



# CHITTUR TALUK BEEDI WORKERS' UNION

REGD. NO. 132/1958 (A. I. T. U. C. AFFILIATED)

OFFICE: KODUVAYUR P. O.

PALGHAT DIST.

No.

Date.....

കൂലിയിൽ തന്നെ കുറവുവരുത്താൻ പോരാകുമ്പോൾ  
 മാനം. ഇതു കൂലം വലിയ ഒരു തൊഴിൽ കൂട്ടിച്ചേർ  
 ന്നു ഇവിടെ ഉണ്ടാകാൻ പോകുന്ന ഉത്തരവ് നിന്നാൽ  
 താങ്കൾ തമ്മിൽ ഉണ്ടാകുന്ന അടിമതിര മാറ്റം  
 ഇതിനാൽ പരിഹാരം ഉണ്ടാകാൻ  
 പരിശ്രമിക്കണമെന്നു വിനീതമായി അഭ്യർത്ഥിക്കുന്നു.

എന്ന

ഒരു: സി.കുട്ടൻ

V. M. സുരേഷൻ

അതിനോ

1. മേൽപ്രകാരമുള്ള കൂലിയിൽ കുറവുവരുത്താൻ
2. കൂലിയിൽ കുറവുവരുത്താൻ പരിശ്രമിക്കാൻ
3. അതിൽ കുറവുവരുത്താൻ പരിശ്രമിക്കാൻ
4. കൂലിയിൽ കുറവുവരുത്താൻ പരിശ്രമിക്കാൻ

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August 29, 1961

Com. C. Kannan,  
Secretary,  
Kerala Beedi-Cigar Workers' Federation,  
CANNANORE, Kerala

Dear Comrade,

Thank you for your letter of 19th August.

The Madhya Pradesh Beedi Workers' Federation is already thinking of convening an all-India conference and their suggestion has already been circulated to the State TUCs. We would therefore suggest that you get in touch with the M.P. Federation and see that the conference is convened early, so that an all-India consultation can be had on common problems.

The address of the M.P. Federation is given below:

Com. Prakash Roy,  
M.P. Beedi Workers' Federation,  
RAJNANDGAON, Madhya Pradesh.

With greetings,

Yours fraternally,

*K.G.*

(K.G. Sriwastava)  
Secretary

Copy to: Kerala TUC

# Kerala Beedi-Cigar Workers' Federation

CANNANORE. KERALA STATE.

Ref: No. \_\_\_\_\_

Date 19 - 8 - 1961.

The General Secretary,  
All India Trade Union Congress,  
4 Asoka Road,  
NEW DELHI.

A. I. T. U. C.
I. R. No. 206 Date 28 AUG 1961
File No. .... Replied on .....

Dear Comrade,

The Executive Committee of the Kerala Beedi - Cigar Workers Federation decided to request the AITUC to convene a zonal conference of the representatives of the Unions in the Tobacco Industry in the States of Andhra, Mysore, Madras and Kerala. These are the main States of Beedi and Cigar manufacturing. The Federation think that it is inevitable to bring a uniform legislation and wage rate in all these states.

The Madras Government enacted a legislation named the Madras Beedi Industrial Premises (Regulation of Conditions of work) Act 1958 and the Kerala Government also introduced a bill named the Kerala Beedi and Cigar Industrial Premises (Regulation of Conditions of work) Bill in the legislative Assembly and we think that it will be enacted very soon. Unless the other states in the Southern Zone bring such legislation and a uniform rate of minimum wages, we fear that the industry will be shifted to the other states,

The Government of Kerala introduced the minimum wages in Beedi Industry in 1954, and it was not revised so far. The neighbouring States of Madras and Mysore introduced the minimum wages recently, and it is much less than what we get in Kerala. This also stands in the way to revise the minimum wages in Kerala,

All these factors bring us to a conclusion that the workers in the Southern Zone should be coordinated and united actions of them can only bring a fruitful result in these matters.

P.T.O.

# Kerala Beedi-Cigar Workers' Federation

CANNANORE, KERALA STATE.

Ref: No. \_\_\_\_\_

Date \_\_\_\_\_

Therefore we request the All India Trade Union Congress to make arrangements to hold the conference of the representatives of the Unions in Beedi & Cigar Industries of the four States in Southern Zone.

If such a conference may be arranged, we are of the opinion that the venue of the conference may be in Kerala and we are ready to take all the arrangements to hold the conference in our State.

Thanking you,

Yours Comradely.

*Channan*  
19-8-61  
Secretary

c.c. to: -

K.S.T.U.C

Trivandrum.

*M.P. Beedi Act is already  
thrust upon all who  
confer: & this super shi  
has done the circular.  
in their action. &  
that act confer: be 1-2*  
U.S.  
28/11

SECRET  
H.M.C. MAHARAJA STATE, CHAI BASA (SINGHER).  
No. 418.

Ref. No. 2150/4/31.

Dated the 1st. August, 1961.

To  
The Labour Officer Cum Conciliation Officer,  
Chai Basa.

Subj:- Illegal closure of Town Factory.

Dear Sir,

It is reported by the workers of M/s. A.R. Dixi Trading Co., Pich Brand Dixi Chaitassa that the management has suddenly closed the Town Factory without any information on 31.7.61.

That about 65 workers has been thrown in the month of unemployment by the management.

That the closure is totally illegal and ~~contrivance~~ contrivance the provisions laid down in I.D. Act.

In this, we request you to kindly take immediate action for re-opening of the Town Factory and oblige

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Yours faithfully,

*Bhshahi*

Asstt. Secretary.

C.C. to-  
the Asst. Labour Commr. DIST.  
the Labour Commr., Patna.  
The Factories Inspector, DIST.  
The Secy. A.T.F.U.C., New Delhi,  
for information and necessary  
action.

1. R. 2150/4/31-3 AUG 1961

110 FEB 1961

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Vellore,  
Dated 8th February 1961.

From

V. Kannan,  
General Secretary,  
North Arcot District Beedi Workers' Union,  
No. 54/3C Katpadi Road, Vellore.

To

The Hon'ble Labour Minister,  
Government of India,  
New Delhi.

Sir,

The beedi trade mark proprietors with the sole view of escaping from implementing the various labour legislation brought for the welfare of the workers employed in the beedi industries like Factories Act., Industrial Dispute Act, Minimum Wages Act etc., have wilfully split up the Factories into branches, out work etc.

The workers employed in the beedi industry in Tamil Nad agitated for the past five years for bringing some form of legislation to provide them to benefits as workers employed in any other industry. The Madras Government brought a legislation to protect the beedi workers employed in the industry. The Madras Beedi Industrial Premises Act 1958 has been passed and came into force from 1-7-59. Having come to know the date of enforcement of the Madras Beedi Industrial premises Act 1958, the trade mark proprietors of the beedi industries want to completely avoid the implementation of the above act, by altering the nither to working conditions of the work.

Almost all the trade mark proprietors of the beedies are making arrangements, and also applied to the Central Excise Department for the issue of the L2 licenses under the Central Excise Act and Rules 1944 in the name of individual beedi workers and branch managers with a view to manufacture beedies in each workers houses and in the places which are very unhygenic.

The Madras High Court judgement clearly shows that the Madras Beedi Industrial Premises Act of 1958 has ~~become~~ become a purposeless enactment when once the section 2(1)(1)

to which the licence is issued, satisfies all the conditions laid down in the labour enactments. Then only L2 licence for the manufacture of beedies should be given.

Since the L2 licences are issued for the manufacture of beedies to any place, the proprietors are able to issue tobacco, without paying excise duty to the Government from paying excise duty.

Yours faithfully,

*625. 8/2/61*  
(V. Kaanan.)  
General Secretary.

Copy to: The Secretary, A.I.E.U.C. New Delhi. ✓



8 FEB 1961

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வட ஆற்காடு ஜில்லா பீடித் தொழிலாளர் சங்கம்

34/3C, காட்பாடி ரோட், வேலூர். (வ.ஆ.)

NORTH ARCOT DISTRICT BEEDI WORKER'S UNION (Regd. 1894)

34/3C, KATPADI ROAD, VELLORE, N.A.

Ref. No. ....

Date, 14th February 1961.

To

The Hon'ble Finance Minister,  
Department of Revenue, Central Excise)  
New Delhi. (Govt. of India)

Sir,

Government of India has constituted a Central Excise Reorganisation Committee (Published in Part I Section I of the Gazette of India Extraordinary dated 2nd November 60, No.3(21) 59 Ad IV Government of India, Ministry of Finance (Department of Revenue) for reorganisation and working of Central Excise Department.

The beedi trade mark proprietors with the sole view of escaping from implementing the various labour legislation brought for the welfare of the workers employed in the beedi industries like Factories Act., Industrial Disputes Act, Minimum Wages Act Etc., have wilfully split up the Factories into branches, out work etc.,

Almost all the trade mark proprietors of the beedies are making arrangements, and also applied to the Central Excise Department for the issue of the licences under the Central Excise Act and rules 1944 in the name of individual beedi workers and branch managers with a view to manufacture beedies in each workers houses and in the places which are very unhygenic.

Since lakhs of workers are employed in beedi and other tobacco industries which is a major source of revenue to the department, it is requested that representation should be given to the A.I.T.U.C. in the Central Excise re-organisation Committee.

Yours faithfully,

வே. த. சண்முகம்  
14/2/61

✓ Copy to: The Secretary, A.I.T.U.C. General Secretary.  
New Delhi.

SHAHABAD REGIONAL COMMITTEE  
(All-India Trade Union Congress)

334 ✓  
Dalmianagar,  
Bihar  
April 28, 1960.

The Secretary,  
All-India Trade Union Congress, (Attn: Com. Srivastava)  
4, Ashok Road,  
New Delhi.

Re: Cement Wage Board.

Dear Com.

