this year, except for a break - the issue dated January 5, 1958, following the Ernakulam session.

It still remains to be repeated that we do not get sufficient reports from the States for publication in the TUR. Important meetings of tripartite bodies in different States have gone unreported for the sole reason that the participating comrades did not post us with requisite information. The same is equally true even in respect of reporting major strikes and settlements. Requests to our functionaries in the States and in different industrial centres for articles and reports have been largely unresponded.

The editorial and circulation work of the journal still remain on an ad hoc basis, there being no wholetime staff who could be given this responsibility. The result is, of course, that we could not put it on proper shape.

With the growing TU movement in general and our influence in particular, a fortnightly journal would not possibly cope up with the rapid strides of the movement. At the same time, with a selling price of just 20 nP for a 16-pager, and with its limited sale, we cannot venture either to increase the pages, or change the format into a bigger size, or think of converting it into a weekly.

37. PUBLICATIONS

We have published the following books and pamphlets during 1957.

1. GENERAL REPORT AT ERNAKULAM by S.A.Dange, pp.104, Price Rs.1.25
2. BUDGET AND PLAN, CAPITALIST OFFENSIVE AND THE PEOPLE
(Com.Dange's speech in Lok Sabha), pp. 20 - price Rs.0.15nP
3. S.A.DANGE on MUNDHRA AFFAIR - Speech in Parliament, pp.16 - 12nP
4. EARNINGS OF FACTORY WORKERS IN 1956, with a foreward by S.A.Dange - Price Rs.0.25nP
5. SIXTEENTH TRIPARTITE - Papers relating to 16th Indian Labour Conference with a foreward by S.A.Dange - Rs.1.25nP

38. CENTRAL GUIDANCE

Besides guidance through letters and personal meetings with comrades of various unions who either come to Delhi or meet our office-bearers on tour, industry-wise meetings were convened by the AITUC centre from time to time. These include meetings of textile comrades (January), Port & Dock (March), Iron & Steel (March and December), Sugar (April and November), Banks (December), Insurance (December) and periodical consultations with comrades in petroleum, engineering and coal industries.

39. Verification of Membership

39. VERIFICATION OF MEMBERSHIP

The Union Labour Ministry, on the basis of the verification procedure adopted at the 16th Indian Labour Conference, has started verification of the membership of all the four central TU organisations to determine their membership.

This year the AITUC has submitted its returns of membership as on 31.3.58 - about 15 lakhs. As registration no. of some of the unions could not be furnished to the Chief Labour Commissioner within the specified period, some of the unions have been scored out and the lists sent to the Regional Labour Commissioners for verification. The membership of the AITUC as per the C.L.C. (after deleting the unions with no regn. nos) is 13,99,931 in 1420 unions.

The respective claims of other organisations are:

INTUC	-	1067 unions	-	13,79,535
HMS	-	237 "	-	3,58,772
UTUC	-	284 "	-	1,96,996

The AITUC has objected to the scoring out of those unions whose regn. nos. we were unable to furnish within the stipulated period for the following reasons: (1) Government will in any case have to check up if the regn. no. given is correct or not and thus they can as well find out if a particular union is registered or not; and (2) due to discriminatory treatment towards the AITUC and other TU centres other than the INTUC, their TUs are not registered promptly and registration has been delayed for years. We therefore pointed out that those unions which are really registered unions (irrespective of the fact that the no. is stated in the returns or not) as well as those unions which applied for registration and are functioning for six months should be included in the lists of the Central TU organisations.

While conceding that the arguments have some force, the Union Labour Minister has however ruled out these objections for the present.

40. CONTACT WITH S.T.U.C.s and UNIONS

In my last report to the Working Committee (May 1958), it was stated:

"Since Ernakulam session, contact through correspondence with State Committees has improved a bit. While West Bengal and Tamilnad TUCs keep constant touch with the Centre, the other State TUCs have started writing, may be only 2 or 3 letters in 5 months. The Delhi and Kerala TUCs did not write a single letter during this period.

"While communications from most of the States are in the nature of seeking certain information, specially regarding passport and publications, some of the reports from the Unions direct to the Centre refer to the activities and issues.

"It is not claimed that each and every letter received in the Central Office specially from the Unions has been replied. But by and large most of the letters requiring attention of the Centre have been responded. No record of number of letters received has been kept but on an average, about 20 letters are received and approximately an equal number despatched every day."

Since May 1958, the two STUCs of Delhi and Kerala from whom in the first five months of the year, no correspondence was received, have started functioning. Functioning of the UP STUC and Rajasthan STUC have also improved to some extent. In the

. . . latter half of this

latter half of this year, there has been very little correspondence from the STUCs of Punjab, M.P., Karnatak and Andhra Pradesh.

In most cases, letters from STUCs are more formal. Reports of their Working Committee and General Council meetings, major developments, tripartite meetings at State level, or consultations on issues at State (unlike Union) level are still scrappy. There is thus a danger of the State Committees either becoming a mere post office or a non-entity as far as its relation with the AITUC is concerned.

Correspondence with the Unions has increased. We are sure that overwhelming majority of unions affiliated to us have sent their annual returns to the Registrar of TUs. But our appeal to send us a copy of the returns to the AITUC did not have desired results, except from the South Kanara region of Mysore. It would be better if trade unions display their registration no. and the fact that it is affiliated with the AITUC on their letterheads.

We had proposed to give a short organisational report on the position in each State in this document. But for want of upto date information, we are refraining from doing so now. With the cooperation of the STUCs we hope to accomplish this task in our next report. However, we are giving below our membership in the different States and the number of TUs as on 31.3.58:

1. Andhra Pradesh	- 97	- 85,028
2. Assam	- 10	- 22,439
3. Bihar	- 52	- 82,915
4. Bombay	- 132	- 2,62,137
5. Kerala	- 485	- 2,32,642
6. Madhya Pradesh	- 30	- 25,216
7. Madras	- 168	- 2,46,271
8. Mysore	- 38	- 49,026
9. Orissa	- 19	- 27,489
10. Punjab	- 64	- 48,238
11. Rajasthan	- 1	- 4,800
12. Uttar Pradesh	- 66	- 29,927
13. W.Bengal	- 240	- 2,42,446
14. Delhi	- 17	- 41,292
15. Manipur	- 1	- 65
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	1420	13,99,931
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--:THE END:--

AITUC GENERAL COUNCIL MEETING

Bangalore - Jan. 15 - 18, 1959

S T R U G G L E

D I A R Y

1 9 5 8

The strike of over 2000 workers of West Bokaro colliery, Ghatootand, which began on November 12, 1957, continued in January and till February 15, when the strike was withdrawn. The miners demanded implementation of the LAT Award in respect of grading, standardisation, equal wages for men and women, reinstatement of victimised workers, etc.

On January 4, nearly 1300 workers of Basin Bridge Power House, Madras, held a demonstration urging settlement of their longstanding demands. The Labour Commissioner intervened and assured that conciliation proceedings would be begun immediately and wages for the duration of the demonstration would not be cut.

On January 16, nearly 12,000 Calcutta dock workers struck work demanding relief in face of soaring food prices. The workers continued the strike till January 23, when it was called off following a settlement.

In Punjab, nearly 13000 revenue patwaris who went on strike from December 12 in support of their demand for additional allowances for land reform and land consolidation work, continued their strike and by January 20, about 3,900 patwaris courted arrest. The strike was called off on April 10, on the advice of the Prime Minister.

On January 30, about 4000 workers engaged in construction work at Rourkela struck work demanding abolition of "sub-contractors", housing for all workers, payment of overtime, paid holidays, etc. The strike continued till February 10.

The struggle of Modinagar textile workers against the lock-out declared by the employers which began in October continued for over 2½ months. The agitation was called off on January 11, when the employers agreed to have a negotiated settlement.

The strike of 4000 workers of India Security Press, Nasik, which began on December 15, continued till January 14. The strike was called off on the assurance given by the Chief Minister of Bombay that the main demand of the workers for 44 hour week would be favourably considered and other demands would form subject of negotiations between management and workers.

On January 2, 1958, post and telegraph workers all over India refused to accept their pay as a protest against the grant of inadequate amount as interim relief, as directed by the National Federation of Post & Telegraph Employees.

The Cochin Port Employees Union launched a satyagraha from January 30, demanding implementation of the Choudhuri Commission's recommendations and urging abolition of disparities in service conditions. The satyagraha was withdrawn in the third week of April, prior to commencement of negotiations for settlement.

The strike in Kapila Textile Mills Ltd., Nanjangud (Mysore) which commenced towards the end of 1957, continued till March 1958. Total mandays lost were 1,28,078.

The workers of Howrah

The struggle of Howrah Cotton Mill Workers, Howrah, which began on December 10, 1957 continued till February 1958. The strike followed suspension of four workers by the management. On December 21, the management declared a lock-out. The lock-out was lifted in February. Mandays lost totalled 35,400.

850 workers of Raigarh Jute Mills, Raigarh (M.P.) began their strike on January 24, protesting against victimisation of a union activist. The strike continued till March 24, 1958, involving a time loss of 40,800 mandays.

On February 2, workers of Chocs Canning Co., Bombay, began their 12-day strike, against retrenchment and demanding interim relief. The strike was called off when the management agreed to concede the major demands of the workers.

On February 9, more than 1,200 textile workers of Akola observed a 'Protest Day', against the proposed cut in the D.A. Textile workers in Achalpur also observed the Protest Day.

On February 16, at Jamshedpur, Burnpur and Kulti, steel workers held mass demonstrations demanding a Wage Board or Tribunal for the iron and steel industry. The call for demonstrations were given by the Jamshedpur Mazdoor Union and the United Iron & Steel Workers' Union, Burnpur-Kulti.

15,000 workers employed by contractors in the steel city of Burnpur went on a general strike from February 24, for realisation of their demand for wage-increases. The strike continued till March 21. About 700 workers were arrested by the police in the course of the strike and Sec.144 was promulgated in the area. On the assurance of the Chief Minister of W.Bengal that wage increases would be granted by the contractors, the strike was called off.

On February 26, crews of about 1500 launches of Hooghly were involved in a 30 hour strike. The workers demanded redressal of their grievances.

The strike of 650 employees of Bokaro Thermal power station which began on January 12 continued till February 23. The workers demanded action on their 20-point charter of demands. On January 21, employees of the Damodar Valley Corporation in Calcutta and Howrah observed a one-day token strike in sympathy with the Bokaro workers. The strike was withdrawn unconditionally on February 23.

From February 7 to 11, nearly 1300 workers of the Delhi State Electricity Board struck work demanding recognition of the union and reinstatement of victimised workers. Four workers went on hunger strike during the period of the strike. Following assurances by the Union Minister for Irrigation and Power, the strike was withdrawn on February 11.

On February 23, about 800 workers in the rail-coach section of the Hindustan Aircraft Factory, Bangalore, resorted to a stay-in-strike, as a protest against the arrest of five of their colleagues and demanded the reinstatement of 15 workers dismissed earlier. The management declared a lockout. On February 25, workers from other sections also joined the strike. The police fired on demonstrating workers on February 25, in which one worker was killed and some others injured. The lock-out was lifted on March 11. The major demands of the workers were conceded by the middle of the year.

On February 27, more than 25,000 workers employed under the Port Commissioners, Calcutta Port, struck work for one day, demanding implementation of the Choudhury Commission's report, . . . payment for holidays, etc.

The strike of Hooghly jute mill workers in Calcutta which began on February 1, against victimisation of workers, was followed by a lock-out by the employers the same day. The lockout was lifted only in March, causing a total time loss of 83,700 mandays.

5,600 workers of Khurdah Jute Mills, Khurdah, 24 Parganas struck work on March 8 protesting against victimisation of three workers. The management declared a lockout, which was lifted on March 16, following conciliation.

On March 11, Central Government employees all over India held protest meetings declaring unanimously against the amendments to Service Conduct rules and inadequate interim relief. In the campaign, the employees collected Five Lakh signatures on their memorandum of demands. Among those who called for the protest campaign were the Confederation of Central Government Employees, National Federation of P&T Employees, Civil Aviation Department Employees Union, CPWD Workers Union, All-India Defence Employees Federation and other unions of the Central Government employees.

On March 11, eleven hundred smelting shop workers of the Indian Iron & Steel Co., Burnpur, struck work in protest against reduction in production bonus. The strike was called off on March 13, when the management agreed to give 130 percent production bonus.

On March 13, two thousand workers of Cementation Patel, Burdwan, struck work demanding fixation of pay scales, overtime and better service conditions. The strike was called off on March 30, through conciliation.

Employees of the Central Tractor Organisation, Government of India, began their strike on March 17, demanding a National Tribunal or impartial arbitrator for adjudicating their demands, specially on the question of compulsory departmental leave. The strike began in Bihar and soon spread to all other centres in India. The strike continued for about a month and ended in the last week of April, when an Inter-Ministerial Committee was appointed to go into the question of workload and departmental leave. Besides, the Government had to give assurance that no workers will be victimised for participating in the strike and the strike period will be adjusted against casual leave.

On March 19, four thousand workers of Murli Quarry, Rohtas, Dalmianagar, struck work over non-payment of wages and other demands. The strike continued till March 25, when it was called off through conciliation by the Regional Labour Commissioner.

On March 20, more than 5000 workers from 25 factories in Calcutta held demonstrations under the leadership of the W.Bengal Committee of the AITUC, against the bureaucratic, corrupt and defective working of the ESI Scheme.

Over 2,500 workers of Indian Standard Wagon Company, Burnpur, went on a "tools-down" strike on March 21, in protest against the negligence on the part of the management in supplying an ambulance car for the timely removal of one worker who fell victim to an accident. The worker died on March 20.

On March 21, over 900 workers of a jute mill in Baranagore, W.Bengal, went on strike protesting against increased workload.

On March 21, about 500 workers of the Bengal Chemical and Pharmaceutical Works, Calcutta, demonstrated in front of the head office of the concern, in protest against the lock-out declared by the management, which had been continuing for several weeks.

. . . . On March 27, millions of

On March 27, millions of workers observed DEMANDS DAY throughout the country. Big rallies were organised in all the principal industrial centres. The bulk of the organised workers in India endorsed the Charter of Fourteen Demands, formulated at a joint meeting of AITUC, HMS, UTUC and trade federations like the AIRF, NFPT, AIBEA, AIDF, etc. The demands included 25% wage increase in organised industries, appointment of Wage Boards, trade union rights, etc. On April 1, a delegation representing the three central TU organisations - AITUC, HMS and UTUC met the Prime Minister and presented the Charter of Demands.

400 Agrico Department workers of the TISCO, Jamshedpur, struck work on March 29, in protest against the indefinite suspension of a worker by the management.

On March 31, Com. Prakash Roy, General Secretary, Lal Jhanda Bidi Mazdoor Sabha went on a hunger strike in protest against the threatened victimisation of bidi workers in Rajnandgaon. On April 6, about 400 workers, majority of whom were women, observed a one-day mass hunger strike in front of the factory gate. On April 7, an agreement was reached and the hunger strike was withdrawn.

On April 5, workers of Tatangar Foundry Co. Ltd., Jamshedpur, numbering 2,700, struck work in protest against discharge of eleven workers and suspension of another one. The management declared a lock-out, which was lifted only in August. The total time loss because of the lockout was 3,26,700 mandays.

On April 7, 6500 workers of Chambal Dam Project, Chambal, struck work as a protest against non-payment of their dues. The strike was called off on April 17, by direct negotiations.

On April 7 and upto April 18, 963 workers in the railway division of the Bhilai Steel Project, Bhilai, M.P., struck work demanding increment of Rs.5 in D. A. in line with the interim relief granted by the Central Pay Commission, reinstatement of victimised workers, etc. After the project authorities agreed to refer the demand for wage increase to the Union Government and to provide sanitation and medical facilities, the strike was called off on April 18.

Nearly 10,000 class IV workers of the Government hospitals in W. Bengal observed a one-day token strike on April 9, in sympathy with the 45 hunger-striking hospital employees. The hunger strike began on April 6. The demands were increase in wages and better service conditions. The hunger strike was withdrawn following a settlement reached at the intervention of the Chief Minister of W. Bengal. According to the settlement, an unskilled worker was given an ad interim increase of Rs.3 per month and Rs.5 for skilled workers.

On April 12, over five thousand workers of the Premier Automobiles, Bombay began their general strike which lasted for 101 days. The strike arose out of the withdrawal of the recognition of the union by the management. A leader of the union was murdered in broad daylight by goonda elements. Powerful support for the strike was expressed by the working class of Bombay when more than five lakhs downed tools on July 25 in a token general strike against the anti-labour policy of the Bombay Labour Minister. The strike was called off on July 29 following a settlement between the management and the union.

Employees of the Indian Bank, Ltd. throughout the country were on strike from April 15 to 17, to press their demand for bonus for the years 1956-57. About 2000 employees in over 120 branches of the Bank were involved in the strike. The strike was called off on April 17 following a settlement.

. . . 4500 employees of the four

4500 workers of the four oil companies in and around Calcutta went on a lightning token strike on April 19, as a protest against the retrenchment orders served on some employees. Stay-in-strike was launched at various depots. On April 29, more than 600 clerical employees demonstrated before the residence of the Labour Minister, W.Bengal. Following threat of a general strike served by the union, the company agreed to withdraw the retrenchment orders.

Over 700 workers of the Shahadra-Saharanpur Light Railway struck work from April 21, protesting against retrenchment.

On May 7, 1958, workers of Kolar Gold Mining Undertakings in the Nundydroog Mine) struck work protesting against dismissal of one worker. The strike continued till May 23, causing a total time loss of 55,110 mandays.

On May 12, more than thirty thousand workers of Tata Iron and Steel Co., Jamshedpur, went on a token protest strike, in response to the call of the Jamshedpur Mazdoor Union. The main demands of the workers were increase in D.A. to offset steep rise in living costs, recognition of the Jamshedpur Mazdoor Union and a Wage Board or Tribunal to fix fair wages in the iron and steel industry. Synchronising with the strike notice served by the Jamshedpur Mazdoor Union, in Burnpur also, the United Iron & Steel Workers Union served a notice for one day strike. In Burnpur, the management of the IISCO announced an increase of Rs.10 in D.A. and revision in production bonus, following the strike notice and the strike was therefore not called by the union.

The May 12 strike in Jamshedpur was declared illegal by the Bihar Government. Several arrests were made and Section 144 was promulgated. Ninetysix leading workers were arrested, forty of them were charge-sheeted and all of them were suspended after release. As a protest against this victimisation, workers went on sit-down strike on May 15.

The Bihar State Government called in the Army troops.

On May 20, police fired on peaceful workers in which two were killed and fourteen injured.

On May 28, the IISCO management announced in a statement that the Company did not contemplate retrenchment. The statement said that on the question of chargesheets and suspension orders issued on about 400 employees, a decision would be taken only after proper inquiry. In view of these developments, the Jamshedpur Mazdoor Union advised the workers to go back to work on May 29.

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On May 14, more than ten thousand tramway workers of Calcutta went on a one-day token strike in support of their demands for implementation of awards of all the previous tribunals, settlement of economic demands, interim cash D.A., etc. A United Action Committee comprising of representatives of four unions was formed to launch a general strike, if the demands were not conceded by the management.

On May 30, 1958 nearly 2000 workers paraded the streets of Amritsar, demanding the extension of Medical benefits to the families of workers covered by the Employees State Insurance Scheme.

On June 5, more than 700 employees of the Postmaster-General's office, G.P.O. and R.M.S. in Lucknow, began a novel protest action by staying away from duty on medical leave and casual leave. The employees were protesting against moving of certain offices to unhygenic buildings. The 'sickness strike' was called off on June 12.

. . . On June 7,

On June 7, 1958, life insurance corporation's employees all over India observed "All-India Bonus Demand Day".

About 300 foremen and chagemen employed by stevedors in Bombay Port struck work on June 8 demanding increase in wages. The strike was called off on June 12, following a negotiated interim settlement.

On June 9, over 14,000 workers in the Buckingham and Carnatic Mills, Madras, resorted to a one-day sit down strike, to press their demands for increased bonus and better service conditions. On the next day, the management declared a lock-out. The mills remained closed till June 30, when a settlement was arrived at.

About 400 oil pileline workers employed by the Bombay Port Trust at the Butcher Island struck work on June 12, demanding immediate payment of arrears of D.A. The strike was called off on June 13, following a settlement.

From June 14 to 22, nearly thirtythousand workers of Bombay Municipal Corporation went on a general strike demanding increase of Rs.5 in D.A. The strike was called off on June 22, following a settlement according to which the Corporation agreed to increase D.A. on a sliding scale.

Nearly 300 workers of the Indian Turpentine and Rosin Factory, Bareilly, marched 63 miles to Nainital on June 28, to present their demand for reference of their dispute to arbitration or adjudication. The workers were on strike from June 14. On July 2, following a settlement, the strike was called off.

On June 14, 500 sweepers and other menial staff of the Ujjain Municipal Board struck work, demanding increase in D.A., house-rent allowance and construction of bathrooms in workers' quarters.

On the midnight of June 15, more than one and a half lakhs of port and dock workers went on a general strike, at the call of the All India Port and Dock Workers' Federation. On June 16, police fired on port and dock workers of Madras in which six persons including a 14-year-old boy were killed. Twelve workers received serious injuries and several others were hurt when the police lathi-charged before the firing. There was a complete hartal in Madras on June 18, as a protest against the police firing. On June 21, when the dead bodies of the victims of firing were handed over after inquest, 40,000 people marched a ten-mile route to the cremation ground. Thousands of people lined the streets to pay respects to the martyrs.

During the strike which lasted ten days, Government called in the Army to break the strike, sponsored recruitment of blacklegs through employment exchanges and resorted to repressive workers. The strike was called off on June 25, following an assurance by the Prime Minister that he would take "personal responsibility" to see that the legitimate demands of the workers were met.

*

On June 23, nearly 200 workers of Uma Shankar Oil Mills, Allahabad, struck work demanding reinstatement of retrenched workers, bonus, etc. The strike was called off on June 25, following a settlement.

On July 1, about 1750 workers of Cambodia Mills Ltd., Coimbatore began a General Strike, against the retrenchment of 248 badli workers. The strike continued for the subsequent three months.

Nearly 2000 workers of Kundah Project went on a token strike on July 3, demanding improvement in service conditions.

. . . From July 4, . . .

From July 4, in Calcutta, batches of insurance employees went on hunger strike demanding immediate settlement of the demands of salaried field workers. Demonstrations were held by insurance workers and on July 18, the entire salaried staff of the Life Insurance Corporation in Calcutta observed a token fast.

On July 11, more than seven thousand workers in textile mills, engineering plants and printing presses struck work in Coimbatore, protesting against non-implementation of awards and agreements by the employers.

