

J.Viswanatha Reddy, B.A.B.L.,
CHAIRMAN.

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COMMITTEE FOR CONDUCTING SURVEY
INTO WORKING CONDITIONS OF HAMALS
GANDHI BHAVAN (UPSTAIRS),
MUKKARAM JAHI ROAD, NAMPALLY,
HYDERABAD-1.

Dated: AUGUST 20, 1965.

To

The Secretary to Government,
Home (Labour II) Department,
Andhra Pradesh,
HYDERABAD.

THROUGH THE COMMISSIONER OF LABOUR,
ANDHRA PRADESH .

Sir,

Sub:- COMMITTEES- Committee for conducting a
survey into working conditions of hamals - R
Report - submitted.

In G.O.Ms.No.581, Home (Labour II) Department, dated the 29th March, 1962 the Government of Andhra Pradesh constituted a Three Man Committee with Shri V.Jagannatha Rao of INTUC representing employees and Shri Sridhar Vaman Naik representing the employers and the Regional Provident Fund Commissioner, Andhra Pradesh as Chairman to conduct a survey into the working conditions of hamals including muttah, jattu and piece-rated contract workers and to submit a report after consideration of the view of organisations of employers and workers as to whether fresh legislation is necessary or the existing enactments could be amended to cover this class of employees and whether a scheme of Decasualisation as in Ports could be enforced.

Though the Committee was set up towards the end of March, 1962, it could start working only in October, 1962 holding its first meeting on 6.10.1962. Later a questionnaire was finalised and copies were got printed and in April, 1963 it was circulated to various employers and employees organisations. The full Committee could again meet only in August, 1963 when the tour programme of the Committee was finalised. The Committee completed its tour by 12th October, 1963 and held its sittings subsequently to consider the replies received to the questionnaire and also the evidence gathered during the tours of the Committee.

It took some time to compile the summary of the replies received to the questionnaire and prepare notes of discussions which the Committee held during its tours. Copies of the same were circulated to the members. The Committee was unable to meet due to various other pressing pre-occupations of the chairman and the Members and it was only in July, 1965 that the Committee could meet and discuss the draft report which Shri V.Jagannatha Rao had prepared for consideration of the Committee. In the light of the tentative conclusions arrived at a further draft was prepared and eventually the Committee finalised its recommendations at its meeting on the 13th August, 1965 and the report has been signed to-day (20-8-1965).

Continued...2

It is indeed a matter of deep regret that there has been such considerable delay in submitting this report, and the Committee accepts the entire blame for this. The Committee is, however, happy that it has been possible to come to unanimous conclusions and trusts that Government will be pleased to publish the report and enact the legislation suggested.

It has, by no means, been an easy task to arrive at practical and workable solutions for the very complex problems involved. Further, the Committee has been considerably handicapped by the total absence of any survey conducted anywhere in the country, as the replies from the Ministry of Labour, Government of India, and the various Labour Commissioners indicate. It was, therefore, necessary for the Committee to consider the problems on the basis of its own survey and discussions and find out a solution which is at once practical and satisfactory to both employers and employees. The Committee is conscious that its recommendations may not entirely meet with the expectations that this class of labour might have entertained when the Committee was first set up with such broad terms of reference, but considering the nature of the relationship, the organisation of the industry the existence of a preponderatingly large majority of small shop-keepers, the Committee was of the view that it would be sufficient to provide for a constitutional means of redressal of grievances and to afford them a measure of provident fund and sickness benefit.

In the well developed Western Countries problems of this nature do not arise. There, they have social security from the cradle to the grave and all citizens are entitled to un-employment benefit and old age pension and in several countries health insurance as well. But in a vast continent like ours with nearly 400,000,000 people of whom about 80% to 90% are partially employed or unemployed, it is impossible to think of such a whole range of social security measures as in the developed countries. At the same time, a beginning has to be made somewhere and a serious attempt made to tackle the problem. Bearing all these considerations in mind, the Committee felt that a machinery should be created for settlement of disputes in regard to the rates of wages, employment and non-employment, first by conciliation and failing conciliation by adjudication by a Labour Court or by voluntary arbitration. The second main objective was to provide a measure of provide a measure of Provident Fund and sickness benefit. This the Committee has attempted to provide for by recommending contributions both by employers and employees at 5% each on the wages towards Provident Fund and at 1¼% each on the wages for sickness benefit. We have also suggested setting up of a Tripartite Board of Trustees to administer this Fund with a separate agency for keeping accounts, etc. and we have recommended that the expenditure on this should be met from the State funds. We have also appended a draft legislation for consideration of the Government. We have further suggested the framing of bye-laws of Market Committees where set up enabling cooption of Hamals representatives for consideration of questions of fixation or revision of rates.

On behalf of the Committee, I have great pleasure in presenting this unanimous report.

Yours faithfully,
Sd/ -----
CHAIRMAN.

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COMMITTEE FOR CONDUCTING SURVEY INTO WORKING CONDITIONS OF
HAMALS.

R E P O R T.

1. The Government of Andhra Pradesh, as proposed by the Commissioner of Labour, was pleased to appoint a Committee to conduct a Survey into the working conditions of hamals including jattu and muttah labour and suggest remedial measures whereupon the question of enacting a Legislation will be considered.
2. The terms of reference were as follows:-
 - a) To conduct a survey into the working conditions of hamals including mutta, jattu and piece-rated contract workess to ascertain upto date information on various aspects of their problem including the following:
 - i) Organisation of industry and the kind of relationship that subsists between hamals and employers.
 - ii) The level of rates existing for each kind of hamal work in various places.
 - iii) The views of employers' organisations and workers' organisations as to the best way of tackling this problem.
 - iv) Whether fresh legislation to cover this class of workers will be necessary or whether the extension of the existing enactments like Shops and Establishments Act, Payment of Wages Act of the Minimum Wages Act would be sufficient for the purpose.
 - b) To assess their requirements and suggest a scheme to regulate their service conditions and extension of social security measures through legislation if necessary on the lines of the Visakhapatnam Port Workers (Regulations and Employment) Scheme, 1959.
3. The Committee prepared a questionnaire (Annexure I) and circulated amongst various employees' organisations and employers' organisations. Annexure II contains a summary of various replies received from the employers' and Employees' organisations containing the prevailing level of rates.
4. The Committee had held hearings in various important centres in the State and the notes of the discussions held is contained in Annexure III.
5. The list of persons and organisations that have given evidence is in Annexure IV.
6. The Committee met on several occasions from time to time and after exhaustive discussions have great pleasure in submitting this report.
7. The population of hamals including Mutta and Jattu labour is considerable in every market place, shop and rice, oil and dhall mills. Besides, in the tobacco industry there is Mutta labour employed in large numbers. In jute kills also there is Mutta labour. In railway goods-sheds Mutta labour are working. On a rough estimate the number of such labour will be roughly about 70 to 80 thousands in the whole State of Andhra Pradesh.

8. Hamals including Mutta and Jattu labour are not well organised either into Trade Unions or Organised units in most of the places. There are very few unions covering this type of labour. One or two unions like the Jattu Karmika Sangha, Rajahmundry and City Conveyance Labour Union, Vijayawada, are very well organised and are strong. We find that in several places there is a consistent effort to organise these workers into trade Unions. Internally these workers are organised in groups, jattus or mattas. This is a traditional set up. They work under a Maistry or a Mukaddam. Each group or gang consists of 10 to 20 workers headed by a leader called usually as a Mainstry or Mukaddam. There are in some muttahas Assistant Maistries known as "Cheyyi Maistry" or "Assistant Mukaddam". The Maistry is sometimes elected by the group and in several cases the position of a Maistry is even hereditary. The Maistry mostly keeps the group united and represents the collective will of the group. The Maistry is normally given an equal share along with the other members for his supervisory duties. Sometimes he might get an additional share. The Maistry may or may not work along with the other members. In most of the cases Maistry does not work. But he is present and assists the group in work if necessary. He is not an employer so far as the group under him is concerned. On behalf of the group he receives total wage bill every day according to the work performed and it is distributed amongst all workers equally including himself. There are very few women in this type of labour, mostly in market areas where they sweep and sometimes clean the grains. In few places even the absentee sick member of a group is given his share. Generally new members are not recruited into the gang during temporary absence of regular members. But in case of a permanent vacancy the gang by its collective consent recruits a new member. In places like Guntur, Vijayawada and Rajahmundry, the new recruit pays a premium ranging from Rs.100/- to Rs.3,000/-. In Vijayawada this premium is paid to the benefit of the deceased or retired member by whose death or retirement the vacancy arose. In some places this premium amount is spent on a community dinner amongst all the other members. Within the group there is perfect discipline. There is some controversy as to whether the Maistry or the Mukaddam is a contractor, employers holding that he is, workers maintaining that he is not. He is one amongst the workers in the group a sort of leader or head of the group with a right of representation and supervision. We find it difficult to regard the Maistry as a contractor in the correct sense of the term, since there is no investment no profits and no risk involved. He is no better than a supervisor except that he is not paid any salary and shares the remuneration along with the other members of the muttah and is the person who is held responsible for getting the work done and for disbursement of the remuneration to the members of the muttah. There is no master and servant or employer-employee relationship between him and the other members of the group.

9. In the Telengana area, there are regulated markets and market committees in most of the places and we visited one at Jadcherla. The market committees fix the hamali rates also and at present these rates are fixed by the market committees themselves. They do not have any representatives

of the muttah labour on these committees. It is the producers and the merchants who are on these committees. In our discussions with the Assistant Director of the Marketing Department, we were told that it will be possible to frame bye-laws in each market providing for co-option of one or two representatives of these hamals to the market committee for purposes of fixing rates of hamali charges. We also gathered that Government is likely to extend the market committee to Andhra area as well. The Committee felt that it is essential that representation is given to Hamals on the Market Committees by co-opting one or two representatives on the Market Committee whenever the question of fixation or revision of rates of wages arises.

10. The feasibility of covering these workers under a Decasualisation scheme similar to that of the Dock Workers Regulation and Employment Scheme, 1959 was discussed with several representatives of both employers and workers. The consensus of opinion is not favourable. Besides, there are practical difficulties in working out such a decasualisation scheme for these workers especially working in various work-spots and with plural employers at one and the same time. The workspot differs and shifts from shop to shop and market to market. The plurality of the employers is not the only problem. Groups of workers also combine with a single employer in one and the same work. As this is a peculiar and traditional tenure of service it is neither in the interest of the workers nor of employers to attempt introduction of any such scheme. The Market Committees are not like the stevedore employers. The incidental charges worked out to maintain such a corporate employer will also heavily cost the purse of the employee because the lean period in employment is more than peak period. On the whole, after explaining all the relevant features of the Scheme the employers' organisations and workers' unions have not favoured this Scheme. We are also of the opinion that such a Scheme cannot be introduced at this stage, when conditions of service are so disorganised. We therefore do not consider either practical or desirable to suggest any scheme of decasualisation at this stage.

11. The contention of the employers that there is no employer-employee relationship between them and mutta or jattu workers has been upheld by the Law Courts which have held that they are not workers within the meaning of Section 2(S) of the Industrial Disputes Act, 1947 and as such there is no employer and employee relationship between the principal employer and the worker. This unenviable position had landed these workers into a state of despair. Both the payment of Wages Act and the Shops and Establishments Act are not at present applicable to these workers as the definition of "worker" in those enactments is similar to Section 2(S) of the Industrial Disputes Act, 1947. The proposed legislation for abolition of contract labour by the Government of India will also not afford any relief to these workers as it is related to engagement of workers on contract in places of manufacturing and construction and maintenance works. Even the Committee set up by the Government of Andhra Pradesh to review the service conditions of contract workers in factories cannot suggest any relief to these workers as they are not contract workers falling within the terms of reference of that Committee.

12. Instances have been brought to our notice in the course of evidence before us by both parties of the existence of strikes and cessation of work for revision of wages and consequent unrest sometimes leading to violence. There have been demands for rest, medical aid and bonus or festival gifts. There have also been cases where employers took disciplinary action against erring workers and removed them from services. The workers were left without any remedy as none of the Labour Acts apply to them. The spread over of the working hours widely varies and we were told that it extends upto 20 hours or sometimes intermittently round-the-clock according to the needs of supply and demand depending on the arrival of goods by lorries etc. There are no post-employment benefits whatsoever. "Work while fit and walk out when unfit" was the rule. The rates of wages vary considerably from place to place and are not fixed on any scientific basis. Important rights like conciliation, provident fund, sickness benefit and venues for redressal of grievances in a constitutional manner available and enjoyed by workers in the organised sectors of industry are not available to these workers.

13. On the other hand, there have been bitter complaints from employers particularly by the steel and iron merchants that there is considerable exploitation by these muttas and that they have absolutely no right of engagement or dismissal and that they are at the mercy of the muttas. Several employers spoke of heavy premiums paid for entry into a mutta and the lack of discipline.

14. After due deliberation and considered thought, we are not in favour of disturbing the present relationship in the establishments by recommending drastic changes. We are happy to record that the employers have expressed themselves in favour of affording a measure of old age and sickness benefit and for the provision of some means of settling disputes in regard to rates of wages and employment and non-employment. Without upsetting the present basis of constitution of muttas, we make the following recommendations.

