

*Textile Labour Association*  
*Ahmedabad*

**Annual Report for Six Years**  
**From**  
**1976 TO 1981**



Gandhi Majoor Sevalaya, Bhadra,  
AHMEDABAD (INDIA)

1986

*Textile Labour Association*  
*Ahmedabad*

**Annual Report for Six Years**  
**From**  
**1976 TO 1981**



**Gandhi Majoor Sevalaya, Bhadra,**  
**AHMEDABAD (INDIA)**

**1986**

---

---

**Published by : Shri S. R. Shah**  
**General Secretary**  
**Textile Labour Association, Bhadra, Ahmedabad.**

**Printed by : Shri Mohanlal B. Joshi**  
**Major Mudranalaya, Bhadra, Ahmedabad.**

---

---

# TEXTILE LABOUR ASSOCIATION, AHMEDABAD

## ANNUAL REPORT

FOR SIX YEARS FROM 1976 TO 1981

### PRELIMINARY

The Textile Labour Association, Ahmedabad, usually publishes its report at the end of every year in Gujarati but generally the English version is published mostly for two years. This time we are publishing English report for six years i. e. 1976, 1977, 1978, 1979, 1980 & 1981.

During six years the main events pertaining to workers are given yearwise in Appendix 'A'. The principal events can be summarised as under.

(1) The Association celebrated its 'Diamond Jubilee' on 4-12-1977. The Then Prime Minister Shri Morarjibhai Desai inaugurated the function and the President of the International Federation of free Trade Unions, Mr. P. P. Narayanan was the Chief Guest. The summary of the speeches of Shri Desai and Shri Narayanan as well as the important messages on the occasion are given in Appendix 'B'.

(2) The workers got a wage rise of Rs. 46-02 in the year 1979 and will get annual increment of Rs. 6-50 without fringe benefits for next five years, i. e. from 1980 to 1984 both inclusive

(3) By other collective bargaining agreements, workers got free cloth in the year 1979 amount of Rs. 2.14 crores on the earnings of the year 1977, in the year 1980 Rs. 2.56 crores on the earnings of the year 1978, and in the year 1981, Rs. 3.16 crores on the earnings of the year 1979.

## Democracy At Work

### I. Elections and Meetings :-

Under the Constitution of the Association, the election of shop-stewards is held once every four years. The shopstewards are elected on the basis of 1 for 75 members and one more for each additional 65 members. The

election of shopstewards are conducted on the basis of occupational unions. The names of the occupational unions and the number of shopstewards for all the six years is given in the following table.

Sr. No.	Occupation Union.	No. of shopstewards.					
		1976	1977	1978	1979	1980	1981
1.	Frame	454	474	487	490	495	513
2.	Throstle	535	538	534	577	565	569
3.	Winding	222	231	201	254	262	272
4.	Reeling	22	26	28	29	30	32
5.	Weaving	598	621	587	677	816	824
6.	Auto-Wvg (Day-Night)	107	111	125	99		
7.	Warping-Sizing						
	Drawing	253	278	293	276	305	323
8.	Folding-stamping	214	228	240	233	264	277
9.	Calendar						
	Finishing	291	301	301	335	369	384
10.	Jobber						
	Mukadam	377	394	423	403	429	459
11.	Clerk	106	108	102	109	111	117
12.	Engine						
	Mechanic	34	184	199	205	238	246
13.	General						
	Paherawala	231	256	270	289	307	325
	Honoray	—	35	33	—	—	—
<b>Total.</b>		<b>3444</b>	<b>3785</b>	<b>3827</b>	<b>3976</b>	<b>4191</b>	<b>4346</b>

The year 1979 was the year for the election for shopstewards. It took about six months to complete the process of election.

**Executive Committee :-**

Every occupational union has its elected Executive Committee. The information regarding occupationwise Executive Committees along with the number of elected members is shown below :-

Name of Occupationa Union	Executive Committee members.					
	1976	1977	1978	1979	1980	1981
1. Frame	16	16	16	16	17	17
2. Throstle	23	23	23	23	23	23
3. Winding	7	7	7	7	7	7
4. Recaring	1	1	1	1	1	1
5. Weaving	23	23	23	23	23	23
6. Auto-wvg (Day-Night)	3	3	3	3	3	3
7. Warping-Sizing						
Drawing	4	4	4	4	5	5
8. Folding-stamping	3	3	3	3	5	5
9. Calendar						
Finishing	7	7	7	7	7	7
10. Jobber						
Mukadam	3	3	3	3	4	4
11. Clerks	4	4	4	4	4	4
12. Engine						
Mechanic	5	5	5	5	5	5
13. General						
Paherawala	5	5	5	5	5	5
Honoray	34	33	32	39	29	29
<b>Total.</b>	<b>138</b>	<b>137</b>	<b>136</b>	<b>143</b>	<b>138</b>	<b>138</b>

The latest chart of the structure of the Association along with occupation-wise membership of shopstewards, Executive members, Advisory Committee and office bearers is show in appendix 'C'.

The Executive Committee has entrusted the work of administration to the Advisory Committee. The Committee is constituted of office bearers and Advisor as well as of special invitees. Chart showing the administration of the Association is also given in appendix 'D'.

The Executive Committee actively participates in the working of union through the following four sub-committees :

1. Standing Committee
2. Finance Committee
3. Grievance Committee
4. Welfare Committee.

These sub-committees are formed from the Executive Committee members. The function of these committees are as follows :

#### 1. Standing Committee

This is an overall supervisory committee. It is just like an appellate body over the decisions of the Executive Committees as well of the office bearers of the Union.

#### 2. Finance Committee

The Finance Committee looks into the finances of the Association and scrutinizes the expenditure keeping in view the budget provision.

#### 3. Grievance Committee

This committee scrutinises the complaints settled by the Union officers. In cases where more than one month's time is needed the sanction of the committee is sought. Moreover, all the draft bipartite agreements are to be placed before the committee before finalisation.

#### 4. Welfare Committee

This committee supervises the social and welfare activities conducted by the Association. It also makes suggestions for improvement of the activities. It also tries to settle domestic disputes if and when entrusted to it.

#### Advisory Committee

The Advisory Committee is a permanent body under the constitution. Mahatma Gandhi was on this committee till his death. Shri Shankerlal Banker, the close Associate of Mahatma Gandhi, is now heading the committee which is composed of the officer bearers and some invitees.

The Committee is entrusted with the administration of the office and is also consulted on all important problems of industry as well as of general nature.

The number of different committee meetings held in all the six years is given below :

Sr. No.	Name of the Committee	1976	1977	1978	1979	1980	1981
1.	Advisory	6	3	5	7	1	1
2.	Standing	-	25	25	-	21	21
3.	Finance	266	268	260	262	262	272
4.	Grievance	237	253	250	204	256	220
5.	Welfare	4	5	5	4	3	3

### The Joint Board of Representatives

This board is the Board of elected shopstewards of the Association. Under the Constitution of the Association can be called the Parliament of workers. All important decisions are taken by the Board.

### The Central Executive Committee

This committee is a Joint Committee of occupational executive committee members. It deals with the general industrial problems and important executive decisions are taken by this committee including financial as well as administrative. Similarly the Committee is kept in touch with all stages of negotiations regarding wage-rise, bonus and other general matters.

### Occupational Executive Committees

These Committees are formed from shopstewards of respective occupational unions. They are entrusted with the work of settling inter-se disputes of members of such occupation as well as the issues about wages and working conditions of that particular occupation.

The decisions of these committees on the questions referred to them are final and binding to members. These committees are very powerful and active. They visit mills, talk with the management as well as workers, take evidence, hear complainants as well as respondents and their witnesses just like a domestic Court. The committee members are in know of the strong as well as weak points of workers and their decisions mostly satisfy workers.

### Occupational Representatives Boards

The TLA is a federation of 12 occupational Unions. The occupational Representative Boards, meet once every three or four months, where important issues pertaining to their occupations are discussed. Before settlement about wages or working condition of those occupations they are acquainted with the details of the proposed agreements.



The working of the constitution of the Association is such that the member workers are at the top and the respective committees the office bearers receives sanction for carrying out the democratic work of the union. There are checks and balances over decision making bodies as well as over financial expenditure. The number of meetings of the Joint Board of representatives and the different executive committee held in the six year is given in the following table.

	No of meetings					
	1976	1977	1978	1979	1980	1981
<b>Joint Board of Representatives</b>	22	22	29	28	16	17
<b>Executive Committees</b>	124	127	218	164	213	152

## II Subscription and membership

It is a matter of satisfaction that the membership was the highest in the month of August, 1979 which shows that workers have realized the importance of the union. As the membership goes up the amount of subscription automatically goes up. However due to wage rise given to the staff of the Association the rate of subscription had to be increased during the year 1980. Secondly workers got annual bonus equivalent to one month's wages. To fill up the gap of the budget deficit it was proposed to collect one month's subscription as Bonus Levy. The figures of membership of the Association Occupation-wise during the six years are as follows.

Occupation	No. of Members					
	1976	1977	1978	1979	1980	1981
1. A. Frame	11236	11560	12030	12708	12107	12272
2. B. Trostle	23680	23557	24445	25444	25883	26068
3. C. Reelers	390	451	532	589	654	617
4. D. Winders	5548	5791	6592	7339	7263	7526
5. E. Weavers	31824	35921	38388	38823	36732	38561
6. Warpors, Sizors, Nakshi & Drowers in	5296	5704	6023	6465	6820	6799
7. F (A) Folders	6523	6618	7530	7655	8046	8333
8. F (B) Calender, Finishing & Bleaching	8281	9113	10774	11386	10955	11204
9. G. Jobber-Mukadam	3366	3466	3850	3993	3915	3846
10. H. Clerks	3960	4098	4063	4223	4105	3952
11. I. Engine-Mechanic	7466	7672	8484	9300	8752	8884
12. J. General	4624	5347	5731	6520	6321	6559
<b>Total :-</b>	<b>112194</b>	<b>119298</b>	<b>128492</b>	<b>135445</b>	<b>131560</b>	<b>134621</b>

## MEMBERSHIP FIGURE YEAR - 1976 TO 1981

	YEAR 1976	YEAR 1977	YEAR 1978	YEAR 1979	YEAR 1980	YEAR 1981
Total No. of Workers	1453505	1391425	1482669	1595663	1612244	1538523
Average	1,21,125	1,15,952	1,23,555	1,32,971	134354	128210

## SUBSCRIPTION INCOME OF SIX YEARS : 1976 TO 1981

	1976 Rs.	1977 Rs.	1978 Rs.	1979 Rs.	1980 Rs.	1981 Rs.
Total	20,23,524-80		21,26,800-85			21,48,277-85
Average	1,68,627-07		1,77,233-40			1,79,023-15
	1979 Rs.	1980 Rs.	1981 Rs.			
Total	26,65,026-20	30,59,521-35	29,84,487-40			
Average	2,22,085-50	2,54,960-11	248707-28			

## III. Industrial Relation :

The Textile Labour Association has an elaborate machinery for settling the industrial as well as general complaints. The grievance procedure is as follows :-

The member approaches the shopstewards at the plant level for redressal of his grievance. If it is not solved at the plant level, it is recorded at the union headquarters. The union officer goes to the mills on the next day, negotiates with management and tries to settle. Mostly 80% of the complaints are settled at the floor level. The unsolved complaints are taken up at the top management level by the higher officer of the union and efforts are made to settle them. Because of amicable relations between the union and the management even complaints of difficult nature like suspension, discharge, or dismissal are also settled in.

favour of workers. Certain grievances where the question of law or principle, is involved, are referred either to the Labour or Industrial Court as per nature of complaints. The cases referred to the Court are attended by a batch of six full time advocates.

