

The Executive Committee of the Textile Mazdoor Ekta Union viewed with grave concern the introduction of Clause 6 in the Cotton Textile Workers (Central Wage Board Recommendations) Bill, 1961 according to which strikes in the Cotton Textile Industry are banned for five years. Also the right of collection ^{and} bargaining ~~of~~ the right to raise disputes in regard to wages is banned.

This is a direct attack on the Trade Union rights of the workers. ~~While~~ While awarding limited benefits to the workers Government is simultaneously attacking the hard-won rights of the workers.

The Executive, therefore, strongly protests against the introduction of these clauses in the Bill and calls upon the Government to withdraw these anti-labour provisions in the Bill and do justice to the workers of Textile Industry.

The Executive further demanded from the Government that the Bill be made applicable to the workers in Cotton Ginning & ^{Pressing} ~~Printing~~ Factories as they are also Cotton Textile workers.

Dated 2.1.6.61

Parduman Singh
General Secretary

TEXTILE MAZDOOR EKTA UNION (CENTRAL)
FUTLI SHAR, AMBAYEVAR.

State: Punjab, Town: Bhiwani Mill:- The Punjab Cloth Mills Ltd.
Bhiwani.

1. सरकार ने इस मिल को वेज बोर्ड पर अपने प्रस्ताव के पैरा 7 के आधीन गिना हुआ है। इस मिल के बारे में कुछ facts निम्न लिखत हैं :-
- यह मिल साल 1957 के अक्टूबर तीन महीने बन्द रही थी। अक्टूबर 1958 में ^{दुबारा} चालू हो गई थी।
 - केंद्रीय सरकार ने उस समय एक इन्कुभरी कमेटी इस मिल के लिये नियुक्त की थी। परन्तु मिल मालिकों ने इन्कुभरी पूरी भी नहीं होने दी थी और आपसी समझौता के बाद मिल दुबारा चालू कर दी थी।
 - बेशक उस समय टेक्स्टाइल उद्योग में एक तरह का जनरल संकट सा था लेकिन इस मिल के बन्द होने का मुख्य कारण मालिकान की आपसी लड़ाई झगड़े और mismanagement थी।
 - तभी से मिल कामायदा चल रही है मिल की प्रोडक्शन और efficiency बढ़ी है।
 - मिल में दुबारा चालू होने के बाद मिल के नई मशीनें भी लगी हैं जो कि लाखों रुपयों की लागत की हैं।
 - 1960 के साल में मिल को मुनाफा है। जबकि वेज बोर्ड की सुझावों को 1-1-60 से लागू होती हैं।
 - मिल मालिक लगातार पैरा नं. 7 का सहारा लेकर सुझावों लागू करने से इन्कार करते आ रहे हैं। और मजदूरों की तन्खाहों में कटौत बड़ोची नहीं की।

Technological Institute of Textiles (T.I.T) Bhiwani Punjab.

इस मिल के बारे में ता: 23-6-61 को आपसी समझौता हुआ था। जो कि INTUC के साथ हमें दंड कर दिया गया था।

- a) तन्खाहों में बड़ौती (manual workers, Jobbers and Head Jobbers)
ता: 1-1-60 से 6/11 माहवार के दिहाव से मिल रही है।
- b) ता: 1-1-60 से तमाम arrears दे दिये गये हैं।
- c) समझौता में INTUC वालों ने Rationalisation के बारे में यह माना था कि

"The workmen would extend their cooperation in the process of rationalisation and modernisation as recommended in the report."

इस clause पर मजदूर सभा (INTUC) ने दुर्बाला फत मी थी। तो employers ने लेबर आफिसर एंड कन्सी लिये इन आफिसर के सामने यह माना था कि

"The rationalisation would be done according to the recommendations of Wage Board and Resolution of the Government in this regard;" और यह असूल हमने माना था।

परन्तु मिल वाले इस पर मारबन्द नहीं रहे। मिल वालों ने Auto shed (weaving) में प्रति बरकर से 6 से ~~बड़ा~~ बड़ा कर 15 लूमज चलवानी शुरू कर दी है। और वेज बोर्ड की सफारिशों के पर 102 की दुर्बाला फत मी है।

d) D.A. पहले ही cost of Index no: पर चलता है। उस से घटने व बढ़ने का वही असूल माना है।

e) कर्तकों के बारे में सफारिशें लागू नहीं की गईं।

इस का main कारण यह है कि मिल वाले कहते हैं कि उन्होंने 1946 में कर्तकों में तन्खाहों में D.A. मिल दिया था। जब grades देते समय वही उस D.A. को पहले अलग कर के देवते हैं। लेकिन इस से बरकरों का खर्च नुससाफ रहता है।

Note:- 1. कर्तकों के से द्वारा प्रीमियन का गैरबल कोई भी नहीं है।

इस लिये हमने इस समस्या के बारे में अभी बात नहीं की।

2. इस मिल में ह्येसगुमेंट मी काफी आपसी भेज दी थी।

Regd. No. 85.

Mazdoor Sabha Bhiwani

Bichla Bazar, BHIWANI.

A.I.T.U. मजदूर सभा भिवानी (राज०)

विधान बाजार, भिवानी।

Received.....
Affiliated to A.I.T.U.C.....
Replied.....

No. 180

Dated 23.5.61

"मजदूर सभा" की वर्किंग कमेटी की मीटिंग में राज्य सभा में टैक्स टायल वेज बोर्ड की सिफारिशों के बारे में पेश हुए बिल पर सोच-विचार हुआ। वर्किंग कमेटी ने इस सिलसिले में निम्नलिखित प्रस्ताव पास किया :-

प्रस्ताव :-

(1) टैक्स टायल वेज बोर्ड को अपनी सिफारिशें पेश किये 16-17 माह हो चुके हैं। इस लम्बे अरसे में भी बहुत मिलें ऐसी न हुई हैं जिन में ये सिफारिशें लागू नहीं की गईं। और पिछले समय में जिन मिलों में इन सिफारिशों के बारे में अग्रगण्य हुए भी हैं या तो मजदूरों के हित धरने पर या दूसरे किसी बड़े कदम उठाने पर, बावजूद इस बात के कि यह सिफारिशें सब सम्मति से की गई थी। फिर भी मिल मालिकान ने अपना रुख अच्छा नहीं रखा बल्कि निहायत किसम का जिदी रवैया अख्तियार किया।

(2) इस बिल में मजदूरों पर पांच साल के लिये पाबन्दी लगाई गई है कि वे कुनपादी तन्खाह में किसी किसम की तबदीली की कोई मांग न कर सकेंगे और इस सिलसिले में की गई हड़ताल और बावूनी होगी। जबकि वेज बोर्ड ने अपनी सर्व सम्मति से की गई सिफारिशों में सिर्फ "कम से कम" तन्खाह के बारे में अपनी राय दी थी।

इस तरह एक तो मजदूरों पर पाबन्दी इस लिहाज

से भी नाजायज है, दूसरा यह कि कपड़ा मजदूरों के बुनायी वस्तु का ड्रेड सिनिपन हकों पर भारी धापा है।

(3) एसी हालत में भी जो बिल पेश किया गया है, वो एसी मिलों पर लागू नहीं होगा जो कि इस बिल के पास होने से पहले बन्द रही हैं या जिन मिलों की इन्कवारी हो रही है या हुई है। और ऐसी मिलें भी जहां सरकार ने इन्कवारी के बाद में मैनेजमेंट में कोई तब्दीली की है हालांकि इस किसम की मिलें जो कि चालू हैं बराबर पैदावार कर रही हैं मुनाफा कमा रही हैं। इनमें आज गेर पर एसी मिलें हैं जो कि Mismanagement के कारण बन्द हुई थी और वे थोड़े समय बाद दुबारा चालू होगईं।

एसी मिलों पर यह बिल किसी भी सुरत में लागू करने का जो तरीका इस बिल में रखा गया है वो ~~उपरोक्त~~ और बेचिया है।

(4) पंजाब क्लोथ मिलस लिमिटेड, गिवाजी सां किब्बा गौडसी तरह सा है। यह मिल 1957 के आखरी तीस महीने बन्द रही थी। केन्द्रीय सरकार ने ~~भी~~ The Industries (Development and Regulation) Act 1951 की धारा 15 के तहत इस मिल के लिये इन्कवारी समिशन नियुक्त किया था। उस समिशन ने अपनी रिपोर्ट में बताया कि इस मिल के बन्द होने का सबसे बड़ा कारण मिल मालिकान के हिस्सेदारों की आपसी फूट और Mis Management है, और साथ ही मैनेजमेंट से कुछ जुम्मेवार आदमियों को हटा देने की राय दी थी।

जनवरी 1958 से जब यह मिल दुबारा चालू हुई है तभी से Production और Efficiency अच्छी मिलों के बराबर देरही है, और मुनाफा भी कमा रही है।

इन हालात में इस मिल को इस बिल के दायरे से बाहर रखना मजदूरों से सदासर ना इंसाफी है।

(5) इन हालात में मजदूर सभा की वरकिंग कमेटी इस बिल की धारा 6 व 7 से विरुद्ध जबल कृत प्रोटैस्ट करती है और मांग करती है कि :- (क) इस बिल की धारा नं. 6 का बिलकुल उड़ा दिया जाये। (ख) इस बिल की धारा नं. 7 की उपधारा एक कि A व B और C में लिखे गये शब्द हटा दिये जायें। अलबता उन मिलों को इस बिल के दायरे से बाहर रखा जा सकता है जो कि अब भी बन्द पड़ी है।

Makher

General Secretary

MAZDOOR SAMITHA (Regd.)

DELHI (E.P.)

Copy to: The Labour Minister,

Government of India, New Delhi.

2. The General Secretary,

AITUC, 4, Ashoka Road New Delhi.

MEMORANDUM

Statutory enforcement of the recommendations of the
Central Wage Board for Cotton Textile Industry

Government Resolution accepting the recommendations of the Textile Wage Board was published on the 2nd March, 1960. The employers, workers and the State Governments were requested to take immediate steps to implement the Board's recommendations. According to the progress reports received from the State Governments, the position regarding implementation of these recommendations is as follows:

(i) Total No. of cotton textile mills	426
(ii) No. of mills which have implemented the recommendations fully	344
(iii) No. of mills which have implemented partly	46
(iv) No. of mills which have not implemented at all	36

A list showing the names of mills which according to information available have not implemented the recommendations and also the mills which have implemented the recommendations partly, is given in Appendix I. Out of these 36 mills 2 are not functioning, six have taken their disputes to High Court or Supreme Court or Industrial Tribunal, 9 have expressed their inability to implement the recommendations on account of financial or economic difficulties and in the remaining 19 cases reasons for implementation are not known. In addition there are some mills which are covered by para 7 of the Government Resolution according to which the recommendations do not apply to these mills at present (names shown in Appendix I). Action has, however, to be taken ultimately, to enforce the Board's recommendations in such establishments also.

2. Persistent complaints have been received from the workers' organisations regarding non-implementation of the Board's recommendations and the matter has been raised in the Parliament also on many occasions. The Labour Minister gave an assurance in the Lok Sabha in his Budget Speech this year that suitable legislation to enforce the Board's recommendations statutorily, if necessary, would be introduced. In pursuance of this, a Bill was introduced in the Rajya Sabha on 1st May, 1961.

3. The Bill is a single measure designed to secure to the workers the increase in basic wages of Rs. 10/- or Rs. 8/- per month as recommended by the Wage Board. The Bill also provides for revision of pay scales of clerical staff. The Board's recommendations concerning dearness allowance and rationalisation have not been included, as these are in very broad terms and much preparatory work is required before any precise legislative provision can be made to cover them. The Bill restricts, for a period of five years, from 1st January, 1960, further claims for revision of basic wages and salaries, as recommended by the Wage Board itself. Necessary provision has been made to safeguard the agreements reached between the parties before and after enactment of the proposed Bill. Provision has also been made for exemption of mills covered by para 7 of the Government Resolution but power has been reserved to apply the provisions of the Bill to such units in due course.

4. Representations have been received from the employers' organisations suggesting that there is no need for the proposed legislation as the bulk of the industry has implemented the recommendations and that the remaining units may be allowed some more time to do so. Detailed comments on the various provisions of the Bill have been received, both from the employers' and workers' organisations. The observations/suggestions made by them are listed in Appendix II.

5. It is for consideration whether the proposed legislation may be proceeded with or whether some effective arrangements can be worked out by the parties to secure complete implementation on a voluntary basis, as done upto now.

APPENDIX I

Names of Cotton Textile Mills which have not implemented the recommendations of the Textile Wage Board.

MILLS WHICH HAVE NOT IMPLEMENTED AT ALL		Mills which have implemented only partly.
NAME	Reasons for non-implementation	
1	2	3
<u>ANDHRA</u>		
1. Adoni Cotton Mills, Adoni.	Refused to implement	1. Akkamanba Textiles Ltd., Tanuku
2. Suryanarayana Spg. Mills, Pandala	Not known	2. Tirupati Cotton Mills Ltd., Ramgunta
3. Andhra Co-operative Spg. Mills, Guntakal	-	3. D.B.R. Mills Ltd., Hyderabad
4. Ranchandra Spg. Mills, Pandala	Uneconomic working	4. Rayala Seena Mills Adoni
5. Satyanarayana Spg. Mills, Pandala	Since closed down	
<u>BIHAR</u>		
		1. Bihar Cotton Mills Ltd., Phulwarisharif, Patna.
		2. Gaya Textiles (B) Ltd., Gaya
<u>GUJARAT</u>		
1. Ahmedabad Mfg. & Calico Ptg. Co. (Calico Mills) Ltd., Ahmedabad.	Have preferred appeals in Supreme Court against Industrial Court's orders to implement the recommendations.	1. The Keshav Mills Co. Ltd., Petlad
2. Ahmedabad Mfg. & Calico Ptg. Co. (Jubilee Mills) Ltd., Ahmedabad		2. Rajratna Naranbhai Mills Ltd., Petlad.
3. The Fine Knitting Co. Ltd., Ahmedabad		3. Shree Shubhlaxmi Mills Ltd., Cambay.
	Has appealed to Supreme Court against recognition as a Cotton Textile undertaking.	4. Surat Textile Mills Ltd., Surat.
		5. Saurashtra Co-operative Spg. Mills Ltd., Limbdi
		6. Amarsinghji Mills Ltd., Wankaner
<u>KERALA</u>		
1. Parvathi Mills Ltd, Quilon	Not known	1. Ashok Textiles (P) Ltd., Alwaye
2. The Fudducotai Co. (P) Ltd., Trichur. (Lessees of Sitaran Wvg. Mills)	Has applied to State Govt. for exemption. Re-started recently under new management	2. Kathayee Cotton Mills (P) Ltd., Alwaye.
3. Cochin Mahalaxmi Cotton Mills, Trichur		3. Chackolas Spg. & Wvg. Mills Ltd., Kalamassery, Alwaye
		4. Allagappa Textiles (Cochin) Ltd., Alagappanagar
		5. Vanaja Textiles Ltd. Trichur

implemented

MADHYA PRADESH

*1. The Bengal Nagpur Mills, Ltd.,
Rajnandgaon

- *1. The Kalyanmal Mills Ltd., Indore
2. The Mandasaur Textiles Ltd., Mandasaur.
3. Motilal Agrawal Mills Ltd., Gwalior.
4. New Bhopal Textile Mills Ltd., Bhopal.

MADRAS

1. Nagammal Cotton Mills, Vikravandi, S. Arcot Not known
2. Saradha Mills Ltd., Podanur, Coimbatore.) Financial difficulties
3. Natesar Spg. & Wvg. Mills Ltd., Erode.)
4. Suguna Textile Mills Ltd., Coimbatore.) Small and uneconomic units having only 65 and 27 workers, respectively, and less than 2000 spindles.
5. The Padma Mills, Coimbatore.)
6. Palar Mills Ltd., Wallajabad. Not functioning since 17.9.1960
*7. Kaleeswarar Mills, Ltd., Coimbatore

1. Puddukkottah Textiles Ltd., Namanasamudran.
2. Nagammal Mills Ltd., Nagercoil.

*Covered by para 7 of the Government Resolution.
Recommendations not applicable at present.

