

M. P. TRADE UNION CONGRESS  
495 M. G. ROAD, INDORE.

TO

SHRI GULJARILAL NANDA,  
UNION MINISTER FOR LABOUR & EMPLOYMENT  
&  
CHAIRMAN, INDIAN LABOUR CONFERENCE,  
B A N G L O R E .

SUBJECT :- ITEM NO. 2 OF THE AGENDA OF THE  
INDIAN LABOUR CONFERENCE "REDUCTION  
OF HOURS OF WORK IN HAZARDOUS -  
OCCUPATIONS."

DEAR SIR,

ON BEHALF OF MADHYA PRADESH COMMITTEE OF  
AITUC AND GWALIOR RAYON SILK MANUFACTURING CO. (GRASIM)  
MAJDOOR UNION, NAGDA - BIRLAGRAM (M.P.), WE WOULD LIKE  
TO ~~DEKREKRE~~ SUBMIT THIS MEMORANDUM TO THE DELEGATES  
SESSION OF THE INDIAN LABOUR CONFERENCE FOR INFORMATION  
AND NECESSARY ACTION. WE HOPE THAT THE I.L.C. WOULD TAKE  
ACTIVE STEPS TO IMPLEMENT IN PRACTICE THE LETTER AND  
SPIRIT OF THE ITEM ON THE AGENDA MENTIONED ABOVE.

WE WOULD LIKE TO PUT THE FACT ON RECORD THAT  
SINCE THE PUBLICATION OF "THE SURVEY OF CARBON -  
DISULPHIDE, HYDROGEN SULPHIDE AND SULPHUR DIOXIDE HAZARDS  
IN THE VISCOSE RAYON INDUSTRY IN INDIA" WAS PUBLISHED  
IN 1959. OUR AFFILIATE TRADE UNION - GRASIM MAZDOOR  
UNION BIRLAGRAM NAGDA, STATE COMMITTEE (M.P.T.U.C.)  
AND ALSO OUR NATIONAL TRADE UNION ORGANIZATION AITUC  
HAVE BEEN DEMANDING THE IMPLEMENTATION OF THE  
RECOMMENDATION OF THE ABOVE MENTIONED SURVEY REPORT.

IT IS WELL OVER THREE YEARS THAT THE ABOVE  
MENTIONED SURVEY REPORT REMAINED A DEAD LETTER AND THE  
WORKERS EMPLOYED IN THE INDUSTRY CONTINUED TO SUFFER

AND FACE HAZARDS<sup>To</sup> THEIR HEALTH AND LIFE ITSELF.

WE DO NOT WISH TO DILATE ON THE FINDINGS OF THE SURVEY REPORT AS THE REPORT IS WITH THE LABOUR MINISTRY. IT WAS SHRI N.S.MANKIKER, CHIEF ADVISOR FACTORIES WHO IN HIS PREFACE TO THE SURVEY REPORT STATED<sup>n</sup> CARBON DISULPHIDE, A VERY TOXIC SUBSTANCE, IS ONE OF THE PRINCIPAL STARTING MATERIAL FOR - MANUFACTURE OF VISCOSE RAYON. POISONING BY CARBON SULPHIDE HAS BEEN INCLUDED IN THE LIST OF NOTIFIABLE DISEASES UNDER SECTION 89 OF THE FACTORIES ACT 1948.

THE SURVEY REPORT IS COMPREHENSIVE MEDICAL - CUM-ENVIRONMENTAL STUDY AND HAS BROUGHT FORTH ALL THE MAIN HAZARDS IN THE INDUSTRY AND HAS CORRELATED<sup>R</sup>, THESE WITH MEDICAL FINDINGS.

GWALIOR RAYON SILK MANUFACTURING CO. WAS CONSPICUOUS IN THE FINDINGS OF THE SAID SURVEY REPORT BECAUSE OF HIGH PERCENTAGE OF CARBON DISULPHIDE IN THE FACTORY AND SHOWED HIGHER PERSENTAGE OF THE AFFECTED PERSONS AS IS SHOWN IN THE FINDINGS.

THOUGH THE REPORT DOES NOT NAME ANY OF THE FACTORY BY NAME, THE WORKERS EMPLOYED IN THE GRASSIM FACTORY AND THEIR UNIONS - AFFILIATED TO AITUC OR INTUC COULD EASILY SPOT OUT FROM THE FINDINGS, THE HAZARDOUS EFFECT ON WORKERS HEALTH AND LIFE OF GRASIM.