I refer to you our letter of the 13th instt. intimating to you the position obtaining here on the question of implementation of the above. I believe, you have made a representation to the Union Labour Minister already. Please let me know what is the position now. For your information I may mention that ~~about~~ over 300 workers signed the representation sent to the Union Labour Minister. As regards the position of implementation there is yet no indication of its being done so in the immediate near future the reason being obvious that the Union itself is cold to it. Externally the HMS union now has changed its voice and says that it also wants implementation but internally it is working just against it. The Management, as I learn, has represented the matter to the Central Govt. and possibly 27th April was the date for some sort of talk over the matter. I don't exactly know the position as to what the Govt. feel in this respect and whether any expeditious action is being taken to see that the recommendations are implemented.

In the meantime, we are giving a call to the workers to observe implementation day to be observed in the first week of May to synchronise with the date of Textile workers as called upon by AITUC.

Hope to receive your early communication and,

With Greetings,

*Lakhan Lall*  
(Lakhan Lall)

for SHAHABAD REGIONAL COMMITTEE.

cc: Com. Ratan Roy, General Secretary, Bihar State Committee,  
AITUC, C/o Communist Party Office, Jangertoli, Patna  
for information.

Gloucestershire Regional Committee.  
A.T.V.C.

20 APR 1960

✓ Delmi Aragan  
16.4.60

Dear Com. Swireland,

Further to my letter of 13th inst.  
this is to write for your information  
that today we have dispatched per Royal  
Post the representation signed by 165  
workers + whalenois (about 100) already sent  
to the Union Labour Ministers for their  
action. I believe you have already  
written to the Union Ministers req. this.  
Further signatures will be posted  
now on Monday & by then, it is expected,  
the number will be more than half  
the number of workers employed here  
which is about 900.

Wish Goodings,

Yours faithfully  
L. Swireland

Gloucestershire Regional Committee.

LIST OF UNIONS IN CEMENT INDUSTRY AFFILIATED TO AITUC.

\*\*\*\*\*

ANDHRA:

1. 1. Kistna Cement Works Employees Union, Mangalagiri.
2. 2. Andhra Cement Factory Employees Union, Vijaywada.
3. 3. Ramkrishna Cement Factory Workers' Union, Macherla, Guntur district.

BOMBAY: (Maha Gujerat)

4. 1. Cement Kamgar Union, Wadi Wayda Pole, Baroda.
5. 2. Cement Employees Union, Sardar Ballabhai Patel Road, Porbander.
6. 3. Cement Works Kamgar Union, Jamnagar.

Kerala:

7. Travankore Cement Workers Union, Nattakom, Kottayam.

MADRAS:

8. 1. Coimbatore Cement Workers' Union, P.O. Madukkarai, Dt. Coimbatore.
9. 2. Talayuthu Cement Workers' Union, Talayuthu, Tinnevely dist.
10. 3. Asbestos Cement Workers' Union, Noorabad, Poddanur. X
11. 4. Cement Pipe Thozhilalar Sangham, Vandipettai, Tanjore. X
12. 5. Stoneware Pipes Madras (Ltd) Employees Union, Tiruvallor, Chinglepet dist. X
13. 6. Coimbatore ~~XXXX~~ Humepipe Workers' Union, Coimbatore. X

MYSORE:

14. Shahabad Cement Factory Workers' Union, Shahabad, Dn, Mysore.

PUNJAB:

15. Cement Factory Workers' Union, Chakri Dadri.

All India Cement Workers' Federation, Ganpat Nivas, Zaoba Oart,  
-----  
Thakurdwar, Bombay.2  
-----

BIHAR:

Com. K.K.Sinha, General Secretary, Cement Mazdoor Union,  
Raj Bhawan, P.O. Jhinkpani, Singbhum, Bihar.

Com. Lakhanlal, Sahabad Regional Committee of the IA AITUC,  
P.O. Dalmianagar, Bihar.

May 12, 1960

Dear Com.Lakhan Lall,

Thanks for your letters. I am sorry that I could not reply earlier as I was away on tour.

We have already taken up the matter with the Union Labour Minister and will let you know when we hear from him.

Meanwhile, we hope you will keep us posted with the developments.

With greetings,

Yours fraternally,

*K.G.*

(K.G.Sriwastava)

18 APR 1960

ALL-INDIA TRADE UNION CONGRESS  
(Shahabad Regional Committee)

P.O. Dalmianagar (Bihar),  
April 13, 1960.

Dear Com. Srivastava,

I thank you for a copy of the Central Cement Wage Board's Recommendations sent under V.P.P. which has been released.

In my last letter I made a little mention that there is some wrong move on the part of the Managements of Rohtas Industries & Ashoka Cement who own three kilns here employing about 900 workers and staff, are trying to escape from implementing the recommendations and for this purpose they are using the HMS Union which is a recognised Union for the labour category to serve their purpose. You know that Dalmianagar is a centre of group of industries and under the plea of labour unity the Union's leader (Sri Basawan Singh who is the President) vainly pressed the Cement labourers to accept a low rate, near about Rs.80/- as min. wages for an unskilled labour for all the industries. It is worth while to mention that the present min. wages for an unskilled labour is Rs.64/- p.m. (Rs.25/- Basic + 4/- House Allowance + 35/- D.A.). Prior to the publication of the Wage Board's recommendations demands of the workers on Bonus, D.A., Wages, Grades, etc. were submitted under unimaginable pressures over the leadership and had there been a settlement reached earlier as the workers wished and cried out, there would have been already a level of Rs.80/- as min. wages now, and, in view of this, the workers say openly that they have been betrayed by their leaders. The suggestion of the leaders to accept of a lower rate than the Cement Wage Board's recommended min. has enraged the workers. Methods of intimidation, threat of dismissals, retrenchment, increase of workload etc., what the employers usually contend was posed to the workers of Cement factories to demoralise them and concede to the leaders but the workers did not submit. In such circumstances the workers apprehended that their leaders might betray and sign an agreement and hence they sent a telegraphic representation followed by confirmation thereof to the Union Labour Minister on the 10th instt. Mass Signatures on separate representation are also being obtained. In such critical hour they look to AITUC with hope to come to their aid in safeguarding their gains.

*On the instant*

I may further inform you that we held a big mass meeting of the Dalmianagar workers on the above issue and on other outstanding demands which was addressed by Com. Ratan Roy, General Secretary, BPTUC and we carrying out things under his advice. A resolution was also passed unanimously in the meeting copies of which have sent to the State & Union Labour Ministers for their information and necessary action.

But, in the meantime, the management and the HMS leaders met the State Labour Minister with a view to secure his recommendations to the Union Labour Minister to exempt Dalmianagar Management from the liabilities of the recommendations of the wage board. This has been done under the plea of uniformity and unity of labour. Sri Basawan Singh has been voicing more the case of the Company than the labour. The workers of this place are simply stunned on such a role of their leader. The result is that due to loss of faith of the workers in the leadership the workers are coming more nearer to us for help, protection and guidance. On the other hand the leaders of HMS Union have become completely demoralised and in attempt to save their face are trying to confuse the workers with the slogan of 'Communist game'.

We feel that upon these informations, if you think proper, you make a strong representation to the Union Labour Minister informing him that some wrong design is afoot at Dalmianagar to undo the recommendations of the Wage Board.

Hope to hear from you soon and with Greetings.

Yours fraternally,



For Shahabad Regional Committee.

Encl. Three.

Com. K.G. Srivastava,  
Secretary,  
All-India Trade Union Congress,  
4, Ashok Road,  
New Delhi.

Copy to Com. Ratan Roy, General Secretary, BPTUC C/o Communist Party, Langertoli, Patna 4 for information.

Cable : "AITUCONG"

U. LAW BUREAU:  
R. L. TRUST BUILDING,  
55, GIRGAON ROAD,  
BOMBAY 4 (INDIA)

अखिल भारतीय ट्रेड यूनियन काँग्रेस  
ALL-INDIA TRADE UNION CONGRESS

Telephone : 48771  
43414

4, ASHOK ROAD,  
NEW DELHI.

President : S. S. MIRAJKAR.

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

July 12, 1961

Dear Comrade,

We forward herewith copy of resolutions adopted by the Third Conference of the Madhya Pradesh Biri Workers' Federation which was held at Rajnandgaon on June 17-18, 1961.

The problems of biri workers are almost similar throughout the country. Existing labour legislations have not been properly implemented in their case and the shifting of factories following legislation conferring limited benefits in some States has been a question which has been seriously posed. In this context, there is a growing awareness for coordinated efforts on the part of all beedi workers' organisations in different States in order to win uniform working conditions on a national scale. The need for organisational coordination is also being felt.

We would therefore like to hear from you on the above questions, particularly on the possibility of holding an all-India convention of representatives of TUs of biri workers, at a place convenient to all.

You may also contact Com. Prakash Roy, General Secretary, Madhya Pradesh Biri Kamgar Federation, Rajnandgaon (M.P.), in this connection.

With greetings,

Yours fraternally,

*K. G. Sriwastava*  
(K.G. Sriwastava)  
Secretary

Encl:



अखिल भारतीय ट्रेड यूनियन काँग्रेस  
ALL-INDIA TRADE UNION CONGRESS

President : S. B. MIRAJKAR.  
General Secretary : S. A. DANGE, M.P.

July 7, 1961

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You may also contact Com. Prakash Roy, General Secretary, Madhya Pradesh Biri Kamgar Federation, Rajnandgaon, (M.P.), in this connection.

With greetings,

Yours fraternally,

*(K.G. Sriwastava)*  
(K.G. Sriwastava)  
Secretary

✓ Andhra STUC

Bihar STUC

✓ Kerala STUC

U.P. S.D.I.C.

