

Standing Order  
(First Part)

27/10/54. 11

1. These orders shall come into force on 1949.

2. Classification of workmen :-

(a) Workmen shall be classified as -

- (i) Permanent, (ii) Probationers (iii) Badli (iv) Temporary;  
(v) Casual (vi) Apprentices.

(b) A "permanent" workman is a workman who has been engaged on a permanent basis and includes any person who has satisfactorily completed a probationary period of three months in the same or another occupation in the industrial establishment, including breaks due to sickness, accident, leave, lockout, strike (not being an illegal strike), or involuntary closure of the establishment.

(c) A "probationer" is a workman who is provisionally employed to fill a permanent vacancy in a post and has not completed three months service therein. If a permanent employee is employed as a probationer in a new post, he may at any time during the probationary period, be reverted to his old permanent post.

(d) A "Badli" is a workman who is appointed in the post of a permanent workman or a probationer who is temporarily absent.

(e) A "temporary" workman is a workman who has been engaged for work which is of an essentially temporary nature likely to be finished within a limited period.

(f) A "Casual" workman is a workman whose employment is of a casual nature.

(g) An "apprentice" is a learner who is paid an allowance during the period of his training.

3. Service Records and Tickets :- (a) The establishment shall maintain Service Record Cards of standard size, where in particulars of every workman, except a casual workman, shall be recorded. A standard employment book shall also be maintained by the establishment, on behalf of every workman except a casual workman, where in all particulars recorded on the Service Record Card and the Employment Book, which should be identical in particulars, shall be as given in Appendix IX. Every workman, except a casual workman, shall be provided with the Employment Book, which shall serve as his personal record of employment in the jute Mill Industry. A casual workman should be provided with a "casual workman's card" on which shall be entered the nature of the work done and the days on which he has worked in the establishment. The establishment shall maintain a register of Service Record Cards showing the following columns: Serial number, name, father's name, home address, date of first appointment and department, remarks. Serial numbers in the Register shall be shown on the corresponding Service Record Cards.

(b) Every workman shall be provided with a departmental record card showing his class and number and service.

The purpose of a token disc for identification, and shall, on being required to do so, show it to any person authorised by the manager to inspect it, or surrender it to any person authorised by the manager in this behalf.

(c) Loss of any employment book or of any departmental ticket shall immediately be notified to the manager. A duplicate shall be issued on payment of a reasonable sum by the workman concerned.

4. Publication of working time :- The periods and hours of work for all classes of workers in each shift shall be exhibited in English and in the principal language of the workmen employed in the establishment on notice boards maintained at or near the main entrance of the establishment and at the time keepers office, if any.

5. Publication of holidays and paydays :- Notices, specifying (a) the days observed by the establishment as holidays and (b) pay days, shall be posted on the said notice board.

6. Publication of wage scales :- Notices, specifying the rates of wages payable to all classes of workmen and for all classes of work shall be displayed on the said notice boards.

7. Shift working : More than one shift may be worked in a department or departments or any section of a department of the establishment at the discretion of the employer. If more than one shift is worked, the workman shall be liable to be transferred from one shift to another. No shift working shall be discontinued, without one month's notice being given prior to such discontinuance, provided that no such notice will be necessary, if as a result of the discontinuance of the shift, no permanent workman will be discharged. If as a result of the discontinuance of the shift working any permanent workman are to be discharged, they shall be discharged having regard to the length of their service in the establishment, those with the shortest term of service being discharged first. If shift working is restarted, a week's notice thereof shall be given by posting a notice at the main entrance of the establishment and at the time keeper's office, if any. The discharged workman discharged as a result of the discontinuance of the shift shall, if they present themselves at the time of the restarting of the shift, have preference in being re-employed having regard to the length of their previous service in the establishment, those with the longest term of service being re-employed first.

8. Attendance and late coming :- All workmen shall be at work at the establishment at the time fixed and notified under paragraph 4 of these orders. Workmen attending late will be liable to the deduction provided for in the Payment of Wages Act, 1936. Any workman who after checking in is found to be present absent from his proper place of work during working hours without permission or without



Sufficient reason shall be liable to be treated as absent without leave.

9. Leave and holidays: - (a) Holidays with pay will be allowed as provided in Chapter IVA of the Factories Act, 1934, and other holidays in accordance with law, custom, Contract and usage.

(b) A workman who desires to obtain leave of absence shall apply through the head of the department, to the manager, who shall issue orders on the application within a week of its submission or two days prior to the commencement of the leave applied for, whichever is earlier, provided that if the leave applied for, ~~is to~~ is to commence on the date of the application or within three days thereof, the order shall be given on the same day. If the leave asked for is granted, a leave pass shall be issued to the workman. If the leave is refused or postponed, the fact of such refusal or postponement and the reasons thereof shall be recorded in writing in a register to be maintained for the purpose, and if the workman ~~also~~ desires, a copy of the entry in the register shall be supplied to him. If the workman after proceeding on leave desires an extension thereof, he shall apply, through the head of the department, to the manager, who shall send a written reply either refusing or granting extension of leave to the workman, if his address is available and if such reply is likely to reach him before the expiry of the leave originally granted to him.

(c) If the workman remains absent beyond the period of leave originally granted or subsequently extended, he shall lose his lien on his appointment, unless he (1) returns within eight days of the leave, and (2) explains to the satisfaction of the manager his inability to return before the expiry of his leave. In case the workman loses his lien on his appointment he shall be entitled to be kept on the list of Badlis.

(d) A workman may be granted casual leave of absence with or without pay not exceeding ten days in the aggregate in a calendar year. Ordinarily previous permission of the head of the department in the establishment shall be obtained before such leave is taken, but when that is not possible, the head of the department shall, as soon as practicable, be informed in writing of the absence and of the probable duration of such absence.

10. Requirements to enter premises by certain gates and liability to search: - (a) All workmen shall enter and leave the mill premises only by the gates appointed for the purpose by the management. Mill-gates may be kept closed during working hours at the discretion of the management and workmen must not leave the premises during working hours without permission.

(b) All workmen entering or leaving the mill, and at any time when special circumstances warrant it, are liable to be called upon by the works watchman or other persons authorized by the management, to show that they are not in unauthorized possession.



of any property belonging to the Company or any article prejudicial to the security of any person or property in the mill. In the case of female workmen, only women will be authorised to conduct the necessary investigation.

11. Payment of wages: Any wages due to a workman but not paid on the usual payday on account of their being unclaimed, shall be paid by the employer on an unclaimed wage payday in each week, which shall be notified on the notice boards as aforesaid.

(b) Wages due shall be paid daily, weekly, or monthly in accordance with the Payment of Wages Act.

12. Stoppage of work: (a) The employer may at anytime in the event of fire, catastrophe, breakdown of machinery, stoppage of power supply, epidemics, civil commotion, shortage of coal or raw materials or of essential stores, change in line of production and other causes beyond his control, stop any section or sections of the establishment, wholly or partially, for any period or periods without notice.

(b) During each stoppage of work, a workman shall be entitled to payment at the rate of 50% of the basic wages and of the dearness allowance, and each workman shall continue to receive weekly rations at the normal subsidised rates or the cash value of the food concessions. In the case of a workman paid at the rate piece rates, the rate of wages should be taken to be the average wages of the proceeding seven working days of such workman. The duration of the benefit shall be one month in each half year from January to June and July to December respectively. This benefit does not qualify a workman for bonuses determined by reference to earnings over any period.

(c) To qualify for the benefit during such stoppage of work, a workman must answer to a muster roll once a day in his usual place of employment or, with the permission of the employer, at any other place. A workman will be ineligible for the benefit if he unreasonably refuses work even of a different sort in his usual factory, or (provided the employment offered is in the same locality) by transfer from one department to another in the same undertaking, or from one mill to another. Nothing in this paragraph shall affect the right of the employer to discharge the workman, or the right of the workman to discharge himself, with due notice according to law and under paragraph 13 below.

(d) The employer may, in the event of a strike affecting either wholly or partially any section or department of the establishment, close down either wholly or partially such



Section or department - and any other section or department - affected by such closing down. The fact of such closure shall be notified by notices put upon the notice board in the section or department concerned, and in the time keepers office, if any, as soon as practicable. The workman concerned shall also be notified by general notice, prior to resumption of work, as to when work will be resumed.

13. Termination of employment : (a) For terminating employment a notice in writing shall be given either by the employer or by the workman for the periods noted below :-

In the case of monthly paid permanent workmen, probationers and apprentices, one month's notice shall be necessary. In the case of permanent workmen, probationers and apprentices paid on any other basis, two weeks notice shall be necessary. In the case of badli, whose period of employed employment for the time being has exceeded fourteen days continuously, seven days notice shall be necessary; if the unexpired period of present employment of a badli be less than seven days, the notice shall be for such unexpired period only. It will be optional for the employer to pay the wages for the notice period in lieu of notice. No notice shall be necessary in the case of temporary or casual workman.

(b) Where the employment of any workman is terminated, all wages earned and unpaid shall be paid to him at the time of discharge, if convenient, or in any case within the period of time prescribed by the Payment of Wages Act.

14. Disciplinary action for misconduct :- (a) A fine may be imposed on any workman in respect of an act or omission on his part, in accordance with Section 8 of the Payment of Wages Act, 1936.

(b) A workman may be suspended for a period not exceeding four days at a time, or dismissed without notice or any compensation in lieu of notice, if he is found to be guilty of misconduct.

(c) The following acts and omissions shall be treated as misconduct.

- (i) Wilful insubordination or disobedience, whether alone or in combination with others, to any lawful or reasonable order of a superior,
- (ii) Theft, fraud, or dishonesty in connection with the employers business or property,
- (iii) Wilful damage to or loss of the employer's goods or property,
- (iv) Taking, giving, offering or asking for bribes or any illegal gratifications whatsoever,
- (v) Habitual absence without leave or absence without leave for more than ten days,
- (vi) Habitual late attendance,
- (vii) Habitual breach of any law applicable to the establishment,
- (viii) Riotous or disorderly behaviour during working hours at the establishment or any act subversive of discipline,
- (ix) Habitual negligence or neglect of work.
- (x) frequent repetition of any act or omission for which a fine may be imposed,
- (xi) Striking work or inciting others to ~~not~~ strike work in contravention of the provisions of any law or rule having the



the force of law,

- (xii) engaging in trade within the mill premises without the permission of the management.
  - (xiii) habitual breach of rules or instructions for the maintenance and running of any department or the maintenance of the cleanliness of any portion of the mill premises or mill Compound,
  - (xiv) allowing an unauthorised person to operate his machine,
  - (xv) Collection of moneys within mill premises during working hours for purposes not sanctioned by the management.
  - (xvi) Smoking on the factory or godown premises.
- (d) Without prejudice to the foregoing, it shall always be optional to the management to impose a fine in accordance with the provisions of the Payment of Wages Act instead of dismissing.

(e) No order of dismissal shall be made unless the workman concerned is informed in writing of the alleged misconduct and is given an opportunity to explain the circumstances alleged against him. The approval of the manager of the establishment and, where there is no manager, of the employer, is required in every case of dismissal, and when circumstances appear to warrant it, the manager or the employer may, whether an appeal has or has not been preferred, institute independent enquiries dealing with the charges against a workman.

(f) An order of suspension shall be in writing and may take effect immediately on delivery to the workman. Such order shall set out in detail the alleged misconduct and the workman shall be given an opportunity of explaining the circumstances alleged against him. If on an enquiry the order is confirmed, the workman shall be deemed to have been absent for the period of suspension and shall not be entitled to any remuneration for such period. If, however, the order is rescinded, the workman shall be deemed to have been on duty during the period of suspension and shall be entitled to the same wages as he would have received if he ~~would not~~ had not been suspended.

(g) In awarding punishment under this Standing Order, the manager shall take into account the gravity of the misconduct, the previous record, if any, of the workman and any other extenuating or aggravating circumstances that may exist. A copy of the order passed by the manager shall be supplied to the workman concerned.

15. Complaints and appeals: (a) All Complaints arising out of employment, including those relating to unfair treatment or wrongful exaction or wrongful application of these rules, shall be submitted to the manager or any other person authorised in his behalf.

(b) The order of the manager or of the authorised person, upon such complaint, as also an order of imposition of fine, of suspension, or of dismissal shall be subject to a right of appeal by the workman to his employer. The managing agent shall be deemed to be employers within the meaning of these rules.



16. Certificate on termination of service: Every workman shall be entitled to a Service Certificate at the time of his dismissal, discharge, or retirement from service.

17. Liability of Manager: The manager of the establishment shall be held personally responsible for the proper and faithful observance of the Standing Orders and other Rules of Service.

18. Exhibition of Standing Orders: A copy of these orders in English and in the principal languages of the workmen employed in the establishment shall be posted at the manager's office and on a notice board maintained at or near the main entrance to the establishment and shall be kept in a legible condition.

## Second Part

### (Other Rules of Service)

1. Cadre of Permanent Posts: (a) There shall be a fixed cadre of permanent posts for every department of the establishment.  
(b) The cadre of permanent posts shall be subject to periodical revision according to ~~revision~~ requirements.

2. Appointment as permanent workmen: All appointments as permanent workmen, (a) in the Engineering Section or (b) on the clerical staff, either in the factory or in the office, or (c) in the capacity of line Sardars, shall be made on three months probation provided that a badli who has put in at least three months approved service of a similar nature shall not be required to undergo a period of probation before being appointed as a permanent workman.

3. Transfer of ownership and change of managing agents: In the event of transfer of ownership of the mill or of change of managing agents, the workman shall remain unaffected as regards continuity of service.

4. Registration for work as badli: (a) Any person may apply in writing or in person for work as a "badli" at the Labour Bureau.  
(b) The application with full particulars shall be registered.  
(c) All registered applicants shall be given a trade list where necessary.  
(d) If approved, their names, when vacancies occur, will be included in the list of registered badlis.

5. Appointments of registered badlis: (a) All workman who act as substitutes for permanent workmen for more than a week shall be registered as badli workers and shall receive employment in strict rotation.

(b) A "badli" workman's name may be removed from the list of registered badlis for-

(i) any of the acts or omissions listed as misconduct in the Standing Order

(ii) failure to reach the standard of efficiency and conduct required by the job he does,

(iii) Continued non-attendance or repeated absence from duty for employment.



(8)  
If so treated the workman shall be notified in writing.

(c) Temporary vacancies in the ranks of the Sardars staff shall be filled by the department from an approved list of "badli" Sardars, appointments being made in strict rotation irrespective of the length of ~~service~~ the period for which they are made.

(d) The first fourteen days of employment of a badli appointed in place of a permanent workman may be terminated without notice.

(e) One week's notice of termination of employment or one week's wages in lieu of notice shall be given to any badli employed for more than fourteen days.

(f) There shall be two classes of employment of badlis, namely (i) "short" lasting under one week, and (ii) "long" lasting eight weeks and over. The work in each class shall be given in strict rotation in the order in which the names occur in the Badli Register. The order of rotation shall be shown clearly in an indicator, so that persons interested in it may see it.

(g) If a badli is absent when his term comes for either class of employment, he will forfeit that turn and the absence will be noted in the register.

(h) If a badli is working when his turn comes for 'short' employment, he will forfeit that turn and the fact that he is working will be noted in the register.

(i) If a "badli" working on "short" employment, when his turn comes for "long" employment, he will be given "long" employment automatically and the remaining period of short work given to the next person on the list for short employment.

(j) If "short" employment is converted to "long" employment by reason of the permanent workman asking for extra leave for eight weeks or more, a week's notice will be given to the short term "badli" employed and the job then given to the next person on the list for "long" employment.

(k) If "short" employment is converted to "long" employment in the same way but the period of extra leave is less than eight weeks, the job for that period will be given to the next person on the list for short employment.

(l) If a badli is working on "long" employment and is absent for a short period, the job will be given for that period to the next person on the list for "short" employment.

(m) If a badli is working on long employment he will remain in that employment until the permanent workman returns or the job is declared vacant.

(n) Appointments, whether for 'short' or 'long' employment, shall where necessary, be extended by the period of grace allowed under paragraph 9(c) of the Standing Orders.

(o) If a badli selected for a permanent vacancy is absent with the permission of the management, the vacancy will be kept open till his return as far as practicable.



6. Exhibition of Rules of Service <sup>(9)</sup>: A copy of these rules in English and in the principal languages of the workmen employed in the establishment shall be posted at the Manager's office and on a notice board maintained at or near the main entrance to the establishment and shall be kept in a legible condition.

N.B. We are not sending the rules of Provident Fund scheme of the Bengal Award of 1948, as now the Act of the Central govt. is in operation.

with regards

Katihar Jute Mills Workers' Union, Badal Choudhury  
P. G. Daharia Mills, (Purnea.)

*[Signature]* Asst Secy  
~~Secretary~~

REPORT ON KANPUR TEXTILE STRIKE.

(May 2 to July 20 1955)

Eleven textile and two jute mills involving 51,000 workers at Kanpur on general strike from May 2 1955 for the fulfillment of their demands, for which notice was served on the employers by the Government of (Uttar Pradesh) Government on 8th April 1955:

In addition to the scheme of rationalisation in the textile industry as envisaged in Dr. Bansi-dhar's report and adopted at the Industrial Conference on June 1954, as it will, in the name of rationalisation, only increase the workload on workers to the extent of 100% or more, while wages will register an increase of only 13%.

Gratuity on retirement.

Repeal of unjustified Standing Orders.

- (iv) Subsistence allowance for the period under suspension.
- (v) Rule of transfer to be made.
- (vi) Fly off in woollen mills to be stopped.
- (vii) Wages for the 6th January and May Day.
- (viii) 25% Bonus for the past period and for future also.
- (ix) Permanency
- (x) Dearness allowance according to the rates recommended by Miskar Committee for clerks and artisans.
- (xi) Pay Scales and rates of increment as recommended by Miskar Committee. *For class and watch & ward staff.*
- (xii) No victimisation.
- (xiii) Fixation of minimum wages according to Miskar Committee report for jute, leather, chemical and oil workers also.

The notice was served on the following mills:

1. Elgin Mills Co.Ltd.
2. New Victoria Mills Co.Ltd.
3. Muir Mills Co.Ltd.
4. Kanpur Cotton Mills Ltd.
5. Kanpur Cotton Textile Mills Ltd.
6. Swadeshi Cotton Mills Ltd.
7. Etherton West & Co.Ltd.
8. J.K. Cotton Spg. & Wvg.Mills Ltd.
9. J.K. Cotton Manufacturing Mills Ltd.
10. Lakshmiratan Cotton Mills Ltd.
11. Campore Woollen Mills Ltd.

*Workers*  
5,000 ~~more~~ of two jute mills viz: (1) J.K.Jute Mills Ltd. and Maheshwari Devi Jute Mills Ltd. also served similar notices.

Background of the movement: Kanpur is the only centre in India where increase in workload in the name of rationalisation has been successfully resisted by the workers till this date. The attempt of the employers in this respect dates back to 1938, but textile workers of Kanpur united in a union - Kanpur Mazdur Sabha - fought it successfully every time. In the all over disruption in trade union movement in India, Kanpur workers were also divided into various unions, whose number ultimately came to six. This was the most opportune moment for the exploitation of the fact that workers fought several times on a mill basis or union basis; the employers were able to introduce so-called rationalisation in New Victoria Mills, Elgin Mills and J.K. Cotton mills. Mill owners themselves



having failed in the face of workers' dogged resistance to increase workload, approached the Government of U.P. in 1949 for active help in the name of competition with textile industry at other centres. The Government in 1953 appointed a special officer named Dr. Bansi Dhar, who recommended increase in workload in the remaining mills also. All through this U.P. Government had been consulting only INTUC affiliated unions and sometimes those of the HMS also in the tripartite meetings and conferences on this subject. Kanpur Masdar Sabha, the AITUC affiliate organisation and the oldest organisation was bypassed. In the usual manner a tripartite conference was held in the first week of June 1954, with INTUC and HMS representing the workers and a seven man committee with three representatives of workers and three of employers and the Labour Commissioner as Chairman was appointed to introduce the so-called rationalisation. While the Government was telling that there would be no retrenchment as a result of the implementation of this scheme, some of the employers made it clear that at least about 9,000 workers would be rendered surplus. In Lakshmi Rattan and New Victoria mills where rationalisation was already introduced; workers had experience of the increase in workload and wages. The scheme of rationalisation envisaged in Kanpur textiles would have offered workers an increase of 50% of wages for a corresponding increase of 250% of workload. At present a piecer gets a basic wage of Rs.20/- per month and dearness allowance about Rs.50/-, i.e. Rs. 80/- in all. He would get 45% increase in his basic wage of 30/- and not on the total earning of Rs.80/-, i.e. he will get only Rs.93/- in the new set up.

The moment news reached Kanpur, <sup>the</sup> final agreement was rejected by the workers and the agitation against it reached such a tempo that an Action Committee comprising of the representatives of all six unions was formed to fight out this introduction of rationalisation. ~~HEMPKLINE~~ Due to the pressure of this Action Committee, two of the three labour representatives had to resign their seat on the Seven-man Committee and ultimately this Committee ~~was~~ to be dissolved by the Government. The Government issued instructions that henceforth employers shall be free to come to terms with workers of their factory and introduce this scheme.

<sup>had</sup> Workers learnt the lesson of unity and based on their experience decided to dissolve all the six trade unions and form one united "Suti Mill Masdar Sabha" on August 1, 1954.

Workers fought the attempts made by the employers during 1954 and early 1955 to increase workload in different mills and departments. Of importance was the march of 3,000 workers of Lalimili Mills from Kanpur to Lucknow, the Capital of U.P. - a distance of 48 miles, on foot to demonstrate and represent before the Government in early 1955. But the offensive continued and to fight it Suti Mill Masdar Sabha (3005) had to give this strike notice.

Final attempt at settlement: Even after the strike notice was given S.M.H.S. gave an offer in the last week of April 1955, that if Government and employers agree to refer the whole issue about the capability of the Kanpur textile industry to compete with other ~~same~~ centres and the steps to be taken in that connection to be decided by a Tribunal presided over by an High Court Judge, strike can be suspended. Both the employers and the Government turned a deaf ear to it.

Repression: On the other hand Government depended upon its police to break the strike. Much before the strike began, i.e. from August 26; S.M.H.S. leaders - office bearers and General Council members - started to be rounded off and detained in the prison. With difficulty permission was obtained to hold May Day rally in the city.

Terrorisation, beating in the working class colonies and arrests were the common feature and thousands suffered.

Strike successful: In spite of all this the strike ~~is~~ on May 2 was successful and except in Lakshmi Rattan Mills where it functioned partially the work in all other factories was at a stand still.

The employers assisted by the Labour Commissioner (U.P.) from the very beginning were trying to demoralise the workers by enlisting black legs from outside Kanpur, keep them locked in the mills and is exaggerated figures of attendance. But the press representatives, who

were allowed to visit the factories and some of the workers who came from inside the mills exposed the conspiracy and proved by the amount of consumption of electricity and the production figures, that the textile workers of Kanpur have stood by the strike decision.

At first workers were not allowed to hold rallies in the city by clamping section 144 Cr.P.C. The workers and citizens of Kanpur then held their meetings 7 miles off the city across the river Ganges; which was not under the jurisdiction of Kanpur District Magistrate and it they were attended by from 50,000 to 1,00,000 people. The Government then realised its folly and allowed to hold rally in the city twice a week.

On the whole about 1,000 activists were arrested. Hundreds of them were summarily tried without any defense facilities, within a few hours of their arrest and punishment awarded.

Support from All-India: The strikers had the support of working class throughout India. AITUC, ICI HMS, UTUC, All India Bank Employees Association and their branches supported the strike actively. Members of Parliament from all opposition parties and groups visited Kanpur and addressed the workers. 32 M.Ps issued a joint press statement supporting the struggle. Delhi Textile workers demonstrated before the Parliament on May 7 in support of Kanpur textile workers' struggle. A number of Days were observed in support of the strike in U.P. and all over India during this three months period. For the relief of the strikers and their families funds were collected and sent by trade unions irrespective of affiliations. AITUC from its funds gave Rs.6,000/- towards this fund.

On 26th May the city of Kanpur observed a general strike in support of strikers.

On 6th June, all the trade unions in Kanpur observed a token strike of 2 hours ~~XXXXXXXXXX~~ from 10 in the morning.

Lucknow Railway workshop employees went on a 2 hour token strike in support of the strikers.

Sufferings of workers: Workers and their families went into untold sufferings in this strike. The employers refused to pay the wages of the workers for the month of April, due in May. One of the M.Ps from the ruling Congress Party described the condition in Kanpur as barbarous. About 20,000 workers had to go away from Kanpur. Harassment, eviction, beating and putting them in jail, not only of the strikers but their families too, was ~~the~~ resorted to.

Women workers also participate: Women workers and the families of striking workers also took part in the struggle. In preventing the black-legs, they did all that was practicable. They also resorted to picketing wherever necessary and took out a procession on June 7th. More than 50 of them were arrested and jailed for various terms of imprisonment. Prior to this at the Police Headquarters hot water from the fire brigade hoses was thrown on them and their babies in arms.

Relief work: Several relief centres were opened in the city to issue rations to the strikers and their families. Milk centres were opened to distribute free milk for the children. 70 doctors offered their services and were rendering medical relief to the sick among them and whenever possible gave free medicines. 'Chitra' a literary organisation distributed free books and stationery for use by the school going children of the strikers.

Disruptions: INTUC leaders of Kanpur and U.P. has been in from the very beginning trying to disrupt the movement. They opposed the strike ~~with~~ tooth and nail, but without any success.

S.M.M.S. Always for peaceful settlement: The most remarkable feature of the whole struggle was its peaceful character inspite of all sorts of provocations from the employers and the Government. Such a long struggle involving 50,000 workers ~~remaining~~ remaining ~~throughout~~ peaceful is unique in the history of Indian T.U. movement and this fact has won support for the workers' cause from all sections of the people.

Not only this. The S.M.M.S. throughout the struggle has been



repeatedly endeavouring for a peaceful and honourable settlement of the strike. On Sunday the 10th July 1955, General Council of S.M.M.S. passed a resolution and reiterated its stand regarding rationalisation as follows:

1. The Sabha states that it does not intend and has in fact never intended to stand in the way of rationalisation as defined by the International Labour Organisation and the Prime Minister of India, if simultaneously introduced in all the structures of the local textile industry under the guidance and the approval of a body on which labour is adequately represented provided that it functions with mutually agreed terms of reference and with a mutually agreed non-official Chairman. The Committee will think about the maximum measure of agreement but the contested points will be referred to an agreed arbitrator.
2. The Sabha even agrees to reassessment or standardisation of work-load, master, wages and categories if it is carried out under the supervision and with the consent of a body alluded to in the preceding paragraph. Such standardised or reassessed work load, etc. will uniformly apply to all textile mills of Kanpur.
3. The Sabha considers the six assurances given by the Government and the employers in the Mainital Conference to be helpful when read with the assurance of the Chief Minister in his ~~1954~~ letter to Mr. Bal Krishna Sharma, M.P. that there is no existing scheme of rationalisation which may have a predisposing effect on this issue and that all schemes coming from whatever quarter will be considered on their merits by the body commissioned for this purpose strictly observing the aforesaid six guarantees.
4. The Sabha urges the Government that for the sake of harmonious atmosphere it is essential that status quo regarding work-load be maintained as from May, 1954.
5. The Sabha emphasises that other long standing demands enumerated by it in the strike notice or the compromise formula submitted to the Government on April 28 are urgent and important for peace and industrial harmony and presses the Government to give an assurance that the grievances embodied in them would be remedied within a reasonable time."

Other demands included regarding minimum basic wage of jute workers and reference of the dispute regarding Lal Iml mills to the adjudication, release of the arrested workers and no victimisation.

Earlier Sri Bal Krishna Sharma, an old labour leader and M.P. from Kanpur had attempted to intervene to bring about a settlement but the mill owners and the U.P. Government both spurned his offer in the hope which they had built up from very early days that either this strike will not come off at all, or it will be negligible and after that it cannot be continued for long and will fizzle out.

*Luifer*

Further hurdles in settlement: The path of negotiations was very zig-zag. First the Chief Minister of U.P. had taken a stand that it is a dispute between the employers and the employees and the State would not intervene. His police and machinery however, fully intervened on behalf of the employers to crush the movement but without desired success.

*L. S. G. J.*

Then he had informal talks; ~~XXXX~~ when some sort of agreement was in sight, the employers and the INTUC were brought in the way. It was the last bid of the INTUC fully supported by the employers and the U.P. Government to retaliate itself on the starvation and hunger of the strikers and their children by the method of war of attrition. As soon as the workers came to know of it; even after this long strike with ~~his~~ back to the wall they girdled ~~his~~ lions and the picketing resorted to by them again brought down the number of those attending the mills. On July 17, meetings, processions, demonstrations and telegrams of support from every corner of India on the joint call of AITUC, HMS and UTUC forced the Government to have a talk again.

*L. P. K. S. J.*

After all a 14 point settlement (14 points attached) was reached with the Government on July 17. While this was being considered by the General Council of S.M.M.S. for ratification, the Kanpur textile bosses tried to veto the settlement even at this very last moment. They put a number of 'ifs' and 'buts' in the points settled with the Government and said that they could not guarantee no victimisation clause.

The Government's game seemed to be to tell the workers that this settlement was accepted by them knowing fully well the view points of the mill owners, so that after the strike is over and the points of settlement not implemented; it may be the labour leaders to blame.

The workers ~~was~~ retorted back by saying that until their points as agreed to by the Government are also agreed to by the mill owners, the strike will continue. And it continued for another two days till the Labour Commissioner sent a letter confirming the acceptance ~~of~~ the mill owners also.

W.C.7.

The strike was called off on July 21, 1955.

But the trouble is not yet over. The employers are refusing to take substitute workers. Kanpur cotton Textile Mills have been permitted to lockout for ten days. Workers are being laid off. The employers have changed the working system of the machines and now workers are being asked to work on them, which will result in inconvenience and extra work-load. ~~They~~ have refused. Hundreds of charge-sheets are being given to the workers. The employers are out to create trouble and victimise some workers.

The very next day the Chief Minister of U.P. came out with a press statement that there has been no settlement with the Government. Even the arrested leaders are not released at once. Discrimination is intended to be made amongst them. However the release of arrested workers has started in batch of 40 per day from 27th July 1955.

The Government has announced appointment of a Rationalisation Committee to investigate and report on the conditions for the introduction of rationalisation scheme in the textile mills of Kanpur. It will consist of five members - two each from the employees and the workers, presided over by an Ex-High Court Judge Sri *BIRD BASINI PRASAD*

The workers' representatives will be chosen one from the S.M.S.S. and the other from INTUC.

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## 14 POINTS OF SETTLEMENT.

1. Assessment of workload and other cognate matters will be referred to a committee to be formed by the Government. The committee will record agreed points and the contested points will be decided by a suitable process to be notified by the Government. The committee will function strictly under the framework of six guarantees given to workers at the Naini Tal conference and in subsequent communications of the Chief Minister. The findings of the committee will be enforced by the Government.
2. Dr. Bansidhar's tentative proposals, IBCOMS report or any other report will not have a pre-disposing effect on the deliberations of the committee and the committee will consider any scheme of rationalisation submitted by any contending party on its own merits.
3. Mr. Sampurnanand agrees with the idea of extension of rationalisation in the textile industry to the managerial, marketing and financial structure also but that this can be applied only on an all-India basis which the Central Government alone are competent to do.
4. Workers returning after the strike will be put on their former jobs, that is, no increased workload will be imposed on them. In all those mills where some workers have been put on intensified workload since the Naini Tal conference, the cases of such workers as complain in writing that they had to accept increased workload in duress will be sympathetically disposed of on merits. In this connection the Labour Commissioner cited the cases of three workers, who had approached him with the complaint of this nature. All of them were reverted to their former workload.
5. The findings and settlements of the committee regarding workload, wages, master, categories, etc. will be uniformly applied to all the textile mills of Campur, that is, Laxmirattan, New Victoria, J.K. Cotton Manufacturing; and others will also adjust themselves accordingly.
6. No rationalisation schemes will be launched in any mill from the date of conclusion of the present settlement till the enforcement of the decision of the committee.
7. The question of referring the matter of fixation of minimum basic wage of jute workers will be actively reconsidered by the Government taking into account the Kinkar Committee report. The Government resolution on it and other cognate considerations on representation by the union concerned.
8. The matter of the forfeiture of wages and holidays with wages in connection with May Day observance for the past years to adjudication is already under consideration of the Government.
9. There will be no play off in the Lal Iali Mills till October 1955.
10. Suitable joining time will be allowed to the strikers resuming work (sabha suggestion 14 days).
11. Ordinarily no workman will be victimised for participation in the strike. (The Labour Commissioner will discuss the details with employers and communicate with the Masdoor Sabha. Question of victimisation falling under three categories: (A) Eight days compensation; (B) workers on strike since May 2, (C) workers who joined the work and reparticipated in the strike).
12. The Labour Commissioner will discuss with the management the question of suitable compromise in respect of workers of the Campore Textile, Nair Mills, Swadeshi Mills and Campore Cotton Mills suspended for not accepting transfers from their machines or accepting increased workload etc.
13. The Government will consider the following issues on further and detailed representation by the Masdoor Sabha: (A) Retirement gratuity; (B) Permanency of old substitutes, (C) pay scales of clerks and watch and wards; (D) irrecoverable suspension allowance, and (E) attendance allowance for substitutes who are not given work.
14. The question of nine-hour shift will be reviewed by the committee appointed for the purpose if the union makes a representation for the convening of the committee and satisfies the Labour Commissioner for the need to convene the meeting.

BACKGROUND OF STRUGGLES LEADING TO THE GENERAL STRIKE IN BOMBAY -  
APRIL TO OCTOBER 1928.

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The growth of the textile industry in Bombay and E India illustrates how the indigenous cloth xproduction, carried over in scattered village units was replaced by production of the Lancashire mills. Having once captured the Indian market, Lancashire supplied cloth to India while by its own contradiction of capitalism Britain also supplied textile machinery to India. Thus by 1870 the British and Indian cloth began to contest for market. The first mill in India starting with British machinery in 1851 had risen to 51 in 1877 with 12 lakh spindles and 10 thousand looms. It developed smoothly till 1896 with the number of its ~~XXXXXXX~~ 12 lakh spindles having grown ~~in~~ upto 38 lakh and 10 thousand looms to 35 thousand.

India by now was producing mostly yarn which was consumed by Indian handloom weaver and exported to China and East African markets. But the continually growing 200 percent increase in spindles and looms within 20 years in a subject country was frightening the British interest. Hence the appeal of the textile capital to the ruling interest in Britain succeeded in levying an excise duty of 3½ per cent on Indian manufactures in 1896.

2. Despite it the Indian industry prospered. Mainly due to the long hours of work and the low wages paid to the Indian worker. The English spinner working 10 hours a day in good climate was getting 25 shillings or Rs.13/- per week, while the Indian worker working 14 hours a day got ~~for~~ 4 shilling or Rs.2/- a week in 1890.

The Swadeshi agitation of 1905 gave another impetus to the industry. It was remarkable not so much in spinning as it was on weaving side. The spindle strength of 51 lakh and 50 thousand looms in 1905 rose to 62 lakh and 82 thousand looms by 1910 inspite of the excise duty which the Indian capitalists paid Rs.3,31,00,000 ~~XXXXXXX~~ from 1896 to 1910. On the eve of the war the spindles and looms had risen to 68 lakh and 1 lakh 8 thousand in 1915. By 1914 the Indian production against imports of 3197 million yards was 1164 million yards. The period before the war was one of wholesale expropriation of worker. There was no limit to hours of work, no weekly holidays, no effective factory Act etc. Thus the key to the 1928 struggles of the workers lie in the war period development of the working-class and the ~~XXXXXXXXXXXXXXXXXX~~ bourgeoisie.

3. War. With the outbreak of the war, the Indian ~~bourgeoisie~~ bourgeoisie got a free field of development to the extent it could. But



England being the only country which could supply the machinery to the Indian bourgeoisie the expansion could not take place. It could only exploit the existing plants. In the textiles no increase in the installation of new plants could place, but the export ~~from~~ from England having fallen, Indian production increased. Foreign cloth imports to India came down from 3197 million yards in 1913 to 1081 in 1919 and the Indian production with practically the same spindle strength rose from 1164 million yards to 1640 million yards in 1919; though proper data is lacking, it is accepted that the profits were fabulous. According to Mr. J.A. Wadia, visible profits were net 52 crores between 1914 and 1920.

Thus though the prices and the profits rose, the wages ~~for~~ of the workers fell. The war increased the prices of commodities and the price level in India with 1914 as 100 soared up thus:

Level of Prices - 1914 = 100					
1915	-	110	1919	-	195
1916	-	130	1920	-	200
1917	-	145	1921	-	180
1918	-	175			

As a result, the indebtedness of the workers increased, and for the first time a wave of strike spread in all the workshops, mills and factories for a moderate demand of a 10% increase in wages. ~~in 1917~~ In 1917 the increases were given. But with the price level at 145, this 10% could not satisfy anybody and when the price level went upto 175, in 1918, the workers struck again and got 15% increase, i.e. 1/5th of the rise in prices. The mill owners went on resisting the demands and so January 1919 saw a complete general strike in textile mills in Bombay lasting 15 days. It secured an increase of 20%. The last successful strike took place in 1920.

During the period 1914-22 when the Bombay textile owners made a profit of 52 crores the workers had to strike for an increase in wages which never caught up with the level of the rising prices, and the cost of living. The deficit between cost of living and wages (granting the both to be coinciding in 1914 at 100 - which is not a fact) in the case of Bombay weavers alone comes to 10 crores of rupees between 1914-20. (these are my calculation as submitted by me to the Fawcett Inquiry Committee). The result was starvation and ~~starvation~~ debts.

After the termination of the war the available stock of goods so long held back were thrown on the export market by Europe to meet the immediate demands of the war burden. The Sterling exchange having deteriorated and relatively the rupee having risen, imports into India became easier. To this was added the feverish schemes of the bourgeoisie for expansion as it was a boom period. The mill owning ring inflated the capital by a re-capitalising some plants at high prices by the simple method of book entries and change of the names of the companies. This was later used to spread exaggerated ideas about the losses of the industry and was one of the causes of the prolongation of the General Strike of 1928. The large part of the sudden jump of textile capital from 9.40 crores in 1919 to 16.98 crores in 1920 was due to this trickery of finance.

#### 4. The Dpression in the Industry and Attack on the Wages.

The Indian production went on rising from 1920 to 23 there was no stoppage of work in Bombay. Foreign imports of 1510 million yards in 1920-21 as against the Indian production of 1581 million yards fell by 33% to 1090 million yards, as against the rise of Indian production to ~~XXX~~ 1734 million yards. The Indian bourgeoisie took advantage of it. It engaged itself in stock exchange ~~XXXXXXXXXX~~ speculation and when prices fell, unloaded the stocks. With the gradual fall in prices, with exchange trouble created by the foreign Government in order to restore the credit of British exchange, the visible profits came down from 10.10 crores in 1920 to 8.46 in 1921 and 3.87 in 1922. The workers were the worst sufferers. They were informed by sudden notice that they would not get their bonus payment. The workers declared a general strike in the mills on 17th January 1924. ~~THE~~ The strike lasted for 2 months. Strike was spontaneous as there was no organisation to lead it.

Attempts were made to call off the strike on the promise of an arbitration committee. The workers refused. On 19th February 1924, the Bombay Government appointed an Enquiry Committee presided over by an High Court Judge. While the committee was sitting, the workers held a meeting. ~~THEY~~ The police intervened and opened fire killing five workers. On March 11th the committee declared its verdict rejecting the workers' claim to bonus. The strike collapsed through mere exhaustion, and the work was resumed by 25th March 1924. Thus the mill owners had saved about 50 lakh rupees by the rejection of bonus.

Having won in the battle inflicting a loss of 50 lack rupees



on the workers, the mill owners made another attack on the workers' wages in September 1925 by announcing a wage cut of 11½%, i.e. a cut of Rs. 70 to 80 lakh in the earnings of the workers.

A general workers' strike began on 15th September 1925 lasting till December in which 11 million working days were involved. But the bourgeoisie was too coward to fight its own battle of freedom for the development of its productive forces which would have yielded more profits to him. And so the mill owners in Bombay made the abolition of the 11½% Excise duty on cotton goods, an issue in the strike. The strike, in fact was not a strike, but a lockout asking the workers to accept the 11½% wage cut or in the alternative asking the Government to abolish the Excise duty, by which it was to gain by about Rupees 2 crores a year and by Rupees 96 lakh in Bombay city alone. The Government granted the demands of the mill owners and abolished the duty and the Cotton Duties Act was repealed in <sup>April</sup> 1926. The lockout was called off, the notices of 11½% wage cut were cancelled, and the workers resumed work in December 1925 in a mood of victory.

Thus the textile magnates of Bombay in two years had made a saving in cost of production of 50 lakh a year by cancelling the bonus and 96 lakh by way of remission of Excise duty. For the 11½% wage cut would have yielded them only 70 lakh, while they actually got 96 lakh equivalent to 16% wage cut by the cancellation of the Excise duty. On the other hand during the strike period the workers lost 1½ crores in wages apart from the indebtedness they had incurred and several killed and wounded.

##### 5. Rationalisation and Attack on Wages.

The war had destroyed once for all the equilibrium of the capitalist economy and there was no sign of returning to normalcy although the violent effects of it had mitigated since 1923. The imperialists of Europe had started their schemes of reconstruction and stabilisation vigorously. British capitalist economy undertook super human efforts to rationalise production and effect wage cuts. The resulting workers' resistance was ruthlessly smashed. Its Conservative Government then started a drive to assemble the empires resources to suppress the colonial discontent and arrest the decline of British capitalism.

In the case of India, the exchange ratio was turned in favour of the British Export trade, its suggestion to give it more political reform was rejected, and the Simon Commission was announced.

It was the same time when the cry of Japanese competition gained strength. The reason was, in the textile trade Japan and China had advanced very rapidly. Whereas the all-Asiatic spindle strength in 1913 was 9,384,000, it rose to 17,827,000 in 2 1927 - a rise of 90% while the British increase during this period only 3%. Out of these 17 million Japan alone claimed 6 million spindles, Though Japan had not penetrated the Indian markets before or after the war, ~~XXXXXX~~ it had nevertheless shown signs of competing in goods like long cloth and shirting with Indian mills. Thus the proposal for an alliance ~~an~~ between Lancashire and Bombay to keep out Japan was also discussed through Sir Ness Wadia but ~~XXXXXXXXXXXXXX~~ for certain reasons the Government of India refused a protective duty against Japan. The Import of 323 million yards of Japanese textile in 1927 as against the total import of 2000 million yards in India was negligible. But in fact that the bulk of imports competed directly in price with some of the varieties produced by the largest mills in Bombay was enough to raise the cry of Japanese competition.

After the strike of 1925, the Bombay mill owners asked the Government of India for a protective duty which was refused. They then asked for the appointment of a tariff board to inquire into the state of industry and its claims for protection. The Government of India agreed and the Tarrif Board started its inquiry into the industry.

The materials which the mill owners placed before the committee were mainly directed to show the high wages they were paying to the workers in Bombay. But the main ground on which they asked for protection and inquiry was the Japanese competition which claim they could not substantiate So much that ~~the~~ even the Board, expecting the mill owners to substantiate their claim for protection against the Japanese competition on the basis of "full information as to the nature ~~of~~ and extent of the competition ... or as to the markets in India ~~which~~ into which the Japanese goods have penetrated" had to comment that, "little or no information was forthcoming from the Bombay Millowners' Association upon any of these heads". On another ground of the mill owners as to the severity of the competition from the upcountry mills due to low wages prevailing there, the Board had to comment, that "the cost of production statement show that production both in cloth and yarn in Ahmedabad and in efficient up-country mills is as high as in Bombay". When the Board asked them to submit cost of production account only 21 mills out of 275 mills supplied them. Thus acting on such information



the Board made recommendations on the basis of which the mill owners in Bombay started their attacks on wages in 1927 and 1928.

The workers also submitted their representation to the Board on their conditions of life and work, practices of unlimited ~~of~~ fines and assaults, forfeitures of wages etc. But the Board asked the mill owners to take more work from the workers for the same wages and called this recommendations to increase exploitation by the name of "increasing efficiency".

On the basis of this Tarriff Board recommendations the mill owners launched a direct attack on the workers. Where the workers worked 180 spindles on Rs.26 a month, they were now asked to look after 360 spindles on Rs.39. Half the increase in wages for double the increase in work. The Tarriff Board also recommended the disparity between the wages of the spinners and weavers. The mill owners instead of removing the disparity by raising the spinning wages, proposed to bring the weavers' down. Thus the schemes of wholesale rationalisation not by means of improved technique or amalgamation of scattered plants or capital but by the ~~simple~~ simple and inexpensive method of doubling the work were planned out.

The task of introducing it was first begun by one of the biggest combines in the textile industry in India viz. E.D. Sassoon & Co.Ltd. It introduced the new Sweating System in 1927 in 2 of their mills. Workers immediately went on strike which lasted for one month and ended in the beginning of September. The workers resumed work on the understanding that the adoption of three-loom system would be optional. But one by one all who did not accept were dismissed.

Again the beginning of 1928 saw a concentrated attack in 9 mills, 8 of Sassoon and one of Sir Wadia. The strike affected 16000 workers. One by one the strongest of the owners began their attack, the three main parties being Sassoon, Wadia and Fazalbhoy. ~~XXXXXX~~ These three among themselves combined the largest spindles and capital in Bombay and employed about 52000 workers. Between August 1927 and April 1928 there were 24 strikes. ~~XXXXXXXX~~ Out of them 21 disputes were lost, one was compromised and the 2 merged in the general strike. Out of these 24 disputes 12 arose out of measures adopted by Sassoon, 5 by Sir Wadia, & 2 from the Fazalbhoy's and the rest from the individual owners.

Having seen the resistance of the workers in 1924 and 25, even though they had no solid organisation of their own, the mill owners were not

DIRECT CAUSES OF THE STRIKE.

The method of attack followed by Fasulbhoy group was different from that of Wadia and Sassoon. They transferred a large number of their looms to weave finer variety of cloth, mostly dhoties and bordered grey goods with an introduction of artificial silk yarn. While they raised the counts of yarn woven they did not raise the rate of wages per pound. They also introduced the High Draft System in the spinning. The result was the reduction of the employed workers, increase in the work in the spinning and fall in the wages of the workers. This affected every worker and bred serious discontent.

This group of 20,000 workers combined with 40,000 workers beaten alone in an isolated single handed fight formed a single bloc of 60,000 workers. Hence when unemployment and fall in the wages affected the Fasulbhoy group, the scales immediately turned in favour of a general strike in the month of April 1928.

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ATTITUDE OF THE BOMBAY TEXTILE LABOUR UNION AND MR. N.M. JOSHI - OF GIRNI KAMGAR MAHAMANDAL TOWARDS THE STRIKE:

There were differences of opinion regarding the success of the strike. In the name of N.M. Joshi, the Bombay Textile Labour Union issued a statement on 8.1.1928 disapproving the idea of the general strike, on the ground of possibility, feasibility and possible success, though Mr. Joshi did not approve it in principle.

As for the attitude of the Girni Kamgar Mahamandal which reflected the opinion of the most advanced worker and under whose influence was the largest section of the workers, it also did not take up the idea of a general strike. When the ~~XXXX~~ Peasants and Workers Party issued in January 1928 a statement that only a general strike could stop the ~~XXXXXXXXXX~~ rationalisation and wage cut drive the Girni Kamgar Mahamandal in a leaf-let asked the strikers to continue work where change has not taken place and asked them not to go and demonstrate near the other mills. But though the tactics of the localised strikes had failed the Sassoon workers were defeated and the mill owners commenced their second instalment of attack on the workers, the Girni Kamgar Mahamandal till 26th March 1928 still hesitated ~~to~~ to recommend the idea of a general strike as the only weapon to stem the advancing attacks of the owners until on April 17, when Girni Kamgar Mahamandal decided unequivocally to prepare for the strike and had to accept the view point of the workers and peasants party which they had put as early as in January 1928.



BOMBAY TEXTILE LABOUR UNION JOINS THE STRIKE:

On April 18, 1928 at a meeting at Nagu Sayaji Wadi a Strike Committee of 85 was elected by us at the instance of the Girni Kamgar Mahamandal. But after its statement on 10th January 1928 the Bombay Textile Labour Union had so far shown the same defeatist attitude towards the strike. And after it saw the workers on strike on 16th April it moved forward to take charge of affairs ~~by xxxxxxxxxxxx~~ by holding a meeting at ~~Delisle~~ Road on 18th April in order to stop the spreading of the strike. But in view of the grand support the Girni Kamgar Mahamandal had won and the attempts of the Bombay Textile ~~Workers~~ Labour Union to elect a separate strike committee were frustrated by the workers, Mr. Ginwalla of the Bombay Textile Labour Union (BTLU) agreed to the Girni Kamgar Mahamandal's Strike Committee with some additions of his followers.

Thus in absence of any all embracing trade union organisation with a correct perspective of the whole industry to study the trend of the owners' attack on wages, its reasons, the correct ideological lead to the workers was given by the Workers and Peasants Party from as far back as January 1928 and throughout February and March until the majority of the workers by their own experience accepted it.

JOINT STRIKE COMMITTEE.

However with a view to presenting a united front to the mill owners serious negotiations were carried with BTLU for the formation of a Joint Strike Committee. This also meant a unity with the 30,000 workers under the influence of BTLU. This also meant the strengthening of our finances to guide and keep a huge organisation going. The BTLU had reserves of more than Rs.10,000/- and was in a position to command even more while we did not have more than Rs.100/- not enough to pay even the conveyance of the organisers. On 2nd May a Joint Committee of 30 was formed without a President and with two Joint Secretaries and two Treasures and consisting of 15 members from N.M. Joshi's section and 15 from ours, who advocated a militant policy and were in the thick of the struggle.

On 3rd May 1928 this Joint Strike Committee first sent a formal draft of demands to the Mill Owners' Association expressing willingness to negotiate on the basis of the draft, but the Mill Owners did not even reply it and *x"and that too of its unions were not registered"* recognise it, on the grounds that "the Mill owners could not agree to enter into any discussion with the Communist Members of the Committee", even when the Committee had on it persons like N.M. Joshi, Asavale and Ginwalla. ~~While~~ the Strike Committee was equally adamant in its view of a round table conference.

Instead of replying to the draft of demands the mill owners issued a communique in the press on 3rd, 10th, 12th and 17th May in which they refused to accept any of the essential demands of the workers on the question of wage cut, rationalisation, increased hours of work, fines, retrenchment, profeitures of wages, ill-treatment and victimisation. They announced that they considered all 1,50,000 workers as dismissed from work and that they would re-engaged only if they agreed unequivocally to their terms.

In the meanwhile the attempts of the Government to bring about a settlement through its representative Sir Cowasji Jehangir also failed. So much that the AITUC bulletin of which R.K. Bakhale was the editor and Mr. N.M. Joshi and Ginwalla its Managing Committee members had to observe "it has been plain from the tactics of the mill owners that they want this strike to be prolonged so that the workers can be starved into unconditional surrender".

The entire press in Bombay, every Congress and non-Congress papers joined hands against us in addition to the Government and the police force and mourned for the loss to the owners and asked the starving workers to ~~XXXX~~ ~~XXXXXXXXXXXXXXXXXXXX~~ save the "national" industry and not to be misled by us.

RUSSIAN TEXTILE TRADE UNIONS HELP FOR RELIEF.

On 28th April ~~XXXXXX~~ 1928, 7690 dollars were sent by the Russian Textile workers for the relief to Mr. Jhabwalla, the Vice President of the BTLU and a member of the Workers and Peasants Party. The Government managed somehow to see that Mr. Jhabwalla, a member of the Workers and Peasants Party and a militant left trade unionist does not get the money and so it was arranged to transfer on the name of Mr. N.M.Joshi. This created a problem for the Government. The Government therefore played a trick of making the moderate group of N.M.Joshi the financial ~~XXXXXXXX~~ arbiter of the strike by handing over the money to them on condition that it shall not be given to the Workers and peasants party people. And so Rs.20,916/12/9 were transferred to the name of Mr. N.M.Joshi, President of the BTLU. But the joint Strike Committee spent every pie of this fund in purchasing corn for workers and organising relief.

The entire press in India made a scandal of this aid and denounced it. Mrs. Anibasant denounced N.M.Joshi. C.F. Andrews called it an aid from the Third International. The bourgeoisie abused the Government to let pass the money to the hands of the workers. But this storm was silenced for a time when Mr. N.M.Joshi stood for the right of the workers to receive help from the international working class and in a press interview asked the bourgeoisie whether it was not trading with Russia and receiving profits of the red roubles.



Unlike the strike of 1925 the Bombay Corporation also refused aid to start relief centres.

The joint Strike Committee then obtained concessions from the Co-operative Steam Navigation Co. to the extent of 25% of fares for the coast line places and the workers were asked to leave for their homes. The railways refused this concessions and it is estimated that 80,000 workers had left Bombay.

#### THE BIRTH OF THE GIRNI KAMGAR UNION.

However, when it was found that the mill owners were not willing to enter into any negotiation on the ground that two of the unions in the joint Strike Committee were not registered, it was decided to get the unions registered and thus pave the way for negotiations if only that stood in the way, as used to be given out by the mill owners. And so it was decided to get the Girni Kamgar Mahamandal registered immediately. But it was found that since the split between the President and the Secretary of the Girni Kamgar Mahamandal, both the factions were using the name of the Girni Kamgar Mahamandal (GKM) for their own purposes so much that the former Secretary had even got the name of the GKM registered on the 24th of May 1928. So a change in the name of the GKM was necessary. But as the GKM was respected and cherished by the workers since 1923, and it had grown in the general strike of 1924, it had fought through strikes of 1925, the very idea of changing this name created a crisis. After a great persuasion the opposition of the GKM Managing Committee was overcome and on 22nd May 1928 in a meeting of the workers at Nagu Sayaji Wadi a militant and fighting organisation of the workers was formed and was named as GIRNI KAMGAR UNION (GKU). It was subsequently registered ~~in~~ the next day with a cash balance of Rs.43/8/- and a membership of 174. The first new GKU office bearers were - President - A.A. Alwe; Vice-President - Ben Bradley; Nimbkar; Jabhwalla and Tamhankar; General Secretary - S.A.Dange; Joint Secretary - Tawde, K.N.Joglekar, and Satum; Joint Treasurers - B.T.Alwe, S.V.Ghate, Jabhwalla later resigned and Kalse was elected in his place and S.S. Mirajker was elected Joint Secretary when Satum resigned.

It is of importance to note that GKU had contributed 9 of its 13 office bearers in the so-called Meerut Conspiracy Case.

About the same time Jabhwalla got Mill Workers' Union ~~is~~ also registered. As the BTLU was already ~~an~~ registered union, the Joint Strike Committee now consisted of all the registered unions. That faction of the GKM which was opposed to the strike and had split away was not admitted to the Joint Strike Committee.

