

29 APR 1959

(332)

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment
GOVERNMENT OF INDIA
Kasia Road, Civil Lines,

No. 37 /WB-0() GORAKHPUR: April 24, 1959.

To

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

Subject: Reply to the questionnaire issued by the
Central Wage Board for Sugar Industry.

Dear sir,

I am desired to refer to your reply to the questionnaire issued by the Wage Board for Sugar Industry and have to point out the following for clarification:

APPENDIX I, TABLE I, PAGE (iii)

The table is titled as "Average cost of least expensed "IMPROVED DIET" as per scale recommended by Dr. Aykroyd". However the items in column 1 and the weights thereof in column 2 correspond to the balance diet schedule given at page 16 of Health Bulletin No. 23 excepting for the fact that the consumption per unit of fruit is shown as 2 oz. against 3 oz. shown in Dr. Aykroyd's scale for balance diet.

APPENDIX I, TABLE II, PAGE (ii)

Food expenditures under fair wage system have been estimated to amount to Rs. 94.40. For break up of the expenditures reference to table III is desired to be made. However in table III the food expenditures detailed amount to Rs. 84.77 and not Rs. 94.40.

TABLE III, APPENDIX I, PAGE (iii)

The net calorific value of the diet given in this table has been shown as amounting to 3000 calories at page (ii), while at page (i) this has been shown as amounting to 2700 calories.

The Board will be grateful if the position is clarified very early.

Faithfully yours,

H. M. MISRA
Secretary.

19 JUL 1959
16 JUL 1959

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment
GOVERNMENT OF INDIA

GRAMS: SUGWAGE
PHONE: 466

CIVIL LINES,
KASIA ROAD,

No.1204/WB-G(12)

GORAKHPUR: MAY 25, 1959.

To,

The Secretary,
Indian Sugar Mills Association,
India Exchange, India Exchange Place,
Calcutta-1.

SUBJECT: CLARIFICATION REGARDING RECOMMENDATIONS
FOR INTERIM RELIEF TO THE SUGAR FACTORY
WORKERS-IN THE CASE OF BALRAMPUR
FACTORY.

Dear Sir,

I am desired to refer to your letter no.L/3225
above
dated the 18th May, 1959 on the/subject and have to say
as under:-

2. While it may be true that in the sugar industry,
by and large, a daily paid worker is one engaged on casual
nature of employment, it will be appreciated that the daily
rate of payment can not be made the sole test of casualness
of employment. Daily rated permanent employees in some
factories are not uncommon. Hence, the daily ratedness
alone can not be made the criterion for the determination
of whether a workman is or is not eligible for interim
relief as recommended by the Board.

3. However, this should not present any difficulty
in the case referred by you. If a workman comes to be
recruited after January 1, 1959 he will not be eligible to
interim increments in his wages as per recommendations of
the Board whether or not he has served in the Mills any time
before. Thus, you will notice there is no conflict between
paras 2 and 4 of clarification issued vide our no.68/WB-G(12)
dated February 9, 1959.

Faithfully yours,
H.M. MISRA
SECRETARY.

P.T.O.

-:2:-

No.1204/WB-G(12) () of date.

Copy with a copy of the letters under reference forwarded for information to:-

1. The General Manager, Balrampur Sugar Company Ltd., Tulsipur Factory Branch, Tulsipur, Dist. Gonda.
2. The United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
3. Indian National Trade Union Congress, 17 Janpath, New Delhi.
4. All India Trade Union Congress, 4 Ashoka Road, New Delhi.
5. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
6. The Deputy Secretary to Government of India, Ministry of Labour & Employment, New Delhi.
7. Indian National Sugar Workers' Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.
8. United Chini Mill Mazdoor Federation, 19/36, Patkapur, Kanpur.
9. Hind Chini Mazdoor Federation, 3, A.P. Sen Road, Lucknow.
10. The Secretary to Government of Uttar Pradesh, Labour Department, Lucknow.
11. The Secretary, Indian Sugar Mills Association, (Gorakhpur and Lucknow Branch)

H. M. MISRA
(H.M. MISRA)
SECRETARY.

JN.25.5.

COPY OF LETTER NO:L/3225 DATED 18TH MAY, 1959, FROM THE SECRETARY,
INDIAN SUGAR MILLS ASSOCIATION,INDIA EXCHANGE,INDIA EXCHANGE PLACE,CAL
ADDRESSED TO THE CHAIRMAN,CENTRAL WAGE BOARD FOR SUGAR INDUSTRY,-CUTTAA,
KASIA ROAD,GORAKHPUR.

SUB: INTERIM RECOMMENDATIONS.

I am to invite your attention to para 3 of your letter No.68/WB-G dated 9th April, 1959 addressed to the General Manager, Balrampur Sugar Company Ltd, in which certain points arising out of Interim Recommendations have been clarified. It has been stated therein that no differentiation should be made against a workmen employed on a daily wage basis for the purpose of application of Interim Recommendations.

I beg to point out that a daily paid worker is engaged in the sugar industry for casual employment only and is therefore, not in continuous employment necessarily over a given period. It is also possible that the same man may be appointed afresh again and again after intervals and the question therefore arises whether a person who worked on a particular daily wage before the 1st of January, 1959 would, on his subsequent employment, be entitled to a higher daily wage so as to include Interim Relief recommended by the Wage Board. If this is so, this would, it may be submitted, be in conflict with your clarification -s contained in para 2 and 4 of the above mentioned letter.

I shall be grateful to have an early reply on the matter.

COPY OF LETTER,NO:68/WB-G(12) DATED 9TH APRIL, 1959, FROM THE SECRETARY,
CENTRAL WAGE BOARD FOR SUGAR INDUSTRY,CIVIL LINES,KASIA ROAD,GORAKHPUR
ADDRESSED TO THE MANAGER,BALRAMPUR SUGAR COMPANY LTD.(TULSIPUR FACTORY
BRANCH) P.O. TULSIPUR,DIST.GONDA.

SUBJECT: CLARIFICATION REGARDING THE RECOMMENDATION FOR INTERIM
INCREMENT TO THE SUGAR FACTORY
EMPLOYEES.

I am desired to refer to your letter no.TIR/WB/2332 dated the 2/3rd April, 1959 on the above subject and have to reply to the points raised by you abseriatum below:-

- i) Employees appointed any time until the 1st January, 1959 are eligible for interim increment under the terms of the Board's recommendations. This would be clear from the proviso to clause 6 of the Board's recommendations, copy of which is enclosed.
- ii) Employees appointed after 1.1.1959 are not eligible for wage increment under the terms of those recommendations.
- iii) The recommendations apply to all categories of employees covered under the definition of the term "workman" as defined in the Industrial Disputes Act. It will be noticed that "workman" includes also an apprentice. Similarly, no differentiation should be made against worker employed on daily wage basis because employment on daily wage basis does not alter his status as "workman".
- iv) The Board has not so far revised the minimum wage as such. Only interim increments in wages of the workmen in the employment of the mills on 1st January, 1959 have been granted. There is, therefore, no bar against fresh recruitment being made after 1st January, '59 on Rs.55/- per month.

13 JUN 1959

TELEGRAM

State

PAMBA RIVER FACTORY,
THIRUVALLA ALLEPPEY
QUILON

PAMBA RIVER FACTORY STAFF
ASSOCIATION, NIRANAM

PAMBA RIVER FACTORY WORKERS' UNION
NIRANAM THIRUVALLA

BOARD'S HEARINGS AT TRIVANDRUM 22ND AND 23RD
CANCELLED (.) INSTEAD PARTIES SHOULD APPEAR ON
26TH AND 27TH JUNE IN RAJAJI HALL MADRAS
10.30 AM EACH DAY

SUGWAGE

Not to be telegraphed

(H. M. MISRA)
SECRETARY,

Central Wage Board for Sugar Industry
Kasim Road, Gorakhpur.

No. /WB-0(89)

GORAKHPUR: Dated 11 JUN 1959

Copy in confirmation of the above telegram forwarded to ;

1. M/S Travancore Sugars & Chemicals Ltd., (Pamba River Factory) Thiruvalla, Alleppey, District - Quilon
2. The Secretary, The Pamba River Factory Staff Association, Niranam (Kerala)
3. The Secretary, The Pamba River Factory Workers' Union, Niranam, Thiruvalla, (Kerala).

with the remarks that proceedings fixed to be conducted at Trivandrum on 22nd and 23rd June, 1959 would now be held in Raja Ji Hall, Mount Road, Madras on June 26 and 27, 1959 commencing at 10.30/each day.

A.M.

(H. M. MISRA)
SECRETARY.

SECRET

Copy also forwarded for information to :

1. Indian Sugar Mills Association, India Exchange,
Calcutta - 1.
- U. P.
2. Indian Sugar Mills Association, Lucknow Branch,
Lucknow.
3. The Deccan Sugar Factory Association, Stadium House,
Block No. 2, Veer Nariman Road, Bombay - 1.
4. Hind Mazdoor Sabha Servants of India Societies' Home
Sandhurst Road, Bombay.
5. Indian National Trade Union Congress, 17, Jangpeth,
New Delhi.
6. The United Trade Union Congress, 249, Bow Bazar
Street, First Floor, Calcutta.
7. All India Trade Union Congress, 4, Ashok Road,
New Delhi.
8. Indian National Sugar Mill Workers' Federation,
Shahmshah Manzil Baroodkhana, Lucknow.

(H. M. MISRA)
Secretary.

29 MAY 1959

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment
GOVERNMENT OF INDIA

GRAMS: SUGWAGE
PHONE: 466

CIVIL LINES,
KASIA ROAD,

No.1204/WB-G(12)

GORAKHPUR: MAY 25, 1959.

To,

The Secretary,
Indian Sugar Mills Association,
India Exchange, India Exchange Place,
Calcutta-1.

SUBJECT: CLARIFICATION REGARDING RECOMMENDATIONS
FOR INTERIM RELIEF TO THE SUGAR FACTORY
WORKERS-IN THE CASE OF BALRAMPUR
FACTORY.

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I am desired to refer to your letter no.L/3225
dated the 18th May, 1959 on the/subject and have to say
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2. While it may be true that in the sugar industry,
by and large, a daily paid worker is one engaged on casual
nature of employment, it will be appreciated that the daily
rate of payment can not be made the sole test of casualness
of employment. Daily rated permanent employees in some
factories are not uncommon. Hence, the daily ratedness
alone can not be made the criterion for the determination
of whether a workman is or is not eligible for interim
relief as recommended by the Board.

3. However, this should not present any difficulty
in the case referred by you. If a workman comes to be
recruited after January 1, 1959 he will not be eligible to
interim increments in his wages as per recommendations of
the Board whether or not he has served in the Mills any time
before. Thus, you will notice there is no conflict between
paras 2 and 4 of clarification issued vide our no.68/WB-G(12)
dated February 9, 1959.

Faithfully yours,

(H.M. MISRA)
SECRETARY.

P.T.O.

See copy in
Bihar, U.P.,
Banda, Railways

--:2:-

No.1204/WB-G(12) (4) of date.

Copy with a copy of the letters under reference forwarded for information to:-

1. The General Manager, Balrampur Sugar Company Ltd., Tulsipur Factory Branch, Tulsipur, Dist. Gonda.
2. The United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
3. Indian National Trade Union Congress, 17 Janpath, New Delhi.
4. All India Trade Union Congress, 4 Ashoka Road, New Delhi.
5. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
6. The Deputy Secretary to Government of India, Ministry of Labour & Employment, New Delhi.
7. Indian National Sugar Workers' Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.
8. United Chini Mill Mazdoor Federation, 19/36, Patkapur, Kanpur.
9. Hind Chini Mazdoor Federation, 3, A.P. Sen Road, Lucknow.
10. The Secretary to Government of Uttar Pradesh, Labour Department, Lucknow.
11. The Secretary, Indian Sugar Mills Association, (Gorakhpur and Lucknow Branch)

H. M. MISRA
(H.M. MISRA)
SECRETARY.

JN.25.S.