Sangamner Akola Taluka Bidi Kamgar Union (Lal Bavta)  
Sangamner, Ahmednagar

✓ Maharashtra STUC

N.Arcot Dt. Beedi Workers Union,  
36/2 Beri Subramaniaswamy Koil St.,  
Vellore,

S.K.Beedi & Tobacco Labour Union,  
Maidan Road, Mangalore

✓ Tamilnad STUC

Calcutta Biri Mazdoor Union,  
249 Bowbazar Street, Calcutta 12

Beedi Kamgar Union (Red Flag),  
Kamatipura, 8 Shankar Pupala Road,  
Bombay

✓ Biri Mazdoor Union  
Gurskai gang,  
Dt. Farrukhabad, U.P.

✓ Biri Workers Union  
Bihar Sharif  
Patna

A. I. No. 5 JUL 1961  
I. R. No. 2/61 Date.....  
File No.....Ref. No.....

M. P. TRADE UNION CONGRESS  
24, H. G. ROAD, INDORE

व्यक्ति:- म० प्र० वीडी कामगार फेडरेशन, राजनांदगांव,

दिनांक-२० जून, १९६१

प्रिय महाशय,

आपके पास म० प्र० वीडी कामगार फेडरेशन के तृतीय-अधिवेशन में पारित किये गये प्रस्ताव भेज रहा हूँ। हमें विश्वास है, कि इस प्रान्त में वीडी-मजदूरों की हानि दयनीय है, इस बात को भी आप मंजूर करेंगे।

हम उम्मीद करते हैं, कि आप वीडी-कामगारों की सभी समस्याओं को एक त्रिपक्षीय-सम्मेलन द्वारा सुलभ तरे के लिये सहयोग प्रदान करेंगे।

धन्यवाद !

स्वदीय,

~~प्रकाश राय~~  
(प्रकाश राय),

जनरल-सेक्रेटरी,

म० प्र० वीडी-कामगार फेडरेशन,

:-:-:-

मं० प्र० वीड़ी कामगार फेडरेशन केन्द्रीय - सम्मेलन में पारित हुए प्रस्ताव

राजनामगाय में दिनांक २७ एवं २८ जून-१९६१ को मं० प्र० वीड़ी कामगार फेडरेशन का वृत्तीय-सम्मेलन का उद्विघ्न हुआ। सम्मेलन में राजनामगाव, शिरागढ़, रायपुर, धमतरी, भिजापुर, राजी, आगर, बालपुर, दमोह, नरसिंगपुर, खोली, टीसगढ़, सुराधनपुर, सिंहा, मना, मालाघाट, उन्ही, राधगढ़ आदि इलाकों के करीब २०० प्रतिनिधियों का भाग लेना था। सम्मेलन में निम्नलिखित प्रस्ताव सर्व-सम्पत्ति से पारित हुए :-

- (१)- प्रस्ताव:- वीड़ी कामगारों का यह वृत्तीय-सम्मेलन मध्यप्रदेश शासन से एवं वीड़ी कामगारों के आदिनों से यह मांग करता है, कि वीड़ी-उद्योग में काम करेवाले कामगारों को निम्नलिखित तरीके से वेतन (मजदूरी) दी जावे।
- (क)- वीड़ी कामगारों को १००० एक हजार वीड़ी बनाने पर २ रु० २५ नये पैसे मिलना चाहिये।
- (ख)- प्रति हजार २ रु० २५ नये पैसे देने के बाद प्रत्येक कामगार को कम से कम १००० वीड़ियां बनाने के लिये पर्याप्त मात्रा में सामान, एवं फटा दिया जाना चाहिये। सराफ फटा वापिस लिया जावे एवं नया फटा दिया जाना चाहिये।
- (ग)- वीड़ी-बैर, गार्डर एवं मुंजी लोनों को कम से कम ६०)रु० प्रति माह वेतनाय दिया जाय।
- (घ)- गार्डर (मुंजी) पर काम करेवाले प्रत्येक कामगार को कम से कम ७०)रु० प्रतिमाह एवं जाभा सेर का पैसे प्रतिदिन का अलाउन्स मिलना चाहिये।
- (ङ)- जोशीदार, करारी, पानीवाले, तम्बाकू पेल पर काम करेवाले एवं फाड़ करेवाले प्रत्येक कामगार को ७०)रु० प्रतिमाह मिलना चाहिये।
- (च)- रिठाई (फिकर ही) करेवाले प्रत्येक कामगार को कम से कम ८०)रु० महीना दिया जावे, तथा ऊँ पर काम करेवाले कामगारों को एक लाख वीड़ी पर (४ हजार कूटा सामान पर) फिकरली चढ़ाने के लिये ६ रु० २५ नये पैसे दिये जाय चाहिये।
- (ज)- एक हजार वीड़ी पर अधिकतम १० वीड़ी से ज्यादा की छंटनी न की जावे। छंटनी की वीड़ी की आपाव काट पर निम्नलिखित तौर पर की स्थित जावे, तथा उन्ही का भी मजदूरी दी जावे।

(२)- प्रस्ताव:- वीड़ी-उद्योग में देवदारी-प्रथा को खत्म करने के लिये सरकार निम्नलिखित कदम उठावे:-

- (क)- सरकार उन्ही लोनों को तेन्दु-मनों का जंगल दे, जो वीड़ी-कारखाने के नालिक फेंकरी खट एवं मिनिम-वेजेज खट का पूर्ण रूप से पालन करे, तथा फटा से उन्ही लोनों को बेच ले, जो कि उपरोक्त नियमों का पालन करते हों,
- (ख)- वीड़ी-बनाने का लायसेन्स उन्ही को दे, जो कि मिनिम-वेजेज खट एवं फेंकरी-खट को पूर्ण रूप से पालन के लिये तैयार रहे,

- २ (1) - कामगारों को सम्पत्ति का कर्तव्य माना जावे और जिन सम्पत्तियों का फायदा दिया जावे।
- (2) - प्रस्तावः - वीडियो-उद्योग में काम करनेवाले समस्त कामगारों के लिये प्राक्किडेण्ट-फण्ड स्कीम लागू की जावे।
- (3) - प्रस्तावः - वीडियो-उद्योग में काम करनेवाले समस्त कामगारियों के लिये स्टैडिंग-ऑर्डर की लागू किया जावे और हर कर्मचारी को, जो जिस मारिज के या कंपनी के मातहत काम करता हो, उसे उसी फर्म या कंपनी का मुस्तहिल कर्मचारी माना जावे।
- (4) - प्रस्तावः - प्रत्येक कामगार को हाजिरी-काई दिया जावे, जिसे काई में तबाख, फटा, धागा, वीडियो की संख्या एवं मजदूरी आदि लिखी जावे।
- (5) - प्रस्तावः - वीडियो-उद्योग में काम करनेवाले समस्त कामगारों के लिये - 'राज्य कर्मचारी विधा-योजना' लागू किया जावे।
- (6) - प्रस्तावः - इस में करीब १० लाख से ज्यादा कामगार वीडियो-उद्योग में काम करते हैं, जहां निश्चित तौर पर जखिल भारतीय पैमाने पर कामगारों के लिये कोई भी कानून लागू नहीं है। हर राज्य में राज्य-स्तर पर जल्द जल्द कानून बनने से कामगारों का अविश्वास होना शुरू हो चुका है। इस देश में करीब ४ वर्षों पहिले लोक-सभा में लोक-सभा के सदस्य २०० २० के ० गोपालन ने एक बार सरकारी प्रस्ताव (जखिल भारतीय पैमाने पर कानून बनाने का लिये) रखा था, जिस पर केंद्रीय क्रम मंत्री ने आश्वासन दिये थे, कि सरकार बहुत ही जल्द कानून बनावे जा रही है, पर अभी तक केंद्रीय सरकार ने कोई ठोस कदम नहीं उठाया। केंद्रीय सरकार को वास्थे कि इस उद्योग में काम करनेवाले कामगारों के लिये मजदूरी, काम की शर्तें (कंडीशन आफ़ रजिस्ट्रेशन) आदि के बावजूद जखिल भारतीय पैमाने पर एक कानून बनाया जावे।
- (7) - प्रस्तावः - यह सर्व-विदित है, कि आज वीडियो-कामगारों की दयनीय हालत है। आज तीन वर्षों से मिनिमम-वेज बन चुका है, जो वीडियो कामगारों को नहीं दिया जा रहा है। मिनिमम-वेज को लेकर तीन वर्षों से वीडियो-मालिकों और सरकार के बीच बदाखली लड़ाई चल रही है। सरकार और वीडियो-मालिकों ने इस मामले को ईज्जत का प्रश्न बना लिया है। इन दोनों के इतरके से वीडियो-कामगार बेकार भी हो रहे हैं। सम्मेलन, सरकार तथा वीडियो-मालिकों से अपील करता है, कि दोनों इस मामले को अपना ईज्जत का प्रश्न न बनावे और इसके हल के लिये एक त्रिपक्षीय बैठक बुलावे। अगर दो माह के अन्दर त्रिपक्षीय बैठक बुला कर इस मामले को हल नहीं किया गया, तो प्रान्त के सारे वीडियो-कामगारों को संघर्ष करने के लिये मजबूर होना पड़ेगा। सम्मेलन को विश्वास है, कि वीडियो-मालिक और सरकार कामगारों को संघर्ष करने के लिये मजबूर नहीं करेंगे।

(8) प्रस्तावः - वीडियो-मजदूर-कर्म-समाज-कर्मचारीयों को बीमा दिया जाये।



अखिल भारतीय ट्रेड यूनियन कांग्रेस, शाकाबाद रिजल्ट कमेटी, द्वारा आयोजित डालमियानगर के कर्मचारियों की यह आम सभा रोहतास इन्डस्ट्रीज और अशोक सिमेंट के मैनेजमेंट तथा केन्द्रीय एवं राज्य सरकारों से मांग करती है कि सिमेंट वेज बोर्ड की सिफारिशों को शीघ्र ही लागू किया जाय।