#### ATTEMPTS TO SABOTAGE THE STRIKE.

On 25th May 1928 Pandit Madanmohan Malaviya sent for Mr. Dange from the strike committee in connection with the strike. But on Dange's insistence Pandit Malaviya very reluctantly agreed to call Mr. N.M. Joshi also, whom he did not want because in his view he is a moderate. Thus a small conference was held at Birla's house on Sandhurst Road where Mrs. Sarojini Naidu and few other Congress leaders were also called. In this meeting when the workers' side was explained Panditji promised to put our case before the mill owners. But surprisingly enough the next day Panditji began to explain to the leaders the losses of the industry and straight away asked how much reduction in the wages we would accept. The proposition was totally rejected. Panditji then began to explain how it was sinful to accept the help the textile workers of Russia. But when it was told by Dange that since the pious Hindu University of Banaras was also built on the donations of the sinful money of princes and landlords and that there was nothing wrong in accepting the relief money from the R workers of Russia for the starving workers of India. Panditji got expasperated and was never heard of ~~XXXXXX~~ again in the strike.



KHILAFAT COMMITTEE'S HELP.

The Khilafat Committee of Bombay also collected Rs.27 for relief to the striking workers and wrote to the joint strike committee saying that this money be accepted only for the Mohamodan workers and wanted the committee to appoint three Muslim workers to ~~and~~ distribute this money to the Muslim workers. This was obviously an insidious attempt to sow the seeds of Hindu-Muslim feeling among the workers, who had stood united irrespective of the caste barriers in the trade unions. The money, therefore, was unanimously rejected by the joint strike committee which also consisted of Muslim workers and the Khilafat Committee was accordingly informed.

FAILURE OF THE POLICE TO BREAK THE STRIKE AND DANGE'S ARREST.

After the failure of the police to break the strike by beating, fines and imprisonment, they decided to arrest the leaders of the strike. So their first round of arrest began with the arrest of Dange at a meeting in Damodar Hall on 1st June 1928 on charges of intimidation, assault and wrongful confinement of two black-legs who were caught going to the mills by the workers and who were produced before Dange in a public meeting ~~in~~ at Nagusayajiwadi to be dealt with. They were set free after Dange explained to the workers how black-legging meant treachery to thousands of workers. But the police had persuaded them to register a complaint against Dange. Dange was released on bail and the police arrested two more workers and put them on trial with Dange. Unfortunately in the meantime the two workers had withdrawn the complaint against Dange and thus the first attempt of the police was foiled.

ARREST OF NIMBKAR. The police then arrested Nimbkar on 6th July 1928 on grounds of assault on a public servant, because he refused entry to some C.I.D. reporters in a meeting of the B.B.C.I.Railway ~~and~~ Workers Union meeting in Damodar Hall, on 4th July 1928. Nimbkar was prosecuted but the Magistrate held the offence to be only technical and fined him ~~only~~ Rs.50. So another attempt of the police to sabotage the strike failed.

FAILURE OF NEGOTIATION. After the failure of Pandit Malaviya's talks and the registration of all the unions, the mill owners now objected to the negotiations because they said the unions had formed a joint strike committee. Ultimately on 7th June 1928 Mr. N.M.Joshi ~~issued~~ in a statement to the press had to ask the mill owners whether they really meant business or ~~was~~ humbug? Because even after the registration of all the unions, they

refused to hold negotiations. At the same time the workers' resistance also stiffened.

After all attempts to break the strike, the Mill Owners' Association (MOA) after one and a half months of the strike, asked the joint strike committee to meet them in conference. A Negotiating Committee of 6 was elected which met the mill owners' committee on 9th June 1928. It may be noted that the MOA had still the hopes of breaking the strike. The MOA gave the committee copies of their schemes of standardised wages. By their scheme of wages in spinning they gave to understand that they had made no saving to the industry but on the contrary they had given increases in wages. With regard to weaving also they denied of any wage cut on the whole. But they could not however fool the workers. On the basis of the available data Dange proved that more than 10000 workers would be retrenched and that the weavers' wages would be cut by 20% or so. A statement to that effect made the MOA laugh at it, but when the MOA was given a challenge to prove that statement wrong they decided to give up the talk for further negotiation or amending the scheme and the talk fell through on 26th June 1928.

Thus the MOA with the help of their textile experts produced a scheme by which they expected to fool the workers thinking that there were no experts among them who would analyse the scheme and expose the hidden wage cut in the complicated technique of their scheme. And so the MOA issued a communique to the press on 1st July 1928 after the failure of their talks that their scheme ~~embodied~~ embodied "a fair day's wage for a fair day's work". But they avoided a clear answer to the workers' challenge.

The months of June and July saw the failure of all negotiations through Government and directly with the mill owners and also the failure to enlist public sympathy, and failure to secure help from the municipality which had refused the request of the joint strike committee to spend Rs.1000/- daily for the relief of the strikers. At this time the workers were hard-pressed for money. About 30000 men and women were asking for relief. Large sums had already been spent. By 9th June Rs.15,000/- had been spent leaving only 2 weeks' rations on hand. Hence it was decided to spend Rs.4000/- a week and the number of centres were reduced ~~to~~ from 14 to 7 from 11th July 1928. A vigorous campaign to collect relief was started. Altogether a sum of Rs.14,50/- was received from organisations like GIP Railwaymen's union, Bombay Port Trust union, GIP Rly Employees General union and the Bombay Tramway workers union. It was the same time when the bourgeoisie had open ~~ed~~ its



purses for the Bardoli Satyagrahis. These developments taught a lesson to the workers and still strengthened their determination to resist any wage cut and retrenchment.

ARMED OFFENSIVE. Now the MOA planned a big offensive in August 1928 against the workers with the help of police, military and the press. The European Chamber of Commerce, the Share Brokers' Association and the Indian Merchants Chamber, all together called for a vigorous action to end the strike. Mr. H. Sawyer, Dy. Chairman of the Mill Owners' Association (MOA) and a Member of the European Chamber, and Mr. Tairsee at that time presiding over the annual meeting of the Indian Chamber, asked the Government to take strong action and denounced the Communists. The nationalist press in Bombay also joined hands. Accordingly the MOA published a plan to reopen the mills by groups in seven instalments with the help of the police and the first experiment was fixed on ~~XXXX~~ 6th August 1928.

The workers were asked to resume work on the wages as <sup>given in</sup> the mill owners' scheme. In reply the joint strike committee drew a scheme of intense picketing which was not left now to the volunteers alone. Each member of the strike committee was given personal charge of picketing on a number of mills from the group to be opened. The police were ordered to be ready at the mill gates at 4<sup>0</sup> clock in the morning and so the picketing time was also changed to 4 in the morning. There were to be 50 mounted police, 50 armed police and 50 ordinary police at the disposal of the owners. Under these guard the gates of eleven mills opened on ~~the~~ 6th August 1928 and sirens wistled. To the surprise of the owners and the Government not a single worker turned to the mills. The cavalry paraded up and down the lanes and by-lanes and saw the workers quietly smiling at them. Not only this, even those black-legs who had kept on going to the mills so far did not turn up on this day. So after a trial of eight days they police commissioner expressed his unwillingness to supply the police force as ~~there~~ <sup>there</sup> appeared to him to be no necessity for it. So ended the big armed offensive. This attempt stiffened the strike, rather than breaking.

HIDAYATULLA CONFERENCE AND ITS FAILURE.

On 8th August 1928 a resolution was moved in the Bombay Legislative Council asking the Government to appoint a Conciliation Board ~~in~~ for this strike. Accordingly the Govt agreed to call a joint conference of the mill owners and the joint strike committee, with honourable general member Sir Ghulam Hussain Hidayatulla as President, to ascertain if the parties ~~would~~ would accept to submit their dispute to the Conciliation Board.

Thus a conference was called and a committee was agreed to consider and report on the standard scheme and the workers' demands. But the mill owners asked as to when the strike should be called off. The joint strike committee rejected the proposal to call off the strike until the report of the committee was out or in the alternative they agreed to the pre-cut wages of the workers and the conditions of the 1925. The mill owners only agreed to pay to the weavers the standard scheme wages which was the subject matter of dispute. And which meant 20 to 30 percent cut in the weavers' wages besides the retrenchment in the spinning and increased hours of work in other departments. To this the mill owners would not agree and they then withdrew their consent to an enquiry or a conciliation committee.

Thus one more attempt of the mill owners to ~~XXXXXXXXXXXXXXXXXXXX~~ get the strike called off, to put the workers on a standard scheme of 20 percent cut, was foiled by the workers.

#### MILL OWNERS' ADMISSION OF THE WAGE CUT.

Since the publication of the scheme and during the negotiations the mill owners refused to admit that their standard scheme did not only standardised wages for the same class of work as between mill and mill but it also retrenched workers, saved a lot in the spinning wages and effected an absolute cut in the workers' wages. But the mill owners could not hold long to their falsehood in the face of the facts and figures as given by the workers and moreover because they themselves were ignorant of the actual effect of the scheme. As a result the Deputy Chairman, out of exasperation, did admit that the scheme did cut  $7\frac{1}{2}$  percent wages. Thus the game of hiding the cut began to collapse. Another mill owner, Usman Subhani, declared that they did not know what the cut was, but he thought it would be between 5 to 8 percent. At this, Dange once again exposed the lies ~~and~~ of the mill owners and the press and stuck to his estimate ~~of~~ 20 percent. So when the negotiations resumed again many mill owners individually accepted their ignorance of the scheme. Even the Tarrif Board report had said that "of the 175 Directors of the mills in Bombay, there are only 11 who have received practical training".

In the further negotiations the mill owners modified their orders to accept the scheme as it was. Mr. S.D.Saklatwalla, Chairman of the MOA, told the Fawcett Committee "Our original standard scheme was based on a cut of 11 percent", and added "I hope to convince you that a cut not of  $7\frac{1}{2}$  percent, but at least of 30 percent would be fully justifiable in the weaving section". The mill owners still held that they had increased the wages in spinning and had gained nothing



but on this point it took more than a year to force out the truth from them, when their Chairman giving evidence before the Royal Commission on Labour on 30th November 1929 admitted that "under the scheme there would be a reduction of more than ~~10000~~ 2000 doffer boys and the industry would profit to the extent of 2 percent". The question of reduction in other departments was cleverly omitted Dange still put the figure at 10000, meaning a saving of 6 percent in the wages bill by retrenchment alone. Thus the refusal of the mill owners to tell the workers that their wages were cut, was deliberate dishonesty which they could not hold long. Henceforth it was admitted a scheme of wage cut and retrenchment and no more a mere scheme of standardised wages.

The Government of India was now not only intending to smash and cripple the leadership of the strike but it was also creating atmosphere favourable for a strong offensive against the working class leadership on an all-India basis. It was the same time when the Gazette of India published the public safety bill on 25th August 1928. But the workers were still determined and ready to compromise if only the wage cut was withdrawn.

#### MAYOR'S FUND.

Dr. G.V.Deshmukh, Mayor of Bombay started unofficially a 'Mayor's Relief Fund' for the children of the poor on 12th July 1928. The subscribers were the mill owners and share brokers. The collection amounted to Rs.48995-12-0 There were 134 subscribers. It may be noted that Rs.20000/- were donated by 3 persons only, namely Sassoon gave Rs.10000/-, Fazalbhoy and Raja Pratap Girji gave Rs.5000 each and Mr. Birla gave 1500 rupees. The Governor of Bombay, the Mayor and the native share and Stock Brokers Association and other brokers of the exchange together gave Rs.10000/-. Thus out of 34, 30 persons paid 40000 rupees. In fact the mill owners wanted to gain the good will of the strikers through their children. So when the industrialists wanted the relief to be restricted to the strikers' children only, the speculators wanted it to the strikers only. And ultimately it was decided to name "Mayor's Relief Fund for Children". To expose this Dange wrote an article in ~~THE~~ KRANTI of the 15th July 1928 captioned "deceptive vampires of the bourgeoisie", exposing how the bourgeoisie out 50 lakh rupees from the wages of the workers and offered 20000 to their children. And asked the workers to accept it. However very few families took advantage of the food which was due to the fact that the Chinchpokli Plague Innoculation Centre and the Parel Small Pox Vaccination Centre were chosen as the two centres for the distribution of the relief. The fund was closed after the calling off of the strike.

MORE PROPOSALS FOR COMPROMISE.

After the total failure of the talks many individual merchants and mill owners began their own efforts to settle the strike. First was Seth Mangaldas, a co-arbitrator of Gandhiji in Ahmedabad disputes. He sent for Dange and asked him on which conditions he would be prepared to call off the strike and offered his own proposals of making a common cause with him to scrap the millowners' standard scheme and on Dange's asking decided to ascertain how many mills would be willing to join hands. Next day when he called Dange again he told him that 20 mills were willing without disclosing their names and asked him to negotiate direct on the existing wages. This confirmed ~~XXXXXX~~ Dange's suspicion that only those mills would be ready to accept Sethji's proposal as would be required to pay some what higher rates, if the standard scheme was applied to them than they were paying at that time, and that some of these mills must be of the worst lot and not belonging to the big Syndicate. Dange therefore refused to agree to it and the talks ended.

Then came a proposal through Madhavji Dharamsi mill that certain mills were ready to accept demands of 1925 wages if the joint strike committee called off the strike in their mills and may continue it in another mills. But it was told to them that the joint strike committee would consider such proposal from individual mills and that it should either come through the MOA or such group should leave the MOA. But the mill owners did not agree. The dissensions among the mill owners' grew and except the Sassoon, now they were prepared to restore the conditions of March 1927. When they were actually threatened with disruption, many negotiations and sittings were held. In these talks many important changes were effected in the spinning sections in the matter of rates and number of men. But the mill owners refused on the weaving side. They wanted a cut of  $7\frac{1}{2}$  percent wages. They however came down to five percent when the joint strike committee expressed willingness to accept 2 $\frac{1}{2}$  percent, which too the joint strike committee ultimately refused.

It was the 5th month of the strike and the workers had stood united. They have remained unemployed for 5 months when their daily wages were not more than Rs.1-4-0. It was still difficult for the Sassoon group workers for they were already on strike for 2 months before the general strike began. The pressure of hunger began to be visible from a small section of workers who were recruited by the mills for the purpose of cleaning etc. Though  $1\frac{1}{2}$  lakh workers were out, the indication of the general pressure slowly accumulating could be read. So compromise was essential and it was suggested



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that - (1) the rational system would not be extended to the mills where it was not working prior to the general strike.

(2) that March 1927 conditions, i.e. wage cuts and retrenchment should be restored.

This agreement was to be enforced till the enquiry committee had reported on the subject matter of the dispute. On the whole it was a victory for the workers for it restored the wage cut and retrenchment.

So at the instance of the mill owners, Sir Ghulam Hussain Hidayatullah called another conference for the settlement of the strike. With the agreement of both the parties on 4th October 1928, where an agreement was arrived at and the strike was called off from 6th October 1928. The struggle had lasted for 22-1/3 million working days. The gains were that the mill owners agreed to restore the wage cuts and retrenchment, i.e. to give wages and rates and conditions of work of March 1927 and agreed not to extend their rational system which was not being agreed to by the mill owners even in the August conference.

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चौथा वार्षिक अधिवेशन

त. १६-१७ जुलाई १९२२.

कार्यकारिणी द्वारा पेश की गई  
रिपोर्ट

आज हमारी युनियन का चौथा वार्षिक अधिवेशन हो रहा है। अपनी युनियन का तीसरा वार्षिक अधिवेशन ३-४ अप्रैल १९२४ को हुआ था। दो अधिवेशनों के बीच का यह समय धरनापूर्ण रहा है। युनियन के सदस्यों द्वारा जुने हुए प्रतिलिधियों के सामने ३५ विचारार्थीन काल की साक्ष्य रिपोर्ट रखते हुए कार्यकारिणी की बड़ी प्रसन्नता हो रही है।

पिछले अधिवेशन के समय विश्व तनाव में लगी के आसार नजर आने लगे थे। सोवियत रूस व चीन की शांति नीतियों के नये नये समर्थन हो रहे थे। जेम्स नेहरू के नेतृत्व में भारत सरकार की विदेशीय नीति में नया मोड़ आने लगा था। भारत की जनता की भावनाओं के अनुकूल सरकार की आवाज युद्ध, अन्ध बध्, एधियारोंकी दौड़ व ~~साम्राज्यवाद~~ उपनिवेशवाद के खिलाफ उठने लगी। शांति आन्दोलन की ताकत निरन्तर बढ़ रही थी और युद्ध और अधिराज्य साम्राज्यवादी व उनके दोस्त केन्द्रित हो रहे थे।

इस काल में अनेक महत्वपूर्ण घटनाएँ विश्व के संग्राम पर घटी जिसने विश्व तनाव को कम करने, युद्ध खोरी के लक्ष्यों को कामजोर करने में मदद की। जिनेवा सम्मेलन में हिन्दुओं का युद्ध रोका, चीन व भारत के प्रधानमालीयों देशों के आपसी सम्बन्धों का आधार पंच शील के सह आसक्ति के सिद्धांतों की घोषणा की। बाद में इन्हीं सिद्धांतों का समर्थन काँग्रेस देशों ने व आंडुंग एशिया अफ्रिका सम्मेलन में ३० राष्ट्रों ने उसे प्रशंसा किया।

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इन घटनाओं ने तथा पंडित नेहरू की कसब चीज यात्रा ने दुनिया की शान्ति प्रिय शक्तियों की एकता व आपसी सहयोग को मजबूत किया विश्व तनाव को कम करके सहभासित्व व आतंकीत को जरूर भंगडों को निपटारने के वातावरण को मजबूत किया। उपाने देशवाद के विकरुण एरीया के देशों की जागत व संगठित किया है। उहू बोरो को रुत से आतंकीत करने के लिए मजबूर होना पडा है। कल से जिन्हेवा में चार बडे रापट्रो के प्रधानों का होने वाला सम्मेलन शान्ति शक्तियों की सफलता का सबूत है। इन घटनाओं में जो एउथ भारत सरकार व पं. नेहरू ने कहा किया है उसने हमारे देश की प्रतिष्ठा बढी है और शान्ति के पक्षियों के साथ मजबूत पु है।

युनिपन के पाली के मजदूरों के इन घटनाओं से, पुहू खोरों की योजनाओं व शान्ति आन्दोलन के फंसलों से अवगत करती रही है। पल्लु यह सही है कि शान्ति आन्दोलन में सक्रिय भाग लोने जैसे एलास (आन्दोलन, शान्ति बोटी का संगठन आदि-कारों को और हमने कोई ध्यान नहीं दिया। आने वाले वर्ष में हमें इस कमी को डर करना चाहिए हमें यह अच्छी तरह समझ लेना चाहिए कि केवल पंडित नेहरू की घोषणाओं या कामों से काम नहीं चल सकता, है पुहू खोर एक ओर मजबूर होते है तो दूसरी ओर अपनी नई योजनाएं लागू करने के बेहतर प्रयत्न जारी रानी है। कल एउथ हमारे देश में, सला में, शावक वरि को पाली में ऐसे लोगों की कमी नहीं जो भारत की ~~सुद~~ विदोलीक वीरों में डू उगती धूल पु परिवर्तनों को बदल कर उसे अंतो-आपसी गुट का पिछ लागू बनाने के लिए काजमी प्रयत्नशील है। मजबूत शान्ति आन्दोलन और उसमें आगत मजदूरों का सक्रिय एलाक्षेप ही इस खतरों को रोक सकता है।



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द्वितीय वार्षिक अधिवेशन के समय बढते हुए आर्थिक संकट के कारण अपने गिरते हुए नफों को शेकने के लिए इजीपतियों ने मजदूरों की मारवाह, मंहगाई भत्ते व बोनस पर हमले, रेशने लाइसेंस के जारी व कामवाह के हमले करने की शुरुआत की थी व इस वर्ष में और तेज हो ले गयी बैंक कर्मचारियों की संगीत पर LAT के फैसलों की मालिकों के पक्ष में बदलने की कोशिश सरकार ने की। बैंक कर्मचारियों ने इसका जबब आम हड़ताल के निर्णय से दिया - सरकार को अपना निर्णय बदलना पडा। मालिकों ने धिपटें बन्द करने व छंटनी करने के प्रयत्न जगह जगह पर किये और इसके विरुद्ध अनेक सधर्षों के फलस्वरूप सरकार छंटनी करने पर कुछ रोक टोक व छंटनी का मुआवजा दिलवाने का कागज बनाना पडा। रेशने लाइसेंस की योजनाएं जगह जगह पर लागू की जाने लगी और इसके खिलाफ हर जगह मजदूर वर्ग ने एकता बद्ध सधर्ष किये। इसमें सबसे प्रमुख कानपुर के कपडा मजदूरों का सधर्ष - आम हड़ताल जिसको आज 2 1/2 मास हो गये हैं। मजदूर वर्ग के इन सधर्षों के प्रति सरकार ने खुले आम मालिकों का साथ दिया और मजदूरों पर दमन किया।

स्पष्ट तथा इस काल में मालिकों ने कामवाह व छंटनी के हमले तेज किये, बोनस व पूरे मंहगाई भत्ते के प्राप्ति अधिकार व अन्य सुविधायों को छीनने के प्रयत्न किये - सरकार ने इसमें दमन के जरिए मालिकों का साथ दिया - परन्तु साथ मजदूर वर्ग ने हर हमले के उट का विरोध किया - मर्यादों को मूल का अपनी एकता कायम की और इन हमलों का प्रतिकार किया - अधिक तल मालिकों पर सरकार व मालिकों को पीछे हटना पडा। भारत के मजदूर आन्दोलन के लिए यह वर्ष उनके प्राप्ति हकों व सुविधायों पर बढने

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हम हमलोगों का सफलता पूर्वक प्रतिकार का वर्ष रहा है।  
रिपोर्ट में विचारधीन समय में राजस्थान में मजदूर आन्दोलन  
में नई तेजी व उफान आया - उनका संगठित ताकत भागों बड़ी  
पाली के अलावा हर केरुके कपड़ा मजदूरों ने अपनी हालत  
सुधारने की कोशिश की - जैसे जैसे संगठन बने - फूट का कपड़ा  
रकत कायम करने की कोशिश की जैसे किशनगढ़, मिलवाड़ा।  
मिलवाड़ा व गंगानगर में हड़ताल हुई - किशनगढ़ में सधर - जयपुर  
हड़ताल बेल्ट - राजस्थान के विजली मजदूरों का हड़ताल बेल्ट।  
इस तरह आन्दोलन का उफान बढ़ता ही गया - ~~राजस्थान का~~  
उसमें मजदूर वर्ग ने अधिकतर बाल आंधिक सफलताएं प्राप्त  
की।

राजस्थान के मजदूर आन्दोलन में इस वर्ष एक महत्वपूर्ण  
घटना हुई राजस्थान प्रांतीय ट्रेड यूनियन सम्मेलन व्याजव में  
जिसमें पहिली प्रांतीय प्रांतीय ट्रेड यूनियन काग्रेस का  
निर्माण हुआ।

अपने प्रांत, देश व विश्व की उपरोक्त बदलती हुई  
परिस्थितियों में पाली के मजदूरों ने यूनियन के नेतृत्व में  
अपने आन्दोलन को चलाया।

पिछले अधिवेशन के समय हमारी भागों का ५११  
उद्योगिक अदालत में चल रहा था - मालिक यूनियन को  
बालचीत करने से रोक कर ले रहे - फूट परास्ते व सामाजिक  
यमन नीति के सहारे फूट <sup>सिद्ध</sup> विरोधी संगठन बनाने की  
कोशिश करते रहे और राजस्थान का फ्रेंसना लागू करके,  
छोटी व कामकाज की योजनाएं लागू करने का मौका दूँते  
रहे।

अधिवेशन के बाद मालिकों ने, कांग्रेस नेताओं व  
सरकार ने पाली के मजदूरों व उनकी लालछण यूनियन  
में अपने हमले और तेज कर दिया।



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तृतीय वार्षिक अधिवेशन के समाप्त होते ही युनियन के कार्यकर्ताओं व सदस्यों पर संगठित व योजनाबद्ध तरीके से मालिकों के फूट परस्त गुर्गों ने कस्थानीय कांग्रेस नेताओं के नेतृत्व में गुण्डागिरी के हमलों की शुरुआत हो गई = पुलिस इन हमलों का सहायता लेकर गुण्डागिरी के अधिकार युनियन के कार्यकर्ताओं पर मुकदमों बनाती रही और समाज विरोधी तत्वों को शक्त देती रही। इसी तरह युनियन व कम्युनिस्ट पार्टी व उसके कार्यकर्ताओं के खिलाफ मजदूरों व शहरी जनता में गन्दा, भ्रमात्मक प्रचार आन्दोलन चलाने के लिए "राष्ट्रीय मजदूर कांग्रेस" के नाम से फूट परस्तों ने कुछ गुमराह मजदूरों - की सहायता से 'इन्क' की शारवा की स्थापना की। करीब करीब हर रोज साधारण मजदूरों व युनियन के कार्यकर्ताओं पर गुण्डागिरी के हमले - लाठीचार्ज, धुरी व सोडा वाटर की बोटलों से, जालीगल्लोच व बेइज्याती से उकसाने के प्रयत्न किये जाते और साथ ही हर रोज मालिकों के पैसे से इन्क के नाम पर मजदूरों व शहर में युनियन व कम्युनिस्ट पार्टी के उपर गुण्डागिरी आदि के इलजाम लगाकर संगठित प्रचार किया जाने लगा।

इस संगठित योजनाबद्ध हमले के कर्णधार मालिक चाहते थे कि शहरी जनता में बदनाम करके, मजदूरों को भ्रान्तकित करके तथा कार्यकर्ताओं को मुँहे मुकदमों में फँसा कर युनियन व पार्टी को कुचल दिया जाय! ताकि मालिक भाँगों को खराब में डाल दे, राजस्थान का फिसला व खरनी लागू कर दे और कांग्रेस नेता मुनिसिपल बोर्ड में अधिकार काने के सपने प्रेर कर सकें। इस योजनाबद्ध हमला का मार्गदर्शन स्वयम् मन्मोहदा कलेक्टर व पुलिस सुपरिण्टेंडेन्ट का रहे थे और इसे उल्लसप्रय के मुख्य मन्त्री जयनारायण व्यास का आशीर्वाद प्राप्त था।

यह योजना किस संगठित ढंग से चलाई गई थी और इसका सबूत इस बात से मिलेगा कि मई से लगा कर दिसम्बर तक 1952 युनियन के कार्यकर्ता व साधारण मजदूरों पर कल की कौटोथ से लगा कर मारपीट आदि तक के - 12 - मुकदमों बनाएँ जाते और 4 बार उन्हें Security Proceedings में फेलजमानत में बाँधने को कौटोथ की गई।

फूट, उकसावा, गुण्डागिरी, भ्रान्तक दमन व भ्रमात्मक प्रचार के इस संगठित हमले का मुकाबला पाली के मजदूरों ने युनियन

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व कम्युनिस्ट पार्टी के नेतृत्व में हुआ व धर्म के साथ किया। हमने शहरी जनता व मजदूरों के इन सारी योजनाओं से गुलामी से बतलाने और शहरी जनता की हमदर्दी हासिल कर, उक्त सारे से बच कर मजदूरों को बचाने से बोका, मजदूरों की मांगों व हकों को लड़ाई की और मजदूरी से लड़कर रकता की मजदूरी किया।

इस सघर्षकालीन यत्न निकला कि शहरी जनता ने मजदूरों का साथ दिया, झूठे मुकदमों से सफलता पूर्वक बाहर निकलने कुआर, सगावन की जड़ों को और मजदूर कर सके और जब पर दिसम्बर १५ को गुण्डागिरी का मजदूरों ने ५२ कर पुकावला किया तो शहरी जनता ने पूरी हमदर्दी बतलाई और उसका सहारा लेकर अधिक दिन व मजदूर न चला सकी। वे मालिक जो ~~उन्हें~~ उन हमलों के जारी रखे हमें बहानी मंत्रों को कुचलना चाहते थे उन्हें मजदूर होकर युनियन के साथ सम्पर्क की बात करने के लिए तैयार होना पडा।

यह जीत हमारी रकता व कार्रवाई की सही नीति, की शानदार जीत थी! इस अधिवेशन के अवसर हम यह भी नहीं भूल सकते कि इन मजदूर हमलों का पुकावला करके जीत हासिल करने में राजस्थान प्राचीन दूरे युनियन, कम्युनिस्ट पार्टी व जिला किसान सभा के साथियों की ~~सब~~ पूरी मदद मिली। इस में कोई शक नहीं कि उक्त मदद और पार्टी के सही मार्गदर्शन के बिना हम इन हमलों पर काबू न कर पाते। अधिवेशन के अवसर पर कार्रवाई की उन सब साथियों को धन्यवाद देती हैं।

जिस समय सम्मेलन की जलजीत युनियन व मैनेजमेन्ट के प्रतिनीधियों के बीच शक हुई उस समय देश के कपडा उद्योग पर मन्दी के आधार साफ नजर आ रहे थे। मजदूरों मत्ते की बकम गिर रही थी, राजस्थान भर में तनन्वाहें व मजदूरों मत्ता बहेद गिरा हुआ था, सरकार ने मजदूरों के आंकड़े निकलाने का प्रयत्न अभी तक नहीं किया था।

युनियन के कार्रवाइयों द्वारा टैकनीकल जानकारी बहो थी, युनियन के मान्यता व मिलाने के कारण और युनियन प्रमुख साथियों के मिल प्रवेश पर प्रतिबन्ध था अतः सम्मेलन में निहित प्रश्नों पर पूरी जानकारी, रेकोर्ड हमें प्राप्त नहीं सके।

तीसरे 'बन्टक' के नाम पर फूट परस्व मालिकों को खुश करने व उनके हाथ मजदूर करने के लिए सम्मेलन की बातचीत



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परन्तु मैनेजमेन्ट ने युनियन को मान्यता देने और ट्रेड युनियन कार्ड के लिए विचित्र विधि  
 इत आधीन के। जिससे युनियन के अन्दर अफेडी के शाब्दिक को लक्ष्य वापिस  
 काम पर करने से इनकार कर दिया तथा १९४६ के बोनस की एक कस देना तथा किमा उपरोक्त  
 मॉडर्न का पूरा करवाने के लिए भी भागे जाने वाले वर्ष में स्थापित रह गई और सारी की सारी मांगों को न मानवा सके परन्तु  
 संघर्ष जारी रखना चाहिये।

क्यावर पेटा करने, कम से कम मांगें मांगे कम करने आदि का तथा  
 युनियन के खिलाफ प्रचार, व धमकियां जारी रानी।

इन सब कार्टनाइजों व सम्झौतों के बावजूद भी युनियन  
 मालिकों को सम्झौता करने पर मजबूर कर सकी और १९४६ जनवरी १९  
 को एक सम्झौता हो गया। उपरोक्त कारणों से सम्झौते में कुछ  
 सुधारें रह गई और सारी की सारी मांगों को न मानवा सके परन्तु  
 कुल मिला कर यह सम्झौता उस समय की परिस्थितियों में व  
 आगे जाने वाली परिस्थितियों में सर्वोत्तम सम्झौता था और युनियन  
 को बहुत बड़ी जीत थी। इस सम्झौते में;

1. ३० रु. ~~कम से कम~~ कम से कम बुनियादी पगार।
  2. २० रु. व ३० रु. अमानि व टेके में बढ़ाई मत्ता,
  3. नये व पुराने कारिगरो के लिए ३ मसा. इन २ मास का बोनस, तथा छटनी व तगल्लाह कटौती की सिस्टम की रोक।
- तथा साथ में युनियन को बिना छटनी के हाफ पीसर की प्रथा १०५ रु. उपर तौजने का वष किया। यह प्रथा देश में किसी कोने में न होने से एक एक दिन हों तौजा पता जातः सम्झौते बिना छटनी के, हाफ पीसर को पीसर बना कर तथा मुकावजा दिलावा कर हाफ पीसर की व्यवस्था तौजा मान कर ठीक ही किया।

इस तरह सम्झौते के जरिए ३० रु. कम से कम बुनियादी पगार का स्टण्डर्ड जो देश में सब से ऊंचा स्टण्डर्ड है - कायम करवा के तथा छोटनी, तगल्लाह कटौती व कामबाह पर रोक लगा कर युनियन इससे बहुत बड़ी जीत इस साल में हासिल की। परन्तु इस पर भी युनियन को मान्यता देने से मालिकों ने इनकार कर दिया। सम्झौता होने के बाद भी सम्झौते को कायम रूप देने व लागू करवाने में युनियन को काफी कठिनाइयों का सामना करना पडा. इसका कारण था मालिकों का तुल्यतुल्यता व इन्टक प्रेम। मालिक यह कौशिश करते रहे कि किसी तरह वे इसे टालते रहे = इन्टक को भी इसमें शामिल करी। परन्तु युनियन इन सारी कौशिशों को असफल बना कर सम्झौते को कायम रूप दिलावाया और उसे लागू करवाया।

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इस समझौते के जरिफ़ एक तरफ़ तो हम युनिवर्सिटी फ़ार का अच्छा स्ट्रिक कायम करवा पायें, ~~अच्छे~~ छटनी व कामवाठ को रोक पायें, व इसरी तरफ़ जो चोली दासन का सम्बन्ध इन्क व मेनेजमेन्ट के बीच था उसे ठीक करने तथा अपनी युनियन को अहिंसात्मकता की धारिता में पुँटवाने में सफल हुए।

फिर भी मेनेजमेन्ट के उच्चाधिकारियों में 'इन्क' के प्रति 'प्रेम' रहा और वे लगातार ऐसे कदम उठाते रहे जिससे मजदूरों में बेचैनी पैदा हो समझौते के नाम पर वे छटनी व कामवाठ की योजना के लिए युनियन को मजबूर कर सकें, और इस तरह युनियन के प्रति मजदूरों के विश्वास को कमजोर करने और फूट फैलाने में उन्हें सफलता मिल सकी।

इसी इश्या से समझौते की वास्तविकता के दौरान से ही और अब तक मेनेजमेन्ट इस तरह के अनेक कदम उठाता रहा है।

सबसे पहिले मेनेजमेन्ट ने हमारे प्राय आधिकारों व सुविधाओं पर हमला करना शुरु किया।

बदली मजदूरों को काम देने की व्यवस्था जो आज तक रालों में युनियन के आगेवालों के हाथ में थी और जिन्होंने आज तक उसे बिना पक्षपात के साथ हर मजदूर का ब्याल रालते हुए सुन्दर ढंग में चलाया था उसे मेनेजमेन्ट ने अचानक बदल दिया और Lahore शिक तथा मुकदमों के हाथ में सौंप दिया। इन्क ने रालों में गैरवाजिब फ़र्गडें रेंटे रूडे कर मेनेजमेन्ट को ऐसा करना का बहाना दिया और उन्होने खुलेकाम इस नई व्यवस्था में मेनेजमेन्ट का समर्थन किया। इस तरह फिर पक्षपात, बुनवा परस्ती, बदली मजदूरों की बेइज्जती Lahore शिक तथा मुकदमों ने करनी शुरु की। इसी बदली के मजदूरों में बेचैनी पैदा हो गई। कई पुराने मजदूरों को हक मार कर उन्हें सलाया गया। इसी के साथ रनाली जगहों पर पुराने <sup>बदली</sup> मजदूरों की कायम होने के अवसर नहीं दिया गया।

युनियन ने मेनेजमेन्ट के इस कदम का डट कर विरोध किया ~~और~~ ~~अच्छा~~ मुका



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सर्वोच्च मजदूरों को  
 दुष्टियों लाने, अथवा इस तरह के रोजमर्रा के अनेक प्रयोग पर  
 मजदूरों की तकलीफों को दूर करने के प्रश्न पर डिपार्ल्टमेंटल हेड्स  
 व लोवर मजदूरों ने काम चलाने, उन्हें लागू करने, टालने का  
 रोज़ या आलिंगन किया।

मिल के कार्यकारियों ने यह सब करते समय समझौते की  
 दुहाई देना शुरू किया ~~ले~~ जैसे की युनियन ने इस समझौते  
 के जारी यह सब मंजूर ही किया है। उद्देश्य यह कि मजदूर  
 परेशान हो, समझौते के विरुद्ध भावना जागृत हो बाहिर से  
 इनके प्रचार करे और इस तरह मायूसी पैदा करके युनियन  
 को कमजोर किया जाय।

समझौते के बाद मैनेजमेंट ने माल में भी इस तरह के  
 रद्दोक्ता किये जिससे समझौते पर प्रचुर परिणाम पड़े।  
 खराब माल चला कर कारीगरों को परेशान करना शुरु किया  
 और उस कोर्ड गडबड हो तो Winding Shop, Spinning Shop  
 की कार्यवाहियों रगत तौर से Spinning Shop में होने लगी।  
 Reed Pick में इस तरह के रद्दोक्ता (हलकी रड़ि मरफ पीक)  
 जिससे Winding, Weaving, Sarnani भादि खातों की  
 Production व ठेके के मजदूरों की पगाल गिरने लगी।

खुद के कामों में तो यह हालत मैनेजमेंट ने पैदा की  
 और जब Union ने माँग की कि रजिब खातों की तगलवाहों पर  
 इस change से असर पडा उसमें तगलवाह की कमी को दूर  
 करने के लिए मुआवजा दिया जाय तो मैनेजमेंट ने युनियन  
 पर इस बात के लिए युनियन परस्वाब डालना शुरु किया कि  
 Winding व सारनी में मजदूरों की कमी करना मंजूर करे।

युनियन ने मैनेजमेंट के इन कदमों को उर  
 विरोध किया. कार्यकारिणी ने इन प्रश्नों पर आन्दोलन चलाने  
 और आवश्यकता पडने पर समझौता भंग करने तक के  
 भी तैयारी बजाई- एक विरोध पत्र दिया गया।

फलस्वरूप मैनेजमेंट ने तगलवाहों पर पडने वाले  
 असर को दूर करने के लिए मुआवजे के सिद्धान्त को

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मंजूर किया. सारणी, वाइडिंग व सालानाते में इस तरह पुआवजा  
भियागया और तनएवाहों को Agreement के पहले के तन  
पर काम रला गया।

इसमें कोई शक नहीं कि Management के उच्च अधिकारी  
आज भी उसी नीति पर चल रहे - वे समझौते से उत्पन्न  
स्थिति को बदलना चाहता है - बैचैनी पैदा करके युनियन  
को कमजोर करना, मजदूरों पर काम वाढ, तनएवाह कटौती  
लागू करना चाहते और इन्क अपने मुठे प्यार के लिए  
इसमें मेनेजमेन्ट के इन अधिकारियों की नीति का साथ  
दे रहे हैं।

हमारा काम है कि हम इन प्रयत्नों का कदम  
कदम पर उट कर विरोध करें - मजदूर को परेशान  
करने की नीति व कदमों का खालों में उट कर पुकावला  
करें - फूट परीस्तों की हर कोशिश को आप्त मजदूरों  
के अपने सम्बन्धों को और गहरा करके - उनकी  
भावनाओं को समझ कर, असफल बनवें। हमारा यह  
कर्तव्य है कि हम भावना पैदा होने से रोके कि  
समझौते होने से अब तो युनियन कोई भी काम करवा  
सकती है मेनेजमेन्ट से कह कर और अगर न  
करे तो पक्षपात करती है। हमें यह अच्छी तरह  
समझ लेना चाहिए कि अगर हमारा संगठन  
मजबूत न रहा अगर हमें एकला कमजोर  
होती गई तो हम आज की स्थिति को न  
बचा सकेंगे - मेनेजमेन्ट को हमला करने से  
न रोक सकेंगे - मजदूरों की तकलीफों को दूर  
न कर सकेंगे। इस नीति पर चल कर ही हम  
आगे बढ़ सकते हैं - आज की अर्द्ध मायना की  
दालत को आगे बढ़ा कर युनियन को मान्यता  
द देने के लिए मेनेजमेन्ट को मजदूर को लकते हैं।



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माथ में हमें 'इन्डक' के प्रति अपने सब को स्पष्ट कर लेना चाहिए। All India Trade Union Congress की घोषित नीति के अनुसार हम इस नीति के समर्थक हैं कि इस धरूप में मजदूर की एक ही युनियन होनी चाहिए और अपने वाजिब अधिकारों के लिए मजदूरों को हर तरह के भेदभाव-धार्मिक, राजनैतिक मूल पर एक हो जाना चाहिए। आज तक हमने आपसी भाँडे यंत्रों को बचने से रोका है।

दुभाग्य से पाली में 'इन्डक' का जन्म जिब परिस्थितियों में हुआ उसमें वह पुलिस की मदद से युनियन पर हमले करने का मालिका का हथियार थी। उन्होंने हर वाजिब बात का केवल इसी लिए विरोध किया कि उसे लाल मजदूर युनियन ने उठाया और उसके कार्यकर्ता ने किया। इस तरह आज भी वह फूट परस्ती, गुण्डागिरी व राजनैतिक निहित स्वार्थों के नेताओं के स्वयं पूरे करने का जोर है। हमें इन्डक के धरूपधरों को इस नीति का उट कर विरोध करते हुए खातों में मजदूरों की रक्षा करे और मजबूत बनाना चाहिए।

पिछले अधिवेशन से अब युनियन के संगठन व कार्यप्रणाली में लगातार सुधार हुआ है।

युनियन की सदस्यता पिछले अधिवेशन के समय १६०० से बढ़ कर १६०० तक पहुची। खातो भाजेवानो की तादाद उनकी चेतना का विकास हुआ है। युनियन का काम ज्यादा सुगम बधित हुआ है। पाली किसान समा के पाली सम्मेलन को व्यवस्था करने के लिए युनियन ने एक स्वयंसेवक दल संगठित किया जो अब युनियन

पुस्तक पिछले सम्मेलन के समय जनाम के लिए बनाये का अर्थकाने युनियन का युवावर्ग कल के लिए उपाय कर लने की योजना बनानी है। युनियन के अर्थकाने युनियन का युवावर्ग कल के लिए उपाय कर लने की योजना बनानी है।

युनिपन के नेतृत्व में पाली के  
 मजदूरों ने विविध राष्ट्रीय अन्तरराष्ट्रीय  
 संस्थाओं में, मजदूरों व किसानों के  
 सचर्यों में भाग जटा किया है। युद्धरतों  
 की योजनाओं के विरोध ~~समारे~~ जैसे  
 फोरमोसा दिवस आदि पर सत्राएँ आगठित कीं,  
 मिलवाडा मिशनरों के मजदूरों के सचर्यों में  
 हुनरों - <sup>मिलान</sup> किसानों के विद्योती विरोधी आक्रोश  
 में सहयोग तथा प्राणिय किसान हर्षणन को  
 सफल बनाने में <sup>सबलत वरसे</sup> पूरा पूरा हिस्सा लिया है,  
 इसी तरह प्राणिय व्रेड युनिपन कामुस के प्रथम  
 अधिवेशन में जो व्यावर <sup>में</sup> हुआ था पाली ३००-  
 ३५० मजदूरों ने हिस्सा लिया। मिलवाडा व  
 कावपुव के मजदूरों के सचर्यों में आर्थिक  
 सहायता मैनी.



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के स्थानीय स्वयंसेवक दल का रूप धारण कर चुका है।  
 आने वाले वर्ष में हमें इस स्वयंसेवक दल को और ज्यादा  
 समर्थन देने का काम है और सुदृढ़ बनाने चाहेंगे।  
 परन्तु पिछले ~~वर्ष~~ माहों में कार्रगारियों में

आपसी मतभेदों के कारण युनियन के संगठन  
 व हमारे काम पर बुरा असर पड़ा है। सदस्य संख्या  
 फिर से गिरी है = काम अव्यवस्थित हुआ है और  
 संगठन में दिक्कत आई है।

हमारा कर्तव्य है कि हम इन मतभेदों को  
 दूर कर के फिर से इन कमजोरियों को दूर करें।

संक्षेप में यह हमारे पिछले साल के  
 काम आज की परिस्थितियों और हमारे आगले  
 कामों को रिपोर्ट है। कां० कां० को विश्वास है  
 कि अधिवेशन में अधिवा प्रतिनीधि ऐसे निर्णय  
 लेंगे जिससे हम उपरोक्त रिपोर्ट में बताया गई  
 कमजोरियों को दूर करके, रिपोर्ट में बताया गये  
 कामों को दूर कर सकें और अपनी एकता  
 व अपने संगठन और अधिक मजबूत कर सकें।

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तीसरा वार्षिक अधिवेशन  
ता. ३-४ अप्रैल १९५६,

वार्षिक रिपोर्ट.



1942  
Annual Report

1.  
टेक्स्टाइल लेबर युनियन  
(लाल बावटा), पाली.

वार्षिक रिपोर्ट  
(१ मई १९५३ से १ अप्रैल १९५४ तक)

आज हमारी युनियन का तीसरा सालाना  
जलसा हो रहा। द्वितीय वार्षिक अधिवेशन से  
आज तक का समय धरना पूर्ण व महत्वपूर्ण है।  
युनियन के १६०० सदस्यों द्वारा चुने गये इस अधिवेशन  
के प्रतिनिधियों के सामने - इन प्रतिनिधियों के  
सामने ~~सामने~~ पाली कपड़े मजदूरों की एकता  
के प्रतीक है उनकी भावनाओं व उम्मीदों के  
प्रतिनिधि है और जिन्होंने इन मजदूरों के  
आधिकारों की निरन्तर रक्षा की है - इस  
महत्वपूर्ण काल का अहवाल रखते हुए  
हमें कायकारणी को बड़ी प्रसन्नता हुआ  
रही है।

यह एक वर्ष दुनिया भर के मजदूर  
आन्दोलन के लिए बहुत ही महत्वपूर्ण वर्ष  
रहा। जैसे कि आर्सेल विश्व मजदूर संघ की  
विएना कांग्रेस ने एलान किया।

पूँजीवादी व उपननेषिक व अहं उपनने-  
 शिकों देशों में प्रजदूरी के जीवन स्तर, नौकरी,  
 व हेड युनियन व राजनैतिकों व अधिकारों पर  
 एक के बाद एक गभीर हमला किया गया।  
 युद्ध व पिपासु अमेरिकी साम्राज्यवाद की नीतियों  
 के फलस्वरूप साम्राज्यवादी और उनकी पिछे  
 लागू सरकारों ने अपने <sup>पूँजी</sup> बुद्ध वजेंतों को सुरा  
 धरने के लिए प्रजदूरी के जीवनस्तर और  
 अधिकारों पर हमले किये। इन हमलों के विरोध  
 में अमेरिका, ब्रिटेन, फ्रांस, इटली, जापान, भारत  
 वष आदि प्रत्येक देश के लाखों प्रजदूरी ने  
 राजनैतिक, धार्मिक मतभेदों के बन्धनों को तोड़कर  
 प्रतिहिंसावादी-सुधारवादी नेताओं की इच्छा के निरूप  
 गौरवशाली सपुक्त सधर्ष किये और अपने जीवन  
 स्तर व अधिकारों को रक्षा की।

इसी एकता के बल पर दुनिया की धार्मिक  
 प्रिय जनता के साथ होकर, सोवियत रूस और  
 जनवादी चीन व अन्य शक्ति प्रिय राष्ट्रों के  
 साथ उन्होंने साम्राज्यवादियों <sup>की</sup> युद्ध योजना को  
 धका दिया, व कोरिया में युद्ध को आग बुझाई  
 और युद्धरतों को वलिन में और आगे विनोव  
 में आपसी बातचीत से समस्याओं को सुलझाने  
 का उपयुक्त कदम के लिए प्रजदूर किये।



दुनिया को मजदूर आन्दोलन के लिए यह वर्ष अपने जीवन स्तर, अधिकारी व शान्ति की रक्षा के लिए एकता वर्ष सपथ और और उभरे आशातीत क्षणलताओं का वर्ष सिद्ध हुआ।

इसी तरह हिन्दुस्थान के मजदूरों को भी इन दिनों बहुत विषम समस्याओं से संघर्ष करना पड़ा है। देश की अर्थव्यवस्था को गहरा होता हुआ संकट मौजूदा व्यवस्था को जड़ों से हिला रहा है। उसे बाहिर निकलने का सरकार और प्रजिपतियों के पास एक ही तरीका है कि मजदूरों के जीवन स्तर पर, नौकरी पर भ्रंश उभारे करें और देश को अधिकाधिक विदेशी साम्राज्यवादियों के ~~भ्रंश से बच~~ पल्ले बाँध दे। बड़ी बड़ी डींगों के बावजूद भी अब यह सब पर साफ जाहिर है कि सरकार की पंच वार्षिक योजना पही उद्देश्य पूरा करने के लिए बनाई गई है। हिन्दुस्थान अन्य प्रजिपतियों की तरह अपना मालिकों जोरों हल्ला मचाना शरु किया कि उनके नेफ इख रहे हैं, पैदावार खपती नहीं, उन्हें छटनी करने, बीनस बन्ध करने महुंगई भत्ते में कटौती करने की इजाजत दी जाय। विभिन्न क्षेत्रों में इसके लिए उन्हें

मगर अपनी इन योजनाओं के विरुद्ध उन्हें मजदूरों की समुक्त ताकत जो विभिन्न ट्रेड यूनियन संगठनों के बन्धनों को तोड़ कर एकताबद्ध संघर्ष में उतरी-का सामना करना पड़ा। बर्नपुर, पच्छिम बंगाल यू.पी. व पू. पंजाब के अध्यापक, बिहार के खान मजदूर, अम्बई व अहमदाबाद कानपुर के कपडा मजदूरों, तथा अन्य मजदूरों के संघर्ष इस एकता व संगठित ताकत के प्रमाण हैं। सरकार को मजबूर होकर बेकारी भत्ते का कानून बनाना पड़ा। अध्यापकों को प्रांगे मंजूर करनी पड़ी, बीनस देना पड़ा जादि। I.N.T.U.C और सोशलिस्ट नेताओं के गद्दारी भरे इतिहास के बावजूद एक मजदूरों की एकता की प्रबल भावना ने उन्हें भी मजदूरों की प्रांगे का समर्थन करने के लिए <sup>बर्नपुर</sup> मजबूर किया है। इस तरह यह वर्ष गौरवपूर्ण संघर्ष व खूबती हुई एकता का, जीवन उत्तर, ट्रेड यूनियन अधिभार व नौकरी की रक्षा के संघर्ष में अनेक कामयाबियों का वर्ष रहा है। आज भी हिन्दुधर्म के मजदूरों के हक़ों व हितों के विरुद्ध श्रमिक वर्ग और सरकार बेकारी, कामबाद, तनख्वाह कटौती तथा दमन के हमले करने की ताकत में है।

ऐसी दैश व्यापी परिस्थिति में हमारा यह तिहरा वार्षिक अधिवेशन हो रहा है। और हम देखें कि इस काल में हम कहां पहुंचे हैं



हमारी क्या स्थिति है? और आगे हमारे सामने पाली के कपड़ा मजदूरों के सामने क्या प्रमुख काम है?