Complaints of general nature pertaining to all mills are taken up with the Millowners' Association for negotiations. If both parties agree, agreement takes place which is binding to the members of both the associations. The total no of bipartite agreements during the six years are 997.

### Nature Of Complaints

The total number of complaints received naturewise in details is given below. The broad heads of the complaints naturewise are:-

- (1) Pay
- (2) Working conditions
- (3) Discipline and Treatment.
- (4) Personnel
- (5) Rest & Pending

The No. of complaints in the above heads yearwise is as follows.

Nature	1976	1977	1978	1979	1980	1981
1. Pay	3093	2605	2521	2459	3423	2687
2. Working Conditions	2647	2073	2259	2039	2074	1979
3. Discipline & Treatment	3606	2697	2689	2381	2955	2732
4. Personnel	5209	5201	4496	3961	4609	5280
5. Rest and pending	6290	5888	5591	6439	7623	4245
<b>Total.</b>	<b>20850</b>	<b>18464</b>	<b>17546</b>	<b>17269</b>	<b>20684</b>	<b>16923</b>

#### 1 PAY

The workers of Ahmedabad are very conscious about their wages. The slightest reduction in earnings of any category is brought to the notice of the Union, and inquiry is made and matter is set right. These types of complaints generally arise where the wages are fixed on piece rate basis. The categories of such work are speed frame, reeling, winding, warping drawing-in, weaving etc. The reduction in wages of these occupations are not due to the fault of workers but due to want of proper keep and supply of stores or their materials. In order to alleviate the reduction of

wages in these categories, the union is negotiating with the Ahmedabad Textile Mills Association, (ATMA) to fix up fall back wages which may not be below the earnings fixed on the standard rate. Secondly wherever new machines are installed, a demand for modification of wage structure is made, on account of more workload etc.

## 2 Working Condition

Under this head most of the complaints are received from departments where time-rate wages are fixed. The complaints of this nature are especially from ring frame department as well as the departments where working conditions are affected due to change in mixing of cotton or bad sizing and where humidity is not properly maintained. Such complaints also arise due to lack of repairs and maintenance of machinery. The processing department where new colours and chemicals are used special types of complaints about difficulty in breathing and adverse effect on skin are received. The union is quite vigilant about these types of complaints and persuade the management to improve working where the guidance of experts is needed it is sought.

## 3 Discipline and Treatment.

There was a time, when workers did not mind any ill-treatment by officers which they took it for granted. But due to continuous education about rights of workers, the workers now do not tolerate any ill-treatment by any officer of the management. Even the cases of warning, showcause notice, suspension etc. are brought to the notice of the union and they are attended meticulously. It is these complaints which bring the workers and officers close to each other. The process of redressal of these complaints brings the workers and officers nearer each other and officers are made to establish human relations. Only in the case of gross misbehaviour on the part of workers steps are taken by the management for maintain discipline and good behaviour. In cases where workers repent the union requests the management to condone the punishment of suspension, dismissal or discharge. The extreme cases of misbehaviour like theft and violence are not encouraged by the union. That is why the cases of violence and theft are much less in Ahmedabad textile mills.

## 4 Personnel

In Ahmedabad the number of complaints about getting permanent passes and to have seniority in the placement both on the list of permanent and badli workers is worth noting. A worker does not tolerate nepotism or corruption. Most of the shopstewards are conversant with the categories

of workers like permanent, temporary badli etc. Hence any internal irregularity either on the part of management, supervisors or shopstewards is brought to the notice of the unions. The Union handles these complaint by checking the musters at the mill premises. There is also a bipartite Sub-committee to settle the disputes about the claims of the permanent workers at the individual mills. There is also the standing Committee of the union which acts as a watch dog over the undue influence shown by the shopstewards. Thus in Ahmedabad the number of permanent workers and the right occuring out of permanance are observed in a systematic manner.

### 5 Rest and Pending

The complaints under this head are hours of work, holidays, cleanliness, housing and welfare, relating to the union etc. The complaints which are not solved the year are carried-forward as pending for the next year.

The Association maintains a special department under the General Secretary with a batch of above 50 trained, experienced, trade union workers, who are conversant with the labour legislation and working conditions in the mills.

### Complaints Committee

The work of the complaints committee is to see that uniformity of standards and norms is maintains in every agreement arrived in the industry. Every such agreement is being scrutinized by the committee. The work of the committee during the period of six years is as follows.

YEAR	No. of Committee meetings	No. of Agreements Scrutinized and sanctioned
1976	237	145
1977	253	147
1978	250	169
1979	204	154
1980	256	186
1981	220	196

### Collective Bargaining

The union gives stress on collective bargaining and major industrial issues are settled through agreements of a general nature.

## Legal Section

Those complaints which are not settled through negotiations are taken to the labour Court and the Industrial Court. The cases dealt with in both the courts during the period of six years is as under.

### INDUSTRIAL COURT CASES

1976

1977

Nature of the Cases	Pending	New cases	Total	Handled cases	Pending at the end of the year	New cases	Total	Handled cases	Pending
1. Reference	216	256	472	182	290	228	518	228	190
2. Appeal	10	7	17	14	3	13	16	11	5
3. Submission	—	1	1	—	1	2	3	3	—
4. Misc. Application	9	—	9	7	2	23	25	7	18
5. Wage Board	4	—	4	1	3	1	4	3	1
<b>Total</b>	<b>239</b>	<b>264</b>	<b>503</b>	<b>204</b>	<b>299</b>	<b>267</b>	<b>566</b>	<b>352</b>	<b>214</b>

1978

1979

1. Reference	190	160	350	119	231	199	430	145	285
2. Appeal	5	13	18	11	7	12	19	9	10
3. Submission	—	—	—	—	—	—	—	—	—
4. Misc. Application	18	—	18	3	15	4	19	3	16
5. Wage Board	1	—	1	1	—	—	—	—	—
<b>Total</b>	<b>214</b>	<b>173</b>	<b>387</b>	<b>134</b>	<b>253</b>	<b>215</b>	<b>468</b>	<b>157</b>	<b>311</b>

1980

1981

1. Reference	285	278	563	115	448	205	653	148	505
2. Appeal	10	13	23	7	16	7	23	7	16
3. Misc. Application	16	12	28	—	28	2	30	1	29
<b>Total</b>	<b>311</b>	<b>303</b>	<b>614</b>	<b>122</b>	<b>492</b>	<b>214</b>	<b>706</b>	<b>156</b>	<b>550</b>

# LABOUR COURT CASES

1976

1977

Nature of the case	Pending	New	Total	Handled	Pending	New	Total	Handled	Pending
Civil Cases under B. I. R. Act	424	433	857	551	306	465	771	377	394
Criminal cases under B. I. R. Act	11	14	25	13	12	31	43	20	23
Recovery cases under I. D. Act	12	35	47	6	41	170	211	52	159
Cases under Payment of Wages Act	3	6	9	4	5	2	7	7	—
Under Gratuity Act	—	—	—	—	—	60	60	35	25
<b>Total</b>	<b>450</b>	<b>488</b>	<b>938</b>	<b>574</b>	<b>364</b>	<b>728</b>	<b>1092</b>	<b>491</b>	<b>601</b>

1978

1979

Civil Cases under B. I. R. Act	394	479	873	559	314	447	761	351	410
Criminal cases under B. I. R. Act	23	10	33	20	13	10	23	10	13
Recovery cases under I. D. Act	159	45	204	84	120	31	151	67	84
Cases under Payment of Wages Act	—	5	5	—	5	9	14	—	14
Cases under Gratuity Act	25	35	60	41	19	—	19	19	—
<b>Total</b>	<b>601</b>	<b>574</b>	<b>1175</b>	<b>704</b>	<b>471</b>	<b>497</b>	<b>968</b>	<b>447</b>	<b>521</b>

1980

1981

Civil cases under B. I. R. Act	410	456	866	477	389	229	618	163	455
Criminal cases under B. I. R. Act	13	7	20	10	10	8	18	12	6
Recovery under I. D. Act	84	125	209	72	137	213	350	103	247
Cases under Payment of Wage Act	14	—	14	14	—	—	—	—	—
<b>Total</b>	<b>521</b>	<b>588</b>	<b>1109</b>	<b>573</b>	<b>536</b>	<b>450</b>	<b>986</b>	<b>278</b>	<b>708</b>

COMMISSIONER FOR WORKMEN'S COMPENSATION COURT

Cases under workmen's Compensation Act	1976			1977			1978		
	Pending	New	Total	Settled	Pending	New	Total	Settled	Pending
	18	14	32	21	11	13	24	11	13
	13	12	25	5	20	1	21	3	18
	18	-	18	-	18	1	19	-	19

ACCIDENT CASES IN GUJARAT HIGH COURT

Under workmens compensation Act.	1976			1977			1978			1979			1980			1981		
	Pending	New	Total	Settled	Pending	New	Total	Settled	Pending	New	Total	Settled	Pending	New	Total	Settled	Pending	
	4	-	4	2	2	-	2	2	-	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



**CASES BEFORE VARIOUS COURTS CONSTITUTED UNDER THE EMPLOYEES STATE  
INSURANCE SCHEME.**

	1976				1977				
	Pending	New	Total	Settled	Pending	New	Total	Settled	Pending
<b>1. Medica Appeal Tribunal Court</b>	2	82	84	72	12	108	120	83	37
	37	143	180	145	35	170	205	165	40
	40	174	214	177	37	234	271	226	45
<b>2. E. S. I. Appeal Court</b>	21	9	30	27	3	5	8	3	5
	5	-	5	4	1	3	4	3	1
	1	5	6	3	3	6	9	-	9
<b>3. E. S. I. Court Application</b>	75	18	93	52	41	39	80	5	75
	75	32	107	20	87	30	117	27	90
	90	22	112	17	95	39	134	12	122

	1976				1977					
	Pending	New	Total	Settled	Pending	New	Total	Settled	Pending	
<b>4. Cases under E. S. I. Scheme</b>	72	19	91	87	4	-	4	4	-	
		1978				1979				
	-	-	-	-	-	-	-	-	-	
		1980				1981				
	-	-	-	-	-	-	-	-	-	
		1976				1977				
<b>5. Appeal against the Medical Board decision to E. S. I. Corporation and Cases referred to E. S. I. Court against the award of M. A. T.</b>	4	1	5	4	1	10	11	5	6	
		1978				1979				
		6	5	11	6	5	-	5	3	2
		1980				1981				
	2	-	2	2	-	14	14	-	14	
		1976				1977				
<b>Grand Total of cases in various courts under the E. S. I. scheme</b>	174	129	303	242	61	162	223	100	123	
		1978				1979				
	123	180	303	175	128	320	331	198	133	
		1980				1981				
	133	201	334	199	135	293	428	238	190	

MUNICIPAL COMPLAINTS

Sr. No.	Type of Complaints	1976		1977		1978		1979		1980		1981	
		Recd.	Attended	Recd.	Attended	Recd.	Attended	Recd.	Attended	Recd.	Attended	Recd.	Attended
1.	Estate	185	146	206	173	189	163	205	173	179	139	193	162
2.	Health	303	269	289	248	356	321	309	266	278	229	249	203
3.	Engineering	79	72	76	67	96	89	89	76	104	78	122	109
4.	Water	107	96	94	80	115	102	112	94	92	72	98	82
5.	General	57	49	51	45	61	45	83	71	74	63	73	69
6.	Light	44	31	54	37	54	43	59	43	53	38	59	46
7.	Bus	36	33	27	21	25	17	42	33	37	22	48	41
8.	Tax	32	25	36	31	29	23	49	45	55	41	68	57
9.	Education	5	5	6	6	9	9	13	13	11	11	9	9
Total		848	726	839	708	934	812	961	814	883	693	919	778

No. of Birth and Death Certificates                                139                                116                                147                                131                                182

**Note** :-Complaints received including pending of previous year.

#### IV Social and Welfare activities

The modern concept of a responsible Trade Union Movement is to have developmental activities along with the collective bargaining activities. This concept was envisaged by Mahatma Gandhi since its inception. He advised the Association to start such constructive activities which may help the worker to develop his personality in all directions of life. Mahatma Gandhi's concept of the trade union work is not limited only to the economic problem of the worker but also for the uplift of the worker and his family. From this point of view the Association conducts number of activities which cover from womb to tomb.