1. Right of conciliation and adjudication in mutters of dispute:

15. Whenever there is a dispute over wages, disciplinary action or any change of service conditions the trade union of the workers in the area or the group leader after having duly authorised by a majority of workers in the group may take up the dispute for conciliation before the Conciliation Officer appointed under the Industrial Disputes Act. If the dispute is not settled in Conciliation, the Government shall have power to refer the dispute for adjudication to the Labour Court set up under the Industrial Disputes Act and the decision of the Labour Court shall be final. This measure will help settlement of disputes on a rational and industry-wise basis.

2. Provident Fund:

16. A scheme of Provident Fund at the rate of 5% of wages paid to individual worker with a like contribution from the employer should be provided for. There are no practical difficulties in implementing this Scheme. At the end of the work on a day the group is paid. The distribution of the total wage is equal. So 5% of it can be kept back and the names of the group can be noted down and a like sum can be added.

At present the employer is maintaining an account of wages per day paid to the group or gang. The additional work is to maintain an attendance register for these workers and for remittance of the amount deducted from the wages and the employer's contribution of an equal sum into a specified Bank and for submission of the challan and return every month to the Authority to be set up.

3. Sickness Benefit:

17. At present a worker who is sick is not entitled for any benefit either from his group (except in rare instances) or from the employer. Medical aid in some form is the primary requisite of a socialistic society. Some of the employers have favourably responded to our suggestion for introduction of a measure of sickness benefit. From the evidence it is clear that in the lean period there are days when workers do not earn any wages. In most of the days during the lean period it is evident that the average day's earnings is not more than a Rupee which is far below the sustenance level of wages. In view of this varying wages structure it is all the more necessary to provide for a minimum sickness benefit. We recommend that a sickness benefit fund be set up into which every worker will contribute $1\frac{1}{4}\%$ of his earnings and the employer contributes an equal sum.

18. From this $2\frac{1}{2}\%$ we feel that it will be possible to assure workers. A minimum sickness benefit of 3 days average wages for all workers who have worked not less than 60 days in a year and 5 days average wages for those who work for 90 days or more but less than 60 days which in our opinion, work out to about 2 to $2\frac{1}{2}\%$ of his earnings and is recommended for adoption to start with. In view of the wide variation in rates of wages not only from place to place, but even in the same place from trade to trade and the existence of lean and peak periods, we recommend that a day's average wage for purpose of payment of sickness benefit should be Rs.2/-. Since we visualise the setting up of a Tripartite Board of Trustees to manage the Fund, that Board may from time to time review the position to increase the quantum of day's wages and the number of days if the accumulations in the Fund so warrant.

4. Maintenance of Registers.

19. Consequent on our recommendations in the earlier paragraphs for constituting a Provident Fund and sickness Benefit Fund apart from the financial burden to the extent of $6\frac{1}{4}\%$, the employers will be required to keep an attendance register and mark attendance of all the mutta labour who work each day. Payment to mutta labour may be either daily or weekly and at the time of payment a sum of $6\frac{1}{4}\%$ of the earnings as specified in paras 16 and 17 should be deducted from the wages and at the end of the month such deductions should be totalled up and rounded off to the nearest 25 Paise. An equal sum should be added as the employer's share and this total sum of $12\frac{1}{2}\%$ should be remitted into a Bank and the challan along with a return showing the names of the mutta workers, amount of wages paid, $6\frac{1}{4}\%$ of deduction as employees' share, a similar amount as employer's share, should be sent to the authority which will have to be set up for this purpose. This, no doubt, involves certain amount of additional work, but there is no other way since the amounts deducted and the employer's contribution should be

credited to each of the mutta workers and for this purpose it is absolutely necessary that an attendance register is maintained and returns are sent by the employers. Since the amount of hamali charges received is distributed equally, while sending the return, the amount paid may be divided equally, by the number of workers, in the mutta and shown in the return. We trust, however, that employers will not mind this additional work, since any other alternative scheme of setting up elaborate machinery will cast a greater amount of financial burden and may not be convenient either for the workers or for the employers.

5. Representation of Labour on Market Committees.

20. We also recommend that representation to Hamals and Muttah Labour should be given on the Market Committee which have already been set up or are likely to be set up. This could be done either by amending the Rules under the Agricultural Market Committees Act or by the Department of Marketing directing the Market Committees to frame suitable bye-laws providing for the co-option of two representatives of Hamals for purposes of fixation or revision of rates of wages. Where there is only one union of Hamals in the Market Committee area, that Union may be allowed to nominate such representatives. If there are more than one union or where there is no union, the Hamals may elect two representatives at a meeting called for by the Executive Officer of the Committee by means of Secret ballot.

CONCLUSIONS:

21. We append a draft model bill incorporating our recommendations relating to Provident Fund and Sickness Benefit and settlement of disputes and we request that Government may be pleased to enact a suitable legislation after consulting the effected interests by circulating the report and the model bill. We regret that for reasons beyond our control, like absence of the members from Hyderabad due to their pressing other engagements outside, and the inability of the Chairman to attend to this work in addition to his own official work, it has not been possible to complete the work of the Committee in time.

22. We are happy to present this unanimous report and hope that its conclusions will have the general acceptance of both employers and workers concerned and the Government.

23. The Chairman and members of the Committee gratefully acknowledge the considerable help and guidance received from the employers' organisations and the Office-bearers of those institutions and also the large class of union representatives and labour leaders.

Sd./ -----
1. (J.VISWANATHA REDDY)
Chairman.

Sd./ -----
2. (S.V.NAIK)
Member representing Employers

Sd./ -----
3. (V.JAGANNATHA RAO)
Member representing workers.

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DRAFT LEGISLATION SUGGESTED.

An Act to regulate the service conditions of muttah, jattu and hamals working in shops and markets, railway sheds and other establishments and provide for Provident Fund and sickness benefit.

Whereas it is expedient to regulate the service conditions of the workers employed in jattu, muttah and gangs of hamals in shops, railway goods-sheds, markets and other similar establishments.

And whereas it is considered desirable to provide a Measure of Provident Fund and sickness benefit, it is hereby enacted as follows:

1. (1) This Act may be called the Hamals, Jattu and Muttah Labour Employment and Provision of Provident Fund and Sickness Benefit Act
- (2) It extends to the whole of the State of Andhra Pradesh.
- (3) It shall come into force with effect from

2. DEFINITIONS:

In this Act, unless there is anything repugnant in the subject or context -

- (a) "Government" means the State Government of Andhra Pradesh.
- (b) "Worker" means and includes all workers working in gangs called as jattu, muttah or gang of workers doing the work of loading unloading, stacking, weighing, packing, stitching of packages or other similar operations for piece-rates in shops, markets, goods-sheds and similar other establishments.
- (c) "Employer" means every person who either owns or manages an establishment or business and includes those who have business in any place like a market area or Goods-shed, etc. where the jattu, muttah or the gang of workers perform work on piece-rate basis.
- (d) "Establishment" means every place of business where the gang, jattu, muttah, hamals perform work for piece-rates.
- (e) "Dispute" means any dispute between employers and employees which is connected with the rate of wages, disciplinary action or the terms of employment or with the conditions of labour of any worker or workers and is espoused by either a Trade Union of the workers or a majority of the workers or by the employers.
- (f) "Labour Court" means a Labour Court constituted under Section 7 of the Industrial Disputes Act, 1947.
- (g) "Conciliation Proceeding" means any proceeding held by a Conciliation Officer appointed under Section 4 of the Industrial Disputes Act.

3. Authorities under this Act:-

The State Government may by notification in the Official GAZETTE appoint such number of persons as it thinks fit to be Conciliation Officers charged with the duty of mediating in and promoting the settlement of disputes.

The State Government may designate any Labour Court for the purpose of adjudicating disputes returned to it by the Government.

Inspectors: The State Government may by notification in the Official GAZETTE appoint such number of persons as it thinks fit as Inspectors for purposes of this Act.

4. Reference of disputes to Adjudication:

- (a) Where the State Government is of the opinion that any dispute exists or is apprehended between any jattu, muttah or gang of hamalis and their employers, it may at any time by order in writing refer the dispute to the Labour-Court for adjudication.
- (b) Where any dispute exists or is apprehended and the employer and the employee agree to refer the dispute for arbitration they may by a written agreement refer the dispute to arbitration and the reference shall be to such person or persons including the Presiding Officer of the Labour Court as an arbitrator or arbitrators as may be specified in the arbitration agreement.
- (c) An arbitration agreement referred to in Section 4(a) shall be in the form prescribed under the Industrial Disputes Act and shall be signed by the parties thereto in such manner as may be prescribed.
- (d) A copy of the arbitration agreement shall be forwarded to the State Government and the Conciliation Officer and the Government shall within 14 days from the date of receipt of such copy publish the same in the Official GAZETTE.
- (e) The arbitrator or arbitrators shall investigate the dispute and submit to the appropriate Government their arbitration award signed by the arbitrator or all the arbitrators as the case may be.

5. Procedure, powers and duties of authorities.

- (a) Subject to any rules that may be made in this behalf an arbitrator or arbitrators and the Labour Court shall follow such procedure as the Labour Court arbitrator or arbitrators concerned may think fit.
- (b) A Conciliation Officer or the Labour Court may for the purpose of enquiry into an existing or apprehended dispute after giving reasonable notice enter the premises occupied by any establishment to which the dispute relates. Every Court or arbitrator or arbitrators shall have the same powers as are vested in a Civil Court under the Code of Civil procedure, 1908 (5 of 1908) when trying a suit in respect of the following matters, viz.,
 - i) enforcing attendance of any person and examining him or oath.
 - ii) Compelling the production of documents and material objects.

- iii) issue of commissions for examination of witnesses.
 - iv) in respect of such other matters as may be necessary and every enquiry by the Labour Court or arbitrator or arbitrators shall be deemed to be a judicial proceeding within the meaning of Section 193 and 228 of the Indian Penal Code.
- (c) A Conciliation Officer will have all the powers which are vested in him under sub section 4 of Section 11 of the Industrial Disputes Act for conducting a conciliation under this Act.
 - (d) The duties and powers of the Conciliation Officer under this Act are mutatis mutandis of those vested in him under section 12 of the Industrial Disputes Act.
 - (e) The duties and powers of the Labour Court shall be the same as those enunciated under the provisions of the Industrial Disputes Act.
 - (f) An award including an arbitration award shall become enforceable on the expiry of 30 days from the date of its publication and it shall be in force, as if it is an award issued by a Labour Court under the provisions of the Industrial Disputes Act and the said award shall be final and binding on the parties to the dispute.

6. Strike and lock-outs:

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No worker/is employed in such establishment shall go on strike in breach of contract and no employer of any such workman shall declare a lock-out.

- (a) during the pendency of conciliation proceedings and seven days after conclusion of such proceedings,
- (b) during the pendency of proceedings before the Labour Court and two months after the conclusion of such proceedings.
- (c) during any period in which a settlement or award is in operation in respect of any of the matters covered by the settlement or award.

7. Provident Fund and sickness Benefit Fund:

- (a) The State Government shall have the power to set up a Board of Trustees consisting of 9 representatives of which 5 shall be representatives of Government - one from Finance Department, another from Industries Department and the third from the Labour Department with a Chairman nominated by the Government from among the representatives of the Government. The representatives of employers and employees shall be 3 each, who shall be appointed in accordance with the rules that may be prescribed.
- (b) On and from the date specified by the State Government in this behalf there shall be established a Fund known as "Muttah Labour Provident Fund and Sickness Benefit Fund".

- (c) The State Government shall appoint such staff and regulate their scales of pay and service conditions as it may deem fit to carry out the purposes of the Act.
- (d) The Board of Trustees subject with the approval of the State Government shall have the power to frame bye-laws prescribing the returns to be submitted by employers, the Bank in which the funds have to be kept, the account that should be maintained and the conditions subject to which the Provident Fund and Sickness Benefit may be allowed and the quantum having regard to the provisions of the Employees' Provident Funds Scheme in relation to admission for membership, settlement of accounts and payment of benefits.
- (e) Every employer shall deduct 6¼% from the wages paid to the Muttah, gang or jattu and credit every month and said amount towards this Fund after adding a like amount as his own contribution.
- (f) Of this amount of 12½%, 10% shall be credited to the Provident Fund Account and the remaining 2½% to the Sickness Benefit Account.

8. The State Government shall have the power to make rules for the purpose of giving effect to the provisions of this Act and regulate the maintenance and disbursement of sickness and Provident Fund.

9. The appropriate Government may, by notification in the Official GAZETTE, direct that any power exercisable by it under this Act or rules made thereunder shall in relation to such matters and subject to such conditions if any as may be specified in the discretion, be exercisable also by such officer or authority subordinate to State Government as may be specified in the notification from time to time.

Mvs.

OFFICE OF THE COMMITTEE FOR SURVEY OF WORKING CONDITIONS
OF HAMALS, NO.B-16-435, 'Karvankar Building, Nampally,
H Y D E R A B A D-I.

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QUESTIONNAIRE.

SECTION-A.