On July 14, over thousand workers of the manganese mines in the State of Madhya Pradesh, demonstrated before the office of the Collector of Balaghat, protesting against the closure and retrenchment notices in manganese mines. The demonstrators included 300 women.

Miners from Swang, Jarangdih, Bermo and Kargali collieries on July 21 marched to the office of the Superintendent, National Coal Development Corporation at Bermo and demonstrated against non-payment of arrears of D.A. and the stoppage of increments. Hundreds of women workers took part in the demonstration.

On July 21, about 67,000 workers of various cotton textile mills of Ahmedabad observed a protest strike against the award of the Industrial Court, Bombay, which increased their workload without proportionate increase in their wages.

On July 25, life in Bombay came to a standstill when more than five lakhs of workers observed a token general strike, at the call of the United Action Committee of Trade Unions. It was a massive demonstration of the workers of Bombay against the anti-labour policy of the Government, in support of the struggle of Premier Automobile workers and to halt the ruthless offensive of the employers, particularly in the textile industry. Workers in all trades and services joined the strike. Workers in port and dock, bus and tram services, oil refineries, railway workshops, employees in banks, insurance and other commercial offices joined the massive protest action and all shops and hotels in working class areas remained closed for the day. Huge processions were taken out from different parts of Bombay City and a mammoth rally was held at the oval grounds opposite the Bombay Government secretariat. A deputation of workers' leaders met the Chief Minister of Bombay who assured the deputation that Bombay Government would adhere to the decisions of the Nainital Tripartite Conference.

The workers of "The Hindu" press in Madras went on strike from July 30, as a protest against the victimisation of the Vice President of the Union. The strike led to the complete stoppage of the publication of the Daily, "The Hindu". On July 31, police resorted to a lathi-charge in which eight workers were seriously injured. Several arrests were also made.

From August 3, textile workers of Akola observed an "Anti-Closure Week". Workers belonging to all the unions participated in the processions and demonstrations. Due to the united action of the textile workers throughout Vidarbha, the Government had to intervene and the threatened closure of 11 mills was averted.

On August 6, thousands of workers of Calcutta held a mass demonstration, to protest against armed intervention by the imperialist powers in W.Asia. A memorandum registering the protest of the Indian working class against the imperialist armed intervention in W.Asia was handed to the officials of the U.S.Consulate and the British High Commission.

. . . From August 11, began

From August 11 onwards began the general strike of Calcutta tramwaymen, which continued for 42 days. The workers demanded implementation of tribunal awards on previous disputes, revision of service rules, payment of gratuity, interim cash relief, etc. The strike was led unitedly by all four unions working among tramwaymen affiliated to the AITUC, HMS, INTUC and one independent union. As a result of the united action of the tramway workers, the British-owned company had to accept the major demands of the workers regarding sickness benefits, service conditions, gratuity and bonus. Other demands were referred to a court of inquiry set up by the W.Bengal Government.

On August 13, the workers of the Kaleeswarar Mills, Coimbatore went on a stay-in-strike, protesting against the decision of the management to close the mills forthwith. They guarded the godowns and prevented the bales of yarn and cloth from being removed from the mills. Women workers were in the forefront of the struggle. On August 19, the workers launched satyagraha to press for their demands, which continued till August 22, when the Madras High Court directed the Council of Administrators to take over and run the mills. But interested parties continued to delay the reopening of the mills and hence on September 15, satyagraha was launched by the workers. The satyagraha in which nearly four hundred workers courted arrest was finally called off on October 6, when the Government assured that the mills would be taken over and run under the control of the government.

On August 27, over 4000 workers employed in the Machkund Project began their strike demanding implementation of retrenchment compensation and other benefits awarded by the Industrial Tribunal.

On August 29, nearly a thousand textile workers, including 200 women, demonstrated in front of the O.C.M. Mills, Chheharta, in support of their demand for bonus and as a token of sympathy with the hunger-strike by a worker of the mill.

On September 2, about one thousand workers of the general casting shop in the Indian Iron & Steel Company's factory at Kulti went on sit-down strike as a protest against reduction in their production bonus.

In Kanpur, on September 3 and onwards, employees of the Punjab National Bank were on strike. The employees were protesting against arbitrary promotions. The strike was called off on September 7, following a settlement.

From 7th September, at Kanpur, three leaders of the Suti Mill Mazdoor Sabha went on a 21-day hunger strike. The SMMS which launched the hunger strike was protesting against the continued closure of leading textile mills in Kanpur, rendering nearly 10,000 unemployed for many months. The hunger strike was withdrawn on September 21, when a committee was appointed to inquire into the conditions of Atherton West Mills and when the Commerce & Industry Minister assured that a solution for the crisis in Kanpur textiles is being tried by Government.

Nearly 1200 workers of the Hutti Gold Mines (Mysore State) began a general strike from September 8, to press their demand for increase in D.A. and for restoration of the recognition of the Union. A settlement was arrived at after the 34 day strike.

From September 11, five hundred workers of Seetharama Mica Mine at Kalichedu, Andhra, went on strike for better service conditions. The strike was called off on October 4, following a settlement.

As a protest against the arrest of their hunger-striking leaders, the workers of Beawar Textile Mills observed a complete strike on September 11. The hunger strike was in protest against . . . mass retrenchment in

mass retrenchment in the local textile mills, and was called off on September 21, following a settlement between the millowners and the union.

On September 12, police fired on demonstrating workers of the Aarey Milk Colony, Bombay, who were protesting against retrenchment and for improved working conditions. Nine workers received injuries. After an inquiry was instituted, the workers resumed duty.

On September 15, over three lakhs of plantation workers in Duars, Darjeeling and Terai regions of W. Bengal observed a token general strike. The strike which was called unitedly by unions affiliated to AITUC, INTUC, HMS, UTUC and independent unions, was one of the biggest ever in recent years in its sweep and momentous in the context of the unity achieved in action. The demands pressed forward were increased minimum wages, bonus and filling up of vacancies to prevent employment shrinkage, among others.

From September 17 to 23, workers of the Jamehary colliery went on strike protesting against non-payment of wages decided upon by the Labour Appellate Tribunal. The management appealed to the Industrial Tribunal to declare the strike illegal but the appeal was dismissed and the management had to pay the wages decided upon by the LAT.

Demanding reinstatement of the General Secretary of the union, workers of the Atlas Cycle Industries at Sonapat held mass demonstrations and the Vice President of the Union went on a hunger strike on September 26.

More than 3000 workers of Jaipur held mass demonstrations on September 30, demanding cheap grain shops, in view of the soaring food prices.

From October 1 onwards, workers of the Jamsar Gypsum mines, near Bikaner (Rajasthan) went on a general strike, demanding improvement in working conditions, and for referring their dispute to adjudication. All leading office-bearers of the union were arrested by the police and picketing workers were deported to jungle areas 40 miles away from the mines.

On October 2, General Secretary of the Southern Railway Labour Union, Com.K.A.Nambiar, began a hunger strike, to press for the 11-point demands of the Union. The demands included recognition of the union. Processions were organised every day of the hunger strike and besides railway workers, other trade unions in Madras City organised pwer fraternal support. The hunger strike was withdrawn on October 11.

On October 4, began the general strike of over 60,000 workers in British-owned Devicolom and Peermade plantations in Kerala. Demands of the workers included increase in bonus, holidays, supply of rice at fair prices and implementation of previous agreements. The strike was jointly launched by INTUC and AITUC unions but later the INTUC union withdraw from the struggle, demanding compulsory adjudication. On October 20, police resorted to firing in which two workers were killed. On October 25, plantation workers in the whole of Kerala responded to the call for a token general strike, made by AITUC, INTUC and UTUC unions, demanding a speedy settlement of the pending issues by the plantation owners.

On October 8, workers of the textile mills in Delhi, went on a protest strike to demonstrate against the repressive, anti-labour and anti-union policies of the management. The strike which took place spontaneously followed the chargesheeting and suspension of three union leaders.

On October 20.....

On October 20, nearly six thousand workers of Kesoram Cotton Mills, Calcutta, marched seven miles from Matiaburz, the mill area, to Ballygunje residence of the Birlas who are the managing agents of the mill. The workers were protesting against the management's anti-labour practices, violating the Code of Discipline in Industry. On October 24, Vice President of the Garden Reach Textile Workers Union went on a hunger-strike which continued till November 7. The hunger strike was withdrawn on the assurance of the State Labour Minister to consider the grievances of the workers.

On October 29, president of Air Corporation Employees Union, resorted to a hunger strike in front of Vigyan Bhawan, Delhi, to press for the union's demands. Among others, demands relate to recognition of the union, reinstatement of victimised employees, revision of pay-scale, gratuity, etc. The hunger strike was withdrawn on October 30, following assurances by the General Manager of the Air-India.

From November 4 to 15, employees of Gandhinagar branch of the Punjab National Bank, Kanpur went on strike, protesting against arbitrary steps taken by management on promotion of staff. Employees of the other four branches of the Bank in Kanpur observed sympathy strike for two hours on November 12. A settlement was arrived at on November 15.

Nearly three thousand petroleum workers of Bombay demonstrated before the office of the Conciliation Officer on November 25, demanding that no agreement should be concluded in the industry behind the back of the majority of the workers. They demanded the constitution of a National Tribunal to adjudicate the demands of oil workers.

On December 1, employees of the Simla Municipal Board went on a strike, demanding compensatory allowance, merger of 50% of D.A. with pay, etc. The strike continued for 18 days. The major demands of the employees were conceded by the Board.

On December 5, nearly 36,000 employees of Government audit offices throughout India observed mass fasting, as a protest against the victimisation of the Secretary-General of the All-India Non-Gazetted Audit and Accounts Association. The mass fasting was part of the programme of "Anti-Victimisation Week" observed by all audit employees throughout the country from December 1 to 6.

On December 15, dock workers of Calcutta went on a four-hour token strike in support of their demand for withdrawal of the "illegal pasting of new numbers on registered dockers' identity cards" and payment of wrongfully deducted minimum gratuity and attendance money for the month of November. Over 20,000 workers were involved in the strike.

On December 17, about 1500 workers employed by the Bombay Port Trust Railway went on a lightning strike, paralysing the movement of cargo by rail. The workers struck to press for their demand for the immediate implementation of the terms of settlement which had already been arrived at between the workers and the Port Trust authorities.

Bangalore - Jan.15 - 18, 1959

THE "CONSPIRACY" CASEAGAINST JAMSHEDPUR COMRADES

In connection with the strike in TISCO Works, Jamshedpur, in May, 1958, the Bihar Government has implicated a large number of the leaders and activists of the Jamshedpur Mazdoor Union in a "conspiracy" case. We are giving below extracts from the Charge-sheet dated August 5, 1958, on the basis of information given by the Investigating officer, R.Alam, S.I., Sakchi P.S.

Names of accused persons:

(1) Kedar Das, MLA, (2) Barin Dey (3) Ali Amjad (4) Habibur Rahman, (5) Satyanarayan Singh (6) Khusi Ram (7) O.Copalan (8) Sk.Khalil (9) Malak Singh (10) Mukundi Singh (11) Dalip Singh (12) Mohan Singh (13) Harinandan Mishra (14) Jagir Singh alias Atma (15) C.C.Pillai (16) Kartar Singh (17) Suresh Pr.Singh (18) Shanti Rai Chowdhary (19) Sattar (20) Sadhu Singh (21) Mariappa (22) Ajit Singh (23) Ramchandra Singh (24) Santok Kachhap (25) Arbindo Senapati (26) Ashim Lahiri (27) Shionath Kalindi (28) Sk. Ummar (29) Mahabir Ahir (30) Hari Kalindi (31) Bhutnath Giri (32) Jagdish Chandra Chakravarty (33) Ram Singh of Kasidih (34) Ramawatar Singh (35) Birji Reja (36) Ishwar (37) C.Raja Rao (38) N.M.Hazra.

Nine people are declared absconders.

The complaint cited 225 witnesses for the case.

The "charge" is as follows:

"Reports were received about the activities of CPI-cum-JMU leaders that they were bent upon to take law in their hands resulting into breach of peace who were not only violating orders U/S 144 Cr.P.C. but were preaching for violence and declaring their fight was with the Government. (emphasis added) As a result of the declaration in the public meeting on 20.5.58 at about 7 A.M. at Sarkar Building (office of JMU), acts of violence including Arson were committed immediately after the meeting at Mahulbera gate and General Office Tisco. It was considered expedient in this view of the matter to arrest Shri Kedar Das, Ali Amjad, Barin De and others who were not only instigating illegal strike but fomenting violence, in the interest of maintenance of peace and order and to search for the recovery of documents, etc."

"A police party consisting of police officers, men and magistrates went for the above purpose on 20.5.58 at about 5.45 P.M. The search was conducted and certain documents and articles were seized. 4 persons including one of the leaders, Ali Amjad, were also arrested. While the police party was about to leave with the arrested persons they were besieged by a crowd and a lot of people stood in front of the van demanding release of Ali Amzae. The D.C. also arrived and further reinforcements were called. The D.C. and other officers explained the character of the assembly and persuaded them to disperse but to no avail. The D.C. had to declare the assembly to be unlawful and command them to disperse but of no avail. The crowd was adamant and it came closer and closer getting violent, started throwing brickbats, stones, bottles, etc. Tear gas shells had to be fired and lathi was charged to disperse them by force. The mob got more violent and started showering brickbats, stones, bottles from the top of the building and also from the mob causing injuries to about 100 officials and rushed towards

the force.....

and so the firing...
at about 9.30 P.M. In all 32 rounds were fired and the mob dispersed finally at about 10 P.M. A case U/S 147/341/337/338/332 I.P.C. was registered the same night on the report of the S.D.O.

"During the course of investigation it was ascertained that gun was carried and also fired from the Sarkar Building (CPI-cum-JMU office) causing pillet injuries. Farsa was also used and attacked with it on the police personnel cutting the lathi in two pieces while warding it off. Attempts were also made to set fire in the petrol pump nearabout the place where the police personnel were and also the police vehicles (Land Rover).

"The inspection of the P.O. depicted a ghastly look with huge stones, brickbats, glass pieces, drums rolled on the roads and roads blocked giving a look of complete lawlessness.

"A .12 bore live cartridge was also found at the P.O. Burnt marks were noticed in the dial of the petrol pump which contained heavy quantity of petrol.

"During the course of investigation, it was also ascertained that the meeting was addressed in Sarkar Building on 21.5.58 by Shri Kedar Das and others in which it was said that their fight was directly with the Government and that there was no way out to get their demands than to resort to arson, loot of Govt. and Tisco properties and assault on Govt and police personnels, dalals of the factory, Tisco High Officials to paralyse the Govt and while appreciating the burning of Rajya Transport buses ordered people to follow suit by burning post offices, loot of Bank, burn Tisco property and to make forcible possession of the union, etc. The people came out in an excited mood from the meeting and assaulted police personnel, burnt post office, Tisco property, Congress office, etc. and created lawlessness in the direction of paralysing the Government.

"During the course of investigation it was traced that secret meetings of the comrades and selected committee members (small committee) were held in the 2nd week and 3rd week of February in which it was discussed and agreed upon to overawe the Govt by paralysing it, creating chaos and disorder and failure of the 5 years plan to achieve their object. (emphasis added)

"For this end in view, different leaders and workers acted to achieve the plan as agreed upon by taking recourse to violence and even attempting to sabotage the Tisco factories. Different accused persons had also spoken in public meetings and leaflets were even distributed. a

"As on investigation/case of conspiracy was established by circumstantial evidence of overt acts (as a result of the conspiracy) and oral evidence and prima facie case of conspiracy has been made out and so I submit C.S. against all the 38 persons mentioned in Col.3 and the 9 absconders shown in Col.2 under Section 147/148/149/341/337/338/307/436/380/435/332/379/120-B I.P.C. as the accused persons charge-sheeted were cited in agreement of the conspiracy or have done certain overt acts in pursuance of the conspiracy." (emphasis added),

FOREIGN AID
AND
INDIA'S ECONOMIC DEVELOPMENT

Foreign loans and assistance for India's economic development are much talked about by economists and planners in our country today. It is often argued that foreign aid is indispensable for the advancement of Indian economy.

Experience of the last couple of years during the First and the Second five Year Plans is adequate enough to study the significance of the assistance given by different countries. Therefore, it is high time that an analysis should be made of the aid given so far by various foreign agencies and see how far it has materially helped our economy in marching towards the socialistic pattern of society.

Department of Economic Affairs attached to the Ministry of Finance, Government of India, has recently published a brochure on "External Assistance" in which an attempt has been made to give a brief account of the nature and extent of external assistance to India from various sources. The table compiled from the data published in that brochure gives us the following picture of the loans received by our country till March 31, 1958.

TABLE SHOWING LOANS RECEIVED FROM VARIOUS SOURCES

(In Rs. Crores)

U.S.A.	-	90.31
Indo-U.S. Technical Co-operation Agreement	-	61.91
Canada	-	11.52
U.S.S.R.	-	122.57
West Germany	-	75.00
International Bank for Reconstruction and Development:		
(a) Public Sector	-	77.53
(b) Private Sector	-	92.16
U.S. Bank Credit for Air-India	-	5.33
U.K. Banks	-	35.33
Japan	-	24.00
Total	-	595.66
Purchase of U.S. Surplus Agricultural Commodities		
P.L. 665 (Wheat & Cotton)	-	15.55
P.L. 480	-	172.57

Facts reveal

Facts reveal that almost all the loans from USA are given to India mainly to dispose off the agricultural surplus products.

U.S. Government granted a loan of \$ 190 million in 1951 for the purchase of two million tons of foodgrains from USA. The Indo-U.S. Technical Cooperation Agreement of 1952 contemplated the undertaking of joint projects with special emphasis on agricultural development. The "new feature" introduced in 1955 was that the major part of the aid was to be in the form of loan and 50% of the development assistance had to be taken in the shape of U.S. surplus agricultural commodities. In 1958, an allocation of \$20 million for Orissa iron ore project has been received from the U.S. President's Asian Economic Development Fund.

The Agricultural Commodities Agreement between the U.S. Government and India was signed on 28.8.1956, under Title I of the U.S. Public Law 480 (P.L.480) which was passed with the object of encouraging the sale and export of American surplus agricultural commodities. The agreement provides for the sale of surplus agricultural commodities worth \$ 320.90 million during the three years ending 30th June 1959.

A loan agreement for \$234.1 million was signed on the 28th June 1957, out of which a sum of \$55 million has been reserved for re-lending to private enterprise. Government of India purchased wheat, rice, cotton, tobacco and dairy products. A supplementary P.L. agreement was signed on June 23, 1958 covering an amount of \$57 million for the purchase of wheat, maize and milo. A similar agreement signed on 26th September 1958 provided for the U.S. Government financing the sale of wheat, milo and maize to India amounting \$238.8 million.

Surplus agricultural commodities are also being purchased under Section 402 of P.L.665. In this case, the rupee cost is deposited in the United States Government account in India, out of which a loan of Rs.7 crores has been given for Rihand Valley Development. The Government of India purchased wheat and cotton worth \$66 million between 1955-58. During 1958-59, the U.S. Government has made available to India \$4 million for the purchase of fertilizers and tube well equipment.

The U.S. Government has also provided dollar funds for improvement of health and sanitation, promotion of education and social welfare, provision of adequate means of communications. In addition to this, power shovels, crawler type tractors, air compressors, dump trucks, road-scrapers and other equipment worth \$3 million was supplied to India. U.S. Government had also provided dollar funds for the procurement of 100 locomotives and 2.5 million tons of materials such as rails, fishplates, sleeper bars, joists, sheets and billets for the rehabilitation of railways and 5 lakh tons of steel for other purchases.

The total economic assistance from Australia is £10.4 million (approximately Rs.11 crores) which is to be used for the purchase of wheat and flour, Tungabhadra and Ramagundam projects, All-India Radio, rail wagons, diesel rail-cars, etc.

Loans granted.....

Loans granted by the International Bank for Reconstruction and Development amount to \$315.82 million (Rs.150.39 crores) for the public sector and \$191.27 million (Rs.91.08 crores) for the private sector. The loans in the public sector were used for the D.V.C. project and Air-India International, while in the private sectors, they were given to IISCO, TISCO and Trombay projects.

U.S.S.R. was the first country which supplied credit to the Government of India for building a steel plant. In 1954-55, an agreement was entered into between the Governments of India and the USSR for the construction of an integrated iron and steel plant at Bhilai at an estimated cost of Rs.111 crores (since revised to Rs.131 crores). The gift of agricultural machinery offered by the Soviet Prime Minister during his visit to India toward the end of 1955 for the establishment of a State-mechanised farm of about 30,000 acres at Suratgarh was received during the first half of 1956. The machinery and equipment are valued roughly at Rs.76 lakhs and include 69 tractors, 36 transport vehicles, trolleys, etc., workshop equipment, tools and a number of tillage implements. About 40% of the machinery has been brought into use so far while the entire machinery will be brought into use when perennial supply of irrigation water is received from the Bhakra Project on its completion during 1959-60.

Further credits to the tune of about Rs.60 crores have been offered by the Soviet Government from 1959 onwards which includes (1) Heavy Machine-building Works; (2) Mining machinery Plant; (3) Power station at Neiveli; (4) Optical Glass Factory and (5) Development of Korba Coalfields.

The agreement concluded between the Government of India and TECHNOEXPORT of Czechoslovakia for the setting up at Ranchi of a forge-foundry project which would produce steel castings of 15,000 tons in the first stage and 28,000 tons in the second stage. Besides it will manufacture 13,950 tons of forgings in the first stage and 27,700 tons in the second stage. Czechoslovakia offered to set up the plant estimated at Rs.10 crores - with the first repayment being due only after the period of heavy foreign liabilities are over. The payment will be made in rupees out of which 10 per cent will be spent on buying goods from India. The remainder will be convertible in other currencies and the payment will be made in eight half-yearly instalments.

The recent offer of Rumania in August 1958 for an oil refinery of 750,000 tons capacity consists of a price of just about Rs.9 crores. Last time when the world prices were 15 per cent lower than today, India Government accepted the Caltex terms and agreed to pay almost Rs.15 crores for a refinery of 650,000 tons capacity. This also is an indicator of how the capitalist countries enormously overcharge us taking advantage of their monopolistic position over the market.

Other capitalist countries came forward to help India's industrial development only after the Soviet credit was given to India. Thus, West Germany granted Rs.75 crores for Rourkela steel project and U.K. offered Rs.20 crores for Durgapur steel plant. However, USA did not offer any such help as she was primarily interested in keeping India's economy backward so that it would be a source of market for the American consumer goods. Japan offered a credit amounting to eighteen billion yen (Rs.24 crores app.) which would be used in purchasing railway equipment, hydro and thermal power generation, transmission and dam construction equipment, coal and ore mining equipment, ships, port equipment and industrial machinery.

External...

