



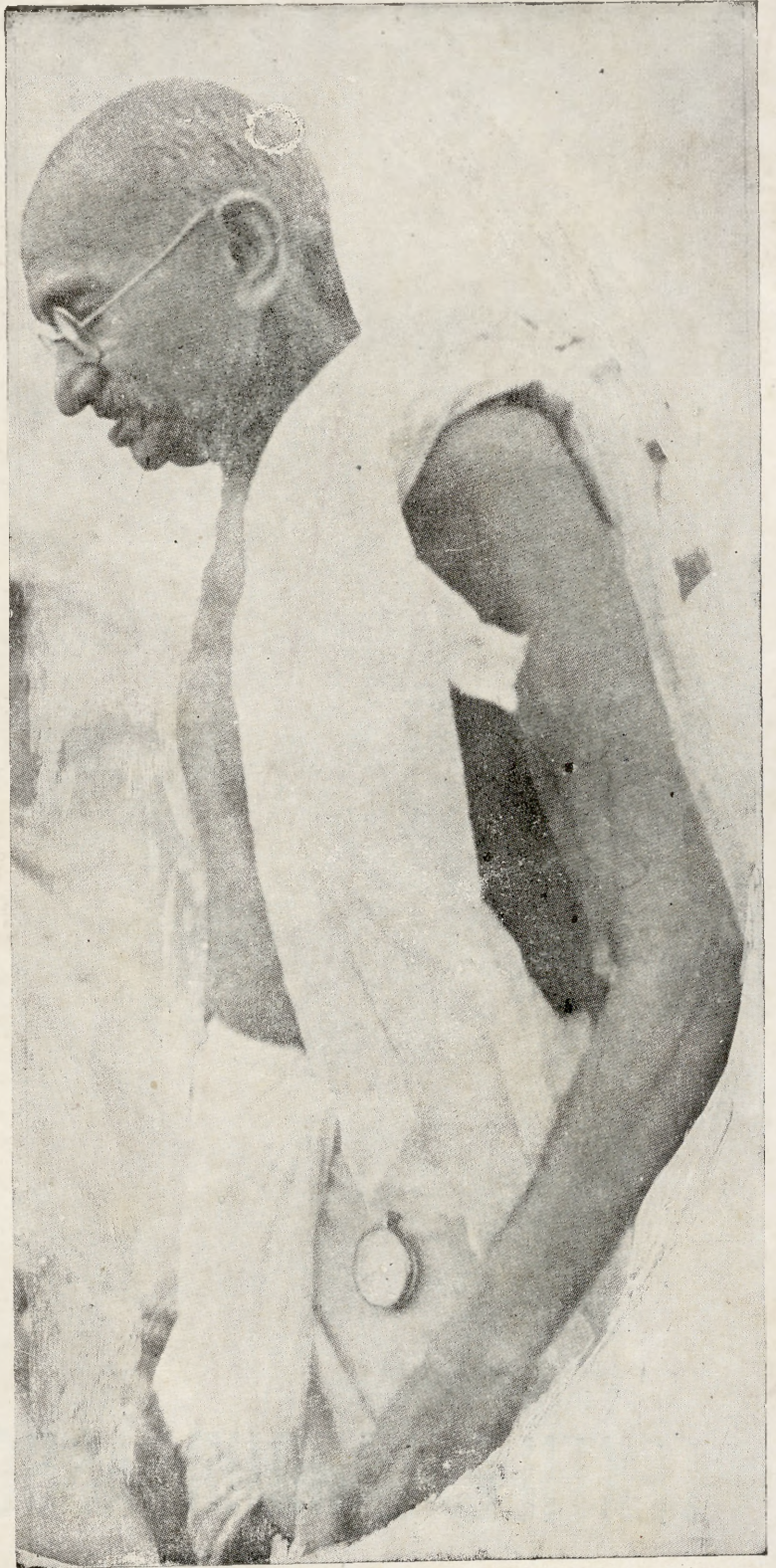
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1917-1977

OF



TEXTILE LABOUR ASSOCIATION
AHMEDABAD



“If I had my ways,
I would regulate all the
labour organisations of
India after the Ahmedabad
Model.”

— M. G.

SIX DECADES
of
Textile Labour Association
Ahmedabad

December 1977

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Manaharlal T. Shukla

Secretary

Textile Labour Association

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PREFACE

It gives us great pleasure in bringing out a brief but educative and useful publication depicting main incidents that occurred in the life of the institution during the last six decades. Sixty years of existence is no less a period for an institution which grew from strength to strength every year.

This brochure is indeed a proud record of institution's steady growth and sizeable achievements in its long trail. Its origin dated as back as December 1917 when it received blessings from the Father of the Nation. Then it was closely and carefully reared up by its life-long President, Anasuyabehn, who by dint of her peculiar traits and tastes imparted valuable guidance and advice in all its vexed problems till her life. Besides them, the principal architects of the institution are Shankerlalbhai, Nandaji and late Khandubhai who steadily yet constructively built up the labour movement in Ahmedabad on Gandhian ideology. Not only that but its seeds were sown in other parts of the country which culminated into a strong central national labour organisation entitled as INTUC. Present torch-bearers of the organisation are too marching on, with the same spirit of solidarity and integrity, equipped with the same means and objects as enunciated by Gandhiji so that peace, productivity and prosperity in the industry could be achieved, coupled with allround development, both socially and economically, of those engaged in the Industry. It will thus serve as a faithful record of reference and guidance even for the future generation.

This task was undertaken within so short a time that in spite of our efforts there may be omissions or errors which may be pointed out to us for corrections in future. While compiling this brochure, Shri Shantilal gave valuable suggestions. Our President, Shri A. N. Buch, expressed his happiness for the historical write-up. Shri H. D. Mukherjee of the Asiatic Regional Organisation has also made certain practical suggestions from trade union publicity point of view.

Here, too, mention need be made of splendid co-operation and untiring efforts of both of our colleagues—Shri L. S. Dave and Shri Patadia who rendered our task much easier. And lastly Navajivan Press who undertook its printing have made commendable effort indeed.

Ahmedabad,
15-11-1977

M. T. Shukla
Secretary,
Textile Labour Association, Ahmedabad



UNDER THE BABUL TREE

Textile Labour Association Ahmedabad

SIX DECADES AT A GLANCE

1917.....1977:

On completion of six decades of its existence, the Textile Labour Association, Ahmedabad, celebrates its Sixty-first Anniversary i.e., Diamond Jubilee on December 4, 1977. Thus it has gained the experience of six decades of social, educational and trade union activities among the textile workers of Ahmedabad in particular and working class in general.

Constructive Work-Basis of Trade Union Activity:

It was in the year 1914, that late Smt. Anasuyabehn Sarabhai, the first President of the Association, who had gone to Europe just before the First World War, returned from England and dedicated herself to work for social, moral and material uplift of the workers in general and textile workers of Ahmedabad in particular.

She launched educational, social and industrial activities and started a school for workers' children in 1914. Later on several night schools were opened in labour localities of so-called untouchables for imparting education to the workers with the help of some social-service-minded friends. Her work would have possibly been limited to education and social activity, had it not been for an event which put on her the responsibility of heading one of the biggest organisations of workers in the country. This is how events unfolded themselves.

First Decade—1917 to 1926

Strike of Warpers

In December 1917, the warpers of the Ahmedabad textile mills numbering about 500 and mostly of middle class were agitating for a wage-increase which was given to other workers to compensate them due to occurrence of plague.

They approached Anasuyabehn — the friend of the poor—and requested her to lead them in their fight against injustice done by the employers. With great hesitation, she accepted the request and conducted the strike which ultimately resulted in securing a substantial increase in wages. This event took place on Dec-

mber 4, 1917, and this day is celebrated every year by the workers of Ahmedabad as "Majoor Din" (Labour Day).

Weavers' Strike and Mahatma Gandhi:

In the following year i.e., 1918, city of Ahmedabad again drew attention of the whole country. Injustice had been done to the weavers numbering about 10,000 at that time.

The cost of living was rising at the close of the First World War. Workers were experiencing hardships because of the discontinuance of plague allowance which was 75% of their wages. Hence they demanded a wage-rise to meet with the rise in the cost of living. Employers were adamant on not giving anything. Mahatma Gandhi, who had earlier helped Anasuyabehn, suggested the formation of a Committee of arbitrators representing employers and employees with the then Collector as the Chairman. The millowners accepted the suggestion to become members of the Committee which was formed, but later on, their representatives withdrew from it on the plea that workers of some mills had gone on strike. Thus they declared a lock-out. Anasuyabehn sought the help of Mahatma Gandhi who willingly offered his services. It was on this occasion that Mahatma Gandhi led a strike for 22 days with 'Truth' and 'Non-violence' as weapons, and taught workers how to wage a 'Righteous Struggle'. The outcome of the struggle resulted in the acceptance of the principle of arbitration which enabled to solve this dispute between employers and employees in a peaceful manner.

Righteous Struggle:

*A Righteous Struggle** a book written by Mahadev Desai, relates the story of the strike conducted by Mahatma Gandhi in the year 1918.

Dedicated Soul:

This incident gave an opportunity to Mahatma Gandhi to evolve his ideology of the trade union movement which was, later on, spread at various industrial centres of the country. It was this occasion which sought and secured the services of Shri Shankerlal G. Banker, an active organiser of the Home Rule Movement of the Bombay city and later on, Honorary Secretary of All-India Spinners' Association of which Mahatma Gandhi was the President.

**A Righteous Struggle*—Mahadev Desai, Navajivan Press, Ahmedabad

His active, valuable and dedicated services and mature guidance to the Textile Labour Association have always been a source of inspiration. The present-day working class movement in the form of Indian National Trade Union Congress (INTUC) owes a lot to the efforts of these three pioneers—Mahatma Gandhi, Anasuyabehn Sarabhai and Shri Shankerlal G. Banker—along with Shri Gulzarilal Nanda and late Khandubhai K. Desai.

Fundamentals of Labour Movement

The hectic struggle of the above-mentioned period, and the one which then followed provided ground to Mahatma Gandhi for the formulation of the principles of effective labour movement suited to the environments of this country, which consequently formed the basis for setting up trade union organisation in Ahmedabad. He was justified in calling it a laboratory for testing his trade union techniques and methods of 'Truth' and 'Non-violence' in the field of industrial relations. The principles laid down by him have a permanent value for all who are interested in trade union work and the same have been followed more or less by the Ahmedabad workers, since then.

1. The workers and their leaders should make reasonable and just demands, and insist on the minimum. They should always be ready for alterations in their proposals if the opposite party is able to convince them that they are in the wrong.

2. The weapon of strike should be the last one in the armoury of the industrial workers. It should be resorted to only when all peaceful and constitutional methods of negotiations, conciliation and arbitration are exhausted. Even during the course of strike, workers should be prepared for just settlement or reference to arbitration.

3. Peaceful and non-violent behaviour even under provocation is the sine qua non of obtaining justice through any mass struggle of this type. While on strike, workers should be careful not to damage the property or injure the person of anybody. They should not bear ill-will towards the employer or their officers, as the workers have to fight the evil in the employers, and not the employers personally.

4. The workers should maintain their self-respect and, therefore, they should not rely on the funds raised from the public or by sympathisers for conducting a strike. A worker on strike should try to find out alternative occupation to maintain himself

and his family during such period. No work should be considered low and below one's dignity.

5. A strike is a form of *Satyagraha*. A striker, therefore, should not succumb to hardship. Once he resolves to resort to strike, he should stick to his determination.

6. While on strike, the worker should be truthful, non-violent and courageous. He should be prepared for voluntary sacrifice and keep faith in God.

7. The worker is a co-partner of the industry, and as such his responsibility to the industry and the community is great.

8. Gandhiji has enjoined on those who work for labour not to behave as if they are pleaders of workers whether their demands are right or wrong. If the demands are unreasonable, it is the duty and responsibility of those who claim to guide them to point it out to them. They should be prepared even to sever their relations with them if the workers insist on unfair demands or resort to violent methods.

Gandhiji believed in positive organised strength. All his instructions therefore aimed at creating such strength. His approach was to awaken in the workers, the consciousness latent in them so that by the development of his personality, he should be able to hold his own against any injustice or tyranny from the side of the employers or the State. Therefore, in the course of his instructions to the workers he laid emphasis on the constructive activities which tend to eliminate the deficiencies in the workers so that they become capable as responsible citizens in the society. Gandhiji, therefore, called upon the T.L.A. to concentrate on activities like education, library and reading rooms movement, gymnasium, medical aid, removal of untouchability, abstinence from drink, use of hand-spun and hand-woven 'khadi', removal of indebtedness, co-operative credit housing and consumers' societies, proper use of time and wages, proper treatment towards women and children, i.e. participation in social and economic development of the community.

Gandhiji's precepts mentioned above are being carried out by Ahmedabad workers to the best of their abilities. They rely upon resources which they themselves collect. Meticulous attention is paid by the Association to this aspect of trade union work, that has its reward in the progress which workers of Ahmedabad have made during last sixty years,



Smt. Anasuyabehn addressing the warpers' meeting on 4th Dec. 1917



Gandhiji addressing workers on the occasion of Textile Labour Association formation under the Neem tree

MAJOR EVENTS

It will be interesting to mention about some of the major events which helped the movement to attain the present stage.

Period of Spade Work : 1917 to 1926:

During the pre-Union period of 1914 to 1917, educational, co-operative and industrial activities were conducted among mill-hands by Anasuyabehn through 'Majur Mitra Mandal' (A Committee of Workers' Friends). This Mandal consisted of Anasuyabehn, Krishnalal Desai (*alias* Bachubhai), Amubhai Mehta, and Kalidas Zaveri, a prominent advocate of that time.

Throstle Workers' Union:

On February 25, 1920, Gandhiji formally inaugurated the Union of throstle workers under the Neem Tree* in the compound of Anasuyabehn's residence at Mirzapur, Ahmedabad. This Union along with other occupational unions, developed into the present Ahmedabad Textile Labour Association, as a federal structure of 12 occupational Unions, with Anasuyabehn as President, and Mahatma Gandhi and Shri Shankerlal Banker as the Advisers.

Wage-rise and Reduction in Hours of Work:

After the formation of the Union, a demand was made both for wage-rise and reduction of hours of work from 12 to 10. Workers had to resort to strike for reduction of hours of work. This issue was settled by negotiations with the Millowners' Association. This was an unique example in India, because at that time, the hours of work were 12 under the Indian Factories Act. The wage-rise was from 50% to 100%. It was pointed out by the Union that workers should be compensated for the rise in prices of foodgrains. The reduction in hours of work should be utilized for enrichment of their social life.

In the year 1920, it was decided to give one month's wages as bonus with three festival days for Diwali. There was appreciably improvement in the conditions of work and facilities such as satisfactory drinking water, clean latrines, urinals and dining sheds etc. which were provided in the mills under the awards of the arbitrators consisting of Mahatma Gandhi and Sheth Mangaldas Girdhardas.

* This very building has been purchased by the Majoor Sahakari Bank and the same 'Neem Tree' still exists.

Laboratory of Principles:

In the year 1921, some of the workers demanded bonus in the middle of the year and, some of the employers agreed to pay bonus monthly while some of them had refused to pay. A strike ensued in some of the mills. Here also Mahatma Gandhi intervened and advised workers not to insist for bonus every month. He also approached the employers who paid such monthly bonus and explained them that it was wrong to pay monthly bonus. When workers did not pay any heed to his advice, he advised Anasuyabehn to withdraw her services as President of the Association, and return the account books of the Union to the workers. Workers for some time did not pay any heed to this advice but ultimately realised their fault and expressed their regret. Mahatma Gandhi treated the Textile Labour Association as a Laboratory of his principles of Labour Movement and that is why it was kept quite aloof from All India Trade Union Congress which was formed in the year 1921.

Tilak Swaraj Fund:

In 1921 the Indian National Congress resolved to collect a fund in the memory of Lokmanya Tilak, which was then known as "Tilak Swaraj Fund". The workers' contribution to this fund was to the tune of Rs. 40,000/- and the Ahmedabad Millowners' Association had collected Rs. 3 lakhs. At the instance of Mahatma Gandhi, the Millowners' Association decided to give Rs. 10,000/- every year for conducting educational activities under the auspices of Textile Labour Association, Ahmedabad.

Wage-cut and Strike:

In 1923, the Ahmedabad Millowners' Association effected an arbitrary cut of 20% in the wages of workers on the plea of economic depression. They even refused to approach the Arbitration Board for the issue. As against the 20% reduction in wages by the employers, the Textile Labour Association demanded a wage with a sliding scale. This proposal was rejected by the minimum employers which resulted in a general strike. This strike which took place on April 10 lasted till June 4, 1923. During the strike, relief operations on a large scale to provide work to the strikers were organised with the help of Maganlal Gandhi, the nephew of Mahatma Gandhi and his co-workers from Sabarmati Ashram on a large scale to provide work to the strikers. It was remarkable that during the long period of strike, there was law and order and peace was maintained in the city.