Preliminary:

1. Name of organisation or management and its address.
2. Industry engaged or covered:

Organisation and nature of employment:

- II. 1. Number of mutta, jattu, hamali or piece-rated contract labour employed. Please give details of operations and the average number engaged in each, worked out in the period of twelve months from 1.1.'62 to 31.12.'62.
2. (a) Is the employment direct or indirect? If it is through a contractor, please enclose a copy of the written contract, if any. If oral, please state terms.
(b) If it is through meistries, how is the maistry remunerated and is he an independent contractor or a direct employee?
(c) If engagement of such labour is through any Market Committee, what is its set up and constitution and its administrative structure and how is its expenditure met?
 3. Please give details of Schedule of rates for different operations for each type of commodity or article handled. If such rates are fixed by legislation or bye-laws or agreements with workers organisations, copies of the same may kindly be sent. Is there any provision for periodical revision?
 4. What is the normal duration of work per day of the mutta or jattu or hamals engaged? Are there any seasonal fluctuations in the duration of work? If so, please state period of minimum and maximum duration.

Recruitment:

- III. 1. What is the method of recruitment initially and how are vacancies filled? Has the principal employer any say in the matter of recruitment?

Method of remuneration and Attendance:

- IV. 1. What is the mode of payment--daily, weekly, fortnightly or monthly? Is any record kept either by the management or maistry or contractor or Committee as the case may be?
2. Is Attendance marked? In case of absence from work does the workman lose wages? is there any penalty for absence?
 3. Are these workmen entitled to leave-casual leave, sick leave or privilege leave? If so, how much and is it with or without remuneration?

Disciplinary Action termination:

- V. 1. What is the procedure in the matter of termination of services of this kind of labour? Is there any procedure for taking disciplinary action?

Terminal benefits:

VI. (a) Is this class of labour in receipt of terminal benefits in the nature of Provident Fund, gratuity, retrenchment compensation? If so please give details.

Other benefits:

- (b) Is any medical help given when workers fall sick?
- (c) Are there any facilities like food-grains at concessional rates or any special high cost allowance in expensive places?
- (d) Are they provided with any housing facilities or any house rent allowance?
- (e) Are they given any clothes for festivals? If so, please state the quantity.
- (f) In the case of accidents resulting in disability is any compensation paid?

SECTION - B.

- I. 1. It is generally agreed that engagement of labour through an intermediary tends to exploitation of labour. Would you feel any difficulty if such intermediary is removed and labour engaged directly?
2. If your answer to the above is in the affirmative, what would be the organisational arrangements you would suggest keeping in mind the nature of work, and its duration and the type of labour normally engaged?
3. The Government of India have introduced what is known as the 'Dock Labour Decasualisation scheme' in certain ports. Under this scheme a pool of labour is constituted from which individual employers every day draw their requirements rates are fixed for each kind of work. Workmen who are not engaged on that day are given attendance money provided they come and give attendance. A board with representatives of employers, workers and Government administers this Scheme. Its expenditure is met by a charge on the employers on the basis of the wages disbursed. It is reported that this came to about 1 1/2% on the total wage bill of each employer at Visakhapatnam. By this arrangement, workers are guaranteed employment and security of service and employers are assured of the required number of labour. Could a similar scheme be applied, say in market areas, or particular commodity markets or in specified municipal or panchayat areas?

4. If you have any other suggestions to make, please give details.

Disputes:

- II. 1. There is a demand that this type of labour should be covered under the Industrial Disputes Act to provide for them a means of securing redressal of their grievances. Would you prefer amendment of the Industrial Disputes Act for this purpose or do you consider fresh legislation necessary?
2. There is a suggestion that the Minimum Wages Act and Payment of Wages Act or shops & Establishments Act should be amended to cover this class of labour. Do you consider this desirable or do you think that in view of the peculiar nature of industry, special legislation would be necessary to constitute an authority to fix and revise rates of wages and to hear and decide claims of non-payment or less payment.
- III. 1. If you have any other suggestions to make, give details.

Signature.

Place:

Date:

X
XXXXXX

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Mvs.

SUMMARY OF THE REPLIES TO THE QUESTIONNAIRE:

The following organisations, institutions and individuals have given answers to the Questionnaire.

(1) Adoni Textile Labour Union, Adoni (AITUC), (2) Adoni Varthaka Hamalis Sangham, Adoni (INTUC), (3) The Wholesale Grain Merchants Association, Adoni, (4) The Indian Chamber of Commerce, Guntur, (5) Vijayawada Rice & Oil Mills Association, Vijayawada, (6) National Labour Union, Suryapet, (7) Hamali and Cooli Union, Warangal (INTUC), (8) Central Railway Mazdoor Co-operative Society Limited, Warangal, (9) The Nizamabad Merchants' Association, Nizamabad (10) The Merchants Association, Mahaboobnagar, (11) The Vijayawada Grain Merchants' Association, Vijayawada, (12) Vijayawada Iron & Hardware Merchants' Association, Vijayawada, (13) Andhra Iron and Steel Registered Stockholders' Association, Vijayawada, (14) The Bozawada Commercial Association, Vijayawada, (15) Rajahmundry Jatlu Labour Union, Rajahmundry, (16) The Rajahmundry Chamber of Commerce Limited, Rajahmundry, (17) Sri V.V. Subba Rao, Working President, Andhra Pradesh I.N.T.U.C., Anaparthi, (18) The Chamber of Commerce, Vizianageram, (19) The Cheepurupalli Mill Workers' Union, Cheepurupalli, (20) The Railway Hamals Union, Nizamabad.

(1) Adoni Textile Labour Union, Adoni: has stated that there would be nearly 30 to 40 muttas with about 1000 hamalis working and that the employment is direct. There is a maistry who gets on equal remuneration. The duration of work would be 6 to 10 hours per day. The muttah members themselves recruit other persons when vacancies arise and payment is made daily. There is no marking of attendance and these workmen are entitled to no leave and are not in receipt of any terminal benefits or any medical facilities and there is no procedure for termination of services. They have further stated that a pair of clothes is given by the managements during Diwali festival. They have no comments to make on the decasualisation scheme in ports. They have promised to send their suggestions later but no fresh reply has been received so far.

(2) Adoni Varthaka Hamalis Sangham, Adoni, have stated that about 1,200 hamalis would be working at Adoni - 600 in Cotton Market Committee, 150 in shops, 350 in factories, and 100 in the Railway goods-shed. They stated that employment is direct and that there are no maistries and that the normal working hours would be about 12 hours per day and that the work is seasonal and that recruitment is by the employer and that the mode of payment is daily and that no attendance is marked and no leave facilities are available and that no other facilities are given except a pair of clothes during Diwali festival. They have no remarks to make regarding the decasualisation scheme. They suggest that the Industrial Disputes Act should be amended to cover this type of workers and that the minimum wages should be fixed.

(3) The Wholesale Grain Merchants' Association, Adoni, representing the wholesale merchants dealing in food grains at Adoni town stated that each shop will have about 3 to 6 hamals depending on the volume of work and that the same group of hamals would work in two to three shops and that they are paid on piece-rates agreed upon between the shopkeepers and the hamals, and that they undertake the work of loading, unloading, shifting the loads from one place

to another, placing the goods on the scale for weighment and shifting the goods from the scale after the weighment is over and loading the same either in carts or lorries. They further stated that there is no oral or written contract and that this way of engagement of labour cannot constitute employment and that engagement is neither through a maistry nor an independent contractor and that hamals themselves are engaged as per requirement and they collect their remuneration and distribute among themselves equally and that for goods coming into the shops, the shop-keeper himself pays and in regard to sales, the purchasers pay the remuneration to hemals. They are unable to say the period of duration of work per day. Regarding the recruitment they say that vacancies are filled by the muttah workers themselves and that mode of payment is daily. They add that as these people are engaged for a specific work, there is no necessity for writting attendance nor to take any action for absence and that services being not regular or continuous the question of leave or terminal benefits etc. does not arise. They contend that the present system leads to no exploitation of labour. They do not agree for any decasualisation scheme and are satisfied with the existing system nor do they agree for amendment of existing legislations or enactment of any fresh legislation.

(4) The Indian Chamber of Commerce, Guntur, have stated that they had circulated the questionnaire among the trade and that only some have sent their suggestions and that on their making enquiries they found that the consensus of opinion of the trade is one and the same and that they were of the view that there is no need for bringing in any change in the present procedure or system of work as the working conditions of hamals are quite fair and relations between hemals and employers are cordial under the present system. They also add that this muttah labour is also in favour of continuing the present status quo and that a correct opinion can be ascertained if the muttah labour working in factories or establishments are contacted independently. They further state that the number of muttah labour vary and the rates of payment also vary from unit to unit and also from area to area and that the maistry or the head of the muttah who is known as the contractor is the person directly responsible to the employer to provide labour and got the work done and that it is he who collects the amount and distributes it among all the labour taking an equal share in it along with other muttah workers and that it is this contractor who exercises control over them. They feel that there is no exploitation of the muttah labour by the contractor since in the present days the people are not so ignorant and innocent as before and are intelligent, shrewd and of an enquiring nature, though some exploitation exists in very stray cases but that is negligible factor. They do not think that amendment of any existing legislation or any enactment of fresh legislation is called for and state that during the tobacco season every labourer in a muttah gets not less than Rs.7/- on any day and it even reaches to a maximum of Rs.20/- and that in other trades also the average earning of a muttah worker will not be less than Rs.4/- to Rs.5/- a day and that taking both the season and the non-season the average wages would be quite decent. They maintain that the existing system is quite satisfactory and that relations between the hamals and employers are quite cordial and that any differences or disputes are being settled by discussions and

that any interference by amendment of existing Acts or enactment of fresh legislation would only create unnecessary practical difficulties and that if it is considered essential, they have no objection for constitution of a Wage Board or a Committee empowered to fix the rates of wages and providing for revision whenever circumstances require.

5). The Vijayawada Rice & Oil Mills Association, Vijayawada.

stated that the jattus are employed through a maistry who is also a worker and that no new worker is allowed and that the whole jattu will work according to the shifts arranged by the maistry and that in every mill there will be hamals ranging from 8 to 30 and that the maistry distributes the work to the jattus and supervises the work and that occasionally he also works along with the others and collects the remuneration and distributes the same among the jattu including himself. Regarding the duration of work, they say that the mills will be working according to the Factories Act and the hamals also will work in shifts. They add that recruitment and filling of vacancies are done by the maistry and that the employers intervene only in exceptional cases where any particular jattu worker is a mis-fit and that no attendance is marked by them and that there is no penalty for absence and that no procedure exists for disciplinary action and that no terminal or leave benefits are now available to this class of workers. They state that though the Employees Provident Funds Scheme has been applied to most of their members, the matter is still pending in the High Court of Andhra Pradesh and that in the case of combined units of rice and oil mills the muttah workers are getting medical aid under the Employees State Insurance Scheme. They also state that the products available in the mills are given to workers at concessional rates and that clothes are given once in a year and that compensation also is paid for accidents. They do not think that there is any exploitation in the present arrangement as recruitment is direct. According to them, the existing system is quite satisfactory and any change in the present system is fraught with danger and they do not feel that the decasualisation scheme in ports would be suitable to this type of workers. They conclude by saying that amendment of existing laws or enactment of fresh legislation or introduction of any changes etc. would only throw extra burdens on the industry which is not in a position to bear it due to its extremely competitive nature.

(6) The National Labour Union, Suryapet, is concerned with the hamals working in the Market Committee at Suryapet. The Union states that the hamals work under the control of Commission agents and purchasers in the market and that the employers remove the hamals from employment though they were working for some years and suggest that the hamals should be engaged in consultation with their union and propose that representation should be given to the hamals on the market committees.

(7) The Hamali & Cooli Union, Warangal, stated that their union was first started about 20 years back and that it had evolved a satisfactory wages position in agreement with the merchants and that their union had organised a number of similar unions in market areas in other towns. They stated that the Hamals Union at Warangal is at present facing difficulties and that it was they who had represented

to the Government the need for looking into their affairs and secure them relief. They add that at Warangal, there are about 2000 hamals - 1400 male coolies and 600 female coolies and that these people work in mills, local market, timber depots, shops and establishments, Government godowns and Central warehouse etc. and they demand fixation of reasonable minimum rates of wages and increase of 50% in all existing rates, and want provision to be made for free medical aid, accident compensation, fixed working hours, free education for their children, provident fund, gratuity, insurance, maternity benefits to ladies and housing schemes. In the covering letter they stated that if given little more time they would submit an elaborate memorandum but no further memorandum has been sent inspite of their being requested to do so during the sitting of the Committee at Warangal.

(8) The Central Railway Mazdoor Labour Co-Operative Society Ltd, Warangal, gave a list of Railway hamal rates and gave oral evidence. Their grievances are more about the dwindling volume of work available due to diversion of goods traffic to lorries and the difficult wagon supply position.