COPY OF LETTER NO:L/3225 DATED 18TH MAY, 1959, FROM THE SECRETARY,
INDIAN SUGAR MILLS ASSOCIATION,INDIA EXCHANGE,INDIA EXCHANGE PLACE,CAL
ADDRESSED TO THE CHAIRMAN,CENTRAL WAGE BOARD FOR SUGAR INDUSTRY,-CUTTA,
KASIA ROAD,GORAKHPUR.

SUB: INTERIM RECOMMENDATIONS.

I am to invite your attention to para 3 of your letter No.68/WB-G dated 9th April, 1959 addressed to the General Manager, Balrampur Sugar Company Ltd, in which certain points arising out of Interim Recommendations have been clarified. It has been stated therein that no differentiation should be made against a workmen employed on a daily wage basis for the purpose of application of Interim Recommendations.

I beg to point out that a daily paid worker is engaged in the sugar industry for casual employment only and is therefore, not in continuous employment necessarily over a given period. It is also possible that the same man may be appointed afresh again and again after intervals and the question therefore arises whether a person who worked on a particular daily wage before the 1st of January, 1959 would, on his subsequent employment, be entitled to a higher daily wage so as to include Interim Relief recommended by the Wage Board. If this is so, this would, it may be submitted, be in conflict with your clarification -s contained in para 2 and 4 of the above mentioned letter.

I shall be grateful to have an early reply on the matter.

COPY OF LETTER NO:68/WB-G(12) DATED 9TH APRIL, 1959, FROM THE SECRETARY,
CENTRAL WAGE BOARD FOR SUGAR INDUSTRY,CIVIL LINES,KASIA ROAD,GORAKHPUR
ADDRESSED TO THE MANAGER,BALRAMPUR SUGAR COMPANY LTD,(TULSIPUR FACTORY
BRANCH) P.O. TULSIPUR,DIST.GONDA.

SUBJECT: CLARIFICATION REGARDING THE RECOMMENDATION FOR INTERIM
INCREMENT TO THE SUGAR FACTORY
EMPLOYEES.

I am desired to refer to your letter no.TIR/WB/2332 dated the 2/3rd April, 1959 on the above subject and have to reply to the points raised by you abseriatum below:-

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- ii) Employees appointed after 1.1,1959 are not eligible for wage increment under the terms of those recommendations.
- iii) The recommendations apply to all categories of employees covered under the definition of the term "workman" as defined in the Industrial Disputes Act. It will be noticed that "workman" includes also an apprentice. Similarly, no differentiation should be made against worker employed on daily wage basis because employment on daily wage basis does not alter his status as "workman".
- iv) The Board has not so far revised the minimum wage as such. Only interim increments in wages of the workmen in the employment of the mills on 1st January, 1959 have been granted. There is, therefore, no bar against fresh recruitment being made after 1st January, '59 on Rs.55/- per month.

6. All India Trade Union Congress, 4, Ashoka Road, New Delhi.
7. Indian National Sugar Mill Workers' Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.

With the remarks that while this office has issued separate notices to all the sugar mills and all the unions of employees of such sugar mills in the State of Kerala, Madras and Mysore for appearance on dates mentioned above, the Central Organisations of employers & employees may also please inform their constituents and affiliates to ensure their appearances.

It is hoped that the respective organisations of the employers and the employees will inform their witnesses of the dates and time fixed for hearing before the Board and the issue of separate notices to each of them will not be necessary.

The names of registered sugar mills and unions given above are on the basis of information so far available to this office. However, if any of the factories or unions of sugar mill employees in the concerned region(s) has been left out on account of information relating to it not being available in this office, the central organisation concerned may please advise such organisations also to arrange appearance at the appropriate place, time and on the dates mentioned above and the name and address of the factory or the union, as the case may be, may please be communicated to this office for issue of formal notices.

It may be noted that Board reserves the right to make any modification in the programme if found necessary by the exigencies of circumstances. The parties should come fully prepared with all records, documents and witness.

No. 44/WB-G(59)

Dated 4th June, 1959.

Copy also forwarded for information to:-

1. The Secretary, Department of Finance, Government of Kerala, Madras and Mysore, with reference to this office letter no. _____ dated _____
2. The Labour Commissioner, Kerala, Madras and Mysore, with reference to this office letter no. _____ dated _____
3. The Cane Commissioner, Kerala, Madras, and Mysore, with reference to this office letter no. _____ dated _____
4. All the Members of the Board.

(H.M. MISRA)
SECRETARY.

9 MAY 1959

The Japan Institute Of Labour

NIHON RODO KYOKAI
(THE JAPAN INSTITUTE OF LABOUR)

Tokyu Skyline Bldg.
32 Nampo-dai Shibuya-ku
Tokyo Japan

Tokyo Japan

.....
1959

<i>Reason for Establishment</i>	1
<i>Objectives</i>	2
<i>Organization</i>	2
<i>Activities</i>	3
<i>Finances</i>	4
<i>List of Officials</i>	5
<i>List of Councillors</i>	6
<i>The Japan Institute of Labour Law</i> (extract)	8

Reason for Establishment

Since the end of the World War II Japan's labour movement has shown a rapid development as the result of the advent of democratic principles and the enactment of the new Constitution. During the past ten years and more trade union membership has climbed to 6,880,000, presumably 35 per cent of the total number of employed workers in nonagricultural industries.

However, the current situation reflects the existence of employers who, though small in number, still advocate the traditional system of labour relations, and of union activities which have gone too far on some occasions. The people in general, moreover, lack a full understanding of labour problems and sufficient knowledge in this regard to ensure a constructively critical public consideration of the problems. It is consequently rather difficult to create the sound public opinion, the voice of the nation as a whole, which should play an effective role in the solution of labour problems. It is an indispensable prerequisite to the establishment and stabilization of modern industrial relations that understanding and sound judgment on labour problems be encouraged not only among workers and employers, but also among the people in general.

Nonetheless, it can be said that there is almost no organization in Japan established on a stable basis and exclusively devoted to studies and researches on labour problems. It is for this reason that a need was felt

for the establishment of a specialized organization having the objective of conducting, on an impartial and scientific basis, studies and researches on labour problems, particularly labour relations, and, based upon such studies and researches, encouraging understanding and sound judgment on labour problems on the part of the people in general as well as workers and employers. The Japan Institute of Labour Law was drafted in this spirit, and it passed the Diet on May 2, 1958. The inauguration of the Japan Institute of Labour was announced on September 15, 1958.

Objectives

First, the Institute will conduct intensive basic studies and researches of labour problems at home and abroad, thereby provide the community with a flow of objective data, and then develop educational and indoctrinational activities based on such data. The Institute's objectives thus are basically two: research and education. However, labour education should not be directed at workers alone; employers and the people in general must also be given an education to enable them to deepen their understanding of labour problems. These educational activities naturally are to be based on the results of the studies and researches, never on casual ideas.

Organization

The officials of the Institute consist of one President,

not more than five Directors and not more than two Auditors, all of whom have come to office with backgrounds of learning and experience enabling them to pass impartial judgment on labour problems.

The President and the Directors comprise a Board of Directors which deliberates and decides all the important matters. In addition, there is a Board of Councilors consisting of not more than fifteen representatives of labour and management and men of learning and experience, so that the opinions of all those concerned with labour problems may be reflected and a broad outlook secured in the program of the Institute.

Furthermore, under the Board of Directors there are four operational divisions of general affairs, research and study, public relations and educational cooperation. A full-time staff of about forty is to be appointed, fifteen for the conduct of research and study and the rest for the other work of the Institute.

Activities

As the national center for labour research and education, the Institute will conduct the following activities with the cooperation of all the scholars and experts on labour and leaders of workers and employers in the country:

- (1) Study and research on labour problems and collection of data.
- (2) Financial assistance to researchers.
- (3) Financial cooperation with research institutes.

- (4) Various kinds of publications, including a monthly magazine.
- (5) Radio broadcasts.
- (6) Establishment of labour schools and labour courses.
- (7) Assistance to labour educational activities developed by trade unions, employers' organizations and others.

Finances

The activities of the Institute are financed by a fund of approximately 100 million yen per year accruing as interest on 1,500 million yen invested by the Government as the fund of the Institute. The Institute will receive some income from its own projects and from donations and the like presented by those who support the Institute. But care has been taken to ensure financial security for the Institute so that it may be free from all outside interference and make its own plans as to the content and nature of research and education, carrying them out consistently in the position of disinterested third party representing the nation at large.

List of Officials

President

Mr. Tamon Maeda,
Chairman, the Japanese National Commission for UNESCO;
Ex-minister of Education;
President, Japan I.L.O. Association;
Ex-representative of the Japanese Government on the Governing Body of the I.L.O.

Directors

Mr. Isao Kikuchi,
Professor, Ex-president, Kyushu University.
Mr. Takeichi Hayashi,
Member of the Central Labour Relations Commission;
Ex-director of the Labour Bureau of the Tokyo Metropolitan Government.
Mr. Nuisaburo Inoue,
Member of the Local Labour Relations Commission of the Tokyo Metropolitan Government;
Ex-member of editorial staff of the Mainichi Newspaper.
Mr. Shingo Kaite,
Ex-representative of the Japanese Government on the Governing Body of the I.L.O.

Auditor

Mr. Isojiro Furusawa,
Lecturer, Waseda University;
Ex-chief of editorial staff of the Tokyo Newspaper.

List of Councillors

Chairman

Dr. Ichiro Nakayama,
Professor, Hitotsubashi University;
Chairman, the Central Labour Relations Commission.

Councillor

Mr. Masatake Akagi,
Director, Program Management Department of the
Japan Broadcasting Corporation.

Mr. Shiro Egusa;
Vice-President, the Japan Publishing Association.

Mr. Kiyoshi Ebata,
Member of the editorial staff of the Tokyo Asahi
Newspaper.

Dr. Keizo Fujibayashi,
Professor, Keio University;
Chairman, the Public Corporation and National
Enterprise Labour Relations Commission.

Miss Taki Fujita,
Delegate of the Japanese Government to the General
Assembly of the U.N.;
President, Women's Problems Survey Institute.

Mr. Kohki Higuchi,
Member of the editorial staff of the Yomiuri News-
paper.

Mr. Matsuta Hosoya,
Chief, International Division of the National Federa-
tion of Industrial Organizations.

Dr. Teruhisa Ishii,
Professor, Tokyo University.
Chairman, the Seamen's Central Labour Relations
Commission;

Mr. Aiichi Kamijo,
Managing-Director, the Japan Workers Educational
Association.

Mr. Kiichi Mimura,
President, Oil Resources Development Co., Ltd.

Mr. Kanjiro Okada,
Vice-President, Ube Industries, Ltd.

Dr. Kazuo Ohkochi,
Professor, Tokyo University.

Mr. Tetsuro Saito,
Ex-chairman, the National Railways Workers' Union;
Director, Saitama Labour Bank.

Mr. Takejiro Shindo
President, Toyo Spinning Co., Ltd.

The Japan Labour Institute Law (extract)

(Law No. 132 of May 2, 1958)

Article 1. The Japan Institute of Labour aims at studying labour problems as well as cultivating extensively the understanding and good sense of workers, employers and the people in general concerning labour problems.

Article 4. The fund of the Institute shall be one billion five hundred million (1,500,000,000) yen and the Government shall contribute the total amount of it.

Article 9. The Institute shall have, as officers, a president, directors not exceeding five in number and auditors not exceeding two in number.

Article 10. The Institute shall have a board of directors.

2. The board of directors shall be composed of the president and directors.

3. The board of directors shall deliberate and decide on the basic principles of the operation of affairs, matters required to obtain the approval or consent of the Minister of Labour and other important matters as provided for in the articles of incorporation.

Article 12. The president shall represent the Institute and preside over its affairs.

2. The director shall, in accordance with what may be determined by the president, assist the president to deal with the affairs of the Institute, act for the president when the president is prevented from performing his duties, and perform the duties of the president when a vacancy occurs in the post of the president.

3. The auditor shall audit the affairs of the Institute.

Article 13. The president and auditor shall be appointed by the Minister of Labour and the directors by the president with the approval of the Minister of Labour from respectively among those who can pass a fair judgement on labour problems and who are of profound learning and rich experience.