Pre-natal post-natal and maternal care through the Maternity Home and Dispensary near Cama Hotel at Khanpur. A Creche for the children of working mothers at Dariapur. Thirty five pre-nursery classes in hired buildings as well as under the shade of a tree or a Hut in the slums area.

Helping orphans in labour localities by giving them free clothing.

- Twenty game centres for school-going children in labour localities conducted by the trained personnel for the purpose.

- Five Gymnasiums for workers and their children under the guidance of trained physical culturists.

- Tuition classes for workers' children in labour localities for four months prior to annual examination.

- Two Dry Hostels for students where students stay and study. For meals they go to their nearby homes.

- One Girls' Hostel for Backward community with 60 to 80 inmates. Girls are partly from rural areas.

- Twenty Youth Centres where youths gather together for outdoor as well as indoor games.

- Volunteer Core of 500 disciplined workers for serving the community needs mostly from Textile Industry.

- Educational help worth Rs. 300/- to each Medical and Engineering student of worker.

- Help to encourage cultural and religious activities of (Bhajan Kirtan,) devotional songs Musical training, (Satyanarayan Katha, Musayaras.) reading from scriptures to recital of songs.

- Celebration of national festivals with the help of cultural centres of the organisation.

- Vocational training like Type-writing, Radio Repairing and Wireman Classes.
- Sewing Classes numbering 30 for the girls and Women folk of workers
- Three special classes for Knitting and Embroidery.
- Formation of (Mahila Mandals) women clubs and importance of training in home craft and good house-keeping.
- Organising self-employed women and men and to help them in advancement of their trades.
- Workers' Education in mills as well as residential localities.
- Twenty five Libraries and 120 Reading Centres in residential working class areas.
- Legal aid to members in civil, as well as criminal matters.
- Aid to village level problems of members in their native places.
- A special cell to organise the unorganised and agricultural workers.
- Attendance to Municipal and civic problems.
- Encouraging educational activities and social reforms in the socially and educationally backward communities through their community organisation viz. Muslim Seva Mandal, Thakor Sudharak Mandal, Vagharies Sudharak Mandal, etc. etc.
- Formation of community development centres in slum areas for the spread of cleanliness, literacy, thrift, prohibition and good and healthy living.
- Helping the sick patients to get treatment at the dispensaries and hospitals.
- Helping Blood Bank through Blood donation Camps.
- Helping Family Planning Scheme in its propaganda.
- Helping the members or their heirs to get the sum of the Provident Fund, Gratuity and Insurance from the respective authorities.
- Aid to the family members varying from Rs. 100/- to Rs. 300/- from Khandubhai Desai Parivar Sahay Yojna to the members of the scheme.
- Help to people in distress due to natural calamity.
- Conducting of Consumers Stores, Credit and Housing Societies through Co-operative Movement.
- Workers' Co-operative Bank with 43,000 members and a working capital of about 1 crore of rupees.
- Encouraging rural employment through production centre of khadi in villages and propagating use of khadi cloth among workers.

- Provision of employment for blind and handicaps in mills, factories and establishments and a reservation of certain quota of employment for them.

- Provision of employment to Youths through Youth Employment Service (YES) in blue collar jobs even though they may be qualified for white collar jobs in view of scant availability of such jobs.

- Guarantee of jobs is not given for apprentices under the Apprenticship Act. Efforts are being made to get them absorbed in respective concerns through badli and subsequently as permanent.

- Pension amount under P. F. Family Pension Scheme being meagre in most cases. Efforts are being made to raise the amount.

The administrative set up of the TLA has three broad divisions :

- (1) Account and Finance
- (2) Grievance
- (3) Social and Welfare

The social and welfare activities are conducted with a view to develop the capacities of workers, so that, workers become responsible citizens. The Association spends 25 % of its income of these activities. One of the secretaries is incharge of these activities. Thirty full-time workers experienced in community development activities are rendering their services. These workers keep themselves in touch with workers in residential localities and involve workers in the following activities conducted at residential areas.

#### **The names of activities :**

- (1) Adult Education Classes
- (2) Worker's Education
- (3) Children Centres
- (4) Tuition Classes
- (5) Vocational education like wireman, electriciesion, electric domestic appliances, electrical motor rewinding, tailoring, short-hand and type writing
- (6) Youth Centers, Gymnasiums and volunteer corpse
- (7) Cultural activities
- (8) Running of Libraries and reading Rooms
- (9) Book Banks
- (10) Co-operatives activities
- (11) Hostel for Boys
- (12) Youth Employment Service
- (13) Dispensary and Maternity Home
- (14) Khadi Production and sales

- (15) Sewing, Knitting and embroidary classes  
 (16) Nursery classes  
 (17) Creches  
 (18) Self-Employed Women Workers  
 (19) „ „ Male workers  
 (20) Rural services Centre  
 (21) Agricultural Labour Association

The community development workers also attend to municipal complaints, social complaints, social security complaints pertaining to Employees' State Insurance Scheme, Police complaints and disputes, between the tenant and the landlord.

They hold meetings and group talks in residential areas and select voluntary workers to do odd jobs like cleanliness and health campaign, organise cultural shows, processions and general meetings. The details of the work done by the staff during the period of six years is given in the table below, The number of ward inspectors i. e. Community development workers was on as average 30 :-

Name of activities	Work done and contacts during year					
	1976	1977	1978	1979	1980	1981
No. of words Inspectors	24	18	18	17	14	14
1. Chawl Visit	16953	13334	10546	5371	8134	8625
2. Volunteers enrolled	—	—	—	—	—	—
3. Contact with shop-stewards	75761	11276	38941	19945	24650	25752
4. Group talks	9429	6942	5777	2459	4199	4861
5. Visits to constructive activities	2779	2591	2641	1700	1611	1904
6. Municipal Complaints	940	1140	727	442	411	527
7. Social „	266	649	204	272	171	220
8. Police „	—	—	—	—	—	—
9. Rent Control „	—	—	—	—	—	—
10. Visits to E. S. I. Scheme Hospitals	115	1204	1418	1056	1019	1062

### E. S. I. Scheme

The complaints received under Employees' State Insurance Scheme are of two types, one is pertaining to dispensaries and hospitals where medical benefit is given to insured persons. The other is about local offices where insured persons are getting cash benefit,

There is a full fledged cell which attends to the types of complaints recorded in the office. From the analysis of complaints received it can be said that the scheme is completely bureaucratized and there is little involvement of workers and management who are the main contributors of the scheme. The information so far collected reveals that workers contributed Rs. 5.26 crores aggregating Rs. 7.89 crores during the period's of one year ending on 31-3-80. Workers have lost charm of the advantages of scheme and there is a voice of workers to allow them to opt out of the scheme. Both types of complaints received during the years 1976 to 1981 are given in the table below.

#### Complaints re. Hospitals and Dispensary

Nature of Complaints	1976	1977	1978	1979
T. D. B.	105	103	218	Same as in 1978
S. B.	123	120	305	
E. S. B.	70	93	210	
Commutation	40	—	190	
Death	38	64	—	
Medical Board unfit	—	255	125	
Misc.	30	113	178	
Total	406	748	1226	

#### Complaints re. local office and regional board

Nature of Complaints	1976	1977	1978	1979
Treatment	75	Included	60	NA
Leave	68	elsewhere	40	
Medicine	33		42	
Staff behaviour	25		22	
Private exp.	35		19	
Total	236		183	

Besides the above types of complaints, the union took up cases at the E. S. I. Court and Medical Appellate Tribunal where some injustices were found in the rate of compensation.



**Municipal Complaints :-**

Workers representatives are elected in the Municipal Corporation who spotlight problems of municipal amenities. Besides this, complaints are received from workers regarding house repairs, health, engineering, water supply, drainage, bus, house-taxes, education, lighting, etc. A special officer who keeps himself in touch with all the departments of the Municipal corporation is attending to these types of complaints.

The detailed figure of such complaints during the years 1976 to 1981 are given in the table below.

**Complaints under Rent Control Act, Police and anti social elements :-**

Special benefit is given to members in cases of increase in rent or harrassment by land lords or anti social elements or police. The number of complaints received in this head during the years 1976 to 1981 is given in the table below :-

Nature of Complaints	1976	1977	1978	1979	1980	1981
	No. of Complaints received					
Rent Control	201	182	218	264		
Police	394	388	432	482	NA	NA
Others	68	52	53	69		
Total	663	622	703	815		

**Note :-** Including Carried forward from Previous year.

**Legal Aid**

Members are entitled to get free legal aid in cases of civil or criminal courts, where they are harrassed either by land-lords or antisocial elements. Two prominent advocates one on civil side and the other on criminal side are entrusted with such cases on retainer basis. In cases where members are not entitled to get union aid, workers have to bear the expenditure for which a fixed amount of fees is agreed upon. The information of such cases is given in the table below yearwise :-

Nature of aid	1976	1977	1978	1979	1980	1981
Union	77	46	30	31		
Non-Union	86	73	89	91	NA	NA
Advice	251	218	145	145		
Total	414	337	264	267		

## Workers Education

The Textile Labour Association has its own scheme of worker' education i.e. of holding classes for shopstewards as well as general members. Besides this, it also attend to the scheme under Central Board for Workers Education.

The detailed informations about workers education programme during the year 1976 to 1981 is given in the table below.

Types of classes	No. of class				1979	No. of participants				
	1967 to 1976	1977	1978	1979		1967 to 1976	1977	1978	1979	1980
1. For shopstewards	} 185	24	NA	NA	} 8279	2972	NA	NA	NA	NA
2. For members of Joint Management Councils										
	1972 to 1976					1972 to 1976				
3. Unit level classes	122	39	40	40	3550	1117	NA	NA	NA	NA
4. Week-end classes	Included in No. 1					Included in No. 1				NA
5. Three days full time Programme			„				„			NA
6. Five days full time Programme			„				„			NA
7. Study circles			„				„			NA

Beside attending to the education programme, a number of worker teachers batches which visit T.L.A., are attended by this division. Talks about the motives of T.L.A., peaceful industrial relations, working structure and administration of the union are given. Visiting workers are also provided with the relevant literature of the T.L.A. and are also shown the constructive activities.

The details about the visiting batches during the year 1976 to 1981 are given under.