(9) The Nizamabad Merchants' Association, Nizamabad, representing Food Grain and Kirana Merchants, stated that in each shop there will be 3 to 20 hamals depending on the volume of work and that the same group of hamals work in three or more shops and that they are paid at piece-rates which are prescribed by the market committee and that their operations include unloading, shifting the loads from the place to another, placing the goods on the scale for weighing and shifting the same from weighing scale and loading the same into carts or lorries. They stated that engagement of this type of labour does not constitute employment either direct or indirect and that there is no contract oral or written. They are not able to state the period of duration of work since hamals are engaged as per requirement of work. They add that the labour charges are disbursed daily and that the merchants record only the total amount of hamal charges paid per day and that there is no system of marking attendance and that no leave or terminal or medical benefits are given. They state that there is no inter-mediary and that therefore there is no exploitation of labour. They do not think that any decasualisation scheme would be beneficial; either to hamals or shopkeepers. They are of the view that the present system is quite satisfactory and running smoothly without any hitch for several years and that there is no scope for disputes as the rates are prescribed by the Market Committee and even if there is any dispute the Market Committee will interfere and do justice and that there is no need for amendment of existing legislation or enactment of any fresh legislation.

(10) The Merchants' Association, Mahaboobnagar, stated that they are concerned with the traders at the Mahaboobnagar local market and that hamals work in groups and attach themselves to a shop or group of shops and that they are paid on piece rates which are prescribed by the Market Committee and that the hamals attend to the work of unloading goods, weighing, sewing the bags, stacking the bags and loading etc. and that for each type of work the rates of wages have been fixed by the Market Committee. They stated that the duration of work cannot be determined and that the working of this type of labour does not constitute employment. They stated that there is neither a written nor oral contract. They add that no attendance

is marked and no action is taken for absence and that no leave, accident or terminal benefits are given. They also stated that there is no question of termination of their services, as hamals work at their own will and pleasure. They concluded by saying that the present system is working quite satisfactorily and does not give rise to any disputes and that they were afraid that any amendment of the existing legislations or enactment of fresh legislation might effect the smooth running of the present system.

In an additional memorandum sent by post this Association stated that they have considered at length the Committee's suggestion for the constitution of a hamal labour board similar to the Dock Labour Boards in ports and that in their view it would place an extra burden of expenditure on them and that a scheme of that nature is not likely to be beneficial nor required for their market.

11. The Vijayawada Grain Merchants' Association, Vijayawada. representing merchants dealing with grains, pulses etc., stated that the number of hamals engaged in each shop varies from 2 to 20 and that the same workers may be working in 3 to 4 shops and that they are paid on piece-rates and that these rates are different for each particular item of work and shop and that the workers would place the shop-keepers in a tight corner by demanding increase in rates at a time when goods come. The nature of operation of this class of labour is carrying goods from and to the Railway goodshed, lorry offices besides inter-transport, weighing, bundling etc. They stated that the employment is neither direct nor indirect and that there is no employment at all and that through custom they engage the same coolies for the same type of work and pay the charges then and there and that there is neither a contractor nor a contract and that the labourers themselves designate one among themselves as maistry and contact shop-keepers through him to get work and receive payment. They cannot say how the maistry is remunerated. They add that the maistry is neither an independent contractor nor a direct employee. They stated that the rates for each operation are fixed by agreement and that there is scope for periodical revision depending on the bargaining strength of the coolies. This labour work so long as the shops whose timings are regulated by Shops and Establishments Act remain open. They further stated that the employer has no say in the matter of recruitment and comment that it is a sad state of affairs in their market that whenever a muttah labourer has to go away, he will sell his position at a premium of 3 to 4 hundred Rupees to a new comer and that the new comer does not care either for the maistry or for the employer and evades work as he has bought his position. They stated that their members are suffering a lot due to this system as they incur heavy demurrage charges at the Railway Station and that parties grow wild for not receiving the goods they purchased, in time. They stated that payment is made at the close of the day and that no attendance is marked and that no leave facilities are available and that there is no procedure for disciplinary action and that employers are the mercy of labour. They also stated that the existing system has been in operation for several years and has advantages from the point of view of economy and efficiency. They however stated that the constitution of a Market Committee as in Hyderabad may be better. They were not in favour of the Dock Labour decasualisation scheme and thought that a combination of the Market Committee system and contract system might be the best. Their suggestion is to constitute a Market Committee consisting of representatives

of hamals, shopkeepers and Government with the responsibility of supervising the smooth working and fixing rates for each item of work on piece rate basis. The contractors who undertake to get the work done at the rates fixed by the Committee should be given a supervisory allowances on the basis of the work turned out by them and the contractor must be directly responsible for the work done by him. If such a Committee were to be constituted it would also settle disputes and as such amendment of the Industrial Disputes Act or the Minimum Wages Act would be unnecessary. In conclusion they propose the abolition of the existing muttah system and the adoption of either the contract system or the Market Committee system or a combination of both.

(12) The Vijayawada Iron and Hardware Merchants' Association, Vijayawada, in their reply have adopted exactly similar replies given by the Vijayawada Grain Merchants' Association Vijayawada.

(13) The Andhra Iron and Steel Registered Stockholders Association, Vijayawada, representing iron, hardware and steel trade stated that they entrust the work to a batch of labourers headed by a maistry and that they pay at piece rates before the closure of business on the same day and that there is no contract either oral or written and that the maistry gets equal share with other coolies of his muttah and that the maistry is an independent contractor and that these workers undertake the work of handling material, carting, shuffling, weighing stacking etc. They further wrote that the rates are not fixed and they vary from shop to shop and that there is scope for revision by mutual understanding and that there is no written agreement and that they work during the period when the establishments whose opening and closing hours are regulated by the Shops and Establishments Act remain open. Any vacancy in the muttah has to be filled in by the muttah itself and the employer has no say in the matter. The mode of payment is daily and no attendance is marked and no leave or terminal facilities are given and no procedure exists for disciplinary action. No medical benefits are available. They suggest the constitution of market committees as in Hyderabad and are doubtful about the suitability of the Dock Labour Decasualisation Scheme to their trade. They do not agree for amendment of Industrial Disputes Act or other Acts. In making their suggestions, they stated that the present muttah maistry system may be abolished because the muttah maistry with a number of labourers under him behaves like a dictator and prevents any other coolies from undertaking work in the shops where his muttah is working and demands wages as he likes and quarrels with the purchasers demanding higher rates than agreed to and fails to complete the work in time and prolongs it indefinitely causing a lot of hardship to merchants and purchasers. They stated that the existing system places the merchants at the mercy of the muttah maistry. They, therefore, suggest the constitution of market committees similar to the ones that exist in Hyderabad with such suitable modifications as may be considered necessary.

(14) The Bezawada Commercial Association, Vijayawada, who are concerned with the merchants dealing with grains and pulses, stated that each muttah consists of 5 to 60 workers and that each muttah may be working in from one to twenty shops and that they are remunerated on piece-rates for different types of work according to the rates agreed to by the workers' union and the merchants' association and that these rates have been got printed. They told that

there is no employment of labour either direct or indirect nor through a contractor and that they get their work done through a maistry who engages the other labour and that he distributes the wages among all taking on equal share and that the maistry does not get anything extra. They have sent a printed copy of the agreed rates for different types of work. They stated that this labour work during the period the shops are open and that recruitment is by the maistry himself and that in the event of vacancies, the new person taken in has to pay an amount of Re.1/- to Rs.1000/- and on account of this, the new persons who come in do not have any regard either for the maistry or for the employer and that this has led to a lot of abuses. They add that there is no attendance since the work is not confined to one shop nor to any particular hours of work and there is no penalty for absence and that no leave facilities exist and that in the case of any mistake or misconduct by labour, the maistry and the employer discuss and take appropriate action and that no leave, medical or terminal benefits are available. They also stated that they sell all the products available in their shops at concessional rates to this labour and that a majority of the employers do give clothes once a year during festivals, and that no accident compensation is paid. They stated that the existing system is quite satisfactory and do not think that the Dock Labour Decasualisation Scheme would be suitable nor are they favourable either for amendment of the existing Acts or enactment of fresh legislation to cover this type of labour. In regard to disputes, they suggest constitution of a Committee with two representatives each from employers and labour and one Government Officer for settlement of disputes.

(15) The Rajahmundry Jattu Labour Union, Rajahmundry, stated that the conditions of Jattu Labour are very deplorable as no fixed hours of work exist. Their economic and physical conditions are very bad. The rates of wages are not regulated and they add to be always at the mercy of the employer. They stated that there would be about 1000 muttah labour in Rajahmundry and that their union discusses with employers and tries to settle the disputes and that the average rate of remuneration ranges from Rs.1.50 to Rs.2/- per day and that the muttah labour work in Bazaar areas in shops for export and import and at the Railway goods-shed and also near boats on Godavari and that there is no regulation of work as export and import of goods depends on the season and the nature of trade and that each muttah labour sometimes may earn from Rs.8/- to Rs.10/- a day and on other days may earn nothing. They also stated that as there was no regular wharf with a jetty, the workers have to carry on their work of loading and unloading in two to three feet of mud near the boats anchored about 10 to 20 yards from the river-bund. They add that jattu labourers are facing innumerable difficulties due to this. The work is heavy and hazardous and the rates are naturally a little higher which leads to merchants complaining. They also stated that due to the congested and narrow streets of the town, the work of muttah labour who have to load, unload and shift goods from place to place involves hard labour and is hazardous. They said that no compensation is paid for accidents and that they are not given any medical facilities. They therefore demand constitution of a Provident Fund Scheme, provision for regulating rates of wages, accident compensation, medical benefits, housing scheme, consumers' co-operative stores and annual bonus.

16. The Rajahmundry Chamber of Commerce Limited, Rajahmundry, representing various merchants' Associations of Rajahmundry and several individual merchants of Rajahmundry and other towns of East Godavari District, stated that hamals are paid on piece-rates which are fixed according to the custom of the market. They stated that the working of the muttah labour does not constitute employment either direct, indirect or through a contractor and that there is no contract oral or written and that hamals are engaged as per requirement of work and that these hamals for convenience nominate a person among themselves as maistry to collect labour charges and it is he who disburses the same among all the muttah members. Whenever there is necessity or demand for change in rates of wages, merchants and jattu maistries discuss and settle the rates. There is no specific period of duration of work. Most of the muttah labourers come from villages to work in town during non-agricultural season. Engagement or removal of workers is by the maistry himself. Payment of labour charges is made daily. A record of the total of the hamal charges is kept by the employer. No attendance is marked and they are not entitled to any leave, medical benefits. They cannot say whether there is any exploitation of labour by the maistry since the muttah labourers themselves appoint a person as their maistry. They do not think that a Scheme like Dock Labour Decasualisation scheme would be suitable or beneficial either to hamals or shop-keepers. They feel that the existing system is running smoothly and satisfactorily and as such there is no justification for any amendment of existing Acts or enactment of fresh legislation to cover this category of workers.

(17) Sri V.V.Subba Rao, Working President, I.N.T.U.C., Anaparthi, states that each jattu will work in one or two shops and are paid at piece-rates and that there is a maistry for each jattu who gets a share though he will not work and that these workers are not governed by any existing legislations. He feels that it is desirable to amend the Shops and Establishments Act and Industrial Disputes Act suitably to cover this category of workers. He is of the view that the constitution of a Labour Board as in the case of ports may not be suitable for village markets and that such a board may be useful for cities and that amendment of Shops and Establishments Act may help this type of labour. He stated that the maistries in villages and small town markets get only one share and they would also be present on the workspot supervising and allocating the work and that in cities he gets his share from a number of jattus even without working and that the position of a maistry is hereditary in some places. He, therefore, suggests abolition of the Maistry system.

On behalf of the Biccavolu National Tobacco Workers' Congress of which he is the President, Sri V.V.Subba Rao stated that about 400 workers would be working for grading, and curing and packing tobacco and that according to awards and agreements in force since 1953 the contractor for nonseasonal operations has been removed and the union itself is the contractor, responsible to get the nonseasonal operations done and that for this purpose the union appoints three to five union people and these committee members also work and get their share along with others. He stated that the total payment by the Company ranges from about Rs.15,000/- to Rs.20,000/- for the season for about 500 workers who work for a period of 3 to 4 months. He also stated that the union Committee members maintain the muster and that it is its responsibility to recruit etc.

Continued.....9...

Regarding constitution of a Dock Labour Board, Sri V.V. Subba Rao stated that it can be constituted in the tobacco industry for non-seasonal operations and wants abolition of the existing muttah system as there is a lot of exploitation of labour.

(18) The Chamber of Commerce, Vizianagaram, representing members engaged in trade and in rice and oil milling, stated that the number of hamals engaged in shops varies from 3 to 12 and that these muttah workers work in more than one shop and that they are paid at piece-rates and that their work includes loading, unloading and weighing etc. and that the work is neither regular nor continuous and that hamals are not engaged through a maistry and that the hamals collect labour wages from the shopkeeper every day at the end of the work. No specific period of duration of work can be given and that most of the workers come from villages to towns during the non-crop season. They are engaged as and when required through personal acquaintance with the shop-keeper. No attendance is marked, no leave or terminal benefits are given and no procedure for disciplinary action exists and no accident compensation is paid. Since the employment is not through an intermediary, no exploitation of labour exists. The Dock Labour Decasualisation Scheme will not be suitable and since the existing system is working smoothly, no change is needed. Rates of wages are fixed by an oral contract. No amendment of any existing legislation or enactment of fresh legislation in their opinion is necessary.