Lessons of 1st Decade:

The first decade was essentially a period of friction. The reaction of both the workers and employers, was one of confrontation. However, the events during this period inculcated the spirit of Gandhian approach — mediation and arbitration among both the parties — labour and capital. They learnt that strike and strife could be avoided through mutual negotiations and arbitrations. This led to glorious chapter of constructive activities in the succeeding decades.

CONSTRUCTIVE ACTIVITIES

During the first decade, a number of constructive activities were undertaken by the Union, viz., *Majoor Sandesh*, a Bi-weekly newspaper, a Labour Hospital with 70 beds, mobile libraries, Labour Savings Bank, cheap grain shops, labour volunteer corps physical culture centres, sanitary and hygienic education, prohibition of drinking, more night schools for adults and day schools, etc.

While inaugurating the labour hospital, Mahatma Gandhi emphasised the fact that the hospital would really cater to the needs of all patients without any discretion of caste, creed or religion. Dr. A. N. Tankaria, philanthropic and missionary-minded Medical Officer took the stewardship of the hospital.

Second Decade — 1927 to 1936

Period of Awakening:

It was during this period that the workers became very conscious of their rights. They demanded restoration of the wage-cut of 1923, and it was partially restored in 1929. In Bombay, during the same period, the textile workers and the industry were largely affected by the strike calls given by Communist leadership. There were stoppages of work in mills, wage-cut for workers and arbitrary rationalisation. Post-1929 period was a period of economic depression of an unprecedented nature.

Wage-cut Demand by Millowners' Association:

In 1933, there was depression in the textile industry. The Millowners' Association put a demand for another wage-cut of 25%, which was referred to the board of Arbitration consisting of Mahatma Gandhi and Sheth Chamanlal Mangaldas. Later on, when Mahatma Gandhi was pre-occupied with major national

issues, Manu Subedar, a renowned economist and expert in business management, was nominated as arbitrator on behalf of the workers.

The arbitration proceedings continued for two years. As there was no agreement between two arbitrators, the differing awards were submitted to the umpire, Justice S. S. Patkar of Bombay High Court. However, the whole dispute was at length settled amicably by the mediation of Mahatma Gandhi on January 13, 1935 at Delhi, and this agreement is known as the famous Delhi-Agreement. Under the Agreement, the wage-cut was reduced from 25% to 6½%. Conditions of rationisation with higher pay for higher workload were settled. The Agreement also effected the standardization in the rates of weavers' wages which formerly varied from mill to mill.

Role of Arbitrator:

This decade was a period of stress and strain for the Textile Labour Association. The principle of arbitration accepted by both the Associations was also put to trial on several occasions when the arbitrators gave differing awards. As a matter of fact, the success of the arbitration system was due to the personality of arbitrators like Sheth Mangaldas Girdhardas on behalf of the Ahmedabad Millowners' Association and Mahatma Gandhi on behalf of the Textile Labour Association. The role of Umpire also deserves compliments. Great personalities like Dr. Anandshanker Dhruva, Pandit Madan Mohan Malavia, F. X. De'souza, Diwan Bahadur Krishnalal Zaveri, Justice Madgaonkar and Justice S. S. Patkar, rendered very valuable services to the cause of industrial peace. Ahmedabad workers and industry can never forget the role played by these great luminaries of social justice. During this decade, the achievements of Textile Labour Association in the social sphere took roots, and the institution catering to the social and cultural needs of workers got further impetus and various activities for workers' welfare were undertaken. The Union covered all aspects both at work-place and outside. For the organization this was indeed a decade of expansion.

Union's Entry in Civic Administration:

In 1924, the organised workers of Ahmedabad decided to send their representatives in the civic body of the city. A Harijan worker from the spinning department named Kacharabhai Bhagat contested the election and he was elected from Saraspur Ward. His proposer and seconder were non-Harijan workers. This

was the first entry of a Harijan worker in the municipality. Later on, in 1927, many more workers along with Shri Gulzarilal Nanda, Secretary of the Textile Labour Association, contested the civic election and were duly elected. Thus the attention of the civic body was particularly drawn to the civic needs of the workers of the city.

Payment of Wages Act:

In those days there was an unfair system of giving damaged cloth to the weavers in lieu of wages due to them in cash. Consequently, workers had to go from door to door hawking to sell off such of the damaged cloth. This was brought to the notice of the Congress Party in the Central Legislature when the enactment of the Payment of Wages Bill, 1935, was being discussed. The system of giving damaged cloth in lieu of wages was then stopped, and regularity in the payment of wages was brought about under the Payment of Wages Act, 1935.

Participation in Freedom Struggle:

The year 1930 witnessed unusual awakening in the whole of the country. The nationwide Satyagraha movement for the attainment of independence was started in the month of April. The workers of Ahmedabad rose to the occasion and participated in the movement by organising picketing of liquor shops, augmenting the sale of Khadi, and the recruiting volunteers for Satyagraha (i.e., Civil Disobedience Movement). Young workers numbering about 165 took part in the famous Dharasana Saltpan Raid Satyagraha, and 66 courted imprisonment for picketing. The workers gave a fair account of themselves to the call of Mahatma Gandhi in the struggle for the national freedom movement.

Nationalisation of Industry as Ultimate Goal—1930:

Under the influence of the freedom movement and in pursuance with the resolution for complete independence adopted by the Indian National Congress at its Lahore Session in December 1929, the Association also deemed it proper to amend the constitution proposing 'Nationalisation' of the Textile Industry* as its ultimate goal.

* On of the objectives of T.L.A.

Third Decade — 1937 to 1946

The Period of Consolidation:

The Indian National Congress resolved to accept offices in July 1937 in provinces where the Congress was in majority under the Federal Act, 1935, Govt. of India. The registered trade unions of Ahmedabad were allotted two seats in the Bombay Legislative Assembly. It was decided by the Association to participate in the administration of the Province. The Textile Labour Association being a registered trade union, two Representatives of the Textile Labour Association — Shri Gulzarilal Nanda and Shri Khandubhai Desai — were duly elected to the Bombay Legislative Assembly as Congress nominees from the Constituency. Nandaji was then taken up as Parliamentary Secretary by the then Chief Minister B. G. Kher of the erstwhile Bombay State.

Textile Labour Enquiry Committee:

In 1938, the Government of Bombay appointed the Textile Labour Enquiry Committee headed by Shri Jairamdas Doulatram. Latter on, after his resignation Shri Harsidhbhai V. Divatia became the Chairman of the Committee. This Committee conducted a detailed inquiry into conditions of the textile industry, in all its aspects. The interim report of the Committee made recommendations for giving rise of 8% to 12% in workers' wages. The Government ordered the industry to implement the interim recommendations of the Committee.

Set-Back to Arbitration Machinery:

The Ahmedabad Millowners' Association being offended by the above move of the Government informed the Textile Labour Association that the existing permanent machinery of arbitration would come to an end.

Enactment of the Bombay Industrial Disputes Act, 1938:

Thus the need arose for settling disputes on the basis of mutual negotiations, conciliation failing then by adjudication. This gave rise to the enactment of the Bombay Industrial Disputes Act, 1938. This Act was based on the Textile Labour Association's experience of settling industrial disputes during two decades of its existence. Under this Act, workers were given equal status with employers in the matter of effecting change in service and working conditions.

Prohibition in Ahmedabad:

Experiment of prohibition of intoxicated drinks was undertaken by Bombay Govt. when Sardar Vallabhbhai Patel inaugurated the Scheme in Ahmedabad on July 20, 1939. In order to wean away workers from addiction to drinks, a number of welfare activities for better use of leisure time of workers were started under auspices of the Prohibition Department.

Late Shri Mohanlal P. Vyas and Shri Shantilal R. Shah, now the General Secretary of the T.L.A. did pioneering work in this field.

Alternate Occupation:

With a view to afford systematic training to the workers for some alternate occupation and to improve the earning capacity of the workers and meaningful utilization of the leisure time, the T.L.A. asked upon the Government to open a workshop for industrial training in important trades. This Industrial Training Workshop was started at Saraspur, the heart of the labour locality of Ahmedabad in 1939.

Rising Prices and Dearness Allowance:

When the Second World War broke out, there was rise in prices of essential commodities. In 1940, the T.L.A. decided to make a demand for dearness allowance so as to neutralise the rise in the cost of living. After a protracted procedure under the Industrial Disputes Act, 1938, the matter was finally referred to the Industrial Court, and the proposed general strike was averted. The award of the Court gave 66% neutralisation against increased cost of living in cash and the rest in kind. Subsequently due to some practical difficulties of supplying in kind both the Associations entered into an agreement to pay the amount of dearness allowance in cash in the year 1941. Under the new agreement, the workers of Ahmedabad got dearness allowance to the extent of 96.66% of the total rise in the cost of living.

Bonus as Deferred Wage:

Due to war, the industry could make remarkable improvement in profits in the year 1941. The T.L.A., therefore, demanded 25% rise in general wages. The case was referred to the Industrial Court, and the award was given in the terms of settlement arrived at between the parties outside the Court. Under this settlement, the workers were paid one and a half

month's wages as Bonus for the year 1941 as deferred wages. Principle of deferred wage, by way of bonus, was thus accepted by both the parties, which formed the basis of the Bonus Legislation.

Role of Workers in 'Quit India' Movement:

During the 'Quit India' movement of 1942, Ahmedabad workers spontaneously participated in the struggle for independence and voluntarily struck work on the 8th August for a period of 105 days as a protest against the continuance of the British Rule. This long protest strike is indeed a high watermark in the history of our freedom movement.

Office-bearers in Jail:

During the movement, the then Secretaries of the Association — Shri Gulzarilal Nanda and Khandubhai Desai along with S. R. Vasavada and Somnath Dave courted imprisonment. The workers resumed work only when they received message from Mahatma Gandhi from the jail. The workers braved hunger and sold their personal effects and fought quite non-violently against the draconian violence of the alien rule.

Millowners' Demand for Cut in Dearness Allowance:

In the year 1943, the Ahmedabad Millowners' Association, alongwith the State Government, filed a revision application in the Industrial Court to effect reduction in the percentage of neutralisation of the dearness allowance. This case was thoroughly argued out with the help of late Shri Bhulabhai Desai on behalf of T.L.A. The Court after hearing both the parties had dismissed the petition filed by the employers.

Training Scheme for Trade Union Workers:

In the year 1939, it was decided at a meeting of Gandhi Seva Sangh to start Hindustan Mazdoor Sevak Sangh, under the stewardship of Sardar Vallabhbhai Patel to impart training to such of the young persons who wanted to take up trade union work as their mission. The Textile Labour Association was selected for giving such training both theoretical and practical. Young workers from Maharashtra, Madhya Pradesh, U.P., Assam, Bihar, Punjab, Mysore, Tamilnadu and Kerala came up for training in the Sangh. After receiving training, they started the trade union movement in their respective provinces on Gandhian ideology. But before they could do something in

the field, most of them were arrested for participating in the 'Quit India' movement.

Workers' Contribution to Spread the Movement, 1943:

It was in 1943 that the workers of Ahmedabad felt the need for a strong constructive countrywide trade union movement. They themselves collected a sum of Rs. 80,000/- to establish and extend help to such a movement. This sum was spent in imparting training to trade union workers under the auspices of the training scheme of Hindustan Mazdoor Sevak Sangh as also helping them, in their respective provinces to start workers' unions. This, as a matter of fact, sowed seeds of the birth of the Indian National Trade Union Congress (INTUC) alongwith the formation of Hindustan Mazdoor Sevak Sangh.

More Union Members in Municipality:

There was a great upsurge of nationalism in the aftermath of the 'Quit India' movement. In October 1943, the British Government had suspended the Ahmedabad Municipality and in January 1944, it was decided to hold free elections. People, naturally, interpreted this move of the Government as a test of popular support to the Indian National Congress. Out of total 52 seats, 17 candidates were put up by the Textile Labour Association on the Congress nominees. Seven of these seats were reserved for Harijans. All the seats in labour areas were contested and all the candidates put up by the T.L.A. were elected with overwhelming majority.

Active Participation in Civic Affairs:

The representatives of labour in the Municipality evinced active interest in providing essential civic amenities, viz. schools, water taps, sanitary amenities like latrines, urinals, etc. in areas where the poor and the working class people were residing.

Union's Secretary in the State Labour Ministry:

In the Provincial Assembly election of 1946, Shri Gulzarilal Nanda and Khandubhai K. Desai were again elected to the two labour seats for the workers of Ahmedabad. Nandaji became Labour Minister in the Congress Ministry of the then Bombay Province. He tried to implement the labour policy of the Congress in the State by initiating the progressive measures of the Bombay Industrial Relations Act and providing houses for the workers under the post-War Reconstruction Scheme. T.L.A.

had entered into agreement with some mills to run eight-hour shift instead of nine-hour much before the Factories Act of 1948 came in force. Thus the T.L.A. was again the precursor in achieving reduction in the hours of work.

Labour Unaffected by Communal Frenzies:

In the year 1946, there were some unhappy incidents of communal riots in the city. Fortunately, however, labour localities remained aloof from such communal frenzies.

The third decade was one of the pioneering achievements. This was a decade when there was an international conflagration in the Second World War and nationally a period of struggle to achieve full freedom. The main achievements of this decade were shorter working hours, higher neutralisation of cost of living, introduction of an annual bonus by agreement and above all, development of trade union cadre through educational and training programme.

Fourth Decade — 1947 to 1956

The Period of All-round Progress:

When the Second World War ended, it was wellnigh impossible for the British to keep India under their yoke. The Labour Government in Britain came into power, and step were afoot to make India free. Communists wanted to take advantage of the situation and gave a call for a nationwide strike to paralyse all essential services. Fortunately, the call was not responded to by the patriotic workers. On the contrary, the appeal made by Shri Khandubhai K. Desai to the workers and servicemen was well received, and unity amongst workers was strengthened.

Birth of the I.N.T.U.C.:

This ultimately led to the formation of the Indian National Trade Union Congress, as a national trade union centre. Mahatma Gandhi and other leading members of the Hindustan Mazdoor Sevak Sangh, along with some independent Trade Unions in fact decided to start an All India National Organisation of workers, on the policies and principles of Ahmedabad Textile Labour Association, free from communist influence.

Shri Gulzarilal Nanda, Secretary of the Hindustan Mazdoor Sevak Sangh convened a meeting of nationalist-minded trade unionists on the 3rd May 1947, at New Delhi, under the Chairmanship of Sardar Vallabhbhai Patel, President of Hindustan Mazdoor Sevak Sangh. Trade Unions covering nearly all the trades, occupations and services were represented in the founding session by their foremost leaders. The number of Unions represented from all part of the country was more than 200, and their total membership exceeded 3,75,000. At this Conference, it was decided to form the Indian National Trade Union Congress. A provisional executive with Dr. Suresh Chandra Banerjee as its President, and Shri Khandubhai Desai as its General Secretary was formed.

India Attained Freedom:

The 15th of August 1947 was indeed a remarkable day in the history of India when the nation's Tri-coloured flag was hoisted at the Red Fort in New Delhi, in place of the Union Jack flag which was then taken away. India was declared independent by the Act of Parliament of U.K.

The Textile Labour Association, on this occasion displayed a special picture showing Mahatma Gandhi in the forefront pointing out to the workers that what was achieved today was only political freedom, but the path for reaching the goal of social and economic freedom is indeed far yet. In the picture, he depicts that the goal can be achieved only by hard disciplined and dedicated work.

The workers on the night of 14th August came in a procession with torches in their hands to the Union Office and took oath to preserve the hard-won freedom and work for better life.

Co-operative Bank:

In the year 1947, Labour Co-operative Bank named the Majoor Sahakari Bank Ltd., was started with a view to encourage the habit of thrift and savings and to relieve the workers from the grip of usurers as also private money-lenders. Today the Bank on its register has as many as 48,000 workers as members and a crore of rupees as its working capital. It has got its own building and loans to the tune of Rs. 80,01,002 have been advanced in the last year (i.e. 1976).

Wage-Rise and Standardization of Wages:

When the War was over, in the year 1947, the workers put forth a demand for standardization of wage for all categories of workers in the textile industry. A special assessor was appointed to assist the Industrial Court in the matter. The Award for wage-rise was given by the Court in 1947 with retrospective effect. The Award was, indeed, first of its kind in India, because it was a very comprehensive award covering standardisation of wages for all categories of workers in the Industry. The Award made the workers of all categories conscious of their rights in the matter of their wages. There was then an unprecedented rise in the membership of the Association which had reached the figure of 1,04,000. Even clerks and the staff of Watch and Ward departments of several mills joined the Textile Labour Association.

The Factories Act — Safety Measures:

The Indian Factories Act, 1948 reduced working hours from 9 to 8 per day and provided, for the first time, leave with wages under the said Act. A number of welfare and safety measures were also incorporated in the Act.