Year	No of visiting Batches	Mo. of Members
1976	NA	NA
1977	NA	NA
1978	70	2800
1979	70	2800
1980	NA	NA
1981	"	"

### Adult Education

Under the scheme of National Adult Education programme the Central Government sanctioned 60 classes to be conducted through the Labour welfare Trust. The Trust organised the programme and carried it out during the years 1978 and 1981. Under the programme a special training course was conducted for recruit trainees and were supplied with special literature prepared for adult education.

The details of the classes about males and females are given in the table below.

	Classes for		
	Members	Males	Females
1976	NA	303	80
1977	NA	NA	200
1978	1525	57	Included
1979	1900	60	in males
1980	NA	NA	NA
1981	"	"	"

### Reading Rooms and Libraries

with a view to educate the workers on the day today problems, the Association is running reading rooms and Libraries for working class localities. The details are as under.

	1976		1977		1978		1979		1980	1981
	No.	read.	No.	read.	No.	read.	No.	read.		
Libraries	25	122306	25	98892	24	57584 96972	24	66462 35845	NA	NA
Reading Rooms	86	411574	115	175063	84	479645 99280	84	92492 252321	"	"

### Vocational Training :

Looking to the figures of unemployment, the Association tries to mould opinion of workers' student in favour of blue collar jobs. The institution of industrial training such as Saraspur Kalabhavan, Government Industrial Training Institute, polytechnic etc. have a limited number of seats. The Association has started courses in following trades.

Typing-writing, shorthand, radio repairing, electrician wireman's course, electrical and domestic appliances course, electrical motor rewinding course etc.

The information of the courses conducted and the number of participants yearwise is given in the following chart.

	Number of Trainees					
	1976	1977	1978	1979	1980	1981
1. Radio Repairing	30	40	177	177	361	64
2. Type-writing	269	313	279	161		60
3. Wireman	-	-	18	36		110
4. Shorthand	Combined with Type					50
5. Electrician	-	-	-	14		30
6. Electrical domestic appliances	-	-	-	15		20
7. Electrical Motor rewinding	-	-	-	18		49
<b>Total.</b>	<b>299</b>	<b>353</b>	<b>474</b>	<b>421</b>	<b>361</b>	<b>383</b>

### Youth Employment Service :

With a view to help workers young boys to find jobs YES was started in the year 1978. Mostly educated youths of workers desire to have white collar jobs. It was not possible to get white collar jobs for all, they were persuaded to learn blue collar jobs as apprentice and later on to get fullfledged job. The number on the muster of YES is as follows :

	1976	1977	1978	1979	1980	1981
No. on Register	NA	NA	864	594	900	1162
No. Posted on jobs.	NA	NA	280	542	542	680

Though the number registered is small it has a great climatic value of helping Youths to get jobs as well as making up their mind to do some labour work. YES was responsible to create a comsciousness in apprentices are doing jobs in mills, which resulted in the organisation of Apprentice Workers' Union in the year 1977.

### Study Homes

Generally in working class dwellings there is dearth of space and working class students cannot have a peaceful place to read and study. The Association has, therefore, opened day hostels-study homes which provide a place for stay and study for the students. For meals the students go to their respecting homes which are situated near about. The study homes are in charge of capable superintendents. Two such study homes are run at present at Asarwa and Saraspur, the details whereof are as under :-

	1976	1977	1978	1979	1980	1981
No. of Students at Asarwa	50	51	53	50	NA	NA
No. of Students at Saraspur	24	25	25	25	NA	NA

### J. B. Kanyagrah-Girls' Hostel

The Association is also running a full-fledged Hostel for girls of backward classes. The girls are mostly from villages and workers' families. The Girls' Hostel has its own Building with adequate arrangement for their stay, study, meals etc. Besides formal education, these girls are taught cooking spinning, sewing music, good home keeping etc. This year one more storey has been added to accommodate more inmates. The No. of inmates is shown below :-

	1976	1977	1978	1979	1980	1981
No. of Girls	64	71	60	69	89	NA

The golden Jubilee of this Institute was celebrated in the year 1977. A noted Harijan workers Sjt. Chhaganlal Joshi was invited as the Chief Guest. Old inmates of the hostel were specially invited, who narrated how the hostel life helped to build up their character.

The information so far collected regarding some of the jobs done by inmates after leaving the hotel is given below :

Teachers	110
Clerks	20
Mill workers	13
Vegetable Traders	7
Doctor, Nurses and Ayurvedic Doctors	9
Telephone Operators	3
Education Inspector	1
Domestic work	182
Still study	178
Expired	23
Others	38
	<hr/>
	584
Residing in Girls' Hostel	419
Residing in rural areas	175
	<hr/>
	584

#### Welfare work amongst women :

While looking after the improvement in working conditions at the workplace and helping in obtaining civic amenities at the residential places of workers the Association is also looking to the welfare work amongst working class women. This activity is mainly divided into four section viz; training, production, organisation and resarch. In various class localities training centres with relative attendance are given below :

Nature of Training	Attendance					
	1976	1977	1978	1979	1980	1981
Sewing	1945	NA	NA	NA	2432	1040
Embroidery						
Knitting						
Hand Spinning						
Press Compositer						
Typewriting						
No. of women Organisation	25	20	40	NA	32	32
No. of women members	NA	402	NA	NA	NA	NA
No. of Part-time women employees of the Association	4	4	4	3	3	3

Further the part-time women employees of the Association regularly visit the houses of working class women just to teach them good housekeeping improved methods of cooking and to inculcate amongst them good habits and improved art of living. They also conduct classes of women and give talks on Family budget, working of T. L. A., preparation of food items etc.

### Volunteer Corps & gymnasium

The TLA has a full developed volunteer corps numbering about 450 whose services are being utilised at the time of great function and meeting for the purpose of maintaining discipline and order. Gymnasium centres are being run by the Association supervised by volunteer corps where training is being given to workers by trained personnel of this Corps.

The information regarding no. of members of volunteer corps & gymnasium centres year wise is given below :

	1976	1977	1978	1979	1980	1981
No. of members of Volunteer Corps	276	200	NA	NA	250	300
No. of Seva-Dal Band members	22	20	NA	NA	20	20
No. of gymnasium centres	4	4	NA	NA	6	6
No. of Participants	203	150	NA	NA	3866	3866
No. of Chawls classes	9	NA	NA	NA	NA	NA

### Development work amongst working class children

The school-going children of working classes are being taught hygienic habits, inculcating in them the good qualities while literary habits and propagation of education amongst them. Children welfare centres are run by the Association where at children of working class localities attend. These centres hum with activities like sports, games, exercise drill etc. besides story telling, music folk dances etc. This activity helps in creating a spirit of good citizenship among the children.

The information regarding no. of children welfare centres and no. of children attending yearwise is given below :

	1976	1977	1978	1979	1980	1981
No. of Children welfare centres	20	16	17	NA	14	13
No. of children taking advantage	1492	480	845	NA	280	280
			(participants in Holi celebration)			
No. of children activity employees of the Association	20	18	19	NA	14	13

### Pre nursery Schools

Pre nursery classes 'Shaishav' have been opened for the children in working class localities where they are given pre-primary education along with inculcating in them good habits, they are taught good stories and lessons of cleanliness are given.

The information regarding number of such classes and the attendance is given as under :

	1976	1977	1978	1979	1980	1981
No. of classes	15	12	17	17	14	14
No. of children attending	625	490	845	845	280	280

In the years 1978 to 1981 the figures are for 'Bal-Pravarti' Children activity.

### 'Anganwadi' Nursery classes near their homes

The late President Smt. Anasuyaben Sarabhai all through-out her life evinced keen interest about the welfare of children right from childhood. Tenderaged children nearby their homes are being given opportunity to learn by doing in small such classes opened just near their residence, where a trained teacher from the very locality looks after the running of such centres.

The information regarding no of 'Anganwadis' and no. of children is given below :

	1976	1977	1978	1979	1980	1981
No. of Anganwadis	23	27	40	40	39	39
No. of children	920	1080	1500	1560	1560	1560

The time of 'Anganwadi' classes is from 12 noon to 3 P.M. Children are given daily refreshment work 0-10 per child. The Association gives Rs. 25/- per month and rent of the centre and Rs. 350/- for purchase of necessary articles for the centre. From 1978 about 100 trained women conduct private 'Anganwadi' classes.

### Khadi work

The textile workers of Ahmedabad have been taught the lesson to extend their helping hands towards mitigating the hardship of their



brethren in villages by purchasing the khadi woven by them from handspun yarn. Majur Mahajan Khadi Hat (A khadi shop) effected the sales of khadi & other handicrafts as under.

	Sales			No. of members
	Retail	Wholesale	Total	
<b>1976</b>				
Khadi	898392	595888	1494280	8814
Gramodyog	257484	37702	295186	
<b>Total</b>	<u>1155876</u>	<u>633590</u>	<u>1789466</u>	

<b>1977</b>				
Khadi	942865	18852	961717	8963
Gramodyog	289770	43230	333940	
<b>Total</b>	<u>1232635</u>	<u>62082</u>	<u>1294717</u>	

	Sales			No. of members
	Retail	wholesale	Total	
<b>1977-78</b>				
Khadi	}			9467
Gramodyog				
			<u>1291500</u>	

<b>1978-79</b>				
Khadi	}			9928
Gramodyog				
			<u>1391500</u>	

<b>1980</b>				
Khadi	}	1141960		12568
Gramodyog		649495		
		<u>1791455</u>		

<b>1981</b>				
Khadi	}	888799	5080	893879
Gramodyog		529427	74832	604259
		<u>1418226</u>	<u>79912</u>	<u>1498138</u>

In Khadi Kutir a shop opened in the compound of the Textile Labour Association wholesale and retail sales of above goods were made for the six years as under. Those who are hand-spinning and hand-weaving as a part of their avocation in spare hours are thus being helped indirectly through effecting such sales of their products.

### Khadi Kutir

	1976	1977	1977-78	1978-79	1980	1981
<b>Sales</b>						
Khadi Retail	505099	593229	685600	719529	767917	545665
Wholesale	1910735	2056249	1919500	2472916	3240575	23,03,397
<b>Total.</b>	<b>2415834</b>	<b>2649478</b>	<b>2605100</b>	<b>3192445</b>	<b>40,08,492</b>	<b>28,49,062</b>
Gramodyog Retail	94215	51709	Included	Included	156	138287
Wholesale	1631	2234	in khadi	in khadi	75047	=
<b>Total.</b>	<b>95816</b>	<b>53943</b>			<b>75203</b>	<b>1,38,287</b>
<b>Grand Total.</b>	<b>2511650</b>	<b>2703421</b>	<b>2605100</b>	<b>3192445</b>	<b>40,83,695</b>	<b>29,87,349</b>

In the same way Bapunagar Khadi Bhandar effected sales as under.

	1976	1977	1977-78	1978-79	1980	1981
<b>Sales</b>						
Khadi	85539	95311	NA	NA	115600	139734
Tap Puni	95784	114082	NA	NA		
Yarn	170010	243044	NA	NA	400387	501101
	(283329	328656	(400,000	(752860	(556357)	(597962)
	hanks)	hanks)	hanks)	hanks)		
Others	1142	399			513	221
<b>Total.</b>	<b>352475</b>	<b>452836</b>	<b>NA</b>	<b>NA</b>	<b>1072857</b>	<b>12,39,018</b>

## Yarn Production

	1976	1977	1977-78	1978-79	1980	1981
Hanks	294270	328656	400,000	752860		
Value Rs.	162091	Rs. 217745				
Tap Production kgs	8685	7359	NA	NA	NA	NA
Labour charge of punis	12586	12752	NA	NA	NA	NA
Labour charge of Spinning	58855	88596	117500	225485		
			(150 person)		NA	NA

With a view to help workers rendered unemployed due to closure of mills, training centres on Amber spinning wheel were started so that they can earn their partial livelihood through learning the art of spinning. Information regarding hanks spun, khadi woven, sale, weaving charges paid etc. is given as under.