External assistance came to India in the form of grants from different countries and agencies. Under the Colombo Plan, million which was mainly used for various milk schemes in India. UNESCO agreed to assist the Indian Institute of Technology at Bombay with 15 experts, 3 translators and equipment worth 10 million roubles made available by the USSR. Under the Inter-technical Cooperative Action in India, FAO has agreed to provide New Zealand, Netherlands, Canada and Australia contributed \$150,000 for it. Two experts were provided for about one year but no equipment under the scheme was received from FAO for the scheme for Nutrition Survey for Feeding School Children in Madras. The United Nations International Children's Emergency Fund (UNICEF) has allocated to India a total sum of U.S. \$21,614,000 from 1948 to March 1958, for the development programme in the fields of public health and nutrition. Private organisations like Rockefeller and Ford Foundation have given grants to various institutions in India. Ford Foundation has authorised \$20 million upto March 1958.

Under the Indo-Norwegian Agreement of 1953, a Fishing Community Development Project was set up near Quilon in Kerala. The Norwegian Government is to provide technical assistance equipment training and scholarships valued at Rs.166 lakhs. The Government of U.K. has supplied books to various institutions in India amounting to Rs.28 lakhs.

The above account of the aid given to India by various countries and agencies shows clearly that only the USSR has helped India by authorising machinery for heavy industry. Other capitalist countries always imposed various conditions while giving loans to India. Let us take the example of West Germany. As Commerce of October 25, 1958 observed:

".....A necessary condition for the export of capital from Germany, it is emphasised, consists in the developing countries themselves providing the required basis for confidence in the stability and continuity of their economic development; it also implies that they make possible a more intense private investment within their boundaries by protecting such investments against seizure and by safeguarding transfer of profits." (page 676 emphasis ours)

Thus the capitalists from West Germany are prepared to invest in India if protection is given to them against nationalisation and free rein is given to them in exporting their fabulous profits. They are somewhat reluctant in not helping investments in the public sector. Even the Japanese loans are "to be made available in part to finance development projects in the private sector." (The Eastern Economist, February 7, 1958)

The rate of interest charged by all the capitalist countries is remarkably higher than the rate charged by the USSR. This also shows the keen desire of the Socialist countries to help our country in her economic development while the profit motive of the capitalist countries. USSR accepts repayment in rupees which helps our country in lessening foreign exchange crisis which is created by various capitalist countries.

Rate of interest charged by various agencies and countries

I.B.R.D. (World Bank)
Public Sector
Private Sector

3½% - 5½%
4¾% - 6%

Repayment in U.S.
dollars

Japan	4 $\frac{3}{4}$ % to 6 %	Repayment in Yen
Canada	4 $\frac{1}{4}$ %	Repayment in Canadian dollars
U.S.A.(P.L.480)	3 $\frac{1}{2}$ %	Repayment in dollars
"	3%	Repayment in dollars
	4%	If repayment in Rs.
U.S.S.R.	2 $\frac{1}{2}$ %	Payment in Rs.

The economic assistance provided by the Soviet Union and other socialist countries to India and other less developed countries in Asia and Africa is a sizeable amount compared to that extended by the U.S.A. It is increasing rapidly to such an extent that the imperialists have started calling it an "economic offensive". The following table gives a comparative picture of the economic aid given by U.S. and by the socialist countries.

(in millions of dollars)

Country	I.C.A. obligations	Other US Govt. assistance	Total U.S. aid	Total aid from socialist countries
Afghanistan	33	14	47	136
Burma	25	18	43	42
Cambodia	94	2	96	22
Ceylon	11	-	11	20
Egypt	2	14	16	235
India	126	293	419	295
Indonesia	27	97	124	109
Nepal	7	-	7	13
Syria	-	-	-	194
Yemen	-	-	-	16

(Based on a statement by Mr. Douglas Dillon, Under-Secretary for Economic Affairs before the Senate Committee on Foreign Relations -quoted by Economic Weekly June 21, 1958)

While characterising another advantage of the aid from the Socialist countries, the Economic Weekly stated as follows:

" The bipartisan American policy obsessed with isolating the Soviet Union and limiting its sphere of influence as narrowly as possible, has been to tie as many strings as possible to its foreign aid programmes all intended to keep the recipient with them and against the USSR. Their attitude to international assistance has, in effect, been that such assistance has to be given to the under-developed countries, not to assist in their economic development per se, but in order to fortify them against Communist threats and enticements. Unfortunately, such an attitude does not go very far with the people of these countries who are more interested in being fed than in this so-called 'freedom' - the freedom, in effect, to starve, to go naked, to be diseased and to remain illiterate. The Soviet answer, therefore, is not to play the same game." (ibid-page 812, 21.6.1958)

AITUC GENERAL COUNCIL MEETING
Bangalore - Jan. 15 - 19, 1959

Re.

A U T O M A T I C

L O O M S

The problem of installing automatic looms in the cotton textile industry is uppermost in the minds of all - the Government, employers as well as the working class. In the following pages, we are reproducing the following documents in this respect:

- 1) Extracts from the "Report of the Textile Enquiry Committee, 1958" on "Rationalisation and Modernisation", chapter X, pp.29-33)
- 2) Note by Ministry of Labour & Employment on Introduction of automatic looms in textile industry (This note was submitted to the meeting on automatic looms held in Delhi on December 22.)
- 3) Com.Dange's letter to Shri Nanda, Union Labour Minister, and AITUC proposals re. installation of automatic looms.
- 4) Copy of letter from Shri Nanda clarifying the Government's view on Delhi Agreement on Rationalisation.
- 5) Conclusions of the Delhi meeting on Installation of Automatic Looms, held on December 22, 1958.

A few things stand out clearly from these documents, which despite assurances to the contrary detailed in the conclusions of the Delhi meeting, over which the working class has to be particularly vigilant.

Firstly, the employers who were party to Delhi Agreement on rationalisation have gone back on it, both in principle as well as in actual practice. This is evident from the point of view expressed before the Textile Inquiry Committee. To quote the Report of the Committee: "From the point of view of the employers, it has been claimed that the conditions agreed to at the 15th Session of the Indian Labour Conference, particularly the one relating to reduction of labour being restricted to the extent of natural separation and wastage, would, in the context of the condition of the industry at present, be hardly of much effective benefit to the industry as it would be a long term process and the full benefit of rationalisation would not be derived by the industry now when it is most needed." (page 31) (emphasis added)

Secondly, that the INTUC has agreed to reduction of labour to enable to millowners to rationalise. This is clear from the following extracts:

"On the other hand, the Madhya Pradesh INTUC has represented that they are not at all opposed to modernisation and rationalisation. In fact, they had already accepted a reduction of labour to the extent of 5,000 since 1948." (p.29 of the report).

And also that:

And also that:

"We have been informed in the oral evidence of the Indian National Textile Workers' Federation (INTUC), Ahmedabad, that even for the introduction of automatic looms, the labour would be ready and willing after some time if proper psychology was created."

The Government, in their note at para 6 and 7 have left the benefits of rationalisation and the question of workload in terms of the decisions of the 15th Indian Labour Conference, to be decided locally in consultation with the so-called "representative" union. Under the B.I.R. Act and otherwise at most of the centres of the textile industry, the "representative unions" are the INTUC affiliates - the same people who are, as we have seen above, ever ready to sacrifice workers' interests to promote employers' rationalisation schemes.

The AITUC proposals, listed in the following pages, fulfil all the needs of (1) more production (2) earning foreign exchange and (3) avoiding unemployment.

If the employers continue violating the decisions of the 15th Indian Labour Conference, with the help of the Government and the INTUC, the working class will have to defend itself against this onslaught.

RATIONALISATION AND MODERNISATION

(Chapter X of Report of Textile Enquiry
Committee)

A. Rationalisation

It has been urged on us by the various Employers' Associations both in the memoranda that they had submitted and in the oral evidence given by their representatives that one of the important factors which has contributed towards the high cost of production of cotton textiles is the high labour costs per unit of production. This was particularly emphasised in the case of mofussil mills located in Uttar Pradesh, Madhya Pradesh, Nagpur, etc. In these areas according to the representative associations, the level of employment both in the spinning and in the weaving sections, is much higher than what is obtaining in Bombay and Ahmedabad centres. For instance, the Textile Mills Association of Nagpur represented that in some mills the number of workers employed per 1000 spindles was as high as 23 and even 28 per shift. The productivity of labour was stated to be extremely unsatisfactory as compared to mills situated elsewhere. The necessity for increasing the productivity of labour through a more efficient utilisation of machinery, avoidance of redundant workers and re-deployment of workers with a view to distribution of more rational work load to them, was highlighted in their memorandum. The Madhya Pradesh Millowners Association, Indore, also made similar representation and on the ground of having large surplus labour force on the muster, made a claim for rationalisation so as to bring the work load of the operative, and therefore his productivity to the standard prevailing in other advanced centres. In addition, it was alleged that in Indore organised labour is opposing modernisation so vehemently that in some of the mills new machinery imported from abroad could not be installed.

On the other hand, the Madhya Pradesh I.N.T.U.C. has represented that they are not at all opposed to modernisation and rationalisation. In fact, they had already accepted a reduction of labour to the extent of 5,000 since 1948. They even stated that they have no objection to further rationalisation following modernisation on the lines of the model agreement decided upon at the 15th Indian Labour Conference. There are only two mills where new machines are lying uninstalled, but that was because of the mills' recalcitrant attitude towards any mutual settlement of the problem through discussions and consultation with labour.

Rationalisation is perhaps one of the most controversial issues concerning industrial relations which has been considered by many expert Committees, both in India and abroad. We also appreciate that the problem of rationalisation in the Textile Industry has to be solved adequately if the industry was to progress and make full use of the results of the technological advancement which research makes available for the industry, as obviously the industry cannot be expected to modernise unless it is allowed to rationalise simultaneously. A number of mills particularly marginal and sub-marginal ones, find themselves in difficult circumstances as soon as the economic condition of the industry suffers the slightest set back and are prone to close down. These have been found to have a larger labour force than what could be

considered normal.....

considered normal by average standard. This has been brought to light in many of the reports of the Survey Teams of the Textile Commissioner's organisation who went into the workings of such mills in detail. The condition of plant and equipment in such mills was also observed to be generally far from satisfactory and the need for modernisation by replacement of the dilapidated machines was also great.

The term "Rationalisation" has been subjected to many interpretations. The term has been used by us to mean a re-organisation in a unit of the industry which ensures elimination of all wastes and the most scientific utilisation of men, material and machinery. We believe that in this sense, rationalisation cannot obviously be objected to by any body. We have been informed that rationalisation in one form or other has been introduced in the individual units of the industry for the past many years and that the process continues, mostly in an unplanned manner, either with or without the approval of labour. Either the work-load of the operative is increased by the simple expedient of making him attend to a larger number of units, e.g., the number of spindles, without making any change in the machinery itself or, by the installation of modern labour saving machinery in place of old ones which require a larger labour complement and thus effect a reduction in the number of workers without increasing to any great extent, the workload of the operative. When this is done, without the cooperation of labour, it undoubtedly results in strained relations between the labour and management and has even in some cases, led to strikes and breach of industrial peace. The Indian National Textile Workers Federation, Ahmedabad, in its memorandum, made it quite clear that it was not opposed to rationalisation, provided it did not cause unemployment, and the working conditions were such as would not create undue fatigue to workers and adequate share in the gains of rationalisation was ensured to the workers. The Federation was, however, opposed to automation, particularly the introduction of automatic looms in replacement of ordinary looms. So far as the working condition is concerned, it was pointed out that in mills where rationalisation has been objected to by the workers, it was mainly because of the fact that the conditions of work were most unsuitable for any increase in the workload of the operative. Instances have been cited about the poor quality of raw material supplied, the extremely dilapidated condition of the machinery, the inadequate supply of stores and accessories, supply of such articles of unsatisfactory quality, the lack of proper atmospheric condition in the shed, insufficient lighting, the bad lay out, etc., which make it impossible to persuade the workers to take up additional workload. It was submitted that as far as existing machinery is concerned, much of the rationalisation that was possible has already been effected and further rationalisation could only be possible, if the agreement arrived at, at the 15th session of the Indian Labour Conference held on 11/12th July 1957 was observed. This agreement reads as under:-

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

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

(ii) there

(ii) there should be an equitable share of gains of rationalisation as between the community, the employer and the workers; and

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

From the point of view of the employers, it has been claimed that the conditions agreed to at the 15th session of the Indian Labour Conference, particularly the one relating to reduction of labour being restricted to the extent of natural separation and wastage, would, in the context of the condition of the industry at present, be hardly of much effective benefit to the industry as it would be a long term process and the full benefit of rationalisation would not be derived by the industry now when it is most needed. The units which are already running 2 or more shifts would find it practically impossible to effect large scale rationalisation as workers rendered surplus thereby would not be absorbed in additional shifts. The employers, therefore, claimed that in such cases, quite apart from utilising the vacancies created by natural causes, it should be free to rationalise by retrenching some of the surplus labour after paying due compensation to them. Unfortunately we have not got after paying due compensation to them. Unfortunately we have not got reliable figures of wastage in the industry arising out of retirement, disablement, resignation, etc., but we were given to understand that in some of the mofussil centres like Nagpur, the rate of prolonged absenteeism is very high and higher workload could be assigned without any displacement of labour, thus making the progress of rationalisation quicker and smoother. Having regard to the need for ensuring industrial peace and obtaining the fullest co-operation from the workers before introducing rationalisation, either with or without modernisation, we feel that while process of rationalisation, subject to the conditions which have been accepted by the 15th session of the Indian Labour Conference may not be quick enough for some centres where the margin of excess labour is large, considering the average figures of natural wastage at about 15 per cent or the industry as a whole and for some mofussil centres as much as 20 per cent, we consider that this approach would be both proper and helpful.

Coming now to the question of implementation of the conditions pre-requisite to any scheme of rationalisation and modernisation, we suggest that there should be some machinery to ensure that recalcitrant manufacturers or, for that matter recalcitrant workers, do not abuse the agreement by either introducing rationalisation surreptitiously or by opposing it unreasonably. We suggest that a Rationalisation Sub-Committee of the main Advisory Committee referred to in para 89 be set up for the industry as a whole for considering and laying down policies and principles governing rationalisation from time to time: there should be Sub-Committees on regional level working within the frame-work of such principles and dealing with individual schemes of rationalisation within their areas before they are implemented. It is recommended that both the Committees should consist of the representatives of the management, labour and Government with textile technicians to assist the Regional Committees. It would not be necessary for any scheme to come before the Regional Committee if it has already been approved by the representative Labour Unions wherever they exist.

B. Rehabilitation and Modernisation

The working party and other Committees which went into the question of rehabilitation requirement of the industry in the past have all laid the greatest emphasis on the urgent need for rehabilitation of the machinery installed. A large majority of

the machines.....

the machines in existence today were installed more than 40 years back and have outlived their usefulness. If they are not replaced at an early date, its effect would be felt as it has been felt in the case of marginal and sub-marginal units, in the form of low production, bad quality of products, engagement of large number of workers and high cost of production. The necessity for rehabilitation, therefore, is appreciated on all hands. This, however, is only one aspect of the problem. Tightness of Foreign Exchange, the paucity of funds with most of the units, non-availability of certain essential items of machinery from indigenous sources, etc., however put some restriction on the rate at which rehabilitation could be effectively undertaken. Generally, it is the more affluent units which have necessary funds at their disposal that can and do go in for rehabilitation of their machinery on a fairly large scale.

It is not always clear that such renovation is in the national interest. From the employers' side it has been stated that while a more progressive unit might have replaced a fairly new machine by a modern one, it cannot be considered as a national waste since the former machine is not usually scrapped but utilised by some other unit which in turn replaces its antiquated machine. We are of the opinion that every case of replacement will have to be judged on its merits both from the standpoint of the interests of the national economy as well as in the interests of the textile industry.

We have been informed that at present there is no machinery which goes into the individual requirement of mills and that mills are free to buy indigenous machinery for replacing the existing ones; imports are allowed on applications from mills without detailed examination as to the nature of their need. There is, however, a Committee for scrutinising the applications for renovation when such renovations are to be effected with the financial assistance of the investment corporations like the National Industrial Development Corporation and Industrial Finance Corporation. For maximising the benefits of rationalisation for the industry as a whole, there is need for examining the requirement of individual mills for this purpose by an independent body. We, therefore, feel that a small consultative Sub-Committee of the main Advisory Committee referred to in para 89 should be set up to advise Government on the principles and procedure which should be followed in deciding these applications.

As regards the introduction of automatic looms, there is strong opposition by labour and despite the fact that installation of other highly automatic machines like Single Process Blowroom lines, Super High Draft Ring Frames, Barber Colman Winding and Warping machine, etc. has not been opposed mainly because of the fact that the total displacement of labour in these cases is not of such a magnitude as to create an unpleasant situation, the opposition to automatic looms has been as vehement as ever before. The need for replacement of plain looms by automatic looms upto a limited extent for purposes of export promotion, has been discussed elsewhere. This part, we feel that any attempt towards automation has to be made only after labour has been won over by a continuous process of education, propaganda and persuasion. We have been informed in the oral evidence of the Indian National Textile Workers' Federation, Ahmedabad, that even for the introduction of automatic looms, the labour would be ready and willing after some time if proper psychology was created. We feel that Government as well as the Trade Unions should create a proper psychological climate within the country and particularly amongst the labour so as to facilitate introduction of automatic looms within a specific period.

NOTE BY
MINISTRY OF LABOUR & EMPLOYMENT

ON
INTRODUCTION OF AUTOMATIC LOOMS IN THE TEXTILE INDUSTRY

An important Term of Reference to the Textile Enquiry Committee was to study the causes for the recent decline in cloth exports and suggest remedial measures. The Committee drew attention to the preference shown in foreign markets for flawless cloth produced on automatic looms which our competitors had been using extensively and warned that our exports would continue to fall steeply unless we also exported cloth produced on automatic looms. Besides making a specific suggestion to instal 3,000 such looms purely for export manufacture, the Committee recommended the creation within the country of a proper psychological climate to facilitate the introduction of automatic looms. In their Resolution on the Report of the Textile Enquiry Committee, Government had expressed complete agreement with this recommendation and also a hope that a simple procedure would be evolved for replacement by automatic looms, according to a phased programme. In pursuance of this policy, it is now proposed to instal 2,500 automatic looms annually during the calendar years 1959, 1960 and 1961.

2. In implementing this proposal, Government will be guided by the recommendations of the 15th session of the Indian Labour Conference in regard to modernisation and rationalisation. The Textile Enquiry Committee had agreed that the Indian Labour Conference recommendations would be both proper and helpful. It will be recalled that the Indian Labour Conference emphasised, in particular, that

- (i) there should be no retrenchment or loss of earnings of the existing employees, i.e., the full complement required for the operations before rationalisation should be maintained except for cases of natural separation or wastage. Workers could, however, be provided with suitable alternative jobs in the same establishment or under the same employer, subject to agreement between the employer and his workers,
- (ii) there should be an equitable sharing of benefits of rationalisation as between the community, the employer and the workers, and
- (iii) there should be a proper assessment of work-load made by an expert or experts mutually agreed upon and also suitable improvement in the working conditions.

3. On the basis of these general principles, it is now necessary to evolve suitable criteria for deciding the selection of (a) undertakings for the introduction of automatic looms and (b) the number of looms to be allotted to each selected undertaking. In the light of criteria thus evolved, a two-man committee consisting of the Textile Commissioner and a representative of the Ministry of Labour and Employment could scrutinise applications from different units and decide on (a) and (b) above. After such a decision is taken and communicated to the concerned undertakings, employers and union(s) in those undertakings can go ahead to implement the scheme on the basis of the broad procedure worked out by the Indian Labour Conference (See Appendix). The machinery for arbitration/adjudication contemplated in clause (7) in Appendix will be the two-man Committee referred to above.

4. The considerations.....

4. The considerations to be kept in mind in selecting undertakings and allotting the prescribed number of looms between them would appear to be:

I. NEED TO PROMOTE EXPORTS - This is the genesis of the present proposals and should be the primary consideration. Units having established trade connections and sizeable annual exports to their credit and units which provide evidence that they could export if equipped with automatic looms should be given preference.

II. NEED TO AVOID RETRENCHMENT - The capacity to absorb surplus labour is likely to be more in the case of larger establishments. Such units and also units belonging to an employer who controls more than one unit of the same type in the same area should be shown preference.

(ii) For the same reason, undertakings where the natural separation or wastage is larger should be preferred.

III. INDUSTRIAL RELATIONS IN THE UNDERTAKING - Units where the management are having cordial relations with the union(s) should be preferred to those wherein industrial relations are marred by frequent disputes and work stoppages. An assessment could be made on the experience in the preceding five-year period.

IV. FINANCIAL CAPACITY TO BUY AUTOMATIC LOOMS - Even where the undertakings claim that they will be in a position to acquire the allotted quota, it should be verified. Otherwise, unutilised allocations will result.

V. REGIONAL BALANCE - The total three-year target of 7,500 looms may be distributed evenly between different regions. While efforts should be made to distribute the annual quotas also evenly, any differences should be adjusted over the three-year period. If, at any stage, it becomes difficult for a region to utilise the allocation made to it, it should be possible for this Committee to suggest a suitable transfer of the surplus allocation to other region/s. This could be done on the basis of the recommendations of the two-man team.

5. The next question for consideration is the maximum and the minimum number of looms to be allowed to each unit for their optimum utilisation. It is suggested that 48 looms could constitute a workable unit and may be fixed as the minimum to be allotted to an individual undertaking. The maximum to be allotted to a single undertaking might be fixed at 144 looms or thrice the minimum. In exceptional cases, the team may be authorised to allot even upto 300 looms to a single unit.

6. In so far as the sharing of benefits of rationalisation is concerned, it could assume different forms. It might be reflected in a varying margin between cost of production and price of product, in improved wages including bonus, in improved working conditions with or without change of costs and so on. It is impossible to lay down a general formula regarding distribution of benefits. Since the principle of distribution has been accepted, it is suggested that its actual application may be left to labour and management in the individual undertakings or to the industry and the representative union in a local area.

7. Similarly, the question of work-load may also be left for settlement at the level of the undertaking, since it will also depend on a number of varying factors as wages, working conditions and so on. It is difficult to generalise about the number of

automatic looms.....

automatic looms which could be entrusted to a worker. The Textile Enquiry Committee have calculated that on the basis of an average of 16 automatic looms per worker, the margin of reduction of labour employed on looms would be roughly of the order of between 25 and 30 per 100 looms. Even in the case of units which are allotted the maximum of 144 looms, the probable displacement will be roughly between 35 and 45. For a large-sized mill, absorption of this small order should not pose any serious problem.