साथ ही साथ यह आम सभा मैनेजमेंट से मांग करती है कि सिमेंट के अलावा दूसरे अन्य कारखानों की कर्मचारियों को बुनियादी तनस्वाह, मंथ्याई मता, ग्रेट आदि के मुतलिक मांगों पर भी सीमेंट वेजबोर्ड की मूल सिफारिशों को ध्यान में रख कर शीघ्र ही सम्बन्धित यूनियनों से शीघ्र ही समझौता कर ताकि कर्मचारियों को राहत मिले।

यह सभा मांगसुख करती है कि इन तमाम चीजों को हासिल करने के लिये सभी कर्मचारियों की फौलादी एकता की जरूरत है। अतः यह सभा तमाम सम्बन्धित यूनियनों से अपील करती है कि वे संयुक्त होकर काम करें जिससे कर्मचारियों की सारी मांगें शीघ्र हासिल हो सकें।

सर्व सम्मति से स्वीकृत।

रस्त० सेत प्रसाद सिंह

सभापति

डालमियानगर,

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# महाराष्ट्र राज्य विडी कामगार

## परिषद

Received 11/6/81/3-38

संगमनेद येथे ६ व ७ मे १९६१ रोजी महाराष्ट्रराज्य विडी कामगार परिषद घेण्याचे निश्चित झाले आहे. नगर येथे २५ डिसेंबर रोजी झालेल्या महाराष्ट्र राज्यातील विडी कामगार संघटनांच्या प्रतिनिधींच्या बैठकीत हा निर्णय घेण्यात आला.

या परिषदेत विडी कामगारांच्या महत्वाच्या प्रश्नांवर विचारविनिमय होऊन महाराष्ट्र राज्यातील संघटनांची राज्य पातळीवरील संघटना निर्माण करण्याचे दृष्टीने प्रयत्न होणार आहेत.

महाराष्ट्र राज्यांत सुमारे चार लाख विडी कामगार या घंदावर उपजीविका करीत आहेत. त्यांत स्त्री कामगारांचे प्रमाण ६० ते ७० आहे. या कामगारांची स्थिति अत्यंत बोचनीय आहे.

विडी ही श्रमजीवी जनतेची चैनीची बाब नसून गरजेची वस्तू बनली आहे. विडी घंदाची झपाट्याने वाढ होत आहे. हे गेल्या ३-४ वर्षांत विडी कारखान्यांच्या व कामगारांच्या वाढलेल्या संख्येवरून हे स्पष्ट होते.

या घंदाला स्थैर्य येऊन विडी कारखानदार दिवसेंदिवस मोठ्या प्रमाणावर नफे फसवीत असतांनायुद्धा या घंदांताल कामगार मात्र त्यांचे प्राथमिक व मूलभूत हक्क व सवलती मिळविण्यांत इतर क्राहान घंदांतील कामगारांचे मानाने बरेच मागे राहिले आहेत.

काही तुरळक भक्कम संघटना असल्या तरी बहुमध्य कामगार संघटनेच्या दृष्टीने कमकुवत आहेत. व यांतून पुढील मार्ग काढणेसाठीच ही परिषद बोलविली आहे.

विडी-कामगारांच्या किमान वेतनाची चौकशी करण्यासाठी जुन्या मुंबई सरकारने १९५४ साली बखले कमिटी नेमली. त्यावेळी समितीपुढे सर्व कामगारांचे वतीने साक्ष देण्यासाठी जुन्या मुंबई राज्यातील निरनिराळ्या कामगार संघटनांच्या प्रतिनिधींनी एकत्र येऊन एकमुखी निवेदन तयार करून त्या त्या संघटनांचे मार्फत मांडण्यात आले. त्यावेळी सर्वत्र दर हजारी रु. २-६-० हे किमान वेतन असावे अशी मागणी करण्यात आली. त्याचा परिणाम होऊन या समितीने किमान वेतनात काही वाढ करून शिफारशी केल्या व त्यास सरकारने मान्यता दिली. परंतु किमान वेतनात ही झालेली फारच थोडा वाढ कामगारांचे पदांत नये म्हणून विडी कारखानदारांनी सत्र मार्ग चोळाळले सरकारवर दडपण आणून कि. वेतनाची अंमलबजावणी तहकूब करणे रजिस्टरवर सह्या आंगठे घेऊन प्रत्यक्षांत कमी मजुरी देणे खेप पद्धतीच्या रूग्नेने कमी मजुरी देणे पान पुढेअपुढे देणे इ. अनेक प्रकाराने कि. वेतन कामगारांना मिळू न देण्याचा मालकांनी चंग बांधला. परंतु कामगारांनीही मालकांच्या या कारवायाना कोर्ट कचेऱ्यांच्या व प्रत्यक्ष लढ्यांच्या मार्गांनी तोंड देऊन हे डाव काही प्रमाणांत हाणून पाडले.

फॅक्टरी अॅक्टची अंमलबजावणी करण्यांतहि मालक सरकारची येथे घुडकावून लावतात. या कावद्यामुळे मिळणारी हक्काची पगारी रजा याच कावद्यांतील पळवाटामुळे



अद्याप्यंत कामगारांचे पदरांत पडू शकलेली नाही. सॅटनिटी अॅक्टप्रमाणे मिळणारी बाळंत-पणाच्या रजेचा भत्ताहि या घद्यांत बहुसंख्येने असलेल्या स्त्रियांची अत्यंत महत्त्वाची प्राथमिक गरज आहे. परंतु तोहि अपुरा भत्ता संघटीत कामगार सोडल्यास इतराना मिळू शकत नाही.

बोनस- एक हक्क म्हणूनच फक्त गेल्या ५ वर्षांपासून काही कामगार संघटनांनी मिळवून घेतला आहे. बोनस म्हणून वाटण्यात येणारी ४ ते १० रु. ची रक्कम म्हणजे बोनसच्या तत्त्वाची थट्टाच आहे.

प्रां फडाचे योजना वेळी वेळी मागणी करूनमुद्दां कोठेच लागू करण्यांत आलेली नाही. आज या घद्यात काही लाखांनी कित्येक वर्षांपासून काम करीत असलेल्या या कामगारांची म्हातारारपणाचा सरतूद काय ? तर रोगानी जर्जर होऊन येणारे मरण हाच त्यांचा शेवट वशी या घद्यातल कामगारांची स्थिती आहे.

कामगारांना कायम करून स्टॉडिंग ऑर्डर्स लावून घण्याचे प्रयत्नहि काही कामगार संघटनांनी केले. घद्याच्या मध्याच्या स्वरूपामुळे त्याला यश येऊ शकले नाही. एकंदरीत घद्यां महाराष्ट्र राज्यात या घद्यांतल कामगारांची अवस्था खालोलप्रमाणे आहे.

१) जेथे कामगार संघटीत आहेत. तेथे ते किमान वेतन, बाळंतपणाचा भत्ता, मालकांच्या लक्ष्मीवदल बोनस व भरपगारी रजेपोशी मिळणारी अत्यंत तुटपुंजी भरपाई हे मिळवून घेऊ शकले आहेत. त्यांना इतर कामगारांची संघटीत साथ मिळाल्याशिवाय पुढील पाऊल टाकणे अशक्य आहे.

२) जेथे कामगार असंघटीत आहेत तेथे ठरलेले किमान वेतन मिळणेहि मुष्कील तर इतर सवलतीने नांवाच नको.

आज या विडी घद्यांनील मालक वाढते नफे कमवीत आहेत. हे त्यांचे बॅलन्सशीटवरून जरी हे दिसले नाही तरी दरवर्षी वाढणाऱ्या कामगारांच्या व फॅक्ट्रियांच्या सख्येवरून ते मिळू होते या घद्यात कच्चा माल घेण्यासाठीच फक्त भांडवल गुंतवावे लागते यथे जागा इत्यादि-सारख्या कायम स्वरूपाच्या वास्तूत भांडवल गुंतले जात नाही त्यामुळे जितकी कामगारांच्या सख्येत वाढ तितकी नफ्यात वाढ ही कोणीहि नाकारू शकणार नाही या घद्यांत कायम स्वरूपाची यथे इ मालमत्ता नमलेमुळे कामगारांचे काम बंद करून बेकारीचा हुला चढविणे सोपे असते हा कामगार नेहमी बेकारीच्या टांगत्या तलवारीखाली काम करात असतो अद्योगिक कलह कायद्यांमार्गे कायदे शांतिलाल उहा याचेमार्ग्या भजर मध्याचे धोरणा-मुळे कायमे सारक्षण वेळ शकत नाहीत. तरी सुद्धा कामगारांनी ठिकांठाकाणी त्यांच्या स्थानिक प्रश्नावर एकजुटीने उठू केले आहेत. आजच्या या घद्यांच्या परिस्थितीत व सरकारी कायद्यांचे विशेष संरक्षण नसतांना एकेठक्या संघटनांची ताकद वरील मूलभूत स्वरूपाने उभे राहिल्यास असमर्थ ठरतात. यांतून मागे काढण्यासाठीच नगर येथील विडी कामगार प्रतिनिधींच्या बैठकीत महाराष्ट्र राजा विडी कामगार परिषद घेणेचे निश्चित करण्यात आले ही परिषद ६ व ७ मे १९६१ रोजी संगमनेर येथे होणार आहे. परिषदेच्या तयारीसाठी महाराष्ट्र राज्य विडी कामगार परिवदेची तयारी कमीटी निवडण्यांत आली आहे.

या परिषदेत जमणाऱ्या विडी कामगार संघटनांच्या प्रतिनिधींना खालील बाबींवर प्रामुख्याने निर्णय घ्यावयाचे आहे.

# महाराष्ट्र राज्य विडी कामगार परिषद

संगमनेर जि. अहमदनगर येथे

दिनांक ६ व ७ मे १९६१ रोजीं होणार आहे.