	1976	1977	1977-78	1978-79	1980	1981
Hanks spun	148752	NA				
Value Rs.	78868	NA				
Khadi woven Mts.	20455	153445 Rs.	21500 Mts.	10345 Mts.	NA	NA
Asan Nos.	1486	10842	8000	14372		
Asan pat „	6253					
Daries „	1508					
Woollen Blankets	-	-	200		NA	NA
Sales of khadi Rs.	150296	153445				
Weaving charge paid Rs.	48750	48673	44000	12912		
			180 men)			

## Workers Co-operative Bank

This is one of the biggest Co-operative Banks solely run by textile workers of Ahmedabad, started in the year 1947. The progress it has achieved is being visualized from the following figures will show the working of the Bank.

Details	1976	1977	1978	1979	1980	1981
Individual Share-holders.	48143	49637	56045	56045	60926	63369
Co-operative Societies affiliated.	123	124	127			
Labour Unions	14	14	14			
Share Capital Rs.	15,90,560	1658830	20,84,370	-		
Deposits Rs.	53,88,765	5624179	74,04,177	-	NA	NA
Funds Rs.	27,14,664	29,38,163	32,94,313	-		
Loans to members up to the year Rs.	7,41,10,875	NA		9,17,03,892	9,93,06,961	10,71,71,961
Loans outstanding	80,01,002	84,48,795		1,15,40,454	NA	NA
Working Capital	1,05,15,186	1,08,49,927		1,45,13,448	1,65,71,720	1,68,63,338

## Workers Co-operatives affiliated to the Bank

Housing Co-operatives	65	16		68		
Co-operative Credit Societies	41	61		40		
Co-operative Consumer Stores	17	17		19		
Others	-	30		-		
	<hr/>	<hr/>		<hr/>		
	123	124		127		

## Members Given Loans For Household necessities

	1976		1977		1978	1979	1980	1981
	Members	Loans Amount Rs.	Members	Loans Amount Rs.	Members	Loans Amounts Rs.		
For Cycles	817	294884	1085	421001	1160	459167		
For Fans	336	115967	483	167855	543	193943		
For Sewing Machines	134	53064	181	76760	211	96825	NA	NA
For Radios	174	78568	174	78568	183	79918		
For Others	73	40190	104	53375	116	60475		
<b>Total</b>	<b>1534</b>	<b>532673</b>	<b>2027</b>	<b>646562</b>	<b>2213</b>	<b>890328</b>		
			<b>1976</b>	<b>1977</b>	<b>1978</b>	<b>1979</b>	<b>1980</b>	<b>1981</b>
Electric Bills Collection			6887	72647	70345		NA	NA
Amount of Bills			1567504	2009080	2110600			

On an average every year 68000 bills are Collected and the amount is Rs. 15 Lakhs.  
73,000 20 to 21

A branch in order to carry the bank facilities to the residence of the working class, was opened at Khokhara Mahemdabad labour locality.

The bank came under the bank Deposit Insurance Act from 1-9-79 and as a result the deposit of the members up to Rs. 20,000/- per member is fully protected.

## Work in Villages

The Textile workers of Ahmedabad hail from various states and they have their own problems in villages of their native places, in respect of revenue, police and other departments. Such complaints are recorded at the office of T. L. A. The details are under :-

Name of the Activity	1976						
	Pending	New	Total	Successful	Closed	Total	Pending
Village Seva Division	253	508	761	323	385	708	53
Co-operative Societies Division	808	110	918	110	—	110	808
Housing co-operative Societies							
Consumers Stores							
Credit Societies							
Others							
Gujarat khet Majur Mahajan Sangh	—	1900	1900	—	—	—	1900
Village Seva Activity							
Village Debt redmption							
Workers union & gramodyog programmes							
Special cases of govt. employees. Revenue Tribunal	40	17	57	—	—	—	57
Disputes Court, Krushi							
Punch etc. Special Sachiv work							
Social betterment Division	32	50	82	32	40	72	10
Other complaints re. Guj.							
Housing Board etc.	32	3	35	—	—	—	35

Name of the Activity	1977						
	Pending	New	Total	Successful	Closed	Total	Pending
Village Seva Division	53	483	536	324	52	376	160
Co-operative Societies Divison	808	893	1701	1700	1	1701	—
Industrial workers Co-operative } Societies Audit Federation }	22	30	52	—	—	—	—
Gujarat Khet Majur Mahajan Sangh	—	4632	4632	—	—	—	—

### 1978

Village (Gram) Seva Division	160	690	850	680	10	690	160
Co-operative Societies Division	916	—	916	—	—	—	916
(a) Housing Societies Re.—Land							
(b) Consumers Co-operatives							
(c) Credit & Other							
Gujarat Khet Majur Manajan Sangh	216	1628	1844	—	—	—	—
Industrial Workers Co-operatives } Societies Audit Supervisors' Fede. } Societies for registration Harijan } Members Societies under regd. 219 }	29	3	32	—	—	—	9

### 1979

Name of the Activities	Pending	New	Total	Successful	Closed	Total	Pending
Village Seva Division	160	694	854	594	100	694	160
Co-operative Societies Division	(916)	1482	1482	—	—	—	1482
(a) Housing Societies Re.—Land							
(b) Consumers Co-operatives							
(c) Credit & Other							
Gujarat Khet Majur Mahajan Sangh	—	182	182	—	—	—	182
The Industrial Workers Co-operatives } Audit Supervisor Federation }	9	108	117	—	—	—	117

Complaints from Gujarat as well as U. P., M. P., Rajasthan, Punjab, Jammu-Kashmir, Andhra and Karnatak were received and the same were sent to respective state for salution. Complaints received state wise are given as under :

Name of the State	No. of complaints received	
	1978	1979
U. P.	380	560
Gujarat	206	40
Jammu-kashmir	1	4
Karnatak	4	30
Andhra	2	10
Maharastra	—	30
Hariyana	—	8
Punjab	—	12
other states	97	—
<b>Total</b>	<b>690</b>	<b>694</b>

Co-operative Societies of Harijan workers were get registered by the register of societies. Special attention is paid on rural workers education in villages under the Gujarat Khet Major organisation. Two semilars were organised for the said activity. Eleven cases find for wage increase. 56 cases were made for recovery. Out of these two cases are pending in the court.

### 1980

Majority of the workers in Ahmedabad, Mills hail fom villages. In the native villages they have property, houses and filds. The expect the T. L. A. to help them in disputs in native places. The T. L. A. helps by correspondence in the case of souch Complaints from other states while in Gujarat thes T. L. A. workers personally go where it is found necessary and solve the complaints.

#### Gujarat Khet Major Mahajan Sang

No. of Districts wthere union function	10
No. of members who have joined	4000

#### Other Unions

Industrial concerns and factories other than textiles such as Enginering, Processing, Chemicals, Pharmaceuticals, Transport, Muni. Corporation, Shop assistants, Building workers, Brick workers etc. The workers of the



about industrial concerns are organised under the name of 'Small industrial workers Association'. This Association is working since last 20 years under the leadership and guidans of Shri. Manharlal Shukla, the Secretary of T. L. A. Ahmedabad. No. of employees in this Association in 1980 is about 17000.

1981

Majority of the workers in Ahmedabad. Mills hail from villages. In the native villages they have property, houses and filds. The expect the T. L. A. to help them in disputs in native places. T. L. A. helps by correspondence in the case of souch Complaints from other states while in Gujarat the T. L. A. workers pesonally go where it is found necessary and solve the complaints.

### Gujarat Khet Majur Mahajan Sang

No. of Districts where union function	10
No. of members who have joined	400

### Other Unions

Industrial concerns and factories other than textiles such as Engineering, Processing, Chemicals, Pharmaceuticals, Transport, Muni. Gorporation, Shop assistants, Building workers, Brick workers etc. The workers of the about industrial concerns are organised uader the name of 'Small industrial workers Association.' This Association is working since last 20 years under the leadership and guidans of Shri. Manharlal Shukla, the Secretary of T. L. A. Ahmedabad. No. of employees in this Association in 1981 is about 17000.

### Medical Aid

Even though Employees' State Insurance Scheme having been made applicable in Ahmedabad, several thousand workers take advantage of the medical amemities available at the Labour Union Hospital & Kasturba Maternity Home run by the Association. The informetion regardnig cases at both the places is given as under.

### Labour Union Hospital

	1976			
	Members	Paid Fees	Satff Members	Total
New Cases	285	360	1003	1648
Old Cases	2354	2254	9430	14038
Total	2639	2614	10433	15686

**Kasturba Maternity Home**

New Cases	110	3497	432	5039
Old Cases	18937	45955	5753	70645
Total	20047	49452	6185	75684
Total of both Hospital & Maternity home	22686	52076	16618	91370

According to generale total new & old cases the figures are 5993 Males, 76488 females & 8889 Children. Total 91370

## 1977

**Labour Union Hospital**

	Members	On payment	Staff	Total	Total of both hospitals
New Cases	261	393	870	1524	
Old ,,	2149	2725	7485	12359	
Total	2410	3118	8355	13883	13883

**Kasturba Maternity Home**

New Cases	921	3090	426	4437	
Old ,,	17577	44073	5291	65941	70378
Total	18498	47163	5717	70378	84261

## 1978

Labour Union Hospital				16606	
Kasturba Maternity Home				63516	
Laboratary Cases				3108	
Total				83230	83230

## 1979

Labour Union Hospital				7336	
Kasturba Maternity Home				63501	
Laboratary Cases				3249	
Total				74086	74086

## 1980

**Labour Union Hospital**

				Total of both Hospitals
New Cases	137	199	349	685
Old Cases	1003	1197	3836	6036
Total	1140	1396	4185	6721

**Kasturba Maternity Home**

New Cases	1064	3049	285	4398
Old Cases	19996	41363	5576	66935
	<hr/>	<hr/>	<hr/>	<hr/>
Total	21060	44412	5861	71333 78054

1981

**Labour Union Hospital**

New Cases	90	166	265	521
Old Cases	1016	1314	2973	5303
	<hr/>	<hr/>	<hr/>	<hr/>
Total	1106	1480	3238	5824

**Kasturba Maternity Home**

New Cases	1033	2860	276	4169
Old Cases	20183	44275	4420	68878
	<hr/>	<hr/>	<hr/>	<hr/>
Total	21216	47135	4696	73047 78350

**Information and Research Bureau**

Textile Labour Association maintains well equipped Research Library which contains useful information and reference books on Labour, Economics, Textiles, Commerce, Civics, Politics etc.

The total number of books during the years under report were as under.

Year	No. of books	
	English	Gujarati
1976	18876	N. A.
1977	19075	N. A.
1978	19139	3193
1979	19139	3193
1980	1914	3193
1981	19183	3193

The Statistical Section of this department collects the Balance Sheets of local Textile Mills and studies them with a view to find the financial position of the industry. The statement of the financial position for the years under report are given in the Appendix-

Further, information relating to absentism, prices industrial disputes. Consumer price Index no. etc. is collected and maintained by the Research Section. The chart of the C. P. I. and D. A. payable for the years under report is given in Appendix.