APPENDIX

Extract from the decisions of the 15th Session of the Indian Labour Conference on "Rationalisation"

* pp 1-2 of note: Subject to the above conditions, the following broad procedure was suggested to smoothen the progress of rationalisation. The Union or unions in an under-taking and the employer could enter into a working arrangement on the following lines:-

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

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

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

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

5) the union(s) shall, within a week after the discussion with the employer, present its views or proposals to the employer. If there is agreement between the parties, the employer may introduce the change on the due date in accordance with the agreement.

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

7) if there are differences between the parties on any matter covered by this working arrangements, the matters in dispute shall be referred for arbitration or adjudication."

COPY OF LETTER No.172-B/58 dated December 21, 1958
from Shri S.A. Dange, M.P., General Secretary, AITUC.

To
Shri. Gulzarilal Nanda,
Minister for Labour & Employment,
Government of India,
New Delhi.

Dear Sir,

I was not in Delhi when your Ministry's letter (D.O.No E & P.11(6)/58 dated December 8, 1958 from Shri B.N. Datar) calling for the conference for consultation on automatic looms on 22nd December reached my office. My Secretary replied to you that the date may not be able to be present in the Conference.

I am however submitting to you my proposals in the accompanying note. If those proposals are not found acceptable, the AITUC should be taken as not having agreed to the introduction of automatic looms as envisaged by the Government and the employers.

In order to make it convenient for you to circulate my proposals to the Conference, I am enclosing 25 copies of my note.

Yours faithfully

Sd.....

(S.A. DANGE), M.P.
General Secretary
All-India Trade Union Congress

NOTE RE. THE PROGRAMME OF INTRODUCING
AUTOMATIC LOOMS

A section of the textile millowners in India have been pressing for a long time for Government help in the import and installation of automatic looms on a large scale. The firm results in relation to labour of large-scale introduction of automatic looms came out, when the Kanungo Committee discussed the proposal.

During all these years, the textile millowners have been carrying out rationalisation, sometimes with the consent of unions who would agree to it, but mostly without such consent. The subject became very hot two years ago and had to be discussed in the 15th Indian Labour Conference which was held in Delhi in June 1957.

Now, once again, the specific proposal for installing automatic looms has been brought forward as being an urgent national necessity.

The Government of India endorses and patronises the proposal on the ground that export of cloth has to be increased to earn foreign exchange and that such export can be stimulated only if cloth on automatic looms is produced in India.

The millowners.....

The Millowners seem to have convinced the Government of India on this score. The agreement between the Government of India and the millowners was very much visible during the debate in the Parliament on December 3 and 4, 1958, on the question of exports.

The AITUC has made its standpoint clear during the debate and before. We do not object to technical improvements as such. But when these would mean retrenchment, unemployment and increase in workload, the AITUC cannot endorse them just on the ground that they are necessary for other reasons.

It is pointed out to us that the effects of the introduction of automatic looms on the workers can be discussed and controlled in terms of the Delhi Convention on rationalisation, agreed to by all.

In this connection, the AITUC has to point out that rationalisation has been carried out by the millowners without reference to the AITUC in many centres and hence it is not responsible for them.

Secondly, the Ministry of Labour & Employment, Government of India, have informed the AITUC (vide letter No. E&I-34(13)/58 dated 1st July 1958) that the Delhi agreement is not an agreement but only a recommendation - thereby meaning that any employer is at liberty to go his own way, if he so chooses. This reply was given to us when we pointed out cases of retrenchment and unemployment resulting from rationalisation. In view of this, the Delhi Convention has not become an instrument of protection to the workers as was expected. Unless the Delhi Convention takes the form of a national agreement valid as between all employers and unions, whether recognised or not, it will not prove useful.

As regards the present proposal, the AITUC submits the following for the consideration of the Government and the Conference.

The Government is endorsing the textile millowners' demand for automatic looms only for exports and for foreign exchange. They put it forward as a national necessity.

So we propose that Government itself undertake to instal units of automatic looms and organise production and export in the State Sector, so as to earn foreign exchange directly on its own account. The Government has enough agencies through whom this can be done. The Government is already directly involved in the Ambar Charkha and handloom projects. The automatic looms project would be far easier to handle than these. Units of thousand looms each should be built in the various parts of the country, to meet the national necessity.

If purely State Sector activity is not favoured at the present stage, it can be undertaken in a mixed way. The millowners who are interested in exports can be given participation according to their capacity in capital contribution.

By this method, exports of cloth produced on automatic looms can be organised and needs of foreign exchange also met. It will not allow the private interests to use this national necessity for their own benefit.

Another feature of this method will be that when new units of automatic looms are built separately and are not introduced in the existing mills, questions of displacing existing employed workers and productive looms will not arise directly, and immediately.

By this.....

By this method, we shall be serving the interests of the country, the workers and the industry.

We are, therefore, totally against allowing the existing mills to introduce automatic looms in their existing units. We can consider a proposal to build separate new units of only automatic looms. Such autonomous automatic loom mills and units exist even today in some parts of the country.

To allow automatic looms to replace the existing looms is to allow the massacre of employed workers, to add to unemployment and retrenchment and to create unrest. If our proposed method is accepted, this disastrous result can be avoided, even though temporarily. We say temporarily, because, in the long run, rationalisation under the capitalist system of private profit is bound to lead to unemployment for workers and super-profits for a few big employers.

We hope Government and the Conference will accept our proposals.

- S.A. DANGE, M.P.,
General Secretary,
All-India Trade Union Congress

4. Ashok Road,
NEW DELHI.

December 21, 1958.

Automatic Looms (Contd)

Copy of letter from Shri G.L.Nanda, Minister for Labour & Employment, dated 29th December 1958, dated 29th December 1958.

My dear Dange,

I have received your letter No.172-B/58, dated December 21, 1958. Your letter raises a question regarding the nature and status of the agreements reached in the Indian Labour Conference. Since then I have spoken to you in this connection.

The communication from the Ministry to which you have referred does not, I am sorry to say, express the position accurately. The decisions of the Conference may be in the nature of recommendations for others but are to be taken as binding on the parties.

This elucidation should remove the doubt that apprehension which you have expressed in your letter. The understanding regarding the automatic looms will, therefore, now be treated as an agreement, on par with those which have been reached at the Indian Labour Conference.

With kind regards,

Yours sincerely,
Sd.
(G.L.NANDA)

*

MAIN CONCLUSIONS OF THE MEETING OF
INTRODUCTION OF AUTOMATIC LOOMS IN THE
TEXTILE INDUSTRY, HELD ON DECEMBER 22, 1958
AT NEW DELHI.

The office note on the subject which had been circulated earlier was discussed. After considering the view points of the invitees present and Shri Dange's letter, to Labour Minister on the subject, the proposals made in the office note were approved subject, to the following decisions conclusions:-

(1) Exports were important from the point of view of our economy. To labour they are important because dwindling exports would result in loss of employment. The proposal to instal 2500 automatic looms annually was marginal in character and could be supported without much difficulty by labour. Even so, the actual implementation should be preceded by steps to apprise the workers of its object and scope to prevent possible misapprehensions. It was emphasised that employers should totally desist from indulging in new recruitment while workers were being rendered surplus.

(2) It was agreed that in considering the safeguards afforded by the Indian Labour Conference recommendations on rationalisation, prohibition of retrenchment of workers should be interpreted to include substitute workers. This would be in tune with the recommendations in the Plan which had been approved by Parliament.

(3) In choosing units for introducing the scheme, Government might consult the appropriate employers' and workers' interests where necessary. While the normal ceiling on the number of looms to allotted to a single unit will be only 144, in exceptional cases, allotments upto a maximum of 300 looms for a single unit may be made in consultation with the union(s) in the concerned unit.

(4) The country

(4) The country should be divided into appropriate regions for distributing the looms.

(5) In judging industrial relations in individual undertakings for choosing units, the extent to which the Code for Discipline is honoured will be a prime consideration.

(6) Should disputes arise over the implementation of these proposals either party must have the benefit of adjudication. In the meanwhile, mediatory efforts of the two-man team envisaged in the office note may be availed of, subject to the condition that the team will be strengthened by the addition of a third member from a Labour Court or Industrial Tribunal in case formal adjudications were needed. Labour Ministry would examine the legal implications of such a procedure.

(7) Government should ensure that employers and workers honour their commitments governing the introduction of the scheme. In the light of allegations from the labour side that in some textile centres, even the awards of arbitrations were sometimes not honoured the sanctions behind the decisions of voluntary bodies like the Indian Labour Conference, came in for discussion. Labour Minister mentioned that the next session of the Conference will consider this question. Meanwhile, it was pointed out that so far as this particular scheme was concerned, while Government had no legal powers to punish the party which failed to honour its agreement, it would not be difficult to take appropriate measures to bring round the defaulting party.

(8) The working of the scheme should be reviewed once a year, and more frequently if any party should desire it.

(9) Details of the arrangement should be worked out by the Textile Commissioner and a representative of the Labour Ministry.

THE EMPLOYEES' STATE INSURANCE SCHEME

by S.Y. Kolhatkar

NOTE: The Working Committee of the AITUC which met at Darjeeling in May 1958 requested Com.T. N.Siddhant, Secretary, W.Bengal Committee of the AITUC, to prepare a booklet on the Employees State Insurance Scheme, apprising the Scheme from the TU angle. Since the manuscript of the booklet was received from Com.Siddhant, there was a meeting of the E.S.I. Corporation and latest reports of its activities were also made available. It was, therefore, found necessary to bring the manuscript up-to-date as for factual data and this job was undertaken by Com.S.Y.Kolhatkar, the AITUC representative on the ESIC and the following report posing the main issues has been prepared by him - accordingly.

* * *

The Employees' State Insurance Act was passed in the year 1948. The scheme was inaugurated in Delhi and Kanpur in the year 1952 and is now extended to 63 centres spread over 10 States. At present, the scheme covers 12.35 lakhs employees and during the Second Five Year Plan period, it is proposed to cover the entire insurable population numbering about 20 lakhs.

The scheme is administered by the Employees' State Insurance Corporation consisting of 35 members. Out of these 35 members, only 5 are workers' representatives; employers have 5 representatives and 2 are members of the medical profession, 2 Members of Parliament and the remaining 21 are representatives of Central and State Governments. The Standing Committee of the Corporation consists of 13 members of whom only 2 are workers' representatives and the Central and State Governments are represented by 7 members. The Medical Benefit Council consisting of 23 members has 17 Central and State Governments' representatives and workers are represented by only 3 members.

The funds of the Corporation are derived mainly from the contributions paid by the workers and the employers plus interest on investments. The workers contribute 2.5 per cent of their wages whereas the employers at present pay 1.25 per cent of wages in the implemented areas and .75 per cent in non-implemented areas, even though under the Act the employers ought to pay 5 per cent of the wage bill every month. The employers have secured this concession from the obliging Government on the plea of competitive disadvantage in implemented areas as against those in non-implemented areas. The State Governments were to share one-third of the cost of medical benefit under the Act. But at the instance of the Bombay Government, this share was reduced to one-fourth of the cost of medical benefit and it has now been decided that with the extension of the scheme of families of insured workers, the share of the State Governments will be further reduced to one-eighth of the cost of medical benefit. The Central Government at present contributes nothing towards the ESI scheme.

Both...

Both employers, as well as the State Governments have succeeded in getting their contribution to E.S.I. Scheme substantially reduced. Workers' contribution, however, remains the same as was laid down in the original Act notwithstanding the fact that a large majority of the workers get wages below the norm of minimum wages recommended by the 15th Indian Labour Conference.

During the last 3 financial years beginning from March 1955, the respective contributions of the workers and employers towards the Scheme have been as follows:

Year	Employees' Contribution	Employers' Contribution
1955-56	Rs.2,39,61,290	Rs.2,25,29,288
1956-57	Rs.3,22,02,834	Rs.2,39,39,404
1957-58	Rs.3,52,35,954	Rs.2,83,41,328

The total contribution made by the workers during the last 7 years of the Scheme is Rs.10.78 crores. The total benefits received by the workers including the cost of medical benefit approximated to Rs.8.28 crores. It will thus be seen that the workers have not received from the Scheme even what they had contributed out of their hard-earned wages and the Corporation has made a net saving of Rs.2.50 crores out of the workers' contributions alone, leaving the employers' contributions almost untouched.

The total contributions so far made by the employers towards E.S.I. Scheme are Rs.12.64 crores. This amount, the Corporation was able to get from the employers even after reducing their contribution from 5 per cent to 1.25 per cent and 0.75 per cent respectively of the wage bill.

No wonder, therefore, that the E.S.I. Corporation has been able to amass the huge reserves of Rs.13.88 crores which is invested in National and State loans and Government Securities. In addition to this the Corporation has two separate Reserve Funds for Dependents Benefits and Permanent Disablement benefits amounting to Rs.13.90 lakhs and Rs.41.72 lakhs respectively.

The administrative expenses of the Corporation have been mounting from year to year. The expenses which were Rs.21 lakhs in the year 1952-53 have gone up to Rs.61.36 lakhs in the year 1957-58. The total administrative expenses of the Scheme during all these seven years have been to the tune of Rs.2.38 crores.

This picture of the financial position of the E.S.I. Corporation is also reflected in the annual report of the Corporation for the year 1957-58. In this year, receipts from workers' contribution were Rs.3.52 crores, from employers' contribution Rs.2.83 crores, from interest on investments and other income about Rs.31.34 lakhs. Out of this total income of Rs.6.07 crores, the cash benefits paid to the workers amount to Rs.2.14 crores. Payments made to the State Governments for medical benefit (large part of which is for previous years also) amount to Rs.1.61 crores. The administrative expenses have been as stated above Rs.61.80 lakhs. After deducting all these expenses, the Corporation has made a net saving of Rs.2.30 crores in the year 1957-58 alone.

The brief...

The brief facts stated above make it absolutely clear that the financial position of the E.S.I. Corporation is extremely sound and stable. In fact, this position would have been still better had the Government compelled the employers and State Governments to pay their full share of the contributions as laid down in the Act.

Let us now see whether the benefits conferred by the Scheme upon the workers are really commensurate with the financial ability of the Corporation. The Corporation at present pays only half of the average daily wages to workers who are disabled due to either injury or sickness. These cash benefits are paid for only 56 days except in the case of T.B. patients, who get only one-fourth of the average wages after 56 days, upto a further period depending on their service. The medical benefit is as yet not extended to families except in one or two centres even though there has been a pressing demand for the same. The benefit proposed to families of insured workers is only general out-door treatment without hospitalisation or specialist medical aid. The monthly or daily benefits paid to those injured while on duty are, to say the least, niggardly and very small. The Corporation does not take any responsibility for dental and eye treatment or skin diseases nor are dentures or spectacles supplied free of cost to insured workers.

There is no doubt that these benefits paid by the E.S.I. Corporation can be immediately enhanced without causing any financial strain on the present resources of the Corporation. If the Government realises the full contributions of the employers and the State Governments, the Corporation will be definitely in a position to provide much better benefits than are at present conferred under the E.S.I. Scheme.

Immediate extension of the Scheme to the families of insured workers, has been agreed to by all parties in the Corporation. The Corporation authorities had contended that unless the employers' contribution was raised to the full limit under the Act this would not be financially possible. The Labour Ministers Conference at Nainital had agreed that this should be done immediately. However, the employers' representative on the Corporation opposed immediate enhancement of employers' contribution on the ground that no case had been made out to show that the present income of the Corporation would be insufficient to bear the burden of extra cost consequent upon extension of the scheme to the families. The Government, therefore, retreated and agreed that extension of the Scheme to families should proceed till such time as it is possible to meet the extra cost from the current revenues of the Corporation and it is only when this limit is reached that the employers' contribution should be increased.

The opposition to extension of the Scheme to families does not, however, come from the employers alone. The State Governments who will have to share the higher cost of the medical benefit were equally opposed to this. The E.S.I. Report for the year 1957-58 states on page 1 that "the State Governments were not all in favour of this approach" (extension to families). This remains the attitude of the State Governments even after the Corporation agreed to reduce their share to one-eighth and the Planning Commission reviewed the State Governments' allocations and made room for the programme of extension of coverage and inclusion of families to go through as planned. It is due to this fact that the Scheme is now extended to families only in Bangalore and Rajasthan, and is likely to be extended to Punjab in the near future. But in places like Bombay and Calcutta where the overwhelming majority of insured workers are concentrated, there is no prospect of extension to families for quite some time, mainly on account of opposition from the State Govts. concerned.

However...

However, mere extension of the restricted medical benefit to families of insured workers will not meet fully the demand of the workers unless full medical care including specialist treatment and hospitalisation are made available to the workers' families. As has been stated above, the Corporation is quite able to meet the cost involved from the resources available to it.

In accordance with the very modest standard fixed by the Corporation, the scale of hospital beds under the Scheme should be one general bed for about 800 employees, 1 T.B. bed for 1600 employees and 2 maternity beds for 1000 insured women. On this basis the immediate requirement for 12.35 lakh employees is a provision of at least 2,400 beds. But the Corporation has so far been able to provide only 1,400 beds i.e. 1,000 beds short of the minimum requirement. What is the justification for these shortages of beds in the face of the huge reserve of Rs.13.88 crores at the disposal of the Corporation, out of which Rs.5.35 crores have been specially ear-marked for construction of hospitals? In places like Bombay and Calcutta, where there is the largest concentration of insured employees, namely 4,70,000 and 2,30,000 respectively, the Corporation has not been able to construct a single hospital so far exclusively for the benefit of the workers. The main responsibility for this utter callousness and disregard towards workers is that of the State Governments and the Central Government.

Ever since 1955, year after year, the Corporation report mentions of the decisions taken, plans submitted and urgent consideration given, etc. by those concerned, but till now not even land required for the hospitals has been acquired! The Central Government throws the blame on the State Governments, the latter on their part point out to shortage of steel and cement and personnel etc. with the result that hundreds of insured employees, even those who are suffering from T.B. are denied admission to hospitals. At the last meeting of the Corporation, the Union Labour Minister stressed the urgent need for immediate steps in this direction but since then no concrete steps have been taken either by the Corporation or by the State Governments of Bombay or Bengal to undertake construction of hospitals. This state of affairs is not likely to change unless the insured employees themselves bring sufficient pressure on the Central and the State Governments by mass action.

Along with this question, it has also become equally necessary to start a mass agitation for the reduction of workers' contribution by 50 per cent and raising the employers' contribution to full statutory limit. As has been shown above, the Corporation has been able to make a net saving of Rs.2.30 crores in the year 1957-58 after paying cash benefits, administrative expenses and the cost of medical benefits to States for a number of years. Hence, if the workers' contribution is reduced by 50 per cent, the income of the Corporation will be less by about Rs.1.76 crores, which means that even after this reduction, the Corporation will have an excess of income over expenditure amount to Rs.55 lakhs. This surplus will, of course, be very much larger if the employers' contribution is raised to the full statutory limit. The contribution of the employers for the year 1957-58 was Rs.2.83 crores at the rate of 1.25 per cent and 0.75 per cent of wages. Out of this, the contribution paid by the employers at Bombay and Calcutta together comes roughly to Rs.2 crores. Hence even if the contribution of employers at Bombay and Calcutta only were to be raised to the full, the Corporation would be able to get at least Rs.8 crores, if not more, annually. This surplus would be still greater if the State Governments are made to pay their originally fixed one-third share of the cost of medical benefit.

There is thus a clear and irrefutable case for an immediate reduction...

reduction of workers' contribution by 50 per cent and the enhancement of employers' contribution to the schedule I rate under the Act. It is also equally true that the Corporation will be in a position to grant much higher benefit than at present if its funds are utilised for the benefit of the workers and not for financing the projects of the Central and State Governments. The huge reserves of Rs.13.88 crores amassed by the Corporation are standing testimony of the manner in which the affairs of the Corporation are run. These reserves have been built at the cost of denial of elementary benefits to the workers who are contributing to the scheme from their meagre wages.

It is worthwhile to note here that the benefits recommended by the Bombay Textile Labour Enquiry Committee in 1937 and Whitley Commission in 1931 were in some respects higher than those available under the E.S.I. Scheme. For example, the Textile Labour Enquiry Committee had recommended cash benefit to the extent of 75 per cent of the average wage for a maximum period of 6 months in a year. The Whitley Commission had recommended that refund should be made available to the workers who left employment after subscribing and before they had been covered by insurance for a reasonable period. A comparison of the present E.S.I. benefits are much lower than those available there. In countries like Switzerland and Austria where the schemes are managed by workers' societies the sickness benefit is paid for 28 weeks in a year as against 8 weeks of the E.S.I. The cash benefit paid in other countries is also at least three-fourths average wage as against half average here whereas the contribution from workers in those countries are no more than what workers pay here. There is thus an urgent need to radically improve the benefits granted by the E.S.I. Scheme and bring them in line with international standards. In their report for the year 1957-58, the Corporation authorities, however, put their own back for petty and minor improvements that were made during recent years.

"The process (of effecting improvements in the benefit structure of the scheme) started in 1954 continued to gather momentum and looking back there is reason to be satisfied with the achievement" says the report on page 2. And what is the improvement effected? Sending cash benefit by money orders, supply of spectacles at cost price, increase of cash benefit to T.B. patients beyond 8 weeks at reduced rate, etc. Can these be called real improvements? Must we thank them for these small mercies?

The analysis of the mortality rate given in the report shows that the prevalence of T.B. in places like Bombay and Calcutta is as high as 13.53 and 13.11 per thousand workers. As against this high incidence of T.B. the facile claim of improved benefit made by the Corporation can only be termed as cynical. If social insurance has any meaning, should it not provide full benefit for the entire period of sickness at least in T.B. cases?

Far from making any real and substantial improvements in the benefits, the Corporation has not been able to remove even the gross anomalies and deficiencies that came to light during the last seven years of the operation of the E.S.I. Scheme. Take, for example, Section 73 of the Act which lays down that no employer shall dismiss or discharge an employee who is under medical treatment for sickness or is absent from work due to illness duly certified. The Regulation 98 under the Act, however, allows dismissal or discharge after 6 months. Now that in T.B. cases the sickness benefit is extended beyond six months, this regulation ought to have been suitably amended. This matter was brought to the notice of the Corporation as far back as six months, yet no steps have

been taken to amend the regulation. Similarly, it was also pointed out to the Corporation that employees whose wages fluctuate around Rs.400/- per month due to overtime earning should be either included or excluded from the Schedule on the basis of their normal wages, exclusive of overtime wages; otherwise, these employees do not get any benefit of the Scheme even after paying contributions. This suggestion also has not been accepted by the Corporation so far.

The Corporation has now decided that provision for artificial limbs should be made under the Scheme at the Poona Military Hospital in both employment injury cases as well as normal sickness cases. But recently it has been found that a large number of disabled employees are waiting for a period of 4 to 6 months for admission to Poona Military Hospital because no beds are available there due to a sudden influx of military patients. One wonders what sort of an arrangement the Corporation has arrived at with the military authorities if the same is made entirely dependent on the needs of the military personnel!