MAHARASHTRA

1. The Janata Spg. Mills (P) Ltd., Sangli) Financial difficulties. 7 mills (list not yet received from the State Government)
2. Lokmanya Mills, Barsi.)
*3. The Jaya Shankar Mills, Barsi -
*4. The Chhaganlal Textile Mills (P) Ltd., Chalisagaon -
*5. The Pratap Spg. & Wvg. Mills, Amalner -
*6. The Sholapur Spg. & Wvg. Co., Ltd. Sholapur -
*7. The Rajen (Textiles) Mills Ltd., Barsi -
*8. Shri Madhav Mills Ltd., Bombay -
*9. The R.S.R.G. Mohnata Mills, Akola -

*Covered by para 7 of Government Resolution.
Recommendations not applicable at present

MYSORE

1. Sri Krishna Spg. & Wvg. Mills, Bangalore	Not known	1. Ram Kumar Mills, Bangalore.
2. Chandra Spg. & Wvg. Mills, Bangalore	-do-	2. Nandi Hasbi Textile Mills, Nargund.
3. Minerva Mills, Bangalore	-do-	
4. Mysore Spg. & Mfg. Co., Bangalore	-do-	
5. Sri Krishnarajendra Mills, Mysore	-do-	
6. Sri Ganeshar Textile Mills, Davangere	-do-	
7. The Yelamalli Wvg. Mills, Gadag	-do-	
8. Karnataka Co-operative spg. Mills, Hubli	-do-	
9. Deccan Textile Industry Hubli	-do-	
*10. The M.S.K. Mills, Gulbarga	-	

PUNJAB

*1. The Punjab Cloth Mills, Bhiwani	-	1. T.I.T. Mills, Bhilwani
		2. Jagatjit Cotton Textile Mills, Phagwara
		3. Dayal Bagh Spg. & Wvg. Mills, Amritsar.

RAJASTHAN

1. The Jaipur Spg. & Wvg. Mills Ltd., Jaipur.	} Certain reference common to Board's recommendations are pending before the Industrial Court, Rajasthan.	*1. Edward Mills Cp. Ltd., Beawar
2. The Maharaja Shri Umaid Mills, Pali		

UTTAR PRADESH

1. M/s Bijli Cotton Mills, Hathras	Has obtained stay orders from High Court against U.P. Government's order to implement	1. Modi Spg. & Wvg. Mills, Modinagar.
*2. Elgin Mills No. 2, Kanpur.	-	2. Lord Krishan Textile Mills, Saharanpur.
*3. John's Princess of Wales Mills, Agra	-	3. Raza Textiles, Rampur
*4. Anand Textiles, Agra	-	4. Prem Spg. & Wvg. Mills, Ujhani
*5. Atherton West, Kanpur	-	5. General Fibres Dealers, Lucknow.
*6. John's Coronation Mills, Agra	-	

*Covered by para 7 of the Government Resolution Recommendations not applicable at present.

1	2	3
---	---	---

WEST BENGAL

- | | | |
|--|-----------|---|
| 1. Bankura Mills,
Bankura | Not known | 1. Bangeswari Cotton
Mills Ltd.,
Serampore |
| 2. Bharat General
Textiles, Birati | Not known | 2. Dhakeswari Cotton
Mills Ltd., Suryanagar |
| 3. D.N. Choudhury
Cotton Mills Ltd.,
Dakhineswar | Not known | 3. Shree Hanuman Cotton
Mills Ltd., Fuleshwar,
Howrah |
| 4. Bhagyalaxmi Cotton
Mills Ltd., Belgharia | -do- | 4. Arati Cotton Mills
Ltd., Dasnagar, Howrah |
| 5. Kanoria Industries
Ltd., Konnagar, Hoogly | -do- | 5. India Jute Co. Ltd.,
(Cotton Section),
Ghusery, Howrah |

- 7 -
APPENDIX II

OBSERVATIONS/SUGGESTIONS RECEIVED IN CONNECTION WITH COTTON TEXTILE WORKERS (CENTRAL WAGE BOARD RECOMMENDATIONS) BILL, 1961.

A - EMPLOYERS' ORGANISATIONS

1. The Bill runs counter to the background on which the recommendations of the Wage Board have been made. It will make the work of future Wage Boards more difficult if their recommendations are to be enforced statutorily.
2. The bulk of the industry has already implemented the Wage Board's recommendations voluntarily. Out of the defaulting units, some will be entitled to exemption under clause 8 of the Bill. In the remaining units, collective bargaining should be given full scope for implementation of the recommendations and these may be enforced through existing legislations viz. the Industrial Disputes Act and corresponding State laws. If necessary, suitable provisions may be made in these Acts. In the circumstances, there is no need for the proposed legislation.
3. Even if it is decided to proceed with the Bill, the date of its commencement should be advanced and, in the meanwhile the defaulting units may be persuaded to implement the recommendations. Their difficulties in implementation, if any, may be examined.
4. The Bill does not contain any provision to enforce the Wage Board's recommendations regarding rationalisation and this is unfair to the industry.
5. Definition of the term "manual worker" (clause 2 of the Bill) should be the same as given in other labour laws. The other definitions in the Bill may also be suitably clarified.
6. The amount due to workers under the legislation should not be recoverable as arrears of land revenue, as provided in clause 4. The procedure for recovery as provided in the Payment of Wages Act, is working quite satisfactorily, and as such there is no need for clause 4. If the clause is to be retained, provision for appeal, which is an inherent constitutional right, should be made.
7. Clause 6 of the Bill restricts further claims for revision of basic wages for a period of five years from 1st January, 1960. This should apply to claims for revision of dearness allowance and other monetary benefits, also.
8. Clause 6 should be so revised as not only to preclude for five years the claim for revision of total wages and salaries which should mean basic wages plus dearness allowance arrived at in terms of the implementation of the recommendations of the Wage Board, but should also provide for merger of 75% of the D.F.A. with basic wages as recommended by the Board in the case of piece rate workers and the determination thus of new piece rates applicable to workers in this category instead of a new basic wage for workers without anybody concerned with this matter being able either to question the validity of these piece rates or to claim any revision thereof for the next five years. This recommendation is made in order not only to ensure increased production but also to honour the recommendations of the Wage Board in respect of wages in their entirety.

9. Restrictions on further claims for revision of basic wages for a period of five years (clause 6) should also apply to those establishments in which agreements for wage increase have been signed, and which are excluded from the purview of the Bill under clause 7(1)(d).
10. Clause 7(1)(d) should be amended to cover even those agreements which have been converted into awards.
11. Clause 7 should also provide that the Act shall not apply to such textile establishments as are managed by a Committee of Directors appointed by High Court or such other judicial authority or statutory body consequent upon disputes between the share-holders pending settlement in respect of Companies to which such textile establishments belong. Provisions of the Bill should also not apply to such textile establishments as have suffered losses on account of internecine quarrels between the shareholders and as the working of which has been made over to a group of share-holders by the High Courts or such other statutory bodies.
12. It should also be provided that those mills which are already exempted from implementation of the recommendations will continue to be exempted from operation of the Board's recommendations.
13. Clause 8(1) empowers Government to exempt a "class of textile establishments". Government should be empowered to exempt even individual establishments in deserving cases and the clause should be amended by deleting the reference to "a class" of establishments.
14. The procedure or manner for obtaining exemptions under clause 8 should be indicated in the Bill. Provision should be made for exemption, if circumstances warrant such relief, even after giving effect to increased wage rates.
15. The parties should be allowed to plead their case before the exemption once granted is cancelled under clause 8(2).
16. In the case of exempted units, there should be no retrospective wage increase and the date of Government order would be the effective date of implementation.
17. Para 14 in Part IV of the Schedule which requires the employers to revise the scales of pay of clerks above the grades of Junior clerks and semi-clerks, and of stenographers etc. may be deleted as the Wage Board had made its recommendations on the assumption that these will be implemented voluntarily, and that the recommendations are not to be enforced statutorily.
18. Para 15 in Part IV Of the Schedule may be suitably amended so that all wage increases given after 30-3-1957 can be set off against the increases recommended by the Wage Board. Under the existing provisions, the increases awarded by any body or authority set up for determining industrial disputes, or allowed under any law, cannot be set off.
19. It should be clarified in the Bill itself or in the Schedule that no employee should get a double wage increase, as in the case of weaving jobbers who might get a flat time-rate increase in their wage, as well as an indirect increase through their piece-rate being linked with wages of weavers, all of whom would also be getting a flat increase.

B- WORKERS' ORGANISATIONS

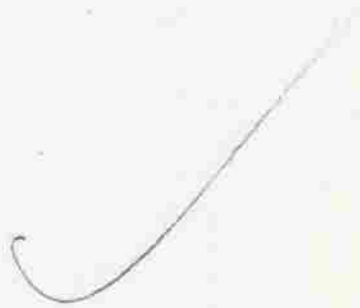
1. Clause 6 of the Bill which places a ban on raising disputes on wages or to go on strike for a period of five years; imposes curbs on the right of collective bargaining and basic trade union rights. The clause should, therefore, be deleted.
2. The legislation exempts units covered by para 7 of the Government Resolution on the Board's report. The recommendations should be applied to such units also and the provision for exemption (clause 7 of the Bill) deleted.
3. The provision for exemption should be deleted or tightened so as to avoid its misuse (clause 8 of the Bill).
4. The Bill may be made applicable to the workers in Cotton Ginning and Pressing Factories as they are also cotton textile workers.

C- STATE GOVERNMENTS

1. Clause 4(2) of the Bill empowering the State Governments to refer questions as to the amounts due under this Act to the Labour Courts constituted under the I.D. Act, 1947, should be so amended as to provide for reference of such questions to Labour Courts constituted under the corresponding law in force in any State (Govt. of U.P.)
2. Clause 5(1) should be so amended as to enable the State Governments to enforce the arbitration awards even though such awards may be somewhat inconsistent with the provisions of the Bill. (Govt. of U.P.)
3. An exception should be made in clause 6 to permit further claims for wage increase in cases where there has been an increase in the workload or where there is an evidence of disparity in wages, because there may be occasions for further revision/or of disparity between various grades or between the workers of the same grade (Govt. of U.P.)
4. Clause 7(2) should be suitable amended so that awards given or arbitration agreements arrived at after the commencement of the Act may also be binding on the parties.

/in such cases
as a result
of ration-
alisation

.....



THE COTTON TEXTILE WORKERS
(CENTRAL WAGE BOARD
RECOMMENDATION) BILL, 1961

(AS INTRODUCED IN THE RAJYA SABHA)

~~Approved~~
T. G. V. S.
D. S.

Bill No. XVII of 1961

THE COTTON TEXTILE WORKERS (CENTRAL WAGE BOARD RECOMMENDATIONS) BILL, 1961

(AS INTRODUCED IN THE RAJYA SABHA)

A
BILL

to provide for the implementation of the recommendations of the Central Wage Board as respects the basic wages or salary payable to certain persons employed in textile establishments and for matters connected therewith.

BE it enacted by Parliament in the Twelfth Year of the Republic of India as follows:—

1. (1) This Act may be called the Cotton Textile Workers (Central Wage Board Recommendations) Act, 1961. Short title and extent.

5 (2) It extends to the whole of India except the State of Jammu and Kashmir.

2. In this Act, unless the context otherwise requires,— Definitions.

10 (a) "Central Wage Board" means the Central Wage Board for the cotton textile industry set up by the resolution of the Government of India No. WB-1(3), dated the 30th March, 1957, and published in the Gazette of India, Part I, Section 1, dated the 6th April, 1957;

15 (b) "clerk" means a person, not being a manual worker, who is employed in a textile establishment as a junior clerk or semi-clerk within the meaning of the Standardisation Award of 1948 made in relation to the textile industry in the city of Bombay or employed in any other comparable capacity, but does not include a person who is employed in a managerial, administrative or supervisory capacity.

(c) "manual worker" means a person, not being a clerk or a person performing functions in a managerial, administrative or supervisory capacity, who is employed in a textile establishment as a sweeper, *mazdoor*, machine attendant, ring frame worker, weaver, sizer, jobber or in any other similar capacity involving 5 manual labour;

(d) "textile establishment" means a cotton textile establishment in which processes connected with weaving and spinning or spinning alone are being carried on with the aid of power, but does not include an establishment in which processes connected 10 with weaving only are being carried on.

Manual workers and clerks entitled to increase in basic wages and salary as specified in the Schedule.

3. Every manual worker and clerk employed in a textile establishment shall, on and from the 1st day of January, 1960, be entitled, in pursuance of the recommendations of the Central Wage Board, to be paid by his employer an increase in his basic wages or, 15 as the case may be, his basic salary calculated at the rates and in the manner specified in the Schedule.

Recovery of basic wages and salary due to manual workers and clerks.

4. (1) Where any amount due to a manual worker or a clerk by way of basic wages or salary for any period commencing on or after the 1st day of January, 1960, as increased by the provisions contained 20 in this Act, is in arrear, the manual worker or clerk, as the case may be, may, without prejudice to any other mode of recovery, make an application to the State Government for the recovery of the arrears of the basic wages or basic salary due to him, and if the State Government or such authority as the State Government may specify in 25 this behalf is satisfied that any amount is so due, it shall issue a certificate for that amount to the Collector, and the Collector shall proceed to recover that amount in the same manner as an arrear of land revenue.

(2) If any question arises as to the amount due under sub-section 30 (1) to any manual worker or clerk, the State Government may, on its own motion or upon application made to it, refer the question to any Labour Court constituted by it under section 7 of the Industrial Disputes Act, 1947, and the said Act shall have effect in relation to the Labour Court as if the question so referred were a matter 35 44 referred to in the Second Schedule to that Act which has been referred to the Labour Court for adjudication.

(3) The decision of the Labour Court shall be forwarded by it to the State Government which made the reference and any amount found due by the Labour Court may be recovered in the manner 40 provided in sub-section (1).

5. (1) The provisions of this Act shall have effect notwithstanding anything inconsistent therewith in the terms of any award, agreement [other than an agreement referred to in clause (d) of sub-section (1) or sub-section (2) of section 7] or contract of service, whether made before or after the commencement of this Act.

Effect of laws and agreements inconsistent with Act.

(2) Notwithstanding anything contained in sub-section (1), nothing contained in this Act shall be construed—

10 (a) to affect any higher basic wages or a more favourable scale of salary to which a manual worker or clerk, as the case may be, may be entitled immediately before the 1st day of January, 1960, or to affect any other amenities or benefits which he is in receipt of or to which he is entitled under the terms of any award, agreement, contract of service or otherwise; or

15 (b) to preclude any manual worker or clerk from entering into any agreement with an employer for granting him rights or privileges in respect of any matter which are more favourable or advantageous to him than those for which provision is made in this Act.

6. Notwithstanding anything contained in any other law for the time being in force, no claim for further revision of the basic wages or basic salary payable to a manual worker or a clerk shall be entertained by any body or authority as an industrial dispute for a period of five years from the 1st day of January, 1960, and during the said period of five years no manual worker or clerk shall go on strike and no employer in relation to a textile establishment shall declare a lock-out on the ground that the basic wages or basic salary of manual workers or clerks require or requires revision, and any such strike or lock-out shall be deemed to be illegal within the meaning of the Industrial Disputes Act, 1947, and the provisions of that Act in relation to lock-outs and strikes shall apply accordingly.

Restrictions on claims for further revision of basic wages and salary.

7. (1) This Act shall not apply to a textile establishment—

(a) which has been closed down before the commencement of this Act; or

Act not to apply in certain cases.

(b) in respect of which an order made under section 18A of the Industries (Development and Regulation) Act, 1951, is in force; or

(c) into the circumstances of which an investigation has been made before the commencement of this Act or is being made at such commencement under section 15 of that Act; or

40 (d) in respect of which in accordance with an agreement reached before the commencement of this Act between the employers and manual workers and clerks, the recommendations

of 1947. 65 OF 1951. 35

of the Central Wage Board relating to their basic wages or, as the case may be, their salary are being implemented.