Assassination of Mahatma Gandhi and Workers' Mourning:

A sad and shocking event of ruthless assassinaion of Mahatma Gandhi—the Father of the Nation—took place on the 30th January 1948. Workers along with the whole nation were stunned. Workers themselves absented from work and did not resume work for three days. During mourning period of three days workers assembled under the said Neem-tree where Mahatma Gandhi had first inaugurated the Union. Workers resolved to donate their three days' wages to commemorate and spread the principles laid down by Mahatma Gandhi among the working classes of India. Thus they could collect a fund of Rs. 12,20,000 which was earmarked as 'Gandhi Labour Memorial Fund' and utilized in spreading Mahatma Gandhi's ideology throughout the country, under the guidance of Gandhi Labour Memorial Trust which was also then formed.

Gandhi Majoor Sevalaya:

Till 1949, the office of the Association was situated in a hired building at Mirzapur. The landlord of that building wanted the premises for his use. This question was discussed by the workers with all earnestness, and it was resolved that the Textile Labour Association should have its own building. In furtherance of that resolution, a Building Fund of Rs. 4,57,000/- was col-

lected from the workers themselves and a building suitable to the needs for carrying on various activities of the Association was constructed. The building was ready in the year 1949 and the office was shifted in that year. The building is named as 'Gandhi Majoor Sevalaya' (Gandhi Labour Service Centre).

Involvement in Government Administration:

During this period, a number of important events took place. The former General Secretary of the Association Shri Gulzarilal Nanda was appointed as Deputy Chairman of the Planning Commission, New Delhi and Khandubhai K. Desai was elected as a member of the Constituent Assembly. Shri S. R. Vasavada was appointed as a Member of Committee of the Cotton Textile Working Party.

Textile Labour Association on the World Map:

Textile Labour Association's activities were so widely known, nationally as well as internationally, that a number of top-ranking Congress leaders used to pay visits to the Association, and encourage the workers to carry on the work elsewhere also on the lines shown by Mahatma Gandhi at other centres. The Association's office has thus been a place of pilgrimage for the trade union workers and leaders—national as well as international. International trade union leaders who visited the institution were impressed with the working of the Association and showed admiration for all the labour activities carried on by this organization.

Assembly and Civic Elections:

In the first General Elections, under the Constitution of India, 1950, the workers of Ahmedabad elected with overwhelming majority late S. R. Vasavada, Somnath P. Dave and Keshavji Vaghela as their representatives to the Legislative Assembly of the Bombay Province.

Similarly workers elected 18 councillors from labour localities to the Ahmedabad Municipal Corporation as their representatives. The present-day improvement of the labour localities in respect of civic amenities like water, drainage, roads, lights, schools, maternity homes, dispensaries etc., are all largely due to the persistent efforts of these representatives along with the members of the Congress Party in the Municipal Corporation.

Loss-making Mills and No Bonus:

In an important award given by the Labour Appellate Tribunal in 1949, it stated that loss-making mills should be exempted from payment of bonus. This led to the agitation to get a just and equitable formula for the calculation of bonus. Fortunately the whole matter was referred to the voluntary arbitration accepted by both parties, and a compromise was ultimately arrived at. It was then decided that the loss-making mills will also give minimum of 4% as bonus to their workers. Later on, an agreement was reached by both the parties—Ahmedabad Millowners' Association and the Textile Labour Association,—providing for payment of bonus for a period of five years with 'set-on' and 'set-off' formula which was then known as 'Madanmohan-Vasavada Bonus Pact'.

INTUC Session in Ahmedabad:

In the year 1952, the annual convention of the INTUC was held at Ahmedabad. The Textile Labour Association and workers of Gujarat acted as host. At the time of this Session, a very useful interesting and instructive exhibition, depicting various aspects of life of the labour in consonance with the fundamental principles of the Gandhian Labour Movement along with its historical background and constructive activities, was arranged in the premises of the Textile Labour Association. A large number of delegates and workers, took advantage of it by paying visit to the exhibition.

Lay-off and Retrenchment:

In the year 1952-53, some of the textile mills put up closure notices on the ground of piling up of stocks. This naturally perturbed the workers. The question was taken up both by the Textile Labour Association and the INTUC which resulted in the promulgation of an Ordinance on Lay-off and Retrenchment which led to the amendment of the Industrial Disputes Act, later on.

Provident Funds Act:

The Textile Labour Association, put forth demand both for the Provident Fund and Gratuity for the employees. The matter was referred to the Industrial Court. Before hearing of this case could be taken up, the Provident Funds Act was applied to the textile workers. At the time of the resumption of the case thereafter, the Court suggested to withdraw the case with regard to Gratuity for the time being.

Family Budget Inquiry and Aftermath:

In order to ascertain the changes in living standards after the Second World War, a Family Budget Inquiry was conducted by TLA spreading over 3200 working class families, with special emphasis on the social and daily life of the workers. A special staff of 25 persons with labour background and requisite training was engaged for this work for a period of two years. From these findings, the Association decided to take up the work of further developing the activities of the co-operative movement, childrens' centres for recreation, physical training and women welfare activities. Activities covering health, education, and education for the representatives of workers were also taken up with great vigour. Rural relief work and slum clearance activity through Municipal Corporation were also taken up.

Khandubhai Desai as Union Labour Minister:

In the year 1955, Shri Khandubhai K. Desai, General Secretary of the Association, was offered the portfolio of Labour in the Central Government by the then Prime Minister Pandit Jawaharlal Nehru. This was a matter of great satisfaction and pride for the working class of India in general, and Ahmedabad in particular.

Rationalisation Without Tears . . . :

In the same year, a collective agreement was entered into between the Ahmedabad Millowners' Association and the Textile Labour Association on rationalization permitting introduction of Four Sides in the Spinning Department and Four Looms in the Weaving Department only in the event of natural vacancies and getting higher wages. In principle, it is '*rationalization without tears*' by mutual sharing of the gains of rationalization.

Thus the Fourth Decade was one in which the Association's activities extended to the national level as it was mainly instrumental in the formation of a truly national trade union centre, and also provided labour administration at the top Ministerial level, in the turbulent post-independent period. Another important mile-stone was that the Union was housed in its own building built-up with the resources provided by the textile workers themselves.

Fifth Decade—1957 to 1966

PERIOD OF PROGRESSIVE CONSCIOUSNESS

Labour Policy:

During this period, the outstanding event was the acceptance of the socialistic pattern of society, as enunciated in the Second Five-Year Plan which was approved by Parliament. The implementation of the labour policy as laid down in the First Five-Year Plan and the proposals for the Second Plan continued to engage the attention of the working class. The objectives of the Second Plan included establishment of a socialistic pattern of society by democratic methods and approach, full employment, an increase of 25% in the national wealth and development of industries. It was expected that special attention would be given to schemes relating to improvement in industrial relations, labour welfare, extension of social security measures, fixation of satisfactory standards of wages, improvements in the working conditions and setting up of Industrial democracy by effective participation in the management of industries.

Automatic Machines and Managing Agency System Opposed:

There was a move by some textile mills in Ahmedabad to have automatic machinery installed on a large scale. This was likely to affect the employment position of the existing workers. The Textile Labour Association adopted a resolution opposing automation, and requesting the Government not to allow the import of such machinery as it may lead to unemployment on a large scale. Khandubhai K. Desai criticised the Managing Agency System by pointing out that it deserved to be scrapped outright as it was not in consonance with the objectives of the socialist society. This ultimately led to an amendment in the Indian Companies Act, and the commission of the managing agents was reduced.

Minimum Wages And Wage-Boards:

Though the Minimum Wages Act was operative, the norms for fixing up the Minimum Wage were first spelled out in 1957. This was an outstanding measure to implement progressively the objectives of economic and social justice.

A demand was made at the Surat Session of the INTUC for appointment of the Central Wage Board for cotton textile industry which was acceded to by the Government, and S. R. Vasavada the then Secretary of the Textile Labour Association, was

appointed as workers' representative on the said Board. Shri Vasavada also worked as a member on the Textile Labour Enquiry Committee appointed by the Central Government.

Textile Technicians' Union Formed:

For the first time, the Technicians of the Textile Industry in Ahmedabad were organised under the leadership of the Textile Labour Association, and they formed their own Union. The Union enabled them to get their salary grades standardised, and secured the benefits of Provident Fund, Gratuity, Leave etc., by an agreement with the Ahmedabad Millowners' Association.

Appointment of Bonus Commission:

There was severe discontent over the issue of Bonus which agitated the minds of the workers. Ultimately, it resulted in the appointment of the Bonus Commission on which S. R. Vasavada was also appointed as one of its Members.

D. A. on New Consumers Price Index:

Ahmedabad workers made a demand, in 1964, for payment of dearness allowance on the basis of the new consumers' price index number published by the Labour Bureau, Simla. The case was referred to the Industrial Court which gave its award in favour of the workers. The Ahmedabad Millowners' Association filed an appeal before the Supreme Court of India which was, however, rejected. Thus justice was done to the workers.

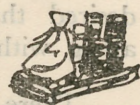
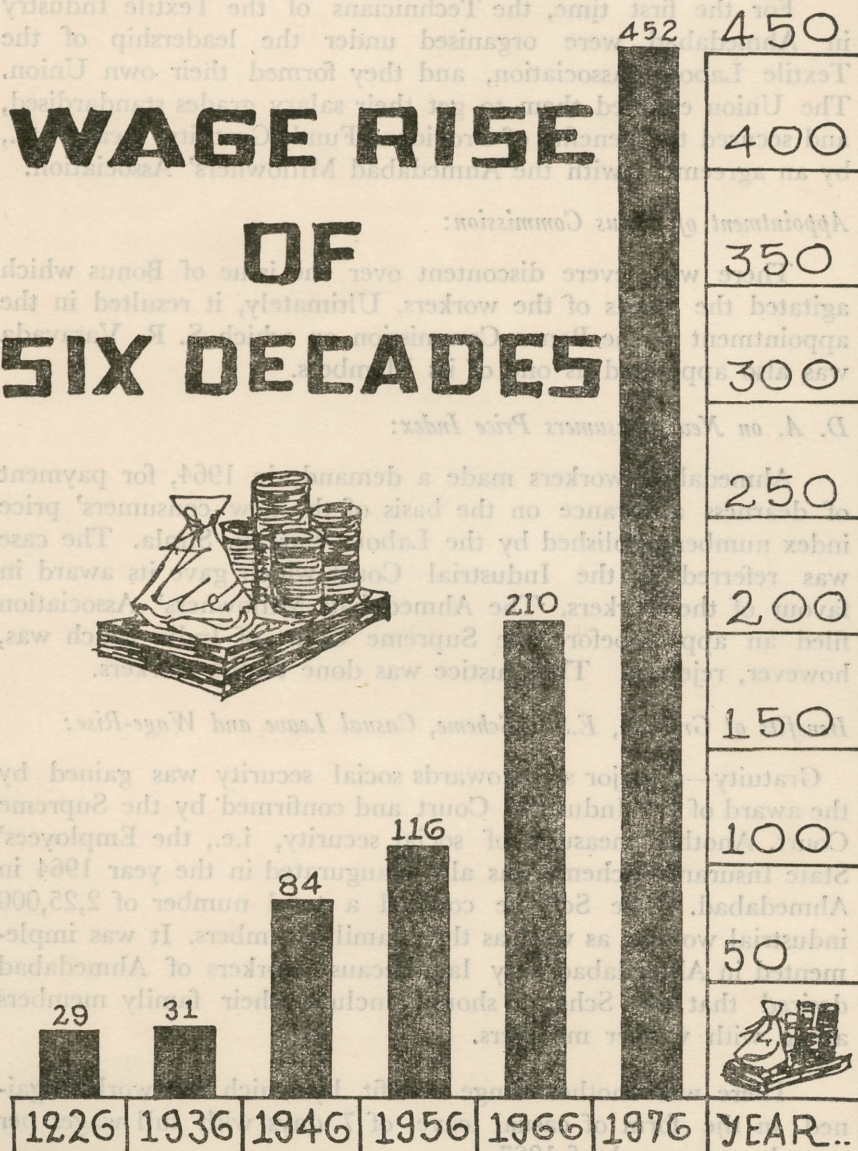
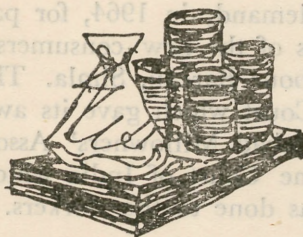
Benefits of Gratuity, E.S.I. Scheme, Casual Leave and Wage-Rise:

Gratuity—a major step towards social security was gained by the award of the Industrial Court and confirmed by the Supreme Court. Another measure of social security, i.e., the Employees' State Insurance Scheme was also inaugurated in the year 1964 in Ahmedabad. The Scheme covered a total number of 2,25,000 industrial workers as well as their family members. It was implemented in Ahmedabad very late because workers of Ahmedabad desired that the Scheme should include their family members along with worker members.

There was another fringe benefit by which the workers gained in the form of casual leave of 7 days with full wages per year by an award of 1967.

All these benefits secured by the workers really made them conscious of their responsibilities towards the industry as well as to the society.

WAGE RISE OF SIX DECADES



In the year 1960, due to the recommendation of the Textile Wage Board, worker gained a wage-rise of Rs. 8/- per month and it was followed by a sum of Rs. 2/- per month in 1962.

Move to Shake Workers' Faith:

The Textile Labour Association passed through a bit critical period from August 1956 to March 1957 on account of the agitation for the linguistic State of Maha-Gujaraat going on in the city. The workers of the city, however, remained loyal to the decision of the Parliament in spite of great provocation by the Communist Party and members of other political groups. Their target was to annihilate, once for all, the Textile Labour Association—the root of the Gandhian constructive labour movement in the country.

This attack continued for the whole decade in one form or another, but the workers' faith remained unshaken in the Gandhian philosophy of labour movement and it is no exaggeration to say that it emerged even stronger out of all these trials. The movement by the Communist Party and other political groups based on foul and unfair means of violence, hatred and untruth ultimately proved to be self-liquidating.

Assembly Election of 1957:

In the General Election of 1957 all the three candidates put up by the Textile Labour Association on Congress ticket were elected to the Bombay State Legislative Assembly in spite of great agitation and hurdles put forth by the Communists and like-minded people.

The two Parliament seats of the Ahmedabad City and District allotted to the Textile Labour Association were unfortunately lost.

New State of Gujarat:

A new State of Gujarat was formed on the 1st of May 1960, bifurcating the bilingual State of Bombay into the new States of Gujarat and Maharashtra.

Close Contacts:

The Association started an intensive campaign of counteracting workers in their residential localities with a view to develop their sense of understanding and ability of working together on the basis of self-help, through the formation of Seva Mandals (Com-

munity Services), Associations and Seva Patra (Community Collections). This movement partly helped the candidates put up by the Association in winning the municipal election of 1961 and the general election of 1962 for the State Assembly.

Alien Aggressions and Workers' Role :

Along with other sectors of the Society during the Chinese and Pakistani aggressions, workers of Ahmedabad also played unique role by keeping the pace of production uninterrupted so as to protect their hard-earned freedom.

The fifth decade was thus a period of steady progress in which Social Security Schemes for workers in the form of Provident Fund, Gratuity and E.S.I. were secured for the workers. This was also a period in which the Association was able to participate in the deliberations of national bodies such as Wage Boards, Bonus Commission, etc.

Sixth Decade—1967 to 1976

Period of Progress with Retrospect :

This was, indeed, unique period in the annals of the institution.

In the Assembly elections of 1967, candidates put up by T.L.A. were elected. Elected representatives of T.L.A. were Sarvashri S. R. Shah, M. T. Shukla and J. G. Parmar. Shri Shantilal Shah was inducted to the Cabinet as Minister for Labour and Social Welfare.

In case of Municipal elections there was a majority of workers' representatives in the Corporation. Shri N. M. Barot (now Labour Minister) was elected as the Chairman of the Standing Committee of the Municipal Corporation.

Vasavada Awarded 'Padma Bhushan'.

Shri S. R. Vasavada, former General Secretary of the Association, was awarded 'Padma Bhushan' in the year 1968 for his meritorious services rendered for a number of years for the uplift of the labours not only in Ahmedabad but in other industrial centres and industries in the country.

Khandubhai Desai as Governor :

Another noteworthy feature in the life of the institution happened too in the same year. Shri Khandubhai Desai was appointed as Governor of Andhra Pradesh by the Central Government. His political outlook, far-sightedness, integrity and sincerity of pur-

pose won the hearts of one and all throughout the period of tenure of his exalted office. He was more or less instrumental in bridging the long-drawn struggle with amity and confidence, between two factions of the State.

Sick Mills and Nationalisation :

Question of running the sick mills was a sort of headache in the country when Central Government deemed it proper to set up the National Textile Corporation under the mature and able guidance of S. R. Vasavada as its Chairman. His untiring efforts gave birth to the Corporation in the State of Gujarat also. The State Textile Corporation was constituted by the end of the year 1968 which undertook running of some of the sick mills in the State thereby assuring continued employment to hundreds of textile workers and also maintained production of textile goods.