(19) The Cheepurupalli Mills Workers' Union, Cheepurupally, stated that there are about 15 flour and rice mills big and small at Cheepurupally and that in the season about 500 muttah workers would be employed and during non-season about 300. Work is seasonal and the workers will be engaged throughout the day in the peak-season and in other times they would just come and find out whether there is work and if there is no work they will go away. There are certain agreements regarding rates of wages and the hamals are obliged to come and work whenever there is work. Workers are engaged through maistry who is also a member of the muttah and the remuneration is divided among all equally. Rates are same both in the season and in the non-season. Workers have to work for 16 hours during the season and actually for about 3 months there will be full work and during the remaining period whether there is work or not these workers have to be waiting at the gates of the factories. Recruitment is by the maistry and so removal or termination is not the responsibility of the employer. Mode of payment is once in a week. Managers maintain a record of the work done and no record is kept by the workers except that they know how much work they did each day. There is no attendance though in some factories attendance may be marked. There is no penalty for absence but he would not get his share for the day of his absence. There are no leave or terminal or medical facilities. If the employer is displeased with any workers, he would ask the maistry not to get that worker. During Sankranthi Festivala dhothi costing about Rs.3/- would be given to workers. The maistry will get two dhothis costing about Rs.6/-. There is no accident compensation. No exploitation of labour by the maistry exists. The Union wants that there should be attendance and issue of wage cards, fixation of minimum wages with provision for revision according to the rise and fall of price level and suggests a provision enabling grant of advances of about three months' average wages to workers

and for recovery of the same during the peak-season. They urge 20% higher wages for work during the night and constitution of Provident Fund to this class of workers. Regarding Dock Labour Decasualisation Scheme, the union did not make any comments as they do not know the details of it. There should be guarantee of employment and the Shops and Establishments Act and Industrial Disputes Act should be amended to cover this type of workers.

(20) The Railway Hamals Union, Nizamabad, whose members work at the Railway goods-shed for loading and unloading goods from the wagons, stated that the number of hamals working is about 70 and that the rates of wages are agreed to between the hamals' union and the merchants and that at present the union is trying to get the old rates revised but the merchants are not coming to any amicable settlement. Normal duration of work is for about 12 hours a day. In the parcel section one batch of hamals has to work round-the-clock attending to all coming and going trains day and night. The peak-season is from October to April and the rest of the period is the lean season. The union itself fills up the vacancies. Payment is made weekly. Accounts are kept by an employee of the union and daily attendance is marked. In case of absence the workers lose wages and are also subjected to penalty when the absence is without prior intimation. The General Body of the Union takes disciplinary action and terminates services in case of indecent behaviour. There are no leave or terminal benefits and no accident compensation is paid. Employment is direct and there is no middle-man. They suggested, Dock Labour Decasualisation Scheme will not be suitable as they are in small numbers. They suggested introduction of this system in the market areas as it would relieve the hamals from very many difficulties they suffer from at the hands of the merchants. They suggest fresh legislation for the hamals in the Railway Goods-shed and have enclosed copies of their representation submitted to the Railway authorities.

CHAIRMAN

Mvs.

NOTES OF DISCUSSIONS DURING THE SITTINGS OF THE COMMITTEE
IN ITS TOUR AT VARIOUS PLACES IN ANDHRA PRADESH.

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KURNOOL, 5TH SEPTEMBER, 1963.

Office of the Labour Officer, Kurnool.

Shri Muniratnam, Regional Inspector of Factories, Kurnool, stated that the wages of hamals have been fixed under the Minimum Wages Act and that no attendance is marked for them and their names are not noted on pay rolls and they work in different factories also. He referred to Section 6(2) of the Factories Act which requires the maintenance of a Register of adult workers and stated that this is practicable only in the case of regular workers and it is only some occupiers who enter names of hamals and a majority do not.

Shri S.V.Pattabhiramayya, Labour Officer, Kurnool, stated that the Industrial Tribunal, Hyderabad, has held in a Minimum Wages Act case that these contract labour are not workmen. He also referred to the decision of the Supreme Court in the Darangadhara Chemical Works Case wherein it was held that the question whether a particular person is a workman or not will depend on the extent and degree of supervision and control exercised by the employer over the work of the person. He also referred to the case of the Orissa Cement Company under the Employees' Provident Funds Act wherein the Supreme Court has held that the responsibility to deduct from wages and remit contributions having been placed on the employer under the Employees' Provident Funds Act, the employers cannot be held liable to collect contributions from contractors' employees.

But the Chairman added that the Employees' Provident Funds Act has recently been amended by Parliament placing the responsibility on the principal employer to remit contributions from contractor's employees as well and vesting on the Employer the right to get reimbursed from his contractor the contributions remitted. The definition of the term 'employee' under the Factories Act which mentions those employed directly or through any agency was also referred to in this connection.

Shri K.N.Potanis, Manager, Vijaya Rice & Oil Mills, Kurnool, stated that they have about 10 hamals attached to their mills and that the period from November to July is the busy season and that from August to October, the lean season and from February to May the peak-season. He said that these persons were engaged orally and that the rates are fixed every year in the beginning itself for each kind of work and that the work done by them involves stacking bags, loading and unloading into or from lorries, shifting from one godown to another and from godown to machinery hall and from machinery hall to the feeding platform weighing of bags etc. He stated that the rates were one anna per bag for each operation like stacking and stitching and weighing and 4 annas per drum for weighing oil drums and Rs.5.00 per 100 bags for loading and unloading into and from lorries. Payment is made weekly to one of the hamals who is the leader of the group and the number of bags weighed or shifted etc. is entered in a note book. He added that the average earnings would vary between Rs.3-00 to Rs.4-00 in the busy season and not less than Rs.2/- in other seasons. He concluded by stating that his mills

employ 25 persons of whom 4 are monthly paid and that they are not experiencing any difficulty from hamals and that there is no continuity of work for this type of workers.

Shri Kantilal Shah, Manager and Proprietor of Andhra Oil Mill, Kurnool, stated that about 31 employees are regularly employed of whom 5 or 6 are monthly paid and that there are 6 to 10 hamals engaged on piece-rates. He stated that $3\frac{1}{2}$ annas per drum for weighment, is given in their mills because they have a platform weighing scale and that Rs.4-00 per 100 bags for loading and unloading into and from lorries and Rs.6-00 per 100 bags where the weight of the bag is 100 kg. He further stated that they maintain a book where the work done is entered and payment is made weekly. The season according to him was from November to July and that for groundnut, the peak-season is from February to May and lean-season from June to October. The average earnings vary between Rs.4-00 and Rs.4-50 in the busy season and Rs.2/- to Rs.3-00 in the lean season. There is no payment of any premium by workers for recruitment into muttas. A set of clothes, i.e., one turban or towel and one dhoti and one shirt, is given to hamali workers during Divali. He agreed that there is some kind of control and supervision and he added that the names of hamals are noted in a separate attendance register. No women labour is employed as hamals. He also stated that no benefits are available and that whenever there is work, they do it and that they also give advances to individuals. Regarding supervision, he stated that there is some kind of supervision with regard to weighing now and then and also stacking of different qualities of rice. He felt that it will not be practicable to have a Scheme like the Dock Labour Scheme for this type of labour. He also preferred the system of having a maistry as otherwise they will have to appoint a supervisor which would mean additional expenditure to the employer. He added that the maistry is nothing but a liason between the factory and the hamals and that the maistry does not get any additional remuneration but normally he gets work throughout and he will have a little status. He stated that there has been no demand for payment of Employees' State Insurance Contribution in respect of hamals.

Shri Illuri Ellayya, President, Shri Gunta Seshayya, General Secretary and Shri Gondimalla Ramasubbayya, member and Sri Nayakanti Krishna Murthy, Executive Committee members, representing the Mandy Merchants Association, Kurnool, stated that they have no connection with this class of workers as such and that about two or three hamals work in 2 or 3 shops and that they are paid in kind, e.g. 1 kg. for 100 kg. onions or grains and that it is the purchaser who pays the hamals for weighment and loading it into his cart. They also give clothes for Divali, Festival. These hamals come in the morning by 9 a.m. and find out whether there is any work or not. If there is work they do, if there is no work they will go to someother shop. They represent Commission merchants and they collect the commission of 3% from the sellers. They also collect Sales Tax from the sellers as well as buyers.

Shri Peddi Hnumanthu, T.V.S. Lorry muttah maistry, stated that he has got 5 workers in his gang including himself and that he works in the day time along and he is paid Rs.50-00 a month. They are treated as regular workers. Shri Chinnayya of the same gang stated that he will get Rs.50-00 a month.

Shri Sowri, President of the Railway Station Hamali Workers' Union along with Shri B.Naganna and Sri P.Naganna, leaders of his union stated that they get 5 nP. per bag for loading and unloading and that from the last one month this has been increased to 7 nP. They said that one Shri Thimmana has been elected as their Mukaddam and that he supervises the work and that there are Todi (Assistant) Mukkaddams who supervise the work of 20 workers each. Their muttah consists of 60 workers. They further stated that they get about Rs.7/- to Rs.8/- per week in the lean season and Rs.14/- to Rs.15/- per week in the peak season and that there is no premium for recruitment in the muttah. They also stated that Government have fixed the rate of Rs.1.50 per day under the Minimum Wages Act and that the average works out to Rs.0-98 per day and that the Railway Licenced Coolies made an average of Rs.2/- per day. They also added that the total remuneration is divided equally among the members of the muttah.

A group of 6 workers, Sarvashir Narayana, Maistry, Sunkanna, Chinna Sunkanna, Dastagiri, Bade Sa and Naganna working in Medam Subbanna Chetty Factory, Oil and Ginning Mills stated that they would work throughout for nearly 8 to 10 months and that their earnings vary between Rs.15/- and Rs.18/- a week and that during the lean months of September and October their earnings would be Rs.4/- to Rs.5/- per week. They added that for weighing seeds and groundnut they are paid one anna per bag and Rs.5/- for loading 100 bags and that equal distribution of the total earnings is made and that the Maistry does not get anything extra. They further added that no other benefits are available and no clothes are given for festivals.

Shri P.S.Krishna Murthy, labour leader, stated that he was forming a hamals' union and wanted that the present rate of 7 nP. per bag in the Railway Goods shed should be raised to 20 nP.

Adoni, 6th September, 1963.

P.W.D. Guest House.

Shri B.Bhimireddy, President of the Varthaka Hamali Sangham, Adoni, and Sri K.Guntappa, Secretary, which is registered under the Indian Trade Unions Act stated that they represent workers in the Market Committee and in the shops and that there would be nearly 1200 hamalis - 150 in shops, 600 in the cotton and groundnut market committee and about 350 in factories. They stated that they are paid 15 nP. for 100 kg. for weighing and carrying, 12 nP. for 100 kg. for loading and unloading and 4 nP. for 100 kg. for stacking and that they get 4 nP. per bag for weighing groundnut bags of 40 kg. and 25 nP. for weighing 200 kg. boras of cotton and that in factories they get 8 nP. per bag (75 kg) for weighing, loading and unloading. They stated that payment is made daily and that there is no maistry or leader for the group. According to them the peak season is from January to April, and the ordinary season is from May to December and the lean season is from August to November. They stated that the earnings vary from Rs.4/- to Rs.5/- in the market area and from Rs.5/- to Rs.6/- in the shops and Rs.4/- to Rs.5/- in the factories during the peak season; Rs.1-50 to Rs.2/- in market area, from Rs.2/- to 2.50 in shops and from Rs.1,50/- to Rs.2/- in the factories in the ordinary season; and from 50 P. to Re.1/- in market areas, from Rs.1-50 to Rs.2/- in shops and from 50 P. to Rs.2/- in factories in the lean season.

They also represented that hamals are confined to one shop or factory and that hamals are mainly from Harijan and Valmiki Communities. They said that clothes are given (one towel, one shirt and one dhoti) during Divali festival and that there is no premium for recruitment into the muttah. They complained of getting very low remuneration in the lean season and wanted increase in the rates and said that employers are not helpful.

Shri K.Hanumanthappa, Secretary, I.N.T.U.C., Rayalaseema Region, represented that hamals should be regarded as workmen of the shop or factory in which they work and they should be given a statutory right to seek rise in rates of wages. He wanted amendment of the Industrial Disputes Act, and shops and Establishments Act and other Acts to cover this type of workmen under the definition of the term 'employee' or 'worker'. He was in favour of the Dock Labour Decasualisation Scheme. He stated that there is no exploitation of hamals by middlemen.

Shri Gowra Sriramulu, President of the Adoni Wholesale Grain Merchants Association stated that there are about 40 shops and about 100 hamals and that the average earnings would vary from Re.1/- to Rs.1.50 during August, September and October and Rs.5/- to Rs.6/- during January to June. He was doubtful about the practicability of the market Committee collecting hamal charges and distributing to labourers keeping a certain portion for payment towards accidents.

Shri Anjaneyulu, Trade Union leader of A.I.T.U.C. and A.N. Ramanna, General Secretary of the Adoni Textile Workers' Union were in favour of a pool system on the dock labour decasualisation model. They stated that earnings would vary between Rs.6/- to Rs.7/- per day in the peak season, i.e., from January to May and from 50 P. to Re.1/- in the lean season, i.e., from June, to December.