मजदूरों का जीवन स्तर - भीषण शोषण

इस मिल को शुरु हुए आज १४ साल होने आए हैं। इन १४ सालों में मिल की पूंजी जो लागत २४ लाख रु. ही थी अब १ करोड़ के करीब हो गई है और १/२ करोड़ के आसपास विभिन्न फंडों में रुपिया जमा हो चुका है। इसके अलावा लाखों रुपिय प्रेनेजिंग एजेंट का कमीशन, शेयर पर बोनस के रूप में सेठ उठा चुके हैं। इस सब में अगर वह आमदनी जिसे आपतौर से काले बजार की आमदनी कहा जाता और जिसका कोई हिसाब नहीं, जोड़ दी जाय तो भव्यता लगाना जा सकता है कि मिल की आर्थिक स्थिति क्या है? स्थानीय सामन्ती सरकार और बाद में राजस्थान की कांग्रेस सरकार से पूरी रियायतें ब मिलने, कस्टम, व कई टैक्स से मुक्त होने के कारण ऐसा कोई वक्त नहीं आया कि मिल को नुकसान उठाना पड़ा। स्थानीय बाजार में एकाधिपत्य होने से पिछले वर्ष की मन्दी के दौर में भी मिल को मन्दी की उन समस्याओं का सामना बरी करना पड़ा जिसे बहरी कपड़ा मिलों ने किया।

जिस समय मिल का काम १९४९ में शुरु हुआ  
 इस वर्ष मजदूरों की बुनायादी तनख्वाह ११-१३ रु. थी  
 और उनके ११ घंटे तक काम लिया जाता था। मासिक  
 के पिछड़े और अकाल के रिवाज इस श्लाके  
 में उन्हें सस्ते दामों जी तोड़ मेहनत करने वाले  
 मजदूर मिल गये और उन्होंने ठोड़े ही दिनों में  
 जो कार्य कुशलता प्राप्त की कि एक ही वर्ष में  
 सेठों की २२ लाख रु. कमा कर दिये जबकि केवल  
 २४ लाख की लागत पूंजी मिल में लगाई गई थी।

बड़ाई के मंहुगाई के दिनों में पाली के मजदूर  
 इसी काम मूल पगार और उनके बख्शर मंहुगाई भत्ते में  
 में काम करते रहे। बढती हुई मंहुगाई के साथ उनकी  
 आपदनी में कोई बढोतरी नही हुई। सन् १९४८ तक  
 उन्हें नौ घंटे तक काम करना पड़ा। किसी कानून जैसे  
 Factories Act कोराह के लागू न होने से अन्य साधारण  
 सुविधाएँ भी उन्हें प्राप्त नही थी। मंहुगाई के कारण  
 मालिकों ने तो दोनो हाथों नफा बूटा मगर मजदूरों  
 की आधे पेट मेहनत करनी पड़ी - उनकी कामाई में  
 कोई इजाफा नही हुई। दरअसल बढती हुई मंहुगाई  
 के साथ उनकी असली कामाई कम होती गई।  
 कर्मों के भारी बोझों के नीचे दब गये। साधारण  
 अन्वय पर औसत १००) का कर्ज एक मजदूर पर मिलेगा।



अपनी हानि सुधारने के लिए

युद्ध के बाद - संघर्ष

~~रेवी मजदूर शोषण की दृष्टि में १९४५ के~~

१९४५ में विश्व युद्ध की समाप्ति के पश्चात् देश भर में मजदूर संघर्षों का उफान आने लगा। मूल पगारों को बढ़ाने, बढती महंगाई के अनुपात में महंगाई भत्ता लेने और बीनस के लिए मजदूरों के संघर्ष उठने लगे। मजदूरों के <sup>भारत</sup> सरकार को निम्नलिखित कमेटियों पुनर्गठन करनी पड़ी और Tribunal बैठाई जिन्हें मजदूरों की मांगों की जांच थी। सन् १९४६ में विभिन्न केंद्रों के मजदूरों के बेसिक पगार व्यवस्थित होने लगे - महंगाई भत्ते व बीनस प्रणाली होने लगी।

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इन संघर्षों से स्फूर्ति लेकर पाली के कपड़ा मजदूरों ने अपने आपको संगठित करना शुरु किया और ८ घंटे का दिन, बेसिक पगार, महंगाई भत्ता व बीनस की मांगें उठाई। १९४३ में ही इस युनियन का स्थापना हुई और <sup>अब</sup> इन मांगों के लिए आन्दोलन शुरु हुआ। अपनी उपरोक्त मांगों के लिए, खातो में धांधली के विरुद्ध, जोबरों व हेड जोबरों के दुर्व्यवहार के खिलाफ कई बार मजदूरों ने आम हड़तालें, खातों में बैठे रहने हड़तालों व प्रदर्शन किये। आखिर जनवरी १९४६ को आम हड़ताल के फलस्वरूप आठ घंटे का दिन और आपदनी में ठोड़ा सा इजाजत करने से मजदूर कामयाब हुए।

इन संघर्षों में युनियन को व पाली के कपड़ा मजदूरों को भयंकर दमन और victimisation

को सामना करना पड़ा। बार २ लड़ाकू मजदूरों व युनियन के कार्यकर्तियों को पुलिस ने पाली के छद् के बाहर निकाला, जेलों में डाला और मालिकों ने बिसीयो आगेवान कार्यकर्तियों और और लड़ाकू मजदूरों को बाप से अलग कर दिया। इन राव संधियों में, दमन व Victimisation का विरोध करते २ मजदूरों की एकता दिन व दिन युनियन के लाल भांडे के नीचे मजबूत होती गई।

१९४९ चौरफा हमला  
दमन व अत्याचारों का हमला

१९४९ जनवरी की २ आम हड़ताल के दौरान में सरकार ने युनियन के प्रमुख नेताओं को नजरबन्दी काबू के अन्तर्गत जेल में रूस दिया था। उस समय हिन्दुस्थान भर के मजदूर नेताओं व कार्यकर्तियों को इसी तरह नजरबन्दी किया गया था। कई लड़ाकू मजदूरों को निन्होंने हड़ताल का नेतृत्व किया था उन्हें काम से बरखास्त कर दिया गया। साथ ही मालिकों ने अपने संरक्षण में जोवर व हैड जोवरों की संघट से <sup>वगैरे हड</sup> 'मजदूर संघ' नाम को

एक कम्पनी युनियन ~~का~~ <sup>को प्रतिष्ठाित किया</sup> राजस्थान की कांग्रेसी सरकार ने जिसने अभी अपना युनियन की रजिस्ट्रेशन की मांग को टाला था शीघ्र ही इस कम्पनी युनियन को रजिस्ट्रेशन दे दिया। मालिक चाहते थे कि इस तरह लड़ाकू युनियन को शरत

मगर यह सचार्ई जब मजदूरों से छिपान सकी और मजदूर संघ से काम न चला तो इन्ही गुणों के जरिए INTUC की शाखा निर्मा प्रती राष्ट्रीय मजदूर कांग्रेस की स्थापना की।



से हटा कर अपने गुर्गों के जरिए मजदूरों में फूट व भांतक फैला कर, संघर्ष के जरिए जो जीते मजदूरों ने हासिल की थी उन्हें उनसे छीन ली जाय और पगार-काट व कामवाह का हफला बोल दिया जाय।

~~मजदूरों का~~ ~~अपने गुर्गों~~ ~~के जरिए~~ ~~उन्होंने~~ ~~पैसा~~ ~~ही~~ ~~किया~~। ~~अपने~~ ~~गुर्गों~~ ~~के~~ ~~जरिए~~ ~~उन्होंने~~ ~~पाली~~ ~~के~~ ~~कपडा~~ ~~मजदूरों~~ ~~पर~~ ~~'सुरवाडिया~~ ~~आवड'~~ ~~नाम~~ ~~के~~ ~~राजस्थान~~ ~~की~~ ~~पगार~~, ~~लादने~~ ~~का~~ ~~फैसला~~ ~~मालिकों~~ ~~ने~~ ~~किया~~। ~~इस~~ ~~फैसले~~ ~~के~~ ~~अनुसार~~ ~~ज~~ ~~बोनस~~ ~~के~~ ~~नाम~~ ~~से~~ ~~जो~~ ~~ज्यादातर~~ ~~मजदूरों~~ ~~की~~ ~~आमदनी~~ ~~में~~ ~~कटौती~~ ~~होती~~ ~~है~~। ~~इस~~ ~~में~~ ~~फिर~~ ~~धाधलीयों~~, ~~मुकदमों~~ ~~की~~ ~~बयसाधियों~~ ~~बढ़~~ ~~बढ़ने~~ ~~लगी~~।

इस तरह एक चौतरफा हफला मजदूरों पर बोल दिया गया।

मजदूरों का जबाब-मालिकों की योजना टांचलेंग फिदा

परन्तु मालिकों के मन्सुबे पूरे नहीं हो सके। युनियन के नेतृत्व में मजदूरों ने पगार-काट के <sup>कारने वाले</sup> राजस्थान के फैसले को इट कर विरोध किया और पुराने मजदूरों पर उसे लागू नहीं होने दिया। इसके विरुध युनियन ने एक मांग पत्र तैयार किया और 30 रु. कम से कम पगार/महंगाई के अनुसार महंगाई भत्ता, 3 मास का बोनस आदि <sup>काम व तनखवाह का स्टैण्डर्ड</sup> युनियन की मांगें उठाई और उनके लिए आन्दोलन उठाया।

फूट डालने के हथेली के विरुद्ध १९५१ के  
 बम्बई क्रमेटी और म्युनिसिपल बोर्ड के चुनाव  
 में युनियन के सब के <sup>सब</sup> प्रतिनिधियों को भारी  
 बहुमत से जीता कर कम्पनी युनियन (मजदूर संघ) को  
 हथेली के लिए दफना दिया।

इस तरह यह सिद्ध हो गया कि हमारी  
 युनियन ही मजदूरों की एक मात्र प्रतिनिधि  
 संस्था है और मजदूरों का लड़ाकू एकता युनियन  
 के श्रेष्ठ के नीचे आधिकारिक बढ रही है। स

इसी एकता और निरंतर सफलता के  
 परिणाम स्वरूप सरकार को युनियन को स्वीकार  
 देना पड़ा और १९५२ के प्रारम्भ में युनियन की श्रेष्ठों  
 का सवाल उद्योगिक अदालत के सुपरी करना पड़ा।  
उद्योगिक अदालत.

उद्योगिक अदालत में मांगों के मुद्दों की  
 सुनवाई शुरु होती ही मालिकों ने अदालत के  
 काम में तरह २ की ककावटें डाल कर उसे खराब  
 में डालने का प्रयत्न किया। अलग अलग पेशियों पर  
 तरह २ की दरखवास्ते करके ~~वक्त~~ निकालते रहे। मगर  
 साथ ही मालिक <sup>छंत्नी</sup> बेकारी न पगारकाट का हथला  
 बोलने की तैयारी करते रहे।



मई १९५२ में उन्होंने रंगावटी, उबलौंग खाते बन्द करने, वाइटींग के कई मजदूरों को छंटनी करने के नोटिस दे दिये और बाद में अदालत से इसको आज़ा मांगी। मगर इसमें उन्हें कामयाबी नहीं मिली। मुद्दावजा देकर रंगावटी खाता दो माहने के लिए बन्द कर पाये और बाद में सब मजदूरों को वापिस काम पर लेना पड़ा इस साल उन्होंने अपीलरिट ट्रेडयूनल के सामने अपील भी की मगर उसमें भी उन्हें मुँह की खानी पड़ी।

फिर उन्होंने अदालत में बोमस खत्म करने और राजस्थान के फ़ैसले को लागू करने की मांग की। इस वक्त तक ट्रेडयूनल के उस समय के जज हाई कोर्ट में ले लिए गये थे और कोई नई नियुक्ति नहीं हुई थी। सरकार ने मैशन जज को ट्रेडयूनल नियुक्त करके मजदूरों को मांगों को लटकाये रखने का कदम उठाया साल भर लगातार आन्दोलन के बाद अब इस वर्ष नये जज की नियुक्ति हुई और अब कार्यवाही सुचारु रूप से चल रही है।

अदालत में कम्पनी को परास्त करके  
छंजी की योजना रद्द करवाना हमारी इस  
वर्ष की एक प्रमुख कार्यवाही है। अब प्रांते  
का मुकद्दमा इस सिधारे में पहुँच चुका है  
शीघ्र ही किसी नतीजे की आशा की जा सकती  
है।

कहना पड़ेगा कि दो साल के अनुभव  
ने पाली के मजदूरों को यह सिखा दिया है  
कि उद्योगिक अदालतों के मजदूरों की वाजिब  
मांगों को हलाने, संघर्ष के रास्ते से उन्हें दूर  
हटाने के लिये धरार के रूप में अखार और मालिक  
उपयोग करते हैं। अपनी एकता और संघर्ष की  
शक्ति के बरतते ही मजदूर उद्योगिक अदालत  
से कुछ हासिल करने की आशा कर सकते हैं।

### राजस्थान का फैसला

आज भी मालिक राजस्थान के फैसले  
को लागू करने में प्रयत्नशील है अदालत में  
यही प्रोग्र उन्हीने की और वार 2 इसी आधार पर  
युनियन से समझौता करने की बात के करते हैं।  
यह राजस्थान का फैसला है क्या ?

छोटे राजस्थान सरकार के बीच में पुरण  
मन्त्री सुखाडिया के नाम से यह फैसला प्रासिद्ध है।



यह फैसला राजस्थान की भिलवाड़ा व किशनगढ़ प्रिलों पर लागू किया गया था। ये प्रिलें मजदूरों की संख्या, पैदावर व आर्थिक स्थिति की दृष्टि से पाली प्रिल से बहुत पिछड़ी हुई हैं। इन प्रिलों में मजदूरों की तनख्वाह पहिले से बहुत कम थी। ऐसी हालत में इस फैसले के लागू किये जाने से भिलवाड़ा व किशनगढ़ के मजदूरों की आपदनी में ठोड़ा इजाफा जरूर हुआ मगर पाली में यह फैसला लागू होने पर सरसरी तौर पर मौजूदा आपदनी में २५% कटौती हो लेगी।

निचे दिये गये हर पन्धे के मजदूरों की कटौती के आंकड़ों से यह बात स्पष्ट हो जायगी। ये आंकड़े उस दरख्वास्त से लिए गये थे जो मालिकों ने राजस्थान का फैसला लागू करने की आज्ञा माँगते हुए उद्योगिक अदालत में धी।

*Candling Department  
Ment - Crinder -  
Filter Cooley.*

नाम खाता त धन्दा.	कटौती	धन्दा	कटौती.
<u>1. प्रेम शी शम.</u>		<u>४ रींग</u>	
जोबर	३५॥	हेड जोबर	६९॥॥
आसिस्टेन्ट जोबर	१०	डोफिंग जोबर	१६॥॥
ओयलर	१३	ओयलर	१२)
		पीसर	१०) वाफ १०) वेफर
<u>2. काउंटिंग.</u>		डबलींग पीसर	१५॥)
हेड जोबर	३६)	रोलींग मेन	१०)
जोबर	३०)	"	२४)
फ्रेट ग्रीन्डर	३)	"	१४)
ग्रीन्डर	२०)	ट्रेप मेन	१५)
ओयलर	१३)	फ़ीटर कुली	१६)
स्त्रीपर	१३)	बेडिंग जोबर	२१)
काउंटिंग टेन्टर	१४॥)	फ़ीटर	१६)
<u>3. प्रेम.</u>		<u>५ रीलींग बडलींग.</u>	
हेड जोबर	४६)	जोबर	१४॥)
फ़ीटर	५०॥)	वेट मेन	१८)
लाइन जोबर	२६॥)	वेट मेन	१०॥)
डोफिंग जोबर	१६॥॥)	मशीन मेन	१०॥)
ओयलर	१३)	आटीवाला	७)
मोची	१२॥)	रीलर एण्ड	२६॥)
मोची	११॥)		
कारपेन्टर	२५)	<u>६ वाईडिंग.</u>	
ड्रॉइंग टेन्टर	५)	जोबर	६)
स्लबींग टेन्टर	२१॥)	कारपेन्टर	१६)
इन्टर टेन्टर	७)	वाईडर	७)
रोवींग टेन्टर	१३)	<u>६ वारपींग</u>	
		जोबर	४३)
		वारपर	२४)
		फील बोय	१५)



८. साईजींग.

जोबर	४७)
फ्रंट साईजर	१५)
<del>फीटर</del>	
फीटर	२०)
बीम फीटर	२१॥
बीम कुली	१७)
पिकसांग जोबर	८६॥

९. मारनी

जोबर	४७॥॥
<del>सि. मेन</del>	
ड्रॉअर	२२)
रीचर	६)

१०. लूम शेड

हेड जोबर	१३६) ✓
रीलीबीग जोबर	७१)
मैन्ची	२५)
सू व्हारफेन्टर	३६)
शटल कारफेन्टर	२०॥
फीटर	३६॥॥
वीवर, २८"	१६)
३२"	१५)
३६"	१५)
४०"	१६)
४५"	२५)
५०"	२०)
५६"	२१)
६०"	३१)
६५"	२१)
६२"	२०)

लाइन जोबर

३५)

११. फोल्डर.

जोबर	२२)
sewer सीअर	७)

१२. फोल्डिंग

जोबर	२०॥॥
मशीन फोल्डर	१३॥॥
वेक मेन	१६॥॥
हेड फोल्डर	१४॥॥
स्टाम्पर	१२)
कट लुकर	१६॥॥
वील चेकर	२०॥॥
बप्यार मेन	१३)
बप्यार मेन	६१३

१३. बेलींग प्रेस

जोबर	८)
गुड्स चेकर	११)

१४. ब्लोथ गोदाम

जोबर	६)
कुली	११)

१५. रंगावडी

जोबर	४०॥॥
एलोक्युलोईजर	३७)
कमीक मशीन मेन	१२)
वाशीग मशीन मेन	१५)

फ्रीजर मेन	१६)
पीलर	३१३
फ्रीजर	४०१५
उडिंग फ्रीजीसींग जोकर	२६१५
फ्रिज मेन	१२५
फ्रीजीसींग कुली	५१३
जीगर मेन	५)
प्रीन्टर	७५)
क्लर मेन	१)
<u>१६. एलेक्ट्रीक</u>	
एलेक्ट्रीशीयन	१०८)
कोलीफाईड वायरमेन	६३५
"	४२)
"	५११५
वायरमेन.	२७)
"	२६)
"	२६५)
स्विच बोर्ड ओपरेटर	११५)
"	३)
मोटरमेन	५)
"	३)
<u>१७. इन्जीन.</u>	
सुपरवाइजर	१००१५
ट्रॉप मेन	३५)
"	१६५५

ओयलर	१००१५
इन्जीन ड्राइवर	१६)
" ओयलर	४१)
<u>१८. ओयलर.</u>	
ओयलर एटेन्डेंट	४२५)
फायरमेन	३५५)
"	
ओयलर कुली	२०१५)
ओयलर कुली	१६५)
" फ्रीजर	२५)
मेसन	४२५)
<u>१९. मेकनीक.</u>	
फोर मेन	६५५)
ड्रनर	४७)
"	३०१५)
"	२०११३
फिटर	४७११३
"	५१)
"	३६)
"	२५)
"	२६)
"	२५१५
आसिस्टेंट फिटर	१११५
"	५५)
मेकनीक कुली	-
वेल्डर	६९१५)
रोन मेन	३५५)
" कुली	-
लोडर.	२६१५)



लोहार	३२५
"	१०)
हेमर प्रेस	६१५
"	४१५
कारपोन्टर दिन्नी	४२)
" कुली	७१५
इयुनिटिक	७)
"	३१५
<u>२० मोल्डींग.</u>	
अ. मोल्डर	१२१५
मोल्डर कुली	५११३
<u>२१. वूल प्रेस.</u>	
ड्राईवर	२३)
भोयलर	१०५)
वाल्च प्रेस	१०५)
<u>२२. सन्ड्रीज.</u>	
अमादार	८३१३
बिल्डींग प्रिन्सी	३५१५
सवालीया	२६५
"	१५१५
"	३३)
मजहर	१२)
"	७)

नोट: - ये आर्को कम्पनी द्वारा उद्योगिक अदालत में राजस्थानका फैसला लागू करने की धर-वारत से लिये गये हैं।

निश्चय ही युनियन और मजदूर ऐसे तनख्वाह कटौती के फैसले को मंजूर नहीं कर सकते थे। आज तक हमने इसे लागू किये जाने का डट कर विरोध किया और 30) कम से कम मूल पगार <sup>काम व तनख्वाह का स्टैंडर्ड इन्डियन</sup> पूरा पहुंचाई भत्ता और तीन महिने के बीरोस की मांग की। यही एक वाजिब आधार है जिस पर कोई समझौता हो सकता है। हमें भविष्य में अपनी इन मांगों की लड़ाई को उद्योगिक अदालत में और इसके बाहर और तीव्र करना पड़ेगा ताकि हम इसमें सफलता प्राप्त कर सकें।

हमारी इस लड़ाई के नतीजों पर राजस्थान भर के कपड़ा मजदूरों की नजरें लगी हुई हैं। वे भी राजस्थान के फैसले को खतम करके अपनी हालत सुधारना चाहते हैं। अब तक INTUC और प्रजा समाज सोशलिस्ट नेताओं की दुलमुल नीति ने उन्हें रोका है। इन नेताओं ने अपनी दुलमुल ~~नीति~~ <sup>वै</sup> मालिक-परस्त नीति, व्यक्तिगत स्वार्थ व



आपसी भागदौ से किशन गढ़ व प्रिलवाड़े के मजदूरों पर अनेक हमले करने में भाालिकों को सहायता पहुँचाई है। उन्हीं के कारण किशन गढ़ के मजदूरों को लगातार तालाबन्दी और उसके बाद २५% तनख्वाह कटौती व छंटनी का फल मुगतना पड़ा और प्रिलवाड़े के मजदूरों को राजस्थान के फैसले से उनकी तनख्वाह में जो इजाफा होना चाहिए था वह नहीं मिला। मगर हमारी सफलता से इन मजदूरों को प्रेरणा मिलेगी और लड़ाकू रकता बना कर वे अपनी हालत सुधारने में सफल हो सकेंगे।

### स्टैंडिंग ऑर्डरस्-मजदूरों पर हमला.

रिपोर्ट में विचाराधीन काल में कम्पनी ने हाईकोर्ट के एक तरफा फैसले के आधार पर मजदूरों पर वे नये Standing Orders थोप दिये जिनसे आज तक प्राप्त की हुई अनेक सुविधाएँ छीन ली गई। युनियन ने इन स्थायी आशाओं के धोपे जाने का विरोध किया और मांग की कि मजदूरों की राय से नये Standing Orders बनाए जाय।

यह भी एक प्रान्त व्यापी समस्या है और हमें अविलम्ब में अपने आन्दोलन को तीव्र करना पड़ेगा ताकि हम मौजूदा Standing orders के स्थान पर ऐसे नियम लागू करवा सकें जो मजदूर की शय से बनाये गये हैं।

### खाण्डाली की व्यवस्था - ~~खाण्डाली~~ का अन्त

पाली के कपड़ा मजदूरों की सबसे बड़ी तकलीफ़ खाण्डाली, ~~इ~~ उनमें पैली हुई रिश्तदारों व कुनबबा परस्ती की मजदूरों की पुरानी जोकरी से पैदा हुए एक प्रकार का घमसा जगह, अच्छी जगह पर रिश्त लेकर कुनबबा व Dept. Heads अपने 2 आदिभियों को शरव देते थे। मामूली 2 खाण्डाली पर Warning Slip दी जाती थी और मजदूरों को मटकना पड़ता था। इस तरह खाण्डाली में जाबर, ठेकानों का आतंक छाया हुआ था और मजदूर को सताया जाता था।

युनियन और उसके आगोवाने के हर खाण्डाली के विरुद्ध निरन्तर संघर्ष और मजदूरों के पूर्ण सहयोग के कारण आज हम इस खाण्डाली रिश्तदारों व कुनबबा परस्ती का अन्त करने में बहुत बड़ी हद तक कामयाब हुए हैं। कुछ खाण्डाली में जो कुछ खाण्डाली बची है और मालिक व



• Dept. Head कोराह जो फिर २ प्रयत्न करते है  
उसे भी हम स्वतंत्र करने में हम शीघ्र शरीर तरह  
कामयाब हो सकेंगे ऐसा हमारा विश्वास है।

### वर्कस क्रमेटी को बेकार बनाने के प्रयत्न

स्वातों की व्यवस्था ठीक करने, मजदूरों के  
हकों की रक्षा करने और छोटे भौटे भण्डे, निपटारे  
आ काम दरखस्तल वर्कस क्रमेटी का है। मगर क्योंकि  
वर्कस क्रमेटी की सब मजदूरों सीटों पर युनियन  
के प्रतिनिधि जीते है मालिक उनके काम में रोज  
अटकाते रहते है। वे लगातार वर्कस क्रमेटी को  
लम्बी चौड़ी बहस में फसाया रख कर मोरे  
फैसला नही लेने देते। जो फैसले लिये भीजाते  
है तो उन्हें लागू नही होने दिया जाता। इस तरह  
मालिक का स्वैया कानून की मन्था को हरा कर  
वर्कस क्रमेटी को बन्द निरर्थक बनाने का है।  
हमारा कर्तव्य है कि हम मालिकों को ऐसा  
करने से रोके।

इस तरह हम देखते है कि आज तक  
युनियन ने मालिकों के चौतरफा हमलों को  
नाकामयाब करके मु मजदूरों के हितों को आगे  
बढाया है, उन्हें शहत पहुचाई है। मगर यह

यह सोचना कि अब मालिकों ने अपनी जाका-  
 धारियों से सबक ले लिया है और आगे अपना  
 ढंग सुधार लेंगे, भारी भूल होगी। वह ऐसा करना पूंजीपति  
 वर्ग का गुण नहो। इसलिए आज भी मालिक मजदूरों  
 की एकता और संगठन को तोड़ने और पगार-कटौती,  
 छुट्टी व काम बाढ़ की योजना लागू करने की ताक  
 देख रहे हैं। इसलिए वे अब अधिकधिक पुलिस  
 की मदद का सहारा ले रहे हैं। पिछले एक साल  
 की घटनाओं से यह साफ हो गया है।

स्थानीय पुलिस व सरकारी अधिकारी इरी  
 तरह मालिकों के हाथों की कठपुतली बन जाये। स्थानीय  
 कांग्रेस नेता उनका खुल कर साथ दे रहे और राजस्थान  
 सरकार का उन्हें आर्थिक प्राप्ति है। पुलिस की  
 मदद से मालिकों ने नया तरीका जो अखण्डपार किया  
 है वह है हर एक ऐसी घटना का फायदा उठा  
 कर पुलिस के कार्यकर्तियों के विरुद्ध बनावटी  
 पुलिस केस बनाना और जेल में धरना। किसी  
 आफिसी मजदूर में जिसके पुलिस के साथ देने  
 वाले किसी मजदूर से संबंध हो उसमें भी  
 पुलिस के उभर कर कार्यकर्तियों को धरने का  
 धरना किया गया। यहाँ तक कि खुद अपने जर  
 खरीद गुणों के जरिए हत्या करवा कर फिर उसी



युनियन के कार्यकर्तियों को फंसाया जाय  
 ऐसा कि इन्होंने १८ जुलाई १९२३ के बाद किया।  
 २० युनियन के प्रमुख कार्यकर्तियों को बिना  
 जमानत जेल में डूसा दिया गया। इसके पहिले  
 बाद में युनियन के विभिन्न कार्यकर्तियों के विरुद्ध  
 ४ केस 107 धपे के अंदर इनके छोटे मोटे पुलिस  
 केस किये जा चुके हैं। परन्तु इन सब में पुलिस  
 व मालिकों को असफलता प्राप्त हुई। आज भी  
 इसी तरह के केस चल रहे हैं भाविष्य में हर  
 मोके ऐसे ही जाली मुकदमों बनाने की तरफ में  
 मालिक व पुलिस हैं।

मालिक समझते हैं कि इस तरह के दमन  
 में जरिए मजदूरों को आंतकित किया जा सकेगा, युनियन  
 के नेताओं को शस्ते से हटाया जा सकेगा और इस  
 तरह मजदूरों की संगठित ताकत को खत्म किया  
 जा सकेगा। मगर उनका यह नापाक सपना न ले  
 पूरा हुआ न हो सकेगा।

१८ जुलाई को गिरफ्तारियों के बाद मजदूरों  
 ने - आतम मजदूरों ने आगे भाकर विशाल प्रदर्शनो  
 आतम सभाओं के जरिये जो संगठित आन्दोलन चलाया  
 वह मजदूर की शक्ति और युनियन की लोकप्रियता  
 का जीता जागता सबूत है। यह आन्दोलन जाली  
 के अन्दर आन्दोलन के इतिहास में सब से जोरवशाली अध्याय है।

लगातार अपनी हार से मालिक और अधिक छटपटाने लगे हैं और अधिक में वे इस तरह की गन्दी खर्चें और ज्वादा करेंगे। हमें दुश्मन के हार कदम को सतर्कता से पहचान कर नामाप्रदान बनाना पड़ेगा।

मजदूर साधियों,

आज तक पाली के कपड़ा मजदूरों ने मालिकों के फुट डालने, दमन व पगार कर्तव्यी अधिक के क्रूर हथेलों का हरा कर अपने हितों की रक्षा करने और अपनी हालत सुधारने में जो सफलताएँ प्राप्त की हैं उसकी मुख्य वजह उनका लम्बा संगठन और उसके तले उनकी एकता। अपने संगठन-ईच्छित ले कर युनियन की ताकत दिने दिन बढ़ रही है। दूसरे वार्षिक अधिकेशन के समय से अब तक युनियन की सदस्य संख्या २०० से १६०० पहुँच गई है। आज हर खाते में युनियन के कार्यकर्ता हैं जो खातों की व्यवस्था और मजदूरों के हितों की रक्षा करते हैं। प्रविष्ट में हमें अपने संगठन को और शक्तिशाली बनाना पड़ेगा। मिला का हर मजदूर युनियन का सदस्य बनना चाहिए, ज्वादा से ज्वादा युनियन के कार्यकर्ता तैयार किए जाने चाहिए - युनियन के कार्यकर्ताओं में और भाग मजदूरों के सम्बन्ध और गहरे होने चाहिए।



रोजगर्ग दम्पति, इन्दौर के कपड़ा मजदूर, बिहार के  
 खान मजदूरों की दो जोड़े वाली फौसी की लजाओं  
 के विरोध से आप सभारे व प्रस्ताव किसे किपान  
 गठ के कपड़ा मजदूरों के लाला बन्दी विरोधी संघर्ष  
 के सम्पर्क में आन्दोलन चलाया, फंड जमा करके उन्हें  
 आर्थिक सहायता पहुंचाई।

और इस तरह हमारी युनियन शक्तीशाली  
 बनाया जाता-चाहेर ताकि प्रालिक युनियनको  
 प्राग्धता देने के लिए मजबूर किये जा सके।

विचारधीन काल में युनियन की आर्थिक  
 स्थिति में सुधार हुआ है। मगर यह मतलब जन्म  
 नहीं इसे और ज्यादा मजबूत करना पड़ेगा। (हिदाब  
 अलग से पेश है)

मजदूर एकता व भाईचारे की प्राक्का.

युनियन के नेतृत्व में पाली के मजदूरों  
 ने मजदूर एकता और भाईचारे का बार बार  
 प्रदर्शन किया। अ० भा० ट्रे० यु० का० के आदेश  
 पर स्विकारी विरोधी दिवस, वरनपुर, बम्बई, <sup>विश्वपुर</sup> आदि  
 मजदूरों के सम्पर्क से उपदर्शों में भाग सभारे की।

~~युनियन की ITUC की शा की संबन्धित है। हमने~~  
 AIT-UC द्वारा प्रवाहीत साहित्य- में उंगे की मजदूर  
 आन्दोलन की कामपाकियो नामक पुस्तिका का मजदूरों  
 में काफी प्रचार किया। विश्व मजदूर संघ के फैसलों  
 की प्रचार किया और आज 'विश्व मजदूर' पत्रिका  
 की ३५ प्रतियाँ हर माहने मजदूर खरीयते हैं। देश  
 में होने वाली निम्न राजनैतिक घटनाओं, आसपास  
 के किसानों के संघर्षों से पाली के मजदूर आन्दोलन  
 हुई है और उन्होने इन घटनाओं में प्रगतिशील आन्दोलन





अपनी बहुरी, डूडपुनियन अधिकारी व  
विश्व शांति के लिये

पाली के मजदूर भावेण्य, में और अधिक ~~के लिये~~  
~~सफल~~ तारे सफलतारे प्राप्त करते हुए आगे बढ़ेगी।

विश्व मजदूर संघ जिन्दा बाद !

मा. ट. उ. C जिन्दा बाद !!

टे. लै. यु. जिन्दा बाद !!!

दुनिया के मजदूरों एक हो !!!

लाल झण्डे की जय

Out line of the Report.



1. पिछले सम्मेलन के समय की परिस्थितियाँ सम्मेलन के फ़ैसले.

2. परिस्थितियों में रद्दोबद्दल - उसमें युनियन की नीति.

3. युनियन के काम.

- 1. मालिक-युनियन सम्झौता.
- 2. गुण्डा गिरी - दमन.
- 3. सम्झौते के परिणाम - डेप्यु के नाम पर पू. र. की कौड़ी रा.

सम्मौते के बाद -

1. सम्झौता.

2. इसके बाद हालत में रद्दोबद्दल

3. युनियन की नीति.

अन्तर्राष्ट्रिय परिस्थितियों में रद्दोबद्दल - उह विरोधी सम्झौते के समय देश की हालत - राजस्थान - 4437 उद्योग.

अन्तर्राष्ट्रिय हालत में रद्दोबद्दल.

गोष्ठा

= किसान सम्मेलन.

= व्यापार अधिनेशन.

= मिलवाडा - दानपुर 632111.

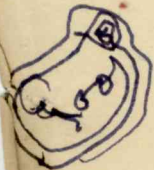
उद्योगपतियों के हमले.

पाली में मालिकों के

द्वारा सम्झौते को भंग

काने उभाइ डुरुपयोग

कलमे की कौड़ी रा.



आगे की नीति.

समाधानत्मक

1. सदस्य

2. आन्तरिक एकात्मता

3. सम्झौते.

1. सम्झौता की सम्झौता

2. अन्तर्राष्ट्रिय सम्झौते की नीति

3. समाधानत्मक सम्झौते की नीति

उत्पन्न हुई परिस्थितियों का समाधान है - मजदूरों का युनियन के लक्ष्यों में गंभीर धारणा है.



जगत्तम को जित्तम का जगत्तम

— मिकाले दुःख हूँ प्रतिपन्न कायिकता के लगे की भाँति

मिथ्या - मिकाले दुःख हूँ प्रतिपन्न कायिकता के लगे की भाँति

मिथ्या - मिकाले दुःख हूँ प्रतिपन्न कायिकता के लगे की भाँति

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मिथ्या - मिकाले दुःख हूँ प्रतिपन्न कायिकता के लगे की भाँति

TEXTILE STRUGGLES.

FILE

A numerable concerted actions/on the basis of collaboration between the ~~AITUC~~ AITUC and HMS in the South in Madras for implementation of recommendations of the Tripartite Committee for increased wages and D.A. on ~~25~~ 21st December 1954. Nearly 90,000 textile workers were involved in the action in one day strike. The Government refused to implement the recommendations.

Another concerted action on February 1955 in Madras on the basis of an understanding between AITUC and the HMS. At a joint Conference demand for increased emoluments such as Rs.1-4-0 basic wage and 4 annas as D.A. was made. Joint ~~rallies were held throughout Madras State.~~ rallies were held throughout Madras State. The Govt slowly recognised the pressure of joint action which they never expected.

INTUC purposely and deliverately kept aloof. The Government and Millowners Association egging on INTUC to have direct negotiations with the managements on the ~~back~~ back of AITUC and HMS. Workers understand the role of INTUC.

Struggle in Amritsar: In Amritsar 1200 factories employing more than 20000 workers went on strike consequent on the lock out in Niemala Textile Mills and New India Embroidery Mills. (All due to the united demand for higher wages, ~~INTUC~~ their present wages being only between Rs.35 to 50 including D.A. which is very low comparing to the level of All India minimum for textile workers). Hundreds of persons were arrested and 144 promulgated to terrorise workers. The non-violent aspect of it caught the imagination of the public in Amritsar and at the instances of Public Committee the management lifted lockout, reinstated most of the workers; negotiations ~~were~~ <sup>are</sup> afoot on main questions as wages etc. This is an instance of united struggle without any difference.

Rationalisation: The historic struggle which is going on in Kanpur involving about 50000 workers— The fight against rationalisation commenced early in the South and it took in the form of increased workload by introduction of automatic looms and then compelling minding of additional spindles etc. (Particulars in book-let enclosed). One important feature of fight against rationalisation in South is unit-wise struggle was launched in various places like Madura, Coimbatore, Karoor, Trichy etc. to resist increased workload. On account of alertness and prompt actions, there was a tremendous victory resulting in the restoration of the status quo in workload. One happy feature is the combination of AITUC and HMS in Coimbatore. (With regard to Bombay rationalisation refer to SAD's article in New Age.) \*\*\*

Bonus: ~~INTUC~~ AITUC Nagpur General Council layed down the following formula for ~~ascertainment~~ ascertainment of bonus. The bonus is in case where there is no profit in a concern, 1/12th of the annual wages of the workers should be paid as bonus, whereas ~~whereas~~ there is profit, out of gross profit made 2% is to be set apart for managing agency, 3% for depreciation on bldg and machinery and 4% as dividend (all on paid up capital) and 50% of the rest as bonus for workers. This formula for bonus was widely accepted by particularly textile workers throughout India by demonstrations, rallies etc.

The INTUC in their Sholapur Conference held recently on the ~~question~~ question of bonus held "the L.A.T. has not properly understood the meaning of rehabilitation and has assumed that a very larger amount will be required for such rehabilitation. But the industry has already got at its disposal by way of reserves and depreciation funds much more than its requirements of rehabilitation. Due to wrong assumptions workers are not getting their proper shares in the profits of the industry, inspite of the fact that the workers are not getting minimum wages at the present level of prices. The Conference therefore urged upon the Govt to prepare a standard formula in consultation with the interests concerned and give its legal sanction".

\*\*\* INTUC on Rationalisation: (Sholapur Conference) In the private sector rationalisation can and may be permitted only to the extent it can be secured without creating any actual or potential unemployment, after creating suitable working conditions, so that workload ~~would~~ would not be detrimental to health and the worker is given most of the



gains of rationalisation. The meeting further requested the Govt not to allow labour saving machinery of speed and other automatic machinery to be installed at least for the next five years to keep unemployment at the present level. A clear definition of workload and working conditions involved in the ~~workload~~ rationalised process including the rationalisation of duties and frequency of jobs. will have to be determined before rationalisation becomes accepted.

Bonus Awards: A ~~startling~~ startling decision contrary to natural trade union law ~~and~~ and practice was held by L.A.T. in the bonus decision between the management of International General Electric Co. of India and its workers, reducing 4 months bonus award given by I.T. to 2 months on the ground that the terms and conditions of service in the concern was much better than similar industry and negated the contention of workers for share in the surplus profit as a concern.

Muir Mill Case: The Supreme Court held that a claim for bonus could be made only if the industry concerned had made profit in the year concerned. If in any particular year the working of any industry had resulted in a loss there was neither basis nor justification for demand of bonus. The Second ruling the Supreme Court gave was that bonus cannot be treated as deferred wage as it cannot have precedence over dividend. The Third ~~finding~~ finding was that no consideration of social justice should be imported on the question of decision on bonus etc.

\*\*\*\*\*

# Industry file for Textiles

OFFICE OF THE TEXTILE MANUFACTURERS ASSOCIATION,  
4, QUEEN'S ROAD, AMRITSAR.

PRESS STATEMENT.

Thursday the 5th May, 1955.

The Textile Manufacturers' Association has seen the statement issued to the Press by the Textile Mazdoor Ekta Committee, which states that the negotiations between the representatives of this Association and the Ekta Committee broke down because the T.M.A. wanted to end the services of all strikers. This is an absolutely baseless and false statement. The Association in its statement released to the Press on 3.5.55 have already declared that the Mills gates are open and the workers are welcome to resume duty. It is rather tragic that the Ekta Committee is trying to keep the workers away from work by misleading propaganda and other questionable methods. This Association wants to declare emphatically that they propose to take no action against the strikers, who resume duty by 12.5.55. There would be no victimisation and no action will be taken even against those workers who have indulged in violence or incitement except with the approval of the Punjab Industrial Tribunal. This Association appeals once again to the workers to resume work immediately and to restore normal working for the good of the economic life of this historic city and the industry which they love. But the Association would like to point out to the strikers that the working of the mills cannot be kept suspended for an indefinite period and if the workers do not resume duty by 12.5.55 the management will be compelled to consider the recruitment of fresh labour so as to provide essential goods for the community and also to maintain the economic and also to maintain the economic life of this great city.

This Association wants to make it clear that the above invitation to the workers to rejoin duty is without prejudice to the settlement of their demands now pending before the Industrial Tribunal either by direct negotiations or by arbitration or by adjudication in a peaceful atmosphere. The Association realises that the industry can run only by mutual co-operation of the workers and the management and they wish to continue treating their workers generously and keep them contented.

Sd/- Diwan C. Mehra  
Hony. General Secretary.



' COPY '.

TERMS OF AGREEMENT BETWEEN THE REPRESENTATIVES  
of  
THE WORKERS AND THE TEXTILE INDUSTRIES OF AMRITSAR.

Present:-

On behalf of workers:-

1. Comrade Satish Lomba.
- 2.

On behalf of employers:-

1. Mr. Diwan C. Mehra.
2. Mr. Jugal Kishore Mehra.
3. Mr. Sukhdev Uberoy.

also present were:

1. Bibi Shanno Devi, MIA.
2. Jathedar Sohan Singh Jlal Usman, MIA.
3. Com. Harlshan Singh Surjit, MIA.

1. That the general strike in the Textile industry of Amritsar will be called off and the workers will resume their duty on 27th April, 1955. Those who have gone to their villages or cannot otherwise resume their duty will be allowed to resume work by 2nd of May 1955.
2. Those workers who have been arrested will be allowed to resume duty on their release on bail and/or release or acquittal.
3. All the above workers will be allowed to resume work with continuity of service and without any change in conditions of service.
4. The period for which the workers has been away from the work will be treated as leave without pay and wherever leave under Secretary's Act is due this period shall be adjusted towards that.
5. All charge-sheets issued to the above workers will be withdrawn without any action being taken against the workers. Similarly all applications and complaints u/s 33 and 33A relating to the period of Dispute from 10th April upto the date of this settlement will be withdrawn by the parties.
6. The workers will work willingly and diligently and the employers will create a suitable and proper atmosphere for such work so that as far as practicable loss in production and wages can be recovered.
7. The workers will resume duty in normal and orderly manner without resorting to any demonstration.

...(contd)

8. Regarding New India Embroidery Mills & Miemla Textile Finishing Mills the following settlement was arrived at:-

- a) All the workers who work on the rolls of the mills on 1st November, 1954 will be re-instated on their old jobs and on their respective posts and machines on which they were working on 1st Nov, 1954.
- b) That the above re-instated workers will resume work from the first shift of 27th April and those who have gone to their villages or are otherwise for any reason whatsoever not able to resume duty on this date will do so by 2nd May, 1955.
- c) These workers who have been arrested since the 1st of November, '54 in relation with any case pending against them arising out of or incidental too the dispute directly or indirectly, shall be re-instated with immediate effect, thereafter be considered on leave without pay and be allowed to resume duty on their release on bail and /or release or acquittal.
- d) Those workers who have been engaged for a specified period shall be re-instated and the period of dispute shall not be counted towards their service.
- e) In cases where the management may desire to dispense with the services of any worker who have been newly employed during this dispute the workers will not defend their cases before the Industrial Tribunal nor will they raise any agitation because of their retrenchment.
- f) The management will withdraw all th charge shoots and/or all orders passed from 1st November, 1954 upto the date of this agreement ordering dismissal, retrenchment, termination of service and any other punishments that may have been avoided to the workers during the period of this dispute i.e. from 1st November upto the date of this agreement. The parties under-take to withdraw all applications and complaints under section 33 and 33-A including the list of retrenched workers under Reference 4 of 1955 pending before the Second Industrial Tribunal.
- g) With a view to allievate the economic hardship of the workers the management has agreed to disburse a sum of Rs. 25,000/- among the workers who will be reinstated as a  
... result



result of this settlement in proportion to their emoluments. This amount will be paid as soon as possible and in any case before 31st May 1955.

h) The workers will withdraw the two demands relating to re-instatement of workers and relief in reference number 2 & 3 of 1955 pending before the Second Industrial Tribunal.

i) With regards to the rest of these demands it was agreed that a sufficiently long adjournment will <sup>be</sup> applied for by both the parties and the parties will in the meantime negotiate a settlement failing which the matters will revert to the Tribunal for adjudication.

xj) It was decided that Mr. Dewan C. Mehra and Mr. Satish Loomba will be personally present at the gate of the New India Embroidery Mills and the Niemla Textile Mills to conduct peaceful resumption of work by the parties in fulfilment of this agreement.

k) The workers will work willingly and diligently and the employers will create a suitable and proper atmosphere for such work so that as far as practicable loss in production and wages can be recovered.

9. The parties agree to create a peaceful atmosphere for good industrial relations and for this purpose it was agreed that future disputes and points of difference will be discussed between Mr. Diwan C. Mehra and Mr. Satish Loomba. In case no mutual settlement is possible use will be made of the good offices of Bibi Shanno Devi, MIA and S. Harkishan Singh Surjit, MIA for mediation. For matters relating to individual mills Mr. Diwan C. Mehra and Mr. Satish Loomba will nominate one representative each to discuss the same.

10. The parties with Bibi Shanno Devi MIA, Jathedar Sohan Singh Jalal Usman MIA, and S. Harkishan Singh Surjit MIA, will request the Government for withdrawal of all cases and of all pending warrants of arrest relating to or arising out of the disputes settled under this agreement so as to help in the creation of good will and better relations.

The General Secretary,  
Textile Manufacturers Association,  
Amritsar.

Dear Sir,

Textile Mazdoor Ekta Committee has been your press note dated 5th May 1955, in which you have publically assured the workers that T.M.A. " proposes to take no action against the strikers who resume duty by 12-5-55. You have also stated in the statement that there would be no victimisation and no action will be taken even against those workers who have indulged in alleged violence or incitement except with the approval of the Punjab Industrial Tribunal.

In order to fully understand the implication of this statement we would request you to clarify the following:-

- (1) What will be the position of those workers who cannot join the duty on 12-5-55, for certain unavoidable reasons? please specially clarify the position of those workers who have been arrested. will be
- (2) Does it mean that all the workers/allowed to resume duty with the continuity of service without any change in conditions of service?
- (3) How will you treat the period for which the workers have been away from the work since 11th April.
- (4) As you know hundreds of workers have been charge-sheeted since 10th April and many workers have applications and complaints have been filed under section 33 of I.D. Act. What will be the position of those charge-sheets and complaints? How do you propose to withdraw or cancel these?
- (5) You have stated in your statement that "no action will be taken even against those workers who have indulge in alleged violence or incitement except with the approval of Punjab Industrial Tribunal. This looks to be contradictory with the main content of your press note. Will it not be desirable that this right is also not exercised for mutual cooperation of the workers and the management.

Expecting an early reply.

Yours Sincerely,



8

Textiles  
Bharat Mill, Hubli

Peculiar situation has developed in the Bharat Spinning and Weaving Mills at Hubli for the last three months. The Management under the excuse of incurring heavy loss has almost closed down the mill. Last December the Management has put up a notice to the effect that the night shift will be closed. Then the workers agitated against the closing down of the night shift. Representations were made to the Government. The District Collector also intervened with the result the management was forced to continue the night shift. After a few days trouble started again. The management used to sound the whistle at 7 a.m., allow the workers inside the mill, make them sit there for half an hour, mark P.O. in the service card (P.O. means Play Off) and then ask to go out of the mill. This is going on since January 1955. The same is the condition for the night shift also. For the last three months the office clerks were not paid their pay. The workers did not get their pay of February. As the workers are not given work the mill is completely closed.

Upto 1948 the workers were paid Rs. 2/D.A. per month. It was raised to Rs. 0-14-0 in 1948. In 1951 the Industrial Court sanctioned Rs.1-9-0 per day as D.A. But the Rastriya Girni Kamgar Union and the management came to an understanding and it was agreed that instead of Rs.1-9-0 ~~per~~ the workers should be paid Rs.1-2-6 D.A. Thus since 1951 the workers are getting only Rs.1-2-6 as D.A. They were to get three years' arrears at the rate of Rs.1-9-0. Due to the betrayal of INTUC leaders the workers are put to a loss of nearly Rs.400/- each on an average.

Average pay of the worker per day is between eight annas to twelve annas. Average earning of a worker per month is about

Rs. 40/-. For the last two months they are almost starving.

When there was agitation against the closure of night shift, the Central Government sent Mr. Jilani, the Textile Commissioner from Delhi. Mr. Jilani came to Hubli, inquired into the working of the mill and it seems he submitted a report to the Central Government in which he has recommended some relief should be given to the mill as it is working at a loss. The same was forwarded to Bombay Government. The Labour Minister, Shantilal Shah of Bombay appointed one Mr. Khanji as arbitrator and the Management says that this arbitrator has recommended last month that the workers should forgo 25% of their earnings for the benefit of the management. This thing was communicated to the INTUC leaders. Mr. Joshi, the leader of the INTUC Union, it was reported, readily agreed to this proposal and he tried to exhort the workers to agree for this cut. But the workers did not agree to this. He was openly insulted by the workers. Now he is trying to come to some agreement through Mukadams and Supervisors. Now the management has suggested that they will open the mill if the workers agree for a cut of 4½ annas in the D.A. The workers have frankly refused this offer also.

Formerly one independent fellow N.B. Hiremath had the union under his control. In order to disrupt the union, the management gave scope to the Congress leaders to organise the rival union. With the help of the supervisors and mukadams the Congress is forcibly collecting union subscriptions and their union has been recognised as the representative union. The workers last Saturday, i.e. 19th have demanded the key of the Union from Mr. Joshi so that they can elect their own leaders. Mr. Joshi is refusing to hand over the key of the office to the workers. The local Communist Party has taken up the issue in their hands. They are holding



meetings and trying to give a correct lead to the workers. For the last four days police party has been stationed in front of the gate.

Out of three textile mills in Bombay Karnatak, N.C.Mills of Gadag has been closed down some four years back. About two thousand workers are starving for the last four years. Repeated representations to the government had no result. Now the second mill at Hubli is almost closed. Even though the Government is in know of this fact, it has not done any thing to force the management to run the mill regularly. Both the people and the workers are very much agitated over this issue.

HUBLI

N.K.Upadhyaya

21-3-1955.

Order under section 144 Cr. P.C.

Whereas the Management of the Bharat Spinning and Weaving Mills Hubli has closed the Mill from 16th instant and consequently about 3000. employ ment since then.

Whereas there are two unions of workers, namely Rastriya Girni Majadur Sangh and Girni Kamagar Sangh which are holding meeting of workers and are making speeches inciting them to counter-act the action of the mill management and while doing so, each party is try ing to show its predominance over, the other.

Whereas the information is laid before me that, to achieve their end, each party is trying to resort to such acts and prepaganda as are likely to inflame the feelings of the workers and cause distur- bance of the public tranquility. And whereas, in my opinion, there is sufficient ground for proceeding under Sec. 144 Cr. P. C., and speedy remedy is desirable to prevent the disturbance of the publ ic peace.

I, Shri R.A. Patil, B.Ag., Taluka Magistrate Hubli, hereby issue the following directions applicable to the area, lying within the limits of the Municipal Borough Hubli and within a radius of five miles therefrom.

1. No public meeting should be held to discuss about the closure of the Bharat Spinning and Weaving Mills Hubli, and other subjects connected thereto.
2. No procession should be taken out with regard to the above.
3. No slogans regarding the closure of the Bharat Mill Hubli should be shouted.
4. No propaganda of any sort with regard to the above should be carried on.
5. No one should go about in procession and carry with him lathis, sticks, scythes, axes or other offensive weapons.
6. No posters, bills or cartoons in respect of the above matter should be exhibited.
7. There should be no interference or coercion to the bonafide mill worker.
8. There should be no assemblage of five or more persons within a radius of four furlongs from the Bharat Mill.
9. There should be no picketing of any kind.
10. No one should commit such acts as are likely to cause a breach of public peace.
11. The above order shall not apply to religious, marriage and funeral processions.

This order will remain in force for a period of ten days from today.

Given under my hand and seal of this court this 22nd day of March, 1955.

Taluka Magistrate Hubli.



Textile  
Hubli S.A.D. Textiles  
Kamatak

Peculiar situation has developed in the Bharat Spinning and Weaving Mills at Hubli for the last three months. The Management under the excuse of incurring heavy loss has almost closed down the mill. Last December the Management has put up a notice to the effect that the night shift will be closed. Then the workers agitated against the closing down of the night shift. Representations were made to the Government. The District Collector also intervened with the result the management was forced to continue the night shift. After a few days trouble started again. The management used to sound the whistle at 7 a.m., allow the workers inside the mill, make them sit there for half an hour, mark P.O. in the service card (P.O. means Play Off) and then ask to go out of the mill. This is going on since January 1955. The same is the condition for the night shift also. For the last three months the office clerks were not paid their pay. The workers did not get their pay of February. As the workers are not given work the mill is completely closed.

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HUBLI

N.K.Upadhyaya

21-3-1955.

# GARDEN REACH TEXTILE WORKERS' UNION

(REGD. NO. 463)

AFFILIATED TO : ALL INDIA TRADE  
UNION CONGRESS

Q77, AKRA ROAD : CALCUTTA. 24

PHONE : ALIPORE 4092

Ref .....

Date 23rd October 1954.

To

The General Secretary,  
All India Trade Union Congress,  
Pawha Mansion, Kamia Market,  
Asafali Road,  
NEW DELHI.



Dear friend,

As per your circular we are sending herewith the reply of the questionnaire.

We are sorry to be late in sending this reply than the scheduled date.

Hope that these informations and the reply of the questionnaire would be helpful to you.

With fraternal greetings.

*Bhawani Roy Choudhury*  
(Bhawani Roy Choudhury)

SECRETARY.



Name of the Mill :- Kesoram Cotton Mills Co. Ltd.,  
42, Garden Reach Road, Calcutta 24.

Managing Agents :- M/S. Birla Bros. No. of spindles : 59,250.

No. of Looms :- 1872, (ordinary); and 182 (automatic).

Monthly production :- About 8 million yds. of cloth.

No. of workers :- 8,000 in three shifts.

Balance sheet:-

Paid up capital : Rs 80 lakhs.

Net profit : Rs 92, 11,872

Net Block A/c : Rs 2, 08,50,000

Reserve & other Funds: Rs 2,48,01,142

Cash & Securities: Rs 85,36,420

C. Forward : Rs 85,759

Dividend :

'48 :- 40%  
'49 :- 10%  
'50 :- 12%  
'51 :- 17%

Paid up per Share :- Rs 10/-

(Vide Capital 8th May '52).

The paid up capital was Rs 40 lakhs in '48, which was doubled in the year 1949 by issuing Bonus Shares to the share holders.

\*

Introduction :-

K.C. Mills is a composite Textile Mill which also produces Hosiery goods. Its looms consume all the yarn its Spinning Department produces excepting a small portion which is sold for Hand Loom weaving purposes, and a very meagre quantity as ropes, strings etc. for miscellaneous purposes. This is the biggest Cotton Textile Mill of West Bengal.

The management pursue a policy of mostly feudal in their outlook regarding labour relation and administration. Also near feudal methods are employed in their policy of labour recruitment. It is done through Company's touts and jobbers from backward areas of Bihar, U.P., C.P., Orissa etc. Many workers especially the most backwards are kept in Coy's barracks (lines), surrounded on all sides by high walls. Entries

Contd....

are restricted by pass systems. Workes have no security of service. There is continuous dismissal and new recruitment which helps the management to cheat the workers. The management take many a vile measures to discharge and to break the continuity of service. By these the workers are firstly deprived of the employer's contribution to the Provident Fund, ~~the~~ secondly their due annual Bonus and other facilities. The Company generally declares the annual Bonus just before the Durga Pujas. The workers with more than one complete year of continuous service are entitled to get the Bonus. ~~to~~ To avoid paying this even a number of workers are dismissed arbitrarily before their completion of the said service. After some days many of them are re-employed but they get no bonus.

A good number of thugs are directly employed by the management in its labour welfare Dept. Besides these the warders, jobbers and masters are used to spy on T.U. activities, to beat up and assault worker militants and others who do dare to protest against any high handedness of the Officers and touts. They evict workers from the mills by force or extort resignations out of them, and also take thumb impressions against pay-bills at the point of physical assault on the workers concerned without paying them the due scheduled. The later one is used very often.

Answers to the questionnaires :-

~~XXXXXXXX~~  
 No.1. :- Membership :- 1712 in '53-'54. The Union is registered.  
 No.2 :- Rival Unions:- The workers belonging to our Unions are the only organised. The overwhelming majority of them do not belong to any Union and as such are totaly unorganised. There are no rival Unions in real sense. The management under their own initiative hang a sign board in the vicinity of the mills; as Kesoram Mazdoor Union. INTUC leaders Dr. Sures Banerjee and Phani Ghose formed one Union, Kesoram Cotton Mill Employees Union as early as ~~the formation~~ 1930-39. But it became defunct gradually. Still now the registration though maintained, it has

it has no activity whatsoever, None of these two have any actual membership.

No. 3 :- No. ~~Kx. 4~~ None though we tried to contact the solitary person who claims to be a man of INTUC for joint action in the form of representation to the Govt. No sort of Committees.

No. 4 :- No strike.

No. 5 :- Wages - There are two system of wages; 1) daily-rated and 2) piece-rated. Payment is on weekly basis.

Daily-rated :- a) Spinning ... annas/12/6 to Re 1/6/3 weekly

( A chart of x/wage-bill :-	D.A.	Basic Pay
Double-piecer ---19-11-6	..11-11-6	8-0-0
do 18-10-6	..11-11-6	6-15-0
Single piecer ---14- 0-6	.. 8-11-6	5- 5-0
Jharuwalla -- 13-8- 0	.. 8-11-6	4-12-0
Doffer ---15-3- 0	.. 8-11-6	6-7- 6 )

b) wire-House, c) Dye-House, d) Printing ..... all workers get @ -12-6 per day.

Here it may be mentioned that 27 workers in each of these departments must finish 60 bales a day.

Piece-rated :- Weavers \*

The weavers are to operate four looms. The management some times employ two workers per four looms and at the end of week they calculate on the basis of one person per week. By these the management save D.AA of one worker. Generally temporary workers are the victims. Each of ~~the~~ such workers are recorded to have worked three days per week. As result of which they are deprived of many a facilities.

( 2 wokers operating 4 loms earn 26/- to 28/- per week including D.A.  
1 worker ..... .. 4 looms .. 24/- to 26/- ..... )

High-speed winding :- Generally earns -15-6p to Re 1-0-0 per day excluding D.A.

Reeling :- Earns @ Rs5/- per week provided the production is 100 lbs a day.

~~XXXXXX~~ :-



Roving :- Each worker operated 2 machines ... about Rs2/- per day.  
(excluding D.A.)

~~XXXXXXXXXXXXXXXXXXXX~~

Daily-rated (contd):-

Fancy-Jobber : Rs1/2/- to Rs3/- Basic pay.  
Checker : Rs1/8/ fixed .....  
Sizer : Rs1/0/- to Rs3/- ... ..  
Cooly : As/12/6 to /15/6 .....

Maintenance :

Carpenter : Rs1/5/- basic pay... per day.  
Vice-man : Rs1/5/- .....  
Welder : Rs2/0/- .....  
Fitter : Rs1/5/- to Rs3/- .....  
All unskilled workers get @ -/12/6 ....

No.6. Dearness Allowance :-

Temporary workers as per Standing Order get @ Rs30/- P.M.