Vasavada in Rajya Sabha

In the same year Shri S. R. Vasavada was elected as Member of the Rajya Sabha where he played his part for the cause of labour, in particular, and for the nation in general.

No Strike in Essential Services :

Workers, in fact, ignored the call of a token strike given by a section of Government employees and the railwaymen and remained aloof at the instance of the National federation of Indian Railwaymen and they exerted to keep the wheels running. The N.F.I.R. was run on the Gandhian lines with S. R. Vasavada as its President.

National Commission on Labour :

Again in 1969, S. R. Vasavada was nominated as one of the members on the National Commission on Labour. His views were given due weight. The Commission's report is a well-studied document consisting of several proposals aiming at social betterment of the working classes.

A. N. Buch on the G.S.T.C.

Another feature worth-mentioning during the period was the appointment of Shri A. N. Buch, as one of its members on the Gujarat State Textile Corporation whose efforts enabled restarting of nine sick units in Gujarat giving employment to 20,000 workers.

Parliament Bye-Election:

A bye-election was held in the year 1972 to fill in the vacancy caused by the demise of Shri Indulal Yagnik in the Lok Sabha when Dr. P. G. Mavalankar had contested the election. The T.L.A resolved to lend full support to his candidature. Shri Mavalankar was elected with thumping majority. He, too, is evincing keen interest in the labour matters as well as extending his co-operation in various labour problems.

Sad Demise of President and General Secretary:

Towards the end of the year 1972, the T.L.A. suffered irreparable losses in the death of two senior colleagues. Anasuyabehn Sarabhai the lifelong President of the Association expired on Sept. 11, 1972 at the age of 86 years. Seeds of the Labour movement in Ahmedabad were sown by her which resulted into a strong and well-organised institution running on the Gandhian philosophy, as it stands today.

Within a period of not more than two months, S. R. Vasavada, the then General Secretary of the Association, passed away on the 20th November 1972 which was a severe blow to the labour movement. His was a lifelong career as a veteran trade unionist whose untiring efforts have resulted in organising workers in several industries all over the country under the banner of the the INTUC and NFIR.

National Labour Organisation, (NLO):

After the split in the National Congress, it appeared that the leadership of the INTUC had deviated from the principles and policies enunciated by Gandhiji to which both the T.L.A. and INTUC adhered to for all these years. Further it was found that the Central Organisation had joined hands with the Communist-controlled AITUC, whose means and objectives were not in consonance with 'Truth and Non-violence'.

The T.L.A. which was founded by Gandhiji and which strictly adhered to the principles laid by him, was in fact instrumental in the birth of INTUC and T.L.A. firmly believed that the working classes cannot get real service from an organisation which is bereft of Truth and Non-violence. It was, therefore, not possible for the T.L.A. to work with INTUC which then seemed to be deviating from the principles laid down by Gandhiji.

The Joint Board of Representatives of the Association which met on the 4th December 1971 gave serious consideration to

the matter, and unanimously resolved to keep aloof from all the activities of the INTUC until political climate improved.

Then the Working Committee of the INTUC which met at Nagpur on 18/19 November 1971 decided to withdraw affiliation of the T.L.A. even without calling for any explanation in the matter.

This state of affairs opened the avenue for formation of a separate Central Organisation of the unions. A Convention held in January 1972 of nearly 650 representatives from 146 trade unions from all over Gujarat adopted a resolution to form the 'National Labour Organisation' (N.L.O.) quite independent of political party, and 112 unions consisting of over 1,18,000 members readily joined the said organisation.

Distribution of Cloth.

As the industry was making good profits, negotiations between the Textile Labour Association and the Ahmedabad Millowners' Association became fruitful in reaching an agreement for giving cloth worth Rs. 101/- gratis to the employees employed in the textile mills. Similar agreement was also arrived at other textile centres in Gujarat.

Wage-rise and High Cost Allowance

The year 1973-74 turned out to be the year of reaping very high profits in the textile industry. The time-limit of the Second Wage Board was over in 1973. Demand for wage-increase was made by the Textile Labour Association which was then pending before the Industrial Court. Negotiations were started by the respective organisations. Subsequently, unanimous agreement could be reached between the Textile Labour Association and the Ahmedabad Millowners' Association which was then passed as an award by Shri I. G. Thakore, President of the Industrial Court. Workers were thus benefited to the tune of Rs. 15/- crores per annum as a whole.

Compulsory Deposit Scheme

With a view to curb the growing inflation in the country, the Central Government thought it advisable to promulgate an Ordinance providing for Compulsory Deposit of 50% of the increase in wages as well as D. A. with effect from the 6th July 1974. In a way, this was a step to inculcate the spirit of savings among the working masses. However, the method and the manner in which it was introduced was arbitrary and authoritarian.

Slack Demand and Stock Accumulations:

In the year 1976, the depression set in with the textile industry, on account of slackness in demand and stocks were accumulated. A number of mills experienced hardships, resulting in the closure of the third shift in some cases. This phenomenon, in turn, adversely affected the employment situation of workers in some of the mills where some of the machines were closed. The Textile Labour Association being vigilant about the situation moved the Government to take deterrent action to avert closure and unemployment.

Workers' Education:

The Association is carrying on a very important activity of giving training to the workers. Workers' teachers training class was inaugurated by the distinguished guest Shri J. B. Diwan, Chief Judge of the High Court when Shri K. K. Vishwanathan, Governor of the State, graced the function as Chief Guest.

Again Gratis Clothes in 1975:

In the following year, workers too were given cloth gratis akin to the previous year presented a happy picture for both the employees as well as for the Industry.

Sad Demise of Khandubhai Desai:

In 1975, T.L.A. suffered again an irreparable loss in the sad demise of Shri Khandubhai Desai, late Governor of Andhra Pradesh and the then President of the Association.

Shri A. N. Buch was elected as President in his place.

N. M. Barot—State Labour Minister:

Five candidates of the T.L.A. contested the Assembly Election held in the year 1975 as candidates proposed by T.L.A. under the joint front of Janata Morcha. Shri Navinchandra Barot was elected to the Assembly, and subsequently entrusted with the Labour Portfolio in the Cabinet of Janata Morcha Government. After a period of about 8 months, when the Ministry submitted its resignation, Shri Barot resumed his activities in the organisation as one of its Secretaries mobilizing all his efforts in organising thousands of workers engaged in various commercial organisations in the city as well as mofussil centres.

Bonus Issue:

Questions of bonus was again a headache to the working classes since the Government deemed it proper to direct the mills to

pay minimum bonus at the rate of 4% instead of higher rate under the Ordinance and further exempted the loss-making mills from payment of 4% bonus. This naturally caused discontent among the workers. The amendments in the Act aggravated the situation in such a way that the majority of the mills showing losses were not to pay bonus as per Act in force. The T.L.A. made earnest efforts in securing adequate benefits from prosperity of the industry.

The year 1976 was note-worthy as Municipal Elections were held in that year. Out of 28 candidates put up by the T.L.A. seven of them were returned. The elected members got places in important civic committees. The then Ruling Party at the Centre and the same party in the State through the formation of a rival union in the name of INTUC attacked the T.L.A. and other unions affiliated to NLO. Both the Congress and INTUC adopted impure and unfair means to shake the faith of the workers from Gandhian ideology but workers stood quite firm and did not heed to them and its membership continued to rise.

Thus, during the past six decade of trade union activities, workers of Ahmedabad have experienced pangs of depression, as well as achieved some gains of boom periods while they have learnt to overcome economic and political crisis by living upto the lessons taught by Mahatma Gandhi. The journey to 'Sarvodaya' and industrial democracy is not yet over and a great deal yet requires to be done to reach the goal.

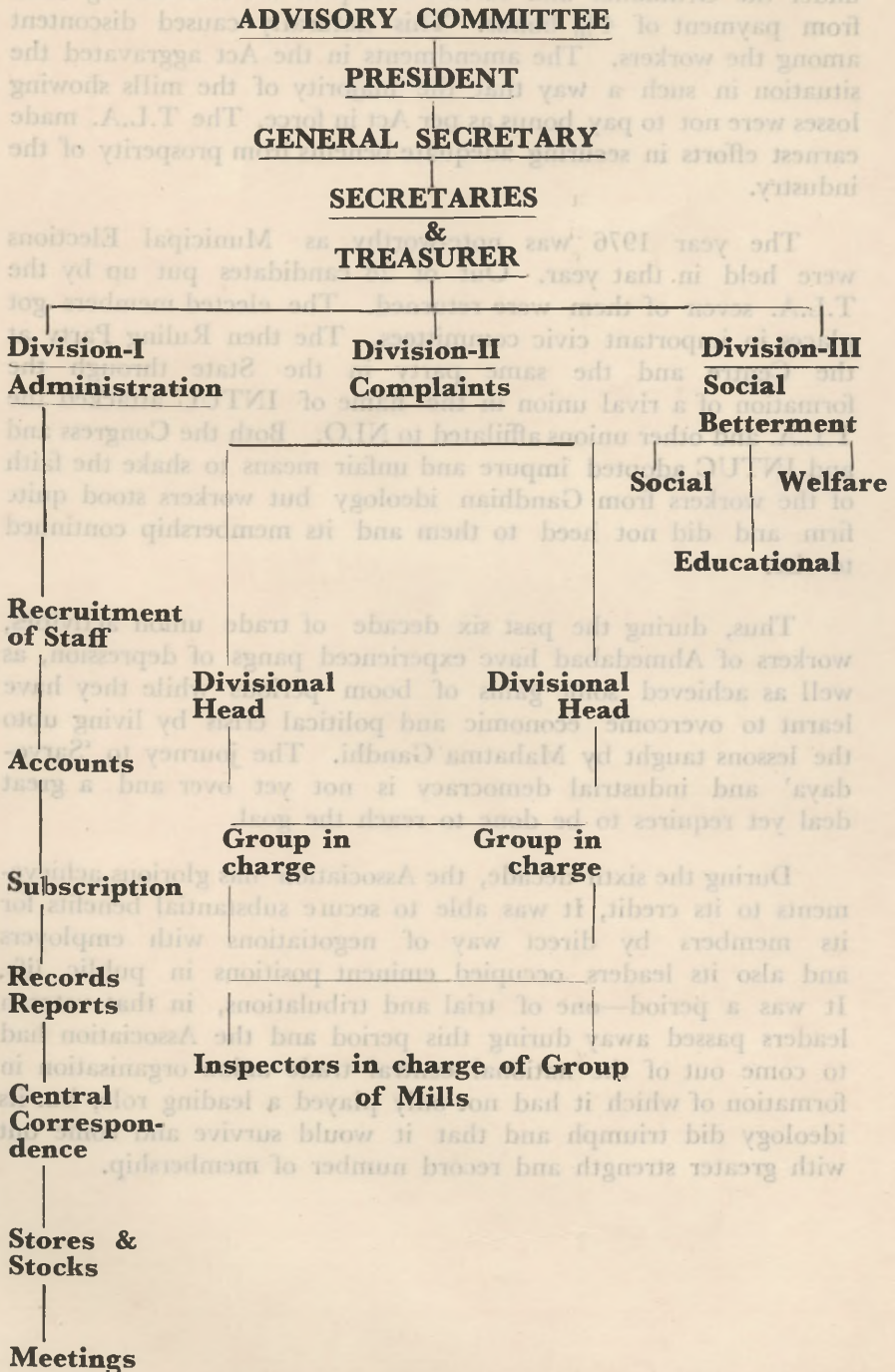
During the sixth decade, the Association has glorious achievements to its credit, It was able to secure substantial benefits for its members by direct way of negotiations with employers and also its leaders occupied eminent positions in public life. It was a period—one of trial and tribulations, in that veteran leaders passed away during this period and the Association had to come out of the national central trade union organisation in formation of which it had not only played a leading role, but its ideology did triumph and that it would survive and come out with greater strength and record number of membership.

Stores &
Stocks

Meetings

Note: Chart of activities is separately given as Appendix.

ADMINISTRATIVE SET-UP OF DAY-TO-DAY UNION WORK



Note:- Chart of activities is separately given as Appendix.

PART-II

Structure of the Textile Labour Association, Ahmedabad

Democratic Set-up:

According to the rules framed under the Constitution of the Textile Labour Association, elections of the representatives of different occupational Unions are held every three years on the basis of one for the first fifty or less primary members, and one more for every additional 75 members. With the growth of consciousness among the workers, elections used to be keenly contested. Qualifications as well as disqualifications for candidature are prescribed under election rules. The disputes arising out of elections are dealt with by a special Election Committee. The last election was held in the year 1975.

Membership:

The number of textile mills in Ahmedabad is 65. The total number of employees working in all the shifts is approximately 1,33,275 including 4022 female workers. Out of the total number of workers employed in those 65 mills, the membership of the Association stood nearly at 1,25,423 on 1-4-76 while at present it had a membership of 1,19,266 in the month of August 1977.

Joint Board of Representatives:

The strength of the representatives of various occupational groups according to the last election is 3610. The number of female representatives is about 100

Central Executive Committee

The Central Executive Committee consists of 139 members which includes 35 honorary members and four female members.

Office Staff:

The institution has at present a strength of full-time paid staff of 200 members attending to manifold activities conducted by the Association. The staff consists of post-graduates, undergraduates, matriculates, workers coming directly from among the industry, and technicians. Post-graduate students find it worthwhile to seek a career with a trade union.

Present Set-up of Office-bearers :

The following are the office-bearers of the Association.

- | | |
|----------------------|---|
| 1. President | Mr. A. N. Buch |
| 2. General Secretary | Mr. S. R. Shah |
| 3. Secretaries | Mr. M. T. Shukla
Mr. N. M. Barot
Mr. R. M. Shukla |
| 4. Treasurer | Mr. M. B. Joshi |

Various important bodies have been provided under the Constitution, for carrying out the administrative functions of the Textile Labour Association are as under:

1. Advisory Committee
2. Joint Board of Representatives.
3. Occupational Boards of Representatives
4. Central Executive Committee
5. Sub-Committees nominated by the Central Executive Committee:
 - (a) Complaints Committee
 - (b) Finance Committee
 - (c) Social and Welfare Activities Committee
 - (d) Standing Committee

The former Advisory Committee consisted of:— Mahatma Gandhi (till death), Smt. Anasuyabehn Sarabhai (till death), Sarvashri Shankerlal G. Banker, Gulzarilal Nanda, Khandubhai Desai (till death), S. R. Vasavada (till death), S. P. Dave (till death) N. H. Shaikh (till death), V. T. Kachhy (till death), and C. K. Shah (till death).

The above members served on the Committee till their life time. Shri Shankerlal Banker is still our principal adviser along with the members named below:

The Advisory Committee consists at present of the members named below:

1. Shri Shankerlal G. Banker
 2. Shri A. N. Buch, President
 3. Shri S. R. Shah, General Secretary
 4. Shri M. T. Shukla, Secretary
 5. Shri N. M. Barot ”
 6. Shri R. M. Shukla ”
 7. Shri M. B. Joshi, Treasurer
- & Shri L. S. Dave, as Assistant to the Committee

The Committee meets periodically to consider important questions relating to main problems covering principles, policy and administration. Mahatma Gandhi used to preside over this Committee till his death.

Recommendations made by the Advisory Committee are usually placed before the Central Executive Committee for their consideration, and they are more or less adopted by them.

Functions :

The Joint Board of Representatives consists of all the elected representatives of occupational groups. It is vested with authority and power to decide all questions of policy in conducting trade union activities as well as activities pertaining to social and welfare of the working classes.

The office-bearers of the Association are elected by the Joint Board of Representatives. Important items such as Annual Budget, allocation of various grants for different activities, etc. are placed before this Board for discussion in details where deemed necessary and passed.

The Occupational Boards of Representatives usually meet and discuss matters pertaining to their respective occupations.

The Central Executive Committee of the Association looks after in details various matters that fall within its purview and jurisdiction under the Constitution. The annual budget is also placed before this Committee every year and every item of it is carefully scrutinised and discussed by the Committee prior to placing it before the Joint Board of Representatives.

The Occupational Representative Boards have their own Executive Committee to go into details in all matters relating to their respective occupations.

Special Committees like complaints, finances, and for social welfare activities formulate policy and discuss ways and means of implementing the same, as also review its progress from time to time. Thus the workers themselves associate with the day-to-day administration and working of the Association through these committees. Some of these committees such as Complaints and Finance committees meet often while the Social Welfare Activities Committee meets once every two to three months as and when required to do so.

The Standing Committee is a very important sub-committee. All matters of important deliberations as well as inter se complaints of Occupational Unions are referred to this Committee.

Membership:

The membership of the Textile Labour Association as it stands in April 1976 is 1,25,423 while it was 1,11,296 in 1967.