### Press and Publicity

The Textile Labour Association is running Bi-weekly named 'Majoor Sandesh' it is published on every Wednesday and Saturday. The number of subscribers of the said Bi-weekly and complimentary copies that are being displayed on the Notice Board of the Departments in every Mills is given bellow:-

Year	No. of issues	No. of Subscribers	No. of copies Printed
1976	98	1000	3543
1977	98	970	3470
1978	97	1000	3500
1979	97	900	2681
1980	97	980	2780
1981	97	980	2780

Over and above 'Majoor Sandesh' some Pamphlets, leaflets and books are also published in the press of the Textile Labour Association.

The information regarding no. of Pamphlets and other literature published during the years under upon is given below :

Year	No. of Special pamphlet's published	No. of Leaflets	No. of Books
1976	11	12	12
1977	8	7	5
1978	14	—	9
1979	30	9	7
1980	15	2	4
1981	20	2	9

In the year 1980 a monthly "National Labour Bulletin" was started and six issues were published during the year.

## National Labour Organisation and other union

The Textile Labour Association is affiliated to the N. L. O. which is the patent body. The Secretaries of the T. L. A. activity help the affiliated to the N. L. O. Union other than Textile and also farmed in the Engineary, Prossasing, Cement, Sugar, Poultry, Dairy, Municipal corporation, Transport etc.

The no. of Union affiliated to N. L. O. and the membership are given below.

Year	1976	1977	1978	1979	1980	1981
No. of Union	178	230			293	
No. of Member	239299	277714			410297	

### Office Administration

In accordance with the constitution of the Association, the affairs of the Association are being carried out by the Central Executive Committee and the Joint Board of representative which have delegated the function to the Advisory Committee and to the office-bearers of the Association. Full time employees who are discharging their duties in the service of the cause, while several activities which are of a part time nature, part time staff look after such activities. Majority of the employees hail from working class. The information regarding no. of permanent and part time staff for the years under report is given below.

Year	Full time staff	Part time staff
1976	199	100
1977	191	N. A.
1978	199	112
1979	189	112
1980	192	N. A.
1981	191	N. A.

Gandhi Mujoor Sevalaya  
Bhadra-Ahmedabad  
Dt. 23-3-84

M. T. SHUKLA  
Secretary  
Textile Labour Association

**Balance Sheet of the Ahmedabad Cotton Textile Industry  
for the years Ending 1975-1976-1977-1978-1979-1980**

( Rs. in lakhs )

Cr.							
No. of Mills Cos.	1975	1976	1977	1978		1979	1980
	(49)	(49)	(54)	(56)		(57)	(56)
					By cash	1991	2570
Paid up Share-Capital	4510	4771	5401	5838	Bonus	4016	4139
Debentures	506	481	476	601	Shares	606	697
Capital Reserve	678	896	921	956		893	915
General Reserve	4189	3378	3741	4939		5928	6341
Other Reserve	176		313	295		360	336
Development & Re-habilitation reserve	513	492	1003	526		523	375
Statutory	1479	1321	1232	1253		1077	1047
Investment Allowance Reserve	—	203	—	1133		1787	2602
Taxation Fund	2237	2369	2515	3079		3400	2031
Other funds	372	308	902	314		295	250
Loans from Banks	8871	10043	11579	12886		12733	14234
Loans from managing Director etc.	124	211	1366	1532		1269	1749
Loans from others	6178	6740	7490	7563		9395	11601
Other Liabilities & provisions	8248	10352	11655	13744		15862	18750
Profit & loss a/c	428	—	464	—		35	—
<b>Total</b>	<b>38509</b>	<b>41565</b>	<b>49058</b>	<b>54659</b>		<b>60170</b>	<b>67637</b>

	1975	1976	1977	1978	1979	1980
Increase in share capital over previous year		261	630	437	169	702
Increase in Banks loans		1172	1536	1307	— 153	1501
Increase in other liabilities		2104	1303	2089	2118	2888
Increase in loans from Directors		87	1155	166	— 263	480
Increase in loans from others		562	750	73	1832	2206

Dr.

	1975	1976	1977	1978	1979	1980
	(49)	(49)	(54)	(56)	(57)	(56)
Land & Buildings	3374	3611	3720	3937	4679	4937
Machinery	23237	24650	26371	29885	33937	37743
Gross Block	26611	28261	30091	33858	38626	42680
Less Depreciation Fund	14361	15546	16952	18969	20916	21935
Net Block	12250	12715	13139	14889	17710	20745
Machinery under construction	170	96	123	118	361	1100
Stores & Stock	13553	14777	17511	19895	20913	22070
Book Debts	7106	7319	9868	11189	11611	13864
Advances	3667	4225	4939	6112	6948	6632
Investments	1001	923	1045	1035	1343	1218
Cash & Bank Balances	762	936	920	985	1284	1559
P. & L. A/c	—	574	1513	436	—	449
Total	38509	41565	49058	54659	60170	67637
Net Increase in Buildings	140	237	109	217	742	258
Increase in Machinery	1682	1213	1721	3514	4052	3806





## Profit and Loss Appropriation Accounts

Cr.	1975	1976	1977	1978	1979	1980
	(49)	(49)	(54)	(56)	(57)	(56)
Gross Profit B/D	2090	1573	3700	6126	6134	4493
Transfer from funds	1590	1604	330	333	183	498
Balance B/F	152	—	—	—	—	45
Loss C/F	3	586	1042	429	—	480
<b>Total.</b>	<b>3835</b>	<b>3763</b>	<b>5072</b>	<b>6888</b>	<b>6317</b>	<b>5516</b>
Dr.	1975	1976	1977	1978	1979	1980
	(49)	(49)	(54)	(56)	(57)	(56)
Balance loss B/F Managing	—	44	944	1012	433	
Directors Remuneration	66	60	82	98	78	70
Depr. & Investion Allowance	1434	1710	1827	2613	2799	3213
Dividend Cash	517	479	552	683	702	718
Dividend Bonus Shares	487	199	76	155	—	245
Transfer of Reserve	500	538	632	1094	1069	523
Taxes	796	725	793	1123	1157	747
Other Funds	35	8	162	110	34	—
Profit C/F	—	—	—	—	45	—
<b>Total</b>	<b>3835</b>	<b>3763</b>	<b>5072</b>	<b>6888</b>	<b>6317</b>	<b>5516</b>

Consumer Price Index Number of State and Labour Bureau series for Ahmedabad industrial workers for the years 1976 to 1981 (both industry) and Dearness Allowance payable for 26 working days and percentage for calculating the amount of variable Dearness Allowance.

Months	Consumer Price Index		Amount of Dearness Allowance after two months	Percentage of Wages for arriving at the amount of variable Dearness Allowance	
	Labour series	State series		For wages upto Rs. 400/- per month	For wages upto Rs. 750/- per month
(1)	(2)	(3)	(4)	(5)	(6)
<b>1976</b>			Rs.		
January	281	891	314-59	32.908	10.944
February	273	865	304-59	29.444	9.792
March	268	850	298-82	27.279	9.072
April	273	865	304-59	29.444	9.792
May	269	853	299-97	27.712	9.216
June	269	853	299-97	27.712	9.216
July	276	875	308-44	30.743	10.224
August	279	884	311-90	32.042	10.656
September	283	897	316-90	33.774	11.232
October	281	891	314-59	32.908	10.944
November	280	888	313-44	32.475	10.800
December	284	900	318-05	34.207	11.376
Total	3316	10512	3705-85	370.648	123.264
Average	276	876	308-82	30.887	10.272

Months	Consumer price Index		Amount of Dearness Allowance after two months	Percentage of Wages for arriving at the amount of variable Dearness Allowance	
	Labour series	State series		For wages upto Rs. 400/- per month	For wages upto Rs. 750/- per month
(1)	(2)	(3)	(4)	(5)	(6)
<b>1977</b>			Rs.		
January	286	907	320-75	35.073	11.664
February	293	929	329-20	38.104	12.672
March	295	935	831-51	38.970	12.960
April	294	932	330-36	38.537	12.816
May	299	948	336-51	40.702	13.536
June	304	964	342-66	42.867	14.256
July	308	976	347-28	44.599	14.832
August	311	986	351-12	45.898	15.264
September	317	1005	358-43	48.496	16.128
October	315	999	356-12	47.630	15.840
November	315	999	356-12	47.630	15.840
December	318	1008	359-59	48.929	16.272
<b>Total</b>	<b>3655</b>	<b>11588</b>	<b>4119-65</b>	<b>517.435</b>	<b>172.080</b>
<b>Average</b>	<b>305</b>	<b>966</b>	<b>343-30</b>	<b>43.120</b>	<b>14.340</b>
<b>1978</b>					
January	315	999	356-12	47.630	15.840
February	311	986	351-12	47.898	15.264
March	314	995	354-59	47.197	15.696
April	314	995	354-59	47.197	15.696
May	320	1014	361-89	49.795	16.560
June	324	1027	366-89	51.527	17.136
July	320	1014	361-89	49.795	16.560
August	321	1018	363-43	50.228	16.704
September	326	1033	369-20	52.393	17.424
October	328	1040	371-89	53.259	17.712
November	325	1030	368-05	51.960	17.280
December	323	1024	365-74	51.094	16.992
<b>Total</b>	<b>3841</b>	<b>12175</b>	<b>4345-40</b>	<b>597.973</b>	<b>198.864</b>
<b>Average</b>	<b>320</b>	<b>1014</b>	<b>362-12</b>	<b>49.831</b>	<b>16.572</b>

Months	Consumer Price Index		Amount of Dearness Allowance after two months	Percentage of Wages for arriving at the amount of variable Dearness Allowance	
	Labour series	State series		For wages upto Rs. 400/- per month	For wages upto Rs. 750/- per month
(1)	(2)	(3)	(4)	(5)	(6)
<b>1979</b>			Rs.		
January	322	1021	364-59	50.661	16.848
February	321	1038	363-43	50.228	16.704
March	327	1037	370-73	52.826	17.568
April	328	1040	371-89	53.259	17.712
May	331	1049	375-75	54.558	18.144
June	335	1062	380-35	56.290	18.720
July	341	1081	387-65	58.888	19.584
August	347	1100	394-97	61.486	20.448
September	350	1110	398-81	62.785	20.880
October	353	1119	402-27	64.084	21.312
November	353	1119	402-27	64.084	21.312
December	360	1141	410-73	67.115	22.320
Total	4068	12897	4623-44	696.264	231.552
Average	339	1075	385-29	58.022	19.296
<b>1980</b>					
January	358	1135	408-42	66.249	22.032
February	357	1132	407-27	65.816	21.888
March	359	1138	409-58	66.682	22.176
April	360	1141	410-73	67.115	22.320
May	365	1157	416-89	69.280	23.040
June	366	1160	418-04	69.713	23.184
July	371	1176	424-20	71.878	23.904
August	372	1179	425-35	72.311	24.048
September	374	1186	428-05	73.177	24.336
October	379	1201	433-81	75.342	25.056
November	381	1208	436-50	76.208	25.344
December	377	1195	431-50	74.476	24.768
Total	4419	14008	5050-34	848.247	282.096
Average	368	1167	420-86	70.687	23.508

Months	Consumer Price Index		Amount of Dearness Allowance after to months	Percentage of wages for arriving at the amount of variable Dearness Allowance	
	Labour series	State series		For wages upto Rs. 400/- per month	For wages upto Rs. 700/- per month
(1)	(2)	(3)	(4)	(5)	(6)
1981			Rs.		
January	385	1220	441-11	77.940	25.920
February	389	1233	446-11	79.672	26.496
March	393	1246	451-11	81.404	27.072
April	406	1287	466-88	87.033	28.944
May	418	1325	481-50	92.229	30.672
June	427	1354	492-65	96.126	31.968
July	438	1388	505-73	100.889	33.552
August	441	1398	509-58	102.188	33.984
September	444	1407	513-04	103.487	34.416
October	446	1414	515-72	104.353	34.704
November	447	1417	516-88	104.786	34.848
December	443	1404	511-88	103.054	34.272
Total	5077	16093	5852-19	1133.161	376.848
Average	423	1341	487-68	94.40	41303.4

## THE OUTSTANDING EVENTS

### 1976

The state of emergency was declared by the Central Government without any relevant cause. Restrictions on certain democratic rights of free trade union movement were laid. The right to get the minimum annual Bonus was struck off from the payment of Bonus Act, which aroused a great deal of discontent among workers.