(2) Where, in respect of a textile establishment, an agreement is reached after the commencement of this Act between the employers and the manual workers and clerks for the implementation of the recommendations of the Central Wage Board relating to their basic wages or, as the case may be, their salary, the provisions of this Act shall cease to apply to such textile establishment with effect from the date of the implementation of the recommendations in accordance with such agreement.

(3) Notwithstanding anything contained in sub-section (1) or sub-section (2), the Central Government may, by notification in the Official Gazette, apply the provisions of this Act to any such textile establishment as is referred to therein, if it is satisfied that—

(i) in the case of a textile establishment referred to in clause (a) of sub-section (1), it has recommenced its business;

(ii) in the case of a textile establishment referred to in clause (d) of sub-section (1) or sub-section (2), the agreement is not being implemented; and

(iii) in the case of a textile establishment referred to in clause (b) or clause (c) of sub-section (1), it is expedient or necessary so to do;

and any such notification may provide for the modifications, if any, subject to which this Act shall apply.

(4) Every notification issued under sub-section (3) shall be laid as soon as may be after it is issued before each House of Parliament while it is in session for a total period of thirty days which may be comprised in one session or in two successive sessions, and if before the expiry of the session in which it is so laid or the session immediately following, both Houses agree in making any modification in the notification or both Houses agree that the notification should not be made, the notification shall thereafter have effect only in such modified form or be of no effect, as the case may be, so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that notification.

Power of exemption.

8. (1) If the Central Government, having regard to the financial position and other relevant circumstances of any class of textile establishments, is of opinion that it will not be in public interest to apply the provisions of this Act thereto, it may, by notification in the Official Gazette, exempt, subject to such conditions as it may think fit to impose, such class of textile establishments from the operation of the provisions of this Act.

(2) Where any notification under sub-section (1) granting any exemption in respect of a textile establishment is cancelled, the provisions of this Act shall apply in relation to that establishment from the date of such cancellation.

THE SCHEDULE

(See section 3)

PART I

Division of textile establishments into two categories

1. For the purposes of this Act textile establishments shall be
10 divided into the following two categories:—

Category I.—Textile establishments in Bombay city and island (including Kurla), Baroda, Billimora, Nadiad and Navsari; Ahmedabad and Surat, Phagwara and Hissar; Delhi, Modinagar, the city of Calcutta, the State of Madras and Bangalore.

15 *Category II.*—Textile establishments in all the other places to which this Act extends.

PART II

Manual workers

2. An increase in the basic wages at the average rate of Rs. 8 per
20 month shall be given to each manual worker in textile establishments in Category I from the 1st day of January, 1960, and a further flat increase of Rs. 2 per month shall be given to each such manual worker from the 1st day of January, 1962.

3. An increase in the basic wages at the average rate of Rs. 6
25 per month shall be given to each manual worker in textile establishments in Category II from the 1st day of January, 1960, and a further flat increase of Rs. 2 per month shall be given to each such manual worker from the 1st day of January, 1962.

4. The increases in the basic wages provided in paragraphs 2 and
30 3 are subject to the condition that the increase at the average rate of Rs. 8 or, as the case may be, at the average rate of Rs. 6 ensures that a sum of not less than Rs. 7 or Rs. 5, as the case may be, becomes payable to the lowest paid manual worker and that the increase of Rs. 2 from the 1st day of January, 1962, is a flat rate for all manual
35 workers.

5. The consequential adjustments in the basic wages of manual workers other than the lowest paid shall be worked out by the employers and the workers concerned in accordance with the recommendations of the Central Wage Board and the provisions
40 contained in paragraphs 2 and 3.

PART III

Clerks

6. The scales of pay of junior clerks and semi-clerks shall be as follows:—

(1) Junior clerks in textile establishments in Category I:— 5
Rs. 75—5—105—7½—150—EB—10—200—12½—250.

(2) Semi-clerks in textile establishments in Category I:—
Rs. 50—3—80—EB—5—125.

(3) Junior clerks in textile establishments in Category II:— 10
Rs. 60—5—90—6—120—EB—7½—150—10—200.

(4) Semi-clerks in textile establishments in Category II:—
Rs. 40—3—70—EB—5—105.

7. A junior clerk whose basic salary was before the 1st day of January, 1960, higher than the minimum of the new scale applicable to him under this Act shall first be fixed in the new scale in accordance with the basic salary already being drawn; and, if the salary so fixed falls within two stages of the new scale, his salary shall be so fixed that after being placed in the next higher stage in the new scale he gets two further increments in that scale. 15

8. A junior clerk whose basic salary immediately before the 1st day of January, 1960, was less than the minimum of the new scale shall be deemed to have been brought up to the minimum of the new scale on the 1st day of January, 1960, and shall then be given one increment in that scale for each year of service completed before the said date subject to a maximum of two increments. 20 25

9. The semi-clerk shall have his basic salary fixed in the new scale applicable to him under this Act in the manner specified in paragraphs 7 and 8 for the fixation of the basic salaries of junior clerks.

10. The efficiency bar shall be sparingly applied by the employer and only in cases of distinct fall in efficiency. 30

11. There shall be no grade of clerk below the grade of semi-clerk and with the exception of the semi-clerk the lowest paid person among clerks shall be the junior clerk, and his salary shall be fixed in the manner prescribed herein in relation to junior clerks.

12. The provisions of this Part relating to junior clerks and semi-clerks shall be deemed to have taken effect on and from the 1st day of January, 1960. 35

PART IV

General

13. In fixing the wages or salary of a manual worker or a clerk no discrimination shall be made between a man and a woman doing the same work.
5

14. It shall be the duty of the employer in relation to a textile establishment to revise the scales of pay of clerks above the grades of junior clerks and semi-clerks and of stenographers and persons employed in the establishment otherwise than in a managerial, administrative or supervisory capacity who are not covered by the provisions of Part III in such a manner that the revision takes into account their own position before the 1st day of January, 1960, in relation to the clerks for whom provision is made in this Act, their respective duties and responsibilities and the basic salaries now payable to the junior clerks, and such revision shall be made in consultation with the employees concerned.
10
15

15. Any increase in basic wages or basic salary (other than an increase awarded by any body or authority set up for determining industrial disputes or allowed under any other law for the time being in force) which has been given to a manual worker or clerk after the 30th day of March, 1957, shall be treated as a part of the increase in the basic wages or salary to which he is entitled under this Act and the provisions of this Act shall have effect accordingly.
20

STATEMENT OF OBJECTS AND REASONS

By the Resolution No. WB-1(3), dated the 30th March, 1957, the Government of India constituted a Central Wage Board for the cotton textile industry. The report of the Wage Board was received by the Government on the 1st December, 1959. A majority of the textile establishments have implemented the recommendations of the Board in regard to the increase in wages of manual workers and revision of pay scales of clerks employed therein; but there are still some textile establishments which have not implemented these recommendations. The object of the Bill is to secure the implementation of the Board's recommendations regarding the aforesaid matters even in respect of the textile establishments which have not so far implemented the recommendations. The notes on clauses explain the different provisions contained in the Bill.

G. L. NANDA.

NEW DELHI;

The 29th March, 1961.

Notes on clauses

Clause 3.—This clause entitles the manual workers and clerks employed in textile establishments to have their basic wages or basic salaries, as the case may be, calculated and paid in accordance with the recommendations of the Wage Board.

Clause 4.—This clause prescribes a special procedure for the recovery of amount due to manual workers and clerks in pursuance of the provisions of the Bill. The aggrieved manual worker or clerk, without prejudice to any other mode of recovery, may make an application to the State Government for recovery of the amount due to him and if the State Government or such authority as the State Government may specify in this behalf is satisfied that any amount is due to the applicant, it shall issue a certificate for that amount to the Collector and the Collector shall proceed to recover the amount in the same manner as an arrear of land revenue. Questions, if any, regarding the amount due to the manual worker or clerk will be referred to a Labour Court by the State Government and the amount found due by the Labour Court or the Industrial Tribunal may be recovered in the manner described above.

Clause 5.—The clause provides that the provisions of the proposed legislation shall have effect notwithstanding anything inconsistent in the terms of any award, agreement or contract of service.

The clause also protects any higher basic wages or a more favourable scale of salary to which any manual worker or clerk may be entitled immediately before the 1st day of January, 1960, and prevents withdrawal or curtailment of any other amenities or benefits to which they are entitled under the terms of any award, contract of service or otherwise.

Clause 6.—This clause restricts claims for further revision of the basic wages and salaries for a period of five years from the 1st day of January, 1960. The clause also provides that any strike or lock-out for the revision of such wages and salaries during the said period shall be deemed to be illegal.

Clause 7.—Sub-clause (1) of this clause takes away from the purview of this legislation textile establishments which are at present closed down or which had been or are under enquiry under section 15

of the Industries (Development and Regulation) Act, 1951, or in respect of which an order was made under section 18A of that Act and is in force. There is no point in applying the provisions of the legislation to establishments which have closed down. As regards the establishments which are under enquiry or in respect of which an enquiry has been made under the said section 15 or in respect of which an order has been made under the said section 18A, it was felt that unless their financial position was examined the provisions should not be made applicable. The legislation has also not been made applicable to establishments falling under clause 7(1) (d) or falling under clause 7(2). Power has, however, been taken to apply the provisions of this legislation to all such establishments if the circumstances as stated in sub-clause (3) of this clause warrant such application.

Clause 8.—This clause empowers the Central Government to exempt from the operation of the proposed legislation such of the establishments as are not in a position to implement the recommendations of the Central Wage Board due to financial and other relevant circumstances.

GOVERNMENT OF WEST BENGAL.

.....Department

Labour Branch.

No.1627-LW

From

Sri S. N. Bhattacharji, IAS,
Joint Secretary to the Govt. of West Bengal.

To.

The President,
Bengal Millowners' Association,
2, Church Lane, Calcutta.

22nd March, 1961.

Subject: Implementation of the recommendations of the
Central Wage Board for Cotton Textile - Dearness
allowance - Lump payment.

Dear Sir,

I am to refer to the tripartite settlement dated
1.3.61 in which it was agreed as follows:

"As regards claims of additional D.A. prior to
December 1960 according to Wage Board recommendation, a
lump payment per workman will be made. The amount will be
fixed by the Joint Secretary, Labour Department".

In pursuance of the above agreement I have examin-
ed the matter and have fixed the lump amount to be paid per
operative to be Rs.15/- (rupees fifteen only). I would now
request the Association to implement this part of the agree-
ment according to the terms of the tripartite settlement.

CLERKS.

As regards clerks the agreement of 1st November,
1961 was as follows:-

"The new scale of D.A. will be effective from
1.12.60. A lump payment will be made against claims of
additional D.A. as per Wage Board recommendations as would
be directed by the Joint Secretary, Labour Department aga-
inst special higher cost of living as well as additional
amount by wage Board."

In pursuance of the above agreement, I have examined the matter and have come to the conclusion that the clerks should get a lump payment of Rs.30/- (rupees thirty only) in all (Rs.15/- as in the case of operative plus another Rs.15/- against the amount already fixed by the Wage Board).

I would now request the Association to take steps for the implementation of this part of the agreement according to the terms of the tripartite settlement.

Yours faithfully,

sd/(S. N. Bhattacharji)
Joint Secretary to the Government of
West Bengal.

No.1627/1(5) LW

Copy forwarded for information to

WEST BENGAL COMMITTEE

All India Trade Union Congress

249, BEPIN BEHARI GANGULI STREET, CALCUTTA-12

Ref.....

600/51-3-61

Date 30. 3. 61 196

I

The Secretary

All India Trade Union Congress.

New Delhi

Dear Comrade,

In continuation of our previous communication regarding the textile matter of West Bengal, we are attaching herewith true copy of a communication of Mr. Gosh. This is for the lump sum of arrears wages. Lastly we put forward our demand for Rs 25/- for workers and Rs 50/- for Clerks. ~~The Gosh.~~ We suggested also that the Jt. Secy Labour would be arbitrate this matter. As an arbitrator his board has come. Now it is our opinion the sum of Rs 15/- and Rs 30/- is very meagre. The Company is taking full advantage they are not taking into account the workers. They are calculating on prorata basis. In fact there is no question of ~~Prorata~~ Prorata. The Bengal mill owners' association has arbitrarily begun the prorata system. In being your organisation we have already raised this vital dispute. But J. S. T. is so silent on this vital matter. Now this is for your information.

Yours truly

[Signature]

C. I. T. U. C.
I.R. 1295 Date... 12.6.61 ...
File No..... Replied on.....

351

Office of the

COTTON GINNING & PRESSING WORKERS UNION

Sherpura Road, *Jagraon*

Ref. No.

Distt. Ludhiana Dated May 22, 1961

To, Sh. Shripad Armit Dange, M.P.
4 Ashoka Road,
New Delhi

Dear Sirs,

We beg to enclose a copy of the memorandum submitted to the Hon'ble Labour Minister, Govt. of India, New Delhi proposing and requesting him to make three amendments in the Cotton Textile Wage Board Award. It is added for your kind information that the central wage board award was constituted by the Govt. of India in the Ministry of Labour dated 30th March, 1957 regulating the wages and salaries of all the workmen engaged in the Cotton Textile Industry throughout the Country.

That the main and the foremost defect in the said ~~xxxxi~~ textile wage board award is that it does not cover even those cotton ginning and pressing factories which have been installed by the textile mills in order to meet their own demands of raw materials i.e. COTTON required by the textile mills for the manufacture of cloth. Though such cotton ginning factories are the feeders of the textile mills yet the employees working in such ginning factories owned by the cotton textile mills are not brought under the purview of the cotton textile wage board award. The workmen engaged in these ginning factories are separate and have been left in the lurch. As there are so many departments in a textile mills similar to those cotton ginning factories are just one of the department of the textile mills, but it is an irony of fate that these cotton and ginning factories owned by the Textile Mills are not covered by the Textile Wage Board Award.

It is Therefore requested to kindly impress upon the central Govt. and the Hon'ble Labour Minister to issue an ordinance and thus to bring all such cotton ginning and pressing factories which are owned by the textile mills under the purview of the Textile Wage Board award otherwise it will create dis-contentment among all the workmen engaged throughout the country. In the absence of these amendments the textile wage board award will be quite vague and useless. Besides this there are two more amendments which are ~~to be made~~ required to be made in the textile wage board award and which have been mentioned in para no. ~~XXE~~ 4 & 5 of the enclosed memorandum.

We therefore approach your goodself with the request to kindly use your good offices and influence by getting these three amendments made in the textile wage board award. By doing this you will do great help to all the workmen engaged in the textile industry throughout the country otherwise these benefits of the textile wage board award would be confined only to a very small number of workmen and the lots of thousands of workers will be as worse as before.

With best regards.

yours sincerely,

Vas Dev Duggal

Vas dev duggal
President.

COTTON GINNING & PRESSING WORKERS UNION,
SHERPURA ROAD, JAGRAON. (DISTT. LUDHIANA)

~~XXXXXXXXXXXX~~

~~XXXXXXXXXX~~

~~XXXXXXXXXX~~

~~XXXXXXXXXX~~

(XXXX)

~~XXXXXXXXXXXXXXXXXXXXXXXXXXXX~~
~~XXXX~~

.....2

We are extremely sorry for introducing the recommendations of the Wage Board Award in such a bad manner which does not provide relief to all the workmen working in the Cotton Textile industry throughout the country. The recommendations of the Textile Wage Board Award may kindly also be extended to all such employees and not to a small number.