TRADE UNIONS OF THE GRASIUM FACTORY AT NAGDA BIRLAGRAM (M.P.) BELONGING TO AITUC OR INTUC DEMANDED WITH ONE VOICE THE FULL IMPLEMENTATION OF THE - RECOMMENDATIONS OF THE SURVEY REPORT. THE INDIFFERENCE AND INACTIVITY ON THE PART OF THE UNION LABOUR OR STATE LABOUR MINISTRY, INSPITE OF THE CONSTANT COMMUNICATION, AGITATION AND DEMAND WAS REALLY DEPLORABLE. IT WAS AT INSTANCE OF AITUC, AFTER SUCH LONG LAPSE OF TIME, THAT THE SUBJECT IS TAKEN ON THE AGENDA OF INDIAN LABOUR CONFERENCE.

ONE OF THE MAJOR AND MOST IMPORTANT -  
RECOMMENDATION OF THE ABOVE MENTIONED SURVEY REPORT IS:

" RESTRICTED HOURS OF WORK TO SHORTEN THE EXPOSURE. AN IDEAL SHOULD BE 5 HOURS IN A DAY AND NOT MORE THAN 2½ HOURS AT A TIME (BASED ON THE BRITISH STANDARDS - FACTORY DEPARTMENT MEMORANDUM 1943 - (RECOMMENDATION NO. 14).

IN ADDITION TO THIS " AIR - CONDITIONING WITH REFRIGERATIVE COOLING IS RECOMMENDED FOR SPINNING SECTION ( NO.9).

THE RECOMMENDATION REGARDING REDUCTION OF WORKING HOURS IN RAYON SILK INDUSTRY AND IMPLEMENTATION OF SUCH RECOMMENDATIONS WHICH GO TO IMPROVE - ENVIRONMENTAL AS WELL AS WORKING CONDITION INSIDE THE VISCOSE RAYON FACTORY REMAINED ON PAPER ONLY NOT ONLY IN GWALIOR RAYONS FACTORY BUT IN ALL OTHER FACTORIES OF THIS INDUSTRY IN INDIA. THIS CALLOUS AND UTTER DISREGARD OF THE WORKERS' HEALTH AND LIFE IS REALLY BEYOND IMAGINATION AND ALMOST VERGED ON CRUELTY.

WE ARE SORRY TO STATE THAT IN A RECENT - ARBITRATION ON THE DISPUTE OF DEMANDS SHRI RAMSINGH BHAI VERMA VICE PRESIDENT OF THE INTUC WAS A PARTY TO REJECT REDUCTION OF WORKING HOURS TO 5 IN RAYON SILK INDUSTRY AT NAGDA.

MOREOVER THE INTUC UNION WAS FORCED TO WITHDRAW SUCH DEMANDS AS :- (I) AIR-CONDITIONING OF THE SPINNING DEPARTMENT (II) ONE HOUR AND 20 MINUTES REST PERIOD IN EIGHT HOURS (III) 10 % ALLOWANCE FOR WORKING IN CERTAIN DEPARTMENT OF THE GRASSIUM MILLS. THE ARBITRATORS - SHRI RAMSINGH BHAI VERMA M.P. INTUC CHIEF IN M.P. AND SHRI D.P.MANDELIA DID NOT THINK IT

34  
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PROPER TO ENTERTAIN AND EXAMINE THESE DEMANDS, WHICH HAVE BEARING ON THE RECOMMENDATIONS OF THE SURVEY REPORT.

AS IF THIS WAS NOT ENOUGH THE INTUC UNION ACCEPTED TO WORK ON INCREASED WORK LOAD. THE PRODUCTION WAS RAISED FROM 60 TONS PER DAY TO 81 TONS A DAY BUT THE STRENGTH OF THE LABOUR REMAIN<sup>ED</sup> CONSTANT AND IN CERTAIN CASES REDUCED.

THE DEMAND FOR REDUCTION OF WORKING HOURS TO 5 PER DAY WAS SOUGHT TO BE COMPROMISED BY FICTITIOUS INCREASE IN WAGES ON THE PLEA OF COMPENSATION FOR 3 HOURS' WAGE PER DAY, AS ADDITIONAL INCREASE BY INTUC DISREGARDING THE MEDICAL EXPERTS FINDINGS ON THE SURVEY REPORT AND HAS BEEN WITHDRAWN FOR FIVE YEARS' PERIOD BY INTUC.

IN THE RECENT PAST - SAY WITHIN A YEAR THERE WERE 4 DEATHS OF THE WORKERS BECAUSE OF EFFECTS OF THE CARBON DISULPHIDE.