Workers whose wages are from Re 1/2/6 and above get @  
Rs50/12/6/P.M.

Workers who get less than 1/2/6 per day get @ 37-7-6 P.M.

No.7 B O N U S :-

Though the basis should be Profit sharing as per Award of Cotton Textile Tribunal, '48, but since that year the management pay 11% of the annual wage to those who have completed a continued service of one year. While calculating the attendance they notified that 220 days should be the qualifying basis but in reality workers even with an attendance of 260 days are deprived of this facility. As the workers possess no such books or documents in which ~~XXXXXXXX~~ their actual attendance is recorded, it is proving very difficult to challenge the management in this point.

No.8. L E A V E :-

Facilities are granted as per standing order.

But if any worker absents himself for a day or two and applies for Casual Leave for the days he is forced to undergo involuntary unemployment, (ofcourse without any benefit) for the subsequent days.

No.9. P R O D U C T I O N B O N U S & N I G H T A L L O W A N C E

Production Bonus is paid only in Weaving Section @ -/7/- as per Rupee which has been included in the chart of above as in Basic Pay.

Night shift allowance s are given to daily-rated workers @ 12 1/2% of the basic pay.

No.10. H O U S I N G e t c. :-

5.

a) There is a line with one thousand rooms accomadating about 2500 workers.

b) There is a canteen with meagre provisions and a Canteen Committee in the names sake who have no power to do anything.

c), d), f), & g) ~~z~~----- NONE.

h) School - There is aSecondary School (Hindi standard) .

No. 11. -- - N O N E .

No. 12. PROVIDENT FUND :-

Before the Tribunal Award the Coy's scheme was the workers were entitled to the Coy's contribution after five years and half the company's contribution after three years.

The new recruits after the publication of the award are entitled as per award.

But a vast majority of the workers are deprived from the facilities of the Coy's contribution. ~~as~~ (See introduction).

No. 13. Standing Orders:- Copy attached.

No. 14. Works Committee :-

A works committee was elected in early '53. Members of the Committee are mostly Coy's men as the Union could not contest the election. The vast members of the workers were not allowed to vote, as for example, in the Weaving Dept. out of more than 3000 voters only 300 were allowed to vote. ~~the~~ The works committee generally do not meet though regular meetings are noted by the management and the members are forced to sign. Still we tried to move the committee on very simple issues. But the management threatened the members and they became panicky.

No. 15. ....No. No.

No 16. Adjudication etc.

No adjudication was conducted. But an important case in the Court of Authority under payment of Wages Act on behalf of 30 workers was filed claiming the back Bonus, i.e., the Bonus which was payable under the Cotton Textile Tribunal '48. In that case we won, and Rs 20,000/- was decreed in favour of those 30 workers. The Company, however, appealed against the above decree and it is still pending.

As earlier said the workers are very often deprived even of their earned wages and the P.F. contributions, so scores of workers have to go to the P.W.A. court to realise their dues. At least 8 such cases are pending and many more are to be settled in the Labour Directorate.

The main problem which we face in such cases are 1) delay, and 2) absence of authority in the P.W. Act to realise the Coy's contribution in P.F. and dues accrued in lay-off and retrenchment benefit.

No. 17. Non-implementation of Factories Act :-

The management pay scanty respect to any law of this land which goes to have any say in their ruthless exploitation. As such labour legislations are systematically and regularly violated.

Contd.....

Even the provisions of the Factories Act ( Sec. 51 to 56 ) are not observed. Occassionally some depts. or sections are shut down for night shift. In that period the other two shifts work. Workers of these shifts are then forced to work even for 10½ hours a day. The workers of the night-shift do not get any benefit whatsoever for this arbitrary closure. A good number of workers do not get even any weekly rest. Their attendance in the weekly 'off-day' are recorded in separate slips. Even there are instances where workers have worked more than 350 days in a year. Night shift workers are to work 8 hours at a stretch without any rest. On Sundays all shift workers are to work in the following timing :-

"A" shift : 7-30 a.m. to 1-30 p.m. at a stretch  
 "B" .. : 1-30 p.m. to 7-30 p.m. ....  
 "C" .. : 7-30 p.m. to 1-30 a.m. ....( sometimes even upto 3 a.m.)

#### NON-IMPLEMENTATION OF AWARD :-

The management never implemented the provisions of the award regarding Bonus. Though the workers are entitled to get same per cent of their annual wages as Bonus as the mush the percentage of dividend declared for the share holders. Our best endeavours failed to move the Labour Directorate in this matter.

#### No. 18. T.U. rights :-

There is almost no T.U. rights enjoyed by the workers. The management use feudal and brutal methods to crush the T.U. activities of the workers and as such even the formal T.U. facilities are denied. Union leaders can't even hold gate meeting. The paid thugs of Birlas rules the vicinity of the gate as the masters. The Union Secy. was <sup>more than</sup> once manhandled by these thugs. Victimisation on suspicion of T.U. activity are too common. The management do not even allow the I.N.T.U.C people to organise any T.U. here.

#### NO. 19. NON

#### No. 20. No.

#### No. 21. RATIONALISATION:

The main feature of rationalisation in this mill is through increase of work-load. Though recently some automatic looms have been installed and the weavers are to operate 6 looms each. The later recieved a heavy resistance from the workers and the management are still finding difficulty to run it.

Cases of incese work/load : a) High speed winding dept. :  
 Minimum production per worker was 50lbs in 5" bobin in '46.  
 ". ... .. is 110 lbs-6" .. since 1952.

b) In April 1954 231 workers were retrenched in Spinning, Inter, Roving and Drawing Depts. due to the increase workload in the following manner :

Inter : - Workers are to operate 2 machines instead of 1.

Roving: - workload have been doubled - strength of the workers have been reduced to 27 from 54.

Drawing :- Each worker is to operate 2 machines instead of 2 workers per 3 machines. Total number of machines is 70. So in three shifts 33 workers were unemployed.

Spinning :- 39 helpers, 39 doffers, 12 sweepers, 15 bobin ~~cleaner~~ cleaners and three sirdars have been removed due to increase in work-load.

Contd.....



Thus in the above departments retrenchment has been done in the following manner:-

Spinning :- 108, Inter :-63, Roving :-27, Drawing :-33 total-231.

Even after this, the management took further rationalising measures especially in Spinning Department:-

- i) No. of spindles per machine were increased from 336 to 400.
- ii) Since Aug '54, 4 sides in place of 2 sides in 24 machines have been introduced. 36 workers are out of employment.

(c) - Recently 2 looms system is being systematically abolished in favour of 4 looms in the Weaving Department. Approximately 300 workers have lost their jobs.

(d) Fancy jobbers :- Former workload - 50 dobbies, Now - 62.

~~XXXXXX~~ Workers resisted though in most cases, have to give way ultimately to this offensive of rationalisation. Workers of Spinning Department resisted for a pretty length of time.

**No. 22. - N O. N O. N O.**

**No. 23. U N I O N O F F I C E :-**

Functions almost regularly. Office hours - 5p.m. to 8p.m. Workers do come to the residence of the Secretary and President almost throughout the day. One part time organizer besides some times given by the Secy. and President.

**No. 24.**

Rupee one per annum. Average collection- Rs 50/- to Rs 60/-. Expenses the same amount.

**No. 25. :-** One general body meeting was held in the last year. There is no General Council. Working Committee meets occasionally.

**No. 26.** One library is run under the patronage of the Union, viz., Peoples Library, Matiaburz. Library possesses 250 books, mainly Urdu, Besides periodicals and dailies. There are 120 members. One cultural programme viz., Mushairah was organised for the aid of the Library, besides three Soviet films show. In all these the Union militants took leading part. There is one reading room in the Library which is situated just in front of the Union office. Casual efforts are taken for adult education of Union Militants. One night school was started but could not be continued.

-concluded -

KESORAM COTTON MILLS LTD.

Standing Orders For Operatives.

1. These Standing Orders shall come into force in accordance with Section 7 of the Act.
  2. In these orders unless there is anything repugnant in the subject or context
    - a) "Operatives" means all work-people, male or female, employed in the Mills and includes Jobbers and Overseers.
    - b) The "Company" means Kesoram Cotton Mills Limited.
    - c) The "Manager" means the Company's Manager or Acting Manager for the time being.
    - d) The masculine includes feminine.
  3. Operatives shall be classed as -
    - 1) Permanent; 2) Probationers; 3) Badlis; 4) Temporary Operatives; and 5) Apprentices.
    - A) 'Permanent' operative is one whose name has been entered in the Muster-roll and has been given a permanent ticket and has completed a probationary period of two months' in the same or another occupation in the Mills.
    - A 'Probationer' is one who is provisionally employed to fill a permanent vacancy, and has not completed two months' service on the post. If a permanent operative is employed as a probationer in a new post, hema, at any ~~taxing~~ time during the probationary period of two months', he reverted to his old permanent post.
    - A 'Badli' is one who is employed on the post of a permanent operative or probationer, who is temporarily absent.
    - A 'Temporary' operative is one who is engaged for work which is of an essentially temporary character.
    - An 'Apprentice' is a learner whether paid or unpaid during the period of his training.
  4. (a) The name of every operative without exception shall be entered in the Muster-roll, and against the name of every operative shall be clearly indicated the classification to which he belongs
  - (b) Every operative without exception shall be provided with a ticket, card or token bearing his number and any other particulars which the company at his discretion may require. It is incumbent on the operative also to get such a card for daily attendance entries.
  - (c) Every operative, on attendance each day, shall show or deliver up his ticket, card or token at the place provided and also at such other time and place as may be prescribed by the company.
  - (d) Should an operative lose or at time of ceasing to be employed, fail to deliver up his ticket, card or token, he shall be liable to pay the sum of two pice.
5. The Mills will work each day for such number of hours as the Manager may, from time to time, fix in accordance with the Indian Factories Act, and the periods of work for all classes of operatives shall be posted up on the Notice Board at the main entrance as required by the Indian Factories Act, 1934.
6. Notices specifying (a) the days observed by the Mills as holidays and (b) pay days, shall be posted as required by the Factories Act, and the Payment of Wages Act respectively.

Contd.....



7. Notices specifying the rates of wages payable to all classes of workers and for all classes of work shall be displayed in a conspicuous position in the departments in which the operatives concerned are actually working.
8. Service for a total period of 12 months' in a Mills shall qualify an operative for a total period of 1 months' leave without pay. Grant of such leave shall depend on the exigencies of the Mills and shall be at the discretion of the Company. Any operative who desires to obtain leave of absence which in all cases shall be without pay must apply previously to the Head of his department or ~~his~~ any officer appointed by the Manager for the purpose who if he thinks fit, may grant him leave for a period not exceeding one month, (If the leave applied for exceeds two days, the Officer granting it shall keep a record of his grant and the operative shall be given a written and signed certificate as to the period of leave granted to him.) In special cases the Manager may grant leave for a period exceeding one month. (if, however, the leave is refused or postponed, the fact of such refusal or postponement and reasons thereof shall be recorded in writing in a register to be maintained for the purpose; and if the operative so desires, a copy of such entry in the register shall be supplied to him.) If the operative after proceeding on leave desires an extension thereof, he shall make an application for the purpose to the authority granting leave in writing. In any case a written reply either of the grant or refusal of extension of leave shall be sent to the operative if his address is available and if such reply is likely to reach him before the expiry of the leave originally granted to him.) If the operative remains absent beyond the period of leave originally granted or subsequently extended, he shall lose his lien on his appointment unless (1) he returns within eight days of the expiry of leave and (2) gives explanation to the satisfaction of the authority granting leave of his inability to return before the expiry of leave. In case the operative loses his lien on the appointment, he shall be entitled to be kept on the 'Badli' list.
9. (a) Shift working and the working time of the departments shall be regulated in accordance with the Factories Act. More than one shift may be worked in a department or departments or any section of a department at the discretion of the Company.  
(b) If more than one shift is worked in the Mills, operatives shall be liable to be transferred from one shift to another.  
(c) Shift working may be discontinued after putting up a notice at the main entrance. Notice of one month of discontinuance of any shift shall be given provided, however, that it shall not be necessary to give one month's notice if as result of the discontinuance of the shifts no permanent employee is discharged. If as a result of discontinuance of shift working permanent employees are likely to be discharged, they shall be discharged having regard to the length of their service in the Mills, those with the shortest term of service being discharged first.  
(d) If the shift restarted, a weeks notice thereof shall be given by posting a Notice at the Mills premises and the employees discharged as a result of the discontinuance of the shift, if they present themselves at the time of restarting of the shifts shall have preference in being reemployed, having regard to the length of their previous service in the Mills, with the longest term of service being re-employed first.
10. All operatives shall be at work in the Mills at the times fixed and notified to them. Operatives attending late shall be liable to be shut out and treated as absent.
11. (a) Any operative who after presenting his ticket, card or pass, is found absent from his proper place or places of work during working hours without permission or without any sufficient reason, shall be liable to be treated as absent for the period of his absence.



If, however, he is so absent from the Mills premises during working hours without permission, he shall be liable to be treated as absent for the whole day, in case his absence commences before the recess period, and for half a day in case his absence commences after the recess period. If the operative is so absent from the Mills premises with the permission of the Head of the Department, his wages for the period of absence shall be liable to be deducted.

The deductions from the wages to be made for the period of absence under this Standing Orders shall be made in accordance with the provisions of the Payment of Wages Act.

11. Any wages due to an operative but not paid on the usual pay day on account of their being unclaimed shall be paid by the Company on such unclaimed wages pay days following the date on which a substantiated claim was presented by the operative or on his behalf by his legal representative, provided that such claim was submitted within one year from the date on which the wages became due to the operative.
12. An operative may be granted casual leave of absence without pay not exceeding ten days in the aggregate in a Calendar year. Such leave shall not be more than three days at a time except in case of sickness. Such leave is intended to meet special circumstances which cannot be foreseen. Ordinarily, the previous permission of the Head of the Department shall be obtained before such leave is taken but when this is not possible, the Head of the Department shall, as soon as may be practicable, be informed in writing of the absence from work and of the probable duration of such absence.
13. The number of holidays to be granted to the operatives and the days which shall be observed as holidays by the Mills shall be regulated in accordance with the Factories Act and the custom or usage of the Mills.
14. No operative shall enter or leave the Mills premises except by the gate or gates appointed for the purpose.
15. All male operatives are liable, on leaving the Mills premises, to be searched by the gateman, and all female operatives are liable to be detained by the gateman for search by the female searcher, if acting without malice he suspects that any operative, male or female, who is detained or searched has wrongful possession of property belonging to the Company provided that no such search shall be made except in the presence of two other persons of the same sex as that of the suspected employee.
16. The Company may at any time or times, in the event of a fire, catastrophe break-down of machinery or stoppage of the power supply, epidemic, civil commotion, shortage of labour, or other cause whether of a like nature or not beyond the control of the Company, stop any machine or machines or department or departments wholly or partially for any period or periods without notice and without compensation in lieu of notice, In the event of a stoppage of any machine or department under this Order during working hours the operatives affected directly or indirectly shall be notified by notices as soon as practicable when work will be resumed and whether they are to remain or leave the Mills.
17. The Company may at any time or times in the event of shortage of orders or for any other trade reasons stop any machines or department or departments, wholly or partially, for a period not exceeding three consecutive days in any one week and not exceeding twelve days in the aggregate (excluding statutory holidays) in any one Calendar month without notice and without compensation in lieu of notice.  
If an employee is played off under this rule for a period of twelve days in the aggregate in any one calendar month, he may leave the Company's service on intimation of his intention to

do so without any further notice.

18. An employee played off under order 16 shall not be considered as dismissed from service, but as temporarily unemployed, and will not be entitled to wages during such ~~xxxxx~~ unemployment except to the extent mentioned in order 16. All operatives played off will be given prior rights to reinstatement on the resumption of normal work provided they present themselves for work when normal working is resumed.
19. The Company in the event of a strike affecting either wholly or partially any one or more departments of the Mills may close down either wholly or partially such department or departments and any other department or departments affected by such closing down and for any period or periods, and without notice or payment of compensation in lieu of notice to the operatives employed in such department or departments. The fact of such closer will be notified by notice put upon Notice Board of the departments concern; the operatives concern shall also be notified by general notice prior to the resumption of work as to when work will be resumed.
20. (a) The employment of any permanent operative may be terminated without assigning any reason by 14 days' notice or by payment of 13 days' wages in lieu of notice. If he draws wages on a ~~pieces~~ rate basis, the 13 days' wages shall be computed on the average daily earning of such operative for the days actually worked during the previous wage period.
- (b) Probationary operatives other than those transferred from permanent posts in the Mills and Badlis, Temporary operatives, and apprentices may leave or be discharged from service without notice by an officer not below the rank of the Head of the Department.
- (c) Where the employment of any person is terminated by or on behalf of the Mills, the wages earned by him shall be paid before the expiry of the second working day from the day on which his employment was terminated.
21. Any permanent operative desirous of leaving the Company's services shall give 14 days' notice to the Head of the Department concern. The wages due to such an operative must, if possible, be paid on the day the notice expires and in any case within two days after the expiry of the notice. If any permanent operative leaves service without notice he shall be liable to pay notice wage. If ten or more employed persons, acting in concert absent themselves from work without due notice as required in this Order, and without reasonable cause, they will, at the discretion of the Manager and in accordance with the Payment of Wages Act, be liable to a deduction from their earned wages of an amount not exceeding eight days' earnings in each case.
22. Any operative who adjudged by the Manager on examination if present and of the facts to be guilty of misconduct, is liable to be dismissed without notice or alternatively to be suspended for a period not exceeding four days. The following acts or omissions shall be treated as misconduct :-
- a) Willful insubordination or disobedience whether alone or in combination with another or others of any lawful and reasonable order of a superior.
  - b) Striking work either singly or with other operatives without giving 14 days previous notice.
  - c) Inciting whilst in the premises any operative to strike work without giving 14 days previous notice.
  - d) Theft, fraud or dishonesty in connection with the Company's business or property.
  - e) Taking or giving bribes or any illegal gratification whatsoever.

Contd.....



- (f) Habitual absence without leave or absence without leave for more than six consecutive days without sufficient cause.
- (g) Habitual late attendance.
- (h) Habitual breach of any standing order.
- (i) Collection or earmarking for collection of any moneys within the Mills premises for purposes not sanctioned by the Manager.
- (j) Engaging in trade within the Mills premises.
- (k) Drunkenness or riotous or disorderly behaviour during working hours in Mills premises or any act subversive of discipline or efficiency.
- (l) Habitual negligence or neglect of work.
- (m) Habitual breach of any rules, or instructions for the maintenance and running of any department or maintaining its cleanliness, and any other serious act of misconduct.
- (n) Frequent repetition of any act or omission for which a fine may be imposed under the Payment of Wages Act. An operative suspended under this order will not be permitted to work in the Mills for the period of suspension and no remuneration will be paid or be dues to him for this period.

23. An operative may be fined for any of the under-quoted offences, but the offences if repeated, or in any gross case, may be treated as misconduct under order 22. Fines will be imposed in accordance with the provisions of the Payment Of Wages Act for the following offences or at the discretion of the Manager for acts of misconducts specified in order 22 as an alternative to dismissal or suspension.

- a) Damages to (i) machines (ii) production.
- b) Absent without leave without sufficient cause.
- c) Late coming.
- d) Negligence of duty.
- e) Breach of rules and regulations.
- f) Disobedience of orders.
- g) Misconduct.
- h) Excess Booking.
- i) Low efficiency.
- j) Loitering.
- k) Making too much waste.
- l) Distributing pamphlets and holding meetings inside the Mills premises.
- m) Threatening, intimidating any operative or operatives or any employee of the Mills within the Mills premises.
- n) Disclosing to any unauthorised person or persons any information in regard to the working or process of the Mills which comes into the possession of an operative during the course of his work.
- o) Gambling within Mills premises.
- p) Selling or canvassing tickets of lotteries or raffles or coupons in connection with any scheme.
- q) Spreading of false rumours within Mills premises likely to incite operatives or employees.
- r) Smoking in the Mills premises except in places where smoking is permitted.
- s) Interference with any safety devices installed in the Mills.

No fine shall be imposed except by the officers authorised under the Payment of Wages Rules and until the operative concerned has been given an opportunity of being heard.

The order of suspension which shall be in writing will be passed after the operative has been given the opportunity of explaining the allegations made against him. The copy of the order if desired by the operative shall be given to him in writing and may take effect immediately or after as the case may be.



24. All fines imposed on operatives and realised will be credited to a 'Special Fines Fund' which will be utilised for such purposes as may be approved in this behalf by the local Government in accordance with the provisions of the Payment of wages Act.
25. All complaints arising out of an operative's employment including those relating to unfair treatment or wrongful exaction on the part of the employer or his agent or servant shall be submitted by an operative or on his behalf by the Labour Officer of the Company or by the Government Labour Officer to the Manager or such other Officer or Officers as he may appoint. The Manager or such other Officer shall personally investigate the complaint at such time and places as he may fix and the complainant operative, the Company's Labour officer or the Government Labour Officer shall have the right to be present at such investigation where the complainant alleges unfair treatment or wrongful exaction on the part of his employer or his agent or servant; a copy of the order finally made shall be supplied to the complainant if he asks for one. In other cases, the decision of the investigating Officer, and the action, if any taken by him shall be intimated to the complainant provided that the complaints relate to -
  - (a) assault or abuse by any person holding a supervisory position, or
  - (b) refusal of any application for urgent leave, shall be enquired into without avoidable delay by the Manager or such other officer or officers as he may appoint.
26. When any probationary or permanent operative is summarily dismissed suspended or discharged or leaves the services of the Company, or is granted leave of absence, he will, except in cases of general retrenchment, closing down of departments, strike or lock-out, be given a written order in the form prescribed by the Company from time to time.
27. The Company reserves the right of refusing employment or re-employment to any person.
28. Each Overseer, Jobber or Jamsader will be personally held responsible for the proper and faithful observance of the Standing Orders and of the special rules made under the Factories Act and posted in the Mills, particularly regarding the employment and working of women and children under him.
29. These Standing Orders shall be posted in the Notice Board in accordance with Sec 9 of the Act.
30. Any amendment shall be made in the Standing Orders in accordance with Sec 10 of the Act.
31. The decision of the Manager upon any question arising out of, in connection with or incidental to these orders, shall be final, subject, however, to appeal to the Managing Agents and without prejudice to any right of an operative aggrieved by his or their decision to approach the authorities under Trade Disputes Act or Standing orders Act, or to resort to legal proceedings in a Court of Law.

KESORAM COTTON MILLS LTD.

General Manager.

26-6-'47

Cotton Textiles

11

A. I. T. U. C.
Received... 20/10/54
Replied.....

Replies submitted by the Siddheswari Sutakal Mazdur Union.

1. About 500 workers in 2 shifts.  
-- It is registered. Registration Number is 2672
2. There are other unions in this industry no doubt, but there is no other union in this mill.
3. There has been no necessity of the same as there is no other unions. Demonstrations and meetings and other directions of the A.I.T.U.C. & B.P.T.U.C. have been duly observed.
4. Yes, twice. Once in the month of July and again for the second time in the month of August, 1954. The first dispute centred on the issue of leaving umbrellas outside the mill gate. Without making proper arrangement for keeping umbrellas outside, the company all on a sudden forced the workers to leave the same as a result to which some workers lost their umbrellas. As a protest a day's strike was resorted to. The company had to accede to the workers' demand at last. The second dispute centred round the issue of molesting and abusing a worker by the Weaving Master who was severely beaten by the workers. Some workers were arrested and the armed police force was posted. The workers resorted to strike on the demand of withdrawal of ~~xxxxxx~~ police force and for the release of arrested workers. After 2 days' strike, the Weaving Master apologised openly, the workers were released and the police force was withdrawn.
5. Minimum wage has been fixed at Rs. 20-2-5 per month by the award of the Cotton Textile Tribunal of West Bengal in 1948 and that is still in force. No maximum wage has been fixed. But this company avoids payment of this meagre minimum rate even by recruiting daily workers as unskilled hands at the rate of Rs. 25/- fixed per month including D.A. Their names are not entered into the mill's register. But the maximum rate does not exceed Rs. 90/- per month including D.A. which is also granted in a very few cases.

- Though there is provision of differentials from the minimum rate at different denomination for different categories of workers, still this is not strictly observed by this mill.
6. D.A. of Rs.30/- per month at flat rate is provided in the said award in case of male workers and Rs.22/8 in case of female workers.
7. Though there is provision of profit sharing bonus in the said award, still bonus has not been granted in the past year. The formula mentioned there is outdated and inexplicable.

$$\begin{array}{l} \text{Bonus of a worker} \\ \text{in a year} \end{array} = \frac{\text{Total wages \& D.A.} \\ \text{earned by the worker} \\ \text{in the year} \times \\ \text{divided declared}}{100} \times \frac{\text{Total number of days} \\ \text{worked plus authorised} \\ \text{leave \& holidays in} \\ \text{full pay}}{\text{No of days in the} \\ \text{year}}$$

This year the company has for the first time paid 15 days Bonus before the Puja.

8. Leave is granted as provided in the said award as follows : besides the statutory leave :
- a) Sick leave for 15 days with full pay
  - b) Casual leave for 5 days with full pay.
  - c) Festival leave for 6 days with full pay.
- They rarely observe it.
9. No production Bonus - No night shift allowance.
10. No provision for housing facilities, no canteen - no cretches - no rest houses - no recreation facilities - no reading room - no school etc.
11. No co-operative store - no cheap grain store.
12. There had been no provident Fund system and it has been introduced from the end of 1953 under the scheme of the Employee Provident Fund Act.
- No pension scheme.
- Though there is provision of gratuity for the uncovered period of P.F. in the said award, still it has not been observed in this mill.
13. Yes. There is standing Orders. Copy not available at present.
14. No works committee has yet been formed.
15. Not yet recognised.
16. There was one Tribunal on the following issues:
- a) Basic Wages.
  - b) Issue of service cards.
  - c) Retiring Benefits.
  - d) Bonus
  - e) Leave
  - f) Involuntary unemployment.
  - g) Relief for the temporary closure
  - h) Reinstatement of 2 workers.



Result of the lower Tribunal :

- a) Company agreed to observe the basic wage, retiring benefits, leave, issuing of service cards as provided in the award of the Cotton Textile Tribunal and but no relief was granted for the past years for non-observance of those items.
  - b) Bonus refused.
  - c) Reinstatement or compensation refused.
  - d) Wages for involuntary employment granted. Company refused to pay any wage for involuntary unemployment as ~~there~~ their standing orders did not provide the same. The company ~~was~~ <sup>has</sup> been asked by the Tribunal to amend their standing orders.
- Both the union and the company have preferred Appeals in the ~~Labour~~ Labour Appellate Tribunal of India and the Appeals are pending.
- 8 cases under section 33A of the Industrial Disputes Act are still pending in the Lower Tribunal.
- 20 criminal cases and 1 sessions case, <sup>were</sup> brought against different union workers <sup>which</sup> were conducted by the union, but in all those cases workers have been acquitted.
17. The provision of Bonus, leave, basic wage, Provident Fund, gratuity and Involuntary unemployment as granted in the major award of the Cotton Textile Tribunal were not observed.
18. Please refer to item No.16. About 40 workers were arrested under different charges falsely in ~~different~~ occasions for their pursuing legal trade-union activities.
19. Several memoranda <sup>by union</sup> were submitted to the Provincial Govt but no step was taken <sup>by union</sup> on any issue. No representation has been made to the central Govt.
20. No women and child labour in this mill.
21. Not yet adopted.
22. Once closed during this period for cleaning the ~~mill~~ boiler, but no wage as involuntary unemployment has been paid.
23. Yes. The office is functioning from 6 A.M. to 11 P.M. It is regularly kept open. One whole timer and 15 part timers are working. The part timers are all workers of this mill.
24. Re.1/- per year. In the year of 1953-54 about Rs.500/- has been realised as subscription and Rs.1500/- as donations from workers.
- The average monthly expenses have been about Rs.200/- per month including all court and tribunal costs and office expenses.
25. 5 meetings of the general Body and 23 meetings of the working committee of the union have been held in the year of 1953-54.

26. No cultural function.

There is arrangement of taking newspapers in the union office where the workers come to read in their off-time. There is also arrangement of reading over daily news to the workers who can not read.

Some important points need mention as follows :-

1. This mill is situated in a village which is about 40 miles off from Calcutta and 30 miles off from the nearest industrial area and there is also no conveyance from the nearest Railway station which is also about 30 miles away. The country boat is the only conveyance which takes about a days' journey.
2. The union was formed about 2 years ago. Since the formation of the union about 20 criminal cases and 1 sessions case against union workers on different charges, <sup>was brought</sup> but all the cases fell through due to want of evidence, in ~~all the above cases~~. The union had to spend about Rs.4000/- during last 2 years which they raised as subscriptions and donations.
3. During last 2 year there had been 5 lock-outs and about 25 strikes but all of them were of very short period.
4. The company has at last agreed to recognise this union in this month of October, 1954 after such stiff fight by these small number of workers.

Aurobind Ghose  
President.

THE KULAPPURAM SPINNING & WEAVING MILLS WORKERS UNION, MANDUR Po.

Po. Mandur, Via Payangadi,  
North Malabar, dated 27-9-54.

To

The Secretariat,  
All India Trade Union Congress,  
Pawha Mansion, Kamala Market,  
Asafali Road, New Delhi.

Comrade,

Ref. Your Circular Unions/54 dated 16-9-54.

With reference to your above cited circular I submit below the ~~particulars~~ answers to the questionnaire put down in that circular.

- A. 1. : This Union has 172 members. Registered as No.688
- A. 2. : There is a rival Union and it has been affiliated to INTUC. It has a membership of 50.
- A. 3. : We have conducted joint actions against retrenchment of 63 workers. Propogaanda and agitation on the basis laid down by the AITUC are being waged by this Union to build up trade union unity and progress have been witnessed recently that some workers from the rival union have resigned ~~xxxx~~ from the INTUC and joined our union. Yet we could not form a united factory committee.
- A.4 : No strike has been conducted by this union since May 54.
- A.5 : Maximum wages paid in this industry is Rs.2-3-0 and minimum wages Rs.0-14-0. Women are paid from Rs.0-13-0 to Rs.1.5-0. There is wage differential on skillness (so called )
- A.6 : D.A. has been enforced in this industry with effect from 22-9-54 @ Rs.0-3-0 per one index point.
- A.7 : No.
- A.8 : Only casual leave allowed and that too for the workers who have services and to other workers the management choose. No paid National or festival holidays are allowed in this industry.
- A.9 : Neither production bonus nor night allowance are paid in this mill.
- A.10 : No.
- A.11 : No.
- A.12 : No. But provident fund facilities have been provided for certain persons in this industry, and that is on the basis of service.
- A.13 : Standing Orders for our industry exist. Copy is not now available but perhaps from the KPTUC office you can have one.
- A.14 : The working committee consisting 11 members functions regularly but the committee is not much experienced as it came into being only last year.
- A.15 : No.
- A.16 : No. But conciliations were conducted and it still goes on. It was on the following issued.  
a) Retrenchment b) D.A. c) Casual leave  
The conciliation proceedings were a bit favourable to the workers as it has arrived at an agreement on those subjects.
- A.17 : Awards and labour legislations were not implemented satisfactorily. Campaigns are being waged against this.
- A.18 : The management had tried to victimise the trade union activities. Recently 7 workers were dismissed from this mill just because of their trade union activities. They were also arrested later and the case is still pending in the Magistrate court.
- 19 : Submitted resolutions to the State Government : List will be shortly sent to the AITUC Office.
- A. 20 : No.
- A.21 : Rationalisation is being adopted by this mill and as a result of that 63 workers will be retrenched. Active steps are being taken by the Union to fight this. Meeting and

P.T.O.



and similar other agitational methods are adopted by the Union to face this repressive measures. Conciliation is also going on on this issue.

- A.22 : Regarding the unemployment the union could not take active and fruitful steps by somehow efforts are being unleashed to collect materials and to organise the unemployed. No complete or partial closure of the mill has been effected during the last year.
- A.23 : The office of this union functions regularly but office hours are not yet fixed. There are 2 full time workers and 6 part time workers for this union and the office kept open always.
- A.24 : The rate of union subscription is @ 0-2-0 per member. Average monthly collection is Rs. Average monthly expenses is Rs.
- A.25 : General body meetings were held            times last year and working committee met            times last year.
- A.26 : One reading room is running on in the mill premises and efforts are being taken to conduct adult education.

~~Mandur~~



Yours comradely,

*P. R. Sreedhar*

Secretary,  
Kulappuram S & W Mills Workers Union,  
Po. Mandur, Via Payangadi.  
North Malabar.

A.I.T.U.C.  
22/10/54

From?

Mazdoor Sabha (Textile), Gwalior.

To,

The General Secretary,  
A.I.T.U.C., Delhi.

Dear Comrade,

With reference to your circular dated 15th Sept '54, in connection with furnishing the information about our Union, we regret to state that we are sending it late due to our negligence, but we hope that it may yet be useful.

The reply to your questionnaire is given in the same serial number of the questionnaire.

1. 2000. Yes, registered under Trade Union Registration Act.
2. Gwalior Mazdoor Congress having membership of 2500 affiliated to I.N.T.U.C.
3. No joint activity. We have appealed to I.N.T.U.C. on every issue but our appeal fell flat. No.
4. No.
5. Minimum wage is fixed Rs. 26/- but in realing section there is no fixation of wages. There is no difference in the wages of males and females, but there is considerable difference in the workload in some departments of J.C.Mills. Biria (Textiles) for example, in Winding Department women workers are given 12 lbs more load than the male workers for the same wage.
6. The D.A. is paid on the average of Bombay, Ahmedabad and Sholapur. D.A. (in cash it comes to Rs. 50/- P.M.)

7. Bonus for 1951 was paid equal to  $1\frac{1}{2}$  months wages, and for 1952 equal to 2 months wages.
8. No.
9. No. No.
10. There is cheap Housing arrangement for J.C.Mills workers but housing condition is very defective and unhealthy, for Motilal (Textile) Mill having about 900 labourers.
11. No.
12. Provident Fund. In the name of Labour Welfare Madhya Bharat Govt., allot Rs. 6,500/- yearly but a very small portion of this amount is spent for workers. Most of it is misappropriated by I.N.T.U.C for its Organisation Work.
13. Yes, according to B.I.R.Act we are trying to get a copy and then send it.
14. No.
15. No.
16. No.-We were very negligent about legal side of T.U., but now we have taken certain cases .
17. A compromise between I.N.T.U.C. and the Management was contracted last year for the doubling of work in Spinning Department on the condition that there shall not be more breakages than 100 of threads in one hour. But the material supplied by the Mills is so third rate and the breakages are even more than 500 per hour.As for the labour laws the authorities very often violet them not giving intervals or leave for making water, latrine, calling the worker sometime earlier than the fixed time etc.
18. At present No.
19. To Central as well as State Govt. a copy is being sent to A.I.T.U.C.



20. They are not supposed as Mill Workers.
21. Authorities doubled the work in Spinning Department inspite of opposition. We held meetings and demonstrations. An effort was also made to introduce automatic looms(which are manufactured in ~~an~~ another factory of the same Birla Concern just near J.C.Mill in place of ordinary looms in weaving section but they withdrew due to opposition from our side and I.N.T.U.C.
22. Unemployment is there but no efforts to organise them. No.
23. From 8 a.m. to 10 a.m. and 4 p.m. to 8 p.m. Two full time workers and about 4 part time workers are there.
24. Four annas per month. Average monthly income and expenses are about Rs. 150/- p.m.
25. About 25 G.Q. 15 Council and 10 W.C. meetings.
26. No.

Some More Facts.

There are two more factories of the Birla Concern at this place, one is Texmaco and the other is Rayon Silk Mfg. Co. In Texmaco ( about 500 workers are working) No bonus has been given until now. D.A. is in two grades Rs. 37/- and Rs. 33/-. There are two ~~fax~~ factions of Mazdoor Sangh quarreling between themselves. A good number of workers under the influence of Red Flag, but no Red Flag Union.

The other factory is Birla Rayon Silk Mfg. Co., There is no Union. There are about 500 workers. No bonus and D.A. is comparatively less (Rs. 40/- fixed p.m.) than J.C.Mills.

Yours sincerely,

*R. Sarwate*

*for* General Secretary.

Textiles

30/10/54

Replies submitted by the Sri Hanuman Satakai Mazdur Union.

1. About 2000 workers in 2 shifts. Registration Number is
2. There are many other unions in this industry, but there is no other union in this mill.
3. There has been no necessity of the same as there is no other unions in this mill. Demonstration, meetings and other directions of the A.I.T.U.C. & B.P.T.U.C. have been duly observed.
4. No.
5. Minimum wage has been fixed at Rs.16-9-1 pies per month for the workers of the Spining Mills only by the award of the major Cotton Textile Tribunal whereas in case of the workers of the Weaving or the composite mills it has been fixed at Rs.20-2-5 pies. This being out and out a spinning mill its rate is Rs.16-9-1 pies. No maximum wage has been fixed. In no case the maximum total emolument exceeds Rs.80/- per month including D.A. which is also granted in a very few cases.  
-- Though there is provision of differentials from the minimum rate at different denominations for different categories of workers, still in all cases it is not implemented.
6. D.A. of Rs.30/- per month at flat rate as provided in the said award of the major Cotton Textile Tribunal of 1948.
7. Though there is provision of profit sharing bonus in the said award, still bonus has not been granted in past years. The formula of bonus as enunciated in the award of the said major Cotton Textile Tribunal has been mentioned in the reply of Sâddeswari Satakai Mazdur Union.
8. Leave as provided in the said award is as follows besides the statutory leave:
  - a) Sick leave for 15 days with full pay.
  - b) Casual leave for 5 days with full pay.

c) Festival leave for 6 days with full pay.

But the above system of leave is rarely observed.

9. No production Bonus and no night shift Allowance.

10. Quarters for about 100 workers only provided and these are also in dilapidated condition.

-- no canteen -- no crotches -- no Rest House -- no recreation facilities -- no reading room -- no school etc.

11. No co-operative store and no cheap grain store.

12. There had been no Provident fund system and it has been introduced since the operation of the Employees' Provident Fund Act in the later part of 1953.

-- No pension scheme.

-- No gratuity system for the uncovered period of P. F. though it is granted in the said award.

13. Yes, there is standing orders. Copy not available at present.

14. Works committee has been formed in 1953. All the employee - members of the Works Committee were nominees of the Union.

15. Not yet recognised. Only the President of the Union who is a local M.L.A. is allowed to negotiate with the employer on behalf of the union.

16. There was no Tribunal recently.

17. The provision of Differentials leave, Provident Fund, gratuity as granted in the major Cotton Textile Tribunal are not observed.

18. Please refer to the remarks at the end.

19. Several memorandums were submitted to the Provincial Government but no steps has been taken <sup>by them</sup> or any issue. No representation to the Central Government has been made.

20. No women and child labour in this mill.

21. Not yet adopted.

22. When it is closed temporarily, in voluntary unemployment wage is paid as per provision in the said award.

23. Yes. The office is functioning from 8 A.M. to 10 P.M. It is regularly kept open. One whole timer and 20 part timers are working. Part-timers are all workers of this mill.



24. Rs.1/- per year is the subscription. In the year of 1953-54 about Rs.1800/- was raised as subscription.
- The average monthly expenses is about Rs.100/- per month.
25. 3 meetings of the general Body and 10 working committee meetings have been held in the year of 1953-54.
26. No cultural function.

There is arrangement of taking newspapers in the union office and the workers read the same in their off-time.

Remarks :-

Previously i.e., about 4 years ago there had been ~~one~~<sup>one</sup> strong union in this mill. The said union was so strong that no appointment or retrenchment could be made without the recommendation of the union. Provident Fund, Gratuity and leave etc always had to be recommended first by the union. The Asst. Secretary was the whole timer worker whose wages was used to be paid by the Company. About 4 years ago, the said mill was closed down mainly due to quarrel among partners. After the case was disposed of in the Hon'ble High Court, the mill was re-opened about 2 years ago under the new set of partners. All powers of the union were taken off and the recognition was withdrawn with the re-opening of the said mill. Some important union workers were not admitted into the mill after re-opening.

But the union has gathered much strength within last 6 months. The company has been forced to allocate a room of the cooly quarters to the union for its office and has been compelled to withdraw all retrenchment and dismissal notices issued against <sup>about</sup> 80 workers.

*Amudbir Singh*  
*General Secretary*

RECEIVED  
28/9/54

25

Mill Kamdar Union,  
Rakhial Road, Ahmedabad.  
Dated 25th Sep. 1954.

Dear Com.,

Please find attached herewith replies to the questionnaire issued by the All India Trade Union Congress vide its circular No. unions/1954 dated september 16, 1954. We have tried to supply as much information as possible.

With Greetings:-

Yours fraternally,  
*Balukh Desai*  
General Secretary,  
Mill Kamdar Union.

Ans.1. Our union is a registered union under the Trade Unions Registration Act 1926. Our union was registered in the year 1935 and it's registered number is 118. Membership of our union for the year ending March 31st, 54 is 5100.

Ans.2. There are following six unions in Textile industry at Ahmedabad at present:-

1. Majur Mahajan Sangh (Textile Labour Association) is the oldest union of Textile workers, founded by Mahatma Gandhi in the year 1917. It's membership is approximately 70,000 seventy thousand. Its budget is attached herewith for information. Three leaders of this union are elected to the Loksabha (2 general and reserve for shedule cast) of whom 2 are ministers (Sri Khandubhai Desai and Sri Gulzarilal Nanda) in the central cabinet, one in Rajya Sabha and one to the Bombay State legislative Assembly. It has got 22 carparaters in the Ahmedabad Municipal corporation. It is affiliated with INTUC.

2. Mill Majur Sabha (HMS):- This union was formed in 1947 (indugral ceremony performed by Srimati Aruna Asafali) It's membership is about 3000 at present. It is affiliated with the H.M.S.

3. MILL MAJUR MANDAL. This union is also registered union run by ex Royists, Sri Chandrasant Daru. Mainly this union is run on the basis of a Lawyers firm. No meetings, no demands, cases in the Labour courts is the only function of the union. Their dayts to day legal functioning is very efficient. Its approximate membership is about 7000 seven thousand. It is formaly affiliated with H.M.S.

4. Majur Seva Sangh. This is newly formed registered union. It is run by the shedule caste federations leaders. Its membership is less than thousand and is not affiliated with any all india body.

5. Majur Panchayat. This is unregistered union. It is run by the Tagore group since last so many years. In practice it is not a union but a small group. It does not even enrolls regular members. Only occassionaly in the name of union either they issue statements or held meetings.

6. Mill Fandar Union.

Ans.3. Though organisationaly joint actions or demonstrations were not held, in day to day struggles large number of workers have been participating in the programmes and struggles conducted by our union, Recently in Calico mill workers struggle we were able to organise a demonstration of 12,000 workers and a mass rally of 20,000, though our membership is only 5000

Ans. There are 11 United mill committee.

Ans.4. No.

Ans.5. For the Textile workers of Ahmedabad were fixed the award of the Industrial court dated 1/7/47. Minimum wage fixed for

fixed for.....



fixed for Ahmedabad is Rs. 28/-

Ans.6. D. A. is paid on the basis of living index, fixed by the award of the Industrial court.

Ans. 7. Bonus in the Textile Industry is being paid according to the L.A.T. formula. For the year 1952 only 22 mills paid 2 weeks Bonus to the workers, i.e. only about 50 thousand workers received meager bonus while 80 thousand workers have been deprived of Bonus. All India coordinated agitation and action to change the L.A.T. formula ~~about bonus is overdue~~ about bonus is overdue.

Ans.8. Textile workers are getting only leave with wages under the provisions of Factory Act. Out of 15th August and 26th January-National holidays- if they can not be substituted under Factories Act then only 15th August is granted as paid holiday.

Ans.9. There is no system of production Bonus. No right allowance is given in the 2nd shift. But in the 3rd shift the mills work only 6½ hours, there compensation for 1½ hours is given in the basic wages.

Ans.10. No other facility is given except provided under Factory Act. Housing problem is also very acute problem. A note was submitted by our Union to the government in connection with housing problem copy of the same was sent to AITUC. for information.

Ans.11. There are neither cooperativer stores nor cheap grain stores.

Ans.12. State Insurance scheme is to be introduced here from January 26th 1955. Provident Fund Act is applied to the Factories employing more than 50 workers. There is no gratuity or pension scheme, but lag off and retrenchment (amendment act) is applied.

Ans.13. Standing orders for Textile Industry for the Bombay state is framed under the B.I.R. Act. Copy of the same must be with the AITUC office. If you need it please inform us we will supply you.

Ans.14. Under BIR Act representatives of the employees are Not to be ELECTED directly by the workers but are to be nominated by the representative union. Mostly the workers committees are defunct and many mills & they are not constituted at all.

Ans.15. Under the BIR act only one union can be recognised by the employees and that is representative union. And here Textile Labour Association is the representative union.

Ans.16. Under BIR Act only representative union can take up Industry wise problems and can approach the conciliator. workers can only Industrially approach the Labour courts for their individual cases. Last year our union conducted about 300 individual cases in Labour Court 4 cases in the compensation court.

Ans.17. Last year three mills-- Maheswari mills, Gujrat mills, and Lal Mills- did not paid the wages of the workers for 2 months, and Lal Mills did not paid the bonus for the year 1951 as per the agreement. We carried on agitation and had approached the payment of wages authority for the recovery of unpaid wages for Rs. 81,000/- (eighty one thousand. Mills had paid the wages before the case came up for hearing.

Gujrat cotton mills did not paid and closed the mill, and it went into liquidation. Yet the unpaid wages are not recovered. But the court receiver has made annauncement that it will be paid soon.

Recently the city of Ahmedabad mills had closed the mill without paying the retrechment compensation. Textile labour Association .....

took up the matter in their private arbitration. The arbitrators differed and the matter was sent to umpire Sri Divetia who awarded that the retrenchment compensation be paid. But the mills company has filed a case before the Labour Court that the award of the Umpire is not binding and has challenged the legality of the agreement between the mill owners association and the Textile Labour Association about the private arbitration.

Ans.18. BIR Act is the worst type of labour act which gives all powers to the representative union. Even the collection of subscription of other unions is prohibited. To terrorise the workers our activists are being victimised. Last year our 15 leaders were victimised whose cases are pending before the Labour and Industrial court since one year.

Discrimination is the other method unfair labour practice. If any grievance is placed by the activists of our union, then it will not be granted ~~now~~ however trifling and legally sound it may be. And if the same matter is taken up by the Textile Labour Association or other unions it is looked after, thus impressing upon the workers that our union can not do anything to remove their grievances.

Last year we had run a very big campaign against the introduction of automatic looms in Sarangpur No.2. Mills ~~we~~ and we used to organise the processions of thousands of workers daily for about 20 days. Immediately after the D.M. has framed rules that without the permission of D.M. procession can not be taken out. And whenever there is burning issue and general tempo amongst the workers is high we are refused the permission for procession. Very recently our 8 workers were prosecuted for taking out procession without permission. There is similar restriction on the installation and use of loudspeaker. 8 cases are instituted against the general secretary of our union for use of ~~and~~ loudspeaker without permission.

Even hunger strike before the mill gate is not allowed. Recently first municipal corporation had instituted case against the hunger strikers, and later on police had arrested the hunger strikers under Bombay Police Act.

There is restriction even on singing songs in meetings or any other cultural programme. No songs can be sung or programme can be performed without the prior permission of District Magistrate.

Ans.19. Mill owners are adopting a policy of throwing out women workers from the Textile Industry altogether. Only in the winding department women workers are employed. Now a days all most all badli workers are stopped. And new women workers are not employed.

Ans.21. Report on rationalisation was already sent to AITUC.

Ans.22. No efforts have been made by our union to organise unemployed.

Ans.23. Our office is kept open from 9 A.M. to 12-30A.M. and from 3-30 to 7 P.M. It is kept regularly open and is closed only on the day when mills are closed. There are seven full time cadres working in the office.

Ans.24. Subscription of our union is Rs. 1/8/- per year. This year we propose to increase it to Rs. 3/- annas four per month.

Average monthly collection is about Rs. 800/- and expenses is also about the same. Our union has no bank balance.

Ans.25. Usual practice of general body meeting is only once a year. 8 managing committee meetings were held during the current year.

Ans.26. At present no such activity is conducted by our union. But our union has ~~outlined~~ chalked out a programme to start FIVE CULTURAL CENTERS in different areas. In all these centres there will be a reading room, carrum-board and valley ball games, a discussion group meetings.

(4)

meetings once a week, showing of 16 M.M. films- in this respect we need help from AITUC,-- a volunteers corps with band. For this purpose our union has decided to collect Rs. 5000/-.

---



" WORKERS OF ALL LAND UNITE "

16

# MILL KAMDAR UNION

( AFFILIATED A. I. T. U. C. )

PRESIDENT  
HANUMANSINH  
SECRETARY  
SATUK DESAI

RAKHIAL ROAD  
AHMEDABAD-10

A. I. T. U. C.	
Received.....	16/10/54
Replied.....	

DATE 29-9-1954

Dear Com,

Please find herewith enclosed  
a copy of the budget of  
Textile Labour Association A'bad.  
for the year 1954-55 for  
your information.

with greetings

Yours Fraternally  
Satuk. Desai.