5. That only the grades of the semi clerk and junior clerks have been clearly laid down in the textile wage board award and the grades of the other categories is the senior clerks, accountants, supervisors, stenotypists, cashiers, etc. are not clearly specified. All these categories have been left at the mercy of the employers/ that these should fix suitable grades by mutual consultation with the employers. The result is that they have been refused to be privileged by the Textile Wage Board Award. Is this not an un-fair distribution that a junior clerk is to get higher salary than an accountant or an assistant working in a Cotton Ginning Factory owned by a Textile Mill. Their grades must be specifically fixed in conformity with the grades of the accounts department of the Cotton Textile Mills. There should be no disparity in the grades of an accountant engaged in ginning factory than that of an accountant in cotton textile mills. Most numbers of the employers of the country are so hard hearted and bad pay master that they wish to evade all implementations of the Award. They ~~try~~ try to find out one pretext or the other in order to escape from it. so all things must be brought in black and white and thus all grades for all categories must be fixed in very clear terms.

We therefore through this humble representation stress upon the Govt. to kindly make these few amendments in the existing cotton textile wage board award which will give an impetus and go a long way in establishing uniformity, harmony and contentment among all the workmen engaged in the cotton textile industry, through out the country, otherwise the cotton textile wage board award constituted by the Govt. of India is quite vague, useless and futile. It will create a feeling of discontentment among all the workmen rather than to decrease.

It is therefore, requested that the Hon'ble Labor Minister, Govt of India will be kind enough so as to look into the matter very sympathetically and issue an ordinance immediately by making provisions of the afore mentioned demands in the Cotton Textile Wage Board Award.

Yours faithfully,

Vas Dev Duggal

Vas Dev Duggal
PRESIDENT.

COTTON GINNING & PRESSING WORKERS
UNION, SHERPURA ROAD, JAGRAON.
(DISTT. LUDHIANA)

DATED
22nd May, 1961

A. I. T. U. C.

I. R. No..... Date.....

File No..... Replied on.....

Copy of the memorandum submitted to Sh. Gulzari Lal Nanda the Hon'ble Minister for Labour Employment and Planning Govt. of India, for and on behalf of the Cotton Ginning & pressing Workers Union, Jagraon Distt. Ludhiana.

Memorandum.

The Hon'ble Labour Minister,
Government of India,
New Delhi.

Dear Sir,

We beg to lay the following few lines for your kind and sympathetic consideration.

1. That the Central wage board for the Cotton Textile Industry had been constituted by an order of the Govt. of India in the Ministry of Labour dated 30th March, 1957 and in pursuance of the recommendation ~~submitted~~ contained in paragraph 25 of chepter xxvii of the second five year plan regarding the establishment of the Tripartite Wage Board for individual industries, the Govt. of India have set up a central wage board for the Cotton Textile Industry.

2. That by the establishment of the said award the Govt. of India has taken a step in order to better the lot of the workmen by regulating their wages engaged in the cotton textile industry through out the country. But unfortunately the award dose not at all benifit and watch the interest of all the workmen. It is quite an incomplete reference, vague, and the hollowness which has remained in enacting it has left a large number of employees most disappointed and disheartened. Their lot is as worse as before, and therefore the attention for bringing such enactment is of little importance and futile.

3. That the main handicap in the Award is that it does not at all cover those employees of the Cotton Ginning & Pressing Factories which are owned by the Cotton Textile Mills. To clerify it more, suppose a textile mills has its own Ginning and Pressing Factory which supplies raw material i.e. Cotton to the Mill and feed the Cotton Textile Mills, moreover their figures are incorporated in the balance-sheet of the Textile Mills, infact such factories are not seprate unit They are the part and parcel of the Mills. Their profit and loss figures are the profit and loss figures of the Mills. As there are ~~var~~ various departments in a Textile Mills, similarly such Cotton Ginning section is also a certain department of the Mill. But how strange it is that the Textile Wage Board Award is only confind upto the four walls of the Mills and those employees, working in the Ginning Factories which are a part and parcel of the Textile Mills are made to ~~suff~~ suffer only because they serve in the Cotton Ginning and Pressing Factories owned by Cotton Textile Mills. When such employees are also the part of the Mills establishment, the reason why such step motherly treatment is meted to them. It is strange that a feeder to the Cotton Textile Mills is to starve himself. Cotton Textile Industry is one of the foremost industry in India and the huge profits made by the textile mills goes into the pockets of the rich employers and the poor employees are left in the lurch. So those employees who work in such cotton ginning and pressing factories as explained in this paragraph must be brought under the purview of the cotton textile wage board, otherwise the aim to effect such an Award is quite incomplete, vague and futile.

4. That some textile mills are running their own sales depots. in the same towns or at different towns. The employees are being paid their salaries by the Textile Mills, they are in the establishment of the Mills But when the question of the implementation of the Textile Wage Board Award comes the managements refuse to the imploment the recommendations on the plea that they are not covered by the Award. It is an irony of fate that even this cotagory of workmen has been deprived from the previlages of wage board award.

Con.....

Andhra Pradesh Trade Union Congress

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

President:

Shri MAKHDOOM MOHIUDDIN, M. L. C.

General Secretary:

Shri K. L. NARASIMHAM, M. P.

Himayathegar

A. I. T. U. C.	
Received.....	1499/24-5-61
Replied.....	Dated..... 23-5-61.....

1-8-44/5, Chikkadpatti,
HYDERABAD.

General Secretary
ATTUC, New Delhi

Tex. Wage Board

Dear Comrade,

(331)

Ref: Your letter dated 16-5-'61.

1. The Labour Commissioner Convened a Conference of management and the Union representatives. Management agreed to implement the recommendations of the Wage Board. Union agreed to call off the Hunger-Strike. Now things are o.k.
2. A.P.S.U.C has instructed the textile workers unions in the State to agitate against the Anti-working-class provisions of the Cotton Textile Workers (Central Wage Board recommendations) Bill.

Greetings

Yours faithfully
V. Hanumantha Rao
Secretary

14/10
14/10
14/10

D. B. R. Mills' Workers' Union

Regd. No. 441

1-2-690, Bakshiguda,
SECUNDERABAD-A. P.

Date 10-6-61

Ref: DBRWU/WAGE BOARD/61/2

To,
The Commissioner of Labour,
Government of Andhra Pradesh,
Hyderabad.

SUBJECT: MEMORANDUM OF DEMANDS OF THE DBR MILLS WORKERS
UNION: IMPLEMENTATION OF RECOMMENDATIONS
OF TEXTILE WAGE BOARD:- REGARDING

S i r ,

In continuation of our earlier representation on the above subject and in continuation of our discussions, we are submitting the following note clarifying our position:

The D.B.R. Mills Workers' Union had, besides other demands, urged the implementation of the recommendations of the Textile Wage Board, in particular regard to the issue of Dearness Allowance and on the question of bringing uniformity in wage structure (Standardisation) with other textile centres, covering both the rationalised and the non-rationalised categories.

After 15 months of publications, the recommendations are not yet implemented !

In regard to Dearness Allowance the Wage Board has recommended adequate neutralisation, in regions other than Bombay, Ahmedabad, Madras and Calcutta, where full neutralisation was recommended; It recommended linking of the DA to the Cost of living index at the nearest centre. It is therefore clear that it was only after considerations of regional and other disparities that the recommendations were given and UNANIMOUSLY.

THE DEARNESS ALLOWANCE TO WORKERS IN THE DBR MILLS is Rs.30-13-9, based on the Award of the Industrial Tribunal, Sri Hanumanth Rao in 1951.

Since then, much water has flown down the Ganges, but not for the DBR workers !

The cost of living index in 1951 was at 179 (base year 1943-44=100) and the equated figure for 1939 was 40. The neutralisation awarded was less than 50%.

Today the cost of living index is more than 211, an increase of 32 points. But for this 32 point rise, there is no neutralisation at all, although the workers can hardly afford it.

This gap would be glaring if the year 1939 is taken as the base year=100.

With 1939=100, the C.L.I. in 1956 according to the Pay Committee was 460 and we can safely assume that the CLI in 1961 to be not less than 520. On the basic wage of Rs.22-8-0, the DA at 50% neutralisation would be Rs.47-8-0; and Rs.56-7-0 at 60% neutralisation and Rs.85-00 at 90% neutralisation.

But, the new basic wage is Rs.31-4-0. The gap, therefore, would be still greater.

D. B. R. Mills' Workers' Union

Regd. No. 44 J

1-2-690, Bakshiguda,
SECUNDERABAD-A. P.

page two.

Date.....

Ref: DBRWU/

This gap would further be demonstrated by the difference in DA obtaining in this industry in the region.

Thus, Azamjahi Mills, Warangal, in this same region, pays a DA of Rs.49-00 or thereabouts, the Rayalaseema Mills, Adoni, Rs.59-00 or thereabouts, the Hemlatha Mills, Peddakakani, Guntur Dt., Rs.65-00 or thereabouts. In some of these centres, the demand for a higher DA to obtain a better neutralisation is raised already.

It is of course needless to compare DBR's DA with the centres of Bombay where the DA is Rs.98-00, or of Ahmedabad where it is Rs.102-00 or even with Coimbatore where since June it will be Rs.81-00.

THUS IT CAN BE SEEN THAT THE DEARNESS ALLOWANCE HERE IS THE LOWEST IN THE INDUSTRY IN THE REGION AS WELL AS IN THE COUNTRY! ALSO THAT IT IS THE ONLY MILLS OF ITS STATURE WHERE THE DA IS FIXED AND NOT LINKED TO THE COST OF LIVING INDEX!

In this regard it would be interesting to note, that almost all committees which dealt with the question of wage packets here, have recommended linking of DA to the C.L.I. e.g. the Rege Committee in 1949; the Hanumanth Rao Committee in 1956 and now the National Wage Board in 1960!

It is pleaded that the paying capacity of the concern does not permit the implementation of the particular recommendation.

textile

This plea is untenable. For one, the entire industry as such in the country is presently going through a period of prosperity and boom, and there could be no more suitable time to get this UNANIMOUS recommendations implemented, especially, when all but a few mills in the country have implemented them.

SECONDLY, paying capacity has been judged on an industry-cum-region basis and never unit wise. If that were so, there could never have been Wage Boards, either region wise or national. A plethora of Tribunal decisions could be quoted in this regard.

Even

It is further pleaded that by the management in its resistance to the implementation of these recommendations that there is an "AGREEMENT" with a so-called "RECOGNISED" Union. That "famous" agreement is dated 24th July 60 and one of the parties the "Recognised" Union faithfully agrees not to press the issue of DA.

This plea too cannot stand, morally or in law.

For, legally, there was the Tribunal's Award dated 9-9-59, which had not been terminated and had not run out its due one year course.

Then is it permissible for any one or two parties to tackle the same matter covered by the Award in its period of operation. NO.

Morally, when the entire country is seized with the question of implementing the UNANIMOUS DECISIONS of the Wage Board, given after 3 years of deliberations, with TWO INTUC national leaders on the Board, is it correct or proper to hastily agree not to implement the recommendations. The situation created by the agreement is merely to prolong the life of the rejecting award of the Tribunal from one year to 5 years. This cannot be acceptable!

D. B. R. Mills' Workers' Union

Regd. No. 441

1-2-690, Bakshiguda,
SECUNDERABAD.A.P.

page three.

Date

Ref: DBRWU/

We would wish only to remind the Labour Dept. of the State of the speech of Sri Gulzarilal Nanda in Parliament while introducing the Bill for the Implementaion of the Wage Board Recommendations. In effect he shastised the mill-owners who were deriving a mean advantage by non-implentaion of the recommendations over those who had implemented.

HOWEVER, in consideration of all these aspects; of mitigating the immediate burdens on the mills and of evolving modes of neutralisation of rising costs which the workers can never afford, the DBR Mills Workers Union had suggested a fair course of implementation; of a STAGE BY STAGE ENHANCEMENT IN THE RATE OF NEUTRALISATION so as to reach adequate neutralisation in thecourse of 5 years.

IT SUGGESTED IN DECEMBER 1960, an IMMEDIATE DA OF Rs.35/= as is given to the mill staff. It hoped that the company by mutual or tripartite discussions would evolve an agreed formula for a stage by stage enhancement and introduce the first stage formula in March 61 and so year after year until 1965 when the final rate would have been achieved in the truce period.

But that was not to be, so far!

Such a settlement , however, has been reached in Madras State by the firm intervention of the Labour Minister there.(Copy enclosed). and there can be no doubt thatit can be achieved here in DBR in this capital city, provided the matter is pursued diligently, and with firm conviction.

go far about Dearness Allowance .

AS REGARDS STANDARDISATION, there is no doubt that there should be at least a regional uniformity in the same industry.

Today, in all mills in Andhra Pradesh, the Coimbatore Standrads have been adopted, EXCEPT IN DBR MILLS. For rationalisation and further workloads envisaged by managements, bi-partite or tripartite committees are examining the issues, with the help of experts, again EXCEPT IN DBR MILLS.

What the DBR Mills follow is the Standardisation Award of Sholapur (1947) BUT CALCULATED IN O.S. CURRENCY AND IN SOME CATEGORIES AT 5% LESS (SEE Hanumath Rao Committee Report).

This obsolete system works out to 21 % less and it is high time it is radically modified and a regional uniformity ushered in.

Further, the DBR Mills have repaetedly ever since 1953 introduced higher workloads and rationalisation measures, necessitatting a revision.

Of course, an ultra legal reference is before theIndustrial Tribunal covering in some measure the relief to a few categories of rationalised sections. But, the reference itself is so ultra legalistic, that may after all not bring any relief to affected categories and indeed does not cover all such categories either. Nor, is the Tribunal least texhnically qualified to go into this technical question. We had therefore very strongly URGED THE GOVERNEMENT TO SET UP A STANDARDISATION COMMITTE WITH OUR REPRESENTATIVE ON IT, to go into the question thoroughly, covering both rationalised and non-rationalised categories with the aim of bringig at least a regional uniformity in textile wages.

D. B. R. Mills' Workers' Union

Regd. No. 441

1-2-690, Bakshiguda,
SECUNDERABAD.A. P.

Ref: DBRWU/ WAGE BOARD/61/

Date: 10/4/61

Sri. E. V. Ram Reddy,
Labour Commissioner,
Government of Andhra Pradesh,
Hyderabad.

Sir,

We had occasion to represent to you the urgent need for steps to implement the wage board recommendations in regard to Dearness Allowance in the case of the D.B.R. Mills Ltd., in this capital city. We were assured that a meeting would be convened at your level to get the implementation done. You had also promised to look into the question of standardisation of wage structure and immediately a D.A. of 3.35/- without affecting the modes of calculation. Meanwhile the Conciliation Officer has submitted his "failure" report to the Govt. on the 6-6-61 which was received by us on the 7-6-61. However we have, therefore, after much discussion suggested to the management (vide our letter dated 8-6-61, copy enclosed herewith) that the matter be decided by arbitration and have taken the liberty to suggest either the Hon. Labour Minister or the Labour Commissioner as the arbitrator, whose Award shall be binding on us.

We anxiously await an amicable solution of this long pending issue and hope your efforts would contribute to bringing about some uniformity in the wage structure here along with other textile centres. compared

Thanking you,

Yours truly,

73.5.4

Immediate

T. U. ()
No. 2633 Date 2.4.10. 1961.
No..... Replied on.....

No. WB-8(28)/61/III
GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT.

From

Dr. B.R. Seth,
Deputy Secretary to the Govt. of India.

To

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

Dated, New Delhi, the 22nd July, 1961.

Subject:- Statutory enforcement of recommendations
made by the Central Wage Board for Cotton
Textile Industry.

Sir,

I am directed to say ^{that} a tripartite meeting will be convened with the representatives of employers, workers and the State Governments at 11 A.M. on the 9th August, '61, in Committee Room 'C', Vigyan Bhawan, New Delhi to discuss the Bill introduced in Rajya Sabha in May, 1961, to enforce the recommendations of the Central Wage Board for Cotton Textile Industry. Your organisation is requested to send two representatives to attend this meeting. The States in which implementation of the Wage Board's recommendations is lagging behind are mentioned below:-

- (i) Andhra
- (ii) Gujarat
- (iii) Kerala
- (iv) Madhya Pradesh
- (v) Maharashtra
- (vi) Madras
- (vii) Mysore
- (viii) Punjab
- (ix) Uttar Pradesh
- (x) West Bengal.