This instance is symptomatic of the bureaucratic manner in which the E.S.I. Corporation functions even in the cases of workers who have lost their limbs either as a result of employment injury or otherwise. Innumerable such instances of red-tapism and callous behaviour, incompetent and high-handed administration of the Corporation imposing unnecessary hardships, harassment and loss of earnings on the insured persons could be cited.

The E.S.I. Scheme is an important social security measure intended for the workers' benefit solely and as such it ought to be administered with the participation and cooperation of the Trade Unions and the workers' representatives. But the present set up of the E.S.I. Corporation is anything but democratic. The Corporation is dominated by the Central and State Government representatives who occupy 21 seats out of 35 in the Corporation, 7 out of 13 in the Standing Committee and 17 out of 23 seats in the Medical Benefit Council. Thus the Central Government which contributes nothing to the Scheme and the State Governments who share only one-eighth of the medical costs, get majority of seats whereas the workers who contribute nearly 60 per cent of the income of the Corporation get only 5 seats on the Corporation 2 on the Standing Committee and 3 on the Medical Benefit Council. Thus, the E.S.I. Corporation which is supposed to be an autonomous corporation has in reality become almost a department of the Government of India. When this is the top structure of the Corporation, it is not surprising that the same is repeated at the lower levels in the Regional Boards and Local Committees. In fact, in the State of Bombay, where there are nearly 5 lakhs insured workers the Regional Board has not met for the last three years and no local committee has been formed in the City of Bombay.

This entire set up of the E.S.I. Corporation needs to be radically overhauled and democratized in order to make it more responsive to the needs of the workers. The workers' representation on the Corporation must be at least doubled and Government representation must be drastically reduced in order to bring it in proportion to the contribution made by the respective parties towards E.S.I. funds.

The representation given to the AITUC on the Corporation is highly discriminatory. There is only one representative of the AITUC on the Corporation, while the INTUC is given three representatives and there is no representative of the AITUC on the Standing Committee while both the INTUC and the HMS have one representative each.

The...

The General Council of the AITUC, which is meeting at Bangalore ought to review the functioning of the E.S.I. Scheme and decide upon a plan of agitation and mass action to bring about radical improvements in its structure and the benefit provisions.

Ever since the inauguration of the Scheme, the AITUC unions and the State units have made various representations, suggesting improvements in the Scheme. In places like Calcutta and Amritsar and Bombay, demonstrations and Conferences against the functioning of the Scheme have been held. However, so far there has not been any joint and coordinated agitation in all the important centres at one and the same time. Our agitation so far yielded some partial results on a local scale. But these by themselves could not bring about any radical and basic changes in the Scheme. It is, therefore, necessary that the General Council should consider and decide upon an All-India plan of action on the basis of the following immediate demands.

- i) Reduction of workers' contribution by 50 per cent and enhancement of employers' contribution to Schedule I rate under the Act ;
 - ii) Immediate construction of E.S.I. Hospitals in Bombay and Calcutta;
 - iii) Extension of Scheme to families of insured workers and provision for full medical care and hospitalisation for families;
 - iv) Democratising the structure of E.S.I. Corporation, increase workers' representation on the Corporation and on its committees and give adequate representation to the AITUC.
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Bangalore - Jan. 15 - 18, 1959

A NCTE
ON THE WORKERS' EDUCATION
SCHEME.

The fifteenth Indian Labour Conference in New Delhi in July, 1957 approved the recommendations made by the team of experts on Workers Education.

Pending the appointment of a central board to implement these recommendations, Government of India constituted a tripartite committee on workers education for completing the preliminaries. The committee had met twice and had drawn up details of a programme for training Teacher Administration in Bombay.

The scheme envisaged a programme of training Teacher Administration for carrying out the workers education programme throughout the country. It was thought advisable to select for such a training course either double graduates in Economics or in one of the other social sciences or working trade unionists with educational experience. It was also thought to be necessary that the candidates for admission should have a specialised knowledge of one or more of the following subjects.

1. Plant and Industrial operations.
2. Rights and obligations under existing laws.
3. Broad principles of trade unionism.
4. Significance of workers role in the coming society, and the exact place of employers in that society.

Another qualification that was expected from the candidates was that they should have "broad social sympathies."

Roughly the scheme of training consisted of:-

- | | | |
|-----|----------------------------------|-----------|
| 1.7 | Preliminary Instructions | 14 weeks. |
| 2. | Field work | 8 weeks. |
| | of which | |
| | (a) with trade unions | 8 weeks, |
| | (b) with employers organisations | 1½ weeks |
| | (c) with Government departments | 1½ weeks. |
| 3. | Final Instructions of test | 3 weeks. |
| | | 25 weeks. |

The sub-committee had prepared a syllabus which served as a broad basis for the teacher administrators course. As for the courses necessary at other levels, that is, for actually training the teachers who would come in direct contact with the workers, the same syllabus is to be modified with necessary changes to suit the purpose. However, it was emphasised to keep a watch on the teacher-administrators as to how they would be teaching the teachers. As for the primary training of the workers, the committee felt that it should be left to local initiative, keeping in view of the important aspect of giving guidance on certain universal aspects of workers' Education.

As it was felt that training should include visits to factories, trade union offices, government offices, talks with production engineers and factory inspections the programme of field work was chalked out. Accordingly the trainees were taken round the trade unions belonging to three central organisation; to employers organisations such as Hindustan Levers, ACC, Burma-Shell and Stanvac Refineries, Kohinoor and Century Mills, BEST, Margaon Docks & Port Trust, shipping office, Firestone etc. and governments offices as the Labour Commissioners Office, Employees' State Insurance Corporation, Provident Fund Commissioners' Office etc.

56 trainees including

56 trainees including 15 trainees sent by central trade union organisations were selected for the training course. Out of the 15 seats allotted to central trade union organisations 9 were given to the INTUC and only 4 to the AITUC. The HMS decided not to nominate any person for admission in this course, unless and until an autonomous Board with proper representation to the central trade union organisations is set up and entrusted with all functions of planning and implementation of workers education programmes. (resolution of the working committee of HMS on 11th January, 1958.)

The teacher Administrators have been posted to run 10 different centres training the teachers. The Committee felt that the following centres would be useful in view of the industrial importance of their location.

(1) and (2) Bombay (3) Bangalore (4) Calcutta (5) Dhanbad (6) Madras (7) Delhi (8) Hyderabad (9) Indore (10) Kanpur.

Administrative set up would consist of a central Board and 10 regional boards. Adhoc boards at regional level in the above centres has been set up in most places.

It is estimated that once the teacher administrators go out after their training in Bombay and commence their job of training teachers at different centres it should be possible to train 1000 teachers every year at a rate of 25 teachers in each batch at each centre in a course lasting for a period of three months.

As per decision of the Workers Education Committee a Central Board of Workers' Education was formed which was registered under the societies Act in August 1958 as a semi-autonomous body consisting of representatives of government workers' and employers' organisations.

The first meeting of the Central Board of Workers' Education, held on December 20, 1958, discussed the syllabus for the worker teacher course, popular pamphlets to be published under the education scheme and grant of aid to institutions and organisations which are interested in imparting education to the workers. Hariharanath Shastri Memorial Institute (of the INTUC) at Kanpur and N.M. Joshi Memorial School of Trade Unions (of the AITUC) have applied for grants from the central board. It is proposed to conduct one more school for teacher Administrators for the benefit of employees in the public sector also. For this purpose, it was decided that trainees to the school should be selected by the trade unions concerned and sent to the school for six months. It will be the responsibility of the trade unions to make these selections from the public sector undertakings.

ATTUC GENERAL COUNCIL MEETING

Bangalore - Jan. 15 - 18, 1959

A NOTE ON THE WORKING OF
THE WORKMEN'S COMPENSATION ACT, 1923
AND THE WORKMEN'S COMPENSATION (AMENDMENT) BILL, 1958

by
Dr. Raj Bahadur Gour, M.P.

NOTE: In November 1958, the Rajya Sabha debated the Workmen's Compensation (Amendment) Bill, 1958, as introduced by the Union Labour Ministry. The Bill as passed by the Rajya Sabha will be debated in the Lok Sabha some time in the coming budget session. The note by Dr. Raj Bahadur Gour, M.P. discusses the major drawbacks of the existing legislation on workmen's compensation, including the proposed amendments, and highlights the need for further comprehensive amendments.

The Workmen's Compensation Act, 1923, was the first social security measure that was introduced in India. It was last amended in 1946.

But during the period 1923 and 1943, the Labour Investigation Committee (Rege Committee Main Report - page 12) found that the number of factories had grown from 5,985 to 13,209. During the same period, the total number of workers employed increased from 14,09,173 to 24,36,312. We also find from the Report on the "Working of the Workmen's Compensation Act, 1923, during 1948" (Page 8) that the number of accidents for which Compensation was paid grew from 11,371 in 1925 to 51,885 in 1946.

As regards the working of the Act, the Rege Committee found as early as in 1946 (Main Report) (pages 50-54) that "the working of the Act leaves much to be desired" The Committee found that "minor injuries often go unreported", that "there is avoidable delay in the disposal of applications", that the workers are not aware of the benefits accruing to them under the Act.

The Report of the working of the Act during 1948 reveals (page 4) that even fatal cases are not properly reported. "In Bombay of the 237 reports of fatal accidents received during the year, only 117 were received from the employers under Section 10-B of the Act."

The Rege Committee had endorsed the views of the Bihar Labour Enquiry Committee that "all accidents should be immediately reported to the Labour Commissioner."

The Rege Committee had.....

The Rege Committee had also endorsed the recommendation of the Bihar Labour Enquiry Committee that "free legal assistance" should be provided to the workers and a panel of doctors should be appointed and the worker "should be assisted free of charge in getting his loss of capacity assessed by medical experts."

As regards the waiting period of 7 days, the Rege Committee concretely pointed out the case of injuries in glass factories where "the commonest accidents are those arising from cuts and burns most of which heal up within the 'waiting period' of 7 days and the employers escape all liability."

The Mysore Labour Commissioner, in his memorandum to the Rege Committee categorically suggested that "the Act requires radical improvements in favour of the workmen who do not derive as much benefit from its provisions as was intended by the sponsors of the Act, in view of the numerous technicalities introduced in it which are working great hardship to ignorant work people and the employers are benefiting therefrom at the expense of the workmen... The intentions of the Legislature are not fulfilled in practice in view of the provisions therein which cannot be strictly followed mainly owing to the ignorance of the workmen."

There is the question of strict enforcement of factory legislation and factory inspection on which depends the working of the Compensation Act in so far as the lack of safety measures and accidents, etc. are concerned.

And we see on page 43 of the Rege Committee's Main Report that in 1943 out of a total of 13,209 factories in British India (including Bangalore and Coorg) only 11,053 were inspected during the year and 2,156 factories were not inspected at all.

In this background it would be seen that the 1946 amendment to the Workmen's Compensation Act, 1923, did not touch even the fringe of any of the problems stated above.

Neither was reporting of all the accidents made obligatory nor was the waiting period reduced. Neither was free legal assistance contemplated nor were the schedules of employment covered, disability involved and compensation due were improved upon to meet the requirements of the working class.

Since then the problem has further grown in scope and in magnitude. The growing industrialisation and the accompanying mechanisation had increased the number of accidents and enlarged the scope of occupational diseases.

Shri Gulzarilal Nanda himself addressing a conference on occupational health in South-East Asia, in Calcutta on November 24, 1958 said that in the existing conditions in Asian countries, there was a risk that the rising tempo of industrial development might quickly outgrow the organisation, facilities and other measures available in the sphere of industrial health and safety.

"The emerging problems," said Shri Nanda, "have to be tackled in an intensive fashion if we are to get the full collaboration from the workers and the maximum results from the process of industrialisation." (Hindustan Times, November 26, 1948)

Mr. N.S. Mankikar, Chief Adviser, Factories, Government of India, in his article "Safety and Health in Industry" (Hindustan Times, November 24, 1958) emphasises the fact that "the technological development leading to the introduction of newer types of machinery and the evolution of newer processes to meet fresh needs" bring in their wake "hazards which were practically unknown before."

Thus safety and health in the industry is a problem that is...

Thus safety and health in the industry is a problem that is daily growing in complexity and requires a continued attention.

That is why if "in seeking economic prosperity it is necessary to effect saving in human efficiency and human life", the State has to see that "the organisation, facilities and other measures available in the sphere of industrial health and safety" rapidly catches up the tempo of industrial development and the accompanying 'risks' to human efficiency and human life."

Let us then examine how the problem poses itself at present in our country.

According to the statistics appended to the Labour Year Book - 1954-55 the total number of factories submitting returns all over the country in 1954 (pages 305-401) was 30,428 and the number of workers employed was 29,33,035.

But to what extent is this number deficient could be seen from the fact that the number of factories on the register in 1954 in Part A and Part C states only was 33,772 (Labour Year Book 1954-55 page 43). Among them only 28,941 were inspected.

And in the Part A and C States, only the number of factories on the register had grown from 16,000 in 1948 to 33,772 in 1954. The percentage of uninspected factories in these States only was 17.4 in 1948 and 14.3 in 1954.

Thus we see that the factory inspection administration was not catching up with the growth of the industrialisation in the country.

To what extent the employers were violating the health and safety provisions of the Factories Act could be seen from the fact that "out of a total of 4,231 convictions during the year...", 275 related "to safety" and "432 to health and sanitation", etc.

And prosecutions under the Factories Act are rarely resorted to. Labour Year Book 1954-55 observes (Page 44) that "as usual, they continued to adopt persuasive methods and launched prosecutions only as a last resort."

Even according to the limited data published by the Labour Year Book, 1954-55 (page 236), the percentage of absenteeism due to sickness and accident to total absenteeism during 1954 was as high as 45.2 in the match industry (all-India), 36.3 in Tramway Workshops (all-India); 30.1 in the cement industry (all-India) and 22.4 in cotton textiles (in Madras).

According to the figures quoted by Shri Mankikar in his article cited above, the total number of injuries had increased from 93,687 in 1953 to 1,28,455 in 1956. The rate of injuries for 1,000 workers increased from 37.06 to 44.56 during the same period.

In the area covered by the Employers' State Insurance Scheme, the number of cases of permanent disabilities rose from 1141 in 1956-57 to 1574 in 1957-58. The number of deaths during the same period rose alarmingly from 58 to 69.

Shri Mankikar observes: "Our accident rate is high inspite of the fact that these figures do not include the accidents in many of the more hazardous occupations such as dock work, building work and works of engineering construction; nor do these figures take into account the occupational diseases associated with various occupations as we do not have adequate information on these aspects."

A recent survey carried

Thirdly, they do not include cases where compensation is payable but is not paid by the employers.

Fourthly, notwithstanding statutory obligations a larger number of employers do not submit returns.

In the year 1948 out of the returns called for from 5,770 establishments in Madras only 4339 submitted the returns. In Bombay, out of 3,218 employers approached 2,871 submitted the returns.

In the year 1955, out of 9,243 establishments in Madras covered by that Act, only 5,982 submitted the returns; in Bombay 5,059 out of 6,572 in Andhra 3,048 out of 5,012 submitted the returns.

In the year 1956, for example, out of 3,315 returns issued to employers in West Bengal only 860 were received back.

Such are the grave deficiencies in these statistics.

Even then we can see the alarming rise in the accident rate in the mines from 26.50 per 1,000 in 1954 to 46.76 in 1956; in the docks and ports from 23.43 in 1954 to 72.19 in 1956; in the posts and tele from 0.19 in 1954 to 10.96 in 1956 and in the miscellaneous group from 12.82 in 1954 to 24.18 in 1956.

This apart, there is no proper arrangement, firstly, to diagnose and secondly, to report the cases of occupational diseases. According to a U.P. report of as early as 1948 "there was no suitable agency reporting occupational diseases and no compensation is paid in deserving cases merely because the cause of the disablement or death is not properly diagnosed." (Report on the Working of the Workmen's Compensation Act, 1923 during 1948 pages 3-4).

Has the situation improved since then? No. Mr. Mankikar himself admits in his article cited, that "we do not have adequate information" concerning "The occupational diseases associated with various occupations."

Then there are other experiences of the working of the Act that have cost the workmen heavily. Under Section 27 of the Act, the Workmen's Compensation Commissioner himself could refer a matter to the High Court. And under Section 30 the parties could go to the High Court, of course, only if any point of law is involved. But the experience is that while very few cases are referred to High Courts under Section 27, more are referred to the High Courts by the employers under Section 30 and workers are involved in unnecessary litigations.

Then High Courts have held that even though they could not go into points of facts, if the Workmen's Compensation Commissioner in deducing facts has "not adhered" to the principles of natural justice then the Courts are not "bound by such facts" and the findings could be revised.

Calcutta High Court has held in one case that a person employed outside the premises to cut grass in the fields for stocking in the premises is not covered by the Act. Courts have also held that disability of slow onset arising out of an injury is not covered by the Act and the Employer is not liable to pay any compensation in such cases.

The list of the employments covered was very defective. Such employments like cardamom plantations, hotels, restaurants and establishments and many other establishments and clerks in all the establishments were outside the scope of the Act. Many occupational diseases were excluded.

The list of injuries

The list of the injuries in Schedule 1 was far from complete and the loss of earning assessed was very low. For Example, the assessed at 50 per cent only.

The rate of compensation payable even though related to wages was less in the case of minors even though they had to live longer at reduced or lost capacity to earn. The rate of compensation itself was very low.

The wage computed for the purposes of the calculation of compensation did not include the employer's contribution to Provident Fund.

The procedure and red-tape involved in securing the compensation was so cumbersome that many cases went by default. In many cases, the addresses of the workers or their dependents were not available and there was no rule that employers should possess up-to-date record of it.

And the waiting period of 7 days was the worst that hit workmen and they were deprived of both earnings and compensation for partial disablement involving less than the waiting period.

It was in May 1953 that the Government of India circulated certain amendments to the various State Governments for eliciting opinion.

In 1954, the Calcutta session of the AITUC demanded that the waiting period should go. The schedules should be revised and the administration should be improved.

In 1955, Com. Renu Chakravarty moved a non-official Bill in the Lok Sabha to amend the Workmen's Compensation Act, 1923. The Government promised a "comprehensive Amending Bill" on the basis of discussions that were already on.

After having got all the suggestions from the various State Governments, trade union centres and the employers' organisations, the Government drafted certain amendments and again circulated them in September, 1956.

In the year 1958, Com. T.B. Vithal Rao, M.P., Treasurer of the AITUC again raised a discussion in the Lok Sabha lashing out against the delay in bringing the amending Bill. As a result, an amending Bill was introduced in the Rajya Sabha on the last day of the session in September 1958 and it was debated in November, 1958. The Bill is now pending in Lok Sabha.

Twelve years after the last amendment and five years of discussions and consultations have produced this amending Bill. But the Bill is neither comprehensive as it was promised nor does it meet the vital requirements of today.

The Bill originally sought to reduce the waiting period from 7 to 5 days. But a united battle put up by all the Trade Unionists in the Parliament forced the Government to reduce it to 3 days. The other major amendments proposed are:

- (1) Removing the distinction between an adult and a minor for the purposes of workmen's compensation;
- (2) Revision of Schedule 1 and increase in the number of injuries and the percentage of loss of capacity resulting from them;

(3) Improvement in Schedule...

(3) Improvement in Schedule 2 by the inclusion of certain employments like aircraft construction, etc., farming by tractor, tube-wells, electrical works in a building, circus, etc., and improving the scope of certain other employments such as construction and so on;

(4) Improvement in Part B of Schedule III by adding certain occupational diseases and improving on the scope of certain others like lead poisoning; and creation of Part C to this Schedule inclusive of such diseases like silicosis and miner's pneumoconiosis etc. in whose case if the worker has worked under more than one employer, then all such employers shall be liable to pay compensation in such proportion as the Commissioner may deem just;

(5) Making the employer liable to report under Section 16 not only fatal accidents but also those involving "serious bodily injury."

(6) Failure of an employer in paying the compensation in a reasonable time makes him liable to be charged with interest and fine to be remitted to the workman or his dependent as the case may be;

(7) The fine that could be levied on any employer for non-compliance of any provision of the Act is now doubled;

(8) Money spent on the treatment of the workmen during the period of sickness is not to be deduced from the amount of compensation; and

(9) Factories Inspectors could be authorised by workmen to appear on their behalf before the Workmen's Compensation Commissioner.

But the most important deficiencies that continue are as follows:

(1) The rates of compensation continue to be the same irrational ones as the old;

(2) The suggestion that the compensation paid to the young workers should be more because of the longer period for which they would have earned normally has been turned down;

(3) The wage ceiling remains at Rs.400/- and the proposal to raise it to Rs.500/- is reported to be under the examination of a committee of actuaries to go into the financial liabilities involved;

(4) Many occupational diseases such as writers' cramp, miners' nystagmus, cellulitis, omiitis, etc. peculiar to miners have not been included;

(5) Cardamom plantations are not covered; clerks continue to be excluded; and the suggestion that in the case of mining, in view of the hazards involved, all the employers should be covered, has been turned down;

(6) Employer's contribution to Provident Fund is not included in the definition of wages;

(7) The demand that all the accidents should be reported has been rejected;

(8) The proposal that even in the case of an accident due to alleged negligence on the part of the worker, compensation should be paid only in the case of death as the present Act itself provides, but also in the case of "serious and permanent disablement" as provided for in the British Act has been turned down;

(9) The demand that

(9) The demand that employers should be made liable to provide treatment to the injured workers free of cost (especially in view of the apprehension that as the amending Bill does not permit the employer to deduct the cost of treatment from the compensation, the employers would refuse to make any arrangement for treatment of the injured workmen); that they should supply artificial limbs and aids and that above all, should provide alternative lighter employment to the disabled workmen, has been rejected and

(10) The suggestion that the definition of employment should be so enlarged as to include not only workers working on any premises but also those working outside but in connection with the manufacturing process or the business and trade has not been accepted.

We thus see the refusal of the Union Labour Ministry to realise that the tempo of industrial development has already out-grown either the provisions of safety or the provisions of compensation afforded by the law to the workmen of our country.

The Ministry took 12 years and among these, 5 full years of consultation and consideration, to produce an amending Bill that lags so much behind the vital requirements of the workers.

The trade unions shall have to gear up and bring pressure on the Government and see that the Lok Sabha amends the Bill to catch up with the needs of the working class.

Bangalore - Jan. 15 - 18, 1959

COAL BELT

I N

1 9 5 8 - A REVIEW

by

Kalyan Roy

The struggle for correct implementation of the Award of the Labour Appellate Tribunal continued throughout the year 1958. And "Implementation of the LAT Award", remained the key slogan of all unions.

The fight was mainly between an individual employer and a section of workers in a colliery who were dissatisfied with the way the award was interpreted and implemented. There were numerous departmental fights by miners and trammers for their tub or pushing rates, electricians and fitters for proper categorisation, and similar fights by wagon loaders, khalasis etc, throughout the coal belts within the framework of the award.