The strength of the Union depends upon the consciousness created among the rank and file workers of the Union. Mahatma Gandhi had made it crystal clear that the existence of the Union is not merely for securing some economic gains for its members but it is for achieving an all-round development of working class, as a whole. Keeping this view in mind, the Association strives to educate the rank and file by holding meetings at mill-gates and also in their residential localities.

Subscription Income:

The rates of subscription payable by members are prescribed on the basis of wages earned by the Joint Board of Representatives from time to time. The present rate of subscription was fixed by the Board some years ago. The minimum subscription per member is one rupee per month and maximum at Rs. 3.50 per month. The aggregate annual income of subscription paid by members of the Association amounts to about Rs. 22 lakhs, on the average at present.

Expenditure Side:

The Association every year prepares the annual budget consisting of various items of expenditure under four main heads. The expenditure for different heads in the year 1976 was as under:

1. Industrial activities	Rs. 5,94,250
2. Social Welfare activities	Rs. 1,99,300
3. Social Betterment activities	Rs. 2,24,200
4. General Administration	Rs. 12,94,700
Total	<hr/> Rs. 23,12,450 <hr/>

The Administrative Set-up of the Union Work:

The administrative set-up of the day-to-day work of the Association is based on the prescribed chart of activities (vide Appendix). There are three main Divisions:

- I. The Administrative Division
- II. The Complaints Division
- III. The Social Work Division

Aiming at All-round Development:

The Textile Labour Association represents how a trade union of Gandhiji's conception can function in an unassuming manner in order to help the workers to grow to their full height. Not that it claims to be doing all that it is expected to do, but it would be seen that it is a step in the right direction. What does an average Indian worker aspire for? He wants a steady job, a habitable house and a happy family life. It may be argued that he would also aspire to take active part in the politics of the country. True, but his participation as that of any other citizen, should be a natural development of his civic sense. He should function in a democratic climate not as an inferior being, certainly not as a dictatorial superior, but as a member of a free society on terms of perfect equality.

If this analysis is correct, it would be found that the Textile Labour Association endeavours to cater to these aspirations in a capital way. It claims to concentrate its energies on the triple task of creating physical conditions where they would live a happy and healthy life as also enlighten themselves on various phases of life which would make their life more useful and more fruitful. This method alone would make them normal beings, without any fear of aggression or injustice from any quarter. They would negotiate with their employers in times of crisis in a peaceful manner, and if negotiations fail and arbitration is not accepted by the other side they would then resort to strike in a peaceful way. It would thus be seen that a trade union based on such democratic ideal alone is eminently fitted to evolve peaceful industrial relations.

Grievance Procedure:

The complaints that arise at the factory in course of work are firstly attended to by the representatives of the workers themselves. If the representative fails, he would direct the complainant to go to the Union Office to get his complaint recorded. When the complaint is recorded, the Inspector-in-charge of the respective mill personally visits the mill and inquires into it and tries to get it redressed by mutual negotiations with the officers of the management. In case he fails, he would forward it, with his remarks, to the officer-in-charge of a group of ten to twelve mills, who deals upon it at length on the subject-matter of the complaint, and approaches the top management for the solution. If it is not solved at that level, by the Group-Officer, it is passed on to the Divisional Officer-in-charge

concerned of the Division for further action on such complicated matter. In the event of failure such of the disputes are referred either to the Labour Court under Schedule I or III or to the Industrial Court under Schedule II of the B.I.R. Act.

Collective Bargaining:

Complaints of general nature are usually negotiated with the Millowners' Association. When matters of general nature are to be decided, the terms and conditions pertaining to agreements to be entered are normally placed before the Central Executive Committee of the Association for consideration and consent.

Labour Court and Industrial Court:

The cases filed by the Association before the Labour Court and conciliation proceedings are being attended to by respective Group-in-charges. Matters pertaining to law at the Labour Court and the cases filed before the Industrial Court are being attended to by full-time experienced lawyers who are also full-time trade union workers.

Complaints Committee:

The Complaints Committee is vigilant about speedy disposal of complaints as well as scrutinising of conditions of agreement to be entered into with individual mills. The procedure aims to create confidence among the rank and file workers that their complaints are properly attended to and their rights are properly safeguarded.

The total number of complaints recorded during the year 1976 was 21080 out of which about 60% were successfully redressed and/or solved by negotiations, besides 10% of which were compromised and 30% closed being of trivial nature.

Type of Complaints:

The chart of complaints on p. 37 depicts in details classified complaints dealt with during the year with the results obtained.

Analysis of Complaints by Nature for the Year 1975—Departmentwise

CLASS		Frame	Throstle	Reeling	Winding	Weaving	Warping	Sizing	Ble. Fini. Calender	Jobber- Mukadam	Eng. Mec.	Clerk	Non-union	General & Gratuity	Coolie	Pending	Grand Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1.	Pay	292	332	10	154	585	68	31	396	154	84	28	54	627	67	16	2898
2.	Hours	7	19	—	11	15	4	1	19	1	7	—	1	2	4	3	102
3.	Holidays	6	5	—	3	16	—	—	5	3	9	—	1	—	—	5	53
4.	Conditions of work	331	432	8	171	437	49	46	283	145	78	18	8	11	58	6	2081
5.	Unjust Penalties	214	200	5	157	552	49	41	257	231	112	6	9	8	26	38	1875
6.	Treatment and Procedure	118	116	8	97	517	13	12	110	54	33	8	7	5	26	18	1172
7.	Sanitary ar- rangements & conveniences	7	4	1	3	15	—	2	2	1	1	—	—	—	1	1	38
8.	Relating to the Union	—	1	—	—	—	—	—	—	—	—	—	—	—	—	3	3
9.	Muster	624	786	17	396	919	89	57	723	145	194	4	58	35	100	39	4196
10.	Housing & Welfare	8	1	—	1	3	2	—	52	13	14	—	—	6	—	21	141
11.	Miscellaneous	2	6	1	1	16	—	15	5	2	2	—	—	—	—	3	39
TOTAL		1609	1902	50	995	3076	282	201	1844	750	555	66	138	694	283	152	12599
																Pending	8481
GRAND TOTAL																21080	

Industrial Benefits:

The Association tries to help its members to secure industrial benefits under various legislations such as the Maternity Benefit Act, the Workmen's Compensation Act, Employees State Insurance Act, etc.

Social Betterment Section:

With a view to keep in touch with the life of workers in their localities, twenty experienced full-time social workers are placed in-charge of 20 Wards of the city. These workers formulate monthly programmes for holding group talks also for carrying on survey of physical conditions of habitation, keeping in touch with the library and reading rooms activity, children, women and physical culture activities conducted in their respective wards. Moreover they prepare the ground for the classes of Workers' Education. They further try to solve complaints received from the localities about charging higher rent, harassment by landlords or anti-social elements or mutual quarrels among the workers. They also attend to the grievances of the insured persons under the E.S.I. Scheme regarding their medical benefits when approached. Occasionally, meetings of representatives staying in particular locality are also conveyed so as to chalk out programmes for carrying out propaganda about sanitation, eradication of anti-social habits like drinking and gambling, arranging programmes for healthy entertainment and celebration of Festival occasions.

Social Welfare Centres:

There are 25 hired as well as owned buildings in labour areas which are used as Area Local Offices. These centres form a meeting ground of workers where useful reading material is provided.

Education:

Smt. Anasuyabehn Sarabhai, former President as mentioned before, was carrying on social and educational activities in labour localities in the city since 1914 even before the inception of the Union. From that date till now, the Association has spent a sum of about Rs. 20 lakhs after the social, moral and for the formal as well as informal education of the workers as well as their children.

As the compulsory primary education has been taken up by the Municipality and the City Social Education Committee, the Association feels satisfied that the need for primary education for the workers' children and adult education of the workers has since then been properly attended to.

Nursery Classes :

At present the Association conducts 35 nursery classes in labour areas about 50 children in each class. Trained lady nursery teachers of local areas are in-charge of this activity.

Study Homes :

There was a time when Harijan workers were not inclined to send their children for schooling. With a view to attract these children, a residential-cum-teaching school was started. Vaishya, a veteran Harijan worker, was in-charge of this school alongwith a veteran Harijan trade union worker Keshavji Vaghela.

Later on, two study homes at Saraspur and Asarwa were opened in 1937 providing facilities for study to the children of the working class namely Vagharis who were educationally backward and who have very little spare space in one-room tenement for study. These students stay and study at these Homes, and go to their parent's house twice a day for taking meals.

Full-time Superintendent in-charge of each of these homes looks after them. The inmates are provided with beddings, books, breakfast, and a pair of Khadi uniform. These boys spin yarn on Ambar spinning wheel.

The inmates attending at both the homes number about 57.

Girls' Hostel (J. B. Kanyagrah) :

This hostel was started in 1927, with the main object of providing facilities for study and all-round development of young working class girls. Most of the girls admitted in the hostel hail from Harijan community. The Hostel provides accommodation for about 40 inmates. A full-time Lady Superintendent in-charge of the hostel looks after educational and cultural development of the inmates. Arrangements for imparting instruction in hand-spinning, sewing, knitting, embroidery, cooking, home-keeping, accountancy, decoration, music, handicrafts, etc. have been made.

Scholarships:

Scholarships worth above Rs. 25,000/- are granted to the students of engineering and medical faculties. These students are the sons and daughters of Union members. The students who were granted such scholarships numbered 100, including a good number of girl-students too.

Libraries and Reading Centres:

The Association maintains 60 libraries and 40 reading centres in different working class localities of the city. The number of readers in these libraries stand nearly at 74,252 and the number of persons attending to reading centres was 4,61,680 last year. Libraries are provided with books on various subjects suitable to the working class.

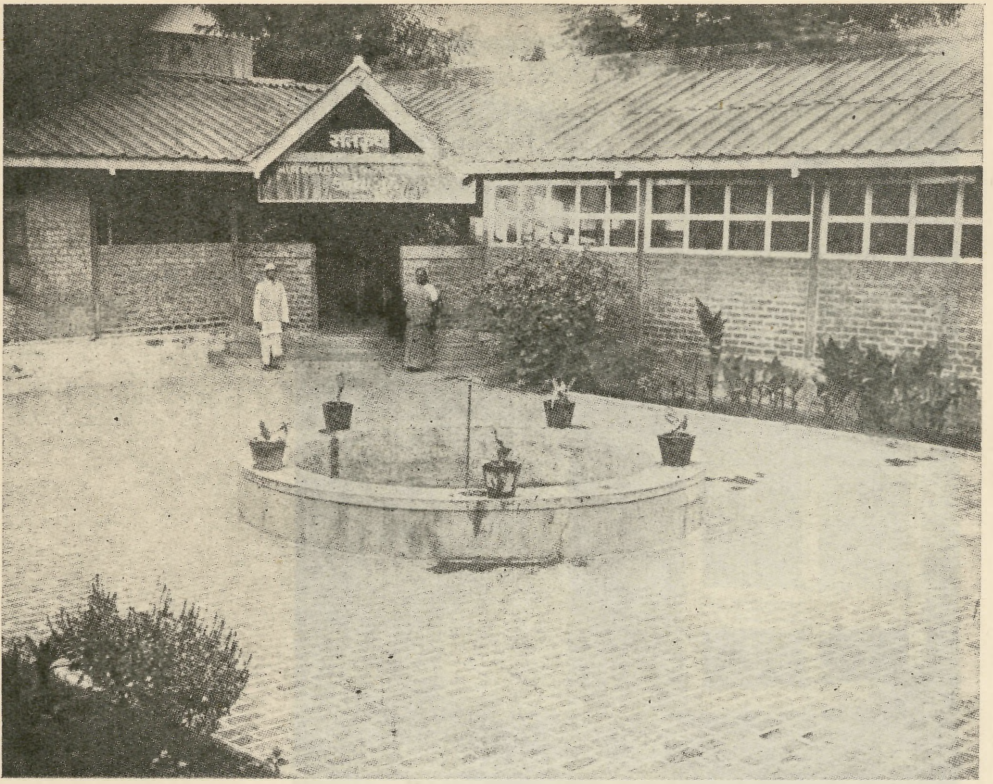
Seva Dal & Gymnasium:

The Association has a corps of volunteers drawn from among the workers who are trained to maintain order and discipline at the time when meetings are held by the Union. Moreover they endeavour to keep cleanliness in their localities as well as carry on Union propaganda when called for. The strength of these volunteers who have enlisted their names voluntarily is 400 at present.

Six gymnasium centres with 500 members are maintained by the Association.

Women Welfare Activities:

The Association deemed it expedient to start special section for rendering assistance to the working class women for which a batch of 25 social service-minded part-time women workers are engaged. Main activities taken up by these workers comprise close contacts with the working class women, so as to look into their difficulties, and taking steps to redress them, besides organising literacy classes, imparting training in various arts such as sewing, knitting, embroidery, cooking, use of simple remedies in cases of minor ailments, music, garbas, and organising entertainment programmes, dramatics, picnics, outings and radio programmes, carried on with eight part-time female social workers which are also taken up to conduct some of the activities in localities. Six different centres have been selected for this purpose. The number of participants at those six centres is 250.



J. B. Kanyagrah Girls Hostel

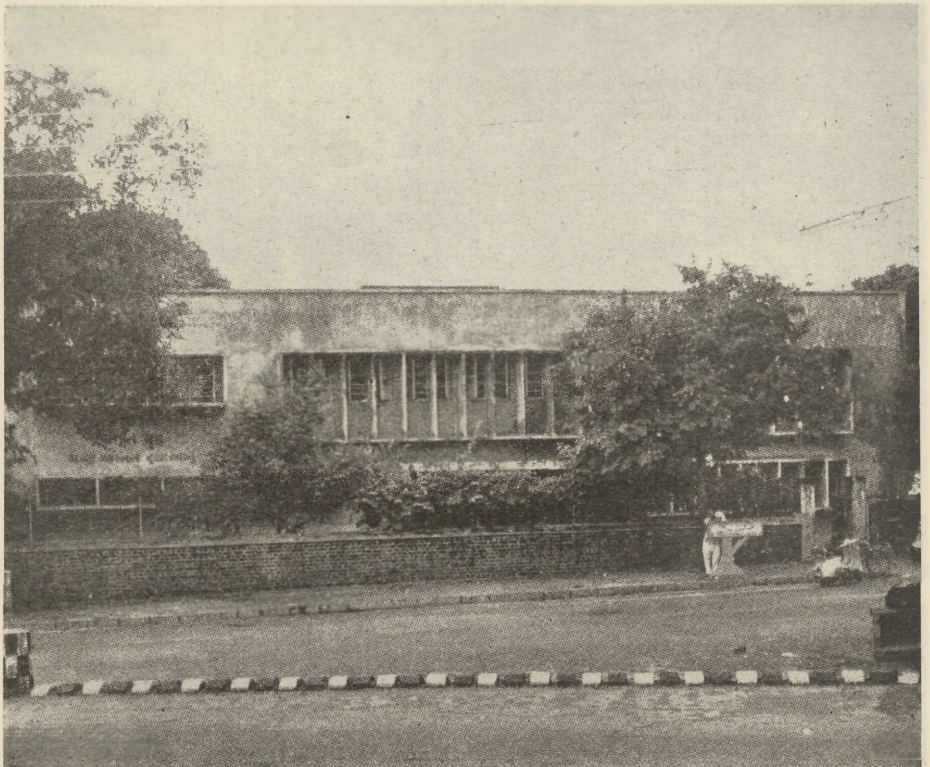


Majoor Sahakari Bank



Khadi Kutir

**Kasturba
Hospital**



The sewing class among the women folk have become very popular and paying too.

Children's Activities:

With a view to ensure proper physical development, character-building and social education among working class children, this activity was started as early as in April 1955. It has become very popular among the working class children. In the year 1976, 20 children's centres were conducted and 1492 children took advantage. These centres are looked after by part-time staff of trained workers and supervised by a full-time qualified trade union workers.

Uplift of the Backward Classes:

Among the working classes, the Association has to deal with various backward communities such as Harijans, Vagharies, Thakores, etc. They are mostly employed in the spinning department of the textile mills. The uplift work among these communities is carried on by forming social reform mandals among these communities. Efforts of these bodies have profitably resulted in remarkable reforms in their outlook and customs: as also in respect of imparting education to their children. The social reform activity among Vagharies and Thakores, however, does need more attention.

Medical Aid:

With a view to afford proper medical facilities to the women workers, a Maternity Home is being run by the Association in the memory of the late Kasturba Gandhi together with an allopathic dispensary with full-time qualified doctors in-charge of them. Prior to this, Ayurvedic Dispensaries were also provided. Some of the insured workers, even though covered under the E.S.I. Scheme, derive benefit of treatment at this dispensary on payment of nominal fees as prescribed by the institution, and they feel very happy and are satisfied from the attention and treatment meted out to them at the Dispensary.