2. With regard to the appointment of the president and directors, two or more of them shall not belong to the same political party.

Article 22. A council shall be established in the Institute.

2. The council shall be composed of councillors not exceeding fifteen in number.

3. The council shall deliberate on important matters concerning the affairs of the Institute at the request of the board of directors.

Article 23. The councillor shall be appointed by the Minister of Labour from among those having learning and experience necessary for attaining the purpose of the Institute.

Article 25. The Institute shall, in order to attain the purpose mentioned in Article 1 conduct the following affairs;

- (1) To study labour problems and collect and research the data of them;
- (2) To publish and broadcast concerning labour problems;
- (3) To organize course on labour problems;
- (4) To give assistance to the educational activities developed by trade unions, employers' organizations and others;
- (5) To carry out the necessary works to attain the purpose mentioned in Article 1, in addition to those listed in the preceding items.

Article 27. The Institute shall prepare, for every fiscal year, the budget and the business program, and shall obtain the approval of the Minister of Labour thereon prior to the beginning of the fiscal year. The same shall apply to the case where the Institute is to alter the said budget or program.

Article 35. The Institute shall be supervised by the Minister of Labour.

2. The Minister of Labour may, in case it is deemed specially necessary in order to secure a proper enforcement of this Law, issue an order to the Institute necessary for supervision with respect to its affairs.

3. The order under the provision of the preceding paragraph shall not be such as to interfere with the autonomy of the Institute in operating its affairs.

RAJYA SABHA.

STARRED QUESTION NO.279.

TO BE ANSWERED ON THE 24TH FEBRUARY, 1959.

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY.

*279. MOULANA M. FARUQI:

Will the Minister of Labour and Employment be pleased to refer to the reply given to Unstarred Question No.36 in the Rajya Sabha on the 28th August, 1958 and state:

(a) what important recommendations have been made by the Central Wage Board for Sugar Industry in their three sittings; and

(b) what decision Government have taken on those recommendations?

A N S W E R

DEPUTY MINISTER OF LABOUR (SHRI ABID ALI)

(a) No important recommendation was made by the Wage Board at the three sittings referred to. In a later sitting, however, the Board unanimously recommended grant of interim relief to workmen in sugar factories. A statement detailing the recommendation made by the Wage Board is placed on the table of the Sabha.

(b) The recommendation has been communicated to the Indian Sugar Mills Association with a view to ensure implementation by its member mills.

P.T.O

Statement referred to in reply to part (a) of starred question No.279 to be answered in the Rajya Sabha on 24-2-1959.

.....

Recommendation made by the Sugar Wage Board for grant of interim relief to workmen in sugar factories.

The Board has unanimously recommended grant of interim relief to workmen in sugar factories subject to the following conditions:-

- (1) Only workmen drawing upto Rs.500/- per month as consolidated wages (basic plus dearness allowance) will be entitled to the interim relief.
- (2) The consolidated wages on which the increment herein-mentioned is to be allowed will be those prevailing on the 1st January, 1949 for factories situated in Uttar Pradesh, Bihar and East Punjab and for the rest of the country those prevailing on the 1st June, 1954. If, however, any factory was started after any of these dates, then wages prevailing on the date when crushing was started first by it will be the basis. If any worker was appointed after any of these dates, then in his case the basis will be the consolidated wages drawn by him on his first appointment.
- (3) Where for any occupation in a sugar factory, there is time scale of wages or there has been ad hoc increment or increments after the aforesaid dates, then the total increments earned by such a worker, whether on the time scale or by ad hoc increments after the 1st January, 1949 in the case of Uttar Pradesh, Bihar and East Punjab and after the 1st June, 1954 in the case of the rest of the country and after the date of commencement of crushing by factories started after the aforesaid dates will be added up and if the aggregate of such increments is less than the increments admissible under these recommendations, he will be allowed the balance. But if it is more, then he will continue to receive his existing wages and there will be no reduction in the wages that he is drawing.
- (4) The workmen in the new factories which commenced crushing on or after the 1st July, 1956 shall not be entitled to this interim relief as such factories must be allowed to set their feet firmly.
- (5) The interim relief shall have effect from 1st January, 1959.
- (6) The quantum of interim relief will be as follows:-
 - (a) To workmen drawing consolidated wages upto Rs.100/- per month - 5%, subject to a minimum of Rs.3/-.
 - (b) To workmen drawing consolidated wages more than Rs.100/- and upto Rs.200/- p.m. - 4%, subject to a minimum of Rs.5/-.
 - (c) To workmen drawing consolidated wages more than Rs.200/- and upto Rs.300/- p.m. - 3%, subject to a minimum of Rs.8/-.
 - (d) To workmen drawing consolidated wages more than Rs.300/- and upto Rs.500/- p.m. - 2% subject to a minimum of Rs.9/-.

LOK SABHA.

SHORT NOTICE QUESTION NO. 4.

TO BE ANSWERED ON THE 25TH FEBRUARY, 1959.

WAGE BOARD FOR SUGAR INDUSTRY.

4. DR. MELKOTE:

Will the Minister of Labour and Employment be pleased to state:

(a) whether it is a fact that the Central Wage Board for Sugar Industry has unanimously recommended to give interim relief to the workers in sugar factories;

(b) if so, the action taken to implement the recommendations;

(c) whether it is also a fact that due to the delay involved in implementation of the recommendation by Government the Labour Unions of the sugar factories in U.P. have given notice of staging a strike to materialise from about the 3rd week of February, 1959; and

(d) if so, the steps taken to avert the same?

A N S W E R

DEPUTY MINISTER OF LABOUR (SHRI ABID ALI)

(a) Yes. A statement detailing the recommendation made by the Wage Board is placed on the table of the Sabha.

(b) The recommendation has been communicated to the Indian Sugar Mills Association with a view to ensure implementation by its member mills.

(c) No.

(d) Does not arise.

statement

Recommendation made by the Sugar Wage Board for grant of interim relief to workmen in sugar factories.

The Board has unanimously recommended grant of interim relief to workmen in sugar factories subject to the following conditions:-

- (1) Only workmen drawing upto Rs.500/- per month as consolidated wages (basic plus dearness allowance) will be entitled to the interim relief.
- (2) The consolidated wages on which the increment herein-mentioned is to be allowed will be those prevailing on the 1st January, 1949 for factories situated in Uttar Pradesh, Bihar and East Punjab and for the rest of the country those prevailing on the 1st June, 1954. If, however, any factory was started after any of these dates, then wages prevailing on the date when crushing was started first by it will be the basis. If any worker was appointed after any of these dates, then in his case the basis will be the consolidated wages drawn by him on his first appointment.
- (3) Where for any occupation in a sugar factory, there is time scale of wages or there has been ad hoc increment or increments after the aforesaid dates, then the total increments earned by such a worker whether on the time scale or by ad hoc increment after the 1st January, 1949 in the case of Uttar Pradesh, Bihar and East Punjab and after the 1st June, 1954 in the case of the rest of the country and after the date of commencement of crushing by factories started after the aforesaid dates will be added up and if the aggregate of such increments is less than the increments admissible under these recommendations, he will be allowed the balance. But if it is more, then he will continue to receive his existing wages and there will be no reduction in the wages that he is drawing.
- (4) The workmen in the new factories which commenced crushing on or after the 1st July, 1956 shall not be entitled to this interim relief as such factories must be allowed to set their feet firmly.
- (5) The interim relief shall have effect from 1st January, 1959.
- (6) The quantum of interim relief will be as follows:-
 - (a) To workmen drawing consolidated wages upto Rs.100/- per month - 5%, subject to a minimum of Rs.3/-.
 - (b) To workmen drawing consolidated wages more than Rs.100/- and upto Rs.200/- p.m. - 4%, subject to a minimum of Rs.5/-.
 - (c) To workmen drawing consolidated wages more than Rs.200/- and upto Rs.300/- p.m. - 3%, subject to a minimum of Rs.8/-.
 - (d) To workmen drawing consolidated wages more than Rs.300/- and upto Rs.500/- p.m. - 2% subject to a minimum of Rs.9/-.

16 JUL 1959

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment
GOVERNMENT OF INDIA

GRAMS: SUGWAGE
PHONE: 466

CIVIL LINES,
KASIA ROAD,

No.1365/WB-G(12)

GORAKHPUR: Dated 1st June, 1959.

To,

The General Supervisor,
H.R. Sugar Factory Private Ltd.,
Bareilly. ✓

SUBJECT: BOARD'S RECOMMENDATIONS FOR INTERIM RELIEF
-CLARIFICATIONS-

REFERENCE: YOUR NO.W/BOARD DATED MAY 23, 1959.

Dear Sir,

On the matter cited I am desired to say as under:
In the Board's recommendations for interim relief,
the expression "workman" has been used in the sense defined in
section 2(s) of the Industrial Disputes Act, 1947 as amended up-to-
date. This definition makes no distinction between permanent,
seasonal or temporary workers.

The question as to whether temporary workmen employed
by the factory in December, 1958 are entitled or not to the interim
relief, will have to be decided individually in accordance with
clause (3) of the recommendations subject to the following proviso
contained therein:

"Provided that the total emoluments of any
workman appointed after the 1st January, 1949
for factories situated in U.P., Bihar and East
Punjab and after the 1st June, 1954 for
factories situated in the rest of the country
after adjustment contained in para 3 shall
not exceed the emoluments of the workmen in the
same category appointed before the 1st January
1949 or the 1st June, 1954 as the case may be.
In no case, however, the existing emoluments
of any such workman shall be reduced."

The wage structure as such has not as yet been
revised by the Board. That being so, if the services of a temporary
worker are terminated and he comes to be re-employed subsequently,
the re-employment may be on the minimum wage applicable to the
employees of sugar industry in the State, or on a higher rate according

P.T.O.

to the particular contract between the employer and the employee.

Faithfully yours,

H.M. MISRA
(H.M. MISRA)
SECRETARY..

No.1365/WB-G(59) ()

of date.

Copy with a copy of the letter under reference forwarded for information to:-

1. The Secretary, Indian Sugar Mills Association, India Exchange, India Exchange Place, Calcutta-1.
2. The United Trade Union Congress, 249, Bow Bazar Street First Floor, Calcutta.
3. Indian National Trade Union Congress, 17 Janpath, New Delhi.
4. All India Trade Union Congress, 4 Ashoka Road, New Delhi.
5. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
6. The Deputy Secretary to Government of India, Ministry of Labour & Employment, New Delhi.
7. Indian National Sugar Workers' Federation, Shahanshah Manzil, Bardodkhana, Golaganj, Lucknow.
8. United Chini Mill Mazdoor Federation, 19/36, Patkapur, Kanpur.
9. Hind Chini Mazdoor Federation, 3, A.P. Sen Road, Lucknow.
10. The Secretary to Government of Uttar Pradesh, Labour Department, Vidhan Bhawan, Lucknow.

H.M. MISRA
(H.M. MISRA)
SECRETARY.

J.Nath/1.6

COPY OF LETTER NO:W/BOARD DATED 23RD MAY,1959 FROM
THE GENERAL SUPERVISOR,H.R. SUGAR FACTORY PRIVATE
BAREILLY, ADDRESSED TO THE SECRETARY,CENTRAL WAGE
BOARD FOR SUGAR INDUSTRY, KASIA ROAD, GORAKHPUR.

SUBJECT: INTERIM RELIEF:

Please be kind enough to enlighten us
on the following matter:-

On the start of this season in the
month of December, 58 we had to employ about 60
persons as temporary hands due to exigencies of work.
The services of some of them were terminated in the
middle of season and some of them carried upto the
end of season. The salaries of these temporary hand
were between Rs.65/- to Rs.75/- p.m.

Will you please very kindly advice us
that either they are entitled to the benefit of
Interim relief or not and if are, then what will be
their position if they are again employed as tempo-
rary hands now or in the next season, and what will
be their starting salary then.

An early reply will be highly
solicited.

Thanking you.