મજૂર મહાજન સંઘ, અમદાવાદ

અંદાજપત્ર ૧૯૫૪-૫૫

અંદાજ આવકની વિગત

ખાતું	અંદાજ આવક સને ૧૯૫૩-૫૪	બાર માસિક આવક સને ૧૯૫૩-૫૪	અંદાજ આવક સને ૧૯૫૪-૫૫
<b>લવાજમ આવક:</b>			
થ્રોસલ મહાજન ... ..	૧,૪૫,૦૦૦-૦-૦	૧,૪૨,૯૨૯-૦-૦	૧,૩૮,૫૦૦-૦-૦
ફ્રેમ " " " " " "	૬૫,૦૦૦-૦-૦	૭૦,૪૧૫-૧૨-૦	૭૦,૦૦૦-૦-૦
શાળ " " " " " "	૧,૮૫,૦૦૦-૦-૦	૨,૦૧,૮૭૧-૦-૦	૧,૯૦,૫૦૦-૦-૦
તાણા-સાહક્રીગ મહાજન ... ..	૧૮,૦૦૦-૦-૦	૨૨,૦૨૧-૧૪-૦	૨૨,૦૦૦-૦-૦
ધર્મનેર મિકેનિક " " " " " "	૨૮,૦૦૦-૦-૦	૩૧,૯૪૭-૪-૦	૩૧,૫૦૦-૦-૦
બેચર મુકાદમ " " " " " "	૨૫,૦૦૦-૦-૦	૩૧,૦૬૬-૦-૦	૩૧,૦૦૦-૦-૦
વાઈન્ડર " " " " " "	૩૨,૦૦૦-૦-૦	૩૪,૭૩૦-૧૨-૦	૩૪,૫૦૦-૦-૦
કેલેન્ડર " " " " " "	૩૨,૦૦૦-૦-૦	૩૭,૭૫૧-૪-૦	૩૬,૦૦૦-૦-૦
રીસર " " " " " "	૪,૫૦૦-૦-૦	૪,૮૨૯-૪-૦	૪,૮૦૦-૦-૦
બનરલ (પહેરાવાળા, પટાવાળા, હવાખાના, વેસ્ટ વિ. મહાજન)	૭,૫૦૦-૦-૦	૬,૮૦૮-૮-૦	૪,૫૦૦-૦-૦
કારકુન મહાજન ... ..	૨૮,૦૦૦-૦-૦	૨૯,૨૭૨-૦-૦	૨૯,૦૦૦-૦-૦
કુલ લવાજમ આવક ... ..	૫,૭૦,૦૦૦-૦-૦	૬,૧૩,૬૪૨-૧૦-૦	૫,૯૨,૩૦૦-૦-૦
<b>બીજી આવક:</b>			
ગ્રાન્ટ ... ..	૧૮,૬૦૦-૦-૦	૨૨,૭૬૩-૨-૬	} ૩૧,૨૦૦-૦-૦
" (કન્યાશુલ્ક ગ્રાન્ટ) ... ..	...	૧૦,૮૧૩-૦-૦	
વ્યાજ ... ..	૧૦,૦૦૦-૦-૦	૧૫,૩૨૫-૪-૦	૧૫,૫૦૦-૦-૦
કુલ આવક ... ..	૫,૯૮,૬૦૦-૦-૦	૬,૬૨,૫૪૪-૦-૬	૬,૩૯,૦૦૦-૦-૦

અંદાજ ખર્ચની વિગત

પ્રવૃત્તિ ખર્ચની વિગત	અંદાજ ખર્ચ સને ૧૯૫૩-૫૪	બાર માસિક ખર્ચ સને ૧૯૫૩-૫૪	અંદાજ ખર્ચ સને ૧૯૫૪-૫૫
<b>"અ" ઔદ્યોગિક પ્રવૃત્તિઓ</b>			
સલા તથા ખર્ચારણ્ય સુજન ચૂંટણી ... ..	૨૫,૦૦૦-૦-૦	૨૪,૦૬૪-૧૨-૦	૪૦,૬૦૦-૦-૦
લવાજમ મહેનતાણા ... ..	૫૮,૦૦૦-૦-૦	૬૧,૪૪૩-૬-૦	૫૯,૨૦૦-૦-૦
લવાજમ ખર્ચ ... ..	૨૨,૫૦૦-૦-૦	૨૧,૯૦૦-૧૧-૦	૨૨,૦૦૦-૦-૦
ફરિયાદ-રેકોર્ડીંગ-પ્રિન્ટીંગ... ..	૩,૦૦૦-૦-૦	૨,૩૮૫-૧૧-૯	૩,૦૦૦-૦-૦
ઔદ્યોગિક કાયદા અંગે કેસો-સવાહ	૯,૦૦૦-૦-૦	૮,૬૫૫-૯-૬	૧૨,૦૦૦-૦-૦
ભોગ ચોખના... ..	૨,૦૦૦-૦-૦	...	૨,૦૦૦-૦-૦
લોકઆહિત-હડતાળ ... ..	૧,૦૦૦-૦-૦	...	૧,૦૦૦-૦-૦
સંશોધન.... ..	૧૦,૦૦૦-૦-૦	૧૩,૮૩૩-૧૧-૦	૧૦,૦૦૦-૦-૦
મજૂર સંદેશ-પ્રકાશન ... ..	૨૪,૦૦૦-૦-૦	૨૧,૭૫૪-૬-૯	૨૨,૫૦૦-૦-૦
અન્ય મજૂર સંસ્થાને ફાળો વિ.	૧૪,૨૫૦-૦-૦	૧૫,૩૩૯-૧૦-૬	૧૪,૪૦૦-૦-૦
ધન્ટક અધિવેશન વિગેરે ... ..	૧૦,૦૦૦-૦-૦	૧૧,૬૧૧-૧૨-૬	૩૨,૦૦૦-૦-૦
"ધન્ટક" મકાન ફાળો ... ..	૨૦,૦૦૦-૦-૦	૨૦,૦૦૦-૦-૦	...
	૨,૦૩,૭૫૦-૦-૦	૨,૦૧,૩૧૯-૧૧-૦	૨,૧૮,૭૦૦-૦-૦

				અંદાજ ખર્ચ ૧૯૫૩-૫૪	ખારમાસિક ખર્ચ ૧૯૫૩-૫૪	અંદાજ ખર્ચ ૧૯૫૪-૫૫
<b>“બ” સામાજિક પ્રવૃત્તિઓ</b>						
સહકારી, લતા તથા મ્યુનિ. પ્રવૃત્તિઓ	...	...	...	૪૩,૨૬૦-૦-૦	૪૫,૫૩૮-૬-૩	૪૬,૦૦૦-૦-૦
નારી પ્રવૃત્તિ...	...	...	...	૭,૦૦૦-૦-૦	૧૧,૫૨૧-૧૫-૩	૧૫,૫૦૦-૦-૦
ગ્રામ્ય મજૂર સેવા	...	...	...	૫,૦૦૦-૦-૦	૮,૧૪૭-૬-૩	૯,૦૦૦-૦-૦
કાપડા મદદ	...	...	...	૫,૦૦૦-૦-૦	૧,૬૦૪-૧-૩	૬,૦૦૦-૦-૦
પુસ્તકાલય	...	...	...	૧૫,૦૦૦-૦-૦	૧૪,૯૯૯-૧૫-૯	૧૫,૦૦૦-૦-૦
સેવાદળ	...	...	...	૫,૦૦૦-૦-૦	૫,૨૯૩-૧૪-૯	૬,૦૦૦-૦-૦
લેખર વેલ્ફેર ટ્રસ્ટ	...	...	...	૮,૨૦૦-૦-૦	૫,૦૦૦-૦-૦	૫,૦૦૦-૦-૦
				૮૮,૪૬૦-૦-૦	૯૨,૪૦૫-૧૧-૬	૧,૦૨,૫૦૦-૦-૦
<b>“ક” કલ્યાણકારી પ્રવૃત્તિઓ</b>						
મજૂર હોસ્પિટલ અને ઇલાખાના	...	...	...	૨૮,૫૦૦-૦-૦	૨૩,૭૭૬-૧૨-૦	૩૧,૦૦૦-૦-૦
કેળવણી ખર્ચ...	...	...	...	૩૯,૦૦૦-૦-૦	૩૦,૦૦૦-૫-૦	૩૫,૦૦૦-૦-૦
				૬૭,૫૦૦-૦-૦	૫૩,૭૭૭-૧-૦	૬૬,૦૦૦-૦-૦
<b>“ડ” વહીવટી ખર્ચની વિગત</b>						
પગાર	...	...	...	૨,૧૯,૦૦૦-૦-૦	૨,૦૮,૬૯૧-૧૦-૯	૨,૨૦,૦૦૦-૦-૦
મોટર તથા મોટર સાધકો ખર્ચ	...	...	...	૨૪,૫૦૦-૦-૦	૨૨,૬૯૯-૪-૯	૨૪,૦૦૦-૦-૦
સાધકો ખર્ચ	...	...	...	૩,૧૦૦-૦-૦	૩,૦૫૧-૩-૦	૩,૧૦૦-૦-૦
સ્ટેશનરી-છાપામણી	...	...	...	૩,૧૦૦-૦-૦	૨,૦૩૫-૮-૬	૩,૦૦૦-૦-૦
તાર ટાણ	...	...	...	૧,૫૦૦-૦-૦	૧,૨૧૫-૨-૩	૧,૫૦૦-૦-૦
ટેલિફોન	...	...	...	૫,૦૦૦-૦-૦	૪,૮૮૯-૧૩-૬	૫,૦૦૦-૦-૦
પરચૂરણ ખર્ચ	...	...	...	૧,૫૦૦-૦-૦	૭૨૦-૨-૦	૧,૦૦૦-૦-૦
ઓફિસ શ્રી	...	...	...	૧,૦૦૦-૦-૦	૧,૦૦૦-૦-૦	૧,૦૦૦-૦-૦
મકાન ખર્ચ તથા ધસારો	...	...	...	૨૫,૦૦૦-૦-૦	૨૩,૪૮૬-૦-૬	૨૬,૫૦૦-૦-૦
ફરનીચર ખર્ચ અને ધસારો	...	...	...	૩,૫૦૦-૦-૦	૩,૨૬૨-૫-૦	૩,૫૦૦-૦-૦
ફરનિચર ખર્ચ અને ધસારો	...	...	...	૩,૦૦૦-૦-૦	૧,૮૬૧-૧-૦	૩,૦૦૦-૦-૦
દીવાખતી અને ધસારો	...	...	...	૯,૦૦૦-૦-૦	૮,૭૭૬-૮-૦	૯,૦૦૦-૦-૦
ઇન્કમ ટેક્સ	...	...	...	૧૦,૦૦૦-૦-૦	૪૨૪-૧-૬	૮,૦૦૦-૦-૦
પ્રવાસ ખર્ચ	...	...	...	—	—	૧,૦૦૦-૦-૦
આકસ્મિક ખર્ચ	...	...	...	—	—	૧,૦૦૦-૦-૦
				૩,૦૯,૨૦૦-૦-૦	૨,૮૨,૧૧૨-૧૨-૯	૩,૧૦,૬૦૦-૦-૦

**બજેટની તારીખ**

પ્રવૃત્તિ ખર્ચ	અંદાજ ૧૯૫૩-૫૪	ખાર માસિક ૧૯૫૩-૫૪	અંદાજ ૧૯૫૪-૫૫
“અ” આદ્યોગિક પ્રવૃત્તિઓ	૨,૦૩,૭૫૦-૦-૦	૨,૦૧,૩૧૯-૧૧-૦	૨,૧૮,૭૦૦-૦-૦
“બ” સામાજિક પ્રવૃત્તિઓ	૮૮,૪૬૦-૦-૦	૯૨,૪૦૫-૧૧-૬	૧૦૨,૫૦૦-૦-૦
“ક” કલ્યાણકારી પ્રવૃત્તિઓ	૬૭,૫૦૦-૦-૦	૫૩,૭૭૭-૧-૦	૬૬,૦૦૦-૦-૦
“ડ” વહીવટી ખર્ચ	૩,૦૯,૨૦૦-૦-૦	૨,૮૨,૧૧૨-૧૨-૯	૩,૧૦,૬૦૦-૦-૦
કુલ ખર્ચ	૬,૬૮,૯૪૦-૦-૦	૬,૨૯,૬૧૫-૪-૩	૬,૯૭,૮૦૦-૦-૦
આવક	૫,૯૮,૬૦૦-૦-૦	૬,૬૨,૫૪૪-૦-૬	૬,૩૯,૦૦૦-૦-૦
	-૭૦,૩૪૦-૦-૦	૩૨,૯૨૮-૧૨-૩	-૫૮,૮૦૦-૦-૦



29/9/54

Mill Kamdar Union,  
Rakhial Road, Ahmedabad.  
Dated 24/9/54.

Dear Comrade,

Herewith I am sending a copy of the Annual retriun and list of office-bearers of our Union, submitted by our Union. to the Registrar of Trade Unions, Bombay State, Bombay.

I hope it will acquaint you with the state of affairs of our Union.

With Greetings:-

Yours fraternally,

Batuke Desai

FORM 1.

ANNUAL RETURN PRESCRIBED UNDER SECTION 28 OF THE INDIAN TRADE UNIONS  
ACT, FOR THE YEAR ENDING 31st MARCH 1954.

Name of Union- The Mill Kamdar Union, Ahmedabad

Registered Head Office- Gontipur Road Chartoda chawl Ahmedabad.

No. of certificate of registration - 118

Return to be made by federation of trade unions.

A. Number of unions affiliated at beginning of year*.	nil
B. Number of Unions joining during year*	nil
C. Number of unions disaffiliated during year*.	nil
D. Number of unions affiliated at the end of year.	nil

This return need not be made by federations of trade unions.

Number of members on books at the beginning of year. 3007

Number of members admitted during the year (add) 2093

Together 5100

Number of members who left during the year (deduct) nil

Total number of members on books at the end of the year. 5100

Males 4900

Females 200

Number of members contributing to political fund. nil

A copy of rules of the Trade Union corrected up to the date of despatch of this return is appended.

Dated the 22/9/54

(Batuk Desai)

General Secretary.

\* The names of the affiliated and disaffiliated Unions should be given in separate statements marked "A", "B" and "C".

STATEMENT OF LIABILITIES AND ASSETS ON THE 31st DAY OF MARCH 1954.

Liabilities	Rs. as. ps.	Assets	Rs. as. ps.
Amount of general fund	1121 - 4 - 9	Cash----	
Amount of political fund	-----	In hands of treasurer	31 - 0 - 6
		In hands of Secy.	-----
		In hands of ,...	-----
Loans from-----		In the Hindustan Commercial Bank Limited.	120 - 14 - 0
		In the Bank	....
Debts due to .....		Securities as per list below	....
		Unpaid subscriptions due..	Nil
Other liabilities (to be specified) ..		Loans to .....	--- --
		Immoveable property....	
		Goods and furniture ...	969 - 6 - 3.
		Other assets (to be specified) ...	-----
<b>Total Liabilities..</b>	<b>1121-4-9</b>	<b>Total assets</b>	<b>... 1121-4-9</b>

LIST OF SECURITIES

Particulars	Face value	Cost price	Market price at date on which accounts have been made up	In hands of

Treasurer.



-3-  
GENERAL FUND ACCOUNT

Income	Rs. as. ps.	Expenditure	Rs. as. ps.
Balance at begining of year.	1158 -4 -9	Salaries, allowances & expenses of officers	2576-15-6
Contrinutions from 5100 members at Rs 1/8 per member.	7650 -0-0	Salaries, allowances and expenses of establishment	869 -4-0
Donations ... ..		Auditer's fee... ..	25 -0-0
Sale of periodicals rules and books etc...		Legal expenses... ..	1519 -3-0
Interest on investments-----		Expenses in conducting trade disputes....	--- --
Income from miscellane- ous expenses.....	-----	Compensation paid to members for loss arising out of trade disputes. ....	-----
		Funeral, old age, sickness unemployment benefits....	-----
		Education, social and religious benifits ....	--- --
		Cost of publishing periodicals .....	--- --
		Rent, Rates and Taxes	490 --4 -0
		Stationary, printing and postage.....	1851 --3 -6
		Expenses incurred under Section 15(J) of the Indian Trade Unions Act, 1926(to be specified) ....	.--- --
		Other expenses (to be specified).....	225 -2 -0
		(propeganda)	
		Balance at the end of year.....	1121 --4 -9
<b>Total</b>	<u>8808-4-9</u>	<b>Total</b>	<u>8808-4-9</u>

POLITICAL FUND ACCOUNT

Income	Rs. as. ps.	Expenditure	Rs. as. ps.
Balance at begining of year.....		Payments made on objects specified in Section 16 (2) of the Indian <del>Union</del> Trade Unions Act, 1926 (to be specified).....	
Contributions from members at per member		Expenses of management (to be fully specified)..	
		Balance at end of year...	
<del>Total</del> Total...	_____	Total...	_____

Treasurers.

AUDITORS' DECLARATION

The undersigned, having had access to all the books and accounts of the Trade Union, and having examined the foregoing statements and verified the same with the account vouchers relating thereto, now sign the same as found to be correct, duly vouched and in accordance with the law, subject to the remarks, if any appended hereto.

22/9/54

Auditor (Sheth and Co)

Auditor (Chartered Accountants Auditor)

The following changes of officers have been made during the year:-

OFFICERS RELINQUISHING OFFICE.

NAME	OFFICE	DATE OF RELINQUISHING OFFICE
------	--------	------------------------------

OFFICERS APPOINTED

Name	Date of Birth	Private Address	Personal occupation	Title of position held in Union	Date on which appointed in column 5 was taken up	other offices held in addition to membership of executive committee dated
1	2	3	4	5	6	7
Nil		Nil		Nil		Nil

(Batuk Desai )  
General Secretary.

List of the officers of the Union (including members of the Executive committee) for the year ending 31st 1954.

Registered No. 118

Name of the Union:- The MILL KAMDAR UNION, Ahmedabad.

S.No.	Name	Age	Private address	personal occupation	Title of position held in Union.
1.	Hanuman sing Rajrang sing	35	Chamanpura	Weaver	President
2.	Mahmudali Nasirali	49	Rakhial Road	"	Vice-president
3.	Ahmed Husein Gulam Husein	53	Shahpur	"	-Do-
4.	Batuk Desai	28	Raikhad	Trade Unionist,	General Secy.
5.	Kalidas Solanki	30	Dariyapur	Spinner	Joint Secy.
6.	Rampratap shukla	35	Naroda Road	Weaver	"
7.	Ismail Muhmad Patel	33	Kalupur	"	"
8.	Sakharam Rathod	34	Amraiwadi	Tradeunionist	"
9.	Abdul Azis Shaikh Yunus	35	Rakhial Road	Weaver	Treasurer
10.	BH Bakhtyarkhan Naushad Khan	39	"	"	Executive member
11.	Aziz Hamza	30	"	"	"
12.	Abdul Vahid	32	"	"	"
13.	Faruqali	34	"	"	"
14.	Chotaji piraji	35	Jamalpur	"	"
15.	C. Madhavan	24	Darwaja Bahar Jamalpur	"	"
16.	Agnit Kumar	26	Vagharivas Shahpur	Spinner	"
17.	Abdul Gafur	35	Delhi Chakla	Weaver	"
18.	Abdul Rajaq	29	Dariyapur	"	"
19.	Mubaraq Suleman	24	-Do-	"	"
20.	Rahimkhan Yusufkhan	22	Naroda Road	"	"
21.	Maganlal Bhagat	30	Chamanpura	Spinner	"
22.	Parmanand	36		Weaver	"



Cont.....

-2-

23. Mahmud Jalal	21	Naroda Road	Weaver	Executive member
24. Nurmohmad Saikh	24	Saraspur	"	"
25. Motilal Pannalal	39	Saraspur	"	"
26. Mohmad Yusuf	33	Balabhai Kumar chal	"	"
27. Sanker S. Parmar	22	"	Spinner	"
28. Pitamber Patil	39	Saraspur	Weaver	"
29. Narayan Madhu	29	Gomtipur	"	"
30. Alihaman Manulla	28	Vajumali Chal	"	"
31. Balaji Mahadeo	30	Maninagar	"	"
32. Chandrikasing Chiranjivsing	28	Maninagar society	"	"
33. Pyarelal Todila	29	Amraiwadi	"	"
34. Chintamani Panjankar		"	"	"
35. Popatlal Harilal		Vavovas Ameraiwadi	"	"
36. Premnath D. Mehta		Rakhial Road.	"	"

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All the above officers were elected in by the annual general meeting held on 27/7/53.

Reference:- BOMBAY GOVERNMENT GAZETTE, DATED 10TH OCTOBER 1950.

BEFORE THE LABOUR APPELLATE TRIBUNAL OF INDIA AT BOMBAY.

PRESENT:

Shri. J. N. Majumdar, Chairman. Shri. R. G. Mitter. Shri. K. P. Lakshmana Rao. Shri. B. R. Mathur. Shri. P. Jeejeebhoy, Members.

Between: THE MILL OWNERS ASSOCIATION, BOMBAY. AND THE KASHTRIA MILL MAZDUR SANGH, BOMBAY.

Labour Appellate Tribunal - Competency -

The Award of the Industrial Court, Bombay, which is the subject matter of the appeal to the Labour Appellate Tribunal was published by us at page 978. The objection was raised to the maintainability of the appeal on the ground that the proceedings were instituted before the Industrial Disputes (Appellate Tribunal) Act of 1950 came into force. This contention was rejected on the ground that the award of Industrial Court, Bombay was made after the Act came into force.

Bonus - if payable on industry-cum-region basis:-

The Tribunal held that they were not prepared to accede to the view that, in the matter of payment of bonus a unit of an industry in a particular region should be ordered to pay on the ground that some amongst them are able to pay by reason of having surplus.

Bonus - if ex gratia where wages are standardised:-

The Tribunal repelled the contention, that bonus is ex gratia payment when wages have been standardised, especially as wages had not reached the living wage standard.

Bonus - principles for the grant of:-

The Tribunal held that the first charges on gross profit are (1) to provide for depreciation (2) for reserves for rehabilitation (3) to return at 6% on the paid up capital (4) a return on the working capital at a lesser rate than the return on the paid up capital. The profit that remains was available for distribution as bonus.

Bonus - Conditions - following the conditions for the

payment of bonus laid down by the Banks Tribunal, the Tribunal held that the conditions of minimum number of days and non eligibility of dismissed employees to participate in bonus be deleted.

(1) If so whether an intention of giving is retrospective operation can be necessarily inferred.

(2) If so whether an intention of giving is retrospective operation can be necessarily inferred.



DECISION.

THESE

\* 1. A preliminary objection as to the competency of the appeal has been raised on behalf of the respondents in appeal. No.1 of 1950. For the purpose of considering the said objection the following facts are material. The Rashtriya Mill Mazdoor Sangh, Bombay, and the Kurla Girni Kamgar Sangh, Kurla, the two respondents in this appeal have been registered under the Bombay Industrial Relations Act, 1946, as "representative unions" of textile workers in the cotton textile industry, in the City of Bombay and the Kurla Borough Municipality area respectively. These representative Unions of workers made two references under section 73-A of the Bombay Industrial Relations Act, 1946 - one in December 1949 and the other in January, 1950. Those two references were marked by the Industrial Court, Bombay, as reference nos. (IC) 195 of 1949 and (IC) 6 of 1950 respectively. The Industrial Court made its award on those two references on the 7th July 1950, and the award was published in the Bombay Government Gazette on the 13th July 1950, ~~XXXXXXXXXXXXXXXXXXXX~~ ~~XXXXXXXXXXXXXXXXXXXX~~ In the meantime on the 29th of May 1950, the Industrial Disputes (Appellate Tribunal) Act, 1950 (No. XLVIII of 1950), hereinafter called the Act, came into force. Section 7 of the Act gave a right of appeal to an aggrieved party in an industrial disputes to the appellate tribunal constituted under section 4 of the Act in respect of certain matters. Before the Act had been enacted no appeal had been provided for against an award given by the Industrial Court constituted under the Bombay Industrial Relations Act, 1946 with the consequence that an award given then by the Industrial Court established by the said Bombay Act was a final one. The respondents contend that the Act had no application to an award made by the Industrial Court, Bombay, in a proceeding which had been started before the enactment of the Act and which was pending when the Act came into force, though the award may have been given or published after its enactment. They say that to hold otherwise would be to give retrospective operation to the Act.

2. We do not think the matter is susceptible of very lengthy exposition. The principles which would guide Courts in considering the question of retrospective operation of a statute are well settled. They have been clearly formulated in the Full Bench decision of the Calcutta High Court in the case of Jogadanund Singh -Vs- Amritalal Sarkar. (I.L.R.22 Calcutta, 767) There Banerjee J. pointed out that the correct rule of construction was not that a statute which created a new right would not be given retrospective operation in the absence of express enactment or necessary intendment to the contrary, but that it was that a statute which affected a vested right or created a new obligation or imposed a new disability was not to be given retrospective operation unless the legislature had expressed its intention to the contrary or that intention could be gathered from the enactment. Then he pointed out that this distinction would in most cases be an immaterial one for, generally, the creation of a right by a statute in one person would create a corresponding obligation in another; but that in some cases the said distinction would be material and the decision in Jogadanund Singh's case furnished the illustration. That being the principle, the question resolves itself into two parts:-

- (1) Whether the Act has taken away or has curtailed any vested right of the respondents, as in this case the question of an imposition of a new obligation or of a new disability does not arise; and
- (2) if so whether an intention of giving it retrospective operation can be necessarily inferred.



3. That the right of appeal is a substantive right, and not a part of the procedural law, has been established by the decision of the Judicial Committee of the Privy Council in the case of Colonial Sugar Refining Co., -Vs- Irving (1908 A.C.369). That was however a converse case. There a right of appeal to His Majesty in Council had been taken away during the pendency of the suit in the Court of first instance. Lord Macnaughton in delivering the judgment of the Privy Council first observed that the right of appeal was a substantive right. He then held that a litigant acquired the right to invoke the jurisdiction of a superior court as soon as and from the time, the suit or proceeding, as the case may be, was commenced. Hence the right of appeal was a vested right during the pendency of the suit or proceeding in the Court of first instance. With regard to the taking away or curtailment of a right to appeal during the pendency of the suit or proceeding in the Court of first instance that decision is the last word. In the case however, where a right of appeal is for the first time conferred the time of the institution of the suit or proceeding may not be the material factor. The respondents, however, contend, that the institution of the suit or proceeding as the case may be, in the Court of first instance gives a litigant a vested right to have a final judgment, as the judgment would have been according to the law in force at its institution, and in support of that contention two cases have been cited, namely, Subramanian Aiyer -Vs- Manasivaya Asari (A.I.R. 1918 Madras 162) and Sakin Bibi -Vs- Stephens (A.I.R. 1926 Rangoon 205). The relevant observations in the first mentioned case, however, is an obiter dictum, for that case could be and was in fact disposed of on a construction of section 102 of the C.P.C. by holding that the phrase "cognisable by a Court of Small Causes" occurring in that section, indicated the time of the institution of the suit. In the second case, the decision on the point was necessary but no reasons were given. In the first mentioned case, the learned Judges observed that the decision given in Colonial Sugar Manufacturing Co., equally applied to the converse case. viz., where the right of appeal is newly conferred, as

"the right claimed by one party to take up a matter to the Appellate Tribunal is no more sacred than the right given to the other party to prevent, the right of finality attaching to the decree obtained by him not being disturbed."

We do not agree with the view that a litigant acquires the right of preventing his opponent to carry the proceedings on to a superior Tribunal the moment the suit or proceeding, as the case may be is instituted, if at its institution there was no such right. The material point of time in this type of cases is, in our opinion, the date when the judgment or order sought to be challenged in the appeal is passed, for by that judgment or order, the rights of the parties vested rights are acquired by the party in whose favour the judgment or order was passed. This view is supported by the observations of the Judicial Committee in Delhi Cotton Mills & Agency Co., Ltd., -Vs- the Income-tax Commissioner (54 I.A. 421) where in holding that the newly introduced section 66-A of the Income-tax Act, which for the first time conferred a right of appeal to His Majesty in Council could not be called to his aid by the appellant to England, special emphasis was laid on the fact that that section was introduced into the statute after the High Court had given its opinion under section 66. As the Act had come into force before the award now in question had been made, we hold the appeal to be competent.

4. In the view expressed above, it is not necessary to consider the further question whether there are indications in the Act from which it can be gathered that the legislature intended the provisions relating to appeals to apply retrospectively, but we think that we should also express our views on this aspect of the matter. Express words are not necessary for giving retrospective operation to a statute. Where the statute is not express an enquiry into the intention of the legislature must be embarked upon, and for the purpose of ascertaining the intention of the legislature, as has been said, in Pardo -Vs- Bingham (1869) L.R. 4 Ch. app. 735 at 740.)

"We must look to the general scope and purview of the



statute and at the remedy sought to be applied and consider what was the former state of the law and what it was the legislature contemplated.2

By examining the provisions of the Act in the light of these observations, we have come to the conclusion that the legislature intended to give a right of appeal against awards made after the Act had come into force, though the proceedings had been pending from before. Section 7 excluding the right of appeal in some cases, gives a right of appeal ~~xxxxxx~~ from any award or decision of an Industrial Tribunal in certain matters. According to the definition (section 2 (c)) of the Act "Industrial Tribunal" means:

- (i) any Industrial Tribunal constituted under the Industrial Disputes Act, 1947 (XIV of 1947); or
- (ii) its relation to cases where an appeal has from any court, wage board or other authority, set up in any State under any law relating to the adjudication of Industrial Disputes made, whether before or after the commencement of this Act, by the legislative authority of the State to any other Court, board or authority set up in the State under such law, that court, board or authority exercising appellate jurisdiction within the State; or
- (iii) in relation to other cases, where no appeal ~~has~~ lies under any law referred to in sub-clause (ii), any court board or authority set up in any state under such law.

The Industrial Court set up by the Bombay Industrial relations Act, 1946, would come within the definition as contained in clause (iii) and in regard to the question of appeal an award made by it stands exactly on the same footing as an award made by an Industrial Tribunal constituted under the Industrial Disputes Act (XIV of 1947) Section 34 of the Act amends some of the provisions of the Industrial Disputes Act (XIV of 1947) in the manner indicated in the Schedule Section 15(4) of the original Act (XIV of 1947) in express terms declared the award of an Industrial Tribunal constituted under that Act, on being declared to be binding by the Local Government, to be final. That sub-section as also the connected ~~xxxxxx~~ sub-sections (2) and (3) were deleted by the amendment. This, in our opinion, was done because the right of appeal was given by Section 7 of the Act, and gives a strong indication of the intention of the legislature to make section 7 applicable to awards made in proceedings pending at the time of its enactment. Different considerations may or may not arise in the case where the award of the Industrial Court, sought to be challenged in appeal was made prior to the Act u coming into force. On this point we express no opinion.

5. We may now turn to the examination of other questions that arise in the appeals. From 1941 to 1945 the member mills of the Millowner's Association voluntarily declared bonus. The amount in 1941 represented the 1/8th of the annual basic earnings of the employees and from 1942 to 1945 1/6th thereof. In 1946 and 1947 there were disputes regarding bonus and the matter was referred to the Industrial Court, Bombay, for adjudication. That court awarded 1/5th and 1/6th of the employees' total annual basic earnings for those two years respectively subject to certain conditions. The awards were made more or less on adhoc basis. For the year 1947 the Millowners' Association of their own accord paid bonus equivalent to one month's wages in addition as "Independence Bonus". For the year 1948 there was again dispute between the parties and the matter was referred for adjudication to the Industrial Court. This reference was numbered (IC) 7 of 1949. The parties were the Millowners' Association, Bombay (consisting of 58 member mills of the said Association) and 22 other cotton textile mills who were not members of the said Association and their employees. The Industrial Court went elaborately into the matter, laid down certain principles and awarded bonus equivalent in amount to 3/8th of the total basic earnings subject to certain conditions. The award was published in the Bombay Government Gazette Extraordinary, dated the 5th May 1949.

This award, hereinafter referred to as the 1948 award, has been made the corner stone of the arguments addressed to us by the Millowners Association. We will have to refer to it in some detail hereafter.

6. The subject matter of the two appeals is in respect of the claim for bonus for the year 1949. The dispute is between the Millowners' Association, Bombay, representing 59 member mills situate in the city of Bombay and the Kurla area, and the employees of those mills. The Mill owners' Association appeared for 55 mills and the remaining four Mills, namely, (a) the Colaba Land and Mill Co., Ltd., (b) The Hirjee Mills Co., Ltd., (c) The Moon Mills Ltd. and (d) the Raghuvanchi Mills Ltd., were allowed to enter appearance separately and to put in separate written statements. The Industrial Court made its award on the 7th July 1950 hereinafter referred to as the 1949 award. It awarded as bonus 1/6th of the basic earnings to all employees, whether permanent or temporary, of the 55 mills whose cases had been represented by the Millowners' Association, Bombay, subject to the following conditions, namely:-

- (1) employees who had worked for less than 75 working days but more than 32 working days were to be paid a bonus to the extent of 50 per cent, that is to say, 1/12th of their basic earnings and those who had worked for less than 32 days were to have no bonus;
- (2) any employees who had been dismissed for misconduct was not to be entitled to any bonus, even if he had worked for more than 32 days;
- (3) bonus was to be calculated on earnings, exclusive of dearness allowance and bonuses paid during the period between the 1st January and 31st December 1949;
- (4) in the case of women, who had been on maternity leave during the said period, the actual maternity allowance drawn by them was to be included in their earnings for the purpose of calculating the bonus payable;
- (5) bonus payable is to be paid in two instalments by the 14th August, 1950 and 14th September 1950;
- (6) persons who were eligible for bonus, but who were not in service of the mill on the date of payment were to be paid in one lump by the 31st December 1950. In all such cases, claims in writing were to be submitted to the Manager, of the mill concerned.

7. The award absolved the four mills, which had entered appearance separately, from the liability to pay bonus. It was not disputed that three mills, namely, the Colaba Land and Mills Co., Ltd., the Hirjee Mills Ltd., and the Raghuvanchi Mills Co., Ltd., incurred losses in the year 1949 and the Moon Mills Ltd., had been destroyed by fire and remained closed for the whole year 1949.

8. Against this award the two appeals have been preferred. Appeal No.1 of 1950 is by the Millowners' Association, who contends that no bonus ought to have been awarded as there would be no surplus left after setting apart from the gross profit for the year 1949 sums of money necessary to meet prior charges. They rely upon the 1948 award for determining what those prior charges should be. Appeal No.2 of 1950 has been filed by one of the representative labour Unions at whose instances the reference, resulting in the award under appeal, had been made. Their contentions are:



- (1) that except the Moon Mills Ltd., the other three mills which had been exempted by the award, ought to ~~have~~ be directed to pay bonus to their employees;
- (2) that bonus amounting to 1/4th of the annual basic earnings should be awarded, as the available funds are adequate;

and

- (3) that two of the conditions, namely, the last part of the first and the whole of the second, imposed by the Industrial Court, ought to be deleted.

9. In the appeals the discussions appear to lie in a very narrow compass. The substantial question we have to decide is whether on the facts as disclosed, any bonus should be given to the employees for the year 1949, and, if so, at what rate, and whether three out of four mills that have been excluded from the liability should also be required to pay bonus.

10. We shall now consider the first contention urged in support of appeal No.5 of 1950.

11. It is admitted that after a notice of change had been given under the provisions of section 42 (2) of the Bombay Industrial Relations Act (XI of 1947), the State Government issued a notification under the provisions of sub-section (5) of Section 43 of the said Act. Mr. Shantilal Shah contends firstly that the effect of this notification is that the whole of the cotton textile industry in the said area would have to pay whatever bonus may be determined on the consolidated figures of the profit and loss accounts of all the mills and secondly, in any event the principle of 'collective bargaining' should be extended in making the award for bonus on industry-cum-region basis, and, as such, all the mills should be held liable to pay bonus except the Moon Mills Ltd. To support this second contention he relies upon:

- (1) recommendation No.12 of the Fair Wages Committee summarised in Chapter VI of their report.
- (2) the award of bonus in respect of the Sholapur Mills (published in the Bombay Government Gazette dated 22nd December 1949) where a particular Mill, which had carried on business at a loss in the relevant year, was also ordered to pay the bonus along with the other mills which had made profits.
- (3) the award made by the Industrial Court, Bombay, in Reference No.1 of 1948 (The Millowners' Association, Bombay -Vs- The Employees of the Cotton Textile Mills, Bombay - Re- Bonus for the year 1947):-

12. In our opinion, Mr. Shah's first contention must fail. The effect of the notification issued by the Government under Sub-Section 5 of section 43 of the Bombay Industrial Relations Act (XI of 1947) is that the whole of the cotton textile industry in the said areas was affected and so became interested in the dispute, and, as such, all the cotton textile mills in these areas could be made parties to a reference made under Section 73-A of the Act; it did not tie the hands of the Industrial Court by leaving no option but to make an award directing all the cotton textile mills in those areas to pay bonus irrespective of any other consideration.

13. As to his second contention, we are not called upon to lay down any rule as to whether the principle of "collective bargaining" could be extended in making an award for bonus, but suffice it to say that the materials relied upon by Mr. Shah do not lend support to his contentions, nor do they seem to be applicable to the facts of the present case.

14. Recommendation No.15 of the Fair Wages Committee does not

14. Recommendation No.13 of the Fair Wages Committee does not, in our opinion, carry the case very far. The recommendation was obviously made on the principle that wages of all the employees performing the same duties in industrial concerns of the same nature and carrying on business in the same locality should be standardised at the same figure.

15. The award made against the mill which incurred loss, in the Sholapur case stands on a different footing, as in the case the finding was that the managements of that particular mill had been guilty of mismanagement (page 2228 of the Bombay Government Gazette dated the 22nd December 1949). In the present case there is no such allegation before us. It is also pertinent to observe that the same adjudicator is a member of the Court which gave the award under appeal where he has expressed a different view.

16. In Reference No.1 of 1948 (Millowners' Association, Bombay -Vs- the Employees in the Cotton Textile Mills, Bombay Re- Bonus for the year 1947) this precise question did not arise. There the question was the rate at which the bonus was to be fixed for 1947. The Millowners' Association contended that no bonus ought to be awarded for the year at all, and the reason given in support was that:

"though the profits earned by some of the member mills left a surplus from which a bonus could be paid, yet if the average capacity of the average mill was to be taken into consideration, the financial position was not encouraging enough for the grant of a bonus."

This contention was overruled on the ground that its acceptance would drive the Court into the concept of ability to pay of the "marginal unit" when determining the question of bonus. It observed that for that purpose the consolidated figures of the profit and loss account should be the proper material to go upon and the capacity of the industry as a whole would be the material consideration.

17. We are, therefore, not prepared to accede to the view that in the matter of payment of bonus a unit of an industry in a particular region should be ordered to pay on the ground that some amongst them are able to pay by reason of having surplus, particularly when that unit of the industry has been permitted to appear separately and raise a special defence.

We accordingly overrule this contention and hold that the Industrial Court rightly refused to direct the four mills, to pay bonus to their employees for the year 1949.

18. Both parties have suggested that it is desirable that definite principles should be formulated for the purpose of determining the questions relating to bonus. Without doubt principles are necessary in order to serve as guide for future years, as that is likely to lead to a uniform practice and to promote harmonious relations between Capital and Labour and ensure industrial peace, things which are very desirable and which would tend to increase production, which the welfare of the nation urgently requires. Sir Jamshedji Banga, however contends:

- (1) that general principles have already been formulated by the Full Bench of the Industrial Court Bombay, in the award concerning the claim for bonus for the year 1948 and (a) those principles are binding ~~for~~ by reason of the provisions of Sec.95-A of the Bombay Industrial Disputes Act (XI of 1947), (b) that they are not to be ignored by the Appellate Tribunal now or in future years and (c) at any rate they should not be departed from the period of 10 years commencing from the date of the said award, as had settled the bonus structures for that period.

If this contention is not acceptable, his further contentions are:-



- (2) that when the wage structure has been settled by standardisation bonus is to be regarded as gratuitous payment. If the standardised wages are not sufficient to meet the legitimate needs of the employees, the remedy lies in having the wage structure revised; and
- (3) that at any rate grant of bonus cannot be made for the purpose of making up the deficiency between the actual and living wages.

19. Before discussing general principles, we think it necessary to deal with the above three contentions.

Section 95A of the Bombay Industrial Relations Act cannot be invoked to bind us. The scope and effect of that section is to make the law declared by the Full Bench of the Industrial Court binding on other Benches of the Industrial Court of Bombay, constituted in accordance with the regulations made by the Industrial Court under the powers given by section 92 of the said Act and on all other tribunals and authorities set up by that Act. It cannot bind a higher Tribunal constituted for the purpose of revising the awards of the Industrial Court. We must, however give due weight to the decision and should not depart from the principles laid down in the award, either wholly or in part, unless a better and more satisfactory principle can be evolved or the circumstances of the case demand. As to the contention (1)(c) it is sufficient to say that the period of ten years mentioned in that award was merely taken as a reasonable period for the purpose of calculating the amount of reserves that were to be set apart for rehabilitation, replacement and modernisation of the machinery.

20. Now, bonus is cash payment made to employees in addition to wages. It cannot any longer be regarded as an ex gratia payment, for it has been recognised that a claim for bonus, if resisted, gives rise to an industrial dispute, which has to be settled by a duly constituted Industrial Court or Tribunal.

"It differs from wages, in that it does not rest on contract, but still payments for bonus are made, because legally due, but which the parties do not contemplate to continue indefinitely" (per Lord Birkenhead in *Sutton vs. Attorney General*) (1923) 39 T.L.R. 294)

Where the goal of living wages has been attained bonus, like profit sharing, would represent more as the cash incentive to greater efficiency and production. We cannot, therefore accept the broad contention that a claim to bonus is not admissible where wages have (as in the case of before us) been standardised at a figure lower than what is said to be the living wage. Where the industry has capacity to pay, and has been so stabilised that its capacity to pay may be counted upon continuously, payment of 'living wage' is desirable; but where the industry has not that capacity or its capacity varies or is expected to vary from year to year, so that the industry cannot afford to pay 'living wages', bonus must be looked upon as the temporary satisfaction, wholly or in part, of the needs of the employee. In the case before us wages of the employees had been standardised by an award made by the Industrial Court, Bombay, in Reference Nos. 1, 4, and 5 of 1946, published in the Bombay Government Gazette Extraordinary, dated the 2nd June 1947. It is not denied that the standardised wage falls short of the 'living wage' as some of the other factors which contribute towards a 'living wage' are still wanting. In these circumstances, the second and the third contentions of Sir Jamshedji also cannot be accepted.

21. We will now consider what should be the general principles governing bonus. As both capital and labour contribute to the earnings of the industrial concern, it is fair that labour should derive some benefit, if there is a surplus after meeting prior or necessary charges.



22. The gross profits are arrived at after payment of wages and dearness allowances of the employees, and other items of expenditure which are not necessary for our present purposes to enumerate in details. As investment necessarily implies the legitimate expectation of the investor to secure recurring returns on the money invested by him in the industrial undertaking, it is essential that the plant and machinery should be kept continuously in good working order for the purpose of ensuring that return, and such maintenance of plant and machinery would also be to the advantage of labour, for the better the machinery the larger the earnings, and the better the chance of securing a good bonus. The first charge on the gross profits should be therefore the amount of money that would be necessary for rehabilitation, replacement and modernisation of the machinery. As depreciation allowed by the income tax authorities is only a percentage of the written down value, the fund set apart yearly for depreciation and designated under that head would not be sufficient for these purposes. An extra amount would have to be annually set apart under the heading of "Reserves" to make up that deficit.

23. So far there can be no dispute, now can it be denied that the paid up capital is entitled to a fair return. It is common ground that the fair return on paid up capital in this case should be a 6 per cent. The Mill owners claim in addition a fair return on the reserves employed as working capital. The employees, however, dispute the right of the Millowners to any return on the reserves employed as working capital. This is a question of principles, and requires a decision.

24. The reserves which are carried over from year to year in law belong to the company, and in our view the company is entitled to some return for the money employed as working capital. The Company is entitled to deal with this return as it chooses, and neither the shareholders individually nor the employees can as of right claim any direct benefit accruing out of the employed capital; therefore this amount has to be credited to the company. There cannot be any doubt that the employment of the reserves as working capital obviates the borrowing of money pro tanto from outside sources for the same purpose, and may be at higher rates of interest. The payment of higher interest would necessarily reduce the gross profits; to that extent the employment of reserves as working capital would be beneficial to the employees.

25. The paid-up capital however runs a double risk, viz., (1) normal trade risks and (2) risks incidental to trade cycles; whereas in the case of the reserves employed as working capital which is more liquid than fixed capital the incidence of risk to which it is subject is rather small. So the fair return on reserves employed as working capital must necessarily be much lower than the fair return on paid-up capital. This has been recognised by the Tariff Board in its Report on the Cotton Yarn and Cloth prices in Bombay (1948).

26. The claim of the employees for bonus would only arise if there should be a residue after making provision for (a) prior charges and (b) a fair return on paid-up capital and on reserves employed as working capital. So we will now set out side by side the basis on which the 1948 and 1949 awards were made by the Industrial Court, Bombay as well as the calculation on which the Millowners' Association have resisted the claim for bonus.

Re. Bonus for 1948. (in crores)	Re. Bonus for 1949. (In crores)	Re. Basis of contention of Millowners' Association. (In Crores)
Gross Profits. 20.36	9.96	9.96
Less Depreciation. 1.30	1.88	2.15
----- 19.06	----- 8.08	----- 7.81
Bonus to clerks and other staff 0.45	0.30	
Taxes at 72 annas per Rs. 6.70	Taxes at 62 annas per rupee. 2.40	Taxes at 62 per rupee. 3.17
		----- 4.64
Reserves (i.e. 4.26 - 1.30) 2.95	Reserves (i.e. 4.15 - 1.88) 2.27	Reserves. 2.95
		----- 1.69
Bonus to work- men at 3/8 of basic wages. 4.32	Bonus to workmen at 1/6 of the basic wages. 1.86	Dividend. 2.25
	* 1.25	-----
Dividend. 2.25	*This sum of 1.25 crores was taken to be adequate in paying dividend at 6 per cent.	Deficit. 0.36
Balance. 2.39		

27. The representative labour unions have not supplied any written estimate like that of the Millowners' Association but Mr. Shantilal Shah gave us the details of his calculations in the course of his arguments. During the arguments, the parties accepted 1.88 crores as in the 1949 award, to be the proper depreciation.

28. The paid up capital of the mills in 1949 was 17-02 crores. Proceeding on that basis the fund allotted to dividend in that year (2.26 crores) would work out at a rate little over 12 per cent. On the paid up capital. In the 1949 award the Industrial Court took the paid up capital to be 20-09 crores and held that the balance of 1.29 crores would be sufficient for paying a dividend of 6 per cent. In fact, the paid up capital in 1949 was not 20-09 crores but 21.58 crores, so if a return of 6 per cent were to be given, the amount required would be about 1.30 crores.

29. In the 1948 award, the sum of rupees 72 crores was found to be required for rehabilitation, replacement and modernisation of existing machinery. It fixed the period of ten years, i.e. up to 1952 for replacement etc., It also found that 30.46 crores was available at the end of the year 1947 in the shape of liquid assets which could be employed for that purpose. We are satisfied that this sum included 11 odd crores, being the refundable excess profits Tax. On the basis of these figures, that Tribunal found that 41.54 crores would be necessary to ~~rehabilitate, replace and modernise the machinery~~ rehabilitate, replace and modernise the machinery in the course of the next ten years. It, therefore, held that it would be necessary to set apart 4.15 crores. It was also said that so much of the reserves, as had been employed on working capital should be given a 4 per cent., return, and that that could be given to the share holders in the shape of an additional dividend over and above the dividend of 6 per cent. In the 1949 award no consideration has been paid to the question of return on so much of the reserves as had been employed as working capital. The amount of the reserves so employed in the year 1949 was 23 crores odd. The Millowners contend that the return should be calculated at the same rate of 4 per cent and earmarked for payment to the share holders in the shape of additional dividend. They further contend that



contend that the rehabilitation and replacement fund should be fixed at a higher figure than 4.25 crores. They said it should be 1.88 crores (depreciation fund) plus 2.95 crores to be put into reserves. If their contentions are accepted, they say that there would remain no surplus for the payment of bonus. In fact, there would be a deficit balance of 0.56 crores.

30. Mr. Shantilal Shah, on behalf of the representative unions of the employees on the other hand, has contended:

- (1) that the total cost of rehabilitation, replacement and modernisation of the machinery would be not 72 crores but much less;
- (2) that more liquid assets, much more than 30.46 were or ought to have been available at the end of the year 1947 and much more than 35.07 crores were or ought to have been available for that purposes at the end of the year 1949;
- (3) that at any rate, as the ordinary life of textile machinery is over thirty years, the period of replacement etc., ought to be further extended; and
- (4) no return on the reserve employed as part of the working capital should be set apart for the purposes of calculating bonus.

He says that if his contentions are accepted, the surplus would be sufficient to pay 1/4th of the basic wages as bonus after payment of 6 per cent, dividend on the paid up capital. He further contended, as we have already said, that the last part of the first and the whole of the second condition made in the award under appeal ought to be deleted.

31. Both parties accept 9.96 crores to be the gross profits and say that 1.88 crores may be accepted to be the proper depreciation. The amount of taxes to be deducted from the balance 8.08 crores would depend upon what bonus would be awarded. We will now take up the points on which the parties differ and which we have set out above. We are not prepared to accept Mr. Shantilal Shah a contention that the total cost of rehabilitation etc., ought to be estimated at much less than 72 crores. All the relevant materials for fixing the requisite amount for rehabilitation, etc., were placed before the Industrial Court by both the parties in connection with the question of bonus for 1948. That Court was inclined to fix the cost of rehabilitation etc., at 80 crores, but in view of the considered opinion of the Tariff Board fixed the sum at 72 crores. In the 1949 award, the Court did not disturb any of the above findings and proceeded on the figure of 72 crores. Having regard to the uncertain tendency of the price level and machinery we think that a liberal estimate should be adopted, and so we also proceed on the figure of 72 crores.

32. The total of the depreciation and reserve, as fixed by the Industrial Court in the 1949 award is 4.15 crores (1.88 plus 2.27) a figure determined in the 1948 award. The Millowners, however, contended that as new machinery has been brought in the place of some old machinery, the cost of replacement, etc., of the new machinery would work out at a higher figure if its replacement be spread over the same number of years. They accordingly say that the sum of 4.15 crores, directed to be set apart for replacement etc., in the 1949 award, should be increased to 4.83 crores. We are unable to accept this contention for two reasons, namely (1) the period of rehabilitation and replacement etc., of the new machinery must be spread over a greater number of years than 12 years, as the life of new machinery is much more than the period of 12 years, and (2) the figure 4.15 crores was fixed in the 1948 award on an average basis, taking the period of replacement to be 12 years from 1947. It is obvious that in arriving at that figure the Court had taken into consideration the fact that new machinery would gradually and from time to time replace the old machinery. We accordingly overrule



overrule Sir Jamshedji's contention in this respect.

33. We cannot accept Mr. Shantilal Shah's contention that more than 30.46 crores were or ought to have been available at the end of the year 1947. Nothing convincing has been pointed out which would induce us to depart from the findings made in the 1948 award. He contends that a large amount of reserve was capitalised and bonus shares issued, of about 8 crores from 1944 upto now. There is no dispute that reserves to a large extent had been capitalised and bonus shares issued. That was however, done legally and the effect thereof is that reserves have gone into block account and can no longer be regarded as liquid ~~xxxxx~~ assets. He also says that the breakdown value of the machinery which would have to be replaced has not been taken into account. There are, however, no materials now available which would enable us to form an estimate on that point. We, therefore, leave out of consideration the item of breakdown value.

34. We are, however, of opinion that the period of replacement should be longer, as contended by Mr. Shantilal Shah. The Tariff Board was of opinion that the full amount necessary for replacement should be collected within 12 to 15 years. In arriving at that conclusion, it paid due consideration to the fact that most of the machinery in the textile mills had become old. In the 1948 award, the period of rehabilitation, etc., was extended to 12 years, but we do not think that the mills would suffer in any way if the period of rehabilitation etc., be taken to be the outer limit, as estimated by the Tariff Board, namely, 15 years commencing from 1947, and we have decided to proceed on that basis. The sum of 41-54 crores is, therefore, to be collected within 1952. i.e., in course of 13 years from 1949. In this view the sum to be set apart for rehabilitation etc., in the year 1949 would be 3.19 crores or so (41-54).

The amount that is to be kept in the  
<sup>13</sup>  
 reserve in that year would thus be 1.31 crores (3.19 - 1.88).

35. The calculation for ~~xxxx~~ the year 1949 upto this stage would thus be:-

	In crores.
Gross Profits.	9.96
Depreciation.	1.88
	-----
Balance.	8.08
Less reserve for rehabilitation etc, for the machinery.	1.31
	-----
Balance	6.77
	-----

A tax at 6 $\frac{1}{2}$  annas per rupee would be payable on this amount less any bonus which the Tribunal may award.

36. 6 per cent dividend on paid up capital comes upto 1.30 crores, and we consider that .46 crores should be a fair return on the reserve s that had been employed as working capital. We cannot accept Sir Jamshedji's contention that this should go towards dividend payable to share holders. It represents a return on the reserves which in law belongs to the company. It would be for the company to determine how this sum is to be applied.

37. After the aforesaid deductions there remains a surplus and the issue is whether the ~~xxxxxx~~ employees are entitled to any and, if so, to what bonus. The answer to this issue is not easy, for we have to consider in this context the needs of the employees, the claims of the share holders, and the requirements of the industry. The subject is not readily responsive to any right principle or precise formula, and so far we have been unable to discover a general formula. This does not, however mean that the answer to this issue is in any way fortuitous; nor are we in any doubt as to the considerations which must prevail in deciding what the amount of bonus should be. Essentially the quantum of bonus must depend upon the relative prosperity of the concern during the year under review, and that prosperity is probably best reflected  
 the amount of the residuary surplus: the needs of labour at existing

in the amount of the residuary surplus; the need of labour at existing wages is also a consideration of importance; but we should make it plain that these are not necessarily the only considerations; for instance, no scheme of allocation of bonus could be complete if the amount out of which a bonus is to be paid is unrelated to employees' efforts; and even when we have mentioned all these considerations we must not be deemed to have exhausted the subject. Our approach to this problem is motivated by the requirement that we should ensure and achieve industrial peace which is essential for the development and expansion of industry. This can be achieved by having a contented labour force on the one hand, and on the other hand an investing public who would be attracted to the industry by a steady and progressive return on capital which the industry may be able to offer. It goes without saying that if the residuary surplus is appreciably larger in any particular year it should be possible for the company to give a more liberal bonus to the employees.

38. The claim of the employees to a bonus in this case cannot be denied. The quantum of such bonus is a subject to which we have given our very careful consideration. Applying the principle and the considerations which we have indicated above we have come to the conclusion that there are no grounds for disturbing the decision of the Industrial Court on this quantum of bonus. We set out below a table showing our calculations:-

	In crores.
Gross Profits. . . . .	9.96
Depreciation. . . . .	1.88
	-----
	8.08
Taxes. . . . .	2.40
	-----
	5.68
Reserves for rehabilitation, etc, (3.19 less 1.88)	1.31
	-----
	4.37
Return of 6 per cent on paid up capital.	1.30
	-----
	3.07
Return on reserves employed as working capital.	.46
	-----
	2.61
Bonus to clerks and other staff.	.30
	-----
	2.31
Bonus to employees.	1.86
	-----
Balance.	0.45
	-----

39. We accept the contention of Mr. Shantilal Shah that the last part of condition No.1 which says that no bonus is to be paid to employees who worked less than 32 days and the whole of condition No.2, which says that no bonus would be payable to employees who had been dismissed for misconduct, should be deleted.

40. The appeals are allowed accordingly, and the award will be varied in the manner indicated above. Parties to bear their respective costs.

True copy.



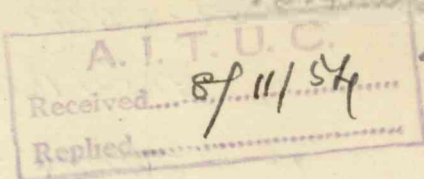
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6/11/54



श्रीमान मैनेजर महोदय,

महात्मा गांधी उमद मिल (प)



पाली

महोदयजी,

मिल में राष्ट्रीय मजदूर कांग्रेस के नाम से काम करने वाले मजदूर जो बांधालिये कर रहे हैं, जिसकी रिपोर्ट हर खाले के मजदूर ने Departmental Heads, Labour officer और आयसे श्री रचित एवं और रचित रूप से भी कई बार की ओर कर रहे हैं लेकिन आयसे इन बांधालिये को रोकने के लिये कोई कदम नहीं उठाया बल्कि इसके विपरीत निरीक्षण मजदूरों को ही Warnings slips और Charge sheets देना शुरू कर दिया. आयकी यह एक तरफा कार्यवाही इस बात का खुला सबूत है कि जो लोग मिल में मजदूर करते हैं उनको आय यह सब का अचना कर प्रोत्साहन देते हैं. ऐसा कर के आयकी यह गिरती यह है कि Textile Labour Union जो कि इस मिल के मजदूरों का शान्तिशाली संगठन है उसे लोडा जाय. वगैर कि श्री मनी भी Warnings slips और Charge sheets आयकी ओर से दिये गये हैं वा सब उच्चतर इत्य लेबर यूनियन के सदस्यों एवं कार्यकर्ताओं को ही दिये गये हैं.

ये मजदूरों के Trade Union अधिकारों पर खुला हमला है, जिसे मजदूर चुपचाप खादा दिन तक बर्दाश्त नहीं कर सकते, आज विभिन्न Department में जोबर, Head जोबर मजदूरों को जा लिये भी कालते हैं, मारपीट करते हैं और रिश्तों लोते हैं. इन सब की श्री मायते भी आय तक पहुँचाई गई लेकिन आयसे इसके रोक-थाम के लिये कोई कदम नहीं उठाया. जोबरों के नाम इस प्रकार हैं:-

१. रवी मा, मुकादुम, 7 दिन-पाली गैंग
२. कलौड, जोबर Weaving 1 दिन-पाली
३. मागीरथ Head जोबर गैंग " "
४. राम कुमार बांगड Head जोबर Weaving 7 दिन-पाली
५. मोतीलाल Foldus Head जोबर " "
६. रमण जोबर " " 7 दिन-पाली
७. होंतेलाल Head जोबर Weaving " "
८. बाबूलाल " " " "
९. मंरुशीह " " " "
१०. मांगीलाल नेली " " " "
११. रवी मा " " 7 दिन-पाली
१२. अल्लनारीह नागडिंग जोबर " "



मल्ला जोबर हवा चर रात वाली  
 मारवा Head जोबर हवा चर रात वाली  
 सुरा " " डाईंग Bleaching Dept. दिन वाली  
 गोधा " " हवा चर दिन वाली

उपरोक्त नाम उन जोबरों Head जोबरों के हैं जो इस वक्त रवानों में बहुत ज्यादा चांधालियों कर रहे हैं। रवानों का गाली गलीज करना, मारपीट करना, दिवत लेना रोज मरा का काम चल गया है। साथ ही साथ ये लोग अथर्व गुंड लगे चन्द मजदूरों से इधला करवाते हैं, रवानों में मारपीट करने की कोशिश करते हैं।

आप हैं कि इन लोगों के तखलाक कोई कार्यवाही नहीं करते जिससे कि

जिससे कि इन की ये हरकतें बन्द हो जायें। आपके इस रवेंचे से मजदूरों में तीव्र असंतोष और उत्तेजना बढ़ती जानही है। युधीयन आज तक मजदूरों को इन चांधालियों के तखलाक व आपके पक्ष का तपुर्ण मजदूर विरोधी रवेंचे के तखलाक शान्ति पूर्ण संघर्ष के तखलाक कहती आई है। और मजदूरों ने बग़ान्ते पूर्वक यह संघर्ष पिछले तीन माह से चलाया भी है क्योंकि यही युधीयन की नीति है। अब युधीयन यह महसूस करती है कि वो आपको साफ तौर पर आगाह कर दें कि जिस हद तक मजदूरों में इसी तखलाक और उत्तेजना बच चुकी है, अगर मजदूरों ने उत्तेजित होकर कोई बड़ा कदम उठा लिया तो उसकी तखलाक भी हमें दलील आप पर होगी।

अतः अन्त में आपसे निवेदन है कि आप इस पक्ष का तपुर्ण रवेंचे को छोड़कर न्यायपूर्ण नीति अपनायें और इन बढ़ती हुई हरकतों को रोकें। आपको आदर दिना देना मैं अपना पूर्ण

समर्थता हूँ कि इस तखलाक में आपको धन सं०  $\frac{61}{18-10-54}$  दिया जायेंगा।

आशा है आप भी वही उचित कदम उठा कर इन चांधालियों को रोकेंगे।

**आपका दियेगा,**  
**Iqbal Singh Parihar**  
 जनरल सेक्रेटरी  
 टेक्सटाईल लेबर यूनियन  
 पाली (मारवाड़)

- Copies forwarded to:-
- The Commissioner Jaipur
- The Comrade V. V. Joshi Jaipur
- The Collector Pali
- The Sec. All India Trade Union Congress.
- Head Quarters Mahatma's Unnaid Mill Pali
- Labour Welfare Office Govt. of Rajasthan Jaipur
- The Labour Commissioner Jaipur
- The District Officer Pali

# தமிழ்நாடு தொழிற் சங்க காங்கிரஸ்

(அகில இந்திய தொழிற்சங்க காங்கிரஸின் தமிழ்நாடு கமிட்டி)

6/157, பிராட்வே, சென்னை-1.