Employees' State Insurance Scheme:

The workers are covered under the E.S.I. Scheme, and as such they are fully entitled to various benefits provided under the Scheme. With a view to guide and personally inquire into the grievances of the insured persons, a special section has been set up to look after it. This has helped a lot to secure the bonafide rights of the insured workers. Thanks to the insight

of this section that the Schemes run effectively to some extent than at other places.

Co-operative Movements :

Since 1929, onwards, the Association has been making all possible efforts to encourage cooperative activity among the industrial populace of the city. The movement has witnessed a steady growth. Trade Unionism and co-operative movement have helped each other in their growth. In fact, they both are complimentary to each other in their aims and objects. The strength of the movement will be evident from the facts mentioned below:

Housing Co-operative Societies	2368
Credit Co-operative Societies	78
Consumers' Co-operative Stores	112
Total	<u>2558</u>

The estimated number of houses constructed by the workers under the co-operative schemes is 20,000 at an estimated cost of Rs. 12 crores.

Majoor Sahakari Bank :

The Majoor Sahakari Bank which was started in 1947 has now a paid-up capital of Rs. 15,90,560 with 48,143 as its members. The working capital of the Bank at present is Rs. 1,05,15,186. The Bank grants loans at a reasonable rate of interest and this has helped some of the workers to get out of the clutches of the money-lenders to a great extent. It also tries to encourage the habit of savings.

Training in Alternate Occupations :

Mahatma Gandhi advised the workers to learn some alternate occupation so as to enable them to pull on in times of adversity or closing of some departments or units. Tailoring classes, both for men and women are being conducted. Moreover, the Government has established an Industrial Training School (Kala Bhavan) for the workers for imparting systematic training in various skilled jobs such as Turning, Welding, Moulding, Motor Mechanism, Smithy, etc. Number of persons took advantage of the 24 tailoring classes run by the Association were 1815 out of which 1622 were females and 193 were males respectively.

Ambar Charkha Centre:

A centre for spinning on the ordinary spinning wheel was started at Bapunagar in 1962. The number of spinning wheels available at the Centre was 300. Later on, the activity expanded and Ambar Charkha was introduced in the year 1966. In the course of two years, 500 Ambar Charkhas were put to use. The spinners earned to Rs. 48,750.68 as the remuneration for spinning the yarn and Rs. 1,50,296.97 worth khadi was purchased.

Khadi Hat:

At the time of freedom movement in 1930 on his March to Dandi, Gandhiji advised the workers to use hand-spun and hand-woven (Khadi) cloth. With a view to pursue this objective, the Textile Labour Association deemed it proper to open a Khadi Shop in the same year. It is now run on co-operative basis. The Hat could effect sales on Khadi and other cottage industries goods worth Rs. 1,93,71,436. It has 8,894 members as its share-holders on its register.

Publicity & Press:

Textile Labour Association conducts a Bi-weekly organ—*Majur Sandesh* dealing with labour problems and offering guidance to the labour in general.

The Association has its own Printing Press which facilitates the printing of the paper—*Majur Sandesh* and other publications dealing with labour and allied subjects.

Relations with Other Sections of Labour:

The Association was affiliated with the Indian National Trade Union Congress as well as Indian National Textile Workers' Federation. Its own workers were also actively associated with the Gujarat Branch of the INTUC. The Association did extend help to trade unions in other industries such as Railways, Transport, Electricity, Banks, Municipal employees, Clerical establishment, Press, Pottery, Engineering Works, etc. all over Gujarat. Delegates were deputed to International Labour Organisation and International Confederation of Free Trade Unions as and when called for.

Gram Seva:

The Rural Relief Department of the Association looks after grievances of workers arising at their native places, most of them

hailing from North Gujarat, Saurashtra, Uttar Pradesh, and Rajasthan.

Research Library:

The Association has an up-to-date Research Library containing valuable books on labour, economics, politics, civics, trade unionism, industry, trade, commerce and allied subjects particularly for office use, as well as useful for the members of staff and research students who avail of it with great benefit.

The Schools for training welfare workers conducted by the Universities of Delhi, Maharashtra, Patna, Baroda and Gujarat occasionally depute their batches of students for internship to the Textile Labour Association covering short-term and long-term courses of practical training. Worker-trainees under the Workers' Education Scheme invariably visit the institution for the purpose of practical training offered by the Association.

Workers' Family Relief Scheme-1976:

Shri Khandubhai Desai, President of the T.L.A. who expired in 1975 was the veteran labour leader for a span of over five decades and one of the architects of Gandhian trade union movement who had incessantly worked for cordial and harmonious labour-management relations for over five decades. On his demise the Representative Board of the T.L.A. resolved to constitute 'Khandubhai Desai Workers' Family Welfare Scheme' in 1976. Any member of the Association voluntarily donating the amount of his wages for one day's leave will be entitled to the death benefit to the tune of Rs. 100/- in the initial stage, and even more than that in proportion to the annual yield of investment of the funds.

The Scheme envisages a sound principle underlying it that the workers and trade unions need not solely depend upon management or Government, for their welfare activities, but workers themselves can derive lot of achievements by organising such welfare schemes based on 'Self-Help' and 'Self-Financing'.

Progressive Step:

It is noteworthy to mention here that the Scheme in force, has, at its command, an aggregate fund of over 12 lakhs voluntarily donated by workers employed in the Ahmedabad Textile Industry. This is indeed a progressive step in the direction of participating of members of a trade union in a welfare venture financed by them and managed by their own Union.

Bonus—A Deferred Wage:

Workers used to receive the deferred wage by way of bonus during Diwali holidays since over last two decades. It is only in the year 1976 that they were constrained to do without it. However, the Textile Labour Association put forth its legitimate demand, and the Industrial Court of Gujarat gave a very sympathetic consideration to the matter as it was presented under the circumstances, and made a very impartial award directing the Industry to advance some amount to their employees to enable them to partake the Diwali festival holidays. Industrial peace could thus be maintained in Ahmedabad without any interruption or disturbance.

Female Operatives:

That with a view to maintain industrial peace and better relations between the employees and employers in the cotton textile industry at Ahmedabad, a very important agreement was reached in July 1976 between the MOA and TLA directing the member mills to maintain same total number of female operatives irrespective of the status employed by each of the member mills as existing on 1st January 1976 provided suitable candidates were available.

Workers' Participation in Management:

As provided under the order issued by the Government of Gujarat, under Section 53A of the B.I.R. Act, each of the undertaking in which 500 or more employees are employed on any day preceding 12 months is required to constitute a Joint Management Council. Independent elections were held during the year by the employees themselves in 64 mills in Ahmedabad city, to elect the members of the Council. Results whereof have been tabulated as under:

<i>No. of Candidates elected from among:</i>	<i>Number</i>
(1) T.L.A. members' Representatives	165
(2) Opposition Union	129
(3) Communists	12
(4) Independent	14

Above figures speak for themselves.

It should be noted that the T.L.A. as an organization did not take part in the elections, and that no candidate were put up by the organisation as per the Scheme of the Act.

Epoch-making Organization:

It is a fitting occasion that the Textile Labour Association, Ahmedabad, is celebrating its 60TH BIRTHDAY on the 4th December 1977. The organisation has a glorious record of its continuous and steady growth during six decades of its existence towards amelioration of socio-economic conditions of the workers in a peaceful manner which is unique in the history of the trade union movement in India.

The organization kept itself aloof from the AITUC, the politically-oriented organisation, which was founded on 31st October 1920 at Bombay. The Textile Labour Association was founded on the 25th February 1920 by Mahatma Gandhi. In the inaugural meeting Gandhiji asked workers as to why they wanted to form the Union? Explaining the objectives he said that, in the past, Thugs and Pindharas used to form their Unions whose aim was to loot the people. If this was the aim of founding the Union, it was better that the Union should not be formed. He further emphasized that the functions of the Union were to cultivate integral strength and to improve the life by securing adequate wages and healthy living conditions while serving the Industry to the best of one's capacity. It is due to this philosophy that Ahmedabad workers are in a position to get higher wages, better working conditions, and productivity.

To the then leader of the Union (Smt. Anasuyabehn) Mahatma Gandhi straightaway put a question as to why she thought of forming the Union. Did she think to become a 'Sardar' or 'Sewak' of the workers? Anasuyabehn requested Gandhiji himself to explain its meaning at length. Gandhiji explained that 'Sewak' acts like a mother, and attends to cure the ailment and even gives bitter medicine; while 'Sardar' acts like a politician and does all sorts of manoeuvres to keep up his position. The trade union leader should act like a 'Sewak' and not a 'Sardar', he said. This is the secret of the success of the Textile Labour Association, Ahmedabad.

It is an unprecedented event in the history of trade union movement that the T.L.A. has completed 60 years of its existence. How is it that the organisation continued to work, all these six decades, without interruption? All throughout what it experienced were the onslaughts of the political parties in the mask of so-called progressive and popular trade unions. While T.L.A. all throughout tackled the basic issues pertaining to workers and industrial matters on sound principles laid down by Gandhiji. It has never allowed political party to dabble into the affairs of

the Union. This is the other secret of the successful running of the Textile Labour Association all the years.

Gandhiji insisted that workers should be made to consolidate the economic gains achieved by them, i.e., higher wages and shorter hours of work through various constructive activities. The activities conducted by the Association cover a wide range of sphere of workers' life which are summarised hereunder:

- Pre-natal, post-natal and maternal care through the Maternity Home and Dispensary at Khanpur.
- A Creche for the children of working mothers at Dariapur.
- Thirty-five pre-nursery classes in hired buildings as well as under the shade of a tree or a hut in the slum area.
- Help to orphans in labour localities by giving the free clothing.
- Twenty game centres for school-going children in Labour localities conducted by the trained personnel for the purpose.
- Five Gymnasiums for workers and their children under the guidance of trained physical culturists.
- Tuition classes for workers' children in labour localities for three months prior to annual examination.
- Two day-Hostel for students where students stay and study. They take their meals at home.
- A Girls' Hostel for backward community with accommodation of above 60 inmates. Girls are partly from rural areas.
- Twenty Youth Centres where youths gather together for outdoor as well as indoor games.
- Volunteers Core consisting of 500 disciplined workers for serving community needs. They are mostly from the Textile Industry.
- Educational help to the tune of Rs. 300/- given to each of the Medical and Engineering students of the workers.
- Help to encourage cultural and religious activities of Bhajan Kirtan, Musical training, Satyanarayan Katha, Musayaras, etc.
- Celebration of national festival with the help of cultural centres of the organisation.
- Vocational training such as Type-writing, Radio Repairing and Wireman Classes. etc.
- Sewing Classes numbering 30 for the girls and womenfolk of the workers.
- Three special classes for Knitting and Embroidery.
- Formation of Mahila Mandals and importance of training in home craft and good house-keeping.

- Organising self-employed women and men and to help them in advancement of their trades.
- Workers' Education in mills as well as residential areas.
- Twenty-five Libraries and 120 Reading Centres in residential working class areas.
- Legal aid to members in civil, as well as criminal matters.
- Aid to village-level problems of members in their native places.
- A special cell to organise the unorganised agricultural workers.
- Attendance to Municipal and civic problems.
- Encouraging educational activities and social reforms in the socially and educationally backward communities through their community organisations, viz. Muslim Seva Mandal, Thakore Sudhark Mandal, Vagharis Sudharak Mandal, etc.
- Formation of community development centres in slum areas for the spread of cleanliness, literacy, theft, prohibition and good and healthy living.
- Helping the sick patients to get treatment at the dispensaries and hospitals.
- Helping Blood Bank through Blood Donation Camps.
- Helping Family Planning Scheme in its propaganda.
- Helping the members of their heirs to get the sum of the Provident Fund, Gratuity and Insurance from the respective authorities.
- Aid to the family members varying from Rs. 100/- or as stipulated for Khandubhai Desai Parivar Sahayak Yojna to the members of the Scheme.
- Help to people in distress due to natural calamity.
- Organising Consumers' stores, Credit and Housing Societies through Co-operative Movement.
- Workers' Co-operative Bank with more than 48,000 members and a working capital of about 1 crore of rupees.
- Encouraging rural employment through production centre of Khadi in villages and propagating use of Khadi cloth among workers.

The T.L.A. spends 25% of its revenue for socio-economic development activities of workers. Looking to the labour population of the city, all these activities mentioned above require a very wide range and a lot of money. Success of the institution lies in the unique technique whereby the organization endeavours to bring out the potentiality of workers by making them active partners in the constructive activities.

APPENDIX A

TEXTILE LABOUR ASSOCIATION : AHMEDABAD

Chronicle of Main Events

Year	Subject
1917	* Warper's strike for plague bonus—first and foremost incident—pre-union period. * Smt. Anasuyabehn Sarabhai addressed the workers of the spinning department on 4-12-1917 ultimately leading to the beginning of the labour movement in Ahmedabad.
1918	* 20,000 weavers' dispute—Gandhiji's fast compromise.
1920	* Founding of Union on 25th February 1920.
1921	* Workers contributed Rs. 40,000 to Lokamanya Tilak Swaraj Fund. * Gandhiji and Seth Mangaldas Girdhardas—arbitrators decided about Bonus and holidays.
1922	* Industrial position as under : No. of Mills—56 No. of Spindles—11,33,588 No. of Looms—26,266. * Strike in all mills in support of their demand for Bonus—dispute referred to arbitration of Gandhiji and Seth Mangaldas Girdhardas and Shri Madan Mohan Malaviya as Umpire.
1923	* General Strike (April 1st to June 4th) on account of MOA's refusal to accede to arbitration for wage-cut dispute.
1924	* Entry of organized labour in civic affairs. * Starting publication of T.L.A's. organ— <i>Majur Sandesh</i> .
1930	* Bapu's Dandi-March—Participation by workers—Bapu's message at Chandola to the workers.
1931-32	* Indore (Bhandari Mills') strike.
1932	* Nadiad New Shorrock Mill strike.
1933 Sept.	* Wage-cut proposal by Ahmedabad Millowners' Association.
Oct.	* Negotiations at Wardha.
1934	* Arbitration proceedings at Bangalore.
1934 Aug.	* Further negotiations at Patna.

- * Resuming arbitration proceedings at Ahmedabad before Sjts. Manu Subedar and Seth Chamanlal Parekh.
- Sept-Oct. * Again resuming arbitration at Bombay (Victoria Mills premises) before Sjts. Manu Subedar and Seth Chamanlal Parekh.
- 1935 * Differing awards by Arbitrators-dispute referred to Justice S. S. Patkar as Umpire, and his award.
- 1936 * 20 per cent wage-cut proposal by MOA again, arbitration proceedings before Gandhiji's and Seth Kasturbhai Lalbhai—Wardha.
- 1936 Dec. * Differing Awards by Arbitrators.
- 1937 Jan. * Dispute referred to Justice Madgaonkar as Umpire—hearing at Poona (Parnakuti) and his Award.
- 1937 * Formation of Gandhi Seva Sangh—Training of Workers in Trade Movement.
- 1937 Two seats provided to T.L.A. in Provincial Assembly.
- 1937 * Registration of T.L.A. under Indian Trade Union Act.
- 1937 * Payment of Wages Act in force from 28-3-1937.
- 1937-38 * Onslaught of Communists thwarted.
- 1938 * Govt. of Bombay appointed Textile Labour Inquiry Committee with Shri S. R. Vasavada as one of its members.
- * Bombay Industrial Dispute Act, in 1938.
- 1939 July * Prohibition department was started.
- * Standing Orders were decided under the Act.
- 1939-40 * Demand for D.A. to neutralize rise in the cost of living. Notice of strike given by T.L.A. on 26-2-40 to MOA first.
- 1939-40 * Award delivered by Industrial Court on 26-4-1940.
- 1941 * Demand by T.L.A. for 25% rise in wages.
- 1942 * Role of Labour in national movement—'KARENGE YA MARENGE'—Quite India Movement.
- * Agreement for Bonus of 2 months' basic wages for 1942.
- 1943 * Secretaries Sjts. G. L. Nanda, K. K. Desai, S. R. Vasavada and S. P. Dave were imprisoned.

- 1943 * MOA's demand to reduce percentage of neutralisation of D.A. Late Shri Bhulabhai Desai argued out the case on behalf of T.L.A. Petition was dismissed by the Court.
- 1946 * Communal Riots in the city — Labour remained aloof from it.
- 1946 * Formation of Textile Workers' Federation.
- 1946 * Shri Nandaji & Shri Khandubhai were again elected to Provincial Assembly on labour seats. Nandaji became Minister of Labour, Enactment of B.I.R. Act.
- 1946 * Reduction of hours of works —48 from 54.
- 1947 15 August * Independence Day.
- * Communal riots broke out again in the city. Labour remained aloof from it.
- 1947 * Formation of INTUC.
- 1947 * Work among Railway Labour.
- 1947 * Opening of Khadi Hat.
- 1947 * Founding of Labour Bank.
- 1947 * Nandaji convened meeting of nationalistic minded Trade Unionists under Presidentship of Sardar Vallbhbbhai Patel.
- 1948 * Stadardization of Wages—Award.
Rise in membership up to 1,04,000.
- 1948 * "Three Days" were observed by workers on account of sad demise of Gandhiji. Workers resolved to collect 3 days' wages to commemorate & spread Gandhiji's principles all over the country.
- 1948 * E.S.I. Scheme was introduced.
- 1949 * T.L.A. office were shifted to the new building constructed by workers' contribution to the tune of over five lakhs.
- 1949 * Shri Khandubhai Desai was nominated as member of the Constituent Assembly.
- * Shri S. R. Vasavada was nominated as a member in the Cotten Textile Working Party.
- * Employment Exchange for workers was introduced.
- 1950 * First General Election under the Constitution Sarvashri S. R. Vasavada, Shri S. P. Dave & Shri K. R. Vaghela were elected to Bombay State Legislative Assembly with thumping majority.