4 JUN 1959

332

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment
GOVERNMENT OF INDIA

GRAMS: SUGWAGE
PHONE: 466

CIVIL LINES,
KASIA ROAD,

No.1366/WB-G(59)

GORAKHPUR: 1ST JUNE, 1959.

To,

The General Manager,
The Saraswati Sugar Mills,
Yamuna Nagar, Jagadhri,
Dist. Ambala (Punjab)

SUBJECT: BOARD'S RECOMMENDATIONS FOR INTERIM
RELIEF CLARIFICATIONS:

REFERENCE: YOUR NO.15513 DATED MAY 21, 1959.

Dear Sir,

It is presumed that there was no continuity between the temporary and regular employment of the un-skilled workmen in question. If that was so, they are entitled to interim relief because they were taken on regular roll before 1.1.1959 on the consolidated wage of Rs.55/-.

The increments contemplated for adjustment against interim relief in clause (3) of the Recommendations are those which have been earned by workmen in continuous employment whether as temporary, casual, seasonal or permanent employees.

Everytime there is a break in service followed by fresh employment, there is fresh contract of service.

Faithfully yours,

(H.M. MISRA)
SECRETARY.

JN/JN/1.6

No.1366(WB-G(12) (111)

of date. 1-6-59

Copy with a copy of the letter under reference forwarded for information to:-

1. United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
2. Indian National Trade Union Congress, 17 Janpath, New Delhi.
3. All India Trade Union Congress, 4 Ashoka Road, New Delhi.
4. Hind Mazdoor Sabha, Servants of India Societies Home, Sandhurst Road, Bombay.
5. The Deputy Secretary to Government of India, Ministry of Labour & Employment, New Delhi.
6. The Indian Sugar Mills Association, India Exchange, India Exchange Place, Calcutta-1.
7. Indian National Sugar Workers' Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.
8. United Chini Mill Mazdoor Federation, 19/36 Park Road, Kanpur.
9. Hind Chini Mazdoor Federation, 3 A.P. Sen Road, Lucknow.
10. The Secretary to Government of Uttar Pradesh, Labour Department, Vidhan Bhawan, Lucknow.

(H.M. MISRA)
SECRETARY.

JN.1.6

COPY OF LETTER NO:15513 DATED MAY 21, 1959, FROM THE GENERAL MANAGER, THE SARASWATI SUGAR MILLS, YAMUNA NAGAR, DIST. AMBALA, ADDRESSED TO THE CHAIRMAN, CENTRAL WAGE BOARD FOR SUGAR INDUSTRY, CIVIL LINES, KASIA ROAD, GORAKHPUR.

We have received a circular from the India Sugar Mills Association, Calcutta, incorporating some clarifications given by you on points raised by the Balrampur Sugar Mills Co., Ltd., Tulsipur (Gonda) and Basti Sugar Mills, Basti.

We feel that 2. During 1954 and subsequently we employed some workers with the increase temporarily on daily wage basis at Rs.1/12/- per day payable for some days that they worked. Subsequently and before 1.1.59 -se in wages from Rs.1/12/- some of these workers were taken on our regular roll at Rs.55/- per day to Rs.55/- per month, they have already got increment more than what has per month been recommended by you in the interim relief. Kindly let us know if our assumption is correct.

5 JUN 1959

PROGRAMME OF CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
AT HYDERABAD.

HEARING OF PARTIES AND EXAMINATION OF THEIR WITNESSES
FROM 2ND JULY TO 4TH JULY, 1959 (FORENOON) IN THE SECRE
-TARIAT COMMITTEE ROOM COMMENCING 10.30 A.M. EACH DAY.

<u>Sl;</u>	<u>Name of Mills</u>	<u>Name of Unions</u>
1.	The Nizam Sugar Factory Ltd., No.1 Shakkarnagar, Nizamabad, Distt. Hyderabad.	The Nizam Sugar Factory Employees Union, Shakkarnagar, Nizamabad, Distt. Hyderabad. The Nizam Sugar Factory Association of Technical & Administrative Staff, Shakkarnagar, Nizamabad.
2.	The Nizam Sugar Factory Limited No.2, Shakkarnagar, Nizamabad, Distt. Hyderabad.	Sugar Factory Mazdoor Sabha Shakkarnagar, Nizamabad, Hyderabad.
3.	Sri Rama Sugars & Industries Limited, Srikakulam, Distt.	Sugar Factory Workers Union, Tamada Samyata Naidu GariHouse, Mosque Street, Bobbili, Distt. Srikakulam. Bobbili Sudhanagarm Sri Ram Sugar Mills Employees Association, Bobbili, Distt. Srikakulam.
4.	Sri Rama Sugar Industries Limited, Seethanagaram, Distt. Srikakulam.	Sri Ram Sugar Mills Labour Union, Vuyyuru, Distt. Krishna.
5.	Visagapatnam Sugars & Refinery Limited, Thummapala, Anakapallee, Distt. Visakhapatnam.	The Vizagapatnam Sugar & Refinery Workers Union, Thannapati, Anakapallee. The Vizagapatnam Sugar & Refinery Employees Association, Thansapali, Anakapallee.
6.	Etikopakka Sugar Factory No.1, Etikoppaka, Visakhapatnam.	
7.	Etikoppaka Sugar Factory No.2, Darlapudi, Visakhapatnam.	Etikoppaka Sugar Workers Union, Darlapudi, Visakhapatnam.
8.	The K.C.P. Ltd., Bezwada, Vuyyuru, Distt. Krishna.	K.C.P. & K.I.C. Workers Union, Vuyyuru, Distt. Krishna. K.C.P. & K.I.C. Independent Workers Union, Vuyyuru, Distt. Krishna.

P.T.O.

9. Challapallie Sugars Ltd.,
Laskhmipuram,
Distt. Krishna.
10. The Deccan Sugars &
Abkhari Limited,
Samalkot,
East Godavari.
- The Deccan Sugar & Abkhari
Company Staff Union,
Samalkot,
Distt. East Godavari.
- The Deccan Sugar & Abkhari
Workers Union,
Samalkot,
East Godavari.
- Andhra Rashtra Sugar
Workers Federation,
Samalkot,
East Godavari.
11. The Kirlampudi Sugar
Mills Limited,
Pithapuram,
East Godavari.
- Kirlampudi Sugar Mills
Workers Union,
Kollagumman Road,
Pithapuram,
Distt. East Godavari.
- Kirlampudi Sugar Mills Ltd,
Employees' Union,
Pithapuram,
East Godavari.
12. Godavari Sugar &
Refineries Ltd.,
Tanuku,
West Godavari.
13. The Andhra Sugars Ltd.,
Tanuku,
Distt. West Godavari.
- Andhra Sugar Employees
Union,
Ram Rao Pete Street,
Tanuku,
West Godavari.
14. The Vijay Lakshmi S ugar
Mills Ltd.,
P.B. No.5, Tanuku,
West Godavari.
15. V.V.S. Sugars,
Repalle,
Distt. Gantur.

The workers' representatives will commence addressing the Board first followed by the representatives of factories. The witnesses of the parties too will be examined on these dates viz. 2nd and 3rd July commencing from 10.30 A.M. each day. Any party may be called upon to continue the address or examination of witnesses in the forenoon of the 4th July, 1959 also in the event of the address or evidence by it having not been concluded by 5 P.M. on the 3rd July, 1959.

July 4, 1959 (Commencing from 3 P.M.)

Discussions with:

1. The Secretary, Finance 3.00 P.M.
Department or his
nominee.

P.T.O.

-:3:-

2. The Labour Commissioner 4.00 P.M.
3. The Cane Commissioner 4.30 P.M.

(The discussions may be in camera if the Officers appearing before the Board so desire)

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment,
GOVERNMENT OF INDIA,

GRAMS: SUGWAGE
PHONE: 466

CIVIL LINES,
KASIA ROAD,

No.1386/WB-G(59)

GORAKHPUR: JUNE 2, 1959.

Copy forwarded for information to:-

1. Indian Sugar Mills Association, India Exchange, Calcutta-1.
2. The Deccan Sugar Factories Association, Stadium House, Block no.2, Veer Nariman Road, Bombay-1
3. Hind Mazdoor Sabha, Servants' of India Societies' Home, Sandhurst Road, Bombay.
4. Indian National Trade Union Congress, 17, Janpath, New Delhi.
5. The United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
6. All India Trade Union Congress, 4, Ashoka Road, New Delhi.
7. Indian National Sugar Mill Workers' Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.

With the remarks that while this office has issued separate notices to all the sugar mills and all the unions of employees of such sugar mills in the concerned districts for appearance on dates mentioned above, the Central Organisations of employers & employees may also please inform their constituents and affiliates to ensure their appearances.

It is hoped that the respective organisations of the employers and the employees will inform their witnesses of the dates and time fixed for hearing before the Board and the issue of separate notices to each of them will not be necessary.

The names of registered sugar mills and unions given above are on the basis of information so far available to this office. However, if any of the factories or unions of sugar mill employees in the concerned region(s) has been left out on account of information relating to it not being available in this office, the central organisation concerned may please advise such organisations also to arrange appearance at the place, time and on the dates mentioned above and the name and address of the factory or the union, as the case may be, may please be communicated to this office for issue of formal notices.

It may be noted that Board reserves the right to make

modifications in the programme if found necessary by the exigencies of circumstances. The parties should come fully prepared with all records, documents and witness.

No.1386/WB-G(59) ()

Dated 2nd June, 1959.

Copy also forwarded for information to:-

1. The Labour Commissioner, Andhra Pradesh, with reference to this office letter no.692/WB-G(59) dated May 5, 1959.
2. The Cane Commissioner, Andhra Pradesh, Hyderabad, with reference to this office letter no.692/WB-G(59) dated May 5, 1959.
3. The Secretary, Department of Finance, Government of Andhra Pradesh, Hyderabad in reference to this office letter no.678/WB-G(59) dated May 4, 1959.

| H.M. MISRA
(H.M. MISRA)
SECRETARY.

5TH JULY, 1959

MEETING OF THE BOARD

Copy forwarded for information to all the Members with the remark that the agenda for the meeting of the Board on the 5th July, 1959 is being circulated separately.

| H.M. MISRA
(H.M. MISRA)
SECRETARY

JN.2.6

19 MAY 1959

No.WB-7(34)/ii
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

From

Shri V. R. Antani,
Deputy Secretary to the Govt. of India.

To

Shri S. A. Dange, M.P.,
4, Ashok Road,
New Delhi.

Dated New Delhi, the

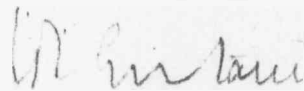
18 MAY 1959

Subject:- Central Wage Board for Sugar Industry -
coverage of workers employed in farms
attached to sugar factories.

Sir,

I am directed to refer to your letter No.172/BS/59 dated the 22nd April, 1959, to the Minister for Labour and Employment, on the above subject. In this connection, I enclose a copy of reply sent by Labour Minister to a similar representation from Shri Athavle of the Maharashtra Branch of the Indian National Trade Union Congress, Sholapur. For the reasons stated therein, it is regretted that it is not possible to enlarge the terms of reference of the Sugar Wage Board to cover farm workers.

Yours faithfully,



(V. R. Antani)
Deputy Secretary.

a.refd to
SB/

✓

Copy of D.O. No.WB-7(34),dated the 6th March,1959,
from Labour Minister to Shri S.G. Athavale, General
Secretary, Maharashtra Branch,I.N.T.U.C.,96, Morarji Peth,
P.O. Sholapur, Distt. Sholapur.

Kindly refer to your letter No.MB.15/59, dated the
27th February, 1959 regarding inclusion of workers employed
in the farms attached to sugar factories under the scope
of the Sugar Wage Board. I have reconsidered the matter
very carefully. As stated in the Labour Ministry's
earlier letter No.WB-7(34) dated the 3rd January,
1959, a large number of sugar factories, particularly
those in the Northern region, do not have their own
sugar plantations and only some factories in the
South have their own farms for cultivation of sugar
cane. The nature of work of the labour employed in
these farms is similar to that of other agricultural
workers whose wages are regulated under the Minimum
Wages Act, 1948. As the Wage Board has to consider
the matter on an all India basis, enlargement of its
coverage in particular areas may lead to complications.
I, therefore, regret that we are unable to accept your
suggestion to bring farm labour under the scope of the
Sugar Wage Board.