Sri Krishna Murthi, General Secretary of Adoni Textile Labour Union of A.I.T.U.C., said that the workers working in Kothari Mills get Rs.6/- to Rs.7/- for 7 months and that similar remuneration is received by hamals in the Rayalaseema Mills also. Shri Sri Ramuloo stated that there is some supervision over the work of the hamals and stated that hamals are not workers of the shop.

Shri T.G.Prahlad, Proprietor of the Adoni Ginning and Oil Mills, stated that they had 32 hamals and there is a maistry and that the earnings vary between Rs.10/- to Rs.12/- in the peak season from October to March and Re.1/- to Rs.2/- in the lean season from April to September. He stated that no attendance is marked for these workers and he was not in favour of a scheme similar to the dock labour decasualisation scheme. He agreed to give his detailed views and suggestions after discussing it with their Oil Millers' Association but so far he has not sent any reply.

GUNTUR, 7TH SEPTEMBER, 1963.

Office of the Regional Assistant Commissioner of Labour,
Guntur.

Sri Kotagiri Veerayya, President, Tenali Town Tapi Workers' Union, I.N.T.U.C. stated that there is a representation from Tapi workers that Minimum Wages Act should be extended to this class of workers. He was informed that this Committee is concerned only with loading and unloading workers and not with building and construction workers and that minimum wages have already been fixed for roads and building construction.

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The Lagudu Bandla Muttah Karmika Sangham, Guntur, represented by Shri K.Nagayya, president and Shri K.M.Lingam Secretary, AITUC. and Guntur Pattana Pogaku Karmika Sangham represented by its General Secretary Shri G.Venkata Rao and the Jattu Mill Workers' Union represented by its Vice-President Shri Shaik Kuddus and Joint Secretary Shri P.Chandram and Sri K.Raghavayya stated that they represent muttah workers in tobacco and oil and rice mill, commission merchants and lorry transport and that there is no written contract of engagement and that each muttah has a muttah maistry and each muttah usually consists of 15 to 40 persons and that the maistry is a sort of elected person who would supervise the work and whenever there there is any work he also works and that he does not get any additional amount except an equal share along with other workers. They said that for recruitment into muttah there is an initial payment of a sum varying between Rs.15/- to Rs.100/- and that in case of accidents, the concerned muttah worker is given a share eventhough he is absent due to injuries. They further stated that the employer has to agree before a person could be recruited into the muttah and in the case of mis-behaviour, the employer would charge-sheet the worker or the maistry concerned. They referred to the case of Chegu Krishna Murthy Company, where two muttah workers had been removed after enquiry. They have also given the rates of wages in tobacco companies.

Unloading from lorry & stacking	...	2 to 2½ annas per bale or bundle.
Unstacking & loading	...	Same rate.
Weighing and stacking.	...	Same rate.
Re-stacking.	...	7 nP. or 8 nP. per bale.
Issue of bundles for grading.	...	7 nP. per bundle.
Packing bundles.	...	3 annas to Re.1/-
Passing of bales at the time of sales and buying from ryots.	...	3 to 4 annas.
Issue of bundles to redrying machines and packing at the end.	...	10 to 12 annas.
Scrap borah packing.	...	4 annas.
<u>Rice and Oil Mills.</u>		
Loading and unloading of rice & Paddy.	...	Rs.5/- to Rs.6/- per 50 bags.
Stacking bags.	...	6 nP. per bag.
Weighing.	...	10 nP. per bag.
<u>Jute Mills:</u>		
Loading and unloading.	...	Rs.3/- per lorry.

They stated that the tobacco season is at its peak from the end of January to 30th April and in May and June, July and August it is ordinary season and the lean season is from September to January. They further stated that the Average emoluments per day vary between Rs.4/- to Rs.7/- in the peak season; Rs.2/- to Rs.4/- in the ordinary season and that in the lean season 90% of the muttah workers will have no work and the rest may get between 50nP. and Re.1/- and that the average will work out to Rs.2/- to Rs.3/- per day for nearly 75% and for others about Rs.2/- a day. In the rice and oil mills, the peak season is from November to April and the lean season is from May to October and that in the peak season earnings would vary between Rs.4/- to Rs.5/- and between 50 nP. to Re1/- in the lean season and the average would work out to Rs.2/- to Rs.2.50 per day.

They wanted fixation of hours of work and payment of over-time and guaranteed minimum wages. They added that a clerk of the Company supervises the work of the muttah. They also stated that an amount of Rs.20/- or Rs.400/- is given to the muttah for Dasara festival every year and that workers working in S.K.Pillai & Company and Golden Tobacco Company are given clothes. In Commission shops, muttah workers are given Rs.2/- or Rs.3/- each during Deepavali festival. They stated that there would be 25,000 workers in tobacco industry of whom 2,500 would be muttah workers and about 250 in rice and oil mills and about 300 in the market shops and about 60 in tobacco market Committee. They further added that they had demanded 1/6th increase in rates in all tobacco companies and got it in the year 1961. They pressed for amendment of the Industrial Disputes Act to cover this class of workers. They informed that the British India Tobacco Company grant leave with wages and also pay bonus to muttah workers and that in I.L.T.D. hours of work are fixed (8 hours a day) and workers are paid bonus. They further stated that Kandimalla Raghavaiah and Kandimalla Ramanurthy Company grant leave with wages and similarly Messrs. R.V.Rao & Co., K.Viswanatham & Co., I.Govinda Rao & Co., Narahari and Chowdary Tobacco Co., Nav Bharat Enterprises, General Trading Co., and Maddi Venkataratnam & Co., Chilakaluripet, pay bonus and grant leave with wages to muttah workers. Apart from these, three ghee merchants also grant leave with wages and give dress to muttah workers. They were not in favour of the dock labour decasualisation Scheme as the work is seasonal and further they said that they have not studied the scheme. They stated that attendance is marked by some companies and referred to some instance when muttah workers had been fined for absence. They stated that they have no objection for the continuance of the maistry system as the maistries are not exploiting the workers.

Shri K.Subrahmaniam of Bhajrang Jute Mills gave a Statement of rates of wages and stated that they had a contractor with whom they had entered into a written contract and that contractor has 20 persons in his muttah and that there is no supervision on their working, but there is direction as to what work is to be done and that the work is purely seasonal from October to April, the main jute season and in the rest of the year the work would only relate to removal of finished products and the during the jute season for the year 1.10.'62 to 31.8.'63 an amount of Rs.14,135-25 was earned by 20 persons. He stated that on Sundays there would normally be no work except in some emergency. He also referred to the fact that in the past they had absorbed all the muttah workers as regular labour and when after some time the earnings were less all the muttah workers were left and that they had entrusted the work to a contractor. He added that the cost would increase if hours of work are fixed at 8 hours per day and minimum wages are to be paid. He was in favour of the existing system.

Shri V.Krishna Murthy, Manager, Hemalatha Textiles Ltd., stated that the peak season is from February to June and the lean season is from August to October and that the average earnings vary between Rs.4/- to Rs.4-50 per day. He said that there are 8 hamals in their mills and that this work is given to a contractor who is paid 10% of the remuneration payable to muttah workers calculated at piece rates.

Shri K.V. Satyanarayana, Sri R.Sampathi and Sri Chakrapati representing the Indian Chamber of Commerce Guntur, the Indian Tobacco Association, Guntur and The Employers' Federation of Andhra Pradesh presented memorandum. They stated that a premium of Rs.1000/- to Rs.2,500/- is payable for entry into the muttah and that this leads to a lot of abuse and lack of control over the muttah workers. They also denied that any agreements have been entered into by tobacco companies for giving leave with wages and bonus to muttah workers. They were however agreeable to set up a Wage Board for fixation of minimum rates and they were of the view that any increase in rates etc. would affect tobacco export promotion.

Shri G.V.Anjaneya Sarma, Vice-President of the INTUC stated that workers want that the muttah system should be abolished and that relationship should be established between the muttah workers and the employers and that he would be willing if daily rates of wages are fixed through they have no objection for piece rates either. He further said that in rice mills work is continuous as long as the factories work. He thought that the dock pool system may work only in shop areas.

Sri Tirupathaiah, muttah maistry of the National Tobacco Company said that the Bombay Industrial Relations Act covers muttah labour under the definition of the term "worker".

VIJAYAWADA, 8TH SEPTEMBER, 1963:

Circuit House:

The City Conveyance Labour Union, Vijayawada, represented by its President, Sri R.S.Appalaswamy and Secretary Sri P.Chinna and Organizing Secretary Sri V.Ramulu and other eight members - Sarvashri D.Apparao, D.Ramaswamy, M.Narasimham, B.Appalaswamy, M.Nagi Reddi, M.Simhachalam, V.Narasimha Reddi, K.Kotiah and B.Rami Reddi - represented that a maistry is essential to regulate the work in the muttah and that the admission fee is a sort of social security measure since if a muttah worker leaves muttah or dies, this amount is paid by collecting the same from the new entrant and that in the absence of a maistry it will be difficult to get work done or get workers and that for several years the system has been working satisfactorily and that the maistry has the power to remove a muttah worker for any misbehaviour and that their union also regulates the relationship between the muttah and the maistry. They were not agreeable to the dock pool system and were of the view that it would not work. They favoured the piece-rates system.

Shri Ramachandra Raju, organising Secretary of the Muttah Karmika Sangham, an unregistered union and Shri Vakita Kasaiah, Secretary, Lorry Muttah Karmika Sangham, a registered trade Union, both of AITUC stated that there are about 3,000 muttah workers in Vijayawada and that the maistry supervises the work and gets a share. They wanted extension of the Workmen's Compensation Act to cover muttah workers. They supported continuance of the maistry system. They stated that some employers give one set of clothes during Divali festival. They wanted payment of a month's earnings in the year as bonus and also regulation of hours of work and maintenance of attendance register. They, however, were doubtful about the dock pool system being workable. They said that there was no exploitation by maistry.

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Shri Samudrudu and Sri T. Gopalakrishna Murthi of the Bandar Odarevu Paniwarala Sangham represented that the port should be made a major port. They stated that they do not know about the dock labour decasualisation Scheme. They were informed that the dock labour are not covered by the terms of reference of the Committee. As the Hardware and Iron Merchants' and Rice Millers' Associations wanted another sitting at Vijayawada, the Committee had a second sitting at Vijayawada on 20th September, '63.

WARANGAL, 13TH SEPTEMBER, 1963.

Office of the Labour Officer, Warangal.

Shri Velgandula Vaikuntam and Shri V. Govinda Rao, President and Secretary of the Hamal Union, Warangal, stated that they had about 1,000 members and that the total number of Hamals would be about 1,400 and that their union covers commission merchants, shops, rice and oil mills, godowns, Central Ware House Corporation and the grain market. They stated that there would be about 800 labourers engaged for forming heaps of grain and filling it in bags and in the market committee about 400 to 500 workers are employed. They further stated that in the peak season, from November to May, the daily earnings would be between Rs.2/- and Rs.3/- and in the lean season, from June to October, between 50 nP. and Re1/-. They added that there is a maistry for every group of workers and that each group would consist of 20 to 40 persons and the maistry supervises the work of the group and gets an equal along with others. There is no premium for entry into the muttah. The Employer does not take any disciplinary action and no benefits are available.

Shri S. Narahari, Secretary of the Central Railway Mazdoor Labour Co-Operative Society Limited, Warangal, stated that their union covers the hamals working in the goods-shed who load and unload wagons and parcels. They stated that there is one Mukaddam and one assistant Mukaddam and that the workers are organised in 8 batches and each batch has a toli leader. Muster rolls are maintained by a Railway Clerk. The Mukaddam gets 1½ share while the Assistant Mukaddam supervises the work. He stated that the volume of work is effected since the last four or five years due to lorry competition and consequently their average monthly earnings have fallen down from about Rs.100/- to Rs.60/- per month. The hours of work are from 8 a.m. to 6 p.m. The rates of wages are agreed to between the Society and the Warangal Chamber of Commerce.

Shri T. Bojayya, Secretary of the National Labour Union, Suryapet, stated that their union covers the hamals in the market committee, factories and in the bazaar area and that there would be about 540 male hamals and about 120 female hamals. He added that they have to work from 8 a.m. to 12 p.m. and that the seller pays 10 nP. as Labour charges while only 6 nP. is given to labourers and 4 nP. is taken by the merchants.

Shri Vaikuntam stated that similar procedure and rates exist at Suryapet, Nalgonda, Bhongir and Miryalaguda Market Committees.

NIZAMABAD, 14TH SEPTEMBER, 1963.

Office of the Labour Officer

Shri S. Venugopala Raju, President and Sri S. Raju,
continued,.....9.....

Secretary of the Railway Hamals Union, Nizamabad, a registered trade union stated that there were 70 persons in their union who work in the goods-shed and parcels and that their union is also constituted as a Co-operative Society and that there are 5 groups (tolis) under one Mukaddam and that their rates of wages were fixed by an agreement between the Merchants' Committee and Railway Hamals some 8 years back and that the weekly average would be about Rs.22/- during the busy season, i.e., from November to April and that from May to October the average would be about Rs.5/- to Rs. 6/-. They stated that some Rs.20/- to Rs.30/- has to be paid by the worker who joins the muttah and that the union gives first-aid in the case of accidents while at work and pays Rs.150/- to the hamali when he retires. They stated that nothing is paid for them for sealing of wagons, loading road vans and for transshipment. They wanted raising of the rates and official recognition by the Railway.