Employers as a whole and also individually, maintained an uniform attitude of stubborn hostility to deviate from what they thought to be the correct interpretation of the award. The Implementation Committee set up by the Labour Ministry with the Chief Labour Commissioner as its Chairman in August, 1957, for 'interpretation and implementation' of the award which raised high hopes, winded up in April, 1958, after eight months of fruitless bitter arguments and counter arguments. What was supposed to be an instrument for smooth interpretation and implementation became a mere debating forum. Excepting a few minor points like Paid Festival Holidays, Train Fare for Various Categories, all the major points which were submitted by the unions for solution remained unsolved. It was a failure from beginning to the end. The only gain was that the AITUC and Federation leaders for the first time met the representatives of the coal industry to discuss labour problems which was so long considered to be exclusive domain of the INTUC.

The main reasons for the failure of the Implementation Committee are due to:

(a) While Workers' representatives generally put up an united fight (although there were differences, as for, while the AITUC representative wanted that all those who would resume duties after ~~k~~ return from home be paid Return Railway Fare without any condition, the INTUC delegate agreed with employers to put some additional conditions), there was no general campaign by the unions to inform the workers about demands placed in the committee and build up a powerful industry-wise movement to act as a pressure on employers;

(b) The absence of any definite policy of the Government. After setting up the Committee, the Labour Ministry ceased to take any interest in it and the Chief Labour Commissioner without any direction from the top just watched its proceedings helplessly; and

(c) thirdly, once the mine owners got the rise in coal price by Rs.1.50 per ton, they refused to adjust the award in any way which would have cost them a few annas here and there. Further increase in coal price would have to come first before any major adjustments, employers bluntly told the Committee.

Employers were

Employers were fighting for another round of price increase and their representatives told that any all-round settlement would weaken their case for a price increase before the Government. They wanted to keep the disputes alive in order to use them for pushing the Government to agree to further increase in coal price.

Even where the Implementation Committee came to an unanimous conclusion regarding some controversial points, which were not liked by employers (both State and Private Sectors) as in the case of overburden workers of the National Coal Development Corporation, the Labour Ministry made no effort to compell the owners to implement them. The authorities of the National Coal Development Corporation simply ignored the recommendations of the Committee thanks to the 'do nothing' policy of the Government.

The struggle for implementation of the Award entered into a critical stage with the rise in the Cost of Living Index to 114 in December, 1957, which was published in the India Labour Gazette in March, 1958. As soon as the Gazette was out, the Federation and also the INTUC immediately demanded the payment of Rs.4.75 as additional dearness allowance as per the Award. Employers refused.

As it affected coal workers all over India, excluding Assam, and the demand was simple and employers were absolutely unjustified in their stand, it offered a great opportunity for an industry-wise action and movement. But unfortunately, the Federation failed to utilise the occasion to launch an all India movement and waited to see the outcome of the Government intervention. However, the local unions, like Colliery Mazdur Sabha (Ranigunj), Coal Workers Union, (Hazaribagh), The Singareni workers Union, organised powerful demonstrations, gheraos and were able to take initiative to bring the demand to the forefront. The HMS did not take up the issue in any one of the belts. While the INTUC gave a general strike call, it made no effort to organise such a strike and its agitation was confined in papers. However, the Federation came out with a statement supporting the strike call of the INTUC.

While the battle did not seem to be imminent, tension mounted. Representatives of the three employers' associations met the Government and agreed to pay the extra dearness allowance on condition of further increase in price. The Government once again meekly succumbed to the pressure of coal barons and announced a further increase in price by 75 naya paishe per ton to meet the 'cost'.

With the payment of additional dearness allowance, the tension eased. The Labour Ministry called a Tripartite meeting in Calcutta in August, 1958, to discuss the question of extension of the Award and although the AITUC and Federation representative pressed for immediate solution of all pending major disputes and a Wage Board for the whole industry, it was decided to extend the award for another year, till May, 1959, which would be the last year of the award. It was also decided that a Standing Committee will be set up by the Government shortly to discuss all pending disputes with a view to arrive at agreed settlements, failing which they would be settled either through arbitration or adjudication.

But like many other promises of the Labour Ministry, the Standing Committee has not yet been set up. And the last and one of the most important directions of the Award: To introduce Time scales and grades for all categories of workmen after the expiry of two years from the date of publication of the award, has not yet been taken up. The issue is a complicated one and without a powerful movement of all coalworkers, stretching from Singareni to Ranigunj, it would be difficult, if not impossible, to compell the employers to agree to a reasonable and uniform time scale. The Federation and the AITUC have recently drawn the attention of the Ministry to this delay in setting up the Standing Committee and fixation of grading and time scale and called upon its units to starting an all out campaign on these demands.

The Labour Ministry in its reply has informed the Federation that the question of setting up of the Standing Committee and other demands will be discussed at Dhanbad in the coming meeting of the Industrial Committee. However, here is an issue which if taken up immediately by all the coal unions would produce a powerful movement throughout the coal belt.

The other feature of 1958 was the sharp decline of Bipartite agreements or HMS unions, whenever suitable, to prevent the expansion of AITUC unions, nevertheless, they were not prepared to come to any bipartite agreements with them on any points affecting the award. The result was all unions had to take their cases to the Conciliation Offices, Labour Courts and Tribunals. This is a significant change. Because while after the Mazundar Award, in 1956, employers rushed to enter into an overall agreement with the INTUC, they refused to do so after the LAT Award, which has completely smashed the claim of the INTUC to represent the majority of coal workers and pose as a sole bargaining agency. However, in matters of referring disputes for adjudication, the Labour Ministry has all along acted most partisanly in favour of the INTUC. While most genuine and bonafide disputes filed by the AITUC and IMWF unions have been turned down as "not fit for adjudication", minor grievances submitted by the INTUC unions from collieries, where they have negligible membership, have been promptly sent for adjudication.

Thus while the main movement in this period centered round the Industrial Relations machinery, occasionally backed by gheraos, demonstrations, departmental actions and even strikes of short duration, there is also another side.

The workers of the West Bokaro Colliery, belonging to the Tatas, in the midst of deep jungle in Hazaribagh district, struck for 93 days demanding implementation of the award with proper modifications in view of the heavy mechanisation of the mine. The Labour Ministry flatly refused to intervene and it was declared illegal. The strike was ultimately called off in February, 1958. Nearly all those who were victimised for leading the strike have been reinstated. Although it was not affiliated either to the AITUC or IMWF, late Com. Benode Mukherji, organising secretary, IMWF, was the leader of the Action Committee which conducted the strike. Since the withdrawal of the strike, the INTUC has been making determined efforts to build up a union there but so far failed to recruit members.

Over a dispute of rates of C.P. miners and loaders, the management of the East Jemehary Colliery in Raniganj belt, locked out over 700 workers in June, 1958, in order to crush the AITUC union. After its reopening, the management insisted that only those who would sign "Bonds of good behaviors" would be allowed to resume their duties. As the members of the Colliery Mazdur Sabha refused to sign such bonds, they were dismissed and continuous attempts were made by the management to drive them out of the colliery. The Labour Ministry first refused to intervene; but when the situation deteriorated, it intervened. However, in spite of the fact that the Dhanbad Tribunal declared it to be an illegal lockout, the management has not yet taken all the workers back. And unemployed workers, aided by those who have resumed their duties, are still fighting back since the 30th May, 1958. Over eight months.

The Assam Coal Mine Workers Union (IMWF) had to call strikes on more than one occasion against arbitrary suspension, dismissal and lay off. There were strikes in Ledo and Tikok collieries belonging to the Assam Railway and Trading Company, in the first week of March, 1958, against arbitrary stoppage of work, suspension and arrest of leading workers by the police on the basis of complaints by the management. On the 4th March, 1958, after a mass demonstration by workers of all the five collieries before the Head office at Margheritta, the management came to an agreement with the AITUC union and the strike was called off.

Again, the sudden lay off of 840 workers from the 15th December, 1958, on the ground of non-allocation of coal by the Coal Board compelled the union to launch a strike which completely paralysed the work of four out of five collieries.

The strike was called off

The strike was called off from the midnight of the 16th December, following a settlement with the company which agreed to withdraw the lay off notice till the end of December, when the question will be again reviewed in the light of coal allocation.

The year 1958 also saw the first serious attempt to lift the iron curtain around the safety problems of miners and other workers working underground. Employers were put on the defensive by all out attack from labour for carrying out unlawful and dangerous mining practice jeopardising lives of workers for easy profit.

Faced with a sharp rise in the number of accidents and death, closure of collieries, loss of out put and a general demand to enquire into mining operations and safety problems by labour as well as public, the Government changed its earlier policy of 'do nothing' and 'see nothing' and set up a Steering Committee to enquire into the safety and allied problems in mines a demand made again and again by the AITUC and IMWF since 1954 Amlabad tragedy. And for the first time, trade union representatives were taken in the Committee. A Safety Conference was held in Calcutta in the month of August under the chairmanship of Shri G.L. Nanda where a general discussion on various aspects of mines with a special emphasis on safety took place.

While the space would not permit us to discuss it in details, it should be noted that certain basic demands of unions like right to appoint workmen's inspectors, formation of safety committee, etc, were accepted which should be further reviewed in the next safety conference at Dhanbad from the 28th January, 1959. The AITUC and IMWF representatives took significant part in shaping the decisions of the conference and submitted a detailed memorandum on all aspects of safety. While the major demand of the Federation for a High Power Safety Commission has not yet been accepted by the Government, some improvement over the existing condition is expected provided the Government accept and act immediately to implement the decisions of the conference.

Besides other reasons stated above, in the background of the Safety Conference and sudden outburst of Government interest in this problem, lay the explosion in the Chinakuri mine, the most modernised colliery belonging to the Andrew Yule & Company, leading to the death of 175 workers on the 19th February, 1958, the most tragic accident in the last twenty years. Along with it came Central Bhowrah inundation and outbreak of fires in a number of colliers and closure of a number of big and midium collieries belonging to the Tatas, MacNeill Barry etc, for violations of safety laws. A sense of insecurity prevailed among workers which the government sought to allay by creating the Steering Committee with workers' representatives.

In both the Court of Enquiries, Chinakuri and Central Bhowrah, the AITUC and IMWF played most important part against the combined opposition of mine owners and the Department of Mines. While it was possible to prove the guilt of the employer of the Central Bhowrah which was accepted by the Court of Enquiry, the Chinakuri became a cause celebre. The entire body of British mine owners along with the powerful Indian Mining Association, the Indian Mine Managers Association took the enquiry as a challenge to the Private Sector and to the "foreign capital" itself. The Mines Department became their active partner. And together they built up a most formidable apparatus both inside and outside the court to put up their case.

Faced with this challenge by the management whose underground organisation even made it difficult for witnesses to come forward to give evidence against the company, the workers' unions instead of coming closer to put up an united fight, drew further apart. The continuous attempt of the Federation and the AITUC to put the workers' case through one lawyer failed because of the blunt refusal of the other two unions to agree to such a proposal. Both the latter organisations turned down all proposals for unity inside the court. This no doubt affected the worker's case in the court of enquiry which has been adversely commented on by the Judge in his final report. However, the Federation is not prepared to accept the opinion of the court of enquiry as final and would demand further and deeper probe into the matter in the coming safety conference.

No report on

No report on coal mines is complete without a reference to the state of democratic rights and civil liberty. The year 1958 saw a further intensification, of attacks on our unions by the police and employers. On a number of occasions armed hoodlums of the INTUC unions assaulted our workers and union leaders. The attacks on the AITUC unions took the usual pattern of arrest of leading union workers on false charges, refusal to give bail, dismissal for organising red flag unions, imposition of section 144, refusal to allow meetings within the colliery area and hold free elections to the works committees.

Moreover, the drive of the INTUC to organise "Santi Senas" for "defense" poses a serious threat to the future democratic movement in coal belt where employers and contractors still maintain their own private armies to keep red flag out of their boundary.

While it would not be possible here to state all cases of organised attacks on our unions, mention of a few cases from each zone would be able to convey an idea of the present situation.

Ranigunj Belt. The management of the East Jemehary Colliery locked out its colliery from the 30th May, 1958, in order to smash the AITUC union and force the workers to join a company union. After its reopening, it engaged armed goondas to evict workers from their quarters and prevent them from holding meetings which was foiled by the resistance of workers. But instead of arresting the outsiders, the Police arrested nearly 30 leading members of the union and imposed section 144 over the entire area. The case are still continuing.

(b) The police at the instigation of the management of the New Jemehary Khas Colliery instituted several false cases against the union leaders but failed to convict them. Then on a charge of assaulting the Manager, Police arrested all office bearers and workers of the union in March, 1958, and the case is still continuing.

(c) The management of the Chapui Khas Colliery, (Dalmia Jain concern) refused to allow the colliery mazdur sabha to hold meetings within the colliery area inspite of its other collieries to organise a black flag demonstration under the leadership of a night guard who claimed to be the leader of the HMS union of that area. The police instead of removing those chaprasis, threw a cordon around the meeting and threatened the organisers of the union.

The MacNeill Barry & Company has instituted several cases to evict leading office bearers of the colliery mazdur sabha from their quarters and union offices. Similarly, Shri Harnmam Singh, President of the Indian Mine Managers Association, and agent of the Bengal Coal Company, has started an open campaign to prevent workers from joining the AITUC union, which has also been reported to the Ministry.

Jharia Belt: The situation in Jharia which improved to a certain extent in 1957 again received a set back in 1958. In early July, 1958, the police intervened to assist the management of the Selected Jharia Colliery to prevent the workers from joining the AITUC union. When the attempt of the company to take the union office by force was resisted by workers, the police resorted to lathi charge and assaulted the workers in their quarters. Important leaders of the Bihar Koyla Mazdur Sabha were arrested, including some who actually went to the police to lodge complaints.

Hazaribagh Belt: The private employers of the Karanpura belt with the active help of the local police have been trying to prevent the expansion of the AITUC union in this region where majority of workers are still unorganised.

The management of the Manki Colliery engaged both the police and armed gangsters to evict over 100 workers who dared to hold a meeting to organise AITUC union in last October.

In the collieries of the National Coal Development Corporation, the Coal Workers union with the largest membership is still not recognised. Moreover, authorities are postponing elections to the Works Committees because of the fear of victory of the AITUC candidates. In the elections to the works committee of the Serampore colliery, Giridih, which was postponed 9 times in 1957 for the above reason, the INTUC union which was allowed

p.t.o.

to contest in 1958 inspite of its failure to submit a list of membership, failed miserably and all the seats were captured by the AITUC nominees. The result was: the election was set aside. The Jarangdih Colliery, refused to announce the results of the election to the Works Committee when it was learnt that the AITUC union has captured a majority of seats.

Singareni Collieries: Failing to get support from workers of the Singareni collieries, the local INTUC resorted to strong arm method. 'Hate AITUC union' is the slogan of the INTUC union. On the 7th October, 1958 two leaders of the Singareni Collieries Workers Union were badly assaulted by a gang of INTUC goondas who created a state of tension in the area. A large number of workers of the AITUC union was arrested by the Police and section 144 was imposed.

Moreover, in an all out drive to prevent the further decline of the INTUC influence in the coal belts, the Labour Ministry promptly intervenes to settle its disputes either by adjudication or else, while cases of our unions remain ignored. On a number of committees like the CRO Committee, West Bengal Mining Advisory Committee etc, the government has persistently refused to appoint AITUC representatives.

However, inspite of all these attacks and discrimination, the year 1958 has seen a further expansion and consolidation of the AITUC unions and a remarkable increase in AITUC and Federation's influence throughout the coal belts.

While the problem of united action has not become in any way easier, it should be noted that both the Indian Mine Workers Federation and the Indian National Mine Workers Federation have come out with more or less similar demands. The conferences of the IMWF and Bhurkunda and IMNWF at Dhanbad have raised the slogans of : Nationalisation of Mines, Wage Board for Coal Industry, Abolition of Contract labour; Gratuity and Change in the present Bonus act.

And it is expected that unless the employers and the Government agree to revise the wage structure of all coal workers, a mighty struggle will break out in the middle of 1959.

The first half of 1959 is a period of preparation for that.

Kalyan Roy,
General Secretary,
Indian Mine Workers Federation.

Bangalore - Jan. 15 - 18, 1959

BONUS FOR PLANTATION WORKERS IN
NORTH EAST INDIA

UNANIMOUS PROPOSALS OF LABOUR REPRESENTATIVES

NOTE: In the meeting of the Bonus-Sub-Committee of the Industrial Committee on Plantations, held in Calcutta on December 2, representatives of the AITUC, INTUC, HMS and UTUC made the following agreed proposals for determining bonus for the year 1957. The proposals were made in a letter to organisations of the Tea Industry in North East India by the four labour representatives.

*

BONUS AGREEMENT FOR TEA PLANTATION WORKERS
IN THE NORTH EAST INDIA

In pursuance of the recommendation of the Eighth Session of the Industrial Committee on Plantation, the Government of India in the Ministry of Labour & Employment set up a sub-Committee charged with the responsibility of effecting an Agreement for the payment of Bonus by the Tea Industry in North-East India to its workers. Accordingly, a preliminary sitting took place on the 11th November, 1958 in the course of which the representatives of the Industry asked the representatives of labour for a concrete proposal to be worked out in a corresponding formula for the payment of Bonus.

2. In compliance with this request, basic outlines of a formula are laid down hereunder. The same embodies the unanimous conclusion of the different organisations of workers; and it is requested that the same be accepted to formulate the Bonus scheme for the Tea workers from 1957 onwards.
3. Bonus is regarded to be a claim as of right, to enable the workers concerned to make up for, at least to some extent, the gap which exists between the wages actually paid and the living-wage. It is considered necessary to effect an Agreement governing payment of Bonus to the workers of the Tea Industry which although has been an established Industry has been unfortunately paying wages below the required equitable minimum.
4. The Delhi Agreement provided for Bonus payable for 1955 in area-wise a manner, on the basis of the ratio of the profit made by ten picked up companies of a particular area, in the years of Bonus concerned, to the lump sum payment made in respect of 1953 & 1954. It has since been recognised by all concerned that the above provision had its inherent defects in as much as burden of payment did not fall evenly on all concerned. It is found that while some companies making large profits had to pay only a very small fraction of their profits under the provision of the current formula, several others showing a loss or small profits would not have to pay anything at all, while the workers have neither any control on the disbursement and heads of accounts for expenditure nor even a knowledge of the intricacy of accounting system and its details, not to speak of any effective check. Moreover, trade unions being organised on industry-wise basis, non-payment of Bonus in a particular concern understandably causes grave dissatisfaction and tension amongst the affected workers leading to industrial unrest.
5. The labour representatives of the sub-Committee have, therefore, given serious thought over the matter to remove these real difficulties and anomalies in the Bonus scheme for the tea industry which has been so far enjoying a period of peace and prosperity compared to many other established

industries; and this should not be disturbed in any way. The representatives, therefore, suggest for consideration of the industry that the new Agreement should cover:-

(a) Payment of Bonus at a progressively higher rate subject to a minimum guaranteed amount equivalent to one month's wages to each worker irrespective of profit or loss of the concern in the year of the Bonus (as agreed upon by the Textile Mills of Ahmedabad).

(b) This above guaranteed minimum bonus should be linked with the dividend payable to the Shareholders ~~xx~~ upto 6 per cent.

(c) Out of the balance from the gross profit after provisions for taxations and 6% dividend (against) one month's guaranteed Minimum Bonus mentioned above) 50% of the amount should be distributed as Bonus to workers in addition to the guaranteed minimum of one month's Bonus.

(d) The Agreement shall cover all wage-earners including members of the sub-staff, and other workers employed in the Industry.

6. An Agreement governing the Bonus of the clerical, medical and technical workers revising the existing one shall immediately be concluded along with the Agreement covering the manual workers and sub-ordinate staffs above.

7. It is requested that the Industry may examine the above proposals as early as possible and communicate their decision to the members of the sub-Committee representing workers at an early date.

Yours faithfully,

SD: M. N. Sharma (INTUC)
" J. N. Mitra (HMS)
" M. Roy (AITUC)
" Mrs. M. Bose. (INTUC)

Example

Profit	1,00,000	Tax	-	40,000
		6% Dividend		24,000
		Depriciation,		
		Etc.		16,000
		Balance		20,000

out of the balance 10,000 goes for
bonus and 10,000 remaining for the Company.

AITUC GENERAL COUNCIL MEETING
Bangalore -Jan.15-18, 1959

AN ANALYSIS OF SOME MAJOR PECUNIARY GAINS OF THE
WORKERS THROUGH AWARDS AND AGREEMENTS
DURING THE PERIOD SEPTEMBER 1957
UPTO JUNE 1958

by Dr. Raj Bahadur Gour, M.P.

NOTE: The Labour Bureau of the Government of India publishes quarterly reviews of Awards & Agreements concerning Wages, D.A. and bonus. Since these reviews are based on information available in Gazettes published by Central and State Governments, we cannot call them exhaustive. However, a study of the Bureau's findings would be certainly interesting and we have in the following pages summarised the reviews published in the Indian Labour Gazette of April, July and October 1958.

* * *

The number of Awards/Agreements analysed by the Labour Bureau during September 1957 and June 1958 is 286. Of these 5 relate to Assam, 13 to Bihar, 129 to Bombay, 27 to Kerala, 30 to Madras, 6 to Mysore, 25 to the Punjab, 2 to Uttar Pradesh, 35 to West Bengal, 15 to Delhi and one each to Madhya Pradesh, Orissa, Rajasthan and Central Government undertaking. Among these Awards/Agreements, 21 related to more than one unit. A break up of these reveals that 6 of them related to cotton textiles in Bombay; and one each to 7 silk factories in Bombay, ribbon loom workers of 7 jute mills in Bengal, 50 coir factories in Alleppey in Kerala and 48 dyeing factories in Madras; 2 to plantations, and one each to 12 housing factories, 7 cigar factories and fibre factories of Tuticorin in Madras; one each to 4 plywood factories, 8 tile factories and cashew exporter concerns, 42 boat services and 2 private bus services in Kerala and 1 to petroleum workers of various companies in Delhi.

Classification of Awards & Agreements by Industries
and by subjects

Industry	s u b j e c t s				Total
	Basic wages only (1)	D. A. only (2)	Wages And D. A. (3)	Bonus (4)	
1. Food & beverages	6	4	1	11	22
2. Tobacco (including Bidi)	2	-	1	1	4
3. Textiles					
i. Cotton	10	4	3	12	29
ii. Silk	-	2	1	44	47
iii. Others	3	3	4	7	17
					(4)...