With kind regards.

.....

✓

REPLY TO SUPPLEMENTARY QUESTIONNAIRE REGARDING GRATUITY

The All-India Trade Union Congress is in favour of interesting a gratuity scheme for the sugar workers.

The Scheme for ~~the~~ gratuity is ~~meant~~ meant to provide for years in old age when the worker cannot be in physical efforts to earn his livelihood.

The question regarding the paying capacity of the industry had been dealt with in our ~~previous~~ previous memorandum. But All India Trade Union Congress considers that the industries ~~past~~ past present and its future prospects certainly warned the introduction of a gratuity scheme.

We are giving below the broad outlines of a Gratuity Scheme which may be introduced with slight variations ~~of~~ ~~the~~ all over India.

OUTLINES OF A GRATUITY SCHEME FOR SUGAR INDUSTRY

1. On the death of an employee while in service of the company or of his becoming physical or ~~mentally~~ mentally incapable of further service - one month's salary or wages for each year of continuous service, to be paid or in the event of his death, to his heirs or legal representatives or nominees.
2. On voluntary retirement or resignation of an employee:
 - Up to five years continuous service with the company - fifteen days salary or wages for each year of completed service
 - After five years continuous service but less than ten years service in the company - $\frac{1}{2}$ of a month's salary or wages for each year of completed service
 - After ten continuous service under the company - on the same basis ~~of~~ as an (i) above.
3. (i) "Salary or wages" for the purpose of this scheme shall be the same as may be decided up on by the Central

Central Board for Sugar Industry, under the head of "Minimum Wage".

(iii) "Continuous service": for the purpose of "continuous service", break service up to six months salary condoned

~~xxxx~~ (ii) "Physical or mental incapacity" to be declared by civil surgeon of the locality at companies cost.

(iv) "Service" for the purpose of gratuity shall include service under the ~~previous~~ previous management, whether in the particular factory of any other sister factory under the same management.

4. The Gratuity Scheme shall have retrospective effects from the date of constitution of the Central Wage Board for Sugar Industry, i.e., December 26th 1957. According to the above, the gratuity shall be payable to employees ~~but~~^{who} have ceased ~~remain~~ in the service on or after December 26, 1957, but in such cases any amount received by such employees as gratuity or ex - gratia payments, or retrenchment compensation, ~~or~~ or compensation paid in ~~persuance~~ ^{persuance} of any ~~agreement~~ agreement or any award in respect of termination of service shall be deducted and only balance shall be payable. Further, claim by ~~persons~~ persons who are no longer in the service of company on the date of publication of the report of the Wage Board shall be entertained only within the period of six months of such publication and the payments to such claims shall be made within one month, after necessary verification of such claims

5. The introduction of the gratuity scheme shall not effect any other provisions of benefits, including the Provident Fund scheme, which may be enjoyed by the workers at present.

No.332/SQ/59
May 18, 1959

Secretary,
Indian Sugar Mills Association,
India Exchange,
Calcutta-1.

Dear Sir,

We enclose herewith copy of our
reply to the Supplementary Questionnaire of
the Central Wage Board for Sugar Industry,
regarding Gratuity.

Yours faithfully,

K.G.
Sri V
(K.G.Sriwastava)
Secretary

Encl:

332

No. SW/251/59
May 18, 1959

The Secretary,
Central Wage Board for Sugar Industry,
Kasia Road, Civil Lines,
GORAKHPUR, U.P.

Sub: Reply to the Questionnaire issued by the
Central Wage Board for Sugar Industry.

Dear Sir,

With reference to your letter No. 378/WB- dated April 25, 1959, we would like to clarify the points raised by you, as follows:


1. Appendix I, Table I, page (iii): Our calculation regarding the average cost of least expensive improved diet was based on the recommendations of Dr. Aykroyd. For this purpose, we have relied on the document entitled "Determination of the Minimum Wage" prepared by a Study Group of the Labour Ministry, which was circulated at the 15th Indian Labour Conference (Delhi, 1957). The document stated: "For the purpose of minimum wage determination, the worker and his family might be provided with food to correspond to the adequate diet which has been recommended by Dr. Aykroyd for the Nutrition Advisory Council. (This is composed of cereals 14 ozs., Pulses 3 ozs., Vegetables 10 ozs., Milk 10 ozs., Sugar 2 ozs., Fish and Meat 3 ozs., and Eggs 1 oz.)" (Questions of Wage Policy and Work, AITUC Publication, 1957, page 60)

The weights used in our table are based on the formulations made above.

2. Appendix I, Table II, page (ii) and Table III, page (iii)

Table I (page i) and Table III (page iii) relates to computation of the Minimum Wage whereas Table II (page ii) relates to fair wage calculations. For computing minimum wage, the calorific value of the diet has been taken as 2700 calories (costing Rs. 84.77) while for fair wage, the calorific value has been taken as 3000 calories. However, in Table II, it has been mistakenly stated that the breakdown of expenses on food is given in Table III. We regret the error. We shall be submitting a detailed table on food expenses (Rs. 94.40 at 3000 calories) in fair wage calculations at the time of our oral evidence before the Wage Board.

Yours faithfully,


(K.G. Sriwastava)
Secretary

P.S. A copy of our publication, "Questions of Wage Policy and Work" referred above, has already been sent to you.

May 15, 1959

Dear Com.Djuraskovich,

So I returned here quite all right. I will cherish the memories of my visit to Yugoslavia and specially the hospitality extended to me during my stay there. Please permit me to thank you and the Confederation of Trade Unions of Yugoslavia once again for the same.

I have conveyed your greetings to Com.Dango. The issue on which he was to offer "satyagraha" and go to jail has been since postponed for the time being. At the moment, he is not here.

I am sending you by separate post a copy of Report to AITUC General Council entitled "Crisis and Workers".

With greetings,

Yours fraternally,

V.K.S.
May 18
(K.G.Sriwastava)

Comrade Milutin Djuraskovich,
12 Slovis Vajnera,
SARAJEVO, Yugoslavia

732

May 15, 1959

President,
Trade Union of Employees and Workers of
Hotel, Restaurant and Coffee,
Bld Akra,
Street Almarad,
BEIRUT, Lebanon.

Dear Friend,

We have the pleasure to inform you that we are sending you copy of our journal, the "Trade Union Record", in the hope that you will find the same interesting.

We shall be glad to receive material on the Lebanese trade union movement and we trust there will be greater contacts between us in future, to our mutual advantage.

With warm greetings,

Yours fraternally,

May 15
(K.G. Sriwastava)
Secretary, AITUC

16 JUL 1959

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment
GOVERNMENT OF INDIA

GRAMS: "SUGWAGE"
Telephone no. 466

CIVIL LINES,
GORAKHPUR

No. 1642 /WB-G(12)

Dated: July 11, 1959.

To

The General Manager,
The Madho Mahesh Sugar Mills Private Ltd.,
P.O. Munderwa, District - Basti.

Sub: BOARD'S RECOMMENDATIONS FOR INTERIM RELIEF -
CLARIFICATION:

Dear sir,

I am desired to refer to your letter no. 2987 dated May 27, 1959 on the above subject and have to inform you as under apropos the points raised by you :-

1. The issue of grant of interim relief to temporary employees of the kind referred by you was also raised by the Manager, Balrampur Sugar Co. Ltd. and later by the Secretary, Indian Sugar Mills Association, Calcutta. The copies of the letters received from these persons and replies sent are being enclosed for your information. This would make the matter clear to you.

2. It is to confirm that if the services of a temporary worker are terminated and he comes to be re-employed after January 1, 1959, the re-employment can be on the ruling minimum wage in the State or on a higher rate as may be the contract between the employer and the employee. The wage structure as such has not yet been revised by the Board. A copy of this office letter no. 1365/WB-G(12) dated June 1, 1959 addressed to the General Supervisor, H.R. Sugar Factory Private Ltd., Bareilly which interalia covers this point too is being enclosed for your information.

3. It should be clear from the above that if the services of any worker (permanent, seasonal, temporary or casual) in employment of the factory until January 1, 1959 continue unbroken after the 1st January, 1959, he will remain eligible for the interim increase in the wages.

4. In the event of temporary employment of seasonal workers during off seasons too, the interim relief would be payable if the employment is continuous but not otherwise because as stated above the wage structure as such has not been revised and the employment in the latter case is akin to fresh recruitment.

Faithfully yours,

Encls: as above

(H. M. MISRA.)
Secretary.

P T O

No. 1642(x)/WB-G(12)

of date

Copy with a copy of the letter under reference forwarded for information to :

1. The Secretary, Indian Sugar Mills Association, India Exchange, Indian Exchange Place, Calcutta - 1.
2. The United Trade Union Congress, 249, Bow Bazar Street First Floor, Calcutta.
3. Indian National Trade Union Congress, 17 Jangpeth, New Delhi.
4. All Indian Trade Union Congress, 4 Ashoka Road, New Delhi.
5. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
6. The Deputy Secretary to Government of India, Ministry of Labour & Employment, New Delhi.
7. Indian National Sugar Workers' Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.
8. United Chini Mill Mazdoor Federation, 19/36 Patkapur, Kanpur.
9. Hind Chini Mazdoor Federation, 3 A.P. Sen Road, Lucknow.
10. The Secretary to Government of Uttar Pradesh, Labour Department, Vidhan Bhawan, Lucknow.

Encls: as above

1-1 m m 502
(H. M. MISRA)
Secretary.

Copy of letter no. 2987 dated May 27, 1959 from the Secretary, The Madho Mahesh Sugar Mills Private Ltd P.O.Munderwa, District Basti, to the Secretary, Central Wage Board for Sugar Industry, Kasia Road, Gorakhpur.

* * * * *

With reference to the recommendation made by the Central Wage Board for sugar Industry we beg to request you to kindly clarify the following points:-

1. Whether temporary workers having worked prior to 1st Jan., 1959 are entitled to interim relief. To be more clear let us quote the example of worker "A" whose temporary services ran from 1st of Dec., 1958 to 31st of Jan., 1959. Is he entitled to the interim increment for his services rendered in the month of January, 1959?

2. It is clear that the new appointments will be made on a minimum salary of Rs. 55/- per month. In that case whether a temporary worker of the category of para 1 above who, if once allowed increment, can be re-appointed on a minimum wage of Rs. 55/- after his temporary services are once terminated.

3. In case a temporary worker having worked prior to 1st Jan., 1959 i.e. any time between 1st. Jan., ~~1959~~ 1949 to 31st. Dec., 1958, works after 1st Jan., 1959, is he entitled to the interim relief or not?

4. Temporary services of seasonal staff are occasionally required during the off season. Please clear whether such temporary appointments can be made on minimum wages of Rs. 55/- a month.

The bill of interim relief is being prepared. We shall therefore request you to kindly clarify the aforesaid points at your earliest convenience and oblige.

* * * * *

COPY OF LETTER NO. TIR/WB/2332 DATED 2/3RD APRIL, 1959 FROM THE
MANAGER, HALDIPUR SUGAR COMPANY LTD., GONDA ADDRESSED TO THE
CHAIRMAN, CENTRAL WAGE BOARD FOR SUGAR INDUSTRY, CIVIL LINES,
KASIA ROAD, GORAKHPUR.

Dear Sir,

We shall be obliged if you kindly let us know by return of post whether the employees appointed prior to 31st December, 1958 but after 1st July, 1956 on higher salaries and those appointed after 1.1.59 would also get the interim increments or there would be time limit of service entitling an employee to these increments and whether these increments would also apply to apprentices, temporary, daily or casual workers or to regular employees.

Further whether the minimum wage of Rs. 55/- still remains as in the case of new factories which are exempted from payment of increased wages and the factories may make fresh appointments on Rs. 55/- F.M.

Your early response will highly oblige us.