An agreement with the Millowners' Association about the wage rise of doffers and displaying the list of substitute workers seniority-wise. An agreement was arrived at to make good the loss of earnings of workers on account of lay off day due to staggering.

Another general agreement with the employers to ensure the retirement of women workers on the eve of the International Womens' year.

The Central Government suggested Two-tire councils at the floor, as well as top level and to be nominated by the union. The State Government of Gujarat with a view to by-pass the Representative Union provided of the election of workers' representative on Joint Management Council by secret ballot. However, the majority of elected workers on the Joint Management Councils was of the Associations. The Association conducted classes for the elected members on the Joint Management Council.

### 1977

Janata Party formed the Government. Revised the set-up of the Tripartite Conference on labour matters was held. Several tripartite committees were formed to review the compilation of consumers' price index to have comprehensive legislation on industrial relations and participation in management. Representation was given to the Association in all these three committees.

The shop-stewards, who rendered 20 years service to the Union, were feliciated at the time of the Celebration of the Diamond Jubilee.

In memory of late Shri S. R. Vasavada, the General Secretary of the Association, The Vasavada Labour Institute was established to train trade union workers on Gandhian labour philosophy.

Youth Employment Service—a special cell was started to guide educated sons of workers in selection of suitable jobs and vocational training.

The General Secretary of the Self-Employed Womens' Association (SEWA), Mrs. Ela Bhatt won the Magsaysay Award for the meritorious service, she rendered to organis the self-Employed women workers. A neglected section of the Society.

A special death benefit scheme for the shop-stewards was implemented during the year.

Agreement regarding the revision of pay scales for clerks, technical and supervisory staff for new automatic machines installed in the processing department and a recess allowance for granting workers doing jobs in the continuous process like engineering, sizing, dyeing, printing etc. were arrived at.

## 1978

Power shortage and consequently staggering of the off day was much disliked by workers.

Agreement about maintaining an go adequate number of leave reserve staff for clerks and the technical staff.

And giving a certain amount of free cloth to workers on the basis of profitability of textile mills for the year 1977 were arrived at.

## 1979

The Association Celebrated the International Year of Children with a grand relly of children. The Governor of Gujarat was the Chief Guest, who honoured the children with rose petals and wished al-round development of children.

The three yearly wage agreement was over in the year 1976. A demand was made for the general wage rise. After a good deal of

negotiations an agreement was arrived for—uniform Rs. 46-02 wages rise of from January, 1979 and a yearly increase in wage of Rs. 6-50 for coming five years. The workers were benefited to the tune of Rs. 852 lakhs, on more paid casual leave.

There was the election of shop-stewards as well as members for the JMC. The election of shop-stewards took a period of four months. This time about 80% of workers on the JMC were members of union and good number of them were elected as Chairman of the Councils. A special education session was held for those members, wherein discussion took place about the proper functioning of councils.

As there was dissatisfaction about the functioning of the E. S. I. scheme, a resolution was passed to improve the Scheme or make it a voluntary one.

The Association implemented a scheme of widowhood benefit for female members of Textile Labour Association, who have to remain at home without wages for a fortnight at the deaths of husband.

The Association was represented at the Textile Committee of I. L. O. held at Geneva.

The Association is a member of the TWARD and thus had contact with the textile industry and unions of the world.

## 1981

The following bipartite agreements were reached with Ahmedabad Textile Mills Association (ATMA) :-

- (a) Extension of annual increments to Semi-clerks when their grade is over.
- (b) Shoes, socks and Rs. 10/-washing allowance to watch and ward and security staff.
- (c) Annual Bonus of Rs. 1047.13 lakhs for the year 1980 was distributed in October 1981 by all the Textile Mills of Ahmedabad through negotiated figures under the Payment of Bonus Act.



- (d) Free Cloth was made available to 1,81,332 Textile Workers of 64 mills. Its value came to Rs. 3,00,20,549/- as a part of added prosperity of the past year.
- (e) Employment of the persons who suffered accident while at work in lighter jobs.
- (f) Revision in Salary structure and medical aid to Technical and Supervisory staff of Mills in Ahmedabad.
- (g) Award of Industrial Court on the demand of House Rent to the Textile workers of Ahmedabad Mills first of its kind in the country. Supreme Court has admitted Managements appeal but did not give stay as pleaded by the managements.
- (h) Reservation of jobs for women exclusively in day shift in Reeling, Winding, and Waste Sections of Textile Mills, preference in recruitment of heirs of textile workers whenever industry requires new recruits and fall-back wage for plain two and four looms weavers are under negotiation and on the verge of final settlement.
- (i) Textile Training Institute will be established by managements in Corporation with the T. L. A. to train workers for different occupations of Textile Industry. The Scheme is registered under Societies Registration Act wherein T. L. A. is represented by two members.
- (j) Employment of three blind and handicaps in all the mills was fully implemented and such personnel was recruited through T. L. A. during the IYD 1981. T. L. A. also negotiated with individual mills to train such additional hands in three mills.
- (k) Giving medical relief to workers drawing more than Rs. 1000/-p. m.
- (l) Elevation of pay-scales of Grey and Bleach Folding Jobbers.

\* Important agreement between TLA and member mills of ATMA to employ at least three blind or handicapped persons as paid trainees was well received at the national and international line.

\* Another agreement to absorb apprentices after training in the respective mills was also well appreciated.

\* An agreement organise speed allowance to stenographare was arrived at.

\* A leadership seminar of TWARO for women workers was organised for a week. Women representatives of India, ShriLanka and Bangla Desh participation. The leader of Zen-sen labour organisations of Japan Miss Tadasen and Charles Ford the General Secretary of International Garments & Leather federation were special invitees on this occasion.

\* A demand for increasing the pension amount, was made by the association of women pensioners. Pensioners in a procession went to the General Post Office to send the memorendums to the Prime Minister.

\* The widows of industrial workes get the minimum Rs. 15/- and maximum Rs. 40/- pension.

\* A survey about economic and social condition of women workers in Ahmedabad Mills was conducted and it was found that the No, of women employees in the mills is on the decreased.

\* Sjt. Manharbhai Shukla the secretary of T. L. A. attended the third session of International Textile garment and Leather workers Congress held at Vienna, the Capital of Austria.

\* Sjt. B. Johnson of the youth division of I. C. F. T. U., Sjt. Karlwright General Secretary of the Common Wealth Trade Union Congress, Sjt. S. V. Kamath Editor, Illustrated weekly, State Labour Minister Sjt. Sanat Mehta and the Speaker of Gujarat Assembly, Sjt. Natwarlal Shah visited the organisation and appreciate the work.

Shri Morarjibhai, in his thought-provoking address paid a glowing tribute again to the organisation, on its 61st anniversary and that he expressed his happiness to seize an opportunity to meet the masses in such gathering and for the laudable work the institution is carrying on for all these years. He further said that Ahmedabad union is unique in character not only in our country but distinctive as compared to similar labour organisations in other countries in the world. Growth of the institution owes to strenuous work done by its life-long President Anasuyaben, Shankerlalbhai, Nandaji, Khandubhai, S. R. Vasavada and others for a number of years and particularly on the ideology taught by the father of the nation.

Efforts made so far in the direction of advancement of workers' interest in pursuance of those principles more or less are dependent upon sincere workers who are not easily available in the country. Paucity of sincere and devoted workers acts adversely and as such the institution got isolated from the Central Organisation. Workers deserve congratulations for keeping aloof and adhering to the principles which has resulted into industrial peace and prosperity.

Presence of so many industrialists here amply bears witness to the fact. Peace will prevail in the world if differences and disputes could be resolved through such peaceful measures. Even wars could be eliminated by pursuing the same principles which the father of the nation have taught to us. To that extent the institution holds greater responsibilities.

He further added that service to the labour is not a soft job. There should be proper vision and clear thinking besides continued consciousness. It is an universal fact that this country does possess such traits which have enabled us to accomplish our ends. This perhaps would not have been feasible had Bapu not been born in our country. Gandhiji believed in Thoro's ideology, but Thoro could do nothing in America. Tolstoy was born in Russia whose ideology was digested by Gandhiji and after having read Ruskin's publication 'Unto the Last' which had enabled him to sormulate his ideology for the progress of the nation.

Gandhiji exerted much to would out a splendid and gorgeous image of our country. He exhorted the workers to do their mite to fuill Gandhijis mission and thus wipe out the gratitude towards him.

Prime Minister recounted that prohibition was introduced from here and presents to be a presept to follow in the rest part of the country.

He further dwelt upon What Gandhiji had preached to unite and foster integrity and advised the workers to put into practice the same so as to achieve peace.

Concluding Shri Morarjibhai exhorted the working classes to act as 'Trustees of their 'Labour'. Similarly the intelligents too should act as Trustees of their intelligence and that there should not remain hollowness anywhere. All will be well if workers do their duty and act as a composite family in the industry.

Lastly, he said that workers will come and go but the institution will ever remain in the service of the labour. He ultimately exhorted the workers to strengthen the union and fulfil what Bapu has taught us for years.

Shri P. P. Narayanan, President of the ICFTU, whose august presence on this occasion was of a distinct character among the distinguished guests addressed the workers and expressed his happiness to avail of the opportunity to participate in the sunction. Recounting the ancient history that Martin Leuther, leader of the Negros, had admitted that uplift and welfare of the backward and the down-trodden could be attained by pursuing the path shown by Mahatma Gandhiji and it is in the fitness of things.

He further said that 30% of the shares should have been held by the employees employed in the industry so that they may feel themselves that the factory belongs to them and as such they will exert their utmost to feth better dividends.

Some identify themselves as Marxists, he added, but Karl Marx never insisted that they should act as per his theory, but one should act taking overall view of the circumstances prevailing as well as in accordance with discretion.

He further observed that there are 8 crores unemployed person for whom we should find some work. He recollected his close association with late Shri Khandubhai and Vasavada who has practically sacrificed a great deal for the workers.

Shri Narayanan giving account for himself said that albeit he was born in Bharat yet he is residing at present in Malasia and has accepted its citizenship. He further said that the employees, in his place, were practically saving regularly some money which were ploughed back in new industries by themselves and as such a many as 20 new concerns were formed.

Concluding Shri Narayanan observed that the ideology that Ahmedabad Labour has put into practice for six decades has its happy reflections everywhere and expressed his ardent wish that the institution may attain more and more success in its laudable work.