Shri Radhkrishna Swami, Executive Committee Member, Shri Mansa Ram Gupta, Legal Adviser, Shri Vaman Das, working Committee Member and Shri V.D.Shah, Joint Secretary of the Nizamabad Merchants' Association stated that about 350 hamalis are working in the Market Committee and that the rates are fixed by the Market Committee and that the average earnings of a hamal will range from Rs.150/- to Rs.200/- per month and that the peak season is from October to February and the slack season from July to August. They stated that no worker can be removed and that in their opinion the existing system is satisfactory and that the dock pool system will not be workable as there is a very wide fluctuation depending on the arrivals in the market. Regarding the gunj area, one Sri Eerla Posetti, Mukaddam in the Market Committee, stated that there are about 250 members in his muttah and that he was elected as a Mukaddam for the last 10 years and that during the peak season, from October to February, the daily earnings may be about Rs.5/- and in the ordinary season, from March, to June, the earnings would be Rs.3/- per day and in the slack season, from July to September the earnings would be 50 nP. to Re.1/- a day. He stated that there is no premium for entry into the muttah and that wages are paid once in a week. He also stated that 9 nP. per bag is given for weighment, Rs.3.75 P. for loading 100 bags and Rs.1.75 for unloading 100 bags and that the rates are low. He was in favour of the dock pool system. The General complaint was that they go for work at 4 in the morning and stay there till 12 in the night and that they have also to attend to the personal work of the employer.

MAHABOBNAGAR, 16TH SEPTEMBER, 1963.

Travellers' Bungalow:

Shri Madanlal, President and Shri Ramayya Gupta, Secretary of the Merchants' Association, Mahaboobnagar, stated that they have 85 members in their association and that about 150 hamalis work both in the market committee and in the shops and that weekly disbursements are made and that the average earnings would be between Rs.5/- and Rs.10/- a day in the peak season, i.e., from September to March and between Rs.2/- to Rs.8/- in the non-season, i.e. from April to August. The work consists of unloading the grain from cultivators' carts and pouring it into heaps from the bags and again filling into bags, stitching and weighing. They further stated that there is a Rate Committee which consists of representatives of merchants and producers to fix the

Continued....10.

rates of wages and there is no representation from workers on that Rate Committee. Daily Payments are made in factories. There are about 50 hamals working in the factories. No attendance is marked for this type of labour. They added that the regularly engaged labour are paid about Rs. 45/- per month and actually hamals who work on piece-rates make nearly Rs.60/per month. They stated that they would have no objection for the dock pool system if it works satisfactorily and promised to send their considered view after consulting their association.

Shri Chinnayya, Secretary and Shri Buganna, Vice President of the Hamal Sangh, Mahaboobnagar, stated that their Sangh is concerned with the hamals working in the market committee and in the shops. They added that the previous rates were Rs.6.25 per 100 bags of below 40 k.g. weight and Rs.9/- per 100 bags for 1 quintal and that now they have been made Rs.7/- and Rs.10/- as against Rs.8/- and Rs.10/- being their demand. According to them the average earnings would be about Rs.2/- to Rs.4/- in the peak season and about Re.1/- to Rs.1.50 in the non-season. In the factories the minimum wages fixed are at Rs.1.60 for male workers and Rs.1.37 for female workers. They are not in favour of pool system as in ports.

JADCHERLA, 16TH SEPTEMBER, 1963.

Premises of the Merchants' Association:

Shri Guggila Veeraiah, President and Shri K.Bala Krishnaiah, Secretary of the Grain and Seeds Merchants' Association, Jadcherla and Shri A.Chandraiah, President, Sri K.Ramulu, Secretary and Sri D.V.Ratnaiah, Vice President of the Agricultural Market Labour Union, an un-registered union met the Committee and stated that there were 173 workers in the Market Committee, but according to the information received from the Market Committee there were only 123. The rates that exist were 10 nP. for packing each bag of 75 kg. to 100 kg. and 8 nP. per bag of 50 to 75 kg. and for weightment 2 nP. per bag of any weight. They have stated that each worker gets about Rs.40/- per month. They were not in favour of the dock labour pool system.

VIJAYAWADA, 20TH SEPTEMBER, 1963.

Merchants' Association Hall.

The Hardware and Iron Merchants' Association, the Iron and Steel Registered Stock-holders' Association met the Committee on 20th September, '63. They stated that there is no written contract and that the rates are fixed by actual discussion and that work is continuous throughout the year and that the average earnings per day works out to Rs.8/- to Rs.19/- and that nearly Rs.3,000/- to Rs.4,000/- is paid by the worker to be admitted into the muttah and that the maistry may or may not work. They were insistant on the right of recruitment being vested with the employer and were doubtful about the dock pool system being workable as unlike in the harbour area these shops etc. are dispersed throughout the town. They thought that perhaps if such a board is vested with the power to settle disputes or to raise the rates, it would succeed.

The Rice Mill Owners' Association and the Producers' Export Association represented that their work in rice Mills is seasonal, but there will be work of loading and unloading lorries etc. throughtout the year. The Iron

Merchants' Association suggested that it would be better if hamali work is sorted out and given to the lowest bidder by calling tenders as in the present system it has become a monopoly and merchants are put to a lot of trouble.

The Bezawada Commercial Association representing wholesale dealers stated that a pool system may work provided it limits itself to collecting a certain percentage of the hamali charges for payment as Provident Fund to Hamals.

ELURU, 20TH SEPTEMBER, 1963.

Office of the Labour Officer, Eluru.

Shri Jhardan, President and Shri A.V. Subba Rao, Secretary of the Factory Workers' Union (registration cancelled) stated that they represent Pattubadi Coolis and that their average earnings would be Rs.2/- per day and they are agreeable to a pool system.

The Lorry Workers' Union, an unregistered trade union represented by its President, Sri Nandapati Ramulu, stated that the average minimum earnings would be 75 nP. per day and the maximum Rs.2/-.

The Railway Goods-shed Export and Import National Labour Union represented by its President Shri Subba Rao, stated that they represent 30 workers and that their average earnings would vary between Rs.1.50 and Rs.2/- a day and that the Chief Trouble is diversion of goods traffic to lorries, as a result of which the average earnings are now reduced from Rs.75/- to Rs.50/- per month. Regarding the goods-shed they said that some brokers known as Hundekars take the maximum amount. Disputes are settled mutually.

The Eluru Rice Millers' Association, represented by Shri Nalam Ramanayya, Proprietor of Shri Ramanayya Rice Mill, stated that the average earnings of hamals would be Rs.4/- to Rs.5/- per day in his mill and that it may differ from mill to mill and that the average per day would be not less than Rs.3/- Regarding the brokers and 'Hundekars' he stated that their remuneration known as 'Hundekari' is paid separately. The Rice Mills' Association were doubtful about the workability of the pool system. They stated that for Sankranthi clothes are given to hamals.

TADEPALLIGUDEM, 21ST SEPTEMBER, 1963.

Premises of the Rice Millers' Association.

Shri Chandra Reddy Satyanarayana Rao, Vice President of the Rice Miller's Association and Shri Paleti Venkataswami stated that there are about 15 rice mills in Tade-palligudem town and there would be about 45 mills in Tade-palligudem area and about 300 workers are working. They stated that there would be 4 types of work: 1. weighing of paddy and rice attended to by one muttah under a maistry, 2. boiling the paddy attended to by one muttah, 3. drying attended to by one muttah and 4. removing the paddy and pouring it on the platform and that the rates (for 100 bags) for first type of work is Rs.5/-, for second type of work Rs.3.50/- for third type of work Rs.5.50 and for fourth type of work Rs.9.50. According to them the peak season is from November to January and the slack season from February to April and the dull season from May to October.

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Shri Surya Rao, Maistry stated that he was working for the last 15 years and that the maistry supervises the work and gets an equal share. He also states that there is no fee for entry into his muttah and that hamalis are paid on piece-rates. Clothes are given for Sankranti. The Maistry does not work along with others but only supervises the work and gets a share. Even when he is sick, he is given his share and generally he comes for work at 11 a.m. According to him in the season the average earnings would be about Rs.3/- per day and in the non-season, i.e., August September and October, there would be no work.

RAJAHMUNDRY, 22ND SEPTEMBER, 1963.

Godavari Guest House.

The Rajahmundry Chamber of Commerce represented by its President, Shri Sampath Kumar Bang, Hon. Secretary, Shri S.Satyanandam and Hon. Joint Secretary Shri D.Subba Rao met the Committee and presented the questionnaire duly answered. They stated that there are about 300 merchants in Rajahmundry but only 250 are members of the Chamber. They are of the view that the existing system is working satisfactorily and no change was called for. Later in the evening the Committee met the members of the Chamber of Commerce in the premises of the Chamber and the position regarding the dock-labour pool was explained and it was emphasised that this was only a suggestion made to elicit the reactions of the employers and workers and that the Committee had not yet come to any conclusion and that in any case if any such Scheme is to be recommended, care would be taken to see that the position in each area is studied and a Scheme worked out in consultation with employers and workers. The representatives of the Chamber only wanted that any new Scheme should not make the position complicated and result in causing any difficulty in the matter of getting work done.

Shri Anala Venkata Appa Rao, President of the Cartmen's Association stated that the present system of muttahs and maistries was working satisfactorily and no change is called for. Shri Gaddi Satyanarayana, organising Secretary of Rajahmundry Jattu Labour Union, a registered trade Union, stated that there were 1000 members in their union and that disputes are settled between themselves and the Chamber of Commerce in rates. He also stated that no benefits are available to muttah labour. He wanted that this class of workers should be covered by the Factories Act and Workmen's Compensation Act, so that there could be limitation of working hours and provision of accident benefit. He said that for the Railway Goods-shed jattu there is a premium of Rs.1,000/- for admission and that at the time of retirement he is paid Rs.100/- by all the members of the muttah. He admitted that each jattu may be working in four or five shops and stated that there may be cases where four to five jattus work in one shop and that the maistry. Regarding the Cartmen's Union, he stated that the rates of wages are very low and for the last 8 years their demand for increase has not met with success. The existing rate of Rs.8/- is very low since it costs about Rs.5/- to maintain the bullocks.

VISAKHAPATNAM, 23RD SEPTEMBER, 1963.

Office of the Labour Officer, Visakhapatnam.

Shri B.G.M.A. Narasinga Rao, ex-M.L.A. and INTUC leader

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explained to the Committee the working of the Dock Labour Board, and stated that before the formation of the Dock Labour Board, he himself formed a voluntary group and that out of that, the present Dock Labour Board has grown. He stated that the workers working inside the ship are daily rated workers and that for shore jobs, (share kalasis) wages are paid on straight piece-rates and that the post has the responsibility regarding the imports in respect of all general cargoes and that at present there is guarantee of 17 days' minimum work and for the rest of the days one gets' the attendance money of Rs.1.25. He also said that there would be about 950 workers on daily rates, working inside the ship and about 900 people working on straight piece-rates on the shore and on the export side about 500. Regarding the town area, he stated that there are wholesale shops, retail shops and rice mills having about 250 workers and in timber depots they have different set of people. There is a payment known as 'Kolagram' that is the weightment charge and that weightment charge is collected even where there is no weightment. The average earnings would work out to Rs.3/- per day and about 8 persons work in 4 to 5 shops. He was of the view that the decasualisation scheme will not work satisfactorily since the cost of goods is likely to increase by 2% and that it may be difficult to introduce this scheme as shops are scattered and it is not possible to have a pool as in a centralised place. In his opinion the guarantee of a minimum wage per day and certain days' work per month may serve the purpose. He stated that in the case of Repley Company a premium of Rs.1,000/- is paid by a worker for entry into the muttah, since their earnings per day are about Rs.10/-.

Shri B.Krishna Murthy, Secretary, Tuni Jattu Workers' Union stated that this class of workers should be provided with some benefits.

Shri I.Jagannatha Rao, Labour Welfare Officer, of Anakapalle co-operative Sugar Factory stated that the factory engages about 20 to 22 workers for this type of work in the season and about 12 to 15 in the non-season and that they are paid certain piece-rates and that payment is made weekly.

The same day the Committee visited the Dock Labour Board's Office and had discussions with the Secretary and other officers there. Shri Murthi of Dock Labour Board stated that the workers are entitled to 7 days Casual Leave, 7 days sick leave and one day privilege leave for every 22 days worked and 9 holidays of which 3 are National Holidays. He said that now there is guarantee of 16 days' minimum work and that now the time rate of Mazdoor is Rs.3.87 and that they have junior maistries who get one rupee more than the ordinary mazdoor and a maistry who gets two rupees more. He also stated that over-time is allowed upto a maximum of two hours. The details of the Dock Labour Board etc. were furnished to the Committee.

VIZIANAGARAM, 24TH SEPTEMBER, 1963.

Municipal Travellers' Bungalow:.