Yours faithfully,

For THE HALDIPUR SUGAR CO. LIMITED,

3d/- Illigible
MANAGER,
Tulsipur Factory Branch.

Sugar Board

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment
GOVERNMENT OF INDIA
Kasia Road, Civil Lines.

No. 3055/WB-G(12) GORAKHPUR: August 21, 1959.

To

The Bihar Sugar Works,
Fachrukhi, District - Saren.
(Bihar).

Sub: BOARD'S RECOMMENDATIONS FOR INTERIM RELIEF-
CLARIFICATIONS:

Dear sir,

I am desired to refer to your letter no. WB-5086 dated 13th August, 1959 and have to inform you as under, apropos the points raised by you :-

1. Chaprasis and Kamdars: The raising, with effect from 18th December, 1954 of the pay of outstation Chaprasis and cane development Kamdars to the minimum of Rs. 55/- in consequence of the clarification issued by the Labour Commissioner was in the nature of rectification of a mistake and not an increment properly so called. The increase therefore is not adjustable against the interim relief recommended by the Board. The interim relief in their case would be calculable on Rs. 55/- mistakenly denied to them previously.
2. Promotion of Tractor Cleaners: The increments which accrued to the tractor cleaners in consequence of their promotion as tractor drivers would also not be adjustable against the interim relief recommended by the Board because the pay increase in these cases was by virtue of promotion to a higher job with higher responsibilities. Only those increments will be adjustable against the interim relief which were awarded to the employees in the same occupation with the same requirement of skill and workload.
3. Application to distillery workmen: The Board's recommendations are for the vacuum pan sugar factories and their employees. All the employees receiving up to Rs. 500/- and on the rolls of sugar factory are eligible to interim relief. A worker on the rolls of sugar factory should not be deprived of this relief on account of his mere posting into the distillery at the management's instance.

Faithfully yours,

H. M. MISRA
(H. M. MISRA)
Secretary.

No.3055(1-xiii)/WB-G(12) of date 21 AUG 1959
with a copy of the letter under reference
Copy/forwarded for information to :

1. The Secretary, Indian Sugar Mills Association, India Exchange Place, Calcutta.
2. The Bihar Sugar Workers' Union, Pachrukhi, District Saran, Bihar.
3. The Deputy Secretary to Government of India, Ministry of Labour & Employment, New Delhi.
4. The United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
5. Indian National Trade Union Congress, 17, Janpath, New Delhi.
- ✓ 6. All Indian Trade Union Congress, 4 Ashoka Road, New Delhi.
7. Hind Mazdur Sabha, Servants of India Societies' Home Sandhurst Road, Bombay.
8. Indian National Sugar Workers' Federation, Shahanshab Manzil, Baroodkhana, Golaganj, Lucknow.
9. United Chini Mill Mazdoor Federation, 19/36, Patkapur, Kanpur.
10. Hind Chini Mazdur Federation, 3, A.P. Sen Road, ^{Lucknow.} Kanpur.
11. The Secretary to Government of Bihar, Labour Department, Patna.
12. The Secretary to Government of Punjab, Uttar Pradesh/ Bombay/Madras/Mysore/ Madhya Pradesh/ West Bengal/ Kerala/ Orissa/ Andhra Pradesh, Labour Department.
13. All the members of the Central Wage Board for Sugar Industry.

Encl: one copy of
letter under reference.

H. M. MISRA
(H. M. MISRA)
Secretary.

Copy of the letter no. WB-5086 dated 13th August, 1959 from the Business Manager, The Behar Sugar Works, Pachrukhu Dist. Saran to the Secretary, Central Wage Board for Sugar Industry, Civil Lines, Kasia Road, Gorakhpur.

* * * *

Your recommendations regarding interim relief to the workers as given in your circular have been implemented by us. We however require clarification regarding :-

1. Outstations Chaprasis and Cane Development Kamdars were getting monthly salary varying from Rs. 32 to Rs. 45 in our concern till 1954. At the instance of the Labour Union, Pachrukhi a clarification was sought from the Labour Commissioner, Bihar as to whether those workmen would be entitled to the minimum wage of Rs. 55/-. On receipt of the clarification of the Labour Commissioner that minimum wages of Rs. 55/- should be made applicable to these categories, their salaries were raised to Rs. 55/- with effect from 18.12.1954.
2. We have got 7 tractors for transport of cane. The tractor cleaners employed on minimum wage of Rs. 55/- per month were given opportunity to learn the driving of tractors. These cleaners were getting a minimum salary of Rs. 55/- upto December 1956 and Rs. 55/12/- p.m. from 1st January 1957. Subsequently on their securing driving licences for working as tractor drivers they besides Rs. 55/12/- per month were allowed a monthly allowance of Rs. 15/- for working as "drivers on trial". This allowance was merged into their salary and the salary in each case was raised from 55/12/- to Rs. 64/- (taking into consideration the benefit of retaining allowance that they would get on the increased rate of wages) with effect from 1st January, 1958.
3. Distillery workmen - We have got a distillery as a by-product industry attached to our sugar factory. It is a separate factory and has got a separate licence under the industrial regulation act. Though the workmen who are working in the distillery are those transferred from the sugar factory and are getting the benefit of leave, provident fund, etc. same as the sugar factory workmen, it has to be decided whether they would be entitled to the interim relief granted by the Wage Board.

So far as the categories of outstation chaprasis and Kamdars are concerned, they have got increments varying from Rs. 15 to Rs. 22 from 18.12.54 as would appear from the circumstances stated above but since these increments were in the nature of raising the wages to the minimum level the matter has to be clarified whether the interim increments recommended by the Wage Board are to be calculated on their salaries prevailing as on 1.1.49 or as on 18.12.54 the date from which the Labour Commissioner's clarification for Rs. 55 minimum wages was given effect to under agreement with the Labour union.

The instructions of the Wage Board do not qualify that only specific type of increments should be taken into account, viz. There may be increments on account of efficiency, increment on account of raising the wage level or increments on account of promotion. We are interpreting the instructions that any type of increment whether it is for the purpose of increasing the wage level or for promotion or for the efficiency has to be taken into account while working out the interim relief. Since however the Labour Union here is of the view that percentage of these

workmen on Rs. 55/- the salary given to these workmen with effect from 18.12.54 and not on the salaries drawn by them on 1.1.49. We would request you to kindly clarify the position.

As regards tractor drivers also there is an increment of about Rs. 8/4/- on their minimum wages of Rs. 55/- in each of these cases on account of promotion. The same clarification is required in this case whether this increment is or is not to be taken into account while working out the interim relief, in order to give effect to the Wage Board's recommendations.

As regards distillery workmen, our view is that Wage Board recommendations cannot apply to distillery which is a separate factory. The Labour Union, however, takes the view that since the workmen of distillery have been transferred from the sugar factory and are, though as a matter of discretion, getting similar benefits of provident fund, bonus and leave as are given to sugar factory workers they should also be entitled to interim relief. We would request you to kindly clarify whether the recommendations of the Board would be applicable to our distillery workmen under the above circumstances.

* * * *

29 OCT 1959

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment
GOVERNMENT OF INDIA

Grams: "SUGWAGE"
Phone: 466.

Civil Lines,
Kasia Road,

No. /WB-G(12) GORAKHPUR: October 1959.

To,

The Factory Manager,
Seksaria Biswan Sugar Factory (P) Ltd.,
P.O. Biswan,
Dist. Sitapur.

Dear Sir,

I am directed to refer to your letter no.4073 dated the 26th September, 1959 asking for certain clarification in the order relating to interim relief. The proviso contained in rule (1) reads as follows:-

"Provided that the total emoluments of any worker appointed after January 1, 1949, after the adjustment contained in condition (ii) shall not exceed the emolument of the workmen in the same category appointed before that date. In no case, however, the existing emolument of any such workmen shall be reduced"

2. From your letter it appears that the four workmen mentioned therein were appointed between 1953 and 1957 and they did not receive any increment after their appointments. Even so, from your letter it appears that, their total emoluments exceed the emoluments of other workmen in the same category after the grant of the interim increment.

There are the following two conditions in the proviso:-

- (i) He must have been appointed after January 1, 1949,
- (ii) It must be a case where adjustments contained in condition (ii) are applicable to a person appointed after.

The 4 workmen mentioned in your letter fulfil condition no.(i) but do not fulfil condition no. (ii). Hence they are entitled to the interim relief.

Yours faithfully,

(H.M. MISRA)
SECRETARY.

20 00 1959

No. 4207 (1-xii)/WB-G(12)

of date.

Copy with a copy of the letter under reference forwarded for information to :-

1. The Secretary, Indian Sugar Mills Association, India Exchange Place, Calcutta.
2. *Rashtriya Chini Mill Mazdoor Union, Prayagrah, U.P. Sitapur.*
3. The Deputy Secretary to Government of India, Ministry of Labour & Employment, New Delhi.
4. The United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
5. Indian National Trade Union Congress, 17, Janpath, New Delhi.
6. All India Trade Union Congress, 4 Ashoka Road, New Delhi.
7. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
8. Indian National Sugar Workers' Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.
9. United Chini Mill Mazdoor Federation, 19/36, Patkapur, Kanpur.
10. Hind Chini Mazdur Federation, 3, A.P. Sen Road, Lucknow.
11. The Secretaries to Government of Punjab/Uttar Pradesh/ Bombay/Madras/Mysore/Madhya Pradesh/West Bengal/ Kerala/Orissa/Andhra Pradesh, Labour Departments.
12. All the members of the Central Wage Board for Sugar Industry.

Encl: One copy of letter under reference.

H.M. M.S.R.A.
(H.M. M.S.R.A)
SECRETARY.

JN, 17.10.59

COPY OF LETTER NO.4073 DATED 26TH SEPTEMBER, 1959, FROM THE FACTORY MANAGER, SEKSARIA BISWAN SUGAR FACTORY PRIVATE LTD., SITAPUR, ADDRESSED TO THE SECRETARY, CENTRAL WAGE BOARD FOR SUGAR INDUSTRY, CIVIL LINES, KASIA ROAD, GORAKHPUR.

We had appointed the following persons on the date and the salary detailed hereunder:-

1.	Shri Dhara Singh	Electrician	Rs.140/-	on 5.12.53
2.	Shri P.M. Hanphy	Shift Engineer	275/-	" 1.11.56
3.	Shri Mustafa	Turner	115/-	" 27.8.57
4.	Shri Raj Pal	Fitter	105/-	" 28.8.59

In giving increment to Workmen appointed before 1.1.49 their total emoluments after the increments and adjustments contained in condition No. 2 of the Notification No.5300(ST)/XXXVI-A-104 (ST)-59 dated 13.8.59 would not reach to the level of the emoluments of the workmen of their category mentioned above.

The workmen given in the list above have not received any increment after their appointment but their total emoluments exceeds the emolument of other workmen in the same category after increments permissible to them.

It would be very kind of you to let us know if the workmen mentioned above would be entitled to any increment by way of interim relief.

.....

28 NOV 1959

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ஐக்கிய கட்டிடத் தொழிலாளர் சங்கம்

UNITED BUILDING WORKERS' UNION

(AFFILIATED TO THE C.T.U.F.)

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දුරකථන } 79065
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இணைப்புகள்

தொழிலாளர் இடம்

Union Place

IO. II. 59

Colombo-2 19

C E Y L O N.

The General Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Brother,

The 3rd International Conference of
Workers in Building, Wood and Building Material Industries
which was held in Budapest, Hungary, was a big success.
200 delegates and observers from more than 39 Countries
representing over 10 million workers in these Industries
participated in the Conference.

India was not represented at this
historic and important Conference.

Soon after the Conference was concluded
I visited Czechoslovakia on the invitation from the Central
Council of Czechoslovakian Building and Wood Workers' Union.
They are very anxious to establish friendly ties with the
Indian building, wood and building material industries
workers.

Therefore, I request you to be good enough
to send me the addresses of the Union s functioning in these
industries and information about their international
affiliations.