महाराष्ट्र राज्यांत सुमारे ४ लाख विडी कामगार आहेत. गेल्या ६ वर्षांत महागाई उग्र स्वरूपात वाढलेली आहे व कामगार वर्ग त्यामुळे होरपळून निवाला आहे. विडी कारखानदारांचे नके मात्र वाढलेले आहेत. तरीही कामगारांचे मजूरीचे वेतनात मात्र कुठेही वाढ झालेली नाही. वेतन वाढ, पगारी रजा, बोनस, पुरेसे पाने पुरविण्याची हमी, प्रॉ. फंड, व प्रॅक्चुरीची योजना इत्यादी विडी कामगारांच्या जिवाळ्यांचे प्रश्न सोडवून घेण्यासाठी या परिषदेमध्ये विचारविनिमय होणार आहे. आपल्या पुढीलवेतने व गांवचे प्रतिनिधि पाठवून आपण या परिषदेत अवश्य भाग घ्यावा हि विनंति.

परिषदेचे उद्घाटक:- कॉ. एस्. एस्. मिरजकर, अध्यक्ष अ. भा. ट्रे. यु. काँग्रेस

परिषदेचे अध्यक्ष:- अँडव्होकेट एन्. एन्. कुंभारे, नागपूर

- खुले अधिवेशन -

अध्यक्ष- डॉ. श्रीराम रानडे, अहमदनगर.

मुख्य वक्ते- खासदार कर्मवीर भाऊराव मायकवाड

आमदार कॉ. ए. बी. वर्धन, नागपूर

परिषदेचा कार्यक्रम

शनिवार दिनांक ६-५-६१:- दुपारी १ वा. उद्घाटन

दुपारी २-३० ते ७ प्रतिनिधिंची बैठक

रविवार दिनांक ७-५-६१:- सकाळी ९ ते १२ प्रतिनिधिंची बैठक

दुपारी २ ते ५ प्रतिनिधिंची बैठक

रात्री ७ ते ११ खुले अधिवेशन

आपले नम्र

बी. के. कानवडे, वकील, अंनगर (कन्व्हेंटर) रा. स. नागरे, संगमनेर

बी. एस्. धुसे, मुंबई.

एच्. पी. जवका, पुणे.

भास्करराव जाधव, शेवगांव-नेवासा

राज प्रताप भद्रोरिया, भंडारा.

सुन्दर मुड वित्री, मुंबई.

अँडव्होकेट कमिटी, महाराष्ट्र राज्य विडी कामगार परिषद.

# — / महाराष्ट्र राज्य विडी कामगार परिषद —

संगमनेर जि. अहमदनगर येथे

दिनांक ६ व ७ मे १९६१ रोजी होणार आहे.

महाराष्ट्र राज्यात सुमारे ४ लाख विडी कामगार आहेत. गेल्या ६ वर्षांत महाराष्ट्र उग्र स्वरूपात वाढलेली आहे व कामगार वर्ग त्यामुळे होरपळून निघाला आहे. विडी कारखानदारांचे तफे मात्र वाढलेले आहेत. तरीही कामगारांचे नगरीय क्षेत्रात मात्र कुठेही वाढ झालेली नाही. बेतज वाढ, पगारी रजा, बोनस, पुरेसे पाने पुरविल्याची हमी, प्रॉ. फंड, व ग्रॅज्युएटची योजना इत्यादी विडी कामगारांच्या जिद्दहाळघाबे वरून सोडवून घेण्यासाठी या परिषदेमध्ये विचारविनिमय होणार आहे. जावल्या मुनियतचे त गावचे प्रतिनिधि पाठवून आपण या परिषदेत अवश्य भाग घ्यावा हि विनंति.

परिषदेचे उद्घाटक:- कॉ. पल. पल. मिरजकर, अध्यक्ष अ. भा. ट्रे. यु. काँग्रेस

परिषदेचे अध्यक्ष:- अडव्हॉकेट पन्. पंच. कुंभारे, नागपूर

## — खले अधिवेशन —

अध्यक्ष- डॉ. श्रीराम रानडे, अहमदनगर.

मुख्य वक्ते- खासदार कर्मदार भाऊराव मायकवाड

आसदार कॉ. ए. बी. बर्धन, नागपूर.

### परिषदेचा कार्यक्रम

जनिवार दिनांक ६-५-६१:- दुसरा १ वा. उदघाटन

दुसरी २-३० ते ७ प्रतिनिधिंचा बैठक

रविवार दिनांक ७-५-६१:- सकाळी ९ ते १२ प्रतिनिधिंचा बैठक

दुसरी २ ते ५ प्रतिनिधिंचा बैठक

रात्री ७ ते ११ खले अधिवेशन

आपले नाम

बी. के. क्रांतवडे, बकोल, अंतगर (कम्बहेनर) रा. स. नागरे, संगमनेर

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पन्. पी. जक्का, पुण.

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अडव्हॉकेट कमिटी, महाराष्ट्र राज्य विडी कामगार परिषद.

१) विडी घद्यातील निरनिराळ्या भागांस वेग वेगळे किमान वेतन ठरविण्यांत आले आहे. त्या ऐवजी किमान सर्व राज्यांत एकच किमान वेतन ठरविण्यांत यावे.

२) फॅक्टरी अॅक्टच्या तरतूदीना मुरूग लावण्यासाठी कांहीं भागांत खेप पद्धत व फॅक्टरीपद्धत या घद्यांत मुरू करण्यांत आलेली आहे. ती कायद्याने बंद करणे व कोणत्याही स्वरूपाने फॅक्टरीबाहेर काम देण्यास कायद्याने बंदी करणे.

३) फॅक्टरी अॅक्टचो अंमलबजावणी या घद्यांत होणेचे दृष्टीने सरकारने उपाययोजना करावी. कायद्यांतोळ पळवाटा नाहींशा कराव्यात.

४) विडी घद्यांतोळ मालक कायद्यांतोळ पळवाटांचा फायदा घेऊन कामगारांना भर-पगारी रजा देत नाहीत. तर तितक्या प्रमाणात, नुकसान भरपाई मिळण्याबाबत कायद्यांत तरतुद करण्यांत यावी.

५) सध्या कायद्याप्रमाणे त्त्री कामगारांना मिळणारा बाळंतपणाचा भत्ता अत्यंत अपुरा आहे. तरी किमान सव्वा रूपाया रोजप्रमाणे बाळंतपणाचा भत्ता देण्याची कायद्यांत तरतुद करण्यांत यावी.

६) कामगारांना आरोग्य विमा योजना लागू करण्यावद्दल.

७) विडी घद्याला अनुरूप अग्रा स्टडींग ऑररी ठिकठिकाणच्या युनियन्सच्या सल्ल्यांनि ताबडताब तयार करण्यांत येऊन त्याचो अमलबजावणी मुरू करण्यांत यावी.

८) सध्यांचो मालक व कामगार यांचे मधोल तंट सोडविण्याची सरकारी यंत्रणा अत्यंत विरभाईची असून कमकुवत आहे व सरकारच्या मर्जीवर अवलंबून ठेवली आहे. तरी त्यामध्ये आमल प्र सुधारणा करण्यांत यावी. मालक व कामगार यामधोल तंट्याचा निकाल दोग महिन्यांच्या आत लागेल अशी तरतुद कायद्यांत करण्यांत यावी.

९) ज्या ठिकाणी मालकांकडून कामगारांना विडी घळण्यासाठी पानपुडे पुरविले जातात तेथे मालक त्यांच्या मर्जीनुरूप पाने पुरवतात. त्यामळे कामगारांच्या मजुरीत कपात होते. म्हणून मालक व युनियन यांच्या संयुक्त निर्णयामध्ये ठरेल त्या प्रमाणातच दर हजारी पाने पुरावण्याचे बंधन मालकांवर कायद्याने घालण्यांत यावे.

१०) या घद्यां प्रॉ. फंड व मॅच्युएटीची योजना लागू करण्यांत यावी.

विडी वाद्यण्याच्या कामाव्यतिरिक्त सेवालग, तराईवाले, कारकून इत्यादि निर-निराळ्या कामांत गुंतलेले व विडी सघटनेच्या बाहेर राहिलेले असे मोठ्या प्रमाणावर कामगार आहेत. त्यांनीहि त्यांचे प्रश्न सोडवून घेण्यासाठी या कामगारांच्या या राज्य पातळावरील हालचालींत सामील व्हावे.

वर दिलेले व इतरहि अनेक प्रश्न या विडी कामगारांच्या दृष्टीने महत्वाचे व जिवाहाळाचे आहेत. त्या प्रश्नांची तीव्रता लक्षांत घेऊन ते सोडवून घेण्यासाठी निरनिराळ्या मध्यवर्ती संघटनांना जायलेल्या कामगार संघटनांच्या भिन्न मतांच्या कार्यकर्त्यांनी या परिपदेत सामील व्हावे व परिषद् यशस्वी करावी. असे आम्ही आघाटन करित आहोत.

संगमनेर येथील कार्यकर्त्यांनी या परिषदेची जबाबदारी घेतलेली असून त्यासाठी महाराष्ट्र राज्य विडी कामगार परिषद स्वागत समिती तयार करण्यांत आलेली आहे. स्वागत समितीचे सभासद नोंदण्याचे कामास सुध्वात झालेली आहे.

ठिकठिकाणच्या संघटीत व असंघटीत अशा सर्व विडी कामगारांनी आपापले प्रतिनिधी या परिषदेस पाठवून तेथे होणाऱ्या विचार विनिमयांत भाग घ्यावा.

... या संबंधी करावयाचा सर्व पत्रव्यवहार खालील पत्त्यावर करावा. ...