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AITUC

தேதி 27th Jany. 1955.

Report submitted to the AITUC

Action by the Madura Harvey Mill  
workers for a fortnight from 4-1-55.

The action of the 12,000 Harvey mill workers during this month opposing increased work-load is significant in many respects. A new pattern of unity was evolved by workers themselves and the workers succeeded to a large extent in winning the support of the people of Madura.

Never since 1938 when all the workers went on an indefinite strike during the Rajaji Ministry was such enthusiasm seen. It is well known that the Harvey Mill, Madura is one of the biggest spinning mills in South India. And the 4 mills in this group control 5 lakh spindles. The mill in Madura is divided into three separate entities and they are known as the Old Mill, the New Mill and the Central Mill. Generally, low counts are spun in the Old Mill, higher counts in the New Mill and the Dunlop requisite thread in the Central Mills. They are 288 spinning frames divided into 12 sides in the Old mill, 375 into 16 sides in the New mill and 22 frames in the Central Mill. Generally the frames in the Old mill contain 308 to 328 spindles. Except the 10th side which contain 450 to 484 spindles. In the New mill the spindleage varies from 450 to 484. In the Central Mill each frame contains 476 to 484 spindles. In the Central mill Dunlop spinning department where low counts ranging from 7 to 16.7 are spun, for most of the frames 3 spinners and 1 1/2 doffers per frame were supplied. The number of spinners and doffers were reduced in the 7 and 9.75 counts the reduced number of spinners according to the workers is 2 spinners and 1 1/2 doffers. From the 5th onwards, the workers in the Central Mill Dunlop spinning department refused to do the additional work and sat quietly in front of the frames. Egged on by this the workers in the spinning department of the 10th side in the Old mill who were attending to 220 spindles for 20s also refused to do the extra work. The affected workers in both the shifts numbered 207. Daily these workers reported for duty and squatted in front of the frames. and this continued till 12-1-55.

The mass of the workers knew that this is a very important issue in which maximum unity and mobilisation were necessary. There are 4 unions in this mill, one affiliated to the AITUC, (T.W.U.); one affiliated to the INTUC (N.P.W.U.); and two independent unions M.L.U. and M.M.L.U. These unions also had to be activated. The workers in two shifts assembled and after elaborate discussion elected a United Action Committee consisting of 18 workers belonging to different departments and different unions. This United committee appealed to the Unions, Political parties and other Leaders to support the demands of the Harvey mill workers. Hand-bills were issued explaining the issue involved, more than Rs.500/- was collected and more than 2000 measures of rice was also collected. All the Political parties and Unions signified their support. The President of the District Congress Committee stated that he will not go to Avadi without settling the Harvey issue. The Committee also met S.M.Majumdar, M.P. who was in Madura on 12th & 13th, K.T.K.Thangamani (AITUC), who was in Madura on the 15th, 16th, & 17th, G.Ramanujam (INTUC) who was in Madurai on 15th, 16th & 17th



# தமிழ்நாடு தொழிற் சங்க காங்கிரஸ்

(அகில இந்திய தொழிற்சங்க காங்கிரஸின் தமிழ்நாடு கமிட்டி)

6/157, பிராட்வே, சென்னை-1.

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M.Kalyanasundaram, M.L.A.(Dy. Leader of the Opposition) who was in Madura on the 15th, and many such local leaders.

On the 13th the situation took a dramatic turn. The tokens of the 207 workers were taken away so that if they went out of the Mill gate they would not be allowed inside. Workers in both the shifts replied by half an hour stay-in-strike. All the 12,000 workers participating without exception. The leadership of independent union, did not favour this action but that union workers actively cooperated for making this a success. This infused greater confidence in the workers. The night-shift closes at 1-15 a.m. and if the night-shift workers had left as usual they would have left behind the 207 comrades to the mercy of the Management and the Police. It may be mentioned here that police ~~were picketing~~ pickets were posted inside and the Dt. Collector and D.I.G. of Police were much impressed with the peaceful nature of the stay-in-strike on the 13th. 14th and 15th were Pongal holidays and are very important days for Tamil people when they would like to spend their time at home. 4000 workers of the night-shift did not want to desert the 207 workers and so they stayed inside the mills on the 14th and 15th an event which will be written in the history of Harvey mill workers. We also witnessed a phenomono 100 of kitchen springing in front of the mill-gate and cooked food being despatched inside. It is needless to say that not only the 12000 Harvey workers but a big majority of workers in Madura did not celebrate their Pongal as their thoughts were with 4000 workers who were inside. The United Committee continued its parlies with the Management and the authorities but they proved fruitless. The Commissioner of Labour, Madras sent a telegram stating that he would be visiting Madura on 17th. In a mass rally of 25000, M.Kalyanasundaram spoke on the resolution supporting the Harvey workers. At 1 a.m. on 16th 500 police paraded inside the mills and under the plea of collecting the workers near the mill-gate for explaining certain things, they were able to push out the workers without any incident. In this process 3 workers Karuthiah, Peria Karuppan and Kandasamy were taken into custody. This eviction and the arrest angered the workers. The United Committee consulted the TU leaders and did not lose their head. They asked the workers to go work as usual on 16th and demanded the release of 3 arrested workers. On the 16th yet another worker Alaghumalai by name one of the members of the Action committee was arrested while on duty and this angered the workers ~~furkher~~ and the police stopped further arrests. The same evening Bonus Day was observed with a great gesto and representatives from the various trade unions addressed the gathering. K.T.K.Thangamani, explained the significance of the Bonus day and also the significance of Harvey's struggle which was directed against attempted Rationalisation. The general demand of the workers was to get back 207 workers in the affected departments and secure the release of the 4. On the 16th & 17th Police guarded the two departments and a lock out was enforced which was again a victory for the workers.

When the Labour commissioner arrived on 17th in the discussions held at the Circuit House, workers were represented by M/s K.T.K.Chan-gamani(AITUC), G.Ramanujam (INTUC), A.Balasubramaniam and V.Karmegam (T.W.U.), R.Rangasamy (N.P.W.U.), P.A.Kanniah (M.M.L.U.) and the avail-  
labla members of the Action Committee. 207 workers and nearly 1000

more were also present, to witness the proceedings. The management was



# தமிழ்நாடு தொழிற் சங்க காங்கிரஸ்

(அகில இந்திய தொழிற்சங்க காங்கிரஸின் தமிழ்நாடு கமிட்டி)

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was represented by J.R.Marshall, Managing Director, Andrews one of the Directors and S.Krishnamurthi, the Mills' Labour Welfare Officer, The workers gave complete authority to M/s K.T.K.Thangamani, G.Ramanujam and P.A.Kanniah to settle the issue. Settlement was reached which included resumption of work by 207 on 18-1-55, supply of 5 creelers and 2 doffers each shift for the Dunlop workers, favourable consideration of the 10th side workers' demands, no punishment by way of wage-deduction for the illegal stay-in-strike etc. This settlement was signed by J.R.Marshall, the Labour Commissioner, N.Balasundaram, K.T.K.Thangamani, G.Ramanujam, A.Balasubramaniam, V.Karmegam, R.Rangasamy and P.A.Kanniah,. The terms of the settlement and the future course of action were explained to the 1000 workers who were assembled outside by K.T.K.Thangamani, Ramanujam and P.A.Kanniah who were brought on the same platform by the united will of the workers. The 4 workers were released on bail and they along with 207 have resumed work on 18th. It may be mentioned here that the telegram received from P.Ramamurthi, Delhi on the midnight of 15th urging the workers to continue the unity was of immense help. The said telegram was read out to the workers on the public rally on 16th. It is expected that the workers and their leaders who had conducted this glorious campaign will study the details and review the campaign, draw rich lessons and lay the foundation for future. It can be safely asserted that during this year the management will have a conference of the TU leaders for the purpose of fixing the work-load and wage-differentials for different departments.

N.B. This action has followed immediately after the one day token strike on 21-12-54 of the 30000 Coimbatore District Textile workers for the implementation of Textile Tripartite Committee Recommendations.

Greetings.

Yours faithfully,

KTK Thangamani

(K.T.K.Thangamani)  
General Secretary.

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ACTION BY THE MADURA HARVEY MILL WORKERS FOR  
A FORTNIGHT FROM ~~XXI~~ 4.1.55

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The action of the 12,000 Harvey mill workers during this month opposing increased work-load is significant in many respects. A new pattern of unity was evolved by workers themselves and the workers succeeded to a large extent in winning the support of the people of Madura.

Never since 1938 when all the workers went on an indefinite strike was such enthusiasm seen. It is well known that the Harvey mill, Madura is one of the biggest spinning mills in South India. And the 4 mills in this group control 5 lakh spindles. The mill in Madura, is divided into three separate entities and they are known as the Old Mill, the New mill and the Central Mill. Generally, low counts are spun in the Old Mill, higher counts in the New Mill and the Dunlop requisite thread in the Central Mills. ~~There~~ There are 288 spinning frames divided into 12 sides in the old mill, 375 into 16 sides in the New mill and 22 frames in the Central mill. Generally the frames in the Old mill contain 308 to 328 spindles, except the 10th side which contain 450 to 484 spindles. In the New mill the spindlage varies from 450 to 484. In the Central each frame contains 476 to 484 spindles. In the Central mill Dunlop spinning department where low counts ranging from 7 to 16.7 are spun, for most of the frames 3 spinners and  $1\frac{1}{2}$  doffers per frame were supplied. The number of spinners and doffers were reduced in the 7 and 9.75 counts the reduced number according to the workers is 2 spinners and  $1\frac{1}{2}$  doffers. From the 5th onwards, the workers in the Central mill Dunlop spinning department refused to do the additional work and sat quietly in front of the frames. Egged on by this the workers in the spinning department of the 10th side in the Old mill who were attending to 220 spindles for 20s also refused to do the extra work. The affected workers in both the shifts numbered 207. Daily these workers reported for duty and squatted in front of the frames and this continued till 12.1.1955.

The mass of the workers knew that this is a very important issue in which maximum unity and mobilisation were necessary. There are 4 unions in this mill, one affiliated to the AITUC (T.W.U.); one affiliated to the INTUC(N.P.W.U.); and two independent unions M.L.U. and M.M.L.U. These unions also had to be activated. The workers in two shifts assembled and after elaborate discussion elected a United Action Committee consisting of 18 workers belonging to different department and different unions. This United Committee appealed to the Unions, Political parties and other Leaders to support the demands of the Harvey mill workers. Hand-bills were issued explaining the issue involved, more than Rs.500/- was collected and more than 2000 measures of rice was also collected. All the Political parties and Unions signified their support. The President of the District Congress Committee stated that he will not go to Avadi (a place near Madras where the 60th. Session of the Indian National Congress was held recently) without settling the Harvey issue. The Committee also met S.M.Majumdar, M.P. who was in Madura on 12th and 13th, K.T.K.Thangamani of the A.I.T.U.C. who was in Madura on the 13th, 14th and 15th of January 55, G.Ramanujam of I.N.T.U.C. who was in Madura on 15th, 16th and 17th January, M.Kalyanasundaram, M.L.A. (Dy. Leader of the Opposition) who was in Madura on the 15th of January and many such local leaders.

On the 13th. the situation took a dramatic turn. The tokens of the 207 workers were taken away so that if they went out of the mill gate they would not be allowed inside. Workers in both the shifts replied by half an hour stay-in-strike. All the 12,000 workers participating without exception. The leadership of the independent union did not favour this action but that union workers actively cooperated for making this a success. This infused greater confidence in the workers. The night-shift closes at 1.15 A.M. and if the night-shift workers had left as usual they would have left behind the 207 comrades to the mercy of the management and the police. It may be mentioned here that police pickets were posted inside and the District Collector and Dy. Inspector General of Police were much impressed with the peaceful nature of the stay-in-strike on the 13th. 14th. and 15th. were Pongal holidays and are very important days for Tamil people when they would like to spend their time at home. 4000 workers of the night-shift did not want to desert the 207 workers and so they stayed inside the mills on the 14th and 15th, an event which will be written in the history of Harvey mill workers. We also witnessed a phenomena, ~~XXX~~ hundreds of kitchen springing in front of the mill gate and cooked food being despatched inside. It is needless to say that not only the 12000 Harvey workers but a big majority



of workers in Madura did not celebrate their Pongal as their thoughts were with 4000 workers who were inside. The United Committee continued its parlies with the management and the authorities but they proved fruitless. The Commissioner of Labour, Madras sent a telegram stating that he would be visiting Madura on 17th. In a mass rally of 25000, M.Kalyanasundaram spoke on the resolution supporting the Harvey workers. At 1 A.M. on 16th, 500 police paraded inside the mills and under the plea of collecting the workers near the mill-gate for explaining certain things, they were able to push out the workers without any incident. In this process 3 workers Karuthiah, Peria Karuppan and Kandasamy were taken into custody. This eviction and the arrest angered the workers. The United Committee consulted the Trade Union leaders and did not lose their head. They asked the workers to go ~~on~~ to work as usual on 16th and demanded the release of 3 arrested workers. On the 16th. yet another worker Alaghumalai by name, one of the Members of the Action Committee was arrested while on duty and this angered the workers and the police stopped further arrests. The same evening Bonus Day was observed with a great gusto and representatives from the various trade unions addressed the gathering. K.T.K.Thangamani, explained the significance of the Bonus Day and also the significance of Harvey struggle which was directed against attempted rationalisation. The general demand of the workers was to get back 207 workers in the affected departments and secure the release of the 4. On the 16th and 17th Police guarded the two departments and a lock out was enforced which was again a victory for the workers.

When the Labour Commissioner arrived on 17th in the discussions held at the Circuit House, workers were represented by M/s. K.T.K.Thangamani (AITUC), G.Ramanujam (INTUC), A.Balasubramaniam and V.Karnegam (T.W.U.), R.Rangasamy (N.P.W.U.), P.A.Kanniah (M.M.L.U.) and the available members of the Action Committee. 207 workers and nearly 1000 more were also present, to witness the ~~proceedings~~ proceedings. The management was represented by J.R. Marshall, Managing Director, Andrews one of the Directors and S.Krishnamurthi, the Mill's Labour Welfare Officer. The workers gave complete authority to M/s. K.T.K.Thangamani, G.Ramanujam and P.A.Kanniah to settle the issue. Settlement was reached which included resumption of work by 207 on 18.1.1955, supply of 5 creelers and 2 doffers ~~in~~ each shift for the Dunlop workers, favourable consideration of the 10th side workers' demands, no punishment by way of wage-deduction for the illegal stay-in-strike etc. This settlement was signed by J.R.Marshall, the Labour Commissioner, V.Balasundaram, K.T.K. Thangamani, G.Ramanujam, A.Balasubramaniam, V.Karnegam, R.Rangasamy and P.A. Kanniah. The terms of the ~~settlement~~ settlement and the future course of action were explained to the 1000 workers who were assembled outside ~~in~~ by K.T.K. Thangamani, Ramanujam and P.A.Kanniah who were brought on the same platform by the united will of the workers. The 4 workers were released on bail and they along with 207 ~~workers~~ have resumed work on 18th. It may be mentioned here that the telegram received from P.Ramanurthi, Delhi on the midnight of 15th urging the workers to continue the unity was of immense help. The said telegram was read out to the workers on the public rally on 16th. It is expected that the workers and their leaders who had conducted this glorious campaign will study the details and review the campaign, draw rich lessons and lay the foundation for future. It can be safely asserted that during this year the management will have a conference of the Trade Union leaders for the purpose of fixing the work-load and wage-differentials for different departments.

This action has followed immediately after the one day token strike on 21.12.54 of the 30000 Coimbatore District Textile workers for the implementation of Textile Tripartite Committee Recommendations.

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**Facts About The Lock-Out In The  
Swatantra Bharat Mills, Delhi**

The Swatantra Bharat Mills is one of the most modern units of the Textile Industry in India. The Managing Agency of the parent company of which it is a branch, is owned by the well-known industrialist Sri Shri Ram and his sons. Recently the management of the Mills declared a lock-out resulting in temporary loss of employment to about 4000 workers, thereby causing acute economic distress to them and their dependants numbering over 20,000. The lock-out has come as a consequence of an eight-month-old dispute between the workmen represented by their Union, the Kapra Mazdoor Ekta Union (Regd.) and the management.

This dispute centres round the demand of the workers that they be allowed to exercise their fundamental rights of forming and joining a trade union of their choice and that the ban placed by the management on holding meetings and carrying on peaceful trade union activity in the workers' colony be removed. This dispute started in April, 1954, and has since constantly been the cause of much agitation by the workers. The workers led by their Union explored all avenues for securing a peaceful and just settlement of the dispute. Scores of written and oral representations were made to the management and the Delhi State Government. Right from the Labour Officer at the bottom to the Chief Commissioner at the top all authorities were repeatedly approached in the matter. The matter was also raised in the Delhi Legislative Assembly in its last session.

All these methods failing to yield any results, the Union resorted to other methods of peaceful and lawful agitation. Dozens of mass-deputations, processions, demonstrations, public meetings were organized in the industrial areas as well as in the city and New Delhi in support of the demand of the workers. But even this proved of no avail and the situation suffered progressive deterioration from day to day.

The attitude of the management was highly unreasonable and provocative throughout. At first they tried to wean the workers away from the Union's influence by holding out threats of dismissal, demotion or similar disciplinary action. Then an attempt was made to create disruption in the Union through a handful of mill-agents whom the Union allowed to join up in accordance with its democratic constitution. When these people saw that there was no chance of their succeeding in their evil designs they left the Union and tried to create disruption from without

through a management-sponsored puppet rival union. But even this proved futile and barring about 40-50 mill-agents, many of whom were freshly recruited by the management for this purpose, no worker joined this puppet union. With each successive failure of its tactics the management became more unreasonable, more aggressive and oppressive and more desperate. Vilification of Union Officials, breaking up of peaceful workers' gatherings, framing up frivolous criminal cases against Union workers by lodging false reports with the police, harassment of active Union workers in the course of their duties in the mills was tried in turn. Specific cases involving such high-handedness on the part of the management were brought to the notice of the authorities by the Union, every time they occurred. But no heed was paid to these complaints. On the other hand the Police in the initial stages openly sided with the employers whom they obliged by cooking up false cases against Union members.

More than 80 workers were prosecuted by the police under Section 290 for shouting slogans regarding their demands in the workers' colony or under section 107 I.P.C. for the alleged apprehension of breach of peace. The result of all this, however, was contrary to the management's wishes and expectations. With every fresh attack on the solidarity of the workers or on the integrity of their Union, the workers closed up their ranks with still more doggedness, courage and determination. They were able to raise an industrial dispute involving certain important economic and other issues in the meantime, which were referred to adjudication under the Industrial Disputes Act by the State Government. The Union also successfully challenged several improper actions of the management and by its constant defence of the legitimate rights and privileges of workers incurred heavy displeasure of the management. Failing to break the workers' morale and unable to shake their faith in the Union, the employers took recourse to their last weapon.

An all-out campaign of criminal intimidation, violence and hooliganism was let loose on the workers. Leading Union workers became special targets of this violence and gangsterism. Union property, including the newsboard used by the Union for announcing Union programmes to its members was forcibly removed from the mill-colony. Hooligans armed with lathis and daggers openly went about the colony assaulting and abusing workers and holding out threats of dire consequences against Union members. Dozens of such reports involving individual cases are on record with the Police. This campaign of violence and terrorism naturally created a state of tension and resentment among the workers, who were compelled to lodge an effective protest against it by the only

lawful method open to them, i.e., by going on a one-day protest strike on the 13th of December. The success of this step clearly demonstrated the unity of the workers against the management and their agents who vainly tried to break the strike by every means at their disposal. This success drove the management into madness and frenzy and they started hitting out recklessly. Mass charge-sheeting of workers was followed by dismissal notices on practically every member of the Union's Executive Committee. Lala Bharat Ram, the Managing agent of the Mills, openly repudiated an agreement earlier arrived at through the mediation of the Government Labour Officer (Appendix III).

This agreement sought to partially restore some of the trade union rights to the workers. When advised to settle the dispute by negotiations by the Government Labour Director, Lala Bharat Ram left the conference table refusing to talk to the Union's representatives. Still, in line with its basic policies, the Union continued vigorous efforts to find out an amicable and peaceful settlement of the dispute. Besides exploring the usual avenues of conciliation, etc., it took the matter up in the Labour Advisory Board of the State Government and subsequently in the Tripartite Committee for Textile Industry. The attitude of the representatives of the management, at all these conferences was of total non-cooperation and even arrogant and insulting. Instead of exchanging views and making an attempt to understand the workers' view-point, they adopted an attitude of dictation, of holding out threats and of blackmailing.

Several attempts on the life of Union Officials followed inside the mill. Sensing extreme insecurity of their lives and failing to obtain any satisfactory reply from the management to their repeated demand for effective steps being taken to safeguard their lives, the workers en-masse stopped working on the 15th January, the management declared a lightning lock-out. When the news of the lock-out spread in the industrial areas of Delhi, thousands of workers from other Textile Mills collected near the workers' gate of the mills. The undersigned was himself present on the spot at about 1 p.m. A perfectly peaceful meeting of the workers was in progress when some hirelings of the management mis-behaved with some women workers who were sitting near the main gate. On an alarm being raised, the 'goondas' were seen running inside the mill gates, which were closed for others. This infuriated the workers many of whom gave chase to them. The Police posted both outside and inside the mills got panicky at this and apprehending danger to its own safety started lathi-charging the crowd. This was followed by tear-gassing. The lock-out has been continued since. The Union holds that it is an illegal and unjustified lock-out. Section 24 (3) of the



Industrial Disputes Act, under which the management is seeking protection does not exempt it from conforming to the requirements of Section 33 of the Act. The former section only does away with the need to give a two-weeks notice in case of an illegal strike. Even if the stoppage of the mill from 9-1-55 is deemed to be an illegal strike, which itself is doubtful, the management is debarred from declaring a lock-out without obtaining express permission in writing of the Additional District and Sessions Judge, Shri G. R. Budhiraja, who is at present adjudicating an Industrial Dispute between the Union and the management.

The charge of the management that the Union is a Communist Union, is a mere repetition of the now-too-familiar jargon. It is a fact that the overwhelming number of officers and Executive members of the Union are non-Communists, and include independent trade unionists, Socialists, and known and respected Congressmen. The Union has no quarrel with any political party or with the local INTUC as the employers are trying to make out. In fact the INTUC has come into the picture only after the protest strike of the 14th December. Nobody heard of that body in the Swatantra Bharat Mills before that date.

The Union has repeatedly offered to assist in normal resumption of work if its demand for an impartial inquiry into the whole dispute is agreed to. The Union holds that from the very beginning the management has been guilty of unfair labour practices in so far as it has calculatedly and deliberately suppressed trade union activity by hindering the formation of an independent union free from the influence of the management and by bolstering up a pocket union. The management has clearly been acting against all established conventions, practice and usage, and also against the law in denying access to this colony to trade union workers. The right to carry on peaceful and legitimate trade union activity in a workers' colony is now fully recognized by the Government of India and embodied in the legislation which has recently been undertaken in respect of Tea and other Plantations.

We still hope wiser counsels will prevail with the management of the Mills and they will act in accordance with the spirit of the times and give up their 'Slave Driver's' attitude in the matter of basic trade union rights.

As the issues involved in the dispute are of basic and paramount importance to the working class in general, it is but natural and proper that the entire working class of the State should take them up. The decision of the representatives of 71 trade union organizations, including all-India organizations like the Hind Mazdoor Sabha, the United Trade Union Congress and the All-India Trade Union Congress, who met on the 18th instant, to ponder over the situation is very welcome to the Textile workers. Accord-

ing to this decision there will be mass protest procession and demonstration on the 22nd instant followed by a protest rally on the next day, i.e., on Sunday. If even this fails to move the Government, then the entire organized section of workers may have to embark on a general strike to enforce the acceptance of the just demand of the Swatantra Bharat Mills workers.

In the end we cannot help criticizing the attitude of the Delhi State Government in this matter. If a proper appreciation and understanding of the issues had been attempted and appropriate attention and care bestowed on the problem in the early stage, which was repeatedly urged by the Union, the situation would not have deteriorated to the present extent.

Delhi, 21st January 1955

B. D. Joshi, M.L.A.  
General Secretary.

#### APPENDIX I

##### **Demands Submitted by the Kapra Mazdoor Ekta Union**

- 1) The management should unequivocally recognize the workers' right to carry on trade union activity in the workers' colony. This should include workers' meetings, placing of Union notice boards outside the factory gates;
- 2) The management should assure the workers of the safety of their persons in the course of their work in the factory;
- 3) No worker to be punished as a consequence of the happenings of the last one month;
- 4) The Government to appoint a Court of Enquiry to investigate the circumstances leading to the worsening of labour-management relations to the present extent and after apportioning blame for the same to recommend the steps to be adopted in future to eliminate the causes of mutual friction; the cases of such of the persons whom the management considers 'undesirable' may also be referred to this Court;
- 5) Both the parties to undertake to abide by the findings of the above Court.

#### APPENDIX II

##### **Chronicle of Main Events**

- April '54. Union formed in Swatantra Bharat Mills.  
May-June '54. Recruitment of undesirable persons started as 'temporary hands.'  
6-6-54. Union meeting in workers' colony not permitted to be held.  
30-6-54. Union officials prevented from addressing a mass meeting. At the instance of the General Manager a

resolution against Ekta Union is attempted to be moved —attempt is defeated badly.

- 26-7-54. The Watch and Ward staff attempts to break up a meeting of workers being addressed by the local Union officials.
- 27-7-54. The Manager himself disturbs a meeting of workers and starts addressing the workers in an attempt to provoke a clash. The attempt does not bear fruit.
- 27-7-54. R.S.S. parades and rallies initiated in the colony at the instance of the General Manager. More 'goondas' recruited and commissioned to break up and stone any Union meeting.
- 1-8-54. Union Branch Secretary assaulted by Security Officers of the mills at night after a meeting.
- 3-8-54. Police brought into the picture to arrest 7 workers, Union Branch officials, who were distributing Union leaflets to workers coming out of the mills gates — a clash provoked by management, averted by the timely intervention of the Union. Later lock-out declared by the management for the night.
- 6-8-54. An agreement promised by Lala Bharat Ram by the 9th. A draft prepared on the basis of certain discussions through Government Labour Office—but eventually the management backs out.
- 18-8-54. An attempt made by the management to discredit the Union by publishing a handbill in the name of 'Labour Unity' exhorting the workers to boycott 'Janamash-tami' celebration. The attempt frustrated by timely detection of the conspiracy. Union's demand for inquiry not acceded to. Frivolous charge-sheets to the militants continued. A puppet union called 'Bharat Mills Mazdoor Union' given birth to.
- Aug.-Sept. '54. About 80 prosecutions launched under sections 107 & 290 I.P.C. against workers of Swatantra Bharat Mills (mainly activists of the Union) for holding meetings or shouting slogans.
- 19-9-54. Union decides to call out a token strike in Textile industry on 18th October, 1954.
- 28-9-54. A Draft agreement having the consent of Lala Bharat Ram is received by the union from the Government Labour Officer.
- 4-10-54. An agreement was signed through the mediation of the Government Labour Officer — Strike call withdrawn.
- 6-10-54. Notice displayed by General Manager in the Mills denying the conclusion of any agreement.
- 7-10-54. Union holds a mass meeting in the colony for which prosecutions are started against top Union officials, i.e., the President, the General Secretary and the Joint Secretary.
- 12-10-54 to 29-10-54. Numerous Election meetings of Con-



- gress and Communist Party held in the workers' colony undisturbed by the management.
- 31-10-54. Mill 'goondas' attack five workers in their homes in the colony.
- 13-11-54. Union Branch officials meet General Manager who refuses to abide by the agreement.
- End of November. INTUC affiliates the 'puppet' union.
- 7-12-54. Union Branch President and other militants assaulted by 'goondas' inside the Mill at 11-30 a.m.
- 13-12-54. Union Branch Secretary brutally attacked with knives and lathis at 11-30 p.m. in the workers' colony.
- 16-12-54. Union News-Board stealthily removed by management from the workers' colony,—Government withdraws all the cases under section 107 Cr. P.C.
- 18-12-54. 'Board' returned to the Union in accordance with an agreement promoted by the Labour Office.
- 20-12-54. Lala Bharat Ram and General Manager in a conference in the office of the Director of Industries and Labour officially repudiates the 4th October agreement. Union re-affirms its resolve to abide by the agreement.
- 21-12-54. News-Board again forcibly removed by management.
- 22-12-54. Union serves a general strike notice for 28th December to enforce implementation of the agreement.
- 24-12-54. Strike decision held in abeyance a second time on an assurance from the Government.
- 5-1-55. Union President, General Secretary, Joint Secretary sent to jail on a complaint by management under section 448 I.P.C. for having held a meeting in the colony on 7-10-54.
- 8-1-55. Rowdyism by 'goondas' in colony—Threat held out to our workers.
- 9-1-55. At 1-15 p.m. a Union member manhandled inside the mill in his department. 3-30 p.m. — 8 to 10 'goondas' armed with knives attack union workers inside the mill—a clash follows, resulting in injuries to a number of people.
- Immediate stay-in-strike follows and continues following refusal of the management to ensure safety of life inside mills.*
- 15-1-55. One day general strike in all textile mills by 18000 workers. At 11-30 a.m. the management suddenly declares a lockout and enlists police help for forcibly removing workers from inside the mill, which leads to a clash.

### APPENDIX III

Copy of the letter No. 13154/L.O. dated 4th October 1954 from Shri M. M. Kher, Labour Officer, Delhi State, to Shri B. D. Joshi, M.L.A., General Secretary, Kapra Mazdoor Ekta Union

Please refer to your letter No. D.O. 296 dated 29th

September, 1954. The matter was again taken up with L. Bharat Ram, Managing Director, Delhi Cloth & General Mills, who has confirmed that the terms made out in the draft are acceptable to them. He has also assured that there will be no vilification of any body on the part of the management. As regards other point in your suggestion, I may state that it has been now accepted that no worker should be victimized for participation in trade union activities. Since the terms have been now approved, there will be hardly any question of taking any action for permanent activities. A copy of the terms which have been approved by both sides is also forwarded herewith for your record. Under the circumstances I hope the matter would be treated as amicably settled. I hope that my efforts made in settling the dispute, will be helpful in restoring normal industrial relations and in promoting harmony and peace in Swatantra Bharat Mills.

**Copy of the Agreement dated 4th October 1954**

The management confirm that the workers of Swatantra Bharat Mills may continue to carry out legitimate and peaceful trade union activities in the workers' colony. This will be exercised subject to the following safeguards:—

- (1) There would be no propaganda which would tend to disturb peaceful atmosphere or embitter normal industrial relations, but the representatives of the workers would be free to express their full and frank views regarding differences which would be subject matters of Industrial dispute. Besides, there should be no vilification of any individuals connected with the management.
- (2) The activities would include meetings, canvassing for membership, and propaganda relating to workers' demands and grievances.
- (3) Discipline should not be undermined.

The workers' representatives on their part agree:—

(a) That the place of meeting shall be decided with the approval of the General Manager.

(b) There shall be no clash of programme or obstruction to other educational, social, cultural and welfare activities in the workers' colony.

**ADDENDUM:** There will be no vilification of any body on the part of management.

PETITION ON BEHALF OF COTTON TEXTILE WORKERS AND MEMBERS  
OF THE MILL MAZDOOR UNION (RED FLAG)

TO THE LABOUR APPELLATE TRIBUNAL, BOMBAY.

Appeals No. 103 & 104 of 1953

Appeals No. 61,                    of 1954.

In the matter of consolidation of Dearness Allowance with Basic Minimum Wage, Bonus for the year 1952 and Compensation for loss of earnings due to involuntary unemployment on account of electric power shortage during 1951-52.

To

The President and Members of the Full Bench,  
The Labour Appellate Tribunal,  
City Ice Building, Bombay-1.

MAY IT PLEASE YOUR LORDSHIPS:

1.            We, cotton textile workers and members of Mill Mazdoor Union (Red Flag) beg to present this Petition to Your Lordships, and hope that it will receive due consideration at the hand of Your Lordships.
2.            We beg to protest strongly against the Order of this Honourable Tribunal dated 29th November 1954 denying Mill Mazdoor Union (Red Flag) and unions other than Rashtriya Mill Mazdoor Sangh the right to appear on behalf of the workers, in the above-mentioned Appeals as also in any other cases before this Honourable Tribunal, concerning the workers of the cotton textile mills in the Bombay City. We further protest against denial to the any cotton textile worker to appear individually on his own behalf before this Honourable Tribunal. We consider that it is the democratic right of the workers to join a trade union of their choice and secure representation either through it or otherwise before this Honourable Tribunal as well as before other Courts and Tribunals



The right to organise is guaranteed under the constitution of our country, and deprivation of this right means violation of the Constitution. It is because we have been deprived of our right of appearance in the Appeals pending before this Honourable Tribunal that we are constrained to approach Your Lordships in an unconventional manner by way of Petition in order to place before the Honourable Tribunal our position in relation to the workers' demands in the pending Appeals which vitally affect our interests.

BASIC MINIMUM WAGE.

3. It is submitted that basis for fixation of an minimum wage for/industry should be the living wage standard. The Living Wage should ensure not merely a bare physical subsistence, but also the maintainance of health and decency, a measure of frugal comfort and some insurance against the more important misfortunes.

4. The Bombay Textile Labour Inquiry Committee in its Final Report (1940) proceeded on the basis of a working class "family of 4 persons i.e. a man, a wife, two dependents who would ordinarily be children under 14" i.e. on the presumption of an average size of the family requiring 3 consumption units, arrived at in Rs.50/- to Rs.55/- as minimum living wage, for the workers in the Bombay City on the basis of pre-war price-level.

5. The said Committee failed to consider expenses incurred by an average working class family on vital items such as medical relief, education of children, repayment in installments of debts incurred in contingencies of physical calamities and domestic difficulties, and monthly remittances to other dependents at possibly his native place. The Committee while calculating expenditure on the various items followed what is known as the "Standard Budgets" method. This method suffers from grave defects in so far as normal expenditure of a working class family

is circumscribed by the existing level of ~~it~~ income.

6. Taking into consideration all these factors it is submitted that Rs.70/- to Rs.75/- should be considered as the living wage standard of a cotton textile workers family in Bombay city on the basis of pre-war price level. The constituents of the average monthly expenditure should be as follows:-

Food	...	Rs. 40/-
Housing	...	Rs. 10/-
Lighting and Fuel	...	Rs. 5/-
Clothing	...	Rs. 6/-
Education	...	Rs. 2/8
Medical Expense	...	Rs. 2/8
Miscellaneous	...	Rs. 7/- Total Rs. 73/-

7. The Bombay Girni Kamgar Union (Red Flag), the traditions of which the present united Mill Mazdoor Union (Red Flag) carries forward, during the proceedings before the Honourable Industrial Court in the "Standardization with Wage-increase" case in 1947, showed the following as barest minimum expenses of a family of 3 consumption units on the basis of pre-war price level:

Food	...	Rs.26	8	0
Housing	)	Rs.15	0	0
Lighting & Fuel	)			
Clothing	...	Rs. 6	0	0
Medical	)	Rs. 2	8	0
Expenses	)			
Education	...	Rs. 2	8	0
Total	...	Rs.52	8	0

8. It is therefore submitted that Rs.50/- to Rs.55/- should be considered as basic minimum wage on barest <sup>is</sup> substance level. Compared to this Rs.30/- awarded by the Honourable Industrial Court is much below the subsistence level.

9. The RAO COMMITTEE, in its enquiry during 1940, came to the conclusion that Rs.35/- per month represented the subsistence level for a family of three consumption units in a city like Bombay, according to pre-war prices. The basic minimum wage of Rs.30/- therefore is, also much below the level.

10. The Industrial Court Award 1947 has expressly stated that its fixation of basic minimum wage at Rs.30/- per month is on the barest subsistence level. This conception of minimum wage therefore excludes expenditure on items, in a working class family budget, such as education of children, medical expenses and miscellaneous, items such as entertainment etc. The conception of Fair Wages as is given in Fair Wages Committee's Report (1949) contains these extra items of expenditure in addition to barest physical necessities of life. The Honourable Industrial Court in its award dated 9th April 1954, therefore, wrongly held that "there is however little to show that the Court in its award (1947) adopted this extreme conception and did not essentially adopt the idea of minimum wage which is to be found in the Report of Fair Wages Committee." In fact this difference between the conception of Subsistence Wages and Fair Wages received due consideration at the hands of this Honourable Tribunal which in its award in the Buckingham and Carnatic Mills Case (1954) revised the basic minimum wage from Rs.26/- to Rs.28/- The actual small monetary difference as worked out in the said case is not so much important as the fact that revision has taken place on the new Fair Wages basis. The Tripartite Textile Enquiry Committee of Madras, in its report during 1953, felt themselves justified in fixing the basic minimum wage at Rs.32/8/-" (p.36). This further throws light on the <sup>change in</sup> the conceptions of minimum wages.



11. Without prejudice to the contention regarding barest subsistence wages for Bombay City as stated in para 7, it is suggested that the barest subsistence wages of Rs.35/- as arrived at by the Rao Committee be considered as basis from which it can be levelled up in order to put it on Fair Wages & basis.

It can be worked out like this:

Barest subsistence expenses	..	Rs.35	0	0
Medical expenses	..	Rs. 3	0	0
Education	..	Rs. 2	8	0
Miscellaneous	..	Rs. 7	0	0
			<hr/>	
Total	..	Rs.47	8	0
			-----	

(roughly Rs.47/-)

Rs.47/- per month can therefore be considered as the fair wages level of Bombay at its minimum.

12. The Honourable Industrial Court erred in rigidly interpreting the directions of the Five Year Plan that "an increase in wages at this juncture may injure the country's economic stability by raising the cost of production". The Industrial Courts and Tribunals by virtue of judicious exercise of their ability to consider each case for wage-increase in a particular industry, can revise the wages purely on the merits of the case. It is submitted in this connection that enough material has been placed before the Honourable Industrial Court in this particular case to show the increasing stability and profit-making capacity of the industry which has not only survived the slump of 1952 but expanded its production during 1952 and 1953 to unprecedented levels. The steady carrying out of rationalisation measures during the last few years, leading to increase in workload in several departments has rendered the 1947 wage-level obsolete and outmoded, in relation to the nature of the work.

13. The Honourable Industrial Court further erred in expressing fear that demands for uplevelling wages will crop up in other industries if wages in cotton textile industry are revised so soon as this. In fact such adjustments to changing times and conditions by way of wage-increases could only be considered just and proper. Bombay textile wages remaining at the same old level is holding up the advance of progressive trends in other places also. This can be very well seen in Madras Cotton textiles.

The REPORT OF TRIPARTITE TEXTILE ENQUIRY COMMITTEE (MADRAS, 1953) referring to directions in the Five Year Plan as well to the Bombay Wage level has to say this: "The Planning Commission has stated that the tendency should be to reduce disparity of income and the worker must have his due share in the national income. The Commission has however sounded a note of warning that to check inflation, wages will need be controlled to some extent during the period of the plan.

"Taking all these circumstances into consideration, we feel we will be justified in fixing the basic minimum wage at Rs.32/8/- But this would be higher than the amount fixed in Bombay or that fixed by the United Provinces Labour Enquiry Committee. The U.P. Labour Enquiry Committee while fixing Rs.30/- as basic minimum wage has observed that minimum fixed for Bombay is an underestimate, and that sooner or later, and perhaps sooner than later, Bombay may be forced to have a higher level. This expectation has however not yet materialised and Bombay still remains at Rs.30/- We therefore fix the basic minimum at Rs.30/- for the present. " (p.36)

It is submitted that the above inhibitions expressed by the said Committee make out a strong case for wage-revision in Bombay, the lack of which is holding up similar revisions at other places in the same industry.

STANDARDIZATION OF WAGES:

14. Standardization of Wages Scheme of 1947 needs a revision on a new basis. A number of rationalisation measures have been carried out in the wake of the Standardization Award, leading to not only an increase in workload but requirement of higher degree of skill, strain and responsibility for the worker to operate renovated or modernised machines. Old differentials have therefore lost their original meaning and significance. It is therefore ~~xxx~~ submitted that the new differentials should be fixed for all the categories of workers on the basis of their present skill, strain and responsibility and their basic wages be increased by adding differentials to the new basic minimum wage.

DEARNESS ALLOWANCE:

15. The present system of Dearness Allowance does not give full compensation for the rise in the cost of living since the war, even to the lowest paid worker who is on the bare subsistence level, the rate of neutralisation given by the last Award (Feb. 1948) being 90 per cent for those earning the basic minimum wage. The ever-increasing prices have widened this gap between money wages and the real wages.

The award of the Honourable Industrial Court in the case Ahmedabad Cotton Textile workers enforced under the Bombay Government Order No.64/48 dated 30th April 1948 has to say the following on this point:



"The principle of minimum wage having been accepted, it is desirable to see that the benefits of such a wage once fixed are received by the worker in spite of higher prices. This means that the worker shall be compensated for higher prices in order that he may be assured of real minimum wage. Such compensation cannot be higher than that required to neutralise the higher cost of living fully, that is by 100 p.c. It may have to be somewhat lower if the conditions of the industry or the other factors are such that full compensation is not possible."

This well-known principle of 100 per cent neutralisation for rise in the cost of living was first accepted and recommended for the Board of Conciliation under the chairmanship of Justice S. Rangnekar appointed by the Government of Bombay in 1940 for the Bombay Cotton textile workers. It is therefore submitted that this well-known and just principle should be accepted and fully applied in the present case. It is needless to repeat once again that enough material has been placed in this case before Honourable Industrial Court regarding the capacity of the industry to bear these costs. The Court however has not given its award on the merits of the case. It is therefore further submitted that no consideration other than merits of the case should be brought in while considering the present case.

16. The system of payment of Dearness Allowance on a flat rate basis works unfavourably for higher categories of workers, with the result that the latter receive progressively lower and lower compensation as their incomes get higher and higher. Though there is some force in the argument that workers with higher incomes require less compensation generally for rise in prices, it loses much of its force so long as living wage standard has not been attained by the workers. In any

case wholesale application to the higher-paid workers of the dearness allowance fixed for the minimum wage category, upsets the wage-differentials given to the skilled and semi-skilled workers under any scheme of standardization of wages. It is therefore submitted that some mechanism such as a slab system of payment of dearness allowance, should be evolved whereby higher-paid workers get more dearness allowance than the lowest paid category though they may not necessarily get Dearness Allowance at the same rate of neutralisation as is fixed for the minimum wage category.

17. The present system of paying remuneration of workers in two separate parts such as basic wages and dearness allowance has rendered the whole wage-structure irrational. It is therefore submitted that time is quite opportune to consolidate the Dearness Allowance into basic wages after revising both of them to meet the needs of the present times and bringing them in conformity with modern conceptions of social science.

BONUS FOR THE YEAR 1952:

18. This Honourable Tribunal, in making an award (1950) in the case for Bonus for the year 1949 for the cotton textile workers in the Bombay City, have fixed a formula whereby available surplus can be calculated for the purposes of determining the quantum of Bonus for a particular year. The said award fixed "prior charges" on the gross profits of the industry in the particular year in respect of which Bonus is to be granted and after deducting these charges the available surplus has to be calculated. Subsequent decisions in the various Bonus cases both on the part of the Labour Appellate Tribunal as well as other tribunals such as the Industrial Court, Bombay, have rigidly adhered to this formula while calculating the quantum of Bonus from year to year. It is respectfully submitted that the formula has often been

rigidly applied to the revenues of the industry without considering whether the amounts sanctioned according to this formula have been spent by the industry for the purposes for which they were set apart in calculations, without even investigating whether it is at all necessary to meet these "charges" from the current revenues of the industry. It is further submitted that strict adherence to this formula on the part of Industrial Courts and Tribunals have enabled the employers to present their balance-sheets in such a manner as to show that no surplus is available for the payment of Bonus to the workers in a particular year. It is also submitted that certain new facts of the industry including its needs and methods of its working have come light in the course of fresh investigations and this factor along with those previously mentioned call for a drastic revision of the Bonus formula.

19. This Honourable Tribunal refused to consider the determination of the amount which can be justifiably allotted towards payment of commission to the Managing Agencies of the Mill Companies by regarding it as "contractual obligation" which no Court or Tribunal is allowed to question. It is a well-known fact the Mill Companies have been paying Commissions at a rate much higher than one sanctioned as fair by the Tariff Board Inquiry into Yarn and Cloth prices (1948) viz: 7½ p.c. of gross profits after deducting depreciation. The present trend of parliamentary policies is to put an end to the Managing Agency system after some years and in the meanwhile to drastically curtail the privileges and emoluments of the Managing Agents, and to put statutory safeguards against corrupt and speculative practices. It is therefore submitted that some ceiling should be put on the amount of remuneration while calculating the available surplus for the purpose of payment of Bonus.



20. The statutory depreciation the rate of which is sanctioned under the formula is much higher than that ~~xxxxx~~ allowed ~~to~~ by the Tariff Board (1948), that is 4<sup>1</sup>/<sub>2</sub> p.c. of pre-war value of Gross Block. It is submitted that 2<sup>1</sup>/<sub>2</sub> p.c. depreciation on machinery and 2 p.c. on buildings would be sufficient to meet the needs of the industry.

21. This Honourable Tribunal have sanctioned 6 p.c. as fair dividend payable to the shareholders on present paid up capital including Bonus shares and free of income-tax. This is more than what was sanctioned by the Tariff Board viz: 4 to 5 p.c. but subject to income-tax. A large number of mills have changed hands during recent years resulting in new valuation of Gross Block and consequent inflation of capital. Frequent issues of Bonus shares have also inflated the capital. This practice of capitalisation of reserves not only prevents the reserves being used for the expansion of the industry and other productive purposes, but adds a new burden on the industry. It is unfair that the workers should suffer in the quantum of Bonus because of these dealings of the employers to which they are not ~~parti~~ party and which are not in the interests of the industry itself. It is therefore submitted that 6 percent on the original paidup capital or in the alternative 4 per cent on the present paid up capital should be considered as fair dividend payable to the shareholders.

22. Reserves are accumulated by the industry to be used by it in emergencies in its own interests. If they are employed as working capital in industry itself, they ~~are~~ <sup>is</sup> no justifiable reason why interest should be paid on them. The workers who have contributed by sweat and toil to the accumulation of reserves should have a claim on them. It is therefore submitted that no interest should be calculated on reserves employed as working capital or in the alternative if charged should be included in the

available surplus rather than deducting it from gross profits.

23. The Technical Sub-Committee of the Working Party for the Cotton Textile Industry has evaluated the needs of the 75 per cent of the Bombay Textile Industry in the matter of rehabilitation of machinery and fixed the sum at Rs.30 crores. This works out at Rs.40 crores for the whole of the industry. In the light of these investigations, it is submitted, that time has come to revise the old figure of Rs.72 crores. It is further submitted that the industry has enough reserves in its hands to meet this expenditure and no sum needs be set apart year after year.

24. The working results of the Bombay cotton textile mills for the year 1952 show that a some mills have made more profits in 1952 than in 1951 and have distributed higher dividends. A large number of mills have shown less profits than in 1951 but have maintained their dividends. This has been possible because they have been able to use a part of their accumulated amounts in the form dividend equalisation funds etc. Even those mills which have shown losses or meagre profits have been able to transfer amounts from their accumulated funds for the purposes of depreciation, dividends. Almost all the mills have reserves and surplus which compare favourably with the amounts of their paid up capital. This shows the strong financial position of the various units in the industry which are not required to depend upon their current revenues for the payment of current charges, but can draw upon their accumulated funds for this purpose. It is therefore submitted that determination of the quantum of Bonus should not be made conditional upon surpluses available each year in so far as the financial position of the industry as indicated by various factors above can enable it to pay Bonus to the workers much as it can pay to the shareholders their <sup>dividends</sup> ~~amounts~~. It is further submitted

that because of these reasons stated above, the Honourable Industrial Court erred in separating the Bonus case of workers belonging to mills showing losses or meagre profits. Whenever a general trend in an industry in a particular region in a particular year shows a profitable working, it is submitted that this Honourable Tribunal should throw the burden of disproving mismanagement on those units which do not conform to the general trend.

25. It is therefore finally submitted that it is possible to pay Bonus equivalent to three months earnings by drastically cutting down the "prior charges" or even for the matter of that by drawing money from accumulated reserves and surpluses.

COMPENSATION FOR INVOLUNTARY UNEMPLOYMENT DUE TO ELECTRIC POWER SHORTAGE DURING 1951-52:

26. The Bombay Cotton Textile workers lost 38 days during 1951-52 on account of electric power shortage. They have thus been deprived of their earnings for this period, for no fault of theirs. It is therefore submitted that they be paid full compensation for this period.

27. Though the workers suffered in their earnings, the mills inspite of their being closed for so many days, showed good production both during 1951 and 1952. The year 1952 in which the bulk of the closure period is placed, showed an all-time record in production. Both 1951 and 1952 were years of good profits, compared to 1949 and 1950. The mills are thus in a position to pay the necessary amount. It is therefore submitted that this Honourable Tribunal should award full compensation to the workers for loss of earnings during the period of enforced unemployment and should in no case scale down the compensation awarded by the Industrial Court.



We have placed before Your Lordships our demands in relation to the pending Appeal Cases vitally affecting the interests of the textile workers and Your Lordships are requested to give due consideration to them.

'22  
Communist Party office,  
Sultanpet, Bangalore 2.  
10-1-55.

### Mill Lock-out in Davangere

The management of the Shankar Textile Mills, Davangere in Mysore State has declared a lock-out of the Mills from to-day. Nearly a thousand workers employed in the above Mills have been thrown to the streets. It was only last month the workers of the Mills formed a Union of their own as separate from the one which was nominally there run by the Management. As soon as the workers formed their independent Union the management began launching the offensive. They began discharging the leading workers one by one and within a few days eight of them were discharged. Undaunted by this the workers went ahead and even ~~XXXXXXXX~~ represented the matter to the Home Minister of the Mysore Govt. when he visited the place towards the end of last month. The Minister promised to look into the matter after the strike of the Electrical Dept. employees was settled.

The management has, however, victimised some more workers and now declared a lock-out of the Mills with a view to smash the Union and launch fresh attacks on the workers. The workers are resisting this attack with courage and determination.

24  
Jalgaon Girni Kangar Union;  
66, Baliram Peth.

JALGAON.(E.K.)  
18th Jan.1955

To,

Shri Babu Rajendra Prasad.

President of the Republic of India.

New Delhi.

Respected Sir,

Re;- Issuing ordinance under section 358 of the -  
Constitution of India to <sup>take</sup> possession of the  
Gendahal Mills, Jalgaon which is closed since  
29th July 1954. On failing to do so the ' - --  
" Satyagraha Movement" will be started to take  
forceful possession of the mill from 26th Jan.55.

Here-with sending your honour the memorandum of 10000 citizens  
and workers of Jalgaon (Bombay State). Sir, I like to bring to your  
honours notice that among the signatories are well known Congress -  
leaders, mass leaders of working class, brilliant pleaders, popular  
teachers and students, merchants of different categories and common  
men women of this town, urging your honour to issue an ordinance --  
under section 358 of the Constitution of India . Take into consider-  
-ation the horrible plight of 1400 Gendahal Mill workers and 6000  
dependents and the loss of national production for which the bank--  
-rupt policy of the Mill owner is solely responsible.

The Gendahal Mills has been closed down since 29th  
July 1954 by Surajmal Badjatia who has gone into liquidation. He has  
secured 15 lacs rupees debt under debenture trust deed from -  
Mr. R.C.Jal (Indore) and thus has cheated the workers by not paying  
their wages, dearness allowance and even Provident fund amount. The  
District Court, East Khandesh, Jalgaon has appointed the official -  
liquidator from 5th Nov.1954. But Mr. Jal is not giving him the --  
possession and thus the Mills are indefinitely closed down.

The only alternative before the workers is either  
to wait till the 31 section of the Constitution is changed or urge  
your honour to issue an ordinance to take possession of the Mill  
by the Govt.

Sir, words are but poor to express the sorrow and



and miseries of the workers. They left no stone unturned to get the Mills started, but fruitless were our efforts. So we earnestly request your honour to take this step and help the workers to solve their problem and save the loss of National Production

Otherwise the workers will start their ---  
"Satyagraha - Struggle" from 26th January 1955.

Hoping to get an early reply.

के. एन. भालाकर  
President.

Jalgaon Girni Kargar Union.

Dear Comrade

Please to give due publicity  
to this New. stein.

S. N. Bhalekar

CRISIS IN COIR PRODUCTION.

(From Our Correspondent)

Trivandrum 1st Jan. '55

An acute <sup>gripped</sup> crisis has enveloped the primary processing sector of the Coir industry in Tra-Cochin. ~~Since December 1st 1954, production in almost the entire sector of this industry has come to a stop.~~ <sup>By a major</sup> Over ~~about~~ 600,000 people who depend for their livelihood on it in an area covering most of the coastal taluks, from Cape Kanyakumari to the northern borders of the state have been affected by this crisis.

This stoppage of production <sup>in this major sector of the industry</sup> has been precipitated by the manufacturers of coir ~~year~~ following the decision of the government to implement the recommendations of the Minimum Wages Committee <sup>from Dec. 1, 1954.</sup> for the manufacture of coir. The decision had come into force on ~~December 1st~~ <sup>closed the factories.</sup> ~~But~~ the manufacturers <sup>of coir have</sup> refused to agree to the new wage rates, <sup>accept</sup> ~~and~~ have

The wages rates hitherto prevailing in the industry ~~are more starvation wages~~ <sup>are much below the subsistence level.</sup> ~~are more starvation wages~~ <sup>In some cases, the Committee notes, the workers received only a few paise as wages daily.</sup> as wages daily. The conditions of the workers in the industry are miserable. In certain taluks, especially in northern parts of the State, <sup>the</sup> report of the Minimum Wages Committee admits, "for a longtime the workers have not been able to obtain a good meal on anyday except on festival days such as DEEPAVALI, VISHU, THEIROVONAM or Christmas. Even that was made possible by starvation on subsequent days." Black tea (tea without milk) in the early morning, a little of dry tapioca and some groundnut cakes supplemented by plain water in ~~in the afternoon,~~ <sup>in</sup> and Kanchi (rice gruel) at night - such ~~was~~ <sup>is</sup> ~~been~~ their daily menu.

Most of them are clothed in rags. Many of the workers including young women "did not have an extra-pair of clothes apart from what they were wearing".

Hence the committee remarks that "in these places the workers have been ruining their health and sacrificing their life for generations in order to maintain this industry."

In some places the conditions are a little better. But even the best obtaining standards are much below the subsistence level.

The workers agitated and struggled continuously to get this state of affairs altered. The ~~minimum wages~~ committee was the outcome of their agitation and struggle.

This industry <sup>which is organized a cottage industry,</sup> produces coir yarn from <sup>green</sup> coconut husks. It is organized on a cottage industry basis. A number of processes have to be gone through in order to ~~manufacture coir yarn~~ <sup>convert the green coconut husks into coir yarn.</sup> ~~convert the green coconut husks into coir yarn.~~ <sup>been fixed for all these processes.</sup>

First the green husks are soaked in water and kept under water for 6 to 9 months. This is called the retting process. It is done in different ways in different places.