Should there be any Union functioning
in these industries which are affiliated to your Trade Union
Congress, I shall be thankful if you would kindly ask them
to contact Brother Raisky, President of the Central Council
of Czechoslovakian Building and Wood Workers' Union, Prague,
Czechoslovakia. I hope this will receive your earnest
consideration.

With fraternal greetings.

Yours fraternally,

A.M.A. Azeez - General Secretary.

Handwritten notes:
I have to give the
Our delegates could not
participate as passport was
not issued to them. I have
my address & in general
I am corresponding with them
and with I.T.U.

29 OCT 1959

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment,
GOVERNMENT OF INDIA

Grams: "SUGWAGE"
Phone: 466

Civil Lines,
Kasia Road,

No. /WB-G(12)

GORAKHPUR: October, 1959.

To,

The General Manager,
Neoli Sugar Factory,
Shervani Sugar Syndicate Private Ltd.,
P.O. Neoli, Dist. Etah (U.P)

Dear Sir,

With reference to your letter no. RTNS/48/F/2440 dated August 31, 1959 regarding elimination in calculations of interim relief involving fractions of a rupee, I am desired to say that no other factory has raised this question and parts of interim wage increase are being paid in fractions of a rupee as may be calculable in individual cases.

You will appreciate that in such matters, a uniform procedure throughout is very necessary. A different system in the case of one factory might give rise to complications as some workers under the arrangement suggested by you are bound to be deprived of what is due to them under the terms of Board recommendations and the U.P. Government notification no. 4381 (ST)/XXXVI-A-104(ST)-59 dated July 27, 1959 as amended vide Notification no. 5300(ST)/XXXVI-A-104(ST)-59 dated August 13, 1959 issued on the basis thereof.

Besides, as is very well known, the decimal coinage was devised to facilitate calculations into fractions of rupee. I am, therefore, to advise that no workmen should be paid less than what is due to him under the terms of the Board's recommendations.

Faithfully yours,

H. M. Misra
(H.M. MISRA)
SECRETARY

JN.17.10.59

20 OCT 1959
of date.

No. 4206 (1-xii)/WB-G(12)

Copy with a copy of the letter under reference forwarded for information to :-

1. The Secretary, Indian Sugar Mills Association, India Exchange Place, Calcutta.
2. *Nesli Sugar Mill Mazdoor Union Dist. Etah*
3. The Deputy Secretary to Government of India, Ministry of Labour & Employment, New Delhi.
4. The United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
5. Indian National Trade Union Congress, 17, Janpath, New Delhi.
6. All India Trade Union Congress, 4 Ashoka Road, New Delhi.
7. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
8. Indian National Sugar Workers' Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.
9. United Chini Mill Mazdoor Federation, 19/36, Patkapur, Kanpur.
10. Hind Chini Mazdur Federation, 3, A.P. Sen Road, Lucknow.
11. The Secretaries to Government of Punjab/Uttar Pradesh/ Bombay/Madras/Mysore/Madhya Pradesh/West Bengal/ Kerala/Orissa/Andhra Pradesh, Labour Departments.
12. All the members of the Central Wage Board for Sugar Industry.

Encl: One copy of letter under reference.

H. M. MISRA
(H.M. MISRA)
SECRETARY.

JN.17.10.59

COPY OF LETTER NO. RTNS/13/F/2140 DATED 31ST AUGUST, 1959 FROM
THE GENERAL MANAGER, NEOLI SUGAR FACTORY, P.O. NEOLI, DIST. ETAH. U.P.
ADDRESSED TO THE SECRETARY, CENTRAL WAGE BOARD FOR SUGAR INDUSTRY,
CIVIL LINES, KASIA ROAD, GORAKHPUR.

While calculating the amount due to the workers regarding increment as per recommendation of the Wage Board we find that in many cases the amount due to the workers per month or the total amount due to them is coming in fractions of rupees- 11 nP. etc., This is causing great difficulty in computing the total amount due. It is suggested that a round figure of increment should be allowed to be calculated taking 50 nP. and above as a rupee and discarding upto 49 nP, so far as the calculation of the rate of pay per month is concerned.

Please let us know your views so that the same may be taken up accordingly.

Thanking you.

1959

29 OCT 1959

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY.
Ministry of Labour & Employment
GOVERNMENT OF INDIA

Grams: "SUGWAGE"
Phone: 466

Civil Lines,
Kasia Road,

No. /WB-G(12)

GORAKHPUR: October ,1959.

To,

The Manager,
Dhampur Sugar Mills Ltd.,
Dhampur, Dist. Bijnor

SUBJECT: RECOMMENDATIONS OF THE BOARD FOR INTERIM WAGE
INCREASE - CLARIFICATIONS

Dear Sir,

In referring to your letter no. Est/CWB-I R/6553 dated October 1, 1959 on the above subject I am desired to say as following on the points raised by you:-

The definition of the term "workman" under the Industrial Disputes Act as amended upto-date is very different and has much larger coverage than that of the term "worker" under the Factories Act. The Board's recommendations regarding interim wage increase apply to "workmen" of vacuum pan sugar factories drawing up to Rs.500/- p.m. The U.P. Government order referred by you in the letter in reply has also been issued under section 3 of the Industrial Disputes Act, 1947 as amended upto-date. Obviously, therefore, the expression "workmen" occurring in the order would have the meaning as assigned to this expression under the Industrial Disputes Act. Any other conclusion will be unwarranted.

The watchmen, although not covered under the Factories Act do clearly fall within the definition of "workmen" under the Industrial Disputes Act. The Board's recommendations would, therefore, apply to them as to other "workmen".

The position regarding hospital staff should be clear from the above. Now as to the expression "employee in the industry", I have to say that this has come to be discussed in several of the L.A.T. decisions - in relation to the case of Gardeners particularly. These do not justify your inference.

As for the case of accountants cited by you it appears that 'D' was one of those who got the lowest emolument among them. D was appointed on 1.6.57 and the others before 1.1.49. In view of the proviso to clause (1) of the U.P. Government notification no.5300(ST)/XXVI-A-104(ST)-1959 dated August 3, 1959, published in the U.P. Gazette (Extraordinary) of even date, D would not be entitled to more than A.

Faithfully yours,

(H.M. MISBA)
SECRETARY.

JN.16.10.

P.T.O

--:2:-

20 OCT 1959
of date.

No. 4205 (1-xii)/WB-G(12)

Copy with a copy of the letter under reference forwarded for information to:-

1. The Secretary, Indian Sugar Mills Association, India Exchange Place, Calcutta.
2. Dhampur Chini Mill Mazdur Sangh, Dhampur, Dist. Bijnor.
3. The Deputy Secretary to Government of India, Ministry of Labour & Employment, New Delhi.
4. The United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
5. Indian National Trade Union Congress, 17, Janpath, New Delhi.
6. All India Trade Union Congress, 4 Ashoka Road, New Delhi.
7. Hind Mazdoor Sabha, Servants of India Societies' Home, Sandhurst Road, Bombay.
8. Indian National Sugar Worker's Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.
9. United Chini Mill Mazdoor Federation, 19/36, Patkapur, Kanpur.
10. Hind Chini Mazdur Federation, 3, A.P. Sen Road, Lucknow.
11. The Secretaries to Government of Punjab/Uttar Pradesh/Bombay/Madras/Mysore/Madhya Pradesh/West Bengal/Kerala/Orissa/Andhra Pradesh, Labour Departments.
12. All the members of the Central Wage Board for Sugar Industry.

Encl: One copy of letter under reference.

1-1 m m 23
(H.M. MISRA)
SECRETARY.

JN.16.10.

T T V I C K

COPY OF LETTER NO. EST/CWB-IR/6553 DATED 1ST OCTOBER, 1959
FROM THE MANAGER, DHAMPUR SUGAR MILLS LTD., DHAMPUR, BIJNOR
ADDRESSED TO THE CHAIRMAN, CENTRAL WAGE BOARD FOR SUGAR
INDUSTRY, GORAKHPUR.

--oOo--

Re: Your recommendations for Interim increase in pay
List of Sugar Factory Workers.

Kindly permit us to seek the following clarifications
in the matter of implementing your recommendations for Interim
increase in pay of our Factory Workers.

(1) The Government has enforced your interim recommendations
under provisions of the Industrial Disputes Act, entitling the
'Workmen of the Vaccum Puh Sugar Factories' to the Interim
relief. It follows thereby that such employees as are not
'Workmen' under the Industrial Disputes Act are not entitled
to avail of this interim relief.

(2) According to the mutual agreements, the Govt. notifica-
tions and the case Law, the watch-men in our employment are
not workers within the meaning of the factories Act but their
conditions of service and privilage are being governed by the
shops and Commercial Establishment Act. A close perusal of your
Interim recommendations, the Government order, its subsequent
amendment enforcing the recommendations and the clarifications
issued by your goodself on various points, reveal that the words
used therein are 'Workmen' and 'Workers of sugar factories
which are interconnected'. The language and the combined use
of the two words make it obviously clear that the "Factory
Workers" who fall within the scope of "Workmen" (as defined
in the Industrial Disputes Act) shall be entitled to the Interim
Relief. The inference that follows is that only those "Workmen"
who are also "Factory Workers" are entitled to the Interim relief
recommended by your goodself. When we apply this test to our
watchmen, who are not "Workers of the Factory" we consider they
are not entitled to the Interim Relief.

(3) Similarly our Hospital staff is not covered by the
factories Act and our Medical Officer Incharge, the nurse and
the compounder are not workers of the factory. Our second
condition is that according to the definition of the "Workmen"
as given in the I.D.A., our medical officer and his subordinate
Hospital staff are not employed "in the Industry" as specified
therein "Workman" as a person (including an apprentice) employed
in the Industry to do
You will therefore observe that the Medical Officer and the
staff employed in Hospital are neither factory workers nor
they are employed in the Industry. We may say that they are
employed "by the Industry", but they are not factory workers.
The Honourable High Court of Judicature at Allahabad in the
matter of Dispute between the Lakshmi Sugar Mills Ltd., & their
workmen has also held that the Medical Officer is not a 'Workmen'
within the meaning of the Industrial Disputes Act. Please clarify
if the Medical Officer, nurse and the compounder are entitled
to Interim Relief.

(4) We have no standardisation of wages and the salaries of
one category are not fixed so far. As for example A,B,C, are
three accountants who were employed before 1.1.1949 they got
increments (more than they are entitled, as per the interim
relief) in 1953. On 1.1.1959 they were getting Rs.105/-, Rs.120/-
and Rs.150/- respectively. So interims of the G.O. they are not
entitled to any interim relief. One accountant 'D' was employed
on 1.6.1957 on Rs.105/-, he was getting the same salary of Rs.105/-

P.T.O.

on 1.1.1959- equal to 'A'. In terms of cl.2 of the G.O. "D" is entitled to an interim relief of Rs.5/- but thereby his salary will exceed the salary of "A" and it will be against the spirit of the proviso to cl.2 of the Govt. Order, but at the same time his salary will not exceed B & C who are already getting more.

We shall be obliged, if you kindly clarify if 'D' is entitled to any Interim Relief in the circumstances.

Thanking you.

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PROGRAMME OF HEARING OF PARTIES AND EXAMINATION OF

WITNESSES

FROM OCTOBER 22, 1959	ENGINEERING COLLEGE HALL
TO OCTOBER 24, 1959	BOMBAY POONA ROAD
	POONA
COMMENCING 10.30. A.M.	

List of Cooperative sugar factories and the unions of their employees whom notices for appearance before the Board at Poona have been issued.