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## महाराष्ट्र राज्य विडी कामगार परिषद स्वागत समिती विडी कामगार युनियन (लालबावटा)

पोस्टाजवळ मु. पो.—संगमनेर, जि.—अहमदनगर

आपले नम्र,

रा. स. नागरे, संगमनेर

भास्करराव जाधव, अहमदनगर

एच्. पी. जवका, पुणे

बी. के. कानवडे, वकील, अ.नगर

बी. एस्. धुमे, मुंबई

ए. बी. वर्धन, नागपूर

एन्. एच्. कुंभारे, अडव्होकेट, कामठी

अडव्हॉकॅट कमिटी, महाराष्ट्र राज्य विडी कामगार परिषद

### —० परिषदेचा कार्यक्रम ०—

शनिवार तारीख ६-५-१९६१ :--

दुपारी १-० ते २-० उद्घाटन

दुपारी २-३० ते ७-० प्रतिनिधींची बैठक

राविवार तारीख ७-५-१९६१ :--

सकाळी ९-० ते १२-० प्रतिनिधींची बैठक

दुपारी २-० ते ५-० प्रतिनिधींची बैठक

रात्री ७-० ते ११-० खुले अधिवेशन

सूचना:- (१) प्रतिनिधी फी प्रत्येक प्रतिनिधीमागे १ रुपया.

(२) भोजन खर्च एका जेवणास ६० नये पैसे

महाराष्ट्र राज्य विडी कामगार परिषद  
स्वागत समिती, संगमनेर

स. न. वि. वि.— शनिवार व रविवार दिनांक ६ व ७ मे १९६१ रोजी

— महाराष्ट्र राज्य विडी कामगार परिषद —  
होणार आहे.

अध्यक्ष—श्री. एन्. एच्. कुंभारे, अडव्होकट, कामठी नागपूर

उद्घाटक—श्री. एस्. एस्. मिरजकर, अ. भा. दे. यु. काँग्रेस

स्वागताध्यक्ष—श्री. आर. एस्. नागरे

अध्यक्ष, संगमनेर—आकोले तालुका विडी कामगार युनियन (ज्येष्ठ वावरा)

— परिषदेचे टिकान —

विडी कामगार युनियन ऑफिस, शाळा नं. १ चे मार्गे.

तुर्गे आपण खद्दर प्रसंगी अवश्य उपस्थित रहावे ही विनंती

आपले नम्र—स्वागत समिती

महाराष्ट्र राज्य विडी कामगार परिषद, संगमनेर

# सीमेन्ट वेज बोर्ड के फैसलों को लागू कराने के लिये, एक जूट होकर आगे बढ़ो

भाइयों,

देश की केन्द्रीय मजदूर संगठनों-ए० आई० टी० यू० सी०, आई० एन० टी० यू० सी०, हिन्द मजदूर सभा और यू०टी०यू०सी० की जबरदस्त और ऐक्यवद्ध मांग पर सीमेन्ट, कपड़ा और चीनी की मजदूरों की तनखाह, प्रेड, वोनस आदि अहम सवालों को ठीक करने के लिए भारत सरकार वेज बोर्ड बहाल करने को मजबूर हुई थी। कपड़ा और सीमेन्ट वेज बोर्डों की सिफारिशें निकल चुकी हैं। और डालमियानगर मजदूरों और उनके तमाम हितैषियों को यह जानकर बड़ी खुशी हुई कि सीमेन्ट वेतन बोर्ड के फैसलों को भारत सरकार ने मंजूर भी कर लिया और अब यह दृढ़ आशा हो गई है कि उनके वेतन और मंहगाई भत्ते आदि में काफी सुधार होगा। ध्यान रखने की बात है कि पार्श्व प्रपर्टीज लि० पर भी यह लागू है।

वेतन बोर्ड की सिफारिशों के मुताबिक जनवरी १९६० से सीमेन्ट के ठेठ (अनसकील्ड) मजदूरों को कम से कम ६४ रुपयों की जगह अब ६४ रुपयें मिलेंगे और किरानियों को १०१ रुपया ४ आने की जगह १४० रुपयें मिलेंगे। मगर मिल मालिक मजदूरों की कमाई के पैसे गोल कर जाने में हमेशा से मशहूर रहे हैं। इस बार भी वह कन्नी काटना चाहते हैं और चाहते हैं कि फैसलों को ऐसी तिकड़म से गोल करे कि सांप भी मर जाय और लाठी भी न टूटने पावे। मजदूरों को देना भी न पड़े और सरकार के सामने बे चफादार भी बने रहे।

रोहतास और अरोका सिमेन्ट के मालिक यूनियन के कुछ चोटी के नेताओं से साँठ-गाँठ करके ६४ रुपया को ८० रुपया बना देना चाहते हैं।

सीमेन्ट मजदूरों के न्यायपूर्ण प्राप्त लाभों के पीछे डालमियानगर के तमाम मजदूरों का प्रबल समर्थन हासिल है। सवाल केवल भाईचारे का नहीं, सवाल यह है कि अगर सिमेन्ट मजदूरों के हासिल लाभ नहीं उठाया जाता तो तमाम मजदूरों की मांगे कमजोर बन जायेगी। इसलिये तमाम मजदूरों और अन्य सभी कर्मचारियों को ऐक्यवद्ध होकर संघर्ष करना पड़ेगा। वर्तमान यूनियनों के सभी नेताओं से अपील है कि कर्मचारियों के इन लाभों को फौरन लागू कराने के लिए आवाज बुलन्द करें। किसी तरह की ढिलाई और कमजोरी तमाम कर्मचारियों के हित के खिलाफ पड़ेगा।

वेज बोर्ड के फैसले जल्द लागू करें !

मालिकों की साजिसों को नाकाम करो !!

निवेदक—

शाहाबाद रिजनल कमेट्री,

अखिल भारतीय ट्रेड यूनियन कांग्रेस



C-3

188



876



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at ----- H. ----- M.

0 KA 7 CALCUTTA Z 22 77  
DANGE AITUC NEWDELHI

XXXXXXXXX MORE THAN THIRTY LAKH BIDI WORKERS SMALL TRADERS  
AND INDUSTRY SEVERELY HIT BY EXCESSIVE TAXATION ON TOBACCO USE IN BIDI  
PRAY REDUCE TAX ON TOBACCO USED IN BIDI TO SAVE BIDI WORKERS TRADERS  
AND INDUSTRY -- ZAKIR HUSSAIN SECRETARY WEST BENGAL BIDI MAZDOOR  
FEDERATION 249 BOMBAZAR STREET CALCUTTA

TYPED AT 13. 30

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MGIFPAh.—403—15-6-60—82,260 Bks.



**A I T U C.**  
 Received 38/15.3.61  
 Replied.....

സിഗ്നൽ വർക്കേറ്റേബിൾ യൂനിയൻ  
 വടക P.O.

കോഴിക്കോട് ജില്ല - Regd. 1613



To

എൻ.സി.പി.എ. യൂ.എ.

എ.പി.എ.

സർ,

7-3-61ന് ചേർന്ന സമ്മേളനം യൂനിയന്റെ ഭാരവാഹിണിമാരിൽ സംഭവം സംഭവിക്കാതെ സമാധാനപരമായി പരിഹരിക്കാനും സമാധാനപരമായി സംഭവം പരിഹരിക്കാനും ഉദ്ദേശിച്ചു.

വിശ്വസ്തൻ  
 എൻ. സി.പി.എ.  
 സി.പി.എ.

ഉദ്ദേശം.

ജീവിതാനന്ദം സാധനങ്ങളുടെ വില വർദ്ധിച്ചുവന്നതിനാലായിരിക്കാം സമാധാനപരമായി പരിഹരിക്കാനും സമാധാനപരമായി സംഭവം പരിഹരിക്കാനും ഉദ്ദേശിച്ചു. 1951നും ശേഷം ചുമട്ടുകരാജി ലഭിച്ചിട്ടുള്ള ഉപരിയിൽ ധാരാളം വർദ്ധിച്ചുവന്നതിനാലായിരിക്കാം സമാധാനപരമായി പരിഹരിക്കാനും സമാധാനപരമായി സംഭവം പരിഹരിക്കാനും ഉദ്ദേശിച്ചു.

ഈ ചുമട്ടുകരാജി 1000 രൂപയ്ക്ക് വരുത്തി 2 ക 40 ന.പ.യും 1000 ഉള്ളതിലും ചുമട്ടുകരാജി 1 ക 25 ന.പ.യും ആയി ഉപരി വർദ്ധിച്ചിരിക്കാൻ ഈ യോഗം കാനാൻ ഉടമകളോട് അപേക്ഷിക്കുന്നു. ഈ ചുമട്ടുകരാജി 25-ാം-തരം ഈ കരാറിന്റെ ഒരു തീരുമാനം ഉണ്ടാകാത്തപക്ഷം മാർച്ച് 25-ാം-തരം കരാറിന് ഒരു സ്ഥാനം അനുവദിക്കാൻ സമ്മതിക്കുന്നതായാണെന്നും തുകയ്ക്ക് ആവശ്യമായ കരാറിൽ ഉടമകളോട് അപേക്ഷിക്കുന്നു.

ഈ കരാറിന്റെ ആവശ്യമായ കരാറിൽ ഉടമകളോട് അപേക്ഷിക്കുന്നു. ഈ യോഗം കാനാൻ ഉടമകളോട് അപേക്ഷിക്കുന്നു.

അവാ: സി. കെ. കുഞ്ഞിരാമൻ (ഒപ്പ്)  
 അവാ: കെ. സി. കുമാരൻ (ഒപ്പ്)

- 9 MAR 1960

No.WB-6(2)/60/1  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT.

From

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

To

234  
The Secretary,  
All India Trade Union Congress,  
4, Ashoka Road,  
New Delhi.

8 MAR 1960

Dated, New Delhi, the 7th March, '60

Subject:- Report of the Central Wage Board for  
Cement Industry.