2. A memorandum for the meeting will follow shortly.
3. Receipt of this letter may kindly be acknowledged.

Yours faithfully,
B.R. Seth
(B.R. Seth) 22.7.61
DEPUTY SECRETARY.

SAD
K.S. Mittal
SAD
25/7/61

No.172/A/61(CWB)
July 25, 1961

Dr. B. R. Seth,
Deputy Secretary to the Govt of India,
Ministry of Labour & Employment,
New Delhi.

Sub: ~~Statutory~~ enforcement of recommendations
made by the Central Wage Board for Cotton
Textile Industry

Dear Sir,

With reference to your letter No.WB-8(28)/
51/III dated 22nd July 1961, on the above subject,
we may inform you that the AITUC would be
represented by Shri S.A.Dange, M.P., General
Secretary, and Shri K.G.Sriwastava, Secretary,
at the tripartite meeting to be held on
August, 9, 1961.

Yours faithfully,

K.G.

(K.G.Sriwastava)
Secretary

IMMEDIATE

No. WB-8(28)/61
Government of India
Ministry of Labour & Employment

A. I. T. U. C.
L.R. No. 2515 Date 28 JUL 1961
File No. P.

From

Dr. B. R. Seth,
Deputy Secretary to the Government of India.

To

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

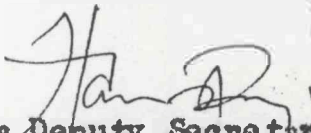
New Delhi the 27 July, 1961.

Subject:- Tripartite meeting to discuss statutory enforcement of the recommendations of the Central Wage Board for Cotton Textile Industry.

Sir,

In continuation of this Ministry's letter No. WB-8(28)/61/3, dated the 22nd July, 1961, I am directed to forward herewith a Memorandum with 5 spare copies on the subject to be discussed at the above meeting.

Yours faithfully,


for Deputy Secretary

तार:- "GIRANIKAMU"

फोन :- ६३६७४

मुंबई गिरणी कामगार युनियन

अध्यक्ष :- एस्. एम्. जोशी M. L. A.

दळवी बिल्डिंग, फेल,

सरनिटणीस :- एस्. ए. डांगे M. P.

मुंबई-१२

23 JUL 1961
26th July, 1961.

Dear Comrade,

I had spoken to you about certain clauses in the Cotton Textile Workers(Central Wage Board recommendations) Bill 1961, which very much restrict the scope of application of this bill. I am sending herewith the relevant material which includes a copy of the agreement between the Bombay Millowners' Association and the R.M.M.S. on the subject of Central Wage Board recommendations.

Yours comradely,

Y.V. Chavan
(Y.V. Chavan)

Com. S.A. Dange, M.P.,
4, Ashok Road,
NEW DELHI.

331

July 28, 1961

Dear Com.Chavan,

Thank you for your letter of 26th July.


In the memorandum on the subject received from the Ministry of Labour, for the meeting on 9th August, there is a demand from the workers for the deletion of exemption (clause 7 of the bill).

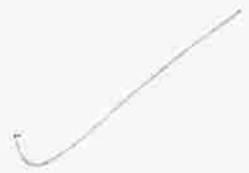
Out of 426 mills, 344 have implemented the recommendation and 46 partially. Among the remaining 36, some are exempted under para 7 of the Govt resolution and a few (9) have expressed their inability to implement due to financial difficulties. Six mills have taken the dispute to the High Courts and Supreme Court.

Employers have opposed the introduction of the bill but if it is insisted upon, have suggested a number of provisions which, if accepted, will make the conditions worse still.

With greetings,

Yours fraternally,


(K.G. Sriwastava)



Workers of the world unite!

Regd. No. 85.

Mazdoor Sabha Bhiwani

Bichla Bazar, BHIWANI.

मजदूर सभा भिवानी (रजि०)

बिचला बाजार, भिवानी।

Affiliated to A.I.T.U.C.

No. MS/ 276

Dated

I. R. No. 2483	27 JUL 1961
A.I.T.U.C.	

मित्रों यह कहना है कि लोक सेवा का इजारा है। शुरू होने वाला है। इस के अन्तर्गत वेस्ट बंगाल में भी सरकारों के बिना पेज सेवा है।

इस के बारे में हमने एक प्रस्ताव भी भेजा था और आप से जवाबी कातर भी हुई थी। कि इस के अन्तर्गत कराने में कोशिश की जाये जिस से जरिये इस काम के पास हमें से कुछ मातृपद मिलिये जा सकें। हमने अभी तक

जवाब मिला है।

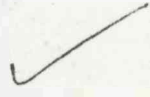
हमने अभी तक इस के बारे में जवाब नहीं मिला है। हमने अभी तक इस के बारे में जवाब नहीं मिला है। हमने अभी तक इस के बारे में जवाब नहीं मिला है।

Makhan Singh
Secy.

2 copies

A. I. T. U. C.
I.R. No. 2467 Date. 26 JUL 1961
File No. Replied on:

No. 2/50/61-E&I.
Government of India
Ministry of Labour & Employment



From

The Joint Secretary to the Govt. of India,
E. & I. Division.

To

The Secretary,
Indian National Trade Union Congress,
4, Ashok Road,
New Delhi.

25 JUL 1961

Dated New Delhi, the

Subject;- Textile Wage Board's recommendations - Non-
implementation by textile mills in West Bengal.

Dear Sir,

I am directed to refer to your letter No.185(WB)/A/61 dated July 4, 1961 on the above subject and to say that, according to the information available in this Ministry, the position regarding implementation of the Textile Wage Board's recommendations, as on March 31, 1961, in respect of the mills mentioned in your letter under reference is as follows:-

<u>Name of Mill</u>	<u>Position of Implementation.</u>
1. Dhakeswari Cotton Mills, Asansol.	} Implemented partly (i.e. in respect of operatives only)
2. Sri Hanuman Cotton Mills, Fuleswar.	
3. Bangeswari Cotton Mills, Rishra.	
4. Sri Durga Cotton Mills, Rishra.	
5. Lakshmmarayan Cotton Mills, Rishra.	Implemented fully.
6. Bankura Mills, Bankura.	Not implemented.

We have, however, requested the State Implementation Officer, Shri H.M. Ghosh, Assistant Labour Commissioner, Calcutta to take necessary action under the Code to get the Board's recommendations implemented fully by the five mills mentioned above as early as possible. I am to request that you may also kindly contact him to expedite action in the matter.

Yours faithfully,

Sanjay
for Joint Secretary.

*See app to ...
Mh.
Wm.*

Copy of the letter No.2/50/61-E&I dated the 25th July, 1961 from the Ministry of Labour & Employment, E.&I. Division, addressed to the Secretary, AITUC, New Delhi.

Subject:- Textile Wage Board's recommendations - Non-implementation by textile mills in West Bengal.

I am directed to refer to your letter No.185(WB)/A/61 dated July 4, 1961 on the above subject and to say that, according to the information available in this Ministry, the position regarding implementation of the Textile Wage Board's recommendations, as on March 31, 1961, in respect of the mills mentioned in your letter under reference is as follows:-

<u>Name of Mill.</u>	<u>Position of Implementation.</u>
1. Dhankeswari Cotton Mills, Asansol.) Implemented partly (i.e. in respect of operatives only).
2. Sri Hanuman Cotton Mills, Fuleshwar.	
3. Bangeswari Cotton Mills, Rishra.	
4. Sri Durga Cotton Mills, Rishra.	
5. Lakshmmarayan Cotton Mills, Rishra.) Implemented fully.
6. Bankura Mills, Bankura.) Not implemented.

We have, however, requested the State Implementation Officer, Shri H.M. Ghosh, Assistant Labour Commissioner, Calcutta to take necessary action under the Code to get the Board's recommendations implemented fully by the five mills mentioned above as early as possible. I am to request that you may also kindly contact him to expedite action in the matter.



August 3, 1961.

Com. H. Banerjee,
Secretary,
West Bengal STUC,

Dear Comrade,

We enclose copy of letter dated 25.7.61
received from the Labour Ministry. Please
send us your comments.

Yours fraternally,

Ms.
by him
(K.G. SRIWASTAVA)
SECRETARY.



73.5.5
D. B. R. Mills' Workers' Union

Regd. No. 441

1-2-690, Bakshiguda,
SECUNDERABAD-A. P.

DBRWU/ AITUC/61/2

A. I. T. U. C.
I. R. N. 2666 Date 5 AUG 1961
File No.

Date 3/8/61

To:

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

Dear Com. Srivastava,

I saw your circular this morning regarding the tripartite meet on the 9th, in connection with the bill on implementation of the recommendations of the Textile Wage Board. I hasten to give the information regarding the same in D.B.R. Mills Hyderabad. and as much as I know regarding the rest.

D.B.R. Mills: Rs.6/= AD HOC increase has been paid from ~~January~~ June 1960, instead of the recommended from January to by virtue of an INTUC -Management agreement - tied to rationalisation and increased workloads.

Rs.2/= also agreed upon to be paid as from 1st January 1962.

RATIONALISATION has been carried out and workloads increased in violation of the procedure laid down either by the report itself or by the 16th Indian Labour Conference.

D.A.; is the sorriest tale here, being the lowest in the country in a textile unit of this size: Rs.30-13-9 (or what was Rs.36/= in Osmania Siccra). It is fixed at that since 1951. At that time it was the highest paid DA in the whole state, now it is the lowest, even compared to the cooperative mills: A comparison will open the eyes:

Hemlatha textiles: Rs.67/=
Rayalaseema mills: Rs.63/=
Andhra cooperative
Spg. Mills, Guntakal: Rs.61/=
Azamjahi mills, Warangal
Rs.51/=

D.B.R. Mills: Rs.30-13-9.

The Govt. of India's resolution had earlier contemplate a national tribunal for disputes on DA. but now neither the GOI nor the State Govt. is taking any steps in this regard.

Here the Govt. and the Labour Commissioner had assured us that they would see to it that the DA was raised and linked to C.I. After failure of conciliation proceedings on this as well as other issues, we had suggested arbitration by the Labour Commissioner or even the Labour Minister, but beyond a preliminary meeting, nothing has come about.

Our suggestion for a stage by stage increase had met with general approval, including that of the Labour Commissioner: i.e. IMMEDIATELY, pending discussions on linking formulae, a DA of Rs.35/= as is given to

given to the mills staff, and a Madras type formulae of neutralisation leading to full neutralisation in the course of the next four years, say.

(We were not able to bring enough pressure this last fortnight, as the INROC union was declared the majority union by that "beautiful" procedure of the verification in the code !) But, now we are again taking up the issue)

Lastly, our Wage rates or Standardisation; in fact there has never been a Standardisation here. For piece-rates, the Sholapur Standardisation converted in Osmania Sicc (16 less) and that at 5% less, which made 21 % less than the 1946 Sholapur Standardisation for certain piece-rate categories; the others are lower still. Time and again, matters were left over to Wage Boards and Committees.

So while we had welcomed the Bill in the matter of getting back our lost arrears of Rs. 6/- from January to June 60 we were greatly perturbed by the contemplated wage freeze which at the same time allowed only agreements without demands and agitation. But what about the D.A.? And, when the Labour Secretary, there, wrote to me to give another memorandum on DA to the Union Labour Ministry, I thought that after all, we are getting a handsome DA on national standards in textiles ! Alas.

About others, I have latest information about few.

Anahra Cooperative Spinning Mills, Guntakal had paid Rs. 0/- Ad Hoc only to time rated workers and was resisting payment to piece-rated. There was crisis on this as well as on the management's insistence on a unilateral imposition of workloads and rationalisation.

There is so much of uneven development of our trade union movement that better units fear the slogan of a regional committee for nationalisation and each is facing to their best.

Adoni Cotton is a small joint stock thing, where the present managing agent is to be mild a fool and a anti social element. He has been to jail many times. Once for theft of bales of cotton he had mortgaged to the bank, once for brutal assault on railway porters. Once our workers had beat him, when he beat up some of ours he never attends a conciliation or a joint meeting or even tribunal. No ex-parte judgements are implemented either. At least the local leaders say that it is better the rickety-pickety thing is closed and some other sets in.

Regarding implementation in other units, the Govt. is supporting the stand of the small managements that they would close down if they have to implement. Their present wages are also so low, that it becomes ludicrous to support this stand. My question at the state tripartite was this: Do you have the same regard as Govt., when you impose your taxes; or is it only when the question of wages comes. You recommend other tax reliefs etc., but see that wages are raised, when the present is so meagre.

In regard to them, we may not take up the DA question but the Ad Hoc must be raised, since the textile industry now is in trim.

could you care to write after the tripartite

h.t.o

WEST BENGAL COMMITTEE
ALL INDIA TRADE UNION CONGRESS

249, BEPIN BEHARI GANGULI STREET,
CALCUTTA - 12

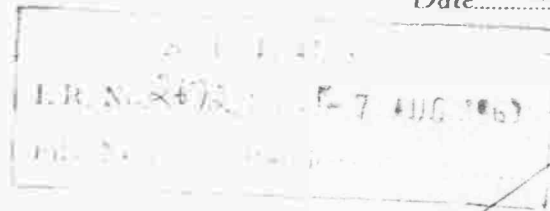
President : Dr. RANEN SEN, M. L. A.

General Secretary : MONORANJAN ROY.

Ref.....

Date 4th August, 1961

To
Com: K. G. Srivastava,
Secretary, AITUC,
4, Ashoka Road,
New Delhi - 1.



Dear Comrade,

I am in receipt of your postcard intimating the postponement of the General Council Meeting. Now I want to mention another vital affair to you. I come to know that a tripartite meeting has been arranged by the Central Govt. on 9.8.61. Also I come to know the discussion will be on the Bill introduced at Raraya Sabha for the implementation of Cotton Textile Wage Board. I donot know who will represent AITUC. In our state you know an agreement has been reached with the Employers' organisation through the Govt. After the signing of the agreement the following factories have not yet implemented the recommendation of wage Board according to the agreement. I hope the AITUC represent this vital issue before this Tripartite discussion we have already sent our views regarding the issue of strike introduced in the said Bill. Hope you would send us the report after the discussion.

Names of the Mills.

1. Bangeswari Cotton Mills Ltd.
2. Rampuria Cotton Mills Ltd.
3. Luxmi Narayan Cotton Mills Ltd.
4. Sri Durga Cotton Spg. & Mvg. Mills Ltd.
5. Bengal Fine Spg. & Mvg. Mills Ltd.
6. Central Cotton Mills Ltd.
7. Bharat General Textiles Industries.
8. Dhekeswari Cotton Mills.
9. Bankura Mills.
10. Sri Hanuman Cotton Mills.

Yours comradely,

SECRETARY

TEXTILE MAZDOOR EKTA UNION (Regd.)

(Affiliated to All India Trade Union Congress)

ਟੈਕਸਟਾਈਲ ਮਜ਼ਦੂਰ ਯੂਨੀਅਨ (ਰਜਿਸਟਰਡ)
(ਮੁਲਹੀਕਾ ਆਲ ਇੰਡਿਆ ਟ੍ਰੇਡ ਯੂਨੀਅਨ ਕਾਂਗਰਸ)

ਟੈਕਸਟਾਈਲ ਮਜ਼ਦੂਰ ਏਕਤਾ ਯੂਨੀਅਨ (ਰਜਿਸਟਰਡ)
(ਮੁਲਹੀਕਾ ਆਲ ਇੰਡੀਆ ਟ੍ਰੇਡ ਯੂਨੀਅਨ ਕਾਂਗਰਸ)

A. I. T. U. C.
I.R. No. 2674
Filed on.....

Patlighar, AMRITSAR.

Ref. No.