Shri V.Suryanarayana Murthy, President and Shri Osman Khatri, Joint Secretary of the Oil Millers Association representing about 70 millers, stated that the average earnings of muttah workers would be about Rs.2/- for about 6 months in the year. They said that they pay one anna per bag for the 'kalasis' for loading and unloading and
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and these rates were revised by compromise after a strike and that there would be about 500 'kalasis' in the mills and about 1,000 in the market area and that there is 'Kolagari' system and a compulsory collection of weight charge. During the season the remuneration may vary between Rs.2/- and Rs.3/- and after the season these workers would go to villages for agricultural work. They further represented certain difficulties regarding the requirement of a certain percentage of fatty acid. They finally stated that the present system is quite all right.

Shri M. Abbai Naidu, President, Chipurapalli Mill Workers' Union, representing the workers in rice and oil mills at Chipurupally and Shri Vangapally Sanyasi, Jattu Maistry and Sri Routhu Kurmayya, Maistry in the Chipurupally Groundnut Oil Mill, met the Committee and represented that in Chipurupally even the work of boiler fireman is done on piece-rate - Rs.3/- for day shift and Rs.4/- for night shift for two workers - and that the busy season is for about 3 months and that their earnings would be between Rs.2/- and Rs.2.50 and that for another 3 months it would be the normal season when the earnings would vary from Re.1/- to Rs.1.50 and that in the rest of the period there may be very little work. Shri Abbai Naidu Demanded that the Factories Act, the Payment of Wages Act and the Workmen's Compensation Act should be amended to cover this class of workers and was agreeable to the constitution of the Labour Pool.

Shri P. Mrutyunjaya Rao, Secretary of the Jattu Rice Mill Workers' Union, Vizianagaram and Shri Moka Appa Rao, Joint Secretary also represented in similar terms. Shri Modili Satyanarayana of INTUC representing Press and Mills Employees', stated that work is more or less continuous in the market areas, and that these workers can be regarded as regular workers and demanded that they should be given minimum rates of wages and other minimum facilities.

Later the representatives of the Vizianagaram Merchants' Association met the Committee and presented the questionnaire duly filled in. They stated that hamals are engaged for unloading from lorries and for loading and that 'kalagaries' are engaged by shop keepers and they are in the same position as railway porters, and that the average earnings of the 'kalagaries' would be about Rs.40/- per month and that the Hamalis work in more than one shop and that the present system is good. They also said that the night 'kalasis' are paid at double the rates paid for day time work. They concluded by saying that if rates are raised abnormally, there is a risk of trade being diverted.

AMUDALAVALASA, 24TH SEPTEMBER, 1963.

Municipal Travellers' Bungalow:

Shri Appa Rao, Clerk of the Saibaba Rice & Oil Mill, Amudalavalasa, which is one of the big mills having a rice and oil mill and a dal mill and an oil refinery stated that loading and unloading is done by contract labour and that the season is from November to April.

Shri Sadhu Ramakrishna And Shri Sadhu Surappadu, maistries in the Saibaba Rice and Oil Mill, Amudalavalasa, stated that one batch of workers work from 8 a.m. to 11 a.m. and another batch from 11 a.m. to 6 p.m. and work would be for about 3 or 4 days in a week, and that the average earnings would vary between Rs.1.50 to Rs.2/-. The same thing was stated by Shri Neelamsetti Ramudu and Sri Jogi Rajappadu, maistries.

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The railway hamals were represented by Sri Nellamsetty Yandenna, who stated that there is no union and that about 500 workers were employed and that their average earnings would be between Rs.1.50 to Rs.2/-.

Shri B.Narayana Babu, Cashier of the Suryanarayana Rice and Oil Mill, stated that their mill works for four to five days in a week in the season and that the average earnings would vary between Rs.1.50 and Rs.2/-. Shri B.Venkata Sastry Manager of Saibaba Rice & Oil Mill stated that the rates for loading and unloading are Rs.3/- to Rs.4/- and the average earnings would be ranging between Rs.1.50 and Rs.2/-.

Later Shri Uppadu Raja Rao, Secretary of the Taluk Congress Committee and Bharat Sevak Samaj, stated that 1,000 to 1,200 workers were employed in the hamali work. He stated that the existing conditions are not un-satisfactory and that as it is, there is not much work except in the season and that most of these workers have their own lands and this hamali work is only a sort of part-time job.

After the sitting of the Committee was over, the Secretary of the Amudalavaśasa Workers' Union came and as the members of the Committee were leaving he was asked to submit a written representation.

HYDERABAD, 3RD OCTOBER, 1963.

Office of the Regional Provident Fund Commissioner, Andhra Pradesh.

The Akhila Hyderabad Hamals Sangh (an unregistered trade Union) representing about 700 hamals, met the Committee. Its President Sri M.Chinna Balayya and Vice President Sri A.Gaddayya stated that the Market Committee was started about 8 years back and that there is a Mukaddam for each group and that merchants extract some extra personal work without any remuneration and that weighment is done by the employees appointed by merchants alone. They said that the rainy season for 3 months is the slack season and that during that period the hamals take loans from the merchants which would be deducted from their wages later. They stated that their remuneration with range between Rs.75/- and Rs.90/- per month and that there is no premium for entry into the muttah and that each muttah is attached to one shop. They wanted that there should be restriction of hours of work and rates should be increased. They added that the rates have been revised twice since the constitution of the Market Committee.

The Grain and Seeds Merchants' Association, Andhra Pradesh, represented by its President, Sri K.Seethayya, Gupta, M.L.A. and other members stated that the weighment is done by workers licenced by the Market Committee and that the rates fixed by the Committee have to be entered in the sale books and that the average earnings would be about Rs.4/- per day and that the hamals collect from merchants, lorry-walas and the producers also.

Shri Venkata Ramanayya, Marketing Officer, who has been deputed by the Director of Marketing to give his views, stated that the object in fixing the rates was to do away with the system of payment in kind which was existing before and that it may not be possible to give representation to workers on the Market Committee and that normally while fixing the rates of hamals, they do consult the workers.

However, he said that there may be no difficulty in framing bylaws to provide for the constitution of a Committee to fix rates giving representation to hamals.

NELLORE, 10TH OCTOBER, 1963.

Municipal Travellers' Bungalow:

Shri Venkateswarlu, President of the Simhapuri Vanijya Mandali, Nellore, stated that these labourers are stray labourers and are not attached to any particular shop or factory and there is always friction between hamals and employers and that the average earnings would be Rs.5/- to Rs.7/- in season and on average it will not be less than Rs.3/- throughout the year, and that these workers come for work at 11 a.m. and return by 4 p.m. and that they are fluctuating class of labour attending to agricultural activities during the agricultural season. They were not in favour of the Pool System. They said that rates are uniform for rice mills and that there are separate rates for hamals working in shops.

Shri N.Dasaratha Rama Reddy, Treasurer of the Rice Mill Owners' Association represented in similar terms. In reply to the question by the Committee, he stated that while it may not be practicable for any Board to depute labour as and when required by individual shop-owners or factory owners, it may not be impossible to collect from employers a certain percentage of what they pay to hamals with some addition from the employer for distribution to these labour at the time of retirement etc. They were not in favour of any change as things in the present system are working satisfactorily.

TIRUPATHI, 11th OCTOBER, 1963.

Devastanam Guest House.

Inspite of notices neither merchants nor owners of factories or representatives of workers were present at Tirupathi.

CHAIRMAN.

Mvs.

LIST OF PERSONS AND ORGANISATIONS WHO HAD GIVEN EVIDENCES BEFORE
BEFORE THE COMMITTEE.KURNOOL, SEPTEMBER 5, 1963.

1. Shri P.Muniratnam, Regional Inspector of Factories, Kurnool.
2. Shri S.V.Pattabhiramayya, Labour Officer, Kurnool.
3. Shri K.N.Potanis, Manager, Vijaya Rice & Oil Mills, Kurnool.
4. Shri Kantilal Shah, Manager and Proprietor of Andhra Oil Mills, Kurnool.
5. Sri Illuri Ellayya, President, Representing
6. Sri Gunta Seshayya, General Secretary. the Mandi
7. Sri Gondimalla Ramasubbayya, Executive Merchants' Association, Kurnool.
8. Shri Nayakanti Krishnamurthy, , ,
9. Shri Peddi Hanumanthu, T.V.S. , , Muttah Maistry.
10. Shri Sowri, President, Of Railway Station Hamali
11. Shri B. Naganna, Member. Workers' Union, Kurnool.
12. Sri P. Naganna, Member.
13. Shri Narayana, Maistry,
14. Shri Sunkanna, Member, Hamali Workers of
15. Sri Chinna Sunkanna, , , Medan Subbanna Chetty
16. Sri Destagiri, , , Factory Oil & Ginning
17. Shri Bade Sahob, , , Mills, Kurnool.
18. Sri Naganna, , ,
19. Shri P.S.Krishna Murthy, Labour Leader, Kurnool.

ADONI, SEPTEMBER 6, '63.

20. Shri B. Bheemi Reddy, President, Varthaka Hamali
21. Sri K. Guntappa, Secretary, Sangham, Adoni.
22. Sri K. Hanumanthappa, Regl. Secretary of the INTUC, Rayalaseema, Adoni.
23. Shri Gowra Sreeramulu, President of the Adoni Wholesale Grain Merchants' Association.
24. Shri Anjanayulu, Trade Union Leader, AITUC, Adoni.
25. Shri A. N. Ramanna, General Secretary, Adoni Textile Workers' Union, Adoni.
26. Shri Krishna Murthy, General Secretary, Adoni Textile Labour Union, AITUC, Adoni.
27. Shri T.G. Prahlad, Proprietor, Adoni Ginning & Oil Mills, Adoni.

G U N T U R, SEPTEMBER 7, '63.

28. Shri Kotagiri Veerayya, President, Tenali Town Tapi Workers' Union, Tenali, (INTUC).
29. Shri K. Nagayya, President, Lagudu Bandla Muttah
30. Shri K.M. Lingam, Secretary. Karmika Sangham, Guntur (AITUC).
31. Shri G. Venkata Rao, General Secretary, Guntur Pattana Pogaku Karmika Sangham.
32. Shri Shaik Khuddus, Vice President, Of Jattu Mill
33. Shri P. Chandram, Jt. Secretary, Workers' Union;
34. Shri K. Raghavayya, , , Guntur.
35. Shri K. Subrahmaniam, Labour Welfare Officer, Baj Rang Jute Mills, Guntur.
36. Shri V. Krishna Murthy, Manager, Hemalatha Textiles Ltd., Peddakakani, Guntur.

37. Shri K.V. Satyanarayana, of Indian Chamber of Commerce, Guntur.
38. Shri R. Sampath, Of Indian Tobacco Assn., Guntur.
39. Shri G. Chakrapani, Employers' Federation of Andhra Pradesh.
40. Shri G.V. Anjaneya Shama, Vice-President, INTUC, Guntur.
41. Shri Tirupathayya, Muttah Maistry, National Tobacco Company, Guntur.

VIJAYAWADA, SEPTEMBER 8, '63.

42. Shri Rampilla Syed Appalaswamy, President, Of City
 43. Shri P. Chinna, Secretary, Conveyance
 44. Shri V. Ramulu, Organising Secretary, Labour
 45. Shri D. Appa Rao, Member, Union,
 46. Shri D. Ramaswamy, ,, VIJAYAWADA.
 47. Shri M. Narasimham, ,,
 48. Shri B. Appala Swamy, ,,
 49. Shri M. Nagi Reddy, ,,
 50. Shri M. Simhachalam, ,,
 51. Shri V. Narasimha Reddy, ,,
 52. Shri K. Kotayya, ,,
 53. Shri B. Rami Reddy, ,,
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54. Shri Ramachandra Raju, Organising Secretary of the Muttah Karmika Sangham, Vijayawada.
 55. Shri Vakita Kasayya, Secretary, Lorry Muttah Karmika Sangham, INTUC.
 56. Shri Samudrudu, Representing Bandaru
 57. Shri T. Gopalakrishna Murthy, Vedaravu Panivarala Sangham, Masulipatam.

SEPTEMBER 20, '63 (Second Sitting):

58. Hardware and Iron Merchants' Association, Vijayawada.
59. Iron and Steel Registered Stockholders, Association, Vijayawada.
60. Rice Mill Owners' Association, Vijayawada.
61. Producers Export Association, Vijayawada.
62. Bezwada Commercial Association, Vijayawada.

WARANGAL, SEPTEMBER 13, '63.

63. Shri Veligandula Vaikuntam, President, Hemal Union,
64. Shri V. Govinda Rao, Secretary, Warangal.
65. Shri S. Narahari, Secretary, Central Railway Mazdoor Labour Co-operative Society Limited, Warangal.
66. Shri T. Bojjayya, Secretary, National Labour Union, Suryapet.

NIJAMABAD, SEPTEMBER 14, '63.

67. Shri S. Venugopala Raju, President, Railway Hamals
68. Shri S. Raju, Secretary, Union, Nizamabad.
69. Shri Radhakrishnaswamy, Executive Committee Member.
70. Shri Mansaram Gupta, Legal Advisor. Of Nizamabad
71. Shri Vaman Das, Working Committee Merchants Association, Member. Nizamabad.
72. Shri V.D. Shah, Jt. Secretary,

MAHABOONAGAR, SEPTEMBER 16, '63.

73. Shri Madan Lal, President, Of the Merchants
74. Shri Ramayya Gupta, Secretary, Association, Mahaboonagar.