Sir,

I am directed to enclose a copy of Government of India's Resolution No.WB-6(57) dated the 29th February, 1960 regarding report of the Central Wage Board for Cement Industry.

2. Copies of the report are being printed and will be available on payment from the Manager of Publications, Civil Lines, Delhi, shortly.

Yours faithfully,

*B.R. Seth*

(B.R. Seth)  
Deputy Secretary.

The Gazette



of India

EXTRAORDINARY

PART I—Section 1

PUBLISHED BY AUTHORITY

No. 24]

NEW DELHI, TUESDAY, MARCH 1, 1960/PHALGUNA 11, 1881

MINISTRY OF LABOUR AND EMPLOYMENT

RESOLUTION

*New Delhi, the 29th February, 1960*

No. WB-6(57).—By their Resolution No. WB-6(5), dated the 2nd April, 1958, the Government of India appointed a Central Wage Board for the cement industry with the following composition and terms of reference:—

I. COMPOSITION:

*Chairman*

Shri M. K. Meher, I.C.S. (Retd.)

*Independent members*

- (1) Sardar Jogendra Singh, M.P.
- (2) Dr. D. T. Lakdawala.

*Members representing employers*

- (1) Shri P. K. Mistry.
- (2) Shri V. H. Dalmia.

*Members representing workers*

- (1) Shri Somnath P. Dave, M.P.
- (2) Shri I. M. Moinudeen.

Consequent on the death of Shri Somnath P. Dave, Shri H. N. Trivedi was appointed to represent the workers on the Wage Board from the 4th February, 1959.

II. TERMS OF REFERENCE:

- (a) to determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation;
- (b) to work out a wage structure based on the principles of fair wages as set forth in the Report of the Committee on Fair Wages;

*Explanation*

In evolving a wage structure, the Board should in addition to the considerations relating to fair wages, also take into account:—

- (i) the needs of the industry in a developing economy;
  - (ii) the requirements of social justice; and
  - (iii) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill;
- (c) bear in mind the desirability of extending the system of payment by results;

*Explanation*

In applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall-back wage) and also to safeguard against over work and undue speed; and "

- (d) to work out the principles that should govern the grant of bonus to workers in the cement industry.

2. The Board's report was received by Government on the 7th October, 1959. A summary of the main recommendations is appended.

3. After careful consideration of the Board's Report and the Minutes of dissent appended by the employers and the workers, Government has decided to accept the recommendations of the Board subject to the following. Government consider that a study of workloads in the industry would be desirable, and that while the implementation of the recommendations of the Wage Board, as referred to in the Report, need not be delayed on this account, Government feel that such a study should be undertaken as early as possible, and the recommendation regarding wage increase in the second phase wherever applicable, may be implemented after this study is completed.

4. Subject to the above, the Government requests employers, workers and State Governments to take immediate steps to implement the recommendations of the Wage Board in letter as well as in spirit. Government expects that the parties concerned will show a spirit of accommodation in interpreting the recommendations and difficulties, if any, will be solved by direct discussions between them.

5. Government note the view of the Wage Board that, *prima facie*, the industry does not have the capacity to pay the wages recommended on the existing retention prices. Government propose to determine the extent of the increases in the ex-works price payable to the producers consequent on the implementation of the recommendations of the Wage Board, and to grant such increases, with effect from the date when such recommendations are implemented. Any such increase in the ex-works price is proposed to be accommodated within the existing F.O.R. destination price and without any increase in the price to the consumer.

6. The Government of India wish to express their appreciation of the Board's work in dealing with the matters referred to them thoroughly and expeditiously.

## ORDER

Ordered that the Resolution be published in the Gazette of India.

Ordered also that a copy of the Resolution be communicated to:—

- (i) All State Governments and Union Territories.
- (ii) All Ministries of the Government of India, Planning Commission and the Cabinet Secretariat.
- (iii) All India Organisations of employers and workers.

## APPENDIX

*Summary of main recommendations of the Central Wage Board for Cement Industry.*

**Extent and scope of recommendations**

1. The recommendations apply to workers employed at (i) the cement factories and (ii) the lime stone quarries (except gypsum quarries) owned by the cement producers, and (iii) places where calcareous sand or shells are collected and clay is excavated, and (iv) to workers employed by Cement Companies in the transport of lime stone, sand, shells and clay from

8x8  
13 ems

3

the quarries to the factory. The recommendations also apply to the workmen in the lime stone quarries of the Parshva Properties Ltd. and of the Agricultural Farms Ltd. who supply the bulk of their output to the cement factories at Dalmianagar and Talaiyuthu respectively, and to the employees of the United Shippers Ltd., whether engaged in their own barges or barges lent to them by Shree Digvijay Cement Company Ltd. at Sikka.

2. The recommendations should not apply to employees engaged in other industries at the same place or elsewhere owned by the cement companies e.g. the vanaspati, paper and other factories of Rohtas Industries Ltd., at Dalmianagar, the refractories and pottery works of Dalmia Cement (Bharat) Ltd., and the refractory works of Orissa Cement Ltd. The contract labour employed in the quarries which supply lime stone to the U.P. Government Cement Factory at Churk is excluded from the scope of recommendations. Similarly, the recommendations do not apply to the staff employed at the Head Offices and Branches and to apprentices and learners.

Contract Labour

stat

3. The contract labour employed on construction work or on purely temporary jobs not connected with manufacturing processes (which have been excluded by the Tripartite Industrial Committee on Cement at Hyderabad in 1954) are excluded from the purview of the Board's recommendations. Other contract labour has been covered by the recommendations and it is proposed that they should get the same wages, dearness allowance, leave, medical facilities, hours of work, overtime and bonus as departmental labour. The employees have been enjoined to carry more direct responsibility to ensure that the contractors make payment to their labour on the employer's premises and in the presence of a representative deputed by the employer to check and supervise such payments. The Board has, however, suggested that the recommendation of the Tripartite Industrial Committee on Cement at Hyderabad, referred to above, about abolition of contract labour in all operations connected with the manufacturing process (including quarry operations), except loading and unloading operations, should be given effect to within six months of the coming into force of the recommendations of the Wage Board in those Cement Companies where it has not already been done but contract labour may be permitted to be employed in loading and unloading operations.

Total Minimum Wage

4. The Board has recommended total minimum wage of Rs. 94 for an unskilled worker whose family is deemed to consist of three consumption units. This is estimated on the need based formula adopted at the 15th Tripartite Labour Conference. The Board has taken into consideration the "improved diet" recommended by Dr. Aykroyd, after collecting family budgets of employees at the various cement centres during the period of the inquiry. The cash wage is arrived at Rs. 91 after deducting Rs. 3 as value of the amenities provided by the employers. The split-up of the total minimum wage is as follows:

	Rs.
Basic minimum wage . . . . .	52.00
Dearness Allowance . . . . .	31.50
House Rent Allowance . . . . .	07.50
	91.00

13 ems

However, for centres in Gujerat and Saurashtra where the cost of living is estimated to be higher than at other centres, the total minimum wage is fixed at Rs. 101 and the cash wage at Rs. 98 after deducting Rs. 3 for amenities. The split-up of Rs. 98 is as follows:-

Basic Minimum wage . . . . .	52.00
Dearness Allowance . . . . .	38.50
House Rent Allowance . . . . .	07.50
	98.00

13 ems

PTD

The Board has fixed the wage scales and dearness allowance for unskilled, semi-skilled, skilled and highly skilled employees as per the table given below:—

	Basic Wage			Dearness Allowance		House Rent Allowance
	Minimum	Annual increment	Maximum	For workers covered by paragraph 13-2-1 of the report (Centres other than those in Gujarat and Saurashtra.)	For workers covered by paragraph 13-2-2 of the report (Centres in Gujarat and Saurashtra.)	
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
<i>(a) Where operatives are monthly rated</i>						
<i>Per month</i>						
E (Unskilled)	52.00	1.30	62.40	31.50	38.50	7.50
D (Semi-skilled)	57.20	2.08	73.84	31.50 +5% of basic wage	38.50 +5% of basic wage	7.50
C (Skilled, lower)	62.40	3.90	93.60	31.50 +10% of basic wage	38.50 +10% of basic wage	7.50 (min.)
B (Skilled, upper)	83.20	5.20	124.80	Do.	Do.	7.50 (min.)
A (Skilled, highly)	110.50	6.50	169.00	Do.	Do.	7.50 (min.)
<i>(b) Where operatives are daily rated, the equivalent daily wages rates will be</i>						
<i>Per day</i>						
E (Unskilled)	2.00	0.05	2.40	1.21	1.48	0.29
D (Semi-skilled)	2.20	0.08	2.84	1.21 +5% of basic wage	1.48 +5% of basic wage	0.29
C (Skilled, lower)	2.40	0.15	3.60	1.21 +10% of basic wage	1.48 +10% of basic wage	0.29 (Minimum)
B (Skilled, upper)	3.20	0.20	4.80	Do.	Do.	Do.
A (Skilled, highly)	4.25	0.25	6.50	Do.	Do.	Do.

The grades recommended for operatives should also apply to peons, watchmen, motor drivers, bungalow servants, bearers, cooks, malis, sweepers, ayabs, dressers, club boys, ward boys, laboratory boys, etc. Similarly the grades of pay fixed for clerical and lower technical and supervisory staff are as under:—

- I. Rs. 70—5—110/E.B./5—150 (Lowest clerical grade)
- II. Rs. 80—6—140/E.B./7—196
- III. Rs. 90—8—170/E.B./10—250.
- IV. Rs. 100—10—180—12—204/E.B./12—300
- V. Rs. 110—12—170—14—240/EB/15—360
- VI. Rs. 120—13—185—15—260/EB/15—320—20—400
- VII. Rs. 150—15—300/E.B./20—460

13 ems.