DATED 5/8/1961

The Secretary

AITUC

New Delhi

Dear Comrad,

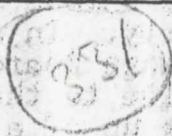
Please refer to your circular
No STUC/10/61 dated 1.8.61

As far as the implementation of the recommendations of Textile Wage Board by the management of Dayalbagh Spinning & Weaving Mills is concerned, the position is as follows:

1. Weaving Section was closed on 28.4.60. They were entitled to arrears w.e.f 1.1.60. They have not been paid anything in spite of representation to the Govt. The workers were members of this union.
2. Clerical staff has not been put in the grade recommended by the Wage Board & they have not been paid anything in spite of repeated demands and applications to the Govt by us. They are members of this union.
3. In other sections IATUC entered into an agreement according to which the increase of Rs 6/- was to be given in 3 years. Re. D.A etc there is no settlement. Our view is that the recommendations should be enforced by legislation minus clause (Re. Ban on strikes etc). *Par dewan has*

ALL-INDIA TRADE UNION CONGRESS**4, ASHOK ROAD, NEW DELHI-1.**

A.I. T. U. C.	
I.R. No. 30/4	Date: 29 AUG 1961
File No.	Reported on:



CIRCULAR No. STUC/11/61

August 9, 1961

To All STUCs

Sub: Conclusions of tripartite meeting - implementation of textile wage board recommendations

Dear Comrades,

Tripartite discussions on the Government Bill to enforce recommendations of the Textile Wage Board and the position regarding implementation as it exists, were held this morning in a meeting convened by the Union Labour Ministry. Information regarding this meeting was conveyed to you vide our Circular No. STUC/10/61 dated August 1, 1961.

It was decided at the meeting that a Special Officer of the Government, in consultation with employers' and workers' organisations, should draw up an upto-date list and submit a report to Government with regard to the mills which have implemented the recommendations and mills which have not, also stating the reasons in detail for non-implementation by the defaulting mills.

Employers' representatives claimed at the meeting that not more than half a dozen mills have refused to implement the recommendations and these are mostly because they are uneconomic units.

It was also stated by Government spokesmen that the Bill on Wage Board recommendations would not be discussed in the current session of the Parliament. The Government is not withdrawing the Bill either, but the position will be reviewed on getting the report of the Special Officer after six weeks.

In certain centres, INTUC unions have entered into agreements at the time of implementation of Wage Board recommendations not to raise any wage dispute for five years. There is a provision in the proposed Bill also of this nature. The AITUC is opposed to this condition. In the meeting, we demanded that there should be no such condition laid down in the Bill or agreement and AITUC will not agree to it in any case.

The question of exemptions granted to once closed and then re-opened mills, under Para 7 of the Government Resolution on the Wage Board Report was raised by our representative. It was agreed that exemptions should be only a limited period after the reopening of the mills. The Union Labour Ministry is looking into the matter.

In some centres, representatives of the INTUC unions have entered into agreements with the employers of individual mills for post-dated implementation of the wage increases or for a lesser quantum, not in conformity with the Wage Board recommendations. Such cases should be reported in specific details.

Regarding D.A., although agreements have been arrived at in some centres, there has been no settlement particularly in upcountry areas. Our unions also do not seem to have taken up this question seriously. In all such centres where no agreement on D.A., as per the Wage Board Report, has been arrived at, our unions should write to the Union Labour Ministry immediately, demanding the setting up of a National Tribunal. It will be recalled that Government had promised a National Tribunal to adjudicate this dispute, as and when it arises.

In certain centres as in Kanpur and other mills in U.P., implementation of Wage Board recommendations is kept pending because of arbitration proceedings. In such cases, unions should agitate immediately for early Award of the Arbitrator. Managements in such centres can put forward the plea that the delay and the non-implementation is not their fault, if arbitration proceedings are prolonged.

In order to present our case before the Special Officer, it is necessary that we should have detailed reports with regard to implementation of Wage Board recommendations, in respect of each centre and each mill. This information should be sent to the AITUC Office, as per the proforma given below, by the end of this month.

PROFORMA

State: M. State Town: Pulgaon Mill: Pulgaon Cotton Mills Ltd.

1. Whether implemented or not implemented } Implemented.
2. If implemented:
 - a) whether wage increase has been paid (Rs.8 or Rs.6), and if so, since when? Rs. 6/- since 1st Jan 60
 - b) whether arrears as from 1.1.60 has been paid? - yes
 - c) whether in agreements re. implementation, we have agreed to anything concerning rationalisation? No.
 - d) Is there any agreement on D.A.? No.
 - e) Are recommendations implemented in respect of mill clerks also? yes.
3. If not implemented, for what reason? ---

*

With greetings,

Yours fraternally,

K.G. Sriwastava
(K.G. Sriwastava) 9/11/60
Secretary

July 27, 1961

General Secretary,
Mazdoor Sabha,
Bhiwani, Punjab

Dear Comrade,

The Union Labour Ministry has called a tripartite meeting on 9th August to consider the Textile Wage Board report's implementation and the Bill to make it statutory.

Points raised by you will be discussed therein.

This has reference to your letter of 26th July.

With greetings,

Yours fraternally,

K.G.
(K.G. Sriwastava)
Secretary

Aug 9, 1961

Dear Com.NKK,

Yours of 7th inst.

The matter was raised in the meeting held today and the Labour Minister has agreed to consider it. It was generally agreed that exemptions should be only for a limited period after the reopening of the mills.

We are issuing a circular on the conclusions of the meeting.

With greetings,

Yours fraternally,

K.G. Sriwastava
(K.G. Sriwastava)

THE COIMBATORE DISTRICT MILL WORKERS' UNION

REGD NO. 84

(AFFILIATED TO A. I. T. U. C. & W. F. T. U.)

10/21, RANGA KONAR ROAD.

THIYAGIKAL-NILAYAM		COIMBATORE.
A. I. T. U. C.		
I. R. N. 2721	Date: 9 AUG 1961	Date: 7-8-1961
File No.....	Replied on.....	

Ref No

Dear Com. Srivasthawa,

I understand that the Central Labour Minister is convening a meeting of Textile Mill Managements and the Central Trade Unions at New Delhi on the 9th Instant to discuss the question of the implementation of the Textile Wage Board Recommendations as well as the Bill brought forward by the Central Government in connection with this. I do not know who is attending the meeting on behalf of AITUC but in any case I request you that you make representation immediately to the Union Labour Minister on the following matter:

I am given to understand that the Govt. has classified the Kaleeswarar Mills, Coimbatore under the category of units to which the Wage Board Recommendations will not apply. I am surprised at this since the Mills has been working efficiently for nearly one year under the management of a lessee who has taken it on lease for 3 years under instructions of Madras High Court. The Lessee is paying a monthly lease amount of Rs.42,000/- and after paying this lease amount, he has been making very good profits in the course of the last year. Under these conditions there are no grounds whatever for exempting Kaleeswarar Mills from implementation of the Wage Board Recommendations.

Please represent this matter as early as possible to the Union Labour Ministry and let me know the result.

Greetings.

Fraternally yours,

Mukish

*Received the meeting
this has reported to
to U. L. M. and to
Srinivasan*

मध्यप्रदेश ट्रेड यूनियन कांग्रेस

(अ. मा. ट्रे. यु. कांग्रेस की राज्य शाखा)

24, M.G. Road -
इन्दौर शहर

इन्दौर शहर

दिनांक 7th Aug. 61

कमांक.....

To

the Secretary

INTUC, New Delhi.

A. I. T. U. C.
I. R. N. 2735. Date..... 1961
File No..... Replied on.....

Dear Comrade,

Refer your circular STUC 10/61 dated 18th Aug/61 the textile wage Board award in all the mills except (i) Bengal Nagpur Mills, Raychandgam (ii) handloom textile (iii) Madhal Agrawal Mills - Gwalior.

But there are some problems about implementation (i) increase of Rs. 6/- p.m. in the piece rate work is proving dubious, as the method of increase in piece rate is a total amount of Rs. 6 p.m. increase in wages is not reflected in practice & some times workers stand to lose the increase, even though rates are increased. There are various measures through which the increase is nullified.

(ii) In M.P. the question of adequate D.A. with rational basis is engaging the attention of Trade unions & workers, since the publication of T.W.A. But neither the Labour Dept headed by V.V. Dharwad (INTUC Boss) nor the so-called representative union INTUC at all the textile

Centres in M.P. are prepared to raise this issue & refer it to National Tribunal as recommended by T.W. Report & since the Central Govt. & the Union Labour Ministry is sitting tight over this recommendation, these four M.P.'s would like to press these two points:

(i) In the proposed bill in which workers are bound down for 5 years and are barred from raising any issue must be opposed vehemently.

(ii) There should be a machinery, provided in the bill for solution of the problems - wage, job, work-load etc on national scale, laying down procedure for this. All registered T.U. must be given the right to raise issue or participate on behalf of their unions, if the issue is raised by other unions in the same region or industrial unit.

(iii) National Tribunal ~~constituted~~ ^{for Disputes} must be guaranteed in the bill, as Union Govt have so far postponed this same. INTUC unions are preventing (at least in our state) constitution of the same.

I hope you will let us know the date & time of the tripartite meet.

With regards
Yours faithfully,
Dinakar

Garden Reach Textile Workers' Union

REGD. NO. 463

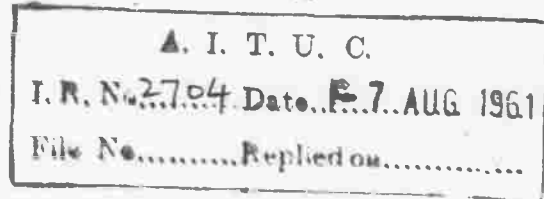
(Affiliated to All India Trade Union Congress)

Q 77, AKRA ROAD : CALCUTTA - 24

Date 7th August 1961

f. No. TU/WB/61/314

Comrade K.G. Sriwastava,
Secretary,
All India Trade Union Congress,
4, Ashoke Road, New Delhi.



Sub: Your Circular No. STUC/10/61 dt. 1.8.61.

Dear Comrade,

The above was received by us on 5.8.61. As such I am to reply in hurry and could not collect all the informations of the State.

The following reports are in hand:

W.Bengal* Those mills who have not implemented at all:

Please add the name of Dhakeswari Cotton Mills
Suryanagar.

Partially implemented: Struck off the Dhakeswari Cotton Mills

and add Kesoram Cotton Mills Ltd. and Victoria Cotton
Mills.

1. Kesoram Cotton Mills Ltd., have not paid to the workers of Hosiery department any benefits of the Wage Board and or Agreement dt. 1.3.1961. (copy enclosed). Nor Rs. 6/- increment in Basic wages or the D.A.
2. Kesoram Cotton Mills Ltd., are trying to deny the benefits of the above agreement in respect of about 100 junior clerks the increments and the High Cost allowance of the Wage Board and the agreement dt. 1.3.61.

In case of Kesoram Cotton Mills, the Evaluation Committee directed the above mills to pay the increased wages and dearness allowance to the workmen of Hosiery section and also the high cost allowance and increments to the above 100 junior clerks, but the company has refused to obey the direction.

Vicotoria Cotton Mills, some clerks have been denied the benefit of the above agreement and the company is trying to classify them as semi-clerks, though there was no provision of any semi clerk in Bengal Mills as per Award 1958.

Yours etc.
[Signature]

To

The Management,
J. C. T. Mills Ltd.,
Phagwara.

(331)
I. T. U. C.
I. R. No. 2003 Date: 11-8-61
File No. Representation:

Subject:- Violation of the Wage Board Report.

Dear Sir,

It is very regrettable that the violation of the recommendations of the Central Wage Board Report for Cotton Textile Industry are being made repeatedly on the part of you, inspite of the protests lodged by the workers again and again.

Having no care for these protests the process of violation continues. Now after the Ring department case of which is before the Arbitrator Jee Jee Bhai. Conditions of work have been changed in the departments Warping and Winding as follows:-

1. That in the Winding department work load has been increased by increasing ten spindles, now 40 instead of 30 before; and wages have been decreased by fixing the low rates 1.37 nP per 100 kilogram instead of 1.82 nP per 100 kilogram.
2. That in the Warping department spare thread are now disallowed, in result of which production decreased, to bring the production at par speed of the machines is increased and in effect of this change work load intensified and wages decreased.

Workers of the above said departments have not drawn their wages as protest. Protest is lodged by the Jagatjit Kapra Mill Mazdoor Union also against these violation and it is requested to restore the conditions of work as before.

Yours faithfully,

(Signature)

(Ram Sahay)
General Secretary,

Jagatjit Kapra Mill Mazdoor Union
Phagwara.

Dated 11-8-61

All India Trade Union

New Delhi.

List of persons attending the
Textile Wage Board Meeting -
New Delhi - 9th Aug. '61.

CENTRAL GOVERNMENT

Ministry of Labour & Employment.

1. Shri Gulzari Lal Nanda,
Minister for Labour, Employment
and Planning.
2. Shri Abid Ali,
Deputy Minister for Labour.
3. Shri L.N. Mishra,
Deputy Minister for Labour and Employment.
4. Shri P.M. Menon, I.C.S.,
Secretary.
5. Shri K.N. Subramanian, I.C.S.,
Joint Secretary.
6. Shri R.L. Mehta, I.A.S.,
Joint Secretary.
7. Shri B.N. Datar,
Labour & Employment Adviser.
8. Shri Teja Singh Sahni,
Deputy Secretary.
9. Dr. B.R. Seth, Deputy Secretary.

Ministry of Commerce & Industry

10. Shri Manubhai Shah,
Minister for Industries.
11. Shri S. Vohra, I.C.S.,
Joint Secretary.
12. Shri M.P. Alexander,
Deputy Secretary.

STATE GOVERNMENTS

Gujarat

13. Shri D.K. Badeka,
Labour Commissioner.

Maharashtra

14. Shri D.G. Kale,
Labour Commissioner.

15.

Mysore

15. Shri L. Lingiah,
Labour Commissioner.

Punjab

16. Shri P.N. Bhalla,
Labour Commissioner.

Uttar Pradesh

17. Shri H.C. Saxena,
Secretary, Labour Department.
18. Shri S.P. Pandey,
Deputy Secretary, Labour Department.

Bihar

19. Shri S.K. Datta,
Deputy Labour Commissioner.

EMPLOYERS (10 delegates)

Indian Cotton Mills Federation, Bombay.

20. Shri Ramnath A. Podar.
21. Shri G.K. Devarajulu.
22. Shri Arvind N. Mafatlal.
23. Shri Ponnuswamy Chettiar.
24. Shri Lal Chand.
25. Shri Punshottamdas Singhania.
26. Shri Bhattacharjee.
27.) Awaited.
28.)
29.)

WORKERS (10 delegates)

Indian National Trade Union Congress

30. Shri G.D. Ambekar.
31. Shri G. Ramanujam.
32. Shri K.N. Pandey, M.P.
33. Shri Ramsinghbhai Varma, M.P.
34. Shri Kali Mukherjee.
35. Shri A.N. Buch.
36. Shri Bakhtawar Lal Sharma.

WORKERS (Contd.)

All India Trade Union Congress

37. Shri S.A. Dange, M.P.

38. Shri K.G. Srivastava.

Hind Mazdoor Sabha

39. Shri S.C.C. Anthoni Pillai, M.P.

Position regarding implementation
of the recommendations of Textile
Wage Board.

...

Sl. No.	State	:No. of mills	: No. of mills which have implemented			: Remaining mills.
			: Fully	: Partly	: Total.	
1.	2.	3.	4.	5.	6.	7.
1.	ANDHRA	13	8	1	9	4
2.	BIHAR	2	-	2	2	-
3.	DELHI	4	4	-	4	-
4.	GUJARAT	98	89	6	95	3
5.	KERALA	8	-	5	5	3
6.	MADHYA PRADESH	17	12	5	17	-
7.	MADRAS	135	126	2	128	7
8.	MAHARASH-TRA	86	71	7	78	8
9.	MYSORE	17	6	3	9	8
10.	ORISSA	1	1	-	1	-
11.	PUNJAB	6	2	3	5	1
12.	RAJAS TH-AN	7	4	1	5	2
13.	UTTAR PRADESH	19	8	5	13	6
14.	WEST BENGAL	29	21	4	25	4
TOTAL:		442	352	44	396	46

...