	(1)	(2)	(3)	(4)	(5)
4. Wood & Cork Except furniture	3	-	-	1	4
5. Paper and Paper Products	-	1	1	-	2
6. Rubber and Rubber Products	1	-	1	1	3
7. Chemicals and chemical products	1	1	1	6	9
8. Products of coal and petroleum	-	-	-	2	2
9. Non-metallic mineral products	2	4	10	2	18
10. Printing & Publishing	1	1	2	9	13
11. Basic Metal industries	6	9	6	22	43
12. Transport	2	-	4	13	19
13. Electricity, gas and steam	2	-	1	4	7
14. Plantations	-	-	-	7	7
15. Ports & Docks	1	-	-	1	2
16. Mines	-	-	-	1	1
17. Banks	-	-	1	-	1
18. Municipalities	1	2	1	-	4
19. Miscellaneous	6	4	6	16	32
Total	47	35	44	160	286

Basic Wage & Dearness Allowance

An important wage revision was effected in 1957 end due to the agreements in four cement factories of the Associated Cement Co.Ltd. 2 in Bihar, 1 in Madhya Pradesh and 1 in Mysore (this wage revision is appended to this note).

Another important wage award in the last quarter of 1957 related to the dispute between the management of 12 hosiery factories manufacturing mainly baniyans and their workmen in the State of Madras. Here the basic wage was less than Rs.20/-. The Union demanded a minimum basic wage of Rs.26 and D.A. at the rate of 3 annas per point above 100 points of cost of living index number in Madras City. The employers contended that the industry was a cottage industry and the prevalent price rate system if disturbed might lead to the closure of factories. The Tribunal held that the contract system of payment was only a make-believe one to deprive the workers of proper wages and the companies had the capacity to pay. The Tribunal awarded a basic wage of Rs.26 and a D.A. of Rs.15 for an unskilled worker.

In West...

In West Bengal, the major Tribunal awards for jute workers were not made applicable to the workers in the listing department (Ribbon loom workers). The union demanded that the award of the Third Omnibus Tribunal of 1955 giving an increase of Rs.3-12-9 in the emoluments be made applicable to these workmen of 7 jute mills with retrospective effect from 1.11.1955. The union demanded standardisation of wage on the basis of a standard working of 2 ribbon looms and full earnings of each additional loom worked. The Indian Jute Mills Association wanted the working of four listing looms as standard. The Tribunal awarded that wages be fixed on the working of 3 looms per weaver and should comprise of full wages for the production of 2 looms and 50 per cent of wages for the third loom. If a weaver worked fourth loom, he will get 50 per cent of the standard production of the fourth loom. The awarded rate varied from 9.2 annas to 30.3 annas per 144 yards. A D.A. of Rs.32-8-0 per month was also awarded to the ribbon loom workers.

The Madras Tribunal awarded to an unskilled worker in The Hindu (Press) Madras a wage of Rs.27 and a D.A. of Rs.45 per month.

In the first quarter of 1958, an important award brought 5 % increase in D/A. to the workers of 13 textile processing concerns in Bombay. The Union claimed a D.A. according to the rate paid in textile units because (i) for sometime they were paying it; (ii) even the Minimum Wage rate of Rs.30 per month was not reached because of deductions to P.F. and E.S.I.; and (iii) the prevailing flat rate neutralised the cost of living only to the extent of 90 per cent in the case of minimum wage earners.

The Tribunal held that the industry could bear some burden in the form of increased D.A. in view of the fact that they were for some time paying the same D.A. as in textile units. The Tribunal was of the opinion that processing industry did form a wing of the textile industry. However, in view of their special difficulties awarded a 5 per cent enhancement of D.A.

An important award was given in the dispute between the workers and managements of 50 coir factories in Kerala. The Tribunal fixed the minimum basic wage at Rs.0-13-0 per day for males and Rs.0-11-0 per day for females and adolescents employed in coir factories situated in Ambalapuzha taluq.

One award related to 48 dyeing factories in Salem. The Tribunal awarded for 5 lb. yarn of any count 11 annas for fast colours (12½ annas for green), 9½ annas for light colours and 8 annas for hand colours.

Dearness Allowance in the cotton textile industry

Centre	Average monthly D.A. for the quarter ending--			
	Sept. '57	Dec. '57	March 58	June 58
1. Ahmedabad	Rs. 71.79np	Rs. 73.27	Rs. 71.46	Rs. 69.61
2. Baroda	Rs. 64.61np	Rs. 65.94	Rs. 64.26	Rs. 62.65
3. Bombay	Rs. 73.85np	Rs. 77.09	Rs. 78.32	Rs. 79.43
4. Delhi	Rs. 63.24np	Rs. 61.73	Rs. 59.76	Rs. 57.44
5. Indore	Rs. 54.56np	Rs. 56.44	Rs. 56.06	Rs. 52.31
6. Kanpur	Rs. 54.47np	Rs. 54.75	Rs. 53.86	Rs. 52.66
7. Madras	Rs. 51.38np	Rs. 52.12	Rs. 54.09	Rs. 53.50
8. Nagpur	Rs. 51.74np	Rs. 52.95	Rs. 53.82	Rs. 54.34
9. Sholapur	Rs. 64.13np	Rs. 62.66	Rs. 50.35	Rs. 39.00
10. West Bengal	-	-	Rs. 30.00	Rs. 30.00

From...

From the above table it will be seen that the D.A. is rising only in Bombay and Nagpur Centres. In all other centres, there is a decline. The decline is sharpest in Sholapur. In Madras, the D.A. was rising upto the quarter ending March 1958 and since then it has fallen. In West Bengal, the D.A. is stationary at 30.00 in the first six months of 1958.

B o n u s

An agreement reached between the Estates Staff Union of Southern India and the United Planters' Association of South India (excluding James Finlay group of estates) fetched to the staff of 169 estates an additional bonus for the year 1949-50 equivalent to half a month's basic pay.

In the various cotton textile units bonus varying from 1/48th of basic wages for 1954-55 to 4 months basic wages for 1955-56 was granted.

Bonus awarded to 22 silk mills in Bombay ranged from 1/24th of basic earnings (calculated at 55 per cent of total earnings) for the year 1955 to 2 months' basic earnings for the year 1956.

An important bonus award related to the dispute between M/s Pierce Leslie & Co. Ltd. Kozhikode (Kerala) and its employees. The workers demanded 10 months' wages as bonus. The employers contended that LAT formula should be varied according to circumstances. In their case, they pleaded that highly speculative character of their trading activities necessitated greater reserves than allowed by the LAF formula. The Tribunal held that the business of the Company was neither adventurous nor speculative, that it sustained no loss and that its prosperity was continuous. The Tribunal awarded 5 months' basic salary as additional bonus for 1954-55.

The employees of coir weaving and rehanding establishments in Sherthalai taluq in Kerala were granted a bonus ranging from 5¼% to 6¼% of total earnings during 1954 and 4¾% to 5¼% of the total earnings during 1955.

All the bargemen employed in Bombay port employed by M/s. Kanji Jadhavji & Co. Ltd. Bombay were granted 1/8th of the total basic wages as bonus for the years 1954, 1955 and 1956.

As a result of a settlement, bonus at the rate of 6 days wages for each of the five years 1953 to 1957 was granted to the workmen of the Punjab National Press, Chilla Darwaza, Delhi.

Workers of the Punjab Distillery Industries, Ltd. Khalsa were awarded a total of 8¼ months' basic wages as bonus for the three years 1953-54, 1954-55 and 1955-56.

Twenty silk textile mills in Bombay paid bonus according to the terms of settlement arrived at between the parties. The amount awarded ranged from 3% of total basic earnings to 25% of the basic wages earned.

The workmen employed in Delhi branches of Caltex, Standard Vacuum and Burmah Shell Companies were awarded a bonus amounting to 4½ months' basic wages for the year 1956.

According to an agreement plantation workers employed in coffee estates in Madras got an additional bonus at the rate of 2½% of earnings for each of the years 1952 to 1956 and at the rate of 4½% of earnings for 1955 and 1956 in tea estates and mixed estates having an average acreage of 25% and more of tea.

contd...

Agreement between the employees
& Employers of Six Factories of
the Associated Cement Co. Ltd.

During the period July-October 1957, three year agreements were reached between the employers and the employees in the 6 cement factories owned by the Associated Cement Companies Ltd., Bombay, viz. (i) Banmore Cement Works, Banmore (M.P.); (ii) Kymore Cement Works, Kymore, (M.P.); (iii) Bhupendra Cement Works, Surajpur (including Malla Quarries) Punjab; (iv) Chaibasa Cement Works (including Rajanka Limestone Quarries), Jhinkpani (Bihar); (v) Sindri Cement Works, Sindri (Bihar); and (vi) Shahabad Cement Works (including Shahabad Lime Stone Quarries), Shahabad (Mysore). These agreements were aimed at promoting cordial relations between the workers and the employers and the larger interests of the country. They regulate the rates of wages, dearness allowance and house-rent allowance, leave facilities and travel concessions.

I. WAGES: The existing grades of wages of employees in all the 6 cement factories mentioned above have been revised as follows:

<u>Grade</u>	<u>Wage Scales of daily-rated workers</u>		
"A"	Rs. 3.75	- 00.25	- 6.00
"B"	Rs. 2.56	- 0.20	- 3.96
"C"	Rs. 1.62	- 0.15	- 2.82
"D"	Rs. 1.25	- 0.08	- 1.81
"E"	Rs. 1.00	- 0.25	- 1.50

II. DEARNESS ALLOWANCE - The rates of dearness allowance in these factories have been fixed as shown in the Table at page 1044.

Rates of Dearness Allowance in 6 cement factories

<u>S.No.</u>	<u>Name of Factory</u>	<u>Rate of D. %</u>	<u>Remarks</u>
1.	Banmore Cement Works, Banmore (M.P.)	Rs. 1-2-6 per day (Rs. 1/2/- as dearness allowance in cash and 6 pies as monetary equivalent of grain concessions) for 151 points which is the 1956 average of the Jabalpure consumer price index number with base 1944 = 100.11.6 n.p. for every rise or fall in 5 points of the consumer price index number from 151 of this centre.	
2.	Kymore Cement Works, Kymore (M.P.)	Rs. 1.12nP per day plus existing grain concession allowance	The skilled and semi-skilled workers in Grades A, B, C & D (and all the other workers who are at present getting the benefit) will draw this D.A. in addition to 12½% of their basic wage

S.No.	Name of Factory	Rate of Dearness Allowance	Remarks
3.	Bhupendra Cement (including Malla Quarries), Surajpur (Punjab)	Increase or decrease at the rate of 6 np per unit of 3 points from 100 of the Ludhiana Consumer price index number with base 1944 =100 (Surajpur index number as and when it is available)	same as in No.2
4.	Chaibasa Cement Works (including Rajanka Limestone Quarries), Jhinkpani (Bihar)	The scheme of dearness allowance awarded by the Supreme Court will continue with the modification that with effect from 1st December, 1957 the basic dearness allowance will be raised from Rs.1-2-6 to Rs.119 np.	
5.	Shahabad Cement Works (including Shahabad Limestone Quarries), Shahabad (Mysore)	Increased dearness allowance at the rate of Rs.33/8/- p.m. (existing rate is Rs.30 p.m.)	
6.	Sindri Cement Works, Sindri (Bihar)	Increased dearness allowance of Rs.25 p.m. including foodgrains allowance as against the present dearness allowance of Rs.1 per day and food grains allowance of Rs.3 per month. D.A. will be linked to Jharia Consumer price index number (base 1944 =100) at the rate of 4.9 np for every rise or fall 4 points from 100	Skilled and semi-skilled daily-rated work in Grades A, B, C and D will be eligible as at present to draw a D.A. equal to 12½% of their basic wage in addition to d.a. in column 3.

III. HOUSE RENT ALLOWANCE: All permanent workers employed in these six factories will be paid Rs.2 p.m. as house rent allowance in case they are not provided with quarters.

IV. LEAVE FACILITIES: In all the factories with the exception of Chaibasa Cement Works, Chaibasa (Bihar), all the daily rated permanent workers will be entitled to a maximum of 7 days' casual leave with pay in a year. Only in the unit at Chaibasa, 6 days' casual leave will be allowed to the above workmen as the number of festival holidays in this factory has been increased from five to six in a year. In the Mysore State unit at Shahabad and the Bihar unit at Sindri, daily rated permanent workers will also be granted a maximum of 30 days sick leave on half-average pay in a year, after an initial waiting period of two days. Workers at present getting sick leave of 7 days with full pay and 7 days with half pay in the Mysore unit will continue to get these facilities. In the Sindri factory, workers getting 15 days sick-leave with full pay will also continue to enjoy the benefits.

V. TRAVEL CONCESSIONS ON RETIREMENT: Employees who retire on attaining the age of 60 years or on medical grounds due to continuous ill health, as well as the members of the family of an employee who dies while in service, will be granted fares to their home town, subject to certain conditions.

AITUC GENERAL COUNCIL MEETING
Bangalore - Jan.15 - 18, 1959

CENTRAL ADVISORY COUNCIL OF
INDUSTRIES

AITUC DECLINES TO NOMINATE REPRESENTATIVE

The Ministry of Commerce and Industry wrote to the AITUC on November 27 that the Central Advisory Council of Industries is being reconstituted and requesting for nomination by the AITUC for one of the labour seats on the Council. Com.S.A.Dange, General Secretary, has sent the following reply, on December 31, 1958:

Dear Sir,

Your letter No.1(17)IA(II)(G)/58 dated November 27, 1958 and reminder dated December 7, 1958.

My organisation does not wish to participate any more in the Central Advisory Council of Industries and hence I am not sending any nomination.

The reason for this decision are as follows:

The Council was formed to look concretely into the establishment and development of industries in the country. Not only questions of policy but even those of licensing, location, removal, management and workers' interests were put within the scope of the Industries (Development and Regulation Act, 1951 and the Council and the sub-committees formed under it.

The 'Licensing Committee', on which the AITUC was never given a place, has totally failed in conforming to the policy of the Five Year Plan, as is evident from the great muddle in the grant of export-import licenses.

So also the question of location of industries is not influenced by the Advisory Council. The fact that no clear policy was evident in the location of the oil refineries, that hundreds of engineering and other units are springing up without any plan, congesting housing areas in town layouts, shows that on the location question the Advisory Council and its Committees can do very little.

The most glaring failure of the Council was when large-scale closure of textile mills was taking place, many of them due to frauds and bad management, the Council did nothing to take over these concerns, despite requests from trade unions and consumer interests. Many of these closed units were in good condition and not obsolete.

The Textile Inquiry Committee Report (1958 - page 38) also suggested the use of the Industries (Development and Regulation) Act to take over some units but Government has rejected just that part of the recommendation, by saying that they do not want to have autonomous corporations to take over and run such textile units.

But Government has been very anxious to instal automatic looms and already licenses seem to have been issued without any consultation with the trade unions.

. . . . Another reason why

Another reason why the AITUC is unwilling to be on the Council any more is that, all these years, the Council as advised by Government has excluded the AITUC deliberately from all important committees of the Council where concrete decisions are taken. We are therefore left with the annual attendance at the General Conference, where nothing beyond some polite speeches is done.

We have come to this decision with great regrets, though the AITUC is always ready to do its national duty to the proper industrialisation of the country, in the interests of the people.

NOMINATION OF DELEGATES TO I.L.O.

AITUC's letter to Labour Ministry

As usual, this year too, the AITUC was formally approached by the Government of India, Ministry of Labour and Employment in the matter of composing the delegation from India to the ILO as far as representation to the workers' organisations are concerned. The letter from the Government "requested that an agreed panel of three persons which the four trade union organisations, viz., the INTUC, the AITUC, the HMS and the UTUC, wish to sponsor, may kindly be forwarded to this Ministry urgently...." The Ministry, of course, qualified the request with the statement that "If, however, an agreed panel of names is not possible, the Government of India will select from the names sent by the most representative organisation." Since the Government's opinions on this question are predetermined, the AITUC has sent the following reply:

No.173-A/59
January 2, 1959

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

Sub: 43rd Session of the ILO

Dear Sir,

Your letter No.LC-1(9)/59 dated 29th December, 1958.

As the Government of India, true to its traditions of the last so many years, is already determined to confer the representation on the INTUC which in no way is the most representative organisation of workers in India, in any branch of industry or trade, your request to us to send nominations has only a formal meaning. We have challenged Government of India's opinion on this matter and continue to do so.

In view of the Government's attitude of discrimination against the AITUC and their unwarranted patronage of the INTUC, we decline to send any nominations.

Yours faithfully,
Sd.
(S.A.DANGE), M.P.,
General Secretary

Re. TRIPARTITE CONFERENCE ON PUBLIC SECTOR

The Ministry of Labour & Employment, Government of India, is convening a conference of representatives of Central and State Governments and of labour organisations "to consider certain matters concerning industrial labour employed in public sector undertakings which are run as limited companies or corporations, but excluding banks and insurance" in New Delhi on January 21, 1959. The conference will have a two-point agenda, viz., (i) Code of Discipline in Industry and principles for recognition of trade unions and (ii) Industrial Relations in the public sector undertakings.

Since the composition and objectives of the Conference are at sharp variance with the proposals for a tripartite meeting Government spokesmen announced at the 16th Indian Labour Conference, Com.S.A.Dance, General Secretary, AITUC, has sent the following letter to the Union Labour Minister, on January 2, 1959.

"I have seen your circular calling for the Public Sector Conference. The circular shows that almost all the Public Sector employees of importance are kept out of the scope of the Conference. You are inviting employees of those "public sector undertakings, which are run as limited companies or corporations excluding banks and insurance."

"Though we are not yet given the list of invitees, one can see what it means. It means that the three factories in Bangalore, the Sindri Fertilisers in Bihar, the steel plants and one or two others may come in. As the steel plants are not yet built fully, these can hardly be discussed except for their contract and construction labour. The same is the case with public sector coal, if any as yet.

"The problem of public sector employees was raised very forcefully at the Nainital Conference of 1952. In the present general triparties, the P&T, the Defence and some others have been invited from time to time as observers. They all along have pleaded for their representation. And in Nainital in 1958, it was agreed that a separate Public Sector Tripartite Conference would be held.

"The composition as now suggested does not keep this promise and in fact bypasses the most vital and overwhelming part of the Public Sector employees. Such a conference is totally unsatisfactory. The AITUC requests that the Government keep its promise and call a conference of all the Public Sector employees including those in limited companies and corporations and without excluding banks and insurance. It should include Railways, Posts and Telegraphs, Defence, Government employees in other fields as are covered by 4-A and 4-B rules, such as CPWD, Civil Aviation, Income-tax, etc., transport other than railways and so on. The employees of concerns run by the States should also be included.

"The present composition serves no purpose and is pure waste of time and money. Hence this Conference should be abandoned for the present and a fuller Conference as suggested above should be called in the month of March this year.

"The agenda of the Conference also should be more comprehensive. The present agenda looks as if the employees are called for nothing else but observing the Code of Discipline. There is not even a suggestion of such vital questions as their living and working conditions, their wages and their rights within the framework of public service and employment, being given a thought in the conference. Such approach to the problem instead of enthusing the Public Sector workers is bound to dampen them. The AITUC hopes the Government will revise their approach and really grapple with the problem in a more serious and comprehensive manner."

Copy of this letter was forwarded to the INTUC, HMS, UTUC and Federations of P&T, Defence, Railway, Airlines, Banks and other concerned trade unions, with the request that if they approve of the changes suggested by us, they should write to the Government accordingly.

On January 5, an official of the Labour Ministry, informed the AITUC in a telephonic conversation with the Secretary that in addition to the conference with its limited participation proposed for January 21, Government intends to hold another conference separately for those State Sector employees not covered in present proposals.

ICFTU'S ATTEMPTS

for

INTUC-HMS UNITY

The International Confederation of Free Trade Unions (ICFTU) has been making strenuous efforts in recent days in order to get its twin affiliates from India, the INTUC and the HMS, to work unitedly, specially in order to subvert the phenomenal advance made by the AITUC enveloping as it does ever larger sections of workers in India.

Mr. Oldenbroek, ICFTU General Secretary, visited India in April 1958 and had confabulations with leaders of INTUC and HMS with a view to bring about a rapprochement between the affiliate national centres.

Mr. Oldenbroek apparently failed in his mission and later in September 1958, a delegation from the DGB (Federation of West German Trade Unions) was detailed to India, with the same purpose.

We give below certain extracts from the Indian Worker (Oct. 6, 1958) on the DGB-INTUC meeting in Delhi. Headlined "HMS JOINT FRONTS WITH COMMUNISTS DEcriED - INTUC PRESIDENT'S DISCUSSIONS WITH DGB DELEGATION", the Indian Worker reported:

"The seven-member delegation of the German Federation of Labour (DGB), headed by Mr. Bernhard Tacke, Vice President of the DGB, arrived in New Delhi on September 29, and visited the INTUC Central Office on September 30 and held discussions with Shri G. Ramanujam, INTUC President....

"When questioned on the prospects of unity between the I and the HMS as suggested by a member (of the DGB delegation), Shri Ramanujam felt that such a unity had to start from the ranks since much bad blood had been created there. Tracing the history of the trade union movement and how the communists played the anti-national role during the freedom movement of 1942, he told the members that it was in 1947 when the INTUC was founded and at that time many who formed the HMS sometime later on participated at the inaugural conference of the INTU. After a few months, however, they formed the Hind Mazdoor Panchayat and soon after merged with the Indian Federation of Labour, which was already a discredited body, and as a result the Hind Mazdoor Sabha came into being. Later, they started supporting the communists by forming 'joint fronts' with them here and there, while in the INTUC's view, the communists had to be altogether isolated and rendered ineffectual. The HMS instead tried to isolate the INTUC. One reason for this perhaps was the INTUC was the strongest trade union organisation and in order to fight it, the HMS and the AITUC joined hands from time to time. As a result, much bad blood had been created among the ranks lower down. Therefore, if at all there could be unity between the INTUC and the HMS, one had to start from the bottom. The communists had to be isolated and after such isolation, consolidation of non-communist forces was to be taken up. (emphasis original) The role of the HMS had so far been a negative one. A positive approach would be (1) to isolate the communists and (2) to consolidate non-communist forces."

An editorial commentator in the same issue of the Indian Worker described the DGB-INTUC consultations in the following words:

... "A significant chord of

"A significant chord of sincere and cordial relations was struck with the visit of the DGB delegation to New Delhi and the delegation's confabulations with Shri G.Ramanujam, INTUC President, and other leaders at the Central Office. During their stay in Delhi the delegation members had heart-to-heart discussions with the INTUC leaders about the various aspects of trade unionism in India.....

"One important point raised by the delegation at its discussions with the INTUC President was the question of inculcation of unity among democratic trade union organisations. The German delegation itself stressed the necessity of such a unity to counter the influence of the communist-controlled AITUC. (emphasis added). On this aspect, the analysis of Shri Ramanujam had been very convincing. He felt that in view of so much bitterness among the ranks, such a unity had to start from bottom. The HMS should give up its present policy of joining hands with the AITUC and forming joint fronts during strikes or lock-outs. Only then the way for a closer collaboration could be paved."