After six to nine months, this soaked husks are taken out of the retting pits washed and beaten out with wooden mallets to extract fibre. This is done by human labour, mostly by women.

This fibre is then cleaned with the aid of a mechanical contrivance. In some places it is done by hand with the aid of a stick.

Finally, this cleaned fibre is ~~spun~~ spun into coir yarn with a spinning wheel. Some higher quality yarn is spun hand. Minimum wages have been fixed for all these separate processes.

Minimum wages for carrying thousand green coconut husks within a furlong distance is fixed at as.0-4-0. To put it underneath the water for soaking, the rate is Rs.1-12-0 per thousand. In places where pits have to be dug, the rate is Rs.2-0-0

To take the soaked husk from the water, the rate is fixed at Rs.1-12-0 For counting every thousand husks both before and after the retting, as.0-7-0 ~~is~~ <sup>is fixed.</sup>



Rate fixed for beating the fully soaked husks is Rs.2-0-0 per hundred. Annas 8 is fixed per ratt for cleaning the fibre.

For spinning the fibre into yarn slightly differing rates have been fixed for different varieties of yarn.

For Anjengo yarn, for the production of 96 vallyies, each measuring 35 yards, minimum wage is fixed at Rs.2/8/- This is to be distributed as Rs. 1/- each, to the two spinners and as.8/- for the boy on girl rotating the wheel.

Similar rates have been fixed for other ~~varieties~~ varieties also.

These ~~wage~~ rates, ~~if implemented~~, <sup>are</sup> a definite advance on the prevailing rates, in the primary processing sector of coir industry, though, not ~~yet~~ <sup>adequate</sup> adequate for maintaining the worker and his family in health and efficiency.

These rates were to be implemented from December 1st 1954. ~~But~~ <sup>however,</sup> the producers have refused to do so. Instead, in ~~some~~ <sup>implement them</sup> ~~cases~~ <sup>cases</sup> they have stopped production.

They ~~producers~~ <sup>point out</sup> maintain that, <sup>since</sup> the prices of raw husk <sup>are</sup> much higher than what was envisaged by the Minimum Wages Committee that if the new rates are enforced they ~~would~~ <sup>will</sup> incur loss <sup>if the new rates are enforced</sup>.

The Committee assumed a price of Rs.35/- per thousand for soaked husks for purposes of fixing minimum wage rates. It is <sup>true</sup> ~~true~~ the current prices of soaked husks ~~is~~ <sup>are</sup> much higher than what the committee assumed it should be. But refusal to implement the minimum wage rates is not the remedy to this problem.

The remedy is to bring down the prices <sup>of husks</sup> to a reasonable level.

About eighty per cent of those who put the green husks in water for soaking do not themselves manufacture yarn. They sell the <sup>soaked</sup> husks to other manufacturers. <sup>The high</sup> ~~It is~~ their refusal to sell at reasonable prices that occasions ~~the~~ <sup>the</sup> present crisis. <sup>level of prices is due to the mainly to the refusal of the big hoarders of soaked husks to sell them at reasonable prices.</sup>

The government <sup>has</sup> not taken measures <sup>to</sup> fix reasonable prices for the husks and compel the owners to sell them at such prices.

<sup>asked</sup> In fact the Coir Cooperatives, which also possess ~~the~~ soaked husk, have been advised <sup>by</sup> the coir special officer not to sell their stock at reduced prices. These cooperatives get financial help from the government. Yet the government do not ~~make~~ use of their stock of soaked husks to bring down prices.

Such an approach defeats the very aim of introduction of minimum wages. What is required today to overcome the <sup>stalemate</sup> ~~stalemate~~ is to make available the soaked husk at reasonable prices.

But it is not only the husk dealers who are responsible <sup>for</sup> precipitating this stalemate but a number of actual coir manufacturers as well. In some places, <sup>are</sup> prices of soaked husk <sup>is</sup> (such as would ensure the manufacturers a reasonable rate of profit even if the minimum wages rates were <sup>are</sup> introduced. But, in such cases <sup>also</sup> even, the producers <sup>have</sup> refused to introduce minimum wages and ~~stopped~~ production.

Against this state of affairs, the workers throughout the state have entered into struggles. <sup>The workers launched a statewide campaign, & direct action in some areas,</sup>

At present the ~~stagnant~~ <sup>storm</sup> centres of struggle are Quilon and Chirayinkil taluks. <sup>for the reduction in the prices of husks & implement enforcement of the minimum wage rates.</sup> In Quilon taluk about 400 employers about 75 per cent of whom are just middle class people, employ about 8000 workers. These workers have become jobless due to the stoppage of production.

P. T. O.

They are carrying on a determined struggle to compel the owners to accept the minimum wages and open factories. Vigorous picketing is going on at the gates of the leading producers. The women workers are on the lead.

About 70 employers have agreed to introduce minimum wages and have started production. Most of the middle class employers are prepared to restart factories at the new wage rates provided they get the husk at



the new wage rates provided they get the husk at reasonable prices.

The Union is directing the struggle against the big loaders of ~~the~~ soaked husks also. Many of the middle-class employers are actually helping the workers' struggle. Some of them are helping to feed the picketers and needy families.

Broadest sections of the people are helping the workers. Relief in provisions are coming <sup>in</sup> by the cart load. The Union has taken up distribution of relief to 400 starving families besides providing for the picketeers and volunteers.

Struggle is going on at other places also. At Vakkom and Varkala picketing at the gates of employers is carried on. On December 20th, thousands of coir workers struck for the introduction of minimum wages and in sympathy with workers of those factories where the production has completely stopped.

From Kandassankadav, at the extreme north has started a Jadha which will cover the whole coir producing ~~area~~ <sup>belt</sup> and will reach Trivandrum on January 4th. Feeder Jadhass are joining this main one at many places on the way. Big receptions are being accorded to it. Various deputations including one from TCTUC have had waited on the Labour Minister to discuss this question.

*has now appointed*  
~~These campaigns and struggle have compelled the government to appoint a Commission to go into the current crisis and recommend solution to it within one month. The government has hastened to assure that there would be no revision of the minimum wages rates nor any postponement of its implementation.~~  
*enquire into the causes of the present crisis and the emergency & suggest measures to overcome it.*

But unless the government is ready to take steps to bring down the price of husk even through the extreme step of commandeering the stocks, there will be no solution to the problem.

*however,*  
 The Govt. has assured the workers that there would be no revision of the minimum wage rates already fixed, nor any postponement of their implementation.

# Supreme Court Says Bonus Is Not Deferred Wage

## MUIR MILLS CASE JUDGMENT

"The Times of India" News Service

THE Supreme Court on Friday unanimously held that an employee could not claim bonus as of right for any particular year in which the employer suffered trading loss.

The decision was given by the Court in an appeal preferred by Muir Mills Ltd. of Kanpur, against the judgment of the Labour Appellate Tribunal of India which had awarded a bonus of four annas in a rupee of the basic earnings of the workers of the mill for the year 1949.

By its judgment delivered on Friday, the Court allowed the appeal of the mills against the Tribunal and restored the order of the Industrial Court (Textiles and Hosiery), Kanpur, which had rejected the claim of the workers to bonus for the year of 1949.

During the year 1948, Muir Mills made a profit of Rs. 11,97,648-11-9 and paid 24-3/4 per cent. dividend on ordinary shares, being the maximum that could be paid under the Public Companies (Limitation of Dividend) Ordinance of 1948 and also paid to the workers their full share of bonus at four annas in a rupee of their earnings.

During the year 1949, the mills suffered a trading loss of Rs. 5,02,563-1-10. A sum of Rs. 2,50,000, being the excess reserved for taxation was written back and a sum of Rs. 10,01,871-13-5, being the amount of reserve transferred from the investment account, was also brought in.

### PAYMENT OF DIVIDEND

Thus an aggregate sum of Rs. 12,51,871-13-5 was brought into the balance sheet by these two transfers. The trading loss was deducted from this amount, leaving a credit balance of Rs. 7,49,308-11-7 and that amount was shown as profit for the year 1949. The balance which had been brought forward from the previous year was added there to and a dividend of 24-3/4 per cent. was paid to the ordinary shareholders.

The mills also paid *exgratia* to the workers bonus at the rate of two annas per rupee of their basic earnings, making it clear that the directors had sanctioned

the payment at that rate in spite of the company having suffered a trading loss for the year.

On May 4, 1950, the Secretary of the Suti Mill Mazdoor Union, presented a petition to the Conciliation Officer (Textile) asking that bonus for 1949 should also be paid at the rate of four annas per rupee.

The industrial dispute which thus arose was referred for inquiry and recording of an award to the Regional Conciliation Board, (Textile), Kanpur.

### AWARD SET ASIDE

The Conciliation Board, by a majority decision, awarded the payment of bonus at four annas per rupee. On appeal, the Industrial Court (Textile and Hosiery), Kanpur, accepted the contention of the mills, allowed the appeal and set aside the award.

The Appellate Tribunal, on appeal, substantially agreed with the Industrial Court on questions of fact, as well as the general principle of law. But it imported considerations of social justice and bringing this as a special case where social justice would demand that labour should have bonus for the year for which capital had more than a reasonable return, allowed the appeal and directed the payment of bonus at the rate of four annas per rupee.

Against this decision of the Labour Appellate Tribunal the mills came in appeal to the Supreme Court by way of special leave granted under Article 136 of the Constitution.

After examining the meaning of the word "bonus" given to it in the dictionary and various other judicial decisions, Mr. Justice Bhagwati, in allowing the appeal, said that the claim for bonus could be made by the employees only if as a result of the joint contribution of capital and labour the industrial concern had earned profits. If in any particular year the working of the industrial concern had resulted in loss there was no basis nor justification for a demand for bonus. Bonus was not a deferred wage. Because if it were so it would necessarily rank for precedence before dividends.

His Lordship said dividends could only be paid out of profits and unless and until profits were made no occasion or question would arise for distribution of any sum as bonus among the employees. If the industrial concern had suffered in a trading loss, there would be no profits for the particular year available for distribution of dividends, much less for payment of bonus.

### "SOCIAL JUSTICE"

Mr. Justice Bhagwati said that only the share-holders were entitled to receive benefit out of the reserve fund and undistributed profits of the company, and the mere fact that dividends were declared and paid to share-holders out of such reserves and undistributed profits would not entitle the workers to demand bonus when in fact the working of the industrial concern during the particular year had showed a loss.

"The consideration of social justice imported by the Labour Appellate Tribunal," His Lordship observed, "in arriving at the decision in favour of the workers were not only irrelevant but untenable. Social justice is a very vague and indeterminate expression and no clear-cut definition can be given which will include all situations."

His Lordship said that it was also significant to note that the Appellate Tribunal was oblivious of the fact that it was by their own acts of indiscipline and strike that the workers contributed to the losses incurred by the company, and it hardly lay in their mouth then to contend that they were none the less, entitled to a payment of bonus commensurate with the dividend paid to the share-holders out of the undistributed profits of the previous year.

27

REPORT ON THE WORKING CONDITIONS, WORK LOADS AND STANDARDISATION  
IN THE HYDERABAD STATE TEXTILE INDUSTRY.

.....  
By  
N. P. Date, Chartered Engineer.  
(Labour Assessor to the Wage Board for  
Textile Industry, Hyderabad.  
.....

I have been asked to make a report on standardisation of occupational nomenclature, duties to be performed by a worker of a given category, work load, qualifications necessary for a given trade, etc. In order to enable me to do this, I visited the important Textile Industrial Units in Hyderabad as follows :-

a) During the fortnight ending with 31st August 1954:

1. D.B.R. Mills.
2. Mahabir Cotton Mills.
3. Pearl Surgical and Dressing Works.
4. Fine Hosieries Ltd.
5. Jeewan Textile Mills.
6. Mahabir Silk Mills.
7. Hyderabad Silk Mills.
8. Hyderabad Silk Mills.

b) During the 2nd and 3rd week of September 1954:

- 9) M. S. K. Mills, Gulbarga.

~~10~~  
c) During the 3rd and 4th week of October 1954:

10. Osmanshahi Mills, Nanded.
11. Aurangabad Mills, and
12. Aurangabad Silk Mills.

I received good co-operation from the managements concerned as also from the working men and women. During my visits the workers represented to me their difficulties in regard to work as also many other matters which do not fall within my pervue and could be properly dealt with by them through their Unions. This is understandable because the workers did not know exactly what my terms of reference were and also in view of their illiteracy and low cultural level.

I have approached the problem before me from a national standpoint, i.e. that industry should be able to operate making a reasonable profit and the worker should give sufficient production commensurate with his remuneration, conditions of life, work and climate.

I noticed that relations between management and labour are not cordial. Indeed, they are on the verge of hostility. Good relations between the two are essential for the effective working of any recommendations that the Wage Board might make. I am, therefore, suggesting a method of doing this and hope the Board would give it their ~~own~~ serious consideration.

(It is necessary...



It is necessary and desirable that the workers have a union and only one union. The Management should be required to recognise such a union and deal with it.

Political parties generally and the Congress, the Praja Socialist and the Communist parties, in particular, enter into the trade union movement and operate it to further the cause of their party leaving aside the interests of the worker as also the national interest. This is an unhappy state of affairs and needs to be remedied.

Sometimes there are more than one union and the management recognises neither or any one of them. It cannot be said that the recognised union enjoys the confidence and support of the majority of the workers.

Obviously the management ought to recognise and deal with that union, as enjoys the support of the majority of the workers. Indeed multiplicity of unions has the effect of leaving the average worker without any protection and without any means to redress his legitimate grievances. How is this task of a single union to be achieved? And how is it to be ensured that such a union enjoys the support of the workers?

The answer to both the questions lies in the ballot box.

Consider first the problem of establishing only one recognised union. On an appointed date, due notice of which shall have been given to all the unions ~~concerned~~ concerned, the workers generally and the management, the Government labour officer should issue a ballot paper to every worker, working in a given union irrespective of whether he is a member of some union or not. The worker should be asked to deposit his ballot paper in the box of the union which enjoys his support. It should be obligatory on him to vote for one of the unions. The Union which gets the maximum number of votes should be declared to be the Union which should receive recognition from the management as well as the Government.

The second question viz. of ensuring that the Union continues to enjoy the support of the majority of the workers can be solved by making a provision that all office-bearers in the union shall be elected by secret ballot once a year.

Such a union will go a long way towards harmonising the relations between the managements and the labour and will also be a check on political parties from utilising the unions for party ends. It will be a useful adjunct to solve many a question.

(The textile industrv...

The textile industry in Hyderabad falls into big units and small units. The big units ~~not small~~ are spinning and weaving mills whereas the small units obtain their yarn from elsewhere. As for the standardisation of nomenclature, duties, workloads etc. is concerned, I am of the opinion that no distinction should be made between the small and big units.

The smaller units have problems of their own. But that should be no reason for imposing heavier work-loads on the worker than in the big units. Most of the difficulties can be got over if the smaller units were to organise co-operatives for buying their raw materials and selling their produce. If there be specialisation and grouping of work, e.g. bleaching and dyeing for all the units, in and around Hyderabad, being done at one place, knitting or weaving at another place and stitching in a third place and so on, then there will be good grounds for economy in the cost of production.

I noticed during my visits that the administration of the Factory Act in Hyderabad could be considerably improved upon. I think it might be useful to list some of the points which stuck me as requiring attention:

- (1) The ventilation and lighting at the place of work is either inadequate or capable of improvement.
- (2) Moving parts of machinery do not have the safety guards.
- (3) Sometimes even hours of work are not adhered to and at times extended. One of the units was working on 15th August 1954 - a national holiday and deprived workers of a holiday with pay.
- (4) Khalasis or coolies are required to carry hot ashes from boilers in hessian bags and on their backs resulting in the workers' back being scalded.
- (5) In the bleaching departments, men are found standing bare footed in pits filled with hydrochloric acid baths,
- (5) The Pearl Surgical and Dressing Works are packing sanitary towels ~~in~~ in boxes marked 'Sterilised under high pressure' when no kind of sterilization whatsoever was undertaken.
- (8) Lavatories used by workers are not kept clean. One reason is that the workers do not use them properly and another is that sufficient lavatories are not provided.
- (8) Welders and grinders were seen not using safety glasses.

(9) Workers whose...

(9) Workers whose duty requires them to deal with moving belts were seen without close-fitting clothing, i.e. with clothing which can get entangled into the belts.

(10) Workers engaged on jobs which require lifting of heavy weights like cotton or cloth bales, or the standard measures do not get adequate periods of rest resulting in vomiting of blood.

(11) Floors were seen vibrating due to bad anchoring of compressors etc. I suggest the Board recommend to managements that:

- (a) They provide hot water and soap to workers engaged on cleaning gutter-fly as also in handling goods which kick a lot of dust.
- (b) they provide uniform clothing to workers whose occupation makes the clothes dirty. Such occupations are, for example, oilers, fire-men coolies, coolies handling hydrochloric acid, caustic soda, etc.
- (c) they provide jaggery to men working in blow rooms. This has an effect of taking away the fluff etc. down the alimentary canal.
- (d) that pick counters wherever provided should be properly maintained as otherwise they register less cloth than actually woven.
- (e) that they provide appropriate tools to all tradesmen. I have come across cases where workers bring their private tools into the mills.
- (f) Sufficient spares should be available with jobbers otherwise men lose a lot of their time in obtaining spares from the general or departmental stores.

There are avenues for economy in the cost of production which seem to escape the attention of the managements. Such are for instance wastage of cotton and bobbins as also wear and tare of machine parts. Insufficient attention appears to be devoted to the proper maintenance of the various machines inasmuch as nowhere did I find any maintenance schedule for any machine.

In the textile industry the finished product at one stage is the raw material for the subsequent stage. Good management requires ensuring that no bottlenecks occur. I have come across several instances where piece-rated workers have to sit idle because they could not obtain the material to be worked upon. On inquiry I learnt that the worker receives no compensation for loss of work which is due to no fault of his.

Further piece-rated workers are called upon to do work other than the production for which they receive payment. In some units, for example, weavers have to clean and lubricate their looms while they are paid only on the cloth they weave. "Drawere-in

(and reachers...



and reachers are required to men the reed etc. whereas they are paid on the number of threads they draw in.

No definite principles appear to be observed in the fixation of piece rates. I am of the opinion that this should be done in consultation with representatives of the workers' union, determined as indicated earlier. The average worker should be the one considered in determining the piece rate. His production should be ascertained for a normal working day due allowance being made for rest pauses for tea, answering calls of nature etc. The union representative should be present during the test. This production should be divided into the time rate earning for the category concerned and the piece rate arrived at. Once so determined the piece rate should not be revised against the worker on the grounds that he is working hard and earning more than average.

To achieve standardisation, it will be necessary for mills to discontinue the practice of employing 'contract labour' in their departments. For the same amount of work done contractor's labour receives less pay and no dearness allowance whatsoever. I was surprised to see indiscriminate use of 'contract labour' in one of the mills.

Occupational nomenclature and classification of workers: I recommend the Board to adopt the nomenclature etc. given by the Tripartite Textile Enquiry Committee, Madras, (vide Part II, pages 137 to 146).

Duties, qualification and relation to other jobs for the various categories of workers in a textile mill: I recommend adopting the duties etc. as listed by the Tripartite Textile Enquiry Committee, Madras (vide Part II, pages 146-172).

Workloads for the various categories of workers employed in textile mills :-  
The machinery and its standard of maintenance, the speeds of the various machines, the humidity, the conditions of work, the raw materials etc. are not the same for the whole of Hyderabad State. It is therefore not possible to obtain a uniform output or in other words work-loads cannot be standardised for the whole of Hyderabad State. They should be determined unit by unit by cooperation between the workers union and the management.

While deciding work-loads, it should be remembered that the textile worker is subjected to conditions which impose a strain on the human system by themselves. Such conditions are a high level of noise, a relatively higher percentage of humidity and temperature, a large amount of dust and fluff floating about in the air that is  
(breathed...)

breathed in etc.

Workload or the amount of work which a worker can perform during a normal working day depends on the type of machine he is working with as also his nourishment and living conditions (i.e. housing, sanitary conveniences, water supply etc.) and his cultural level, i.e. standard of education and recreation and knowledge of his trade. Besides depending on the quality and quantity of food which a worker consumes workloads also depend on how far the worker lives from his place of work. If he has to walk a long distance to reach his work he arrives at the work somewhat tired and will have less energy left for his work.

The standard of nourishment and housing etc. of the Hyderabad Textile workers is very poor and therefore I recommend that the work-loads to be aimed at in Hyderabad and to be settled by agreement between the unions and the managements unit by unit should not exceed 75% of those recommended by the Tripartite Textile Enquiry Committee, Madras (vide pages 173 to 184).

Workloads have of late been already increased in some of the units and this has given rise to a general discontent of labour. The ~~extent~~ extent of increase has been, in my opinion, as follows :-

- (1) D.B.R. Mills and Osmanshahi Mills - 100% in all departments;
- (2) H.S.K. Mills 50% in spinning department only.

This increase is very high and not warranted. Some managements do not engage new hands in place of retired ones and transfer their duties on to other categories and thus increase the workload. This practice should be discontinued.

Under the present conditions that obtain in the Hyderabad Mills, I am of the opinion, that the four-loom practice should not be introduced and wherever so done reversion should be effected to the two-loom practice.

Time and motion studies consist in timing the various operations performed by a worker and finding out the time taken for each movement. This is converted into man-minutes and divided into the working day to arrive at the workload after using some constants. This method of determining a work-load, is in my opinion not scientific. For any scientific investigation all possible variables have to be taken into account and their effects carefully ascertained. The time and motion studies as usually carried out leave out the consideration that a worker is a human being and not just a machine whose revolutions can be timed.

(Even the Uthandaraman....

e Even the Uthandaraman Committee - Madras advises caution in applying time and motion studies. It says 'Where in any mill it is proposed to introduce rationalised methods of production which will affect the operation of operatives in the conduct of supervision of trials and experiments before (emphasis added by me - N. P. Date) the introduction of such new methods' ( v. page 8 1st paragraph).

The Tripartite Textile Inquiry Committee Madras expresses its opinion on time and motion studies ~~from~~ by quoting from a book. This what it says "All time and motion study must be undertaken solely in the interests of lessened fatigue and never in the interests of increased production - - - , if increased production is made the object of the experiment the true - issue becomes confused, and what purports to be a scientific investigation degenerates into a process of speeding up. (Emphasis mine - N.P.D. See page 20 of the Committee's Report.)

The Divetia Committee in Bombay quoted from "Principles of Rational Industrial Management" by Grillespie as follows". The method (time & motion study) is quite sensible if rightly used, but the manner of putting on fatigue and other allowances makes amusing the claim that it is scientific method." (See p. 198 of the report).

It will thus be seen that no serious minded person can regard time and motion studies as any reliable method of determining work loads. The only possible alternative is an agreement between the workers' union and the management. This is how they do it in England. When we in India have learnt the entire textile technique from the Britishers, why not adopt their method of determining the work-loads?

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Textile

### REPORT ON COTTON TEXTILES INDUSTRY

By Com. B. G. Bhandarkar,  
(Secretary, Mill Mazdoor Union, BOMBAY).

#### I. A FEW FACTS ABOUT THE INDIAN COTTON TEXTILE INDUSTRY - ITS SIZE, GROWTH, IMPORTANCE AND WORKING

**RISE OF MONOPOLY & ITS PARASITISM.** The rapid expansion of the cotton textile industry, particularly during the two post-World War periods, has led to the monopoly in concentration and control of textile production. The main instrument of this monopoly is the Managing Agency system, copied from the British, which served the latter well in maintaining their monopolistic control over important branches of production and trade in our country. Today cotton textile industry in India is dominated by about 40 biggest monopoly Houses, each operating through their own managing agency firms, <sup>9</sup>/<sub>10</sub> of these being British firms. These Houses between them own and control in all 148 mills with over 62 lakh spindles, over 1 lakh looms, having their total paid-up capital to the tune of 542 crores of rupees. The degree of concentration of ownership and control will be much higher if we take up certain regions of the country to which activities of certain monopolists are restricted. The controlling interest of foreign monopoly capital is to the extent of 21 per cent. There have been connections between Indian and foreign-owned industrial units through share-holdings and exchange of directorships.

Leading Indian textile monopolists during the Second World War period and thereafter, by using enormous profits piled up during the war, established several Joint Stock Banks, each group of monopolists thus having now got a banking concern, an investment board or trust. The Managing Agency firms with the help of these financial institutions, through the system of multiple directorships and mutual interlocking of funds have been able to spread their tentacles in the fields of textile production, trade and ancillary industries connected with it, thus leading to high degree of industrial and financial concentration and control. The invasion of financial-speculative elements into the field of textile industry in the war and post-war years, has led to rise of new set of monopolists, with all its disastrous consequences to the industry. Here again the Managing Agency system as the main instrument of domination in the hands of these financial monopolists has worked havoc with the industry, through mismanagement, fraud and speculation, leading to frequent change of hands of units of industry, their overcapitalisation and even bankruptcy. It has built up a parasitic structure under colonial conditions, which at best can maintain high profits, throwing to the winds the clothing needs of the people.

The extent of this parasitic can be understood from the following table:  
**TABLE NO. 1. (In crores of rupees).**

	Net profit (gross profit minus depreciation.)	Agency Commission paid.	Dividends distributed.	Total profits distributed.	Reserves carried.	Reserves as % of net profit.	Profits distributed as % of net profit.
1939-40.	1.0621	0.9430	1.2432	2.1862	.5127	24	117
1945	28.3760	5.2266	4.8918	10.1184	5.9404	3	35
1946	20.6568	4.0071	5.6991	9.7062	3.7973	14	47
1947	13.5754	3.5283	6.3159	9.8432	3.1101	23	72
1948	24.3957	5.3059	7.4729	12.7788	2.8301	10	50
1949	10.4927	2.9855	5.4118	8.3973	2.5595	24	80

**N.B.:** The figures are taken from a table compiled by "Working Party on Cloth Textile Industry" appointed under the Five Year Plan in its report on the basis of balance-sheets of 196 mills.

The table shows how the cream of the profits is taken away ~~from the~~ as Commissions and Dividends while the sum left to the industry for its own development is absolutely meagre. If all the hidden profits of the industry are revealed, the burden on the industry of these appropriations can be understood in all its magnitude.

**CAPITALISATION OF RESERVES** One of the devices of the monopolists to hide profits in order to stall the demand for bonus is to set apart large amount of reserves year after year and finally capitalising them by issuing "Bonus Shares" to the existing share-holders, instead of keeping these large sums on the reserve account. The Standard Mills (Bombay) belonging to Mafatlal Group capitalised its reserves to the

reserves to the extent of Rs. 24 lakhs in 1948. Simplex Mills belonging to the Forbes Campbells has capitalised upto now Rs. 17½ lakhs in the post-war period. The Bombay Dyeing Mills belonging to Wadias doubled its paid-up capital to over Rs. 2½ crores by this device in 1950. The Bangalore Woollen Cotton & Silk Mills, belonging to Binneys have proposed capitalisation of Rs. 81 lakhs. Delhi Cloth Mills belonging to Srirams capitalised over Rs. 48 lakhs in 1952. The Khataus of Bombay have from 1944 upto now capitalised Rs. 40 lakhs. Mysore Mills, belonging to Chandavarkar has upto now capitalised about Rs. 17½ lakhs. The entire Bombay textile industry from 1944 to 1949 capitalised Rs. 11 crores and 70 lakhs from its reserves. Instances can be multiplied and they cover all the biggest monopoly groups in different centres of the country.

The textile monopolists by this manoeuvre have not only reduced the bonus amounts for the workers but have also added to the burden of the industry which will have to pay increasing dividends on the inflated capital.

II. THE PRESENT POSITION OF THE INDUSTRY - CRISIS OF ITS WORKING LEADS TO SLUMP - MONOPOLISTS' SOLUTION AND THE WORKERS' WAY OUT.

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GOVERNMENT TOES THE MILLOWNERS' LINE      Government has been quite responsive to these demands of the millowners except those regarding taxation unless it ~~supported~~ ~~rationalisation plans~~ involves exportable goods. The Government spokesmen have brazenfacedly supported rationalisation plans and hypocritically favoured their implementation "without tears". The First Five Year Plan provides procedure for retrenchment and enactment of compensation legislation has given a green signal for carrying out of employers' retrenchment plans. The plan lays down the principle of general wage-freeze, only adjustments in the case of non-standardised wages being allowed. Party payment of bonus in cash and investment of the ~~remainder~~ remainder in saving certificates and securities has been laid down.

ILO experts were invited to increase productivity of the workers by introducing innovations in techniques and "Payment of Results" on the basis of work-studies and plant organisation. When the question of incentive to labour was raised, the Government assured the employers against wage-increases in order to ensure their co-operation. Subsequently, the emphasis of investigation shifted to utilisation of existing techniques rather than technical changes to facilitate the operation of existing machines, because of the opposition of the millowners to labour-lightening innovations. Now the implementation of the scheme is reported to be at standstill because of millowners declaring that the experts have no business to make recommendations regarding working conditions, maintenance of machinery and training of supervisory staff. This throws light on extreme callousness on the part of the millowners to slightest lightening of the burden of work.

Most of the demands of the millowners were referred to the Working Party for the Textile Industry appointed in 1950, and completing its investigations during 1952. Its examination of the present state of industry has revealed a "new disturbing factor, having a bearing on the healthy growth of the industry and its productivity. The fact could not be denied that, owing to the change of management, in some cases in inexperienced hands, both production and quality had suffered". The Working Party therefore urged continuance of control over industry, unless the industry as a whole is in a position to put its house in order and adopt measures which will expose erring members and mete out suitable punishment to them.

The fresh examples of the Sholapur Mills at Sholapur, Maheshwari and Lal Mills at Ahmedabad, Hirjee and India United Group of Mills in Bombay City prove to the hilt the observation of the Working Party. The return of the Sholapur mills back to its miscreant owners, Government's helplessness before the flouting of the Tribunal verdicts by the Hirjee mills, and sitting tight over the findings of the inquiry into the affairs of the India United Mills, however lays bare the inadequacy of the legislation for industrial control and lack of will to implement it. Concealing the misdeeds of profiteers and speculators is more important for the Government than concern and responsibility towards the interests of the workers and the people.

The Party recommended region-wise and scientific assessment of workload for the industry and has thus cleared the way to rationalisation and retrenchment. In distributing the gains of rationalisation, however, the party opposed raising workers'

(wages to a living...



wages to a living wage standard and instead recommended sharing of gains on fifty-fifty basis. While opposing "the direct transfer of the gains of rationalisation to the consumer", the party expressed hope that competitive conditions in "uncontrolled economy" would do the job.

The party decided against Managing Agents having even indirect financial interest in the sale of products or the purchase articles of the mills. The Government while eager to implement rationalisation plans, has turned a deaf ear to the recommendations regarding Managing Agents. The party has also recommended that advancement of loans to the industry bearing 4 per cent interest for meeting the needs of replacement and modernisation of machinery.

The Party recommendations regarding the amount of commissions to be appropriated by Managing Agents, the amounts of dividends to be paid to the shareholders, and amount to be distributed to the workers as Bonus, has been more favourable to the profiteering millowners and against the interests of the workers than previous recommendations and decisions of Government bodies such as Tariff Board and Industrial Tribunals. This trend puts a premium on millowners' lust for profits and is therefore more than reactionary. If the industry is to run on this basis, it would mean heavy drain on its resources and continuation of parasitic burdens on it.

Significance of the recommendations of the Working Party is quite clear.

On the one hand, drastic cut in the Bonus, no immediate living wage to the workers, rationalisation and increasing exploitation of the workers under the plea of reducing the costs, while, on the other, increase in the already high costs by boosting up profits, commissions and dividends for monopolists - such is the crux of the Working Party's Report. Unless the workers succeed in resisting the implementation of the report, it means slashing down of their living standards and no cheapening of cloth. These are the prospects before the workers and people under the schemes of the Millowners and the Government.

EFFECT ON TAXATION OF CONSUMERS. It is necessary here to examine how far Government taxation affects the working of the industry in discharging its primary task to cloth the needy Indian people?

From raw materials to the finished products of the industry, all materials are subjected to Government taxation.

COTTON constitutes about 52% of the manufacturing cost of the cloth. Recently the import duty on cotton has been abolished. The industry had to pay Rs. 5.42 crores. Cotton now is subjected to sales tax in Bombay and other States. Bombay City mills have to pay Rs. 43 lakhs annually by way of sales tax.

Increase in railway freight on coal involves the industry in the additional cost of Rs. 1.80 crores annually.

ELECTRICITY DUTY entails the cost of Rs. 57 lakhs annually for the industry in the Bombay State. Import duty on Furnace Oil involves the cost of Rs. 31.50 lakhs for the Bombay City mills.

Sales tax on mill stores costs the Bombay mills Rs. 20 lakhs. Figures for import duty on them are not available.

Sales tax on cloth costs Rs. 11 crores for the industry while excise duty on cloth costs Rs. 20 crores.

Cost of taxation on the materials required for the industry as well as on its products is therefore as follows :-

Cotton..	..	Rs. 43.00 crores.	(Bombay City).
Coal.	..	1.80 crores.	(Indian Union).
Electricity.	..	0.57 "	(Bombay State).
Furnace Oil.	..	31.50 "	(Bombay City).
Mill Stores.	..	0.20 "	(Bombay City).
Cloth.	..	31.00 "	(Indian Union).

TOTAL. Rs. 108.07 crores.

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(This total ....



This total cost of taxation of Rs. 108 crores 7 lakhs is a very low estimate as most of their figures are restricted to parts of the Indian Union. The total value of the materials consumed by the Indian industry and wages and salaries paid was Rs. 208 crores 65 lakhs and Rs. 71 crores 14 lakhs respectively in 1950. The total manufacturing cost would be Rs. 208.65 ~~xxxx~~ crores plus Rs. 71.14 crores that is Rs. 279.79 crores. The proportion which taxation bears to the total manufacturing costs would therefore be 35% approximately at a low estimate, while the proportion of wages and salaries to them would be only 25%. The textile magnates under the plea of reducing the manufacturing costs are out to cut down the wage-bill by means of rationalisation while refusing to fight against the Government taxation which constitute a much greater proportion of the manufacturing costs and this too when the workers are throwing on "bare subsistence" wage and are yet to attain the living wage standard. The millowners have openly committed that the ~~xxxx~~ burden of taxation is passed on to the consumer ~~xxx~~ normally and their complaint is that in times of crisis they cannot do so.

It is clear from the above picture that if only taxation on cotton and cloth is abolished, the manufacturing costs of cloth will be drastically curtailed, and this would reduce the cloth prices.

Such is the position regarding the effect of Government taxation on the consumer of the cloth.

#### GOVERNMENT POLICY WILL AGGRAVATE THE CRISIS

What, then, are the prospects which the textile magnates and Government hold out before the industry? How is the industry to be run so that it can discharge its national duty of clothing the crores of Indian people.

The entire unfolding of the Government policy during the last few years and the working out of the First Five Year Plan makes it clear that it has no plans to expand the industry, except in the case of inefficient units of uneconomic size, and in cases where it has been sanctioned under the British Post-War development scheme. No new looms are to be installed, but only old looms are to be replaced. The whole emphasis is on full utilization of existing installed capacity and the common man has to satisfy himself with 15 yards of cloth per year if he is fortunate enough to have money to buy it. The industry is to "plan" to slightly overdo the thing which it did long back in the war years. It is to "plan" to export cloth less than it did in 1950. Thus the existing state of affairs is to be paraded as a grandiose plan which however fails to cloth the teeming millions of India.

The Government plans no efforts to remove the handicaps which the industry has to suffer in the case of machinery and cotton. The textile machinery industry is to be at the mercy of the foreign monopolists who allow it to develop only at a snail's pace. There has to be no attempts to remove the antiquated social relation in the countryside which hamper the rapid expansion of cotton cultivation including that of long-staple growth. No fair price is given to cotton-cultivating peasant to encourage him to supply the needs of the industry. And above all, there is to be no attempt to expand the home market by giving concessions to the peasant, by introducing badly ~~x~~ needed agrarian reforms to increase the purchasing power of agricultural population.

The Indian Government started its career by issuing forth the clarion call to "Produce or Perish". The workers have increased production but people including the workers have no ~~xxxxx~~ enough money to buy cloth and cloth stocks accumulate, mills close down wholly or in shifts and Government ~~x~~ sits helpless. "Produce to Export or Perish" - This has become the policy of the Government. Instead of drastically reducing the enormous profits of the textile magnates, reducing the prices of cloth, and thus ensuring its sale in the home market to cloth the people, the Government has embarked upon a perilous course of relying more and more on the export of cloth and making the running of the industry dependent upon the vagaries of the Capitalist world market. This is a path forced upon them as a price they have to pay for refusal to break the ties of the Indian economy with the British-American economy. The patent failure of this policy can be clearly seen in accumulation of stocks, the closures of mills and rising unemployment.

In order to make the cloth saleable in the international capitalist market, desperate attempts are being made to "reduce the costs". No cuts in profits and commissions and dividends, no crying of half to mismanagement, fraud and speculation

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in the funning of the industry, no cut in the taxation of necessities such as cotton and cloth. Instead of this, attack on the workers by increasing their exploitation through "rationalisation" or "productivity" schemes, by retrenchment and unemployment. Cuts in bonuses, and guaranteeing fabulous profits to the greedy monopolists in the name of "fair return to the investors" to encourage his interest in the increase of production.

Such a policy is bound to lead to intensification of the crisis gripping the industry, by further depressing the living standards of the workers, resulting in further contraction of the home market. Unemployment, closing down of mills, accumulation of stocks - such have been the results of the policy. These are the prospects held out by the monopolists and the Government before this industry. The industry cannot be saved from this unless their policy is completely reversed and the industry is run in the interests of the workers and people with the object of producing cheap and adequate cloth for the people.

WORKERS PLAN TO SAVE THE INDUSTRY. It is the task of the workers and our trade unions to oppose the monopolist and Government policy with a policy of our own, which will defend the interests of the workers, raise their living standards, makê inroads in the profits of the monopolists, put an end to the mismanagement, fraud and speculation, remove the parasitic burdens on the industry and clear the path to run the industry in the interests of the people. Such a policy and programme should be based upon the following principles and measures conforming to them.

1. Plan for immediate expansion of the industry and production with 2 30 yards per capita yearly consumption of cloth as basis.
2. Abolition of the Managing Agency system. Payment of remuneration to the Agents, Directors etc. on the basis of their technical and executive services. All speculative practices in connection with running the mills be stopped.
4. Consultative rights for representatives of workers and technical staff on the Board of Directors.
5. 6% return on share capital. Assessment of funds to be set aside for various purposes to be made on the basis of expert opinion. Surplus gains to be utilised for expansion of the industry.
6. Reduction in cloth-prices to one-third of their present level.
7. Minimum living wage, Bonus, Social Benefits and decent working conditions.
8. Cancellation of rationalisation measures and introduction of 3 shifts in the mills with 25% night allowance.
9. Expansion of cultivation of cotton, including long-staple growths by giving fair price to the cotton-cultivating peasant. Speculation in cotton market to be stopped.
10. Development of textile machinery industry on the basis of equitable agreements with Democratic countries.
11. Concession to the peasantry with a view of expanding the home market.
12. Opening of negotiations with Democratic countries for marketing of cloth and securing materials required for the industry.

The textile workers and their trade unions should unitedly popularise and fight for such a policy and a plan based upon it and win support of the people to it in opposition to the bankrupt plan of the monopolists and the Government. Carrying out the plan will lead to this solution of the crisis that is enveloping the industry, will defend the interests of the workers, and make the industry realise the expectations of people to clothe them with enough fabrics at reasonable prices. This way the textile workers can fulfil their task to head the nation in its struggle to cloth its millions.

(III. The Textile worker.....



III. THE TEXTILE WORKERS DEFEND THEIR IMMEDIATE POST-WAR GAINS - UNITED STRUGGLES AGAINST RATIONALISATION, UNEMPLOYMENT AND CLOSURES; FOR BONUS AND TRADE UNION RIGHTS DURING 1949-53.

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During the immediate Post-World War II period, the textile workers in India put forward their Charter of Demands and Rights and launched several struggles to improve ~~the~~ their conditions and succeeded in registering definite success. The workers from most of the textile centres had their basic minimum wage fixed, secured increases in D.A. in some cases, got their wages standardised, secured their right to Bonus and won 8-hour day. This represents first round of struggles covering the period from 1946 to 1949. The next round of struggles opened in 1948 when the textile monopolists out to ~~the~~ defend their colossal profits, and maintain them at the war-level, despite crisis conditions, launched frantic attacks against the gains of the workers both directly and indirectly.

A BRIEF RESUME OF TEXTILE WORKERS' STRUGGLES DURING 1949-53.

We have reviewed so far the important struggles of the cotton textile workers in some detail during the five year period (1949-53) Centre by Centre in various States. Let us take rapid view of the struggles during this period, broadly stating the character, features and upshot of these struggles including the important issues which generally dominated these struggles, so as to get a connected all-India picture of the struggles and place they occupy in the trade union movement.

1949 to 1950. 1948 to 1950 has been the darkest period of the Indian Trade Union movement. The background of the employers' attacks on the workers during the period is provided by the crisis of the textile industry, when after a heavy accumulation of stocks by the end of 1948, the textile magnates in order to maintain their enormous profits resorted to rationalisation and retrenchment and slackening of production by means of closures and layoffs.

The textile magnates made calculated attempts to deprive indirectly wage-gains of the immediate post-war period by resorting to the large-scale rationalisation and speed-up measures resulting in mass retrenchment, and mass dismissals. They directly attacked the workers' earnings, attempting to deprive the workers of Bonus, a right which they had secured in the immediate post-war period. They attacked the right of the workers to organise by victimising militant workers, withdrawing recognition from fighting trade unions belonging to AITUC and granting exclusive recognition to trade unions belonging to INTUC. In this the millowners were helped by the Government who declared several AITUC Unions as illegal and by arresting and terrorising thousands of workers and leaders, made their functioning impossible.

Even under such conditions the workers fought with backs to the wall. The early beginnings of this period of struggles can be traced back to the hardfought 105 days general strike in Coimbatore (1948) of 40,000 workers against rationalisation, and retrenchment of over 11,000 workers. The period ends with the 63 days' general strike of over 2 lakh workers in the Bombay City, the biggest united action wherein the workers fought unitedly in spite of the refusal of the HMS leadership to joint ~~action~~ organisation and planning of the s-strike. The Bombay Millowners' plans to deprive workers of the Bonus, helped by the Government in rushing through the Labour Appellate Tribunal Act, met with strong rebuff. Between them intervenes the two and half months general strike of about 40,000 workers from Nagpur and other centres of Madhya Pradesh, against rationalisation plans incorporated in the Standardisation Award. The M.P. and Coimbatore strikes has the effect of slowing down the pace of rationalisation in ~~other~~ other centres where millowners started introducing in smaller departments such as Blow room, Carding, Folding etc. as well as among doffers during 1949 and 1950. Unlike other centres, the Bombay workers have been getting bonus every year. The 9 day general strike in Gwalior at end of 1950 involving a bout 10,000 workers stopped the introduction of double-side working for two years. In Bombay City, there were four prolonged strikes, two being against 4-loom and two against 3-sides.

~~Some~~ Some of the strikes restricted to some departments took place in Bombay, Madhya Pradesh, Madhya Bharat, Kanpur, particularly against two sides in Ring Department. In Rajasthan, the workers succeeded in winning 8-hour day and getting basic minimum wage and D. A. fixed in 1949 and 1950 as a result of strikes and other actions. In East Punjab also there were strikes on these issues.

(There are several....



There are several protest and solidarity actions recorded in this period. Coimbatore and Madurai workers several times struck work against repressive acts of the Government. Nagpur workers struck work for one day in support of Bombay strikers (1950). On 2-1-1950, over 75,000 workers in Bombay held a one-day strike for living wage, bonus, release of political prisoners, etc. There were strikes in 13 mills in Bombay involving about 35,000 workers and lasting for half-day to 7 days during July 1949 against continuance of staggng of working hours.

An attempt on the part of Government to compell part payment of Bonus (1948) in Savings Certificates was thwarted by a mighty movement of workers in 1949 at Bombay.

1951-1953. The latter part of the five-year period under review, is characterised by revival of trade union movement in general and steadily growing upsurge of unity among the workers who after tasting the bitter fruits of repression and disruption, began to see in unity the only way to improve their conditions. The ban on a number of textile trade unions connected with AITUX was removed and they started restoring their organisation. However the textile workers' struggles got momentum in 1952, when a number of struggles took place in various centres recording protest strikes and actions in a number of States throughout the country, on various issues such as bonus, rationalisation, food subsidies, closures of mills, recognition of trade unions. The background for this upsurge is provided by the March 1952 slump which revealed the crisis of the industry which in the hands of the monopolists attempted to maintain high profits under conditions of dwindling home-market by intensifying attacks on the workers by means of rationalisation, bonus-cuts and closures.

(1) AGAINST RATIONALISATION & RETRENCHMENT. This period saw countrywide struggles against rationalisation and retrenchment. About 8,000 workers of Ujjain, fighting a 17-days' general strike in March 1951 succeeded in halting the offensive of double-side working in Ring Spinning Department. There was one-day protest strike on 8-3-1952. In Bombay City, there were 10 strikes against rationalisation in 10 mills of short dutation. In Ahmedabad, Sholapur, Khandesh and Indore there were some strikes also on the same issue. In Porbunder there were three days' successful strikes in 1952 and 1953 against two-sides in Ring Department. At Poona, the workers successfully resisted four look trial scheme by means of 24-days' sit-down strike in 1952. In the latter half of 1952, there were about 50 strikes in different mills at Coimbatore. Mass resistance in one of the mills in Delhi postponed two-side working for the time being. The latter part of 1952 saw the organised campaign against 4-sides-4-loom in Ahmedabad culminating in Anti-Rationalisation Conference in January 1953. There was also a protracted struggle against automatic-loom in one ~~xxxx~~ mill. 7th August 1953 saw in Bombay City a protest strike against rationalisation in about 20 mills. The upshot of all these struggles was that the pace of rationalisation slowed down, in some cases it ~~xxxx~~ being postponed for a fairly long period.

(2) FOR BONUS. With the revival of militant trade unions, the movement for Bonus gathered strength and workers began fighting for Bonus which had been denied to them since 1949 in almost all the States and Centres excepting Bombay, Ahmedabad. Workers from 5 mills Nagpur fought a big united action bringing together all the six trade unions to form a joint Committee and conducted their strike for two and a half months in 1951-1952. The workers from the remaining mill had also a 7-day strike in December 1951. There was a strike in Delhi also. About 8,000 workers from Ujjain had one-day protest general strike on 8-3-1952 for bonus. Over 25,000 workers from different centres in Madhya Pradesh held a protest strike on 1-8-1953. In West Bengal, the Textile Workers' Federation and 16 other textile trade unions outside joined the workers from all the major industries in the Puja-Bonus movement and struck work on 30-9-1953, and finally won bonus for workers from all the 29 mills. In Bombay City, thousands of workers from 20 mills demonstrated inside the mills for payment of bonus for Diwali. At Bhavanagar, as a result of struggle for more bonus, the workers succeeded getting Tribunal appointed. The entire movement for bonus with its powerful protest actions during 1952- and 1953, secured arrears of Bonus from 1949 to 1951 in almost all the centres. Workers from 48 mills in Bombay City and workers from some mills from Sholapur secured Bonus for 1952.

3) AGAINST CLOSURES AND UNEMPLOYMENT: One of the important features of the struggles during this period is that the workers have started resorting to protracted struggles against effects of the crisis in the textile industry such as closures and layoffs with its accompanying unemployment, and during these struggles the textile trade unions have put forward certain plans regarding

(reorganisation of the.....

reorganisation of the industry and its running in the interests of the people. Since 1952, such struggles are taking place in several mills such as Laxmi Narayan (Chalisingaon), Rajkumar (Indore), Lal (Ahmedabad), Maharaja (Krishnagarh), Digvijaya (Bombay), Nazar Ali (Ujjain), Digvijaya (Jamnagar), Krishnakumar (Mohva), Sitaram (Trichur) Aaron (Cannanore), Mahalaxmi (Malakunnathukara), Hirjee (Bombay), Ramesh (Morvi), Hyderabad Spg. (Hyderabad) etc. Besides these, there was a general struggle in Ahmedabad against threatened closures of several mills in 1953. In these struggles generally, extensive solidarity campaign have been organised such as holding demonstrations, collecting relief in money and in grain etc. In some centres the entire population was drawn into action in support of these struggles.

At Chalisingaon and Indore the workers succeeded in getting the mills reopened. At Ahmedabad and in Digvijay (Bombay) mills, the threatened closure was averted. At Ujjain reopening was followed by closure after short duration. At Mahva the mill started working partially while workers from Digvijaya (Jamnagar) and Ramesh (Morvi) mills succeeded in getting compensation for g enforced unemployment.

In Indore, united action by workers belonging to INTUC and AITUC, including 3-day general strike in the mills led to victory. In Ujjain, citywide one-day protest strike and hartal in which traders and shopkeepers participated was one of the important features of the struggle. In Digvijaya (Bombay) and Sitaram (Trichur) mills, unity between workers of AITUC and INTUC won success.

4) FOR STANDARDISATION & INCREASE OF WAGES. In the formerly Princely States which joined the Indian Union later, such as Saurashtra, Rajasthan and PEPSU, the struggle for fixation of basic minimum wage with standardisation of wages, D.A. etc. lingered on right into the last three-year period under review. The saurashtra workers secured good wage-increases as a result of the new award, and have also successfully fought against cutting down of prevailing wage-rates in some departments in some of the Centres. In Rajasthan successful struggle led to the appointment of Tribunal. In Phagwara (PEPSU), an 11-day strike led to the appointment of an Tribunal.

(5) OTHER DEMANDS: During the period there have been struggles for other demands. In Coimbatore the workers have secured compensation for loss of work on a account of electric-power shortage. In Bombay City also although the workers have secured a court decision on the issue, it has been challenged by the employers in appeal. In Kanpur, Delhi, etc. there have been struggles against multiple shift system. In Beawar, there was a successful struggle against prolongation of working hours beyond the statutory limits when festival holidays in addition to weekly holidays are given. In Ahmedabad, a struggle is going on for re-employment of old workers in a mill restarted after change in the management. In three mills in Bombay, the weavers have successfully conducted strikes to secure compensation for loss due to changes in ~~lines~~ lines of production on account of the slump. These are some of the special issues on

(6) PROTEST STRIKES ON OTHER ISSUES. Some of the notable protest strikes during this period which have not been mentioned so far are: one day protest strike for restoration, of food subsidies in Bombay City and Sholapur on June 6th and 13th 1952 respectively; one-day protest strike in Calcutta and in surrounding area on 15-7-1953 against increase in tramfare; one day protest strike in Bombay City against rationalisation and retrenchment on 7-8-1953; one day protest strike in Bombay city on 27th January 1954 and subsequently in Delhi against firing on Kamala mill workers at Bombay.

(7) RECOGNITION OF TRADE UNIONS: During this period with the restoration of AITUC TRADE UNION UNITY. Unions to their normal functioning after their emergence from dark days of repression and disruption, the question of recognition of these trade unions came to the fore. The ~~revived~~ regime of repression launched since 1948, made way for exclusive recognition of trade unions belonging to INTUC in 1959 in a number of States. The revived trade unions fighting against the dual attack of repression and disunity, had to link the question of recognition with that of formation of united trade unions commanding a large majority of the workers on the strength of which this campaign was being waged. The Bombay workers led the way by forming a united trade union in June 1951 by amalgamating the old Red Flag Union with a majority section of the union belonging to HMS. Immediately following, the union succeeded in collecting over 70,000 signatures in a petition to the Industrial Court for

(conceding to the...



conceding to the united union the right to represent workers in the Bonus case in addition to exclusive recognised union belonging to INTUC. In Akola (MP) a united trade union was formed during 1951 as in Bombay. In Sholapur as well as in Warangal (Hyderabad) similar unions were established during 1952. The year 1953 saw two more such unions in Delhi and Rajkot. During this period the AITUC unions both at Amalner and Madhavnagar succeeded in enrolling more members than those on the roll of INTUC, thus challenging the INTUC. The officials of the labour department however refused to accept their claim. In Burhanpur (MP) however the Industrial Tribunal had to pass strictures on the way in which the recognition of INTUC Union was hustled through by the executive authorities. The question of recognition of the other Union (HMS) still hangs ~~xx~~ on fire. In Bombay, Madhya Pradesh and Madhya Bharat States the way to recognition of AITUC Unions is barred by the provisions of the industrial legislation which confer only exclusive recognition to one union in an industry. Here recognition of AITUC Unions must involve refusal of it to INTUC and hence the struggle has become difficult. In Nanded and Aurangabad, where such legislation does not prevail, the united unions have succeeded in securing recognition. In Bhavnagar recently, a strike for bonus led by AITUC Union with the support of all the workers, compelled the Government to allow representation to the Union in addition to INTUC Union before the Tribunal.

Revival of textile trade unions during last three years has also led to the formation and revival of State Textile Workers' Federations in Madhya Pradesh, East Punjab and PEPSU, Madhya Bharat, West Bengal, Tamilnad etc. and revival of All-India Textile Workers Federation is on the agenda.

After having taken a brief review of the textile workers' struggles during the last five years, it is necessary to give statistical picture of textile workers' struggles in comparison to previous period. The following table is compiled from figures given in the Indian Labour Gazette from time to time.

TABLE NO. 2.  
INDUSTRIAL DISPUTES (INCLUDING LOCKOUTS) IN COTTON TEXTILES FROM  
1946-1952.

Year.	No. of Disputes.	No. of Workers Involved.	No. of Mandays lost.
1946.	631	10,51,231	52,98,932
1947	671	9,58,406	73,98,039
1948	393	4,94,259	37,48,551
1949	185	2,46,417	25,50,831
1950	187	4,09,314*	1,03,31,030*
1951.	221	3,24,481*	15,57,381*
1952	227 <del>xx</del>	4,38,359*	10,81,198*

\* Figures are incomplete.

(The figures for 1946 and 1947 include along with cotton, woollen, silk and other textiles also and cover former British India only. The figures for 1948, include other textiles besides cotton and do not cover Part B and Part C States).

The above table shows that a high watermark was reached during 1946 and 1947 both in number of disputes and number of workers involved. Strikes took place in almost all the centres on the question of wages, D.A., bonus, etc. and in each centre they involved more or less all the units, and duration also was long. This was due to spirit of unity, and urge for wiping out the outmoded wage-structure. In 1948, figures show slackening down in the number of disputes, due to important demands being referred to Tribunals in most of the centres. General strike at Coimbatore and part of the duration of general strike at Nagpur at the end of year account for the high number of workers involved. Important demands of the workers being settled for time being during the previous two years, and due to suppression of the trade union movement in all the centres, the year 1949 saw a fall in the number of disputes. Continuation of general strike at Nagpur during the year to some extent account for swelling the number of workers involved and number of man-days lost. Rationalisation measures started in 1949 were continued either in different centres or in different departments account for maintenance of number of disputes in 1950. The Bombay general strike involving a very large number of workers and long duration increases the number of workers as well as man-days lost out of the proportion to the number of disputes.

(With the revival...