- 1949 * T.L.A.'s Award—ordering exemption to loss-making mills from payment of bonus—Dispute resulted into compromise—Madanmohan-Vasavada Bonus Pact for 5 years.
- 1951 * Ordinance for P.F. was promulgated. (Subsequently P. F. Act was enacted in 1952.)
- 1952 * Annual convention of INTUC was held at Ahmedabad, hosted by T.L.A.
- 1953-54 * Closure of some mills and promulgation of 'Lay off and Retrenchment' Ordinance followed by Act in Parliament.
- * P. F. Act was applied to Textile workers.
- * Family Budget Inquiry was conducted by T.L.A.
- * Shri Khandubhai was appointed as Union Labour Minister at the Centre.
- * Collective agreement reached between T.L.A. & MOA for introduction of four sides in Spg. & Four Looms in Wvg. (Rationalization without tears.)
- 1955 * Agreement reached between MOA & T.L.A. for resolving disputes through collective bargaining.
- * Agreement providing for payment of Bonus for a period of five years—1953 to 1957.
- 1957 * Implementation of Labour Policy as laid down in the First Five Year Plan.
- * INTUC'S demand made at Surat Session for Wage Board was acceded to by Govt. S. R. Vasavada was nominated as one of its members.
- * S. R. Vasavada was appointed as member of Textile Labour Inquiry Committee.
- * Technicians were organized under the banner of T.L.A.
- * Appointment of Bonus Commission with Shri S. R. Vasavada as one of its members.
- 1959 * Retirement age of the clerks working in the mills was decided to be 60.
- 1960 * Agreement regarding recommendations of the Wage Board was arrived at between the MOA and the T.L.A.
- 1963 * Contribution to P.F. raised to 8.3% from 6½%.
- 1964 * T.L.A.'s demand for D.A. on the basis of New C.P.I. number.

- 1965 * Employees' State Insurance Act & Scheme covering 2,25,000 industrial workers was inaugurated in Ahmedabad.
- 1966 * Award of the Supreme Court regarding D.A. in August.
- 1966 * National Labour Commission for Labour was constituted with S. R. Vasavada as one of its members.
- 1967 * Industrial Courts Award on leave with wages for workers.
- 1968 * National Textile Corporation was constituted by the Government of India. S. R. Vasavada appointed by Govt. as its Chairman.
- 1967 * Second Wage Board submitted its representation to the Government.
- 1967 * Award regarding Casual Leave of seven days with full wages every year.
- 1968 * Award of Padma Bhusan to Shri S. R. Vasavada, General Secretary so Textile Labour Association by President of India.
- 1968 April * Shri Khandubhai K. Desai was appointed as Governor of Andhra Pradesh.
- 1968 * Unemployment Relief measures undertaken by T.L.A. for the unemployed workers of closed mills.
- 1968 31-8-68 * N.T.C. (Guj.) was constituted in November.
- Sept. 19 * Shri S R. Vasavada was elected as member of Rajya Sabha.
- 1968 Sept. 24 * Token Strike by Government employees (excluding Railwaymen).
- 1969 * Visit of Mr. Boiter, General Secretary of the ICFTU.
- 1970 * Shri S R. Vasavada was nominated a member on the N. L. C.
- 1971 * Gandhi Centenary Celebration.
- 1971 * Khadi Exhibition by T.L.A.
- 1971 * Communal riots broke out in the City.
- 1971 * S. R. Vasavada was re-elected in Rajya Sabha (28-3-70).
- 1971 * Visit of Shri Jaisukhbhai Hathi to T.L.A.
- 1971 * Celebration of 'Atithi Sanman Din'—4-12-'71. Procession by T.L.A.—Khadi clothing worth Rs. 35,000/- awarded to Bangla Desh Samiti.
- 1971 * T.L.A.'s demand for 40 hours a week.
- 1971 * Bonus Agreement granting 4.33%.

- 1972 * Visit of Mr. W. Jenks, Director General of I.L.O.
- 1972 * Formation of 'National Labour Organization' (NLO) and 'National Labour Party'. (NLP).
- 1972 * Seven candidates were put up by NLP in the Assembly Election.
- 1972 * Bonus Review Committee was constituted under Chairmanship of Shri B. K. Madan.
- 11-9-72 * Sad demise of T.L.A.'s lifelong President, Smt. Anasuyabehn Sarabhai (86 years old on 11-9-1972).
- 20-11-72 * Passing away of T.L.A.'s General Secretary S R Vasavada, M.P. on 20-11-72 (70 years) after 42 years of valuable services to the organisation.
- * Shortage of electric supply and introduction of staggering of weekly holidays in mills.
- * Grand procession by T.L.A. taken to Sabarmati Harijan Ashram where workers rededicated themselves to Gandhian ideology.
- * T.L.A.'s demand for repayment of P.F amount after 20 years of service in the Industry. Submission of Memorandum to Union Labour Minister by Executive of T.L.A. at Delhi.
- * Noteworthy activities of GUJ. N.T.C. by re-starting nine sick mills in Gujarat giving employment to 20,000 workers wherein T.L.A. was represented by its Secretary Shri A. N. Buch.
- * 'Payment of Gratuity Act' in force from 16-9-72.
- * Support & Co-operation extended to Shri P. G. Mavalanker, who was elected in Lok-Sabha.
- * Visit of Mr. Charles Ford, Mr. Edger Akiwa, Mr. Moviyomura—distinguished labour leaders to T.L.A.
- 1973 * Unprecedented rise in T.L.A.'s membership.
- * ILO's donation of 1000 dollars for welfare work.
- * Visit of Charles Ford, General Secretary of International Textile Garment and Leather Workers' Federation, Brussels.
- * Industrial Court's revised order for leave with wages to the workers.
- 1974 * Workers were given cloth worth Rs. 101/- gratis as per Agreement bet ween the T.L.A. and

MOA, in view of workers' contribution towards prosperity of the Industry.

1974

- * Increase in workers' wage awarded by Shri I. G. Thakore, President, Industrial Court, Gujarat, as per compromise arrived at between the T.L.A. and MOA. Workers were thus benefited to the tune of Rs. 15 crores.
- * Compulsary Deposit Ordinance was promulgated by Central Government providing for depositing 50% of the increase in wages as well as D.A. with effect from 5th July, 1974 with a view to curb inflation.
- * Third shift was closed in some of the mills. On T.L.A.'s representation to the Government, resumption of work was undertaken.
- * Workers' Training Class was inaugurated by Shri J. B. Diwan, Chief Justice, of the Gujarat High Court when Governor Shri K. K. Vishwanathan graced the function as Chief Guest.
- * Visit of President Theo-Dos-Dyke of Railway Brotherhood Union, UAS and Max Swedlow of ILO, Director Ernest Steed and Asst. Manager Mr. Jey of N. Y. Ladies' Garments Workers Union.

1975

- * Shri N. M. Barot visited Geneva for a fortnight.
- * Smt. Elaben Bhatt, Chief of Women's Section visited U.S.A.
- * Workers were given cloth gratis akin to last year.
- * Shri Khandubhai Desai, President of T.L.A. and ex-governor of Andhra Pradesh, expired on 17-4-1975.

26-6-1975

- * Emergency was declared on 26-6-1975.
- * Shri Arvindbhai Buch was elected as President in the vacancy caused by the demise of Shri Khandubhai Desai.
- * Shri Navinchandra Barot was elected to the Gujarat State Assembly. He was appointed as Minister of Labour to the State.

1975

- * Ordinance was promulgated directing the mills to pay minimum bonus at the rate of 4% for the year 1974; and loss-making mills were exempted from payment of bonus.
- * During the year Municipal elections were held. Out of 28 candidates put up by the Janata Morcha Seven were elected from among them.

- 1976
- * Workers donated an aggregate sum of Rs. 12 lakhs towards Khandubhai Desai Workers' Family Welfare Fund.
 - * Industrial Court of Gujarat Awarded advance to the employees of the textile mills in Ahmedabad to enable them to celebrate the Diwali Festival Holidays.
 - * A very important agreement was reached between the MOA & T.L.A. by which mills were directed to maintain same total number of female operatives as on 1st January 1976.
 - * Elections were held by the employees in 64 mills in Ahmenabad to constitute Joint Management Councils when majority of the members elected were from among the T.L.A.
- 1977
- * General Election of Lok Sabha held by Janta Party; popular ministry was founded at the Centre as well as State.
 - * Again Shri N. M. Barot was nominated as Labour Minister in Gujarat State on 11-4-77.
 - * Elaben Bhatt received Ramon Magsaysay Award for community leadership-1977 at Manila.
 - * Govt. of India promulgated Ordinance directing the mills to pay 8.33% bonus to its employees.
- 4-12-77
- * T.L.A.'s celebrations of Diamond Jubilee (on 60 years' completion).



APPENDIX B

CHART OF ACTIVITIES

The following Chart of activities is adopted for the administrative work of the Textile Labour Association, Ahmedabad :

I. Elections and Meetings :

- (1) Elections under the Constitution :
 - (a) Departmental Unions
 - (b) Ward Unions
- (2) Meetings under the Constitution :
 - (a) Advisory Committee
 - (b) Central Executive Committee
 - (c) Executive Committee of Constituent Unions
 - (d) Joint Board of Representatives
 - (e) Board of Representatives
 - (e) Board of Representatives of Constituent Unions
 - (f) Ward Union meetings
- (3) Other Meetings :
 - (a) Standing Committees
 - (b) Special Committees
 - (c) General Meetings
 - (d) Mill Meetings
 - (e) Ward Meetings
 - (f) Staff Administrative Meetings
 - Miscellaneous Meetings

II. Membership Fees :

- (1) Collection :
 - (a) Departmental Unions :
 - Group A
 - Group B
 - Group C
 - (b) Ward Unions
- (2) Recording :
 - (a) Departmental Unions
 - (b) Ward Unions

III. Union Development :

- (1) Propaganda & Organisation :
 - (a) Departmental Unions
 - (b) Ward Unions

- (2) Vigilance :
 - (a) Departmental
 - (b) Ward

IV. Conditions of Work & Disputes:

- (1) Conditions :
- (2) Complaints :
 - (a) Departmental Unions
 - Group A
 - Group B
 - Group C
 - (b) Ward Unions
- (3) Action under the Bombay Industrial R. Act.
- (4) Arbitration
- (5) Labour Legislation

V. Trade Benefits :

- (1) Victimization Benefit
- (2) Legal Aid :
 - (a) Industrial
 - (b) General
- (3) Strike Aid
- (4) Help in Compensation of accidents
- (5) Employment Aids :
 - (a) Secondary Occupations
 - (b) Other aids

VI. Social Centres :

- (1) Recreation
- (2) Health
- (3) Instruction
 - (a) Libraries & Reading Rooms
- (4) Miscellaneous

VII. Social Betterment :

- (1) Education
 - (a) Day Schools
 - (b) Night Schools
 - (c) Adult Literacy classes
 - (d) Nursery School
 - (e) Girls' Hostel
 - (f) General
- (2) Medical Aid
- (3) Cheap Credit & Savings
- (4) Work for Backward Communities

- (5) Cheap stores
- (6) Welfare work among Women
- (7) Miscellaneous

VIII. Civics :

- (1) Civic conditions
- (2) Municipal complaints
- (3) Labour Representation in the Municipality

IX. Information Bureau :

- (1) Library
- (2) Cuttings
- (3) Bibliography and Reference
- (4) Investigations
- (5) Compilation

X. Publicity :

- (1) Periodical :
 - (a) *Majoor Sandesh*
- (2) Miscellaneous

XI. Relations with Other Sections of Labour :

- (1) Local
- (2) Textile Federation
- (3) Other Centres

XII. Office Administration :

- (1) Constitution & Bye-Laws
- (2) Returns & Procedure under Govt. Acts & Rules
- (3) Organization of work
 - (a) Plan and Time Studies
 - (b) Distribution of Work
 - (c) Rules & Instructions
- (4) Staff
- (5) Records
- (6) Reports
- (7) Other Arrangements
- (8) Office Information
- (9) Central Correspondence
- (10) Cash
- (11) Stationery, Store & Stock
- (12) Accounts

XIII. Subsidiary Activities :

- (1) Press
- (2) Studio

XIV. General

ADMINISTRATION OF THE TEXTILE LABOUR ASSOCIATION OFFICE

PRESIDENT

ADVISORY COMMITTEE

SECRETARIES-TREASURER

DIVISION 1

DIVISION 2

DIVISION 3

ACCOUNT & FINANCE

COMPLAINTS

ACCOUNTS
SUBSCRIPTION
REGISTRATION
OFFICE -
ADMINISTRATION
WORKERS' BANK

RESOLUTIONS
LEGAL DEPT.
CORRESPONDANCE
WITH GOVT. &
MILLOWENERS

GROUP A	GR. B	GR. C	GR. D	GR. E	GR. F
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
4 INSPECTORS			4 INSPECTORS		

FAMILY WELFARE

SOCIAL WELFARE

WORKERS' EDUCATION

VILLAGE WELFARE

E.S.I. SCHEME

WOMEN CENTRES.
LADIES HOSTEL.
STUDY HOMES.
VOCATIONAL-
TRING CENTRES.
DISPENSARY &
MATERNITY HOME
VOLANTEER FORCE
PRE NURSERY -
-SCHOOL

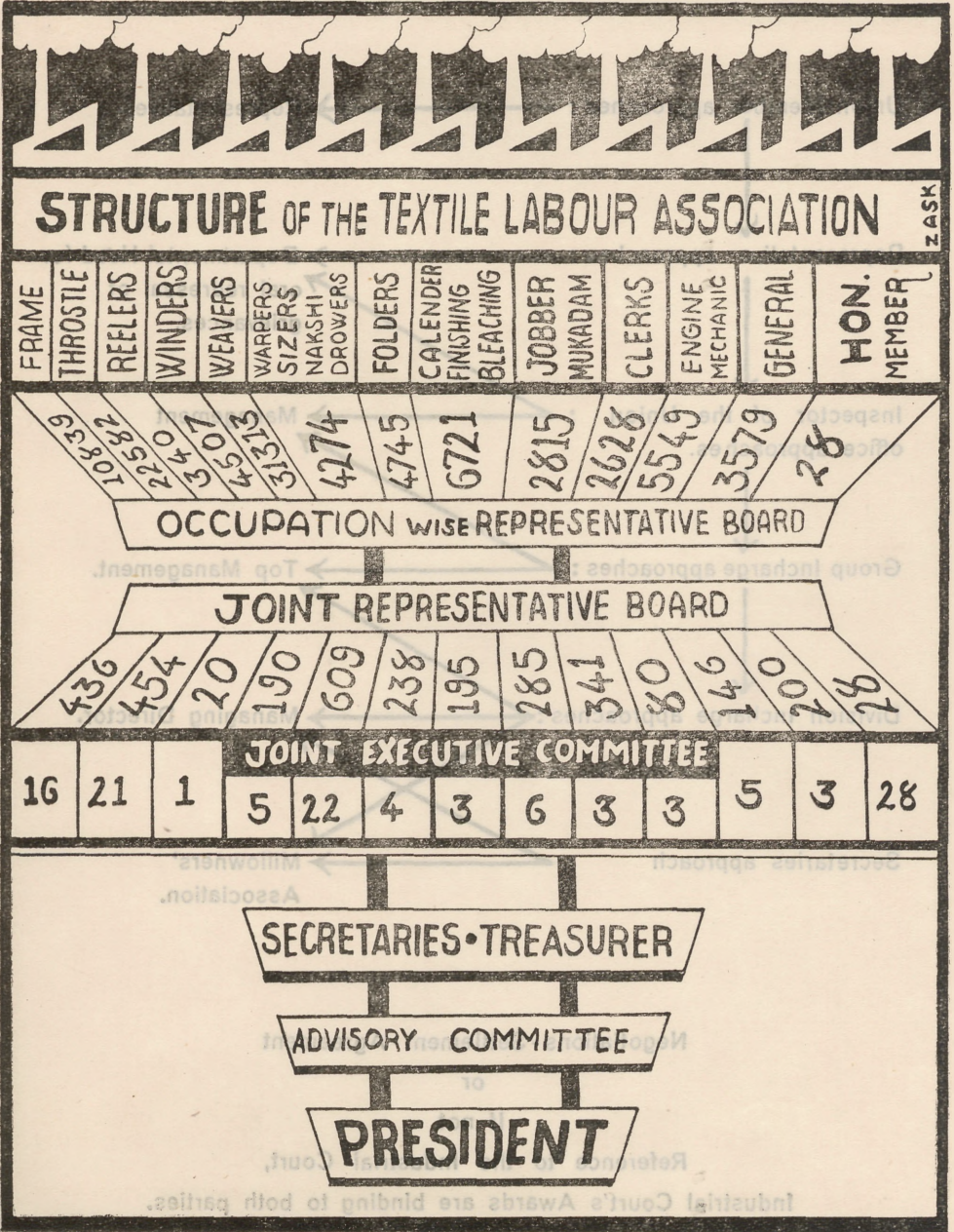
FIELD CONTACTS.
POLICE COMPLAINTS.
SOCIAL COMPLAINTS.
MUNICIPAL COMPLAINTS.
HOUSING BOARDS.
SYMNASIUM-
LIBRARIES.
CHILDREN -
-ACTIVITIES