## MESSAGES

V. V. Giri

'Malathi'  
4 Giri Road, T. Nagar,  
Madras-400 017  
19-5-1977

My Dear Friend,

I am happy to receive your kind communication dated 10th May.

Your objects are sublime and your good work is much appreciated for promoting self-help and self-reliance among industrial workers in running the trade unions on right democratic lines.

I wish your efforts every success.

Yours sincerely,  
V. V. GIRI

Rajyapal  
Haryana

Haryana Raj Bhavan,  
Chandigarh  
May 19, 1977

## MESSAGE

I am happy to know that the Institute of Workers' Education, Bombay is going to bring out a Special Supplement of its journal to commemorate the Diamond Jubilee of the Textile labour Association, Ahmedabad, next month.

I send my best wishes for the success of this venture and hope that it will contain useful information which may help in promoting better industrial relations.

JAISUKHLAL HATHI.

**Message for Labour Chronicle**

**INTERNATIONAL TEXTILE, GARMENT & LEATHER WORKERS'  
FEDERATION**

Rue Joseph Stevens, 8-1000 Bruxelles

11th May 1977

Workers' education is a vital factor in securing the progressive improvement of the position of the working-class in society and in strengthening political and occupational democracy.

I have participated in all kinds of workers' educational activities since I attended my first Workers' Educational Association class in economics under Professor Barbara Wootton as long ago as 1941. My long connection, as a lecturer, with such organisations as the Workers' Educational Association and the National Council of Labour Colleges in the UK, as well as General/Secretary of the Trade Union Advisory Committee to the OECD and later of the International Textile, Garment and Leather Workers' Federation, has given me a deep conviction that workers' education is a prime need of our times.

However, that experience has also brought consciousness of the phenomenal progress that has been made during the last thirty years, and specially in the last decade or so, in raising the educational standards — and hence the political and social awareness — of the working class. Moreover, it is noticeable that the support for progressive social and economic policies, as well as for democratic institutions and freedom itself, is greater in those countries that have given the greatest attention to independent workers' education i.e. free from State control.

If workers' education is vital in developed countries, it is obviously also of paramount importance in less developed countries, where illiteracy and the lack of vocational skills are widespread.

Because of these considerations, it gives me deep satisfaction to be able to extend to you the greetings of the ITGLWF on the occasion of the tenth year of publication of "Labour Chronicle" and the Diamond Jubilee of the Textile Labour Association. This organisation, although

now a mature one, by no means suffer from intellectual sclerosis, but rather continually looks for new areas in which to spread the gospel of free trade unionism and self-help.

It is, therefore, with great pleasure that I salute both the Textile Labour Association and "Labour Chronicle" in the appreciation that your co-operation will continue to bring benefits to the workers of India.

CHARLES FORD  
General Secretary

MESSAGE FROM C. V. DEVAN NAIR, SECRETARY GENERAL,  
N. T. U. C. AND PRESIDENT, I C. F. T. U.—A. R. O

Not many trade unions in Asia can boast a Diamond Jubilee celebration in the near future. Even fewer can justify celebration of any kind, except as an exercise in public relations.

I am sincerely happy to greet the Textile Labour Association of Ahmedabad on its Diamond Jubilee celebrations commencing 4 December 1977, as an occasion eminently worthy of celebration.

Staunch and consistent in its adherence to basic principles, as enunciated by the noblest political figure to have graced the Indian scene, as well as the world scene, in the 20th Century — the late Mahatma Gandhi — the TLA stands almost alone today as an organisation which has remained untarnished by opportunistic responses to the tides of political change.

The tactics of meeting new situations can and must vary, but fundamental principles are not variable. If they do, they cease to be principles.

The TLA's record of achievement, and of undeviating commitment to Gandhian principles, is of towering significance to those of us who seek to serve the interests of working men and women, in these times of unprecedented moral, political and economic crises.

Those of us who care about the vital importance of enhancing the quality of human life and motivation, will salute the TLA for its immense contribution in these fields.

You have demonstrated that a trade union organisation can truly fulfil itself only by developing a moral and social conscience which transcends narrow and petty considerations of partisan self-interest.

The TLA, and its numerous friends abroad, have just cause for rejoicing, in the knowledge that the light kindled by Mahatma Gandhi 60 years ago, has continued to burn, undimmed by the ravages of time.

I end with the prayer that when the TLA comes to celebrate its centenary, this light will burn even more strongly, and that the TLA's example will have come to inspire labour organisations beyond the barriers of your great country.

C. V. Devan Nair,  
Secretary General, INTUC  
President ICFTU-A.R.O.

MANIBEN KARA

President

Western Railway Employees' Union,  
Grant Road Station Building (East),  
Bombay 400 007

"Textile Labour Association" is one of the oldest and strongest unions, started under the inspiration of Mahatma Gandhi. It is run on lines seeking understanding and co-operation of employers.

The special feature of this organization is that while working for better economic conditions for its members, it further undertakes a number of social and cultural activities for the improvement of the standard of living of the workers. It conducts schools, night classes, co-operatives canteens and gives medical facilities even to the families of its members. All this was possible because of devoted and selfless band of workers like Shri Shankerlal Banker, Smt. Anasuyaben Sarabhai, Shri Khandubhai Desai, Shri Vasavadaji and other, who spent life time in the development of Textile Labour Association.



The latest activity undertaken by them is to help self-employed women who are enrolled as members. Loans are given to them to buy necessary goods, that are sold in the market. They, not only get work but become self-employed. This activity is greatly appreciated, as they become self-supporting.

T. L. A. is celebrating its Diamond Jubilee. It is a great occasion and I wish the Association greater and greater success.

I hope many other unions will be inspired to work for the social, spiritual and cultural upliftment of the workers, along with the improvement of their economic conditions.

MANIBEN KARA.

Appendix 'C'

## LATEST CHART OF THE STRUCTURE OF THE ASSOCIATION

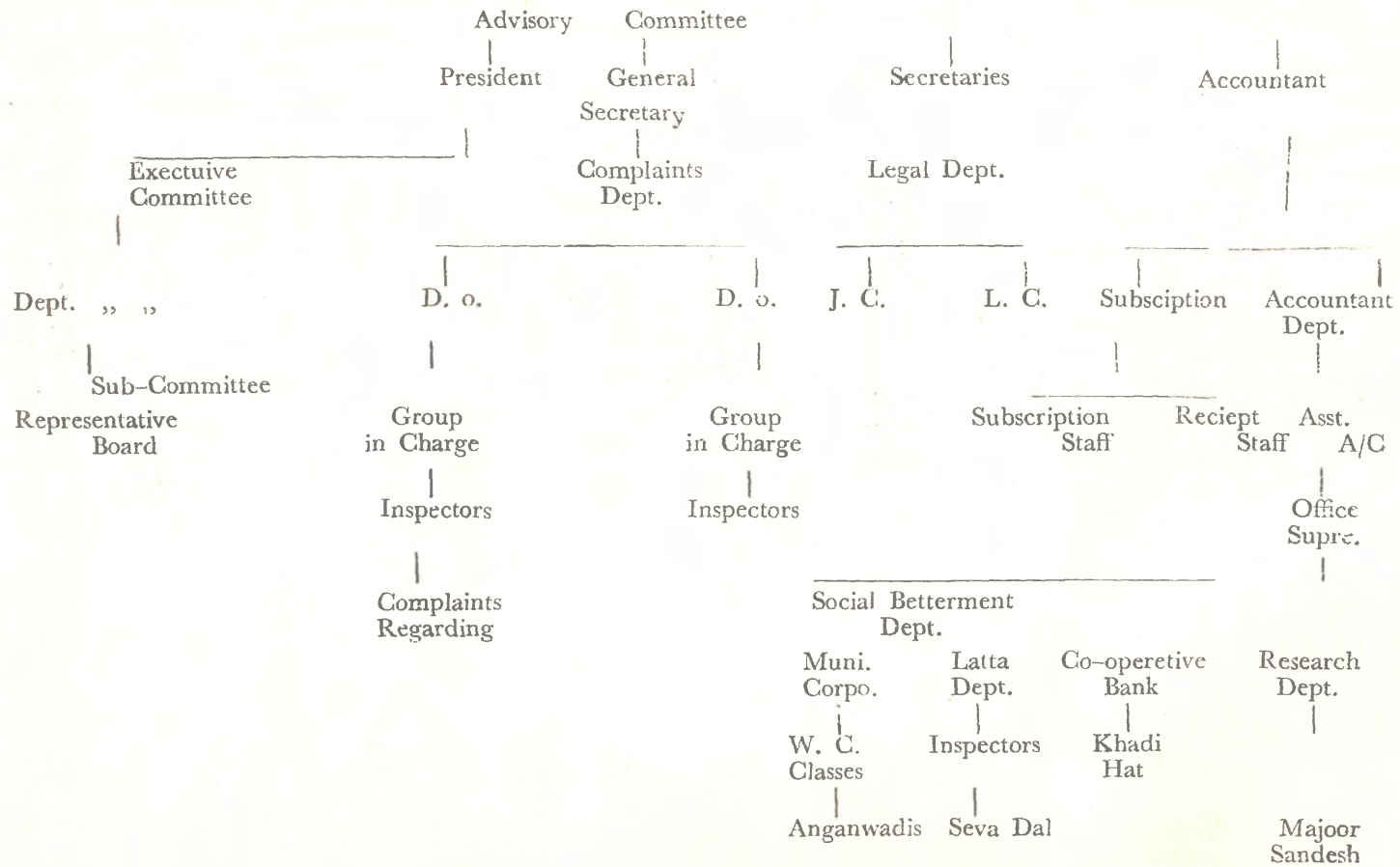
### Office Bearers

President	:	Sjt. Arvindbhai N. Buch
General Secretary	:	„ Shantilal R. Shah
Secretaries	:	„ Manharlal T. Shukla
	:	„ Navinchandra M. Barot
	:	„ Ramanlal M. Shukla
Treasurer	:	„ Mohanlal B. Joshi

### Advisory Committee

Chairman	:	Sjt. Shankerlal G. Banker
Members	:	„ Arvindbhai N. Buch
		„ Shantilal R. Shah
		„ Manharlal T. Shukla
		„ Navinchandra M. Barot
		„ Ramanlal M. Shukla
		„ Mohanlal B. Joshi

# LATEST CHART SHOWING THE ADMINISTRATION OF THE ASSOCIATION



63

Occupation Wise Membership Of Shop-stewards and Member  
Of The Executive Committee At The End Of 1981

S. No.	Occupation	No. of Shop-stewards	No. of Executive members
1.	Frame	513	17
2.	Throstle	569	23
3.	Winding	272	7
4.	Reeling	32	1
5.	Weaving	} 824	23
6.	Auto weaving		3
7.	Warping, Sizing, Drawing-in	323	5
8.	Folding-Stamping	277	5
9.	Calendar-Finishing	389	7
10.	Jobber Mukadam	459	4
11.	Clerk	117	4
12.	Engine-mechanic	246	5
13.	General Perawalas-etc Honorary	} 325	5
			29
Total.		4346	138



TEXTILE LABOUR ASSOCIATION  
AHMEDABAD

OFFICE BEARERS

*President*

Sjt. Arvindbhai Buch

*General Secretary*

Sjt. Shantilal Shah

*Secretaries*

Sjt. Manharlal Shukla

Sjt. Navinchandra Barot

Sjt. Ramanlal Shukla

*Treasurer*

Sjt. Mohanlal Joshi