Districts:	Factories:	Worker's Unions:
Ahmednagar	1. The Kopergaon Sahakari Sakhar Karkhana Ltd., Kopergaon.	The Kopergaon Taluka Sakhar Kamgar Sabha, P.O. Bhakharwadi. Kopergaon Taluka Rashtriya Sakhar Kamgar Union, I.N.T.U.C. Office C/o Congress House, Gandhi Chowk, Kopergaon.
"	2. The Pravara Sahakari Sakhar Karkhana Ltd., Pravaranagar.	-
"	3. Rahuri Sahakari Sakhar Karkhana Limited, Taluka Town, Rahuri.	The Rahuri Taluka Sakhar Kamgar Union, Trade Union Centre Office, Malivada. Rahuri Taluka Sakhar Kamgar Sabha, P.O. Rahuri. The Rahuri Taluka Sakhar Kamgar Sangh, Near Bazar, P.O. Deolali Deolali Pravara, Taluka Rahuri. Rashtriya Sakhar Kamgar Union, Taluka Rahuri, Manik Chowk.
"	4. Karegaon Bhag Sahakari Sakhar Karkhana Ltd., Srirampur, Nipani, Nadgaon.	Karegaon Sahakari Sakhar Kamgar Union, Srirampur Main Road, Khelari Building, Srirampur.
"	5. Rahata Sahakari Sakhar Karkhana.	-
Surat	6. Shri Khedut Sahakari Khandi Udyog Mandal Ltd., Tasli.	

Swatantra Sugar Workers Union, Taluka Shrirampur Maharashtra Sugar Mills, Tilaknagar.

- | | | | |
|--------------|-----|---|--|
| Ahmednagar | 2. | The Belvandi Sugar Farm Ltd., P.O. Belvandi, Taluka Shrigonda. | Belvandi Sahakari Kamgar Union, Taluka Shringonda, Manik Chowk.

The Shrigonda Taluka Sakhar Kamgar Union, Trade Union Centre Office, Maliwada. |
| " | 3. | The Belapur Co., Ltd., Harigaon, P.O. Harigaon. | Sakhar Kamgar Sabha Shrirampur, P.O. Harigaon. |
| " | 4. | Godavari Sugar Mills Limited, (Somaiya Sugar Factory) P.O. Laxmiwadi. | - |
| " | 5. | Godavari Sugar Mills Limited, Sakharwadi. | - |
| " | 6. | Shri Changdeo Sugar Mills Limited, P.O. Changdeo. | - |
| Nasik. | 7. | The Ravalgaon Sugar Farm Limited, Ravalgaon. | Ravalgaon Rashtriya Sugar Worker's Union, Ravalgaon Sugar Farm, Ravalgaon.

Malegaon Taluka Sakhar Kamgar Union C/o Trade Union Centre, Malegaon Camp, Dist. Nasik. |
| Sholapur | 8. | The Saswadmali Sugar Factory Limited, P.O. Malinagar. | Malshiras Taluka Rashtriya Sakhar Kamgar Sangh, 12, Railway Lines, Bhayya Chowk, Taluka Malshiras.

Chitalenagar Gul Sakhar & Sheti Kamgar Sangh, P.O. Chitalenagar, Taluka Malshiras. |
| " | 9. | The Brihan Maharashtra Sugar Syndicate Ltd., P.O. Shreepur. | - |
| Poona | 10. | Walchandnagar Industries Ltd., P.O. Walchandnagar. | Sugar Worker's Union, Walchandnagar.

Labour Union, Sugar Factory, Walchandnagar. |
| North Satara | 11. | The Phaltan Sugar Works Limited, Sakharwadi. | Phaltan Taluka Sakhar Kamgar Union, Sakharwadi, P.O. Sakharwadi. |

Sakhar Kamgar Sangh,
Sakharwadi Taluka
Phaltan C/o Sri R.B.
Bhagat, Bazar Peth,
Sakharwadi.

Kolhapur 12. Kolhapur Sugar Mills Limited, Kolhapur. Kolhapur Sugar Mill Kamgar Union, 1881 'D' Shaniwar, Kolhapur.

WITNESSES FOR EXAMINATION ON 28th OCTOBER, 1959

1. Shri Khandhubhai Desai	Commencing from 11 A.M.
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CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment,
GOVERNMENT OF INDIA

Grams: "SUGWAGE"
Phone: 466

CIVIL LIN. S,
KASIA ROAD,

No. 452(1-viii)/WB-G(59)

GORAKHPUR: 16th October, 1959.

Copy forwarded for information and necessary action to:-

1. Indian Sugar Mills Association, India Exchange, Calcutta-1.
2. The Deccan Sugar Factories Association, Stadium House, Block No.2, Veer Nariman Road, Bombay-1
3. Mumbai Rajya Sahakari Sakhar Karkhana Sangh Ltd., D.L.B. Building, (Extension) Poona-2.
4. Hind Mazdoor Sabha, Servants of India Societies Home, Sandhurst Road, Bombay.
5. Indian National Trade Union Congress, 1, Janpath, NEW DELHI.
6. The United Trade Union Congress, 249, Bow Bazar Street, First Floor, Calcutta.
7. All India Trade Union Congress, 4, Ashoka Road, New Delhi.
8. Indian National Sugar Mill Workers Federation, Shahanshah Manzil, Baroodkhana, Golaganj, Lucknow.

With the remarks that while this office has issued notices to the sugar mills and all the unions of employees of such sugar mills in Bombay State for appearance on dates mentioned above, the central organisations of employers and employees may also please inform their constituents and affiliates to ensure their appearances.

It is hoped that the respective organisations of the

employers and the employees will inform their witnesses of the dates and time fixed for hearing before the Board and issue of separate notices to each of them by this Board will not be necessary.

The names of registered sugar mills and unions given above are on the basis of information so far available to this office. However, if any of the factories or unions of sugar mill employees in this region has been left over on account of information relating to it not being available in this office the central organisation concerned may please advise such organisation also to arrange appearance at the place, time and on the dates mentioned above and the name and address of the factory or the union, as the case may be, may please be communicated to this office for issue of formal notices.

H. M. MISRA
(H.M. MISRA)
SECRETARY.

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY
Ministry of Labour & Employment,
GOVERNMENT OF INDIA

Grams: "SUGWAGE"
Phone: 466

CIVIL LINES,
KASIA ROAD,

No. 4152(x-xv)/WB-G(59)

GORAKHPUR: 16th October, 1959.

Copy forwarded for information to all the members of the Board.

H. M. MISRA
(H.M. MISRA)
SECRETARY.

JN.16.10.59

CENTRAL WAGE BOARD FOR SUGAR INDUSTRY,
MINISTRY OF LABOUR & EMPLOYMENT,
Government of India,
Civil Lines, Kasia Road,

No. 3902/WB-G(59) Gorakhpur, Dated the 1.10.59

To

All India Trade Union Congress,
4, Asnok Road,
New Delhi.

Dear Sir,

I am directed to say that the Board has decided to hold sittings at Bombay from 22nd to 24th and at Poona from 26th to 28th October, 1959 for hearings of the parties.

2. This, however, is subject to suitable accommodation for the hearings at these places being provided by the State Government of Bombay.

3. In order, however, that the parties may have sufficient time to prepare their cases, I have to request you to kindly inform your respective affiliates of the above programme. Individual notices to the mills and the unions will be issued after the receipt of intimation from the Bombay Government regarding the venues available for Board's meetings at Bombay and Poona on the respective dates.

Yours faithfully,

(H.M. MISRA)

SECRETARY.

COST STRUCTURE IN SUGAR INDUSTRY

AITUC suggestions to provide for increase in wages		<u>Manufacturing cost 130 days 10% recovery</u>	<u>Per maund of Sugar</u>
Cane Price	14.40	Power fuel and stores	0.59
Excise Duty Less and Co-operative Commission	1.94	Salaries and wages	2.42
	10.69	Repairs and Renewals	0.73
	.46	Packing	0.55
Manufacturing costs xxx minus salaries but including overhead and packing and Renewal and fuel charges	3.11	Sub- Total	4.29
Profits (Net)	.97	Depreciation	0.44
	<hr/> 31.57	Interest on I.C.	0.26
Salaries and wages	4.59	Miscellaneous:	
	<hr/> 36.16	Managing Agents'	
Less for Molasses	0.10	Commission, Insurance	0.54
	<hr/> 36.06		<hr/> 1.24
		Total	5.53
		Less salaries and wages	2.42
		Manufacturing cost total	<hr/> 3.11

Year	Production Lakh Mds.	Profit Lakh Rs.
1956-57	5,68.12	5,51.08
1957-58	5,53.84	5,37.22
1958-59	5,37.60	5,21.47

Production and profits of the Sugar Industry

Calculated on the basis of our suggestions

FOOD EXPENDITURE FOR COMPUTING MINIMUM WAGE

Items	Daily requirements per unit		requirements for 30 days		Price per seer		Total expenditure	
	AITUC	EMP.	AITUC	EMP.	AITUC	EMP.	AITUC	EMP.
Wheat	25	8 ozs.	26.7 14.7	22.50	0.64	9.43	6.46	9.68
Rice	9	2 "	26.6	5.63	0.69	0.63	18.35	3.54
Barley	-	2 "	-	5.63	-	0.31	-	1.71
Gram		2 "		5.63	0.32	0.32		1.80
Pulses	3	3 "	8.8	8.44	Gram 0.47 Turdal 0.56 Lentil 0.60	0.52 0.52	0.47 3.36 0.90	4.39
Nonleafi veg.	6	6	17.6	66.88	0.32	0.22	5.63	3.71
Green leafi veg.	4	8	11.9	22.50	0.21	0.18	2.49	4.5
Milk	10	4	29.6	11.25	0.62	0.50	18.35	5.62
Oil	2	2	5.6	5.63	1.82	2.10	9.7	11.82
Sugar	1.5	0.5	4.2	3.31	0.94	0.98	3.95	3.38
Salt	0.5	1.5	1.4	4.22	0.53	0.42	0.74	1.77
Fish, Meat, fruits & eggs	6						15Rs.	-
Total	46 ozs	39 ozs					84.77	49.50

COST STRUCTURE IN SUGAR INDUSTRY

	<u>1946 - 1947</u>	<u>Employers'</u>	<u>1957-58</u>
Cane price	12.62	Cane price	14.70
Taxes	2.97	& Transport	
Manufacturing	3.875	Taxes	13.16
Overhead	2.20	Manufacturing charges including salaries wages and packing	6.05
	<hr/> 21.54	Overhead & Profits	2.19
Less Molasses	.10		<hr/> 36.10
	<hr/> 21.44	Less Molasses	.10
Commerce: 21.4.1959			<hr/> 36.00

Commerce 24.1.1959

COST STRUCTURE IN SUGAR INDUSTRY

U.P. GOVERNMENT

1957-1958
135 days
9.85%

Price of cane	14.67
Less	1.94
C.S.C	0.46
Manufacturing	4.80
Excise duty	10.69
Extra interest	0.25
Award	0.06
Extra Insurance	0.08
Profit Margin	1.14
Loss on export sales	2.00
	<hr/>
	36.09
Less Molasses	0.09
	<hr/>
	36.00

Shri A.P. Jain

(Quoted in Employers'
Replies)

Cane price	14.55
Taxes	13.14
Manufacturing	6.34
Export loss	.50
Rehabilitation	.50
Gross Profits	.97
	<hr/>
	36.00

COST STRUCTURE IN SUGAR INDUSTRY

Mr. Kanodia
President U.P. Branch
Sugar Mill Association

9th March 1959 Address at Sugar Mill's Association

Cane price	14.70
Taxes	13.16
Manufacturing	5.55
Export loss	0.50
Overhead <i>Profit</i>	2.19
	<hr/>
	36.10

(Commerce 25.4.59)

Cane Price	14.37	40.8%
Taxes	12.32	34.9%
Manufacturing costs	8.56	24.3%
Profits		
Fair Ex-Factory Price	<hr/>	
	35.25	

(Commerce 21.3.1959)

COST OF PRODUCTION IN SUGAR INDUSTRY

The following is the break-up of the controlled price as given by Shri A.P.Jain, Union Food Minister in the Lok Sabha on 26-3-58.

		Rs. nP		
1. Cane price	36 40.4%	14.55	per maund.	
2. Taxes - excise Duty, Cess & Coöperative Societies' Commission	36.5%	13.14	" "	
3. Manufacturing cost	17.6%	6.34	" "	
4. Export Loss	1.4%	0.50	" "	
5. Rehabilitation	1.4%	0.50	" "	Subject to 1
6. Gross Profit	2.7%	0.97	" "	income-tax and super-tax at 51%
	<u>100%</u>	<u>36.00</u>		