**CO-OP
RATIVES**



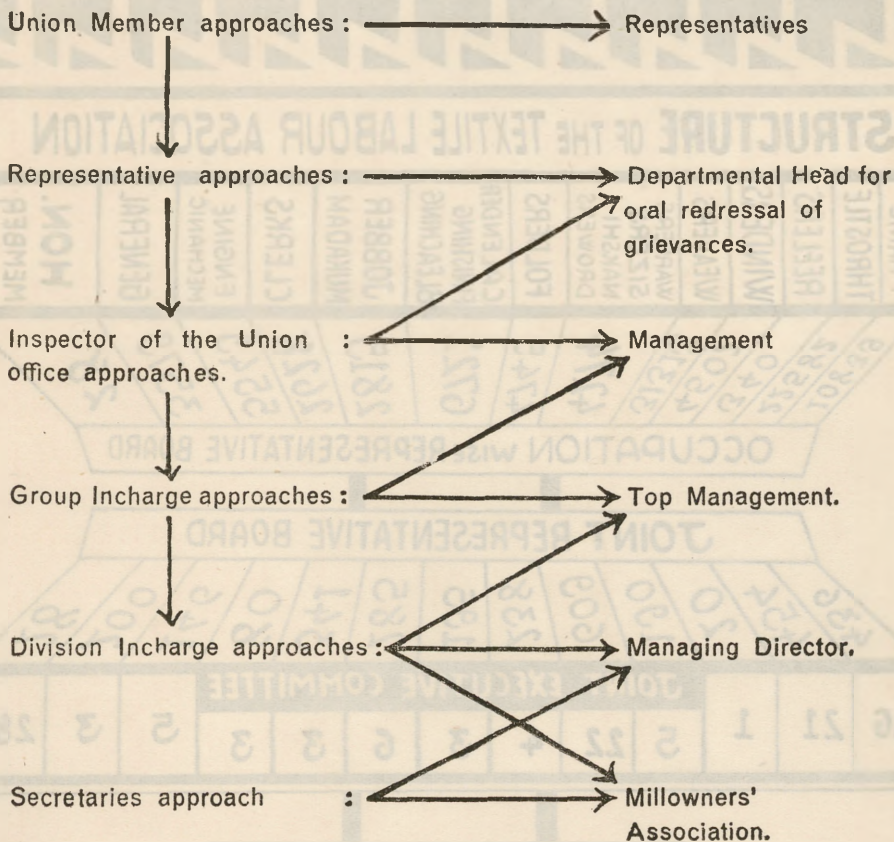
ZASK

APPENDIX-D
APPENDIX C



APPENDIX-D

GRIEVANCE MACHINERY



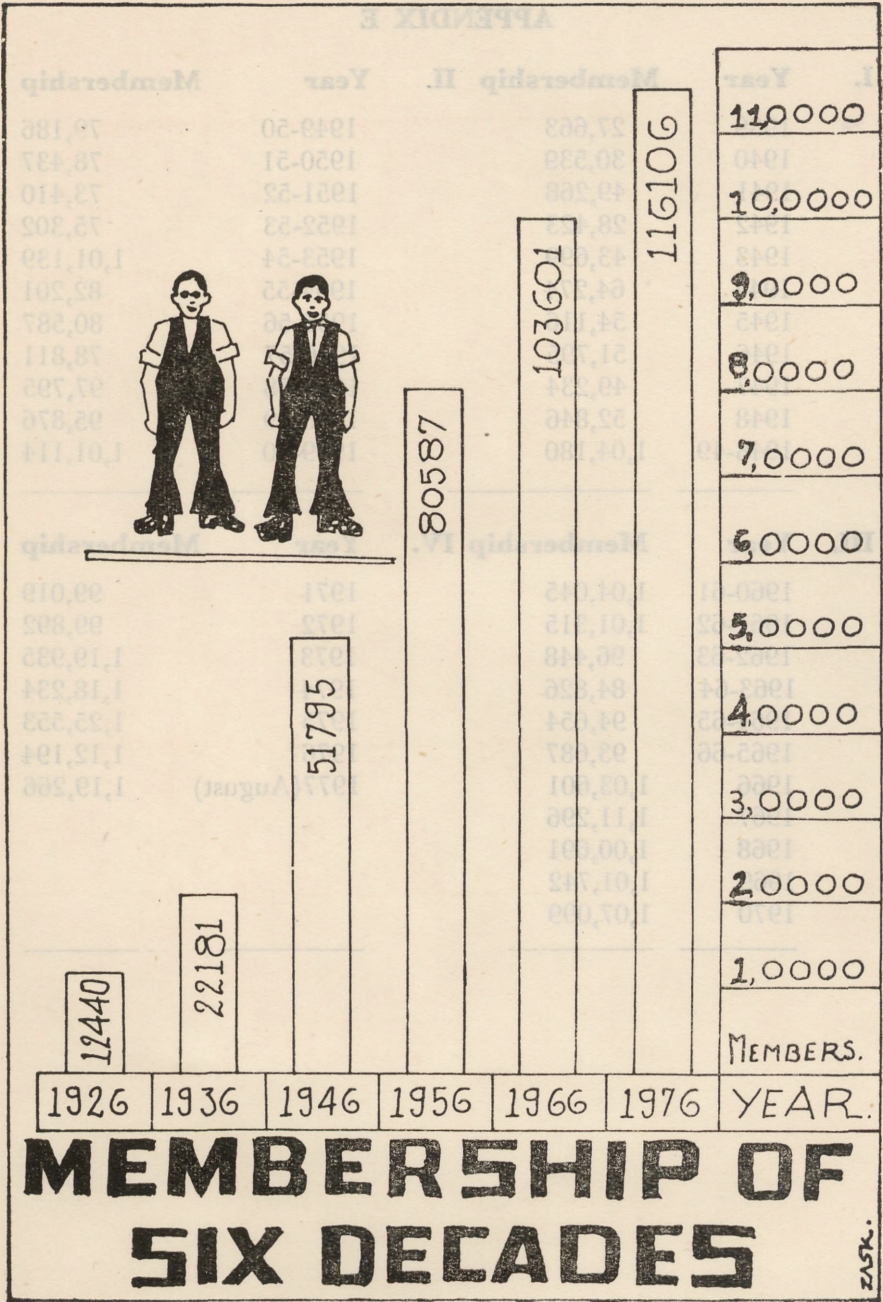
Negotiations - Settlement - Agreement

or

If not

Reference to the Industrial Court,

Industrial Court's Awards are binding to both parties.



MEMBERSHIP OF SIX DECADES

ZASK.

APPENDIX E

I. Year	Membership	II. Year	Membership
1939	27,663	1949-50	79,186
1940	30,539	1950-51	78,437
1941	49,268	1951-52	73,410
1942	28,423	1952-53	75,302
1943	43,699	1953-54	1,01,139
1944	64,274	1954-55	82,201
1945	54,116	1955-56	80,587
1946	51,795	1956-57	78,811
1947	49,234	1957-58	97,795
1948	52,846	1958-59	95,876
1948-49	1,04,180	1959-60	1,01,114

III. Year	Membership	IV. Year	Membership
1960-61	1,04,045	1971	99,019
1961-62	1,01,315	1972	99,892
1962-63	96,448	1973	1,19,935
1963-64	84,826	1974	1,18,234
1964-65	94,654	1975	1,25,553
1965-66	93,687	1976	1,12,194
1966	1,03,601	1977(August)	1,19,266
1967	1,11,296		
1968	1,00,691		
1969	1,01,742		
1970	1,07,099		



MEMBERSHIP OF SIX DECADES

LIFE LONG PRESIDENT



11-11-1885

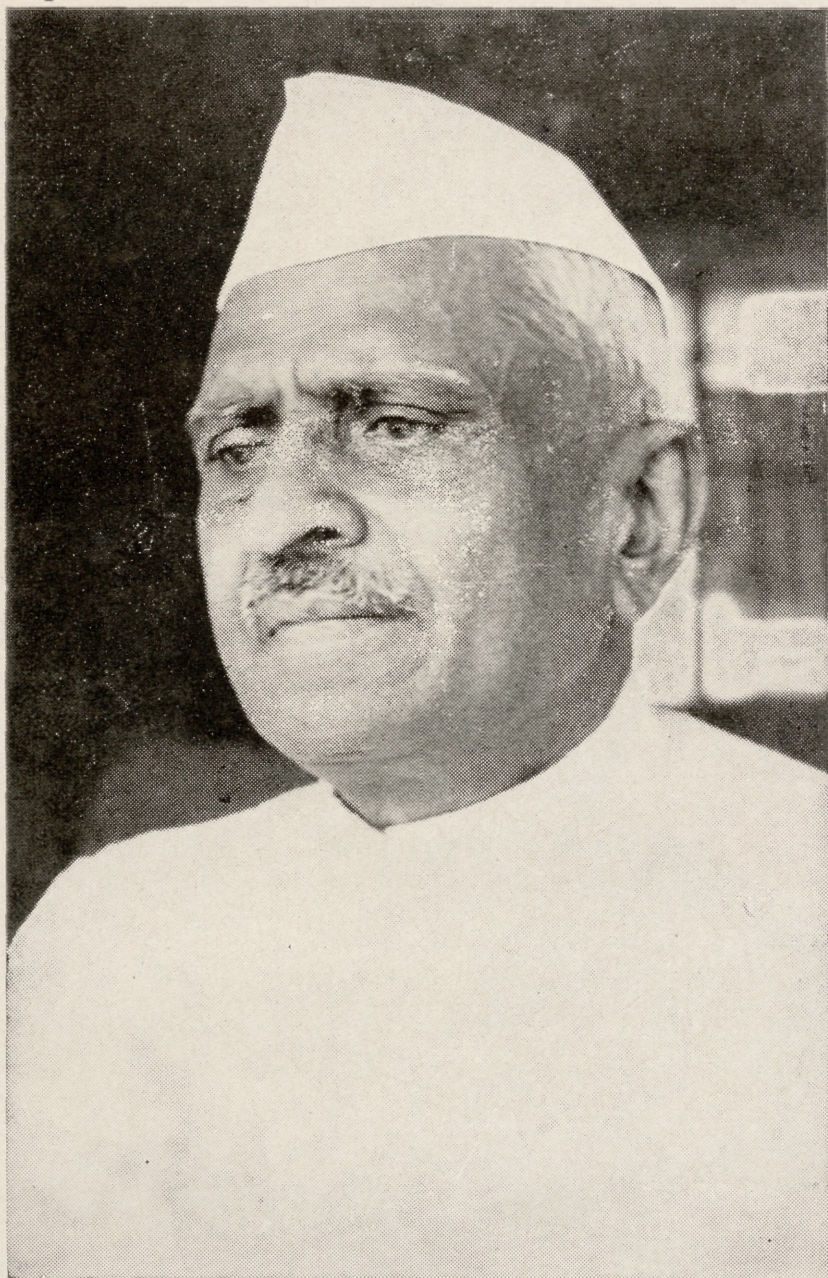
19-12-1969

Late Shri Anasuyaben
—A Friend of the Poor.



“Principles taught by great men live for ever and influence the mortals.” —**S. G. Banker**
2-7-1961

An Architect of T.L.A.



17-4-1898

23-10-1975

Late Shri Khandubhai Desai

“The society to be happy must work in an integrated way with understanding, co-ordination and harmony.” —**K. K. Desai**

An Architect of T.L.A.



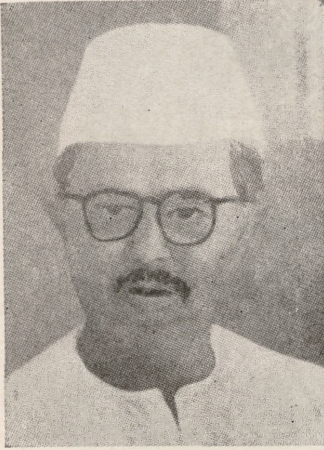
Shri Gulzarilal Nanda

“Claims of huminity must precede the claims of the machines.” —**G. L. Nanda**



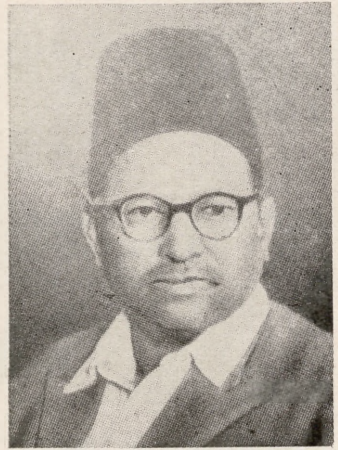
Advisory Board

BUILDERS OF T. L. A.



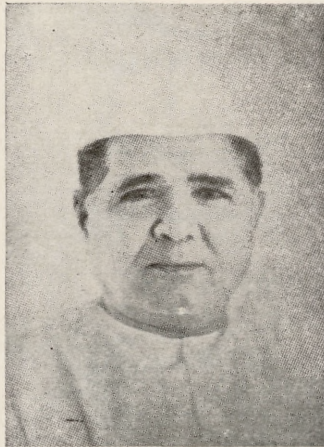
Somnath Dave

(18-10-1906 to 5-1-1959)



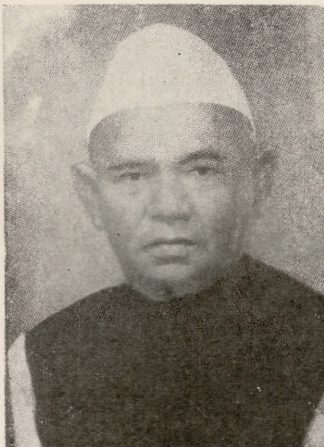
Noormahmad Shaikh

(21-1-1904 to 19-12-1969)



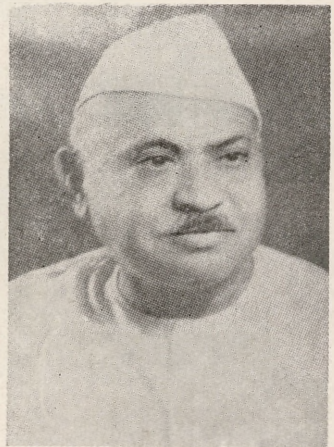
Shyamprasad Vasavada

(16-2-1903 to 20-11-1972)



Keshavji Vaghela

(20-2-1899 to 22-11-1954)



Chimanlal Shah

(20-2-1904 to 17-6-1964)



राधा मञ्जर सेवालय



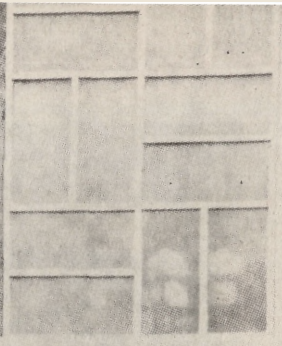
PRESENT TORCH BEARERS



Gandhi Majoor Sevalaya



Joint Representative Board Taking Decision by Voting



राधा कृष्ण सेवालय



PRESENT TORCH BEARERS



અંડોળ તળાવ પર
ગાંધીજીનો વિદાય સંદેશો.

તમે બધા પ્રેમને માનુભાવથી એક
બીજા સાથે વર્તો. અસ્વૃહ્યતાનો સંદંતર નાશ કરો. પરદેશી
કાપડ એડવેન્સ લ્યુજી દો. ખાદી પહેરો. દારૂનો ત્યાગ કરો અને
કશવો. ખીંડી વિગેરે વ્યસનો પર થતો ખર્ચ બચાવો.
જેઓ તૈયાર હોય તેઓ સત્યાગ્રહની લડતમાં જોડાય.

ZASK

Gandhiji giving the last message to Ahmedabad Workers at Chandola Lake on leaving for Dandi Kuch (1930)



60th Major Day Procession