A B S T R A C T

1. Total No. of mills = 442
2. Mills which have implemented fully = 352 (including 10 mills covered by para 7 of the Resolution).
3. Mills which have implemented partly = 44 (including 7 mills covered by para 7 of the Resolution).
4. Mills which have not implemented = 46 (including 13 mills covered by para 7 of the Resolution).

APPENDIX I.

Names of Cotton Textile Mills which have not implemented the recommendations of the Textile Wage Board or have implemented the recommendations partly.

MILLS WHICH HAVE NOT IMPLEMENTED AT ALL		Mills which have implemented only partly
NAME	Reasons for non-implementation	
1	2	3

ANDHRA

1. Adoni Cotton Mills, Adoni.	Financial difficulties	1. Ramchandra Spg. Mills, Pandalapaka.
2. Suryanarayana Spg. Mills, Pandala		
3. Andhra Co-operative Spg., Mills, Guntakal.	Action is being taken now to implement.	
4. Satyanarayana Spg. Mills, Pandala.	Since closed down.	

BIHAR

1. Bihar Cotton Mills Ltd. Phulwari sharif, Patna.
2. Gaya Textiles (P) Ltd; Gaya.

GUJARAT

1. Ahmedabad Mfg. & Calico Ptd. Company (Calico Mills) Ltd., Ahmedabad.	Have preferred appeals in Supreme Court against Industrial Court's orders to implement the recommendations.	1. The Keshav Mills Co. Ltd., Petlad.
2. Ahmedabad Mfg. & Calico Ptg. Co. (Jubilee Mills) Ltd., Ahmedabad		2. Rajratna Naranbhai Mills Ltd., Petlad.
3. The Fine Knitting Co. Ltd., Ahmedabad		3. Shree Shubhlaxmi Mills Ltd., Cambay.
	Has appealed to Supreme Court against recognition as a Cotton Textile undertaking.	4. Surat Textile Mills Ltd., Surat.
		5. Saurashtra Co-operative Spg. Mills Ltd., Limbdi.
		6. Amarsinghji Mills Ltd., Wankaner.

KERALA

1. Parvathi Mills Ltd., Quilon.	Not known.	1. Ashok Textiles (P) Ltd. Alwaye.
2. The Pudducotai Co. (P) Ltd., Trichur. (Lessees of Sitaram Wvg. Mills)	Has applied to State Govt. for exemption. Re-started recently under new management.	2. Kathayee Cotton Mills (P) Ltd., Alwaye.
3. Cochin Mahalaxmi Cotton Mills, Trichur.	-do-	3. Chackolas Spg. & Wvg., Mills Ltd., Kalamassery, Alwaye.
		4. Allagappa Textiles (Cochin) Ltd., Alagappanagar.
		5. Vanaja Textiles Ltd., Trichur.

MADHYA PRADESH

- *1. The Kalyanmal Mills Ltd., Indore.
- 2. The Mandasaur Textiles Ltd., Mandasaur.
- 3. Motilal Agrawal Mills Ltd., Gwalior.
- 4. New Bhopal Textile Mills Ltd., Bhopal.
- *5. The Bengal Nagpur Mills Ltd., Rajnandgaon.

MADRAS

- | | | |
|---|--|--|
| 1. Nagammal Cotton Mills, Vikravandi, S. Arcot. | Not known | 1. Puddukkottah Textiles Ltd., Namanasamudram. |
| 2. Sarada Mills Ltd., Podanur, Coimbatore. |) Financial difficulties | 2. Nagammal Mills Ltd., Nagercoil. |
| 3. Natesar Spg. & Wvg. Mills Ltd., Erode. | | |
| 4. Suguna Textile Mills Ltd., Coimbatore. |) Small and uneconomic units having only 65 and 27 workers, respectively, and less than 2000 spindles. | |
| 5. The Padma Mills, Coimbatore. | | |
| 6. Palar Mills Ltd., Wallajabad. | | Not functioning since 17.9.1960. |
| *7. Kaleeswarar Mills, Ltd., Coimbatore. | | |

*Covered by para 7 of the Government Resolution Recommendations not applicable at present.

MAHARASHTRA

- | | | |
|--|-----------------------------|--|
| 1. The Janata Spg. Mills (P) Ltd., Sangli. |) Financial difficulties | 1. Narsinggirji Mills, Sholapur. |
| 2. Lokmanya Mills, Barsi. | | |
| @3. The Jaya Shanker Mills, Barsi | - | 2. Madhavnagar Cotton Mills (P) Ltd., Madhavnagar. |
| 4. The Chhaganlal Textile Mills (P) Ltd., Chalisagaon. | Financial difficulties | 3. Balajir Spinning & Wvg Mills, Sangli. |
| *5. The Pratap Spg. & Wvg. Mills, Amalner | - | 4. Marathe Textile Mills (Spinning) Miraj. |
| *6. The Rajen (Textiles) Mills Ltd., Barsi. | Closed since January, 1959. | *5. Aurangabad Mills Ltd., Aurangabad. |
| *7. Shri Madhav Mills Ltd., Bombay. | Closed since March, 1959. | *6. Dhanraj Mills, Bombay. |
| *8. The R.S.R.G. Mohhata Mills Akola. | Closed since 12.9.1960. | *7. Sholapur Spg. & Wvg., Co. Ltd., Sholapur. |

*Covered by para 7 of Govt. Resolution. Recommendations not applicable at present.

@Treated like para 7 units on the recommendation of State Governments.

MYSORE

1. Sri Krishnarajendra, Mills, Mysore.	A dispute between the management and workers over setting off of wage increases awarded under a compromise award has been referred for adjudication.	1. Ram Kumar Mills Bangalore.
2. Chandra Spg. & Wvg. Mills, Bangalore.	The management claims to have implemented but they have not furnished the required details to the State Govt. and the position could not be ascertained.	2. Nandi Hasbi Textiles Mills, Nargund.
3. The Yelamalli Wvg. Mills, Gadag.	Financial condition stated to be unsound. Matter being investigated by State Government.	3. Sri Ganeshar Textile Mills, Davangere.
4. Karnataka Co-operative Spg. Mills, Hubli.	Has asked for exemption on the ground that it started working after the Wage Board made its recommendations. Matter being considered by State Government.	
5. Sri Krishna Spg. & Wvg. Mills, Bangalore.	Not known.	
6. Minerva Mills, Bangalore.	Not known.	
7. Deccan Textile Industry, Hubli.	Not known.	
*8. The M.S.K. Mills, Gulbarga.		

PUNJAB

*1. The Punjab Cloth Mills, Bhiwani.	-	1. T.I.T. Mills, Bhiwani.
		2. Jagjit Cotton Textile Mills, Phagwara.
		3. Dayal Bagh Spg. & Wvg. Mills, Amr

RAJASTHAN

1. The Jaipur Spg. & Wvg. Mills Ltd. Jaipur.	} Certain reference common to Board's recommendations are pending before the Industrial Court, Rajasthan.	*1. Edward Mills Co. Ltd. Beawar.
2. The Maharaja Shri Umaid Mills, Pali.		

UTTAR PRADESH

1. M/s. Bijli Cotton Mills, Hathras.	} Has obtained stay orders from High Court against U.P. Govt.'s order to implement.	1. Modi Spg. & Wvg. Mills, Modinagar.
*2. Elgin Mills No.2, Kanpur.		2. Lord Krishna Text Mills, Saharanpur.
*3. John's Princess of Wales Mills, Agra.		3. Raza Textiles, Rampur.
*4. Anand Textiles, Agra.		4. Prem Spg. & Wvg. Mills, Ujhani.
*5. Atherton West, Kanpur.		5. General Fibres Dealers, Lucknow.
*6. John's Coronation Mills, Agra.		

*Covered by para 7 of the Government Resolution Recommendations not applicable at present.

1

2

3

WEST BENGAL

- | | | |
|--|--|--|
| 1. Bankura Mills, Bankura. | The managements
have pleaded
financial
difficulties.
Howrah. | 1. Dhakeswari Cotton
Mills Ltd., Suryanagar. |
| 2. Bharat General
Textiles, Birati. | | 2. Shree Hanuman Cotton
Mills Ltd., Fuleshwar,
Howrah. |
| 3. D.N. Choudhury
Cotton Mills Ltd.,
Dakhineshwar. | | 3. Arati Cotton Mills
Ltd., Dasnagar, Howrah. |
| 4. Bhagyalaxmi Cotton
Mills Ltd., Belgharia. | | 4. Kanoria Industries
Ltd., Konnagar,
Hoogly. |

331

A. I. T. U. C.
I.R. : 2934 Date: 23 AUG 1961

From

From: Parduman Singh,
General Secretary,
Textile Mazdoor Eka Union (Regd.),
Putlighar, Amritsar.

To

Shri P.N. Bhalla, I.A.S.,
Labour Commissioner, Pb.,
Chandigarh.

Subject:- Implementation of the recommendations
of Central Wage Board for Cotton
Textiles.

Shrimanji,

Please refer to your circular letter No. Lab/1/
67/35675-85 dated 14th August, 1961.

M/s Dayalbagh Spinning & Weaving Mills have not
implemented the recommendation/of the Central Wage Board so
far in respect of :-

- 1) Dearness Allowance.
- 2) Grade for clerical staff.

As far as the adhoc increase of Rs.8/- to be
given to all the workers in concerned the management did not
implement it for a long time. Then it entered into an agreement
with the Textile Labour Association according to which the
adhoc increase of Rs.8/- was split up into :-

- (a) Rs. 3/- p.m. to be paid w.e.f. 1.6.60.
- (b) Rs. 2/- p.m. " " 1.6.61.
- (c) Rs. 3/- p.m. " " 1.6.62.

This agreement is clearly illegal and invalid.
Majority of Workmen immediately made a representation to the
Labour Officer, Labour Commissioner and Labour Minister that
they were not bound by this agreement and that it had been
done without their knowledge. Moreover about 100 110 workmen
who were retrenched on 28-4-60 but were entitled to this
increase w.e.f. 1.1.60 were not paid anything although they
demanded the arrears from the management.

The clerical staff also raised the demand but
have not been paid anything so far.

P.T.O.

U. I. A. ...
-121- ...

It is requested that the recommendations of the Wage Board, if these have any sanctity, should be got implemented and the arrears be got paid to all the workmen and the agreement be declared null and void.

Parduman Singh
General Secretary,
Textile Mazdoor Ekta Union.

Copy to:-

1. The Secretary, AITUC. *(Along with a copy of the agreement the INTUC union entered into with the management)*
2. The Secretary, PTUC.

Memorandum of settlement under section 12(3) of the Industrial Disputes Act, 1947 arrived at between the workmen and the management of M/s Dayalbagh Spinning & Weaving Mills, Amritsar on 30-8-1960 in the presence of Shri D.A. Karan, Labour Officer & Conciliation Officer Amritsar in respect of the dispute between the workmen and the management regarding the implementation of the recommendations of the Central Wage Board for the Cotton Textile Industry.

...

The management is represented by Shri S. D. Gandhi, Secretary of M/s Dayalbagh Spinning & Weaving Mills, Amritsar while the workers are represented by Shri S.P. Bhushan, Secretary, Textile Labour Association Regd, Amritsar.

The following settlement has been arrived at between the parties:

1. The management has agreed to give to all the workers employed at present only in the mills an increase of wages in lieu of the recommendations of the Central Wage Board as under:-

- a). Rs. 3/- p.m. w.e.f. 1-6-1960
- b). Rs. 2/- p.m. w.e.f. 1-6-1961
- c). Rs. 3/- p.m. w.e.f. 1.6.1962

2. The ring piecers and other workmen of the spinning Department hereby undertake to give a minimum production of 1500 pounds to 20 counts yarn per shift of eight hours on 12 ring frame machines (eight new texaco machines and four old Howard machines). In case of fine counts the production will decrease and in case of coarser counts the production will increase proportionately.

3. The piecers of Ring Frame Department will work two sides of machines, as before the strike.

4. This agreement shall be binding for five years in accordance with the terms and conditions of the extra-ordinary gazette of india page 67 of March 3, 1960, para 3 (10 piecers will work 2 sides and 4 piecers will work single side).

5. Both the parties shall honour the terms of this agreement for a period of five years and will not resort to any tactics which will disturb the industrial peace.

6. The arrears of the dues of the workmen in lieu of settlement under item No. 1 above will be paid on the 7th Sept, 1960.

The above increments shall be payable in accordance with the provisions of clause 6 page 66 of extra-Ordinary Gazette of India dated March 3, 1960.

.....



EXPRESS DELIVERY
Under Postal certificate

From

Shri P.N. Bhalla, I.A.S.,
Labour Commissioner, Punjab.

To

1. M/s Jagatjit Cotton Textile Mills,
Phagwara.
2. M/s T.I.T. Mills, Bhiwani.
3. M/s Dayal Bagh Spinning and
Weaving Mills, Amritsar.
4. All Unions of the above three
mills.

No. Lab/1/67/35075-85
Dated Chandigarh the 14 August, 1961.

Subject: IMPLEMENTATION OF WAGE BOARD.

Dear Sir,

You may be aware that in order to give statutory sanction to the recommendations of the Central Wage Board for the Cotton Textile Industry, a Bill known as the Cotton Textile Workers (Central Wage Board Recommendations) Bill, 1961 has been introduced in the Rajya Sabha on 1.5.1961, vesting government with adequate powers to enforce the Board's recommendations in Mills which have not implemented the recommendations or have implemented them partially. Your Mill falls into one of these categories. The provisions of this Bill were considered at length in a Tripartite meeting held at New Delhi on the 9th August, 1961 under the Chairmanship of the Union Labour Minister. On behalf of the employers, an assurance was given by their representatives that all Mills which are in a position to implement the recommendations would do so in toto, for the reason that the recommendations of the Board ^{are} based on unanimous decision of the workers and the employers' representatives. It was felt that it was necessary to go into full details of the reasons due to which the Mills have either not implemented the recommendations or have implemented them partially. It was decided that a Senior Officer of the Ministry of Labour would visit this State and call a meeting of the managements and the workers in which a full enquiry into the said reasons would be made. The date and place of the meeting would be

shortly communicated to you. It is, therefore, requested that in the meantime you should fully prepare your respective cases and send two copies thereof to me within 10 days of the receipt of the letter. This short period has been fixed for the reason that the Ministry of Labour have to complete enquiry in respect of all the States and submit report to the Tripartite Committee within six weeks. You may, therefore, kindly treat this matter as of top-priority and stick to the time limit.

Yours faithfully,

[Signature]
Labour Commissioner,
Punjab. *[Signature]*
14/8/61

Enclst.No. Lab/4/67/3586-89
Dated Chandigarh the 14th August, 1961.

A copy is forwarded to the:

1. The Secretary to Government, Punjab, Labour & Employment Departments, Chandigarh, for information, with reference to memo.No.34984 dated 12/8/61.
2. - The Labour Officer, Bhiwani, Ludhiana and Amritsar with the request that he should immediately get into contact with the managements and the unions concerned and ensure that the requisite replies are sent by them within the stipulated period.

[Signature]
14/8

Brij
14/8

[Signature]
Labour Commissioner,
Punjab. *[Signature]*
14/8/61

रजि.नं० ७६/८-११-५२

मजदूर सभा

(आल इण्डिया ट्रेड यूनियन कांग्रेस से सम्बद्ध)

331

क्रमांक 459/11/61

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

A. I. T. U. C. AUU	16.8.61
I. R. N. 2858	Date.....
File No.....	दिनांक 16.8.61.....
Repl. on.....	

Sir.

Regarding your circular no. ST.02/11/61 of 9th Aug 61

In reply of the above we have to inform you that recommendations of the Textile Wage Board has not been implemented in Gwalior Rayon Silk Manufacturing (weaving) Co. Ltd, Gwalior, M.P. Managing Agents has put a plea that this mill does not come under the purview of Textile mills.