THE DAILY CASES OF ATTACK OF THE CS<sub>2</sub> GAS WERE AROUND 50-60. HOWEVER HEADS OF THE DEPARTMENT IN THE GRASIAM FACTORY WERE ASKED TO RECOMMEND, IF A WORKER IS IN NEED OF TREATMENT OR NOT. THIS BROUGHT DOWN THE NUMBER OF DAILY ATTACKS TO 35-40 PER DAY. THIS ON BASIS OF THREE SHIFTS WHOSE TOTAL COMPLEMENT IS 1200 OR SO APART FROM GENERAL AND POWER PLANT - EMPLOYEES, THE CLASSIFICATION ACCORDING TO NATURE OF ATTACK OF THE CS<sub>2</sub> IS BROADLY AS UNDER :-

1. GAS EFFECT ON EYES	10 - 12	PER DAY
2. GAS REACTION	4 - 5	" "
3. CHEST PAIN	2 - 3	" "
4. PAIN IN THE STOMACH	10 - 12	" "
5. HEAD ACHE	5 - 7	" "
6. GAS INJURIES	6 - 8	" "
7. ACID AND GAS IN EYES BURNS ETC.	8 - 10	" "

THERE ARE 4 TO 5 CASES IN A MONTH OR SOME TIMES MORE EVEN, IN WHICH OXYGEN GAS OR CORAMIN INJECTIONS ARE ADMINISTERED.

IT IS NOT ONLY THAT WORKERS IN RAYON FACTORY THAT STAND TO SUFFER FROM VARIOUS DISEASES BECAUSE OF THE VERY NATURE OF THEIR WORK BUT THE CITIZENS OF NAGDA - SOCIETY AT LARGE ALSO SUFFERS FROM THE BAD EFFECT OF THE C.S. 2 GAS IN THE ATMOSPHERE.

EVEN IN LARGE COKING PLANTS THE DAILY QUANTITY GAS TO BE PURIFIED DOES NOT EXCEED 3.5 MILLION CUBIC FEET, WHEREAS IN RAYON PLANT WITH A DAILY OUTPUT OF 60 TONS (GWALIOR RAYON'S OUT PUT IS 81 TONS A DAY) THERE ARE NO LESS THAN 250 MILLION TONS CUBIC FEET OF GAS IN DANGER WITH. IN FACTORIES PRODUCING BOTH FILAMENT RAYON (TRANVACORE RAYONS) AND STAPLE FIBRE THE QUANTITIES INVOLVED ARE STILL LARGER. WITH AN ESTIMATED DAILY PRODUCTION OF 20 TONS OF STAPLE FIBRE OR 15 TONS OF FILAMENT RAYON THE AMOUNT OF WASTE GAS WOULD BE 850 MILLIAN CUBIC FEET.

THE GWALIOR RAYONS OR SIMILAR OTHER FACTORIES IN INDIA SO FAR FAILED TO INSTAL MODERN EQUIPMENTS TO PURIFY AND UTILISE TOXIC, POISONOUS GASSES GENERATED DURING PROCESS OF PRODUCTION AND THAT IMPERILS LIVES AND HEALTH OF THE WORKERS EMPLOYED IN THIS INDUSTRY.

WE THEREFORE URGE UPON YOU TO TAKE SERIOUSLY NOTE OF THESE PROBLEMS ALONG WITH THE REDUCTION OF HOURS OF WORK TO 5 A DAY AS RECOMMENDED BY THE SURVEY REPORT OF YOUR MINISTRY. THIS SHOULD BE DONE WITH NO LOSS IN WAGES AT THE SAME TIME.

IT WILL BE INTERESTING TO KNOW THE FINANCIAL POSITION OF THE GWALIOR RAYON AND SILK MANUFACTURING CO. OWNED BY BIRLA BROTHERS.

	<u>1961</u>	<u>1960</u>	<u>1959</u>	<u>1958</u>	
SALES	10.88	9.70	8.36	3.70	IN CRORES
GROSS PROFIT	3.79	3.50	2.51	0.68	
DEPRE.	0.41	0.43	2.04	0.22	
RESERVES	2.20	1.65	-	-	
DIVIDENDS	OR 22.5 %	20 %	10 %	-	
" 6 %	12.92	53-12	23.67	-	IN LACS
PREFERENCE.					

THESE FEW FIGURES ARE ELOQUENT AND REFLECT THE PROSPEROUS FINANCIAL POSITION OF RAYON SILK INDUSTRY. OTHER UNITS IN THE COUNTRY ALSO TELL - SIMILAR STORY OF THEIR FINANCIAL POSITION. THIS CAN BE VERY WELL CONTRASTED WITH WORKING AND LIVING CONDITIONS AND THE ILL EFFECT ON HEALTH OF THE WORKERS, WORKING IN THE INDUSTRY.