The Indian Worker (Oct.6) also announced that the "DGB delegation presents to the INTUC include two loudspeakers, three standard office and three portable typewriters, three duplicators and recorders."

ATTITUDE OF H.M.S.

The attitude of the Hind Mazdoor Sabha to the moves of the ICFTU was described as follows in the Report of the General Secretary to the 7th Annual Convention of the HMS held in Nagpur in December, 1958:

"I must refer here to the efforts that the ICFTU has felt necessary to make, with a view to bringing about a closer understanding between the HMS and the INTUC. The ICFTU seems to sincerely believe in the necessity of such an understanding and a delegation of distinguished trade unionists under the leadership of ICFTU's General Secretary Oldenbroek visited India in April, 1958, to explore the possibilities of it. Further discussions on this subject took place at the ICFTU Executive Board meeting in June-July, 1958, at which I had the good fortune to be present. The thinking among some leaders of the ICFTU appears to be in the direction of a 'no raid' pact of the kind already mentioned by me earlier.

"While I am sure that the effort of the ICFTU in this respect has been initiated with the sincere desire to assist the growth of the free trade union movement in India, I am afraid there is no adequate appreciation of the precise situation and the real character of the INTUC. There is a tendency to equate anti-communism with free trade unionism. Anyhow, the HMS constantly endeavoured to explain to the ICFTU the correct position and the reason why the HMS and the INTUC are so far apart. I must also record that while some officers within the ICFTU may not be convinced of the correctness of our stand, there has been no effort on the part of the ICFTU to exert any pressure upon us to take one course or another in this respect."

AITUC GENERAL COUNCIL MEETING

Bangalore, Jan. 15 - 18, 1959

ATTITUDE OF HIND MAZDOOR SABHA

on

T. U. UNITY

The question of trade union unity is discussed as follows in the Report of the General Secretary to the Seventh Annual Convention of the Hind Mazdoor Sabha held at Nagpur on December 24-28, 1958:

"The subject of trade union unity continues to be a live one though it has often been suggested that we should formulate our stand on it once and for all and stop discussing it any further. Actually, the question is of such importance and such day-to-day relevance that whether we like it or not, we have to keep it in our mind all the time.

"As reported by me to the last annual convention, the HMS has formulated its position on this question. We have declared ourselves in favour of an overall unification of the trade union movement provided it was based on the acceptance of the principles of freedom from external influence, full internal democracy and the workers' verdict in fields of existing rivalries. Unfortunately, these principles, and in fact the idea of an effort of unification itself, have not received universal support. The position, therefore, is that the different splinters of the movement continue to exist and are likely to do so for some time. However, from time to time, different circumstances and issues arise on which there is an opinion among some in the HMS that we should not hesitate to participate in joint actions with other organisations. In practice it has been seen that the INTUC hardly ever joins such joint action and in effect the efforts merely take on the appearance of HMS-AITUC alliance.

"On the other hand, there is an opinion that the HMS as a free trade union organisation must not have any truck with the communists and their AITUC. It is argued that with all its faults the INTUC is at least not the instrument of the political objectives of an anti-democratic party as the AITUC is, and, therefore, at least some kind of understanding between the HMS and the INTUC should be aimed at in order that a direct conflict between them, so harmful to both, may be minimised. It is suggested that some kind of a 'no raiding' pact should be entered into between the HMS and the INTUC on the basis of jurisdictional distribution industry-cum-regionwise.

"This problem of our attitude to the INTUC and the AITUC has become so persistent and immediate during the past year that this Convention would do well to consider it fully. In the context of the proposed token strike, the question whether we should enter into joint action with the AITUC has been a very real one for the past year.

"My personal opinion is that such joint actions as a matter of policy should be avoided. Basically, this is because the HMS as a free trade union movement should recognise the undesirability of associating with the communist front organisations in any manner or shape. Whatever advantages such joint action appears to have on specific occasions are illusory and do not really contribute to the strength of independent trade unions. What is worse, those among us who favour such joint actions think of them as isolated steps limited to a specific issue only. The AITUC, however, look

. . . upon it as a step

upon it as a step in the campaign to inveigle, undermine and eventually swallow up or disrupt the free trade union movement, by the well known Communist tactics of united fronts. In fact, some leaders of the AITUC have actually complained that the HMS has been ungrateful in not supporting actions staged by the AITUC unions even when the AITUC willingly supported the actions staged by the HMS unions. Thus the AITUC's participation in any joint action is to be secured only at a price: the price of accepting the whole principle of united front with them at all points. This was made clear beyond any doubt by the AITUC General Secretary's letter referred to above. I believe that the acceptance of such a principle cuts at the very raison-d'etre of the HMS.

"This question has become particularly serious in Bombay, where the influence and prestige of the Samyukta Maharashtra Samiti are sought to be exploited by the leaders of the Samiti for setting up trade union organisations ostensibly to defeat the INTUC. HMS unions in Bombay have firmly opposed this move all along because it is obviously political and secondly because such organisations set up with the sole purpose of weakening the INTUC do not by themselves contribute to the strength or effectiveness of the working class movement. However, the proposal has gone beyond the stage of mere discussion and it is clear that the Communists and the AITUC will do everything to use the Samiti and any other similar multi-party platforms in order to push ahead its policy when it finds that the HMS cannot be beguiled into it. The hands of the HMS unions in Bombay will be greatly strengthened in resisting such insidious manoeuvres if they get the firm backing of the HMS as a whole.

"On the other hand, the idea of any kind of 'no raiding' understanding with the INTUC is no less unrealistic. The last ten years' experience of the policies and functioning of the INTUC and of its relationship with the Congress Government and the Congress Party have made it abundantly clear that it is not and does not even intend to be independent in any real sense of the term. Besides, it has a record of disrupting established organisations with Government support and opposing legitimate struggles of working people which should make it very difficult for any genuine trade union body to associate with it. All of you are familiar with so many instances of this, that I feel it quite unnecessary to give any examples. Nor is there any sign of change in the attitude and policy of the INTUC and of the Government whose patronage it enjoys. Any move by the HMS to enter into a pact with the INTUC without any indication of a basic change in the character of the INTUC, will make us partners in its record. We shall have to share in its bad name. The HMS will lose its appeal to the vast section of workers to whom domination by the Congress is totally unacceptable. Such people may be reluctantly drawn to the AITUC as a result of HMS entering into pacts with the INTUC. Those who are anxious that the influence of the AITUC should be checked will be actually defeating their own purpose if they try to do it through an HMS-INTUC tie-up.

"The difficulties of associating with the INTUC have been further underlined by the failure of the prolonged efforts for the unification of the organisations of railwaymen. Several prominent HMS comrades have been associated with these efforts which have dragged on for several years and it is a matter of regret to us that their earnest efforts should have been fruitless. However, the causes of failure of these efforts, which have been partly gone into by the Arbitrator accepted by both the parties in this effort, should leave no doubt in anybody's mind that any understanding or co-operation with the INTUC can be only at the price of accepting its domination.

. . . I therefore, emphatically

"I, therefore, emphatically feel that while the objective of 'no raiding', and of preventing the working class from falling under the domination of the communists and the AITUC may be a very laudable one, any move of the HMS to enter into a pact with the INTUC can offer no means for it. The HMS has to carry on its mission as a truly independent and democratic organisation ready to fight the Government whenever necessary but also to safeguard the freedom of the movement. We have, during the past, given ample proof of our readiness to suffer and sacrifice in vindication of this stand and I am sure that further suffering and sacrifice in this cause will not be shirked by us."

INTUC STAND -----

The line of thinking of the INTUC on the question of trade union unity was apparent in the editorial of the Indian Worker (January 5, 1959):

"Similar efforts have to be made to forge trade union unity. As the AITUC and the INTUC differ in their purpose, direction and their methods, real unity among the two is out of question. It is, however, necessary for organisations, like the HMS and the UTUC, to merge with a major organisation of their choice. As the INTUC and the HMS are co-affiliates of the ICFTU, it should not be difficult for them to come closer to each other, but it has to be remembered that there is no use for a few leaders at the top to take a decision on the question. Unfortunately, the HMS is lacking in homogeneity and is not able to speak with one voice on the question."

Working Class Consumer Price Index Numbers.

The Prices of necessities are rising every day which create new difficulties in the life the Indian working class. In 1958 there is a further rise in the prices which is showing in the following table giving the all India average consumer price index numbers:

<u>Year.</u>	<u>Food</u>	<u>General.</u>	
	100 = 1949	100 - 1944	100 - 1949
1950	101	138	101
1951	104	144	105
1952	102	141	103
1953	109	145	106
1954	101	138	101
1955	92	122	96
1956	105	145	105
1957	112	152	111

There was a further rise in the consumers price index numbers in 1958 which can be seen from the following table:

<u>Year</u>	<u>Food</u>	<u>General</u>	
	base 100 - 1949	base 100-1944	base 100-1949
1958.			
January.	112	(153)	111
February	110	(153)	110
March	110	(152)	110
April	112	(153)	111
May	114	(156)	113
June	118	(160)	116
July	122	(164)	119
August	124	(166)	120
September	125	(167)	121

STATISTICAL SUPPLEMENT

INDEX OF INDUSTRIAL PROFITS

(Base: 1939 - 100)

Year	All Industries	Jute	Cotton	Tea	Sugar	Paper	Iron & Steel	Coal	Cement
1950	246.6	456.9	356.6	271.2	262.4	479.0	134.2	209.2	333.4
1951	310.5	679.1	551.1	103.9	420.8	604.1	157.7	178.4	419.7
1952	190.6	183.3	262.8	-88.8*	409.8	505.8	162.6	220.4	293.4
1953	261.2	326.2	379.4	391.4	419.8	512.7	179.4	145.5	279.0
1954	327.8	354.7	398.9	743.8	336.1	666.1	226.3	161.0	341.4
1955	334.3	277.5	535.0	183.1	413.5	747.8	307.9	200.4	409.7
1956	326.5	-27.2*	568.4	346.6	454.5	749.2	293.3	148.6	430.2

* - indicates loss

Index relates to net profits before deducting contributions for depreciation and reserves

STRIKES AND LOCKOUTS

Year	No. of Stoppages	No. of workers involved	No. of man-days lost
1950	814	719,883	12,806,704
1951	1071	691,321	3,818,928
1952	963	809,242	3,336,961
1953	772	466,607	3,382,608
1954	840	477,188	3,372,630
1955	1166	527,767	6,697,848
1956	1263	734,168	7,136,512
1957	1632	889,368	6,429,324
1958 (9 months)	1387	743,815	5,905,887

Contd.....

STATISTICAL SUPPLEMENT

STRIKES AND LOCKOUTS - 1958

<u>Month</u>	<u>No. of Stoppages</u>	<u>No. of workers involved</u>	<u>No. of man-days lost</u>
JAN	147	56,492	371,125
FEB	152	99,482	447,586
MAR	167	85,462	818,824
APR	170	61,489	530,162
MAY	160	57,657	716,012
JUN	163	161,711	1,529,248
JUL	164	98,592	464,165
AUG	132	63,571	613,682
SEP	132	59,359	415,083
	<hr/> 1387 <hr/>	<hr/> 743,815 <hr/>	<hr/> 5,905,887 <hr/>

SOME MAJOR STRIKES AND LOCKOUTS IN 1958.

Some major strikes and lockouts during the year 1958 (upto September) and mandays lost in each case (given in brackets) were:

January. India security Press, Nasik. (80,478); West Bokaso Colliery, Ghotootand (41,741); Kapila Textile Mills Ltd., Nanjangud, (29,146); Stevedores and Calcutta Dock Labour Board, Calcutta (47,173); Howrah Cotton Mills, Howrah (16,200); Dhakeswari Cotton Mills Ltd., Sunyanagar (16,000).

February: West Bokaro Colliery, Ghatoot-and (71,116)(Total 112,858), Howrah Cotton Mills, Howrah (19,200) (total 35,400), Dhakeswari Cotton Mills Ltd., Sunyanagar (17,200; total 43,200); Kapila Textile Mills Limited, Nanjangud (26,904) workers employed under; Post Commissioners, Calcutta, (25,100); Hooghly Jute Mills, Garden Reach, Calcutta (64,800); Hindustan Aircraft Pvt., Limited, Bangalore (53,128).

March: Kapila Textile Mills, Nanjangud, (72,028 total 1,28,078); Hindustan Aircraft Private Limited, Bangalore, (56,128) total 1,09,256); Hooghly Jute Mills Garden Reach, Calcutta, (18,900, total 83,700); Indian Iron and Steel Company Limited, at Burnpur and Kulti and Standard Wagon Company Burnpur(2,88,000); Bengal Chemical and Pharmaceutical Works Limited, Calcutta (57,200); Khardah Jute Mills Khardah (39,200), Raigarh Jute Mills, Raigarh, (40,800); Messrs. Cementation Patel, Durgapur Steel Project (30,000); Murti Quarry Rohtas of Messrs. Parshva Properties Private Limited, Dalmianagar (24,000)

April : Bengal Chemicals and Pharmaceutical Works Limited, Calcutta (57,200); Premier Automobiles Limited, Bombay, (69,401); Tatanagar Foundry Company Limited, Jamshedpur (59,400); Chambal Dam Project, Chambal (52,000); Magnesite Syndicate Limited, Salem (21,000).

May. Premier Automobiles Limited, Bombay (1,20,292), Tatanagar Foundry Company Limited, Jamshedpur (72,900); Bengal Chemical and Pharmaceutical Works Limited, Calcutta (59,400); Kolar Gold Mining Undertakings, (Nundydoorg Mine) (55,110).

June: Premier Automobiles Limited, Bombay, (1,09,844); Tatanagar Foundry Company Limited, Jamshedpur (67,500); Bengal Chemical and Pharmaceuticals Works Limited, Calcutta (26,400) (total 200,200); Buckingham and Carnatic Mills, Madras (263,165); Bombay Municipality (1,69,566); Calcutta, Madras, Bombay and Vizagapatam (7,00,000)

July: Premier Automobiles Limited, Bombay (1,21,686 - Total 4,21,223), Cotton Textile Mills, Ahmedabad (54,414); Combodia Mills Limited, Coimbatore (47,250) Tatanagar, Foundry Company Limited, Jamshedpur (not known).

August: Tatanagar Foundry Company Limited Jamshedpur (total - 3,26,700); Combodia Mills Limited, Coimbatore (43,750); Bidi Factories of Aurangabad and Dhulia (2,20,000); Calcutta Tramways Company, Calcutta, (1,70,000).

September; Calcutta Tramways Company Calcutta, (1,90,000) (total 3,60,000), Combodia Mills Limited, Coimbatore (42,240), Hatti Gold Mines Company Limited, Raichur (17,620)

STATISTICAL SUPPLEMENT

INDEX OF INDUSTRIAL PRODUCTION (Base : 1951 - 100)

Year	General Index	Coal	food	Cotton Textile	Jute Textile	Paper & paper Products	Rubber Products	Basic Metal Industries	General Electrical Engineering
1952	103.6	105.6	112.4	102.3	107.6	104.2	100.5	100.1	92.8
1953	105.6	104.5	105.7	109.1	101.1	105.9	108.8	94.5	108.9
1954	112.9	107.2	101.7	110.9	107.3	117.7	127.7	114.4	151.9
1955	122.1	111.4	121.9	111.9	118.9	140.2	140.2	112.6	183.3
1956	132.6	114.9	131.0	117.5	127.3	146.6	151.6	117.1	218.1
1957	137.3	126.8	141.3	115.5	120.5	169.3	165.5	119.5	240.1
<u>1958</u>									
Jan	145.1	135.4	160.1	112.2	133.8	184.5	198.3	119.2	256.6
Feb	145.2	141.0	154.4	112.1	128.8	180.0	186.2	131.2	259.8
Mar	137.9	126.9	161.8	105.4	116.0	184.7	167.6	123.3	223.7
Apr	140.2	134.8	155.9	108.1	124.2	183.7	184.0	123.1	253.7
May	141.6	133.2	167.6	108.4	129.9	193.6	192.7	101.8	253.2
Jun	129.2	126.0	167.4	102.4	116.5	176.8	178.3	115.0	234.6
Jul	148.2	128.6	214.8	109.6	123.1	193.2	195.9	122.7	272.0
Aug	145.0	121.4	218.5	106.6	117.6	191.4	178.0	122.6	240.0
Sep	153.1	136.4	229.3	111.7	124.5	202.6	191.7	125.8	261.6

(From: Monthly Abstract of Statistics Vol. II No. 11,
Pages 22 - 23)

EXTENT OF UN-EMPLOYMENT

The unemployment is constantly on the increase during the last 10 years. No survey has so far been made to find out the extent of unemployment in India. The statistics published by Employment Exchanges do not indicate the real extent of unemployment as only a small section of the workers register their names in the Employment Exchanges. However, the working of the employment exchanges show that the unemployment is growing at an increasing rate, which can be clearly seen from the data published by the Director General of Resettlement and Employment, Government of India, which is given below:

Year	Monthly Registration	No. placed in employment	No. of vacancies outstanding at the end of the year	Total No. of applns on Regr at the end of the year
1948 Monthly average	72.4	21.6	55.1	239.0
1949 " "	88.9	21.4	29.3	274.3
1950 " "	100.9	27.8	28.2	330.7
1951 " "	114.6	34.7	21.8	328.7
1952 " "	123.1	29.9	22.9	437.6
1953 " "	117.4	15.5	20.9	522.4
1954 " "	122.1	13.5	29.3	609.8
1955 " "	132.2	14.1	42.2	691.9
1956 " "	139.2	15.8	42.8	758.5
1957 " "	147.9	16.1	45.2	922.1
1958 January	168.2	17.0	44.9	939.7
February	134.5	16.5	43.9	944.9
March	147.7	17.5	48.4	931.7
April	158.7	19.7	56.1	936.3
May	178.8	20.5	61.9	963.3
June	194.9	18.9	62.0	1001.6
July	240.9	21.7	60.2	1083.1
August	207.7	21.0	61.0	1128.7
September	199.0	20.2	62.2	1153.9

Contd.....

The table clearly indicate that during the last ten years the average monthly registrations in the offices of the Employment Exchanges have more than doubled while the applications on register at the end of the year have increased fourfold. When the extent of unemployment is increasing at a rapid rate the employment opportunities are decreasing gradually which is seen by the fact that the number of workers placed in employment is on the decline.

In the year 1958 the extent of unemployment has been further increased and in the month of August 1958, the number of applications on register, at the end of the month, was 1,128,700.

AITUC GENERAL COUNCIL MEETING

Bangalore - Jan.15 - 18, 1959

S t o r y o f

BUDHA TANAJI OF AMALNER

I

No.RMWU/185/58
September 1, 1958

To
The Secretary to the Government of India,
Ministry of Labour & Employment (Implementation Cell)
New Delhi

Dear Sir,

I wish to bring before you the case of one worker by name Shri Budha Tanaji, employed in the Pratap Spinning and Weaving Mills at Amalner, East Khandesh, Bombay State.

This worker was dismissed by an agreement between the mill-owner and the Rashtriya Mill Mazdur Sangh, Amalner, an affiliate of the INTUC. The agreement was concerning the changes in the size of the spinning frames which were agreed to by the Sangh resulting in retrenchment of 32 posts.

What is surprising is that out of the 32 posts declared redundant, one worker was definitely named and though his post was not vacant, he was to be dismissed forthwith. The clause in the agreement says:

"As this extension work makes progress, some posts of doffer boys, bonda coolies will become redundant, depending on the reduction in the number of ring frames caused by the extension programme. The management may reduce one post of doffer by retrenching Budha Tanaji, doffer T.No.368 forthwith. As for the other redundant posts which are vacant today, . . . others will be reduced as and when vacancies arise."

The point is that if the other posts are reduced as and when they fall vacant, why is this particular worker selected for instant retrenchment? He is neither a junior worker nor is his post vacant.

Then, why did the Sangh particularly choose this worker?

According to our information, given to us by the Rashtriya Mill Workers' Union, Amalner, which is an independent organisation and not an affiliate of ours, Shri Budha Tanaji has been victimised because he is not a member of the Sangh. Secondly, he opposed the Sangh's nominee in the elections to the Co-operative Society in the Mill and defeated him by an overwhelming majority. Thirdly, Shri Budha Tanaji opposed the policy of the Sangh in accepting reduction of D.A. put forward by the INTUC in this Mill.

It may be pointed out to you that this policy was brought to the notice of the Labour Minister at Nainital and even the INTUC leaders present at Nainital namely, Shri S.P.Dave, disapproved of such a policy.

Shri Budha Tanaji has been in employment since 1943.

. . . From these facts, it is

From these facts, it is clear that the INTUC union here wreaked its vengeance on Budha Tanaji and got him dismissed in collusion with the employer. We, therefore, make the following three points for your attention.

Firstly, this is a case wherein the INTUC, contrary to all trade union practices got the worker retrenched in order to carry out inter-union rivalry and to strengthen its hands against the rival union by taking the help of the employer. As such it is a company union. Secondly, this dismissal secured by the INTUC union is in contravention of the conventions adopted at Delhi and Nainital. Thirdly, the acceptance of extension of ring frames leading to retrenchment of personnel is in contravention of the conventions. Retrenchment provided for in this agreement is not only of vacancies but of employed persons also.

The main point, however, which I wish to press for your attention, is the victimisation of Shri Budha Tanaji and the anti-union behaviour of the INTUC union in this respect.

Yours faithfully,

S.A.DANGE, M.P.,
General Secretary, AITUC.

II

No.E&I-40(4)/58
Government of India,
Ministry of Labour & Employment

From Shri R.L.Mehta, I.A.S.,
Joint Secretary to the Government of India

To The Secretary,
All-India Trade Union Congress,
New Delhi.

Dated New Delhi, the 5th Jan 1959

Dear Sir,

I am directed to refer to your letter No.RMWU/185/58 dated the 1st September 1958 regarding the retrenchment of Shri Budha Tanaji employed in Pratap Spinning and Weaving Mills at Amalner, East Khandesh, Bombay State and to say that the Agreement of July 1, 1958 is reported to have been arrived at in the absence of Shri H.R.Kolte, General Secretary of the Rashtriya Mill Mazdoor Sangh, Amalner. This position was, however, rectified soon after his return. It is now understood that on taking up the matter by Shri Kolte, the management agreed to re-employ Shri Tanaji without any break in service and with full payment of his wages. The above Agreement was submitted to the Court in a modified form and thereupon Shri Tanaji also agreed to withdraw all cases he had filed in the Labour Courts. Shri Tanaji is reported to be satisfied with this arrangement. It is, therefore, hoped that there is no cause for any further grievance in this matter.

Yours faithfully,
Sd. (K.M.Tripathi)
for Joint Secretary

THE END