With the revival of movement in 1951, the pent-up disputes are taken up and their number increases, and general strike at Nagpur at the close of the year to some extent increases the latter figures. The revival of the movement spreads to all centres during 1952 and a number of protest actions swells the number of workers involved.

One of the features of the struggles during 1949-53 generally is that they are of a defensive character. The wage and DA revisions were over to a very large extent, and piecemeal character of rationalisation offensive, and existence of disruption slackens the tempo of the struggles, their extent and duration. The impact of crisis in 1952 and overcoming of disruption to some extent, increases the tempo of struggles.

Secondly, though there has been some wage revisions during this period, the questions of wages and living standards, improving the present conditions, have not become dominant issues of struggle except in Saurashtra and Rajasthan which joined the Indian Union in 1948 and 1949. Even the Bonus struggles have been more in the nature of defending the gains of the immediate post-war period.

Thirdly, the struggles mostly concerned the workers themselves, barring a few protest actions on general popular issues.

Fourthly, the struggles have shown that even in the period of crisis, workers are able to defend their gains and even advance, provided they act in a united and organised manner, thus blowing up the myth that workers can improve their standards only in the boom periods. New demands have been and are being put forward and broadening of the unity and strengthening of the organisations will determine the future actions of the workers for improving their living and working conditions.

#### IV. DEMANDS AND RIGHTS WON BY THE TEXTILE WORKERS - THE PRESENT POSITION REGARDING THEIR LIVING AND WORKING CONDITIONS

WAGES. During the last eight years, the textile workers have improved their economic conditions and made rapid strides in raising their living standards. Through a series of struggles the workers from bigger textile centres succeeded in getting their basic minimum wages and standardization of wages based on it, fixed during 1947 to 1949. Smaller centres followed during the subsequent years. The basic minimum wages have been fixed on "bare subsistence level" while formerly they were "below-poverty" level. Though the workers' wages fall much short of the living wage standard, the revision of the wage-~~rate~~ structure registers a big advance on the former position and indicates a definite progress towards the living wage.

The extent of this advance in the minimum wage level of the textile workers from centre to centre can be seen from the following table:

(Contd. on page 11....)

TABLE NO. 3.

SHOWING THE BASIC MINIMUM WAGE OF WORKERS FROM VARIOUS CENTRES & STATES AS COMPARED TO  
MINIMUM BASIC WAGE EARNINGS IN THE PRE-WAR PERIOD

*STATE & CENTRE.	PRESENT MINIMUM BASIC WAGES 28 DAYS	PREVIOUS MINIMUM WAGE APPROX. EARN- ED BY THE LOWEST OCCUPATION.	%ge GAIN OVER PREVIOUS WAGE LEVEL.	DATE OF ENFOR- CEMENT OF THE PRESENT WAGE
<b>*BOMBAY.</b>				
Bombay City.	Rs. 30- 0-0.	Rs. 15- 0-0	100	1-1-1957
Ahmedabad.	28- 0-0	15- 9-2-Men.	86	1-7-1947
		13- 2-8-Women.	115	"
Sholapur	26- 0-0	6-10-2	333	15-8-1947
Baroda	26- 0-0	12- 0-0	116	15-8-1947
Surat	21- 0-0	N.A.		
Barsi	21- 8-6	N.A.		1-5-1948
Bhor.	(20-12-9)	N.A.		
	(21- 8-6)	N.A.		
Sangli.	24- 0-0	N.A.		January 51
Gadag	21- 0-0	N.A.		March 1953.
Hubli	23- 0-0	N.A.		1-1-1948
				October 1952
<b>*HYDERABAD.</b>				
Nanded & Warangal.	30- 0-0	N.A.		
Other Centres.	26- 0-0	N.A.		
<b>*MADRAS.</b>				
Madras City.	26- 0- 0	16- 1- 1.	62	1-4-1947
Coimbatore.	26- 0-0	4-15- 0	420	1-4-1947
Other Centres.	26- 0- 0			
<b>*MYSORE.</b>				
Bangalore	26- 0- 0	6- 9- 0	333	December 1952
<b>*TRAVANCORE COCHIN</b>				
All centres except				
one.	26- 0- 0	4- 1- 0	550	
One Centre.	20- 0- 0	N. A.		
<b>*MADHYA PRADESH.</b>				
Nagpur	26- 0- 0	13- 8- 8	100	1-1-1948
<b>*MADHYA BHARAT</b>				
Indore & other				
Centres.	26- 0- 0	13- 8- 0		15-8-1947
Bhopal.	26- 0- 0			
<b>* SAURASHTRA</b>				
All Centres.	24- 0- 0			
<b>* RAJASTAN</b>				
All Centres.	26- 0- 0			
<b>* AJMER.</b>				
Beawar	25- 0- 0			
<b>* DELHI.</b>				
Delhi.	30- 0- 0	15- 0- 0	100	
<b>* UTTER PRADESH</b>				
Kanpur	30- 0- 0	8- 2- 0	550	
<b>* BIHAR</b>				
Gaya.	23- 0- 0	N.A.		17-9-1948
<b>* WEST BENGAL.</b>				
All Centres.	Rs. 20-2-5 (Men).	9-12- 0	112	1-8-1948
	15-1-9 (Women)	N.A.		"

The wages of the textile workers have been standardised in a number of advanced States except Uttar Pradesh, Mysore, Hyderabad and Travancore-Cochin. The wages in Rajasthan, East Punjab, Pepsu and others ~~where~~ where the mill industry is of later development remain to be standardised yet.

**BONUS.** The Textile workers during the post-war period, through struggles waged from year to year have established their right to Annual Bonus which is no more regarded as ex-gratia payment which workers receive in periods of abnormal prosperity of the industry such as war-booms. Today Bonus is regarded as an extra payment made to bridge the gap between the present subsistence wage and the living wage.

The quantum of bonus is fixed by various formulae, the essence of all of them being, is the method of determining how much "surplus profits are available for paying Bonus after meeting 'prior charges' or 'necessary charges' considered to be required by the industry from year to year. The most common formula which now holds the field is that of Labour Appellate Tribunal, applied by it for the first time in deciding the question of Bonus for 1949 in the case of Bombay Cotton Textile Workers. Mills which either do not show 'excess profits' or show losses are exempted from paying Bonus. This has strongly encouraged tendencies among the textile monopolies to show losses or only meagre profits. It has also militated against the principle of giving Bonus on industry-cum-region basis, thereby giving in the hands of the employers a weapon to split the ranks of the workers. The quantum of Bonus ~~is~~ dwindling year by year with the result that the demand for a drastic revision of the Appellate Tribunal formula is gathering force among all sections of the workers and trade unions irrespective of their affiliations. Unless a powerful movement of the workers succeeds in radically altering this method of determination of Bonus, the workers are faced with prospect of losing their right to Bonus which they have so tenaciously defended from year to year.

The following table will show how the workers were successful in winning Bonus from year to year in the Post-war period:

TABLE NO. 4.  
SHOWING THE QUANTUM OF BONUS WON BY THE WORKERS FROM VARIOUS TEXTILE CENTRES FROM YEAR TO YEAR AGAINST THEIR MONTHLY EARNINGS.

CENTRE OR STATE.	BONUS IN TERMS OF MONTHS' WAGES DURING THE YEAR.					
	1947	1948	1949	1950	1951	1952
Bombay City.	3	4½	2	1-4/5	3	1-4/5 (48 mills)
Ahmedabad.	3	4½	2	2	3	2
Baroda	3	4½			2 to 2½	
Saurashtra.			1 to 2.	1 to 2½	1 to 2½	
Sholapur.	2½ (app.)	2	1			1½ (2-mills)
Amalner.					2	
Madhya Pradesh.	3			1½ to 2. (7-mills)	½ to 3 (9-mills)	
Madhya Bharat.	1½	3½			1½ to 4½ (for the last 3 years).	
Beawar	N.A.	3* (includes D. A.)	3*			
Delhi.	N.A.	3 (one mill).	2½			
Kanpur.	3	3 (4-mills)	3 (4-mills)	3 (5-mills)	3 (9-mills)	
Hyderabad City.	N.A.	2 (2-mills).	N.A.	N.A.	N.A.	
Bangalore.	1-1/5 to ) 1-4/5)	1-1/5 ) to ) 2-1/4.)	1-1/5 ) to ) 2-1/4)	N.A.	N.A.	
Cochin.			1½	1	1½	
Madras City.	1½	1-4/5	1½	1-13/20	N.A.	N.A.
Coimbatore.	5	4*	2 to 3*	2	N.A.	N.A.
Madurai.	3	3	3	2 to 3	N.A.	N.A.

\* Bonus actually paid to the workers and accepted by them as "interim" while the case is going on before the Tribunal.



The Bonus payments have certain conditions attached to it. The workers at various textile centres have persistently fought against these unjust conditions and succeeded in getting some of them cancelled. The Bombay textile workers ~~xxxx~~ were first to receive unconditional Bonus in 1951. One of the most obnoxious conditions is refusal of Bonus to workers who are "dismissed for misconduct" during a particular year, thereby punishing them twice. Among such other conditions are the required presence of a worker on the muster rolls when the Bonus payment is made, and necessary minimum attendance of workers during a particular year. The Bombay Award for 1952 has stipulated a new condition whereby financial loss to the company if any on account of "misconduct" of a worker for which he is dismissed is to be deducted from the bonus payment. The workers at different centres are fighting for securing cancellation of all such unjust conditions.

#### V. PROGRAMME OF DEMANDS AND RIGHTS FOR THE COTTON TEXTILE WORKERS

A programme of demands was adopted by the All India Trade Union Convention at Calcutta in Mah 1952. Since then new developments have taken place. The struggles of the textile workers during the last two years have given us a new experience. New problems and new demands have arisen. New attacks on the workers' conditions on the part of the employers have taken place and the employers' offensive takes new forms. Besides new social legislation which the Government was compelled to enact under the pressure of the working class movement has thrown up new problems requiring us to formulate common demands for all the textile centres in the country. The Programme of Social and Economic Demands was adopted by the Second Conference of Textile & Clothing Workers' Trade Unions International (Berlin, October 1952) after discussions between the representatives of the textile trade unions of 30 countries. Conferences of textile trade unions in a number of States in our country have also adopted Charters of Demands. The following Programme of Demands and Rights for the Cotton Textile Workers is prepared on the basis of all this material. Exchange of experience and a first-hand acquaintance with the living and working conditions of the textile workers in different centres on the part of the delegates and observers at the Calcutta Session of the All-India Trade Union Congress will enable us to drag up an exact, exhaustive and common programme covering the variety of conditions of the workers in different centres. It is in order to facilitate this task that the following programme is being put forward for discussion and final adoption with necessary additions and modifications.

#### (A) WAGES, WORKING CONDITIONS AND AMENITIES

- (1) National Minimum Living Wage Rs. 55. Minimum subsistence wage Rs. 35/- (both on pre-war price-levels).
- (2) Fixation of Dearness Allowance on a sliding scale at a flat rate to compensate fully for rise in the cost of living since the beginning of the World War. Consolidation of 50% of D. A. into the basic wages.
- (3) Unconditional Annual Bonus equivalent at least to 3 months' earnings.
- (4) Time-Scale of Wages for all workers with a view to give them increments according to the length of their services.
- (5) Standardization of Wages on the basis of new workloads already introduced.
- (6) Reduction of Working Hours to 44 hours' week without a cut in the wages.
- (7) Relay System for the working hours be abolished.
- (8) Cancellation of all rationalisation schemes and introduction of three shifts with 25% night allowance.
- (9) All piece-workers should be compensated for the forced leisure during the working hours due to stoppage of machinery, lack of materials or due to -any other reason.

( (10) Every Badli....

- (10) Every badli worker be made permanent on his completing three months' continuous service.
- (11) Tripartite Committees composed of elected representatives of workers, management and Factory Inspection department to enforce the implementation of Factories Act.
- (12) All unjust practices such as forced speed-up, fines, harassment, mass dismissals, and victimisation be stopped. The present Standing Orders be drastically revised in consultation with ~~representative~~ respective trade unions so as to ensure security of service to the workers and to safeguard their rights.
- (13) The present functions and status of Canteen Committees be modified to invest them with executive and administrative powers.
- (14) Holidays with Pay - at the rate of 1 day for every 10 days' work, during a year, 20 days' casual leave and 20 days' s-ick leave be given to workers during a year.
- (15) Festival Holidays be given in addition to normal weekly holidays and all holidays should be with pay. Workers of religious or other minorities should be allowed to have their holidays.
- (16) Decent Housing be provided for the workers at employers' or Government's cost.
- (17) All monthly dues to the workers from the employers and moneys belonging to Workers' Co-operative Societies as well as Provident Fund is ~~'exempted'~~ 'exempted' mills be given statutory protection and should be recoverable from the employer in the case of bankruptcy.

(B) SOCIAL SECURITY

- (18) All rights given to the workers in the Government Provident Fund Scheme should not in any way be restricted by conditions regarding length of service or manner of termination of service. Members be allowed to draw loans against amounts standing in their name. All workers below the living wage standard should be exempted from paying employees' contribution. Workers' representatives on the Central Board of Trustees should be elected by the workers. Elected representatives of the workers should be taken up on various regional and local bodies to ~~be~~ be set up for the purpose of administration of the Fund in order to ensure democratic control over it.
- (19) The Employees' State Insurance Scheme should be extended to the families of the workers. All existing benefits such as sick leave with pay and privileges regarding compensation for accidents, maternity benefits, which the workers enjoy free of charges should be maintained. All cumbersome and delaying procedures in the scheme be revised. Representatives of trade unions be associated with the administration of the Scheme.
- (20) Workmen's Compensation Act be revised to bring its benefits in conformity with the present living standards. The 'waiting period' clause be eliminated and workers should be given full pay during the period of their disablement.
- (21) Workers should be entitled to receive Service Gratuity on the basis of one month's earnings including D. A. for every year of service. No break in service should be allowed to disqualify him for benefit.

(C) WORKING WOMEN AND WORKING YOUTH.

- (22) Discrimination against women in matters such as wages, employment etc. should be prohibited.

( (23) Full medical attendance...

- (23) Full medical attendances and services to working mothers during the period of pregnancy and after confinement. Opening of special hospitals for working women. Maternity benefit be given at the rate of full pay and its period extended to three months.
- (24) Dismissal from work of working women during pregnancy and within one year after confinement be prohibited.
- (25) Provision of Creche and Nursery Schools in mills. All sanitary facilities and free milk provided. Joint Committee consisting of employers' and workers' elected representatives for supervision be set up.
- (26) Educational and physical cultural facilities be provided to the working youth free of cost. Exorbitant school fees be reduced. Technical training should be provided.

(D) UNEMPLOYED WORKERS.

- (27) Retrenchment and closures be banned. Unemployed workers be given compensation for the entire period of unemployment. A scheme for the relief of the unemployed in cash and in kind be introduced.
- (28) Employment Exchange and Decasualisation Centres be started at all textile centres wherever they do not exist. The present procedure and method of recruitment should be revised in consultation with the textile trade unions in order to eliminate all bureaucratic and corrupt practices involving delay and injustice to workers. Employers be compelled to inform all temporary and permanent vacancies occupation-wise daily. The centres and exchanges be run with the co-operation of all the trade unions. Prohibition of their use for strike-breaking purposes.

(E) TRADE UNION RIGHTS

- (29) Workers' right to work, to security of service, right to strike and picketing, to assembly should be guaranteed.
- (30) Victimization by the employers be made penal offence.
- (31) No discrimination against any trade union be practised by the Employer or the Government. All trade unions be allowed to approach the workers for enrolment and other purposes in the mill premises.
- (32) Workers' right to join any trade union of their choice and right to collective bargaining through it should be guaranteed by the employer and the management in the case of all trade unions registered under the Trade Union Act. Workers should be allowed to approach mill authorities, Government and Industrial Courts and Tribunals through trade unions of their choice.
- (33) All agreements entered into by the recognised trade unions on behalf of the workers should not be considered valid unless they are ratified by the majority of the workers concerned.
- (34) If the representative character of a union is challenged, the question should be decided by secret ballot of the workers.
- (35) All State acts regarding industrial relations be repealed and Central Labour Relations legislation be enacted safeguarding all the rights of the workers and providing machinery for the speedy disposal of their disputes.
- (36) All repressive and anti-democratic legislation be repealed.

It is our task to popularise such a programme among the workers and strive to bring about widest possible unity of action for winning the demands and rights of the workers.



ATTACK ON T. U. RIGHTS IN SWATANTRA BHARAT MILLS, BRANCH  
OF THE DELHI CLOTH & GENERAL MILLS CO. LTD., D E L H I .

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The Swatantra Bharat Mills is one of the most modern units of the textile industry in India. The Managing Agency of the ~~xxxx~~ parent Co. of which it is a Branch, is held by the well-known industrialist Sri. Shri Ram and his sons. Recently the management of the Mills declared a lock-out resulting in temporary loss of employment to about 4000 workers, thereby causing acute economic distress to them and their dependents numbering over 20,000. The lock-out has come as a consequence of an eight-month old dispute between the workmen represented by their Union, the Kapra Mazdoor Ekta Union (Regd.) and the management. This dispute centres around the demand of the workers that they be allowed to exercise their fundamental rights of forming and joining a Trade Union of their choice and ~~xxx~~ that the ban placed by the management on holding meeting and carrying on peaceful trade union activity, in the workers' colony be removed. This dispute started in April 1954 and has since constantly been the cause of much agitation by the workers. The workers led by their Union explored all avenues for securing a peaceful and just settlement of the dispute. Scores of written and oral representations were made to the management and the Delhi State Government. Right from the Labour Officer at the bottom to the Chief Commissioner at the top all authorities were repeatedly approached in the matter. The matter was also agitated in the Delhi Legislative Assembly in its last session. All these methods failing to yield any results, the Union resorted to other methods of peaceful and lawful agitation. Dozens of mass-deputations, processions, demonstrations, public meetings were organised in the industrial areas as well as in the city and New Delhi in support of the demand of the workers. But even this proved of no avail and the situation suffered progressive deterioration from day to day.

The attitude of the management was highly unreasonable and provocative throughout. At first they tried to wean the workers away from the Unions' influence by holding out threats of dismissal, demotion or similar disciplinary action. Then an attempt was made to create disruption in the Union through a handful of mill-agents whom the union allowed to join up in accordance with its democratic constitution. When these people saw that there was no chance of their succeeding in their evil designs they left the union and tried to create disruption from without through a management-sponsored puppet rival union. But even this proved futile and barring about 40-50 mill-agents, many of whom were freshly recruited by the management for this purpose, no worker joined this ~~puppet~~ puppet union. With each successive failure of its tactics the management became more unreasonable, more aggressive and oppressive and more desperate. Villification of Union Officials, breaking up of peaceful workers' gatherings, framing up frivolous criminal cases against union workers by lodging false reports with the police, harrassment of active union workers in the course of their duties in the mills was tried in turn. Specific cases involving such high-handedness on the part of the management were brought to the notice of the authorities by the Union, every time they occurred. But no heed was paid to these complaints. On the other hand the Police in the initial stages openly sided with the employers whom they obliged by cooking up false cases against Union members. More than 80 workers were prosecuted by the police under section 290 for shouting slogan regarding their demands in the workers' colony or under section 107 I.P.C. for the alleged apprehension of breach of peace. The result of all this, however, was contrary to the managements' wishes and expectations. With every fresh attack on the solidarity of the workers or on the integrity of their union, the workers closed up their ranks with still more doggedness, courage and determination. They were able to raise an industrial dispute involving certain important economic and other issues in the meantime which were referred to adjudication under the Industrial Disputes Act by the State Government. The Union also successfully challenged several improper actions of the management and by its constant defence of the legitimate rights and privileges of workers incurred heavy





## CHRONICLE OF MAIN EVENTS

- April 1954 - Union formed in Swatantra Bharat Mills.
- May-June 54 - Recruitment of undesirable persons started as 'temporary hands'.
- 6.6.1954 - Union meeting in workers' colony not permitted to be held.
- 30.6.1954 - Union officials prevented from addressing a mass meeting. At the instance of the General Manager a resolution against Ikta Union is attempted to be moved - attempt is defeated badly.
- 26.7.1954 - The Watch and Ward staff attempts to break up a meeting of workers being addressed by the local union officials.
- 27.7.1954 - The Manager himself disturbs a meeting of workers and starts addressing the workers in an attempt to provoke a clash. The attempt does not bear fruit.
- 27.7.1954 - R.S.S. parades and rallies initiated in the colony at the instance of the General Manager. More 'Coondas' recruited and commissioned to break up and stone any Union Meeting.
- 1.8.1954 - Police brought into the picture to arrest 7 workers, Union Branch officials, who were distributing union leaflets to workers coming out of the mill gates - a clash provoked by management, averted by the timely intervention of the Union. Later lock-out declared by the management for the night.
- 6.8.1954 - An agreement promised by Lala Bharat Ram by the 9th. A draft prepared on the basis of certain discussions through Government Labour Office - But eventually the management backs out.



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# Chittivalsa Labour Union.

'32

REGD NO. 1446

DI 1-10-54

Ref

To

The Secretary,  
A.I.T.U.C., NEW Delhi

Wfawrate,

I am herewith sending  
a list of particulars required  
by you according to your letter  
dated 16.9.54. Please acknowledge  
the same.

With regards.

J. Fogalero

Secretary

Chettinad labour union, Thagapuralasa.

A.I.T.U.C Questions to answers

Membership of your union - 2192 in the year 1953-54.

Is your union registered? - Registered NO/446.

2. Any other union or unions in the same industry? ~~if so~~,  
No other unions in the same industry.

If so, affiliated to which all India centre? - This union affiliated to A.I.T.U.C.

Its approximate membership - Audit membership 2192.

3. Any joint action or demonstration conducted by you and other unions - No.

4. Any strike conducted by the union since May 1954?

If so, on what issue? Give a brief report.

on the same - No strikes are conducted since 1954.

5. Wages - Maximum and minimum paid in your industry? - Maximum wage Rs 24 each worker.

Wage for women - the same for women.

6. B.A. at what rate and on what basis? - Rs 2.5 per point on the basis of Cost of living index in

Visakhapatnam.

7. B.S. bonus paid? If so, on what basis? - No bonus was paid for 1952 to 53, 1953 to 54. Bonus was paid for the year 1951 to 52 to five months basic wages.

8. Leave facilities - apart from (statutory leave provisions) leaves under Factory's Act, shop Act etc, any leave - casual, sick etc, with wages - Yes.

Any paid national and festival holidays - 10 days.

9. Any production bonus? Any night (with pay allowance etc - ) No

10. Any provision for housing facilities, canteen, rest house, recreation facilities, reading room, school etc.

Excepting the under lines, all are existing.



cooperative stores or cheap grain shops? - No.  
 Social Insurance and other allied matters - Any  
 provident fund, Welfare fund, gratuity or pension  
 scheme in your industry? - Yes.

13. Standing orders for your industry can you send us a  
 copy of the same? - Yes.

14. Functioning of the works Committee - Your est.  
 So far no works committees are formed. 1200  
 are ~~agitated~~ for the same.

15. Is your union recognised by the m...  
 what facilities do you get? - No of  
 but m...

16. Any adjudication conducted? ~~on~~  
 On what what issues? - (1) Fixation of wa  
 of workers.

(2) Fixation of dearness allow

(3) Payment of bonus for

(4) Whether the workers are

during periods of involve

(5) Whether the ~~set~~ rules of the

(6) To what remuneration and  
 entitled in the event of rationing

(7) Leave facilities

(8) Service conditions of budlies.

(9) Whether rule 10 (11) of the standing orders  
 be changed. (G.O. No 1139, 13th May '1

(10)



State of T.V. Rights and liberties - Victimisation for trade union activities - other unfair labour practices  
Cases of repression - arrests - banning of meetings, processions - gagging of press etc.

Ans. Done in 1948. but now all are peaceful peaceful

19. Was the union submitted any memorandum to the Central or Provincial Govt? - No

23. Office functioning - Functioning

What are the office hours - Morning 7 A.M to 12

1 P.M to 9 P.M.

In the office regularly kept open - Regularly open  
How many full time or part-time cadres doing office work } 2 cadres

24. Union subscription - at what rate -

average monthly collections and monthly expenses

Ans - Rs 1-0-0 per head per year. average monthly expenses Rs 100-0-0 per month

25. How many general body meetings held in last year

} 12 general body meetings

General council and working committee meetings

} 14 Working committee meetings

26. Any literary, cultural or sports activities conducted by the union  
any reading room - any efforts made for adult education

} Sports are being carried on



Implementation of awards and pe  
lations - Implementation.

27/1/57  
In this Text industry at Chittur  
the Government has introduced "Rationalisation  
in planning department - on the basis of Roll  
forming equipment. List of agreement in  
sent herewith.

Yours faithfully  
Jagan Jagannath  
Joint Secretary

[Section 12 (3) of the Industrial dispute Act 1947]

Name of the industry - Chittur Text Mills, Chittur  
Representing the management - Mr. A. Speed, local Agent,  
Chittur Text Mills LTD.

Representing the workers - Sri T.V.K. Vallabhadra M.A.,  
Secretary, Chittur labour union.

An Industrial dispute has arisen between the workers and  
the management of Chittur Text Mills LTD., on the issue of  
retrenchment of 98 permanent women workers. On the  
intervention of the labour conciliation officer, the  
dispute is settled on the following terms.

1. one month basic wages should be paid for each year  
of service to every retrenched permanent worker  
as retrenchment relief.
2. The service of the retrenched workers should be verified  
workers should be verified from their service cards and the service  
determined accordingly.
3. Future vacancies must be filled up from among the  
retrenched workers.
4. The retrenched workers should not <sup>be</sup> disturbed  
for the present - from the company's quarters.

A. Speed  
Local Agent,  
Chittur Text Mills

P.V.J. Ray  
labour officer  
Chittur

T.V.K. Vallabhadra  
Secretary  
Chittur labour  
union

CHITAVALSAM

~~Nellimarla~~ Jute Mills Co., Ltd.

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**Standing Rules for Operatives**



Kalichetty Kali

Name..... Age.....

Register No. 3318.....

Department No. 174.....

**BAICHING**

## NOTICE

All persons employed in this Factory are informed that no person in any capacity whatsoever has any right or authority to offer, ask for, receive or collect any money, loan, bribe, present, reward, photograph, commission from any other employee or person for any purpose, or upon any pretext whatsoever either on his own behalf or on behalf of any other person or persons.

Each person employed should understand that the pay earned by him is his absolute property and intended for the employee's own use and benefit, and that, therefore, no employee should be deprived of any part of such pay by loans or by giving it away in the shape of bribes, presents, rewards, photographs, commissions or dustoory to any superior or other employee. Should the custom be for employees of higher grades to extort money, presents, loans, rewards, photographs, commissions or dustoory from those subordinate to them on the plea of getting the latter employment, promotion or other advantage, warning is hereby given to each and all that such custom is in direct contravention of the Company's orders and that the moment it comes to the Company's knowledge that any employee is directly or indirectly concerned in such malpractice, instant dismissal will follow.

## **NOTICE TO ALL SIRDARS AND DEPARTMENT CLERKS**

You are hereby warned that instant dismissal will result in any instance coming before the Management of you or your friends or relatives, taking bribes from workers for any reason whatsoever, or in any way unduly influencing workers by virtue of your position in the factory, to purchase articles of food, clothing, etc.



## STANDING RULES FOR OPERATIVES

**1. Hours of attendance.**—The Mill will work each day for such number of hours as the Manager may from time to time fix in accordance with the Indian Factories Act, and the periods of work for all classes of operatives will be posted up on the Notice Board at the Main Gate. If a shift system is being worked in the Mill, operatives may be transferred from one shift to another.

**2. Entrance.**—The opening and closing of the Mill will be signalled by means of a whistle, and no operative shall enter or leave the premises except by the gates appointed for the purpose.

**3. Late attendance.**—Operatives attending late are liable to be shut out and treated as absent.

**4. Leave of absence.**—(a) Any operative who desires to obtain leave of absence, except for a temporary purpose within the Mill premises, must make application through the Head Sirdar and Departmental Clerk who will put the request to the Head of his Department or any Officer appointed by the Manager for the purpose, who, if he thinks fit, may, subject to the approval of the Manager, grant the operative the leave applied for.

(b) The Company cannot reasonably be expected to concern itself with any outside employment on which workers may at times find it necessary to engage their attention. Under the circumstances, workers applying for leave in order to follow pursuits such as cultivation, hand-loom weaving, etc., will find their request refused and in cases where workers absent themselves for any of these reasons, they are liable to find their posts filled on returning to the Mill.

(c) Sick leave cannot be granted without a certificate from the Company's Medical Officer.

(d) When any worker is unable to attend the Mill through sickness or any other cause, information should be sent to the Departmental Overseer through a neighbour or relative, when leave will be granted provided there is sufficient cause for absence. If, however, the Management subsequently finds that a worker has abused this privilege and has remained absent without just cause, the Management will take such action against the offender as may be deemed necessary.

**5. (Amended). Absence without leave.**—No operative shall under any circumstances absent himself from the factory during working hours without leave and (subject to rule 11) any operative who shall absent himself either for seven consecutive working days or for more than a total period of fifteen days in any calendar year without such leave or without having sent to the Manager an explanation satisfactory to the Manager for his absence shall be considered to have left his employment without notice.

**6. Holidays.**—(a) A list showing the annual Mill Holidays and Festivals is posted in each department of the Mills. Sunday shall in all cases be a Mill holiday but if it is necessary for any operative to be employed on a Sunday he will be given a substitute holiday in accordance with the provisions of the Indian Factories Act. In no case shall an employee be required to work for more than ten days without a holiday.

(b) In addition to the holidays specified under (a) holidays may be granted for religious festivals and in cases of festivals of importance any applications put forward by the village concerned, will be considered. Workers must realize, however, that the number of employees in certain villages is so large that the Mill cannot be run in their absence. The Management, therefore, reserve the right to close down the Mill for a half day or longer when the number of absentees necessitates such action being taken.

**7. Wages.**—All operatives, whether employed on a monthly salary, daily wages or on piecework, will be paid their respective wages once in every month and Notices specifying the days on which wages will be paid will be posted for the information of employees in accordance with the provisions of the Payment of Wages Act. No alterations in the rates of wages will be made without giving one month's notice by means of a general notice specifying the nature of the changes proposed. In these Rules 'wages' means only such payments as are provided for in the Company's Standard Wages List.

**8. Deduction of Wages.**—Deductions from Wages will be made in respect of any fines or forfeitures which any operative may have incurred by reason of any breach or infringement of any rules or regulations from time to time in force, and also in respect of any amounts due to the Company from the operative for amenities or services provided by the Company for the operative provided in the latter case that such deduction has been authorized in writing by the operative concerned. Any dispute or complaint regarding wages shall be brought to the notice of the Manager or other person appointed in that behalf immediately after the receipt by or tender to the complaining operative of the slip showing the amount of wages appearing to be payable to him, and it shall be the duty of the Manager or Officer appointed in that behalf to attend to such complaint and adjudicate thereon forthwith.

If ten or more operatives, acting in concert, absent themselves from work without due notice and without reasonable cause they will, at the discretion of the Manager and in accordance with the Payment of Wages Act, be liable to a deduction from their earned wages of an amount not exceeding eight days' earnings in each case.

**9. Termination of Service by Employee.**—Any operative desirous of leaving the Company's service shall



give 15 days' notice to the Manager. The wages due to such an operative will, if possible, be paid on the day the notice expires and in any case within two days after the expiry of such notice.

**10. Termination of service by Company.**—The employment of any operative may be terminated by 15 days' notice or by the payment of wages for a like number of days in lieu of notice. If the operative draws wages on a piece rate basis, the 15 days' wages shall be computed on the average daily earnings of such operative for the days actually worked during the previous wage period.

Provided always that in case any operative shall misconduct himself or be found guilty of any act or acts described in sub-section (a) of Rule 12 the Manager may dismiss him summarily and the operative so dismissed shall not be entitled to any notice or wages in lieu of notice.

Where the employment of any person is terminated by or on behalf of the Mill any wages due to him shall be paid before the expiry of the second working day from the day on which his service is terminated.

**11. Stoppage of Factory.**—The Company will not hold themselves liable, if for any reason such as fire, catastrophe, breakdown of machinery, stoppage of the power supply, epidemic, civil commotion, shortage of orders, strikes or other cause, whether of a like nature or not, the Company have to close the Mill or to stop any machine or machines or department or departments, wholly or partially for any period or periods so that operatives are unable to work for the full number of working days in a calendar month. In such case operatives, whether paid as aforesaid or otherwise, will only be entitled to be paid in respect of the number of working days in the month during which they have worked at the Mill.

The Company will be under no responsibility to give notice to operatives of the closing of the Mill or any part thereof for any such reason mentioned above.

**12. Penalty for Misconduct.**—(a) Any operative who is adjudged by the Manager on examination of the operative, if present, to be guilty of misconduct is liable to be dismissed without notice.

In particular the following acts or omissions will be treated as misconduct:—

- (1) Wilful insubordination or disobedience whether alone or in combination with another or others to any lawful and reasonable order of a superior.
- (2) Striking work either singly or with other operatives without giving 15 days' previous notice.
- (3) Inciting whilst on the Company's premises any operatives to strike work.
- (4) Theft, fraud or dishonesty in connection with the Company's business or property.
- (5) Taking or giving bribes or any illegal gratification whatsoever.
- (6) Absence without leave for seven consecutive working days unless it is afterwards proved to the satisfaction of the Manager that such absence was unavoidable.
- (7) Collection of any moneys within the Mill premises for purposes not sanctioned by the Management.
- (8) Distributing pamphlets, leaflets, forms or literature of any kind inside the Mill premises without the previous sanction of the Management.
- (9) Drunkenness, riotous or disorderly behaviour during working hours or any act subversive of discipline or efficiency.
- (10) Wilful disobedience of any order expressly given or any rule expressly framed for the purpose of securing safety or wilful removal or disregard

of any safety guard or other device provided for securing safety.

- (11) Smoking on the Mill premises.
- (12) Any other act of serious misconduct not specified above.

(b) For offences against the Company's Rules and Regulations not specified above workpeople will be warned by Departmental Officers (a Register being kept of such warnings), and the Manager may take such further action as he may deem fit including dismissal for serious offences or for repeated minor offences.

**13. Other employment.**—No operative while in service is allowed to work in any other Mill, Factory or Workshop or accept employment from any person in the Company's service.

**14. Posting of Rules.**—A copy of these Rules, which will come into force on 1st June 1939, will be posted in all departments and they will also be shown to all operatives employed after that date.

**15. Disputes or Grievances.**—In cases of disputes, or when workers think they have a grievance, the matter should be reported immediately to the Manager. In such cases workers may nominate any clerk employed by the Company as interpreter.

**16. Wages on Holidays and Festivals.**—Operatives will be paid wages in respect of the Mill holidays and festivals referred to in Rule 6 but not exceeding 10 such Mill holidays or festivals.



## WARNINGS AND DISMISSALS FOR OFFENCES UNDER THE COMPANY'S RULE No. 12

A Dismissal Register is kept in respect of each Department in which is entered details of all 'Special Warnings' and Dismissals, showing the dates, the Registered Number of the operative, and full reasons for the 'Special Warning' or Dismissal.

Warnings are of two denominations :—

(a) 'Special Warnings' for offences which, when the maximum as laid down is reached, will warrant Dismissal. Such 'Special Warnings' will be withdrawn after a period of three months if the employee's conduct during that period has been entirely satisfactory.

(b) Warnings for offences of a minor nature the repetition of which, however, may necessitate the issue of a 'Special Warning'.

The Dismissal Register is kept to record all 'Special Warnings' given, as well as all Dismissals.

The Manager/Departmental Assistant may issue two 'Special Warnings' to an employee, any third and final warning will be confirmed by the Manager in person. Fourth offences warranting Dismissal will be considered by the Manager, and should the employee desire to appeal to the Manager, the services of the Welfare Secretary are available as interpreter. Such appeal will be heard by the Manager before Dismissal is made effective, and all Dismissals on becoming effective will be recorded in the Dismissal Register and counter-signed by the Manager.

The dismissed employee will receive a Gate-pass and the reason for his/her dismissal will be fully explained and recorded on the Gate-pass.

The system of giving 'Special Warnings' does not limit in any way the liability to Dismissal without notice as provided under Clause 12 (a) of the Company's Rules.

## DISPENSARY RULES

1. Sick leave cannot be granted without a certificate from the Company's Medical Officer.

2. The Medical Officer's Certificate for leave in cases of minor sickness should be taken to the European Officer in charge of the applicant's department and not to a maistry or writer. In emergent cases of serious illness or infectious disease, a special triplicate certificate will be issued by the Medical Officer, which will enable the applicant to leave the Mill immediately. The Manager will record the certificate in these cases.

3. The Medical Officer may be consulted by the families of workpeople during dispensary hours; medicine will be provided free, but out-patients should bring their own bottles.

4. The Company will pay half the cost of spectacles with a maximum of Rs. 7-8 to employees who have served continuously for five years, and whose pay does not exceed Rs. 50, who are recommended for spectacles by the Medical Officer and who produce a prescription from the Government Ophthalmic Hospital.

## COMPANY'S HOUSES

Rules for the occupation of the Company's houses by employees of the Company for the more convenient performance by them of their duties.

### RULES

1. Every employee occupying one of the Company's houses only occupies it at the will of the Company and he may be turned out by the Company at any time on 15 days' notice, and for this purpose the Company by its Mill Manager or other Officer appointed by him shall with or without servants or workmen be entitled to enter the same at any hour during daylight to re-occupy the same.

2. Only an employee of the Company will be entitled to occupy a house and no adult male not employed by the Company shall occupy the same unless he be a dependent of an adult male employed by the Company.

3. The occupant shall not have possession of the house and shall not sub-let the whole or any part of the house occupied by him and shall not allow any other person, excepting his own wife and children, to live in the house with him.

4. Every employee occupying a house shall keep all drains, yards and paths adjacent to the house clean.

5. Every employee occupying a house shall report to the Manager of the Mill all cases of cholera, small-pox or other infectious disease.

6. Every employee on leaving the Company's service shall immediately vacate the house and if he does not do so the Company may remove him and his goods and chattels.

7. The occupation of a house by an employee shall not constitute him a tenant and the monthly payment by him



shall not be a rent but only a charge for use and occupation which monthly payment shall be made in advance on the 1st or 16th day of each month.

8. Every employee and his family shall conduct themselves in an orderly and peaceable manner.

9. Every employee shall, unless specially permitted by the Company, vacate the house occupied by him when his pay reaches Rs. 40 a month.

10. Occupants of cooly line rooms will not be allowed to install hand-loom.

## WELFARE COMMITTEE

The object of the Welfare Committee is to bring about closer contact between the Management and the Workpeople and to promote understanding and co-operation between them. It achieves this end by holding regular periodical meetings at which questions affecting the interests of the workers are discussed, and by giving facilities to the workers to represent matters to the Management through their representatives. The Committee is composed of the Agent (President), the Manager and the Mill Clerk (Vice-Presidents), 21 representatives of the Workpeople and 2 Secretaries. All representatives of the Workpeople are elected yearly. At the meetings of the Committee, which are held monthly, matters affecting the general interests of all workers, or any considerable section of them, are discussed. Matters concerning a particular individual or of a departmental character are generally dealt with by the Labour representatives and the Secretaries directly with the Manager or Departmental Officers, but such business is not excluded from the deliberations of the Committee. Resolutions or representations passed by the Committee are given effect to, provided they receive the assent of the Managing Agents. Representatives of organizations which conduct different Welfare activities attend the monthly meetings of the Committee when reports of their activities are recorded.

## OFFENCES AGAINST THE COMPANY'S RULES AND REGULATIONS

(See *Standing Rule 12*)

- (1) All acts or omissions contravening :—
  - (a) The Factory Act and Rules.
  - (b) Instructions issued by the Inspector of Factories.
  - (c) Instructions issued by the Mill Authorities in connection with the Factory Act or Rules.
- (2) All acts or omissions of an insubordinate nature, insubordination and wilful disobedience.
- (3) All acts or omissions which cause deliberate loss or damage to material, stores, tools, machinery or other Mill property.
- (4) All acts or omissions which lower the quantity or quality of goods manufactured and/or lower production (i.e. careless or bad work).
- (5) Negligence in work or neglect in work or laziness or inefficiency causing the quantity of material processed by the worker to be under the average quantity processed by other workers.
- (6) Bad time-keeping and/or late attendance.
- (7) Remaining absent from specific duty in the Mill without leave or absence without leave or other sufficient excuse from the employees' appointed work in the Mill.
- (8) Theft or pilfering.
- (9) Quarrelling, fighting or causing any disturbance among the other workers.
- (10) Quarrelling, fighting or noisy or abnoxious conduct likely to cause a breach of the peace.
- (11) All acts of extortion.
- (12) Entering or leaving the Mill Premises except by the gate or gates provided for that purpose.
- (13) Filthy or indecent behaviour.



- (14) Smoking on premises where smoking is forbidden.
- (15) Loss of Shift or Group Tokens, i.e. identification discs, also Latrine passes.
- (16) Loss of Weaving, Winding or Sewing Billets, i.e. piecework tally cards or forms used for the purpose of registering workers' production.
- (17) Taking from or giving bribes to any workmen or person employed in the Mills or any person having dealings with the Mills.

**Form 'E'—(See Rule 80 of the Madras Factories  
Rules 1936)**

**NOTICE for the PREVENTION of  
ACCIDENTS**

1. Keep safety guards in position. They are for your protection.
2. Do not expect your helper to be so good a mechanic as you are.
3. Stop machinery to clean, oil, adjust or repair and do not try to operate a machine you do not understand.
4. Do not use machine with guard removed.
5. Report to your employer unsafe places and machinery.
6. Do not attempt to repair electrical equipment but call an electrician.
7. Remember there is always danger in removing belts while machinery is running.
8. Never try to shift a moving belt by hand.
9. Stop the machinery to replace heavy belts.
10. Never wear loose, torn or improperly fitted clothing where machinery is working. Loose sleeves around machinery are invitation for broken arms.
11. Goggles should be worn while working at grinders, shapers, welders, metal pouring and chipping. Always use a screen when chipping.
12. Mushroom heads on tools are dangerous.
13. Never strike tempered steel with a hammer or other metal object.
14. Cultivate a habit of caution ; carelessness often leads to loss of life.
15. See that wrenches fit properly.
16. Do not let sharp tools lie around carelessly.
17. Never stand or walk under crane-loads.

18. Walk with care on wet floors.
19. Before using ladders see that they are equipped with safety spikes or hooks and that rungs are sound. Never use a weak or defective ladder.
20. Remember all scaffolds and ladders are not safe.
21. Running, horse-play or scuffle in a factory is dangerous.
22. Do not wear rings on your fingers. Machinery may rip them off and the fingers with them.
23. Do not think you cannot have an accident because you never had one.
24. Do not work machinery entrusted to another even in his absence.
25. Do not be talking to your neighbour while at work on machinery. The talk leads to distraction and your hands may get caught in the machinery.
26. Do not go to the hot water tank in the factory for a bath. If you desire a bath go home and have it.



of dismissal, demotion or similar disciplinary action. Then an attempt was made to create disruption in the Union through a handful of mill-agents whom the Union allowed to join up in accordance with its democratic constitution. When these people saw that there was no chance of their succeeding in their evil designs they left the Union and tried to create disruption from without through a management-sponsored puppet rival Union. But even this proved futile and barring about 40-50 mill-agents, many of whom were freshly recruited by the management for this purpose, no worker joined this puppet Union. With each successive failure of its tactics the management became more unreasonable, more aggressive and oppressive and more desperate. Vilification of Union Officials, breaking up of peaceful worker's gatherings, framing up frivolous criminal cases against Union workers by lodging false reports with the police, harrassment of active Union workers in the course of their duties in the mills was tried in turn. Specific cases involving such high-headedness on the part of the management were brought to the notice of the authorities by the Union, every time they occurred. But no heed was paid to these complaints. On the other hand the Police in the initial stages openly sided with the employers whom they obliged by cooking up false cases against Union members. More than 80 workers were prosecuted by the police under Section 290 for Shouting Slogan regarding their demands in the workers' colony or under section 107<sup>I.P.C.</sup> for the alleged apprehension of breach of peace. The result of all this, however, was contrary to the managements' wishes and expectations. With every fresh attack on the solidarity of the workers or on the integrity of their Union, the workers closed up their ranks with still more doggedness, courage and determination. They were able to raise an industrial dispute involving certain important economic and other issues in the meantime which were referred to adjudication under the Industrial Disputes Act by the State Government. The Union also successfully challenged several improper actions of the management and by its constant defence of the legitimate rights and privileges of workers incurred heavy displeasure of the management. Failing to break the workers'

morale and unable to shake their faith in the Union, the employers took recourse to their last weapon. An all-out campaign of criminal intimidation, violence and hooliganism was let loose on the workers. Leading Union workers became special targets of this violence and gangsterism. Union property, including the news-board used by the Union for announcing Union programmes to its members was forcibly removed from the mill-colony. Hooligans armed with lathies and daggers openly went about the colony assaulting and abusing workers and holding out threats of dire consequences against Union members. Dozens of such reports involving individual cases are on record with the Police. This campaign of violence and terrorism naturally created a state of tension and resentment among the workers, who were compelled to lodge an effective protest against it by the only lawful method open to them, i.e. by going on a one-day protest strike on the 13th. of December. The success of this step clearly demonstrated the unity of the workers against the management and their agents who vainly tried to break the strike by every means at their disposal. This success drove the management into madness and frenzy and they started hitting out recklessly. Mass charge-sheeting of workers was followed by dismissal notices on practically every member of the Unions' Executive Committee. Lala Bharat Ram, the Managing agent of the Mills, openly repudiated an agreement earlier arrived at through the mediation of the Government Conciliation Officer. This agreement sought to partially restore some of the trade union rights to the workers. When advised to settle the dispute by negotiations by the Government Labour Director, Lala Bharat Ram left the Conference-table refusing to talk to the Union's representatives. Still, in line with its basic policies, the Union continued vigorous efforts to find out an amicable and peaceful settlement of the dispute. Besides exploring the usual avenues of conciliation, negotiation, etc. it took the matter up in the Labour Advisory Board of the State Government and subsequently in the Tripartite Committee for Textile Industry. The attitude of the representatives of the management, at all these conferences was of total non-cooperation and even arrogant and insulting. Instead of exchanging views and making an attempt to understand worker's



view point, they adopted an attitude of dictation, of holding out threats and of ~~standards~~. *blackmailing* -

Several attempts on the life of Union Officials followed inside the mill. ~~Sensing extreme insecurity~~ <sup>in security</sup> of their lives and failing to obtain any satisfactory reply from the management to their repeated demand for effective steps being taken to safeguard their lives, <sup>on the 15<sup>th</sup> January, the management declared a lightning lock-out</sup> the workers en-masse stopped working. When the news of the lock-out spread in the industrial areas of Delhi, thousands of workers from other Textile Mills collected near the worker's gate of the mills. (The undersigned was himself present on the spot at about 1 P.M.) A perfectly peaceful meeting of the workers was in progress when some hirelings of the management misbehaved with some women ~~workers~~ <sup>workers</sup> who were sitting near the main gate. On an alarm being raised, the goondas were seen running inside the mill gates, which were closed for others. This infuriated the workers many of whom gave chase to them. The Police posted both outside and inside the mills got panicky at this and apprehending danger to its own safety started lathicharging the crowd. This was followed by teargassing. The lock-out has been continued since.

The Union holds that it is an illegal and unjustified lock-out. Section 24 (3) of the Industrial Disputes Act, under which the management is seeking protection does not exempt it from conforming to the requirements of Section 33 of the Act. The former section only does away with the need to give a 2-weeks notice in case of an illegal strike. Even if the stoppage of the mill from 9-1-55 is deemed to be an illegal strike, which itself is doubtful, the management is debarred from declaring a lock-out without obtaining express permission in writing of the Additional Distt. and Sessions Judge, Shri G.R. Budhiraja, who is at present adjudicating an Industrial Dispute between the Union and the management.

The charge of the management that the Union is a Communist Union, is a mere repetition of the now too-familiar jargon. It is a fact that the overwhelming number of officers and Executive members of the Union are non-Communists, <sup>and include</sup> including independant trade Unionists, Socialists, and known and respected Congressmen. The Union has no quarrel with any political Party or with the local ~~INTUC~~ INTUC as the employers are trying to make out. In fact the INTUC



5.

has come into <sup>the t</sup> picture only after the protest strike of the 14th. Dec. Nobody heard of that body in the Swatantra Bharat Mills before that date.

The Union has repeatedly offered to assist in normal resumption of work if its demand for an impartial inquiry into the whole dispute is agreed to. The Union holds that from the very beginning the management has been guilty of unfair labour practices in so far as it has calculatedly and deliberately suppressed trade Union activity by hindering the formation of an independent Union free from the influence of the management and by bolstering ~~and deliberately suppressed trade Union activity by hindering the formation of an independent Union~~ up a pocket Union. The management has clearly been acting against all established conventions, practice and usage, and also <sup>against</sup> the law in denying access to this colony to trade Union workers. The right to carry on peaceful and legitimate trade Union activity in a worker's colony is now fully recognized by the Government of India and embodied in the legislation which has recently been undertaken in respect of Tea and other Plantations.

We still hope wiser counsels will prevail with the management of the Mills and they will act in accordance with the spirit of the times and give up ~~its~~ <sup>their</sup> 'Slave Drivers' attitude in the matter of basic trade Union rights. ]

As the issues involved in the dispute are of basic and paramount importance to the working class in general it is but natural and proper that the entire working class of the State should take them up. The decision of the <sup>the Delhi branch of the</sup> representatives of 71 trade Union organizations, including All India organizations like the Hind Mazdoor Sabha, the United Trade Union Congress and the All-India Trade Union Congress, who met on the 18th. instant to ponder over the situation is much welcome by the Textile workers. According to this decision there will be <sup>organised a</sup> mass protest procession and demonstration on the 22nd instant followed by a protest rally on the next day i.e. on Sunday. If even this fails to move the Government, then the entire organized Section of workers may have to embark on a general strike to enforce the acceptance of the just ~~demand of the St~~

demand of the Swatantra Bharat Mills workers.

In the end we cannot help criticizing the attitude of the Delhi State Government in this matter. If a proper appreciation and understanding of the issues had been attempted and appropriate attention and care bestowed on the problem in the <sup>early</sup> ~~early~~ stage, which was repeatedly urged by the Union, the situation would not have deteriorated <sup>to</sup> to the present extent.

Sd/ B.D. Joshi  
M.L.A.  
GENERAL SECRETARY.

This is the situation as it stands today. We will let you know later developments.

CHRONICLE OF MAIN EVENT.

- April '54. Union formed in Swatantra Bharat Mills.
- May-June '54. Recruitment of undesirable persons started as 'temporary hands.'
- 6-6-54, Union meeting in workers' colony not permitted to be held.
- 30-6-54. Union officials prevented from addressing a mass meeting. At the instance of the General Manager a resolution against Ekta Union is attempted to be moved - attempt is defeated ~~badly~~ *completely badly*.
- 26-7-54, The Watch and Ward staff attempts to break up a meeting of workers being addressed by <sup>the</sup> local ~~union~~ <sup>union</sup> officials.
- 27-7-54, The Manager himself disturbs a meeting of workers and starts addressing the workers in an attempt to provoke a clash. The attempt does not bear fruit.
- 27-7-54. R.S.S. parades and rallies initiated in the colony at the instance of the General Manager. More 'Goondas' recruited and commissioned to break up and stone any Union Meeting.
- 1-8-54. Union Branch Secretary assaulted by Security Officer *of the Mills* at night after a meeting.
- 3-8-54, Police brought into the picture to arrest 7 workers, Union Branch officials, who were distributing union leaflets to workers coming out of the mill gates - a clash provoked by management, averted by the timely intervention of the Union. Later lock-out declared by the management for the night.
- 6-8-54. An agreement promised by Lala Bharat Ram by the 9th. A draft prepared on the basis of certain discussions through Govt. Labour Office - But eventually the management ~~breaks~~ <sup>backs</sup> out.
- 18-8-54. An attempt made by the management to discredit the Union by publishing a handbill in the name of 'Labour Unity' exhorting the workers to boycott 'Janamashtami' celebration. The attempt frustrated by timely detection of the conspiracy. Unions' demand for inquiry not ~~succeeded~~ <sup>met</sup> to. Frivolous charge sheets to ~~the~~ <sup>confined</sup> militants ~~contained~~. A puppet Union called 'Bharat Mills Mazdoor Union' given birth to.
- Aug.-Sept. '54. About 80 prosecutions launched under sections



- 107 & 290 against workers of Swatantra Bharat Mills ( mainly activists of the Union ) for holding meetings or shouting slogans.  
19-9-54. Union decides to call out a token strike in Textile industry on 18th.Oct.54.
- 28-9-54. A Draft agreement having consent of Lala Bharat Ram is *received by* reached the union *from The Govt. Labour Officer.*
- 4-10-54. An agreement was signed through the *mediation* modification of the Govt. Labour Officer, - Strike call withdrawn.
- 6-10-54. Notice displayed by General Manager in the Mills denying the conclusion of any agreement.
- 7-10-54. Union holds a mass meeting in the colony for which prosecutions are started against top Union officials i.e. the President, the General Secretary and the Joint Secretary.
- 12-10-54 to 29-10-54. Numerous Election meetings of Congress and Communist Party held in the workers' colony undisturbed by the management.
- 31-10-54. Mill 'Goondas' attack five workers in their homes in the colony.
- 13-11-54. Union Branch officials meet General Manager who refuses to abide by the agreement.  
*End of Novemb: INTUC affiliates the 'management - puppet' union*
- 27-12-54. Union Branch President and other militants assaulted by 'Goondas' inside the Mill at 11.30 a.m.
- 13-12-54. Union Branch Secretary brutally attacked with knives and lathies at 11.30 P.M. in the workers' colony.
- 2 X  
16-12-54. Union News Board stealthrily removed by management from the workers' colony, - Govt. withdraws all the cases under section 107 Cr. P. C.
- 3 X  
18-12-54. 'Board' returned to the Union in accordance with an agreement promoted by the Labour Office.
- 20-12-54. Lala Bharat Ram and General Manager in a conference in the office of the Director of Industries and Labour officially repudiate the 4th.Oct. agreement. Union *re-affirms* ~~re-affirmed~~ its resolve to abide by the agreement.
- 21-12-54. News Board again forcibly removed by management.
- 4 X  
22-12-54. Union serves a general strike notice for 23th.Dec.to enforce implementation of the agreement.
- 24-12-54. Strike decision held in abeyance a 2nd time on an

assurance from the Government.

5-1-55. Union President, General Secretary, Joint Secretary sent to Jail on a complaint by management under section 44B for having held a meeting in the colony on 7-10-54.

8-1-55. Rowdiness by 'Goondas' in colony - Threat held out to our workers.

9-1-55. 1.15 P.M. A Union member manhandled inside the mill in his department. - 3.30 P.M. - 8 to 10 Goondas armed with knives attack union workers inside the mill - a clash follows, resulting in injuries to a number of people.

9 X Immediate stay-in-strike follows and continues ~~follows~~ following refusal of the management to ensure safety of life inside mills.

15-1-55. One day general strike in all textile mills by 18000 workers. At 11.30 A.M. the management suddenly <sup>declares</sup> ~~protest~~ against the managements' attitude a lock-out and enlist police help for forcibly removing workers from inside the mill, which leads to a clash.

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