Non-matriculantes who are engaged in Grade I (the lowest clerical grade) may be started at Rs. 5 lower than the minimum of the grade, i.e. Rs. 65 per month. Tally checkers (described as tally clerks) should be put in the grade of Rs. 60—4—80/E.B.—4—100. The grades for the clerical and lower technical and supervisory staff should also apply to nurses, compounders, health visitors, sanitary inspectors, school teachers, etc. who should be appropriately fitted into those grades.

**Dearness Allowance**

5. The dearness allowance of Rs. 31.50 and Rs. 33.50 as stated above is linked to the figure 123 for July 1959 of the All India Consumer Price General Index (base = 1959) and it is provided that the dearness allowance in the case of former (i.e. the employees of the factories situated in regions other than the Gujerat or Saurashtra) will rise or fall at the rate of Rs. 1.47 for every two points in the index, and in the case of the latter (i.e. for factories in Gujerat and Saurashtra) at Rs. 1.59 for every two points.

6. The wages and dearness allowance are to come into force with effect from 1st January 1960, but in order to stabilise wages for an initial period of six months it is recommended that the dearness allowance should not vary with the rise or fall in the All India Consumer Price General Index number. Thereafter the dearness allowance would vary according to the rise or fall in the index number as stated above. The clerical and lower technical and supervisory staff should be paid dearness allowance at 10 per cent. of their basic salary plus Rs. 40 per month in the factories and quarries situated in regions other than Gujerat and Saurashtra; and in the region of Gujerat and Saurashtra the dearness allowance for these categories has been fixed at 10% of the basic salary plus Rs. 47 per month.

**House Rent Allowance**

7. A minimum house rent allowance of Rs. 7.50 per month should be paid to every employee. This will be deductible in its entirety in the case of employees who are allotted by the employers pucca quarters provided with electric lighting. The deductions in respect of quarters below this standard should be as follows:—

	Rs.
Pucca quarters without electricity . . . . .	6.00
Quarters with pucca walls but kutchha roofs, with electricity . . . . .	5.50
Quarters with pucca walls but kutchha roofs, without electricity . . . . .	4.00
Kutchha quarters with electricity . . . . .	4.00
Kutchha quarters without electricity . . . . .	2.00

26 ems.

For this purpose, Pucca and kutchha quarters are defined below:

**Pucca Quarters**

- (a) Walls . . . . . Masonry
- (b) Roof . . . . . Reinforced concrete or tiled or asbestos G.I. sheets.

**Kutchha quarters**

- (a) Walls . . . . . Mud or bricks in mud.
- (b) Roof . . . . . Mats, thatched, canvas, etc.

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8. These rates of deduction should apply to unskilled and semi-skilled operatives who are housed. Where skilled operatives or clerical and lower technical and supervisory staff are entitled to better type of quarters than unskilled and semi-skilled operatives, employers may pay such skilled operatives or staff higher scales of house rent allowance than the minimum of Rs. 7.50 per month. If employers pay higher house rent allowance to these employees and if they are provided with better type of quarters, such higher house rent allowance paid will be deductible in its entirety.

#### Piece Rates

9. The existing piece-rates should be so adjusted as to enable the piece-rate operatives to earn not less than the wage recommended for unskilled operatives on the basis of the existing work-loads and other existing conditions. If an employer considers the present work-loads on the basis of which existing wages are fixed as inadequate, he may alter them with by agreement with the Union. If there is no agreement, the machinery provided under the Industrial Disputes Act would be available to the employer. Where piece-rates are introduced for a new job, e.g. to replace the contract system which will be abolished in quarry working (where it still exists), such piece-rates should be fixed by agreement between the parties. Where no agreement is reached the employer may fix the piece-rates. If the Union is dissatisfied, the matter may be settled by arbitration provided that the two parties agree on the joint nomination of an arbitrator. Failing this, the machinery provided by the Industrial Disputes Act would be available.

10. As regards the question of fall-back wage, the Board has recommended that whenever as a result of reduced output due to causes beyond the control of the workers, the basic earnings of piece-rated operatives fall below Rs. 52 per month if the work-load is fixed on monthly basis or Rs. 2 per day if the work-load is fixed on daily basis, their basic earnings in respect of the period of question, should be brought upto Rs. 52 or Rs. 2 per day, as the case may be, and they may be paid the dearness allowance and house rent allowance as provided for unskilled workers. However, where output and earnings are affected due to causes within the control of workers (such as strike or go-slow in any part of the establishment) operatives should be paid for the actual output given. Where no work is provided and operatives are laid off compensation will be paid in accordance with the Industrial Disputes Act.

#### Women Workers

11. The Board has recommended that women workers should be paid the same wage as men wherever they are employed on the same type of work. In the few occupations where women are exclusively employed, no distinction in the wage appears necessary in view of the small number involved.

#### Adjustments

12. As regards fitting the existing operatives and clerks into their appropriate grades, the Report contains directions in detail. The classification of the operatives should be done on the basis of the skill, suitability and experience. This is to be done by the employer, after consulting the Unions, within three months of the recommendations coming into effect. If the Union is dissatisfied, the matter may be settled by arbitration provided that the two parties agree on the joint nomination of an arbitrator. Failing this, the machinery provided by the Industrial Disputes Act would be available. Care has been taken to see that most of the employees will get some increase in their existing salaries by way of adjustment and none will suffer adversely. As regards the unskilled operatives, those who have put in 12 months' service when the recommendations come into effect, should be given an increase of Rs. 5 per month. Operatives in the skilled and semi-skilled grades i.e. A, B, C, D grades will get also an increase of Rs. 7, 5.50, Rs. 4 or Rs. 2.50 respectively. Similarly an increase of Rs. 8 has been recommended to all clerical, lower technical and supervisory staff drawing a basic salary upto Rs. 250 who have put in at least 12 months' service when the recommendations come into effect. The allocation of employees in the clerical and lower supervisory and technical grades is to be done by the employer after consulting the Union concerned, within two months of the recommendations coming into effect, and with retrospective effect from that date. However, employees have been given the option to remain in their existing grades or to accept the grade and pay-step indicated by the employer. The option is to be exercised within 10 days of the employer indicating the appropriate grade and pay step. Once the option is exercised, it should be irrevocable.

#### Phasing

13. Where the lowest total minimum wage recommended by the Board will result in a very big increase over the present wage, the increased wage should not be given in "one jump" but should be so fixed that the full incidence comes into effect one year after the initial increase is given. Accordingly, at all such factories where there will be an increase of Rs. 25



or more over the existing wage for the unskilled worker (comprising basic wage, dearness allowance, house rent allowance, if any, money value of grain concessions, if any, and any other cash allowances or cash payments given to the generality of unskilled operatives at any particular factory) the increase should be phased for all the employees for a period of 12 months in the following manner:

- (a) In the case of unskilled and semi-skilled workers, dearness allowance should be Rs. 10 less than Rs. 31.50 or Rs. 33.50 as the case may be and the reduced dearness allowance will be variable with the All India Consumer Price General Index number, six months after coming into effect the recommendations and the dearness allowance will be restored to the full after one year.
- (b) So far as the skilled operatives and clerical and lower technical and supervisory staff are concerned, the dearness allowance should be phased by 50 per cent. for a period of one year and the remaining half would be after one year.
- (c) The phasing should not, however, prevent the payment of the amount of annual increment due after one year.

#### New Factories

14. New cement factories whether owned by the existing cement factories or otherwise (and the quarries, etc.) should be exempted for a period of 18 months from the month the factory goes into production from paying in full the wages and salaries recommended by the Board for the various categories of employees. During this period of 18 months the new units should pay the basic wages/salaries, dearness allowance, house rent allowance, at 75 per cent. in respect of each component. The variation in dearness allowance with rise or fall of the All India Consumer Price General Index number should also be at 75 per cent. of the variation in dearness allowance recommended above for employees of old factories. Any factories already paying more than 75 per cent. of the wages recommended should, however, continue to pay the higher wages/salaries, dearness allowance, etc.

#### Bonus

15. The Board has observed that at present the Full Bench formula of the Labour Appellate Tribunal holds the field. It has been approved by the Supreme Court and some points regarding it cleared up. Various suggestions for modification of the formula were made to the Board, but the modifications suggested by the employers were not acceptable to the Unions and vice versa. Therefore, the Board is of the view that no useful purpose will be served in making any recommendations.

#### Gratuity

16. As the increase recommended in the basic wages would multiply the burden in respect of gratuity schemes, the Board has recommended that where gratuity is payable in terms of basic wages, gratuity schemes for operatives in the A, B, C, D and E grades should be modified. The service period of the employee should, for the purpose of gratuity be broken into two periods, the first period commencing from the date of appointment till the date immediately prior to the date from which the recommendations come into operation. In respect of first period gratuity should be calculated in terms of the average basic wage earned in the last month or year of the first period, as required under the gratuity rules. In respect of the second period, gratuity should be calculated in terms of the average basic wage earned in the last month or year of service. Where gratuity is payable in terms of consolidated wages, the gratuity scheme should be suitably revised so as to lessen the burden.

#### Incidence of Cost

17. The Industry has made out a *prima facie* case that it has not the capacity to pay the wages recommended by the Board, on the existing retention prices of cement. It is, therefore, necessary for Government to examine this question and revise the retention prices paid to the producers if it is satisfied that the industry has not the capacity or has not sufficient capacity to meet the incidence of the increase in wages recommended by the Board. The Board has suggested three possible ways of meeting the incidence of increased wages, (a) by increasing the price to the consumer (b) by reducing the State Trading Corporation's profit, (c) by reducing the excise duty. There appears to be justification for tapping resources (b) and (c) above. However, in the last analysis, it is for the Government to decide as a matter of policy and overall considerations of the country, from which source the funds should be found.

R. M. MENON, Secy.