APART FROM HAZARDS TO HEALTH AND LIFE GRASIM WORKERS ARE VERY LOWLY PAID. THE WAGE STRUCTURE IS IRRATIONAL. THE CONSOLIDATED WAGE OF A WORKER IS RS.90/- ONLY ( ACCORDING TO RECENT AWARD) WHILE A OFFICE BOY IN THE TEXTILE MILLS AT NEARBY CENTRES OF RATLAM AND UJJAIN GETS BASIC RS. 36 + 64 D.A. = 100 HOWEVER THE GRASIM FACTORY WORK IS SKILLED ONE AND IS ATTENDANT WITH RISK OF HAZARDS TO HEALTH AND LIFE OF THE WORKERS AS SUCH PROPER AND ADEQUATE WAGES IS A IMPERATIVE NECESSITY.

WE, THEREFORE, URGE UPON YOU TO ACT UPON THIS ITEM OF THE AGENDA AND TAKE ACTIVE STEPS TO IMPLEMENT THEM WITHOUT FURTHER DELAY. WE FERVANTLY HOPE THAT THE DELEGATES TO INDIAN LABOUR CONFERENCE, MEETING AT BANGLORE WOULD GIVE THEIR ESTEEMED - CONSIDERATION TO THIS ITEM ON AGENDA AND URGE UPON THE UNION MINISTRY OF LABOUR AND EMPLOYMENT TO IMPLEMENT THE RECOMMENDATION OF THE SURVEY REPORT IN TOTO.

THANKING YOU IN ANTICIPATION IN THE HOPE THAT THIS ITEM ON AGENDA WOULD RECEIVE DUE CONSIDERATION.

3-10-61

YOURS FAITHFULLY,

*Hemant Singh*

M.L.A.

GENERAL SECRETARY

*Diwakar*

SD. DIWAKAR

SECRETARY

MADHYA PRADESH T.U.C.

SD.K.SWAMI  
PRESIDENT

SD. KANAK SINGH  
GRASIUM MAJDOOR UNION  
(RED FLAG)

NAGDA - BIRLA GRAM





BOMBAY RESHIM MAZDOOR UNION (Red Flag)  
**Processing Section**

बम्बई रेशीम मजदूर युनियन [लालबावटा]  
 प्रोसेसिंग विभाग

Telwala Chawl,  
 Fergusson Road,  
 Bombay 13

तेलवाला चाळ, फर्ग्युसन रोड,  
 मुंबई नं. १३

R. No. 1296

र. नं. १२९६

Date 19-12-61.

264

To,

Com. K. G. Srivastava,  
 Secretary, A. I. T. U. C.  
 4, Arlok Rd. New Delhi

A. I. T. U. C.  
 No. 4461 Date 27/12 ...  
 Registered on .....

Dear Comrade,

I have glad to inform you, that Com.  
 Albert D'Souza, who was turned mad, is found in

Bombay. He was kept in the mental hospital  
 Raw Asve  
 Rodinagarthana, since June 1961. He had been recovered  
 from the madhouse. I met him there and talked  
 to him. He wishes to come out, from the hospital.  
 and needs your help.

So, I request to you please make  
 some arrangements to take him out from the  
 Hospital and oblige.

Address

Albert D'Souza,  
 Mental Hospital,  
 Nowpada, Thana St.  
 MANARASTRA.

with greetings

Yours truly  
 (Shrinivas ...)  
 Secretary.

9th Dec  
 27/12

December 22, 1961

Dear Comrade,

Many thanks for your letter of Dec, 19 informing us about Com. Albert D'Souza. We were very much worried about him. We have informed our people at Madinagar and other places and will shortly make arrangements for bringing back Com. D'Souza.

With greetings,

Yours fraternally,

SECRETARY

Com. Shrinivas Murthy,  
Secretary,  
Bombay Keshin Mazdoor Union,  
Telwala Chawl,  
Fergusson Road,  
BOMBAY.13



December 22, 1961

Dear Com.-Ram Asrey,

We have received a letter from Com. Shrinivas Murthy, Secretary, Bombay Reshim Mazdoor Union (Red Flag), Processing Section, Telwala Chawl, Fergusson Road, Bombay.13, dated December 19.


In this letter, he informs us that Com. Albert D'Souza of Modinagar who had turned mad was found sometime back in Bombay. He was put in the Thana Mental Hospital.

Our comrades took care of him and now he is all right and wishes to come out.

Will you please inform the Modinagar comrades about this and arrange for bringing Com. Albert D'Souza to Modinagar?

With greetings,

Yours fraternally,

  
(Sadhan Mukherjee)

Copy to: Com. Anand Agnihotri, Meerut