We hope that you will try to get the wage Board recommendations implemented in this mill.

Thank you.

Yours faithfully,

Sahin Khatun

for Secy.

मजदूर सभा

(ग्राल इण्डिया ट्रेड यूनियन कांग्रेस से सम्बद्ध)



क्रमांक 458/331/61

लोहामण्डी, ग्वालियर
दिनांक 16.5.61

The Secretary,
A.I.T.U.C.
4-Bhikha Road
New Delhi

Sir,

Regarding Motilal Agrawal Mills Ltd.
Gwalior, Madhya Pradesh.

1. whether implemented or not implemented — IMPLEMENTED
2. if implemented
 - a) whether wage increase has been paid (Rs 8/- or Rs 6/-) and if so, since when? — as per Rs 6/- from 1st Jan, '61
 - b) whether arrears as from 1.1.60 has been paid? — yes. ~~being~~
 - c) whether in arrangement regarding implementation we have agreed anything concerning rationalisation — NO.
 - d) Is there any arrangement on D.A. — No, D.A. has not been included with salary.
 - e) Are recommendations implemented in respect of sick leave also? — NO.

Thanks,

Yours faithfully
Satish Gupta
for Secretary

मजदूर सभा

(आल इण्डिया ट्रेड यूनियन कांग्रेस से सम्बन्ध)

लोहामण्डी, ग्वालियर

दिनांक 16.8.61

क्रमांक 457/स.स.१/61

The Secretary,
H.I.I.V.C.
6 Ashoka Road,
New Delhi - 1.

Sir,

we are in receipt of your circular no. S.T.U.C/11/41 of 9th instant and have to inform you as under:-

State - MADHYA PRADESH. TOWN - GWALIOR. MILL - J.C. MILL, II.

1. whether implemented or not implemented - IMPLEMENTED.
2. If implemented
 - a) whether wage increase has been paid - as per Rs 61, (Rs 8/0 or Rs 61.) and if so, since when from 1 Jan 60.
 - b) whether arrears as from 1.1.60 has been paid? YES.
 - c) whether arrears as from 1.1.60 has been in arrangement re. implementation, we have agreed to anything concerning rationalisation NO.
 - d) Is there any agreement on D.A. - NO, D.A. was not even included with salary as per wage board report.
 - e) Are recommendations implemented in respect of mill clerks also? - YES
 - 3) If not implemented on what reason? -

Yours faithfully
S. S. S. S.

TELEGRAM: AITUCONG.

PHONE: 5840

TAMILNAD TRADE UNION CONGRESS

(TAMILNAD COMMITTEE OF A.I.T.U.C.)

61157, BROADWAY,
MADRAS-1.

A. I. T. U. C.
I. R. No. 3145 Date 17-8-1961
File No.

Dated 17th August 1961.

Ref:

Dear Comrade K.G.S.,

Ref: STU circular No 11 of 1961

As per the Madras Textile Agreement dated 30.6.1960, it was agreed to implement the Textile Wage Board Recommendations. The salient aspects are given below: (A few mills have not implemented the T.W.B. Recommendations. The list given by the Govt. is okay)

- a) Agreed to pay Wage increase of Rs.8/-;
- b) Arrears of wage increase was paid from 1.1.60;
- c) Regarding D.A., it was agreed to pay Rs.45/- as fixed D.A., and it was agreed to increase the rate of D.A. per point above 300 from 18.75 nP. to

21 nP. from 1.6.60
23 nP. from 1.6.61
24 nP. from 1.6.62
26 nP. from 1.6.63;

- d) It was agreed to pay Rs.2 wage increase from 1.1.62;
- e) A bipartite regional committee to go into the question of rationalisation. If no agreement is reached, Govt. to appoint an umpire whose findings will be final. As the Coimbatore Regional Committee which was constituted could not reach an agreement the Govt. has decided to appoint an umpire.

- f) Regarding clerks an interim increase of Rs.10 was granted, but till to-day the wage scales have not been refixed as per the T.W.B. Report.

g) Regarding the list of non-implementation given by Govt., the list of implementation is attached.

With regard to Pondicherry, the question of implementing the recommendations of the TWB has been referred to the Tribunal.

With Greetings,

J. J. J.
Yours fraternally,

Regd. No. 85.

Mazdoor Sabha Bhiwani

Bichla Bazar, BHIWANI.

मजदूर सभा भिवानी (रांज०)

बिचला बाजार, भिवानी ।

Affiliated to A.I.T.U.C.

No. MS/200

Dated 17.8.61

कागरेड के जी. पी. कार्डेवका से

विषय :- Implementation of Wage Board in Textile Industry.

18 AUG 1961

1. राजनीति के अभाव में प्रशासनिक व्यवस्था में अस्थिरता है। यहाँ तक कि प्रशासनिक व्यवस्था में भी अस्थिरता है। अतः मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए।

2. मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए। अतः मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए।

3. मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए। अतः मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए।

मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए। अतः मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए।

मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए। अतः मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए।

मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए।

मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए।

मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए।

मजदूरों के हितों की रक्षा के लिए मजदूरों को एकजुट होना चाहिए।

Workers of the world unite.

Ref. No. 85.

Mazdoor Sabha Bhiwani

Bichla Bazar, BHIWANI.



मजदूर सभा भिवानी (रजि०)

बिचला बाजार, भिवानी ।

Affiliated to A.I.T.U.C.

No. MS/357

Dated 22-8-61

संदेश, अखिल भारतीय स्टूडेंट्स यूनियन कांग्रेस।

A. I. T. U. C. 4 AUG. 1961

I. R. No. 2951. Date 22/8/61. Subject: Implementation of wage Board
File No. Replied on in Textile Industry.

श्रीमान जी,

हमारे हाँ दो Textile मिलें हैं / अन्वये

circular No. STUC/11/61 ता: 9-8-61 के

मुताबिक दोनों मिलों के 4 acts फेज रहे हैं।

Encl closed with

- 2 -

आपकी

Mahesh

General Secretary,
MAZDOOR SABHA (Regd.)
BHIWANI (E.P.)

THE COIMBATORE DISTRICT MILL WORKERS' UNION

REGD NO. 84

(AFFILIATED TO A. I. T. U. C. & W. F. T. U.)

THIYAGIKAL NILAYAM.

10/21, RANGA KONAR ROAD.

COIMBATORE.

Ref No _____

Date 23. 8. 1961.

Sri K.G. Sriwastava,
Secretary, A.I.T.U.C.,
New Delhi.

Dear comrade,

Sub: Implementation of the Wage Board recommendations in the mills of Coimbatore District--
Information furnished.

As regards the textile Mills in this district, I would request you to press at the Tripartite level the cases of the following two mills which have not yet implemented the Wage Board Recommendations, namely, Kaleeswarar Mills, Coimbatore (employing about 2,000 workers) and Sri Natesar Spinning and Weaving Mills Ltd., Erode.

In the case of Kaleeswarar Mills, the Mills has been running efficiently since May 1960 under the Management of a Lessee who has taken it on lease for three years. It is known that even after paying the lease amount of Rs.42,000/- a month the Lessee has been making substantial profits during the whole period, the Mill has been running. Under these conditions, there is absolutely no justification for this Mill refusing to implement the Wage Board Recommendations, especially when other mills in the district like Cambodia Mills, Sarada Mills and Vasudeva Industries which have also been suffering from financial difficulties during the last several years, are now implementing the Wage Board Recommendations.

I am surprised to note in this connection that the Memorandum circulated by the Central Government at the last Tripartite Meeting (giving list of mills throughout India which have not yet implemented the Wage Board Recommendations) mentions Kaleeswarar Mills as coming under Paragraph 7 of the Central Government ~~Act~~. This is factually wrong since this mill is neither a closed unit nor is it under enquiry in terms of the Industries (Regulation and Development) Act. Therefore this mill obviously cannot come under Paragraph 7.

In the case of Sri Natesar Spinning and Weaving Mills Ltd., Erode, it is an efficiently running unit, and no reason whatsoever can be alleged for this Mill refusing to implement the Wage Board Recommendations. In fact in the course of negotiations which our Union had with the Management of this Mills, they expressed their willingness to implement the Wage Board Recommendations hereafter, provided we gave up the claim for back wages for the period from January 1960. Obviously we could not agree to this and hence the negotiations broke down.

I request that the cases of the above two mills may be pressed by you urgently.

Greetings.

Fraternally yours,



President.

THE COIMBATORE DISTRICT MILL WORKERS' UNION

REGD NO. 84

(AFFILIATED TO A. I. T. U. C. & W. F. T. U.)

THIYAGIKAL NILAYAM.

10/21, RANGA KONAR ROAD.

COIMBATORE.

Ref No _____

Date

23. 8. 1961.

To

The Management,
Kaleeswarar Mills,
Coimbatore.

Sir,

Sub: Implementation of Wage Board Recommendations for the workers of Kaleeswarar Mills - running of two shifts in the Weaving department and provision of full work to the workers of the Weaving department.

Our Union representatives have had occasions to discuss the above-mentioned two issues with you. But unfortunately no steps have yet been taken by you in connection with the above.

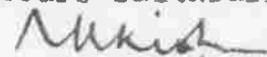
In regard to the issue of implementation of the Recommendations of the Textile Wage Board for the workers of Kaleeswarar Mills, I desire to bring to your attention the fact that there is no justification whatsoever for delaying this any longer. As you know, even mills like Cambodia Mills, Sarada Mills and Vasudeva industries have fallen in line with the Madras Agreement of June 1960 and are implementing the terms of that agreement. It is also known that the Kaleeswarar Mills has been running quite efficiently since May 1960, and that even after provision is made for the payment of the lease amount of Rs. 42,000/- per month, the Mill has been making substantial profits during this entire period. As such, the Union requests that steps may be taken immediately by the Management for implementing the terms of the Madras Agreement of 30.6.1960 regarding the Wage Board Recommendations.

As regards the issue of weaving, our Union representatives have discussed this issue several times with the Lessee himself. It has been impressed on him that both the shifts could be run in the Weaving Department so that full work may be given to the workers of this department also. At present, however, even though the rest of the departments have been running on a sound basis, and even though the condition of the machinery etc. in the Weaving Department is fully satisfactory and warrants its full use in running both the shifts so that both the workers and the public at large are benefited, it is regrettable that only one shift is run in the Weaving Department, thus causing very great hardships to the workers concerned as well as loss of production. On all the occasions when our Union representatives discussed this issue with you the Lessee, he was good enough to assure us that our representation would be fully considered and that he was seriously thinking over the matter. But unfortunately nothing concrete has been done so far. I request that speedy steps may be taken in order to run both the shifts in the Weaving Department as early as possible.

I hope that the Management will consider both the above issues seriously and take early steps to grant the just demands of the workers.

Thanking you,

Yours faithfully,



President.

331

संयुक्त खदान मजदूर संघ

(रजि० नं० ४१२)

L.R.F. 2038 49 [~~ब्रांच~~ बिरसिंगपुर पाली]

मिलमोंक..... Replied on.....

दिनांक 31/8/61

Ref. Circular No STOC/11/61
dated 9th Aug. 1961

TEXTILE MAZDOOR UNION, BHOPAL.

Sub: Conclusions of Tripartite meeting - implementation of Textile wage board recom

State : M.P. Town : BHOPAL MILL The New Bhopal Textile

1- Whether implemented or
Not implemented.

Implemented.

2. If implemented :

(a) Whether wage increase has
been paid (Rs. 5 or Rs. 6) and if so since when

Rs. 6/- 1st July 1960.

(b) Whether arrears as from 1.1.60 has been paid.

YES.

(c) Whether in agreements re. implementation
we have agreed to anything concerning
rationalisation

INTUC has entered into an
agreement. Nothing known
in details. ~~As per agreement~~

(d) Is there any agreement on D.A.

As per agreement of implementing the
Board award in full 75% of DA. was merged
in Basic Wages.

(e) Are recommendations implemented
in respect of Mill clerks also.

YES.

3. If not implemented, for what
reason

No question arises.

with yours

For & on behalf of
R.P. Khosla

The Osmanshahi Mills Workers' Union

(Regd. No. 2640)

Safdar Building Vazirabad

Ref. No. (94/61)

A. I. T. U. C. Date 11-9-61

To
The Secretary,
The All India Trade Union Congress,
New Delhi.

Sub:- Conclusions of Tripartite Meeting
Implimentation of textile Wage Board
recommadations.

S I R,

With reference to your circular No. STWC/
11/61 dated August 9-1961. I herewith enclose the
proforma duly filled in I enclose also the copy of
the agreement arrived at in between the Rashtriya
Labour Union and the management .

-----Proforma-----

State: Maharashtra

Town: Nanded.

Mill: Osmanshahi Mills Nanded.

1- Partially implimented:

2 (a) Rs. 6-/ from January 1960.

(b) Arrears paid from 1-1-61

(c) We have no entered into agreement but the
agreement was between the management and the Rashtriya

(Continued on page 2)

(Continued from page 2)

in which paras 101 to 104 of the wage board recommendations have been agreed, regarding rationalisation.

(d) An increase of Rs 50 NP. is given from 1-1-60 but there is a clause that the union will be free to raise the dispute for further neutralisation

(e) The clerical staff union, affiliated to INUC has entered into an settlement. The copy of the same is enclosed separately.

Yours faithfully,

A. S. Nagapurker,
General Secretary.

पत्र संख्या 66/61

Phulwari Sharif Suti Mill Mazdoor Union.
Phulwari Sharif, PATNA.

dated 9/9/61.

From,

The General Secretary,
Phulwari Sharif Suti Mill Mazdoor Union,
P.O. Phulwari Sharif, Dist. Patna (Bihar).

To

The Minister of Labour,
Government of India,
New Delhi.

A. I. T. U. C.	
I.R. No. 2229	Date: 9/9/61
File No.	Reached on

Subject: Non-implementation of the Textile Wage Board decision regarding Dearness Allowance.

Dear Sir,

We beg to state that the Bihar Cotton Mills Ltd., Phulwari Sharif (Patna, Bihar) has not yet implemented the recommendations of the Textile Wage Board regarding the Dearness Allowance. In spite of our repeated requests the management has been evading the implementation.

Under these circumstances we earnestly request you to set up a National Tribunal to adjudicate this dispute.

Thanking you,

Yours faithfully,

General Secretary,
Phulwari Sharif Suti Mill Mazdoor Union,
Phulwari Sharif, PATNA.

Copy forwarded to:

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

331

A. P. T. U. T.
I. R. N. 3245 Date: 19/8/61
No. WB 8(28)-II/61
Government of India
Ministry of Labour and Employment

No. WB 8(28)-II/61
Government of India

Ministry of Labour and Employment

From

Dr. B.R. Seth,
Deputy Secretary to the Government of India

To

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

Dated, New Delhi, the 11 SEP 1961

Subject:- Tripartite meeting held at New Delhi on 9th August, 61
to consider statutory enforcement of recommendations
of the Textile Wage Board.

Sir,

With reference to your letter No. 172/TWB/61 dated the
24th August, 1961, I am directed to say that the views expressed
by the workers' side mainly related to the provisions of the
proposed Bill. They did not say much with regard to the conten-
tions of the employers, nor is it assumed that the workers' side
admitted this position. All concerned were, of course, parties
only to the decision regarding the contemplated enquiry.

I hope this clarification will be satisfactory.

Yours faithfully,

B. Seth
(B.R. Seth) 8-9-61
Deputy Secretary

A. I. T. U. C.
I. N. No. 3257 Date 9/9 No. WB-8(28)II/61.
File No. Government of India
Ministry of Labour & Employment

Immediate

331

From

Dr. B.R.Seth,
Deputy Secretary to the Government of India.

To

All State Governments (except J and K).

Dated New Delhi, the 18.9.61.

Subject:- Implementation of recommendations of the Textile Wage Board - Action on the conclusions reached at the tripartite meeting held on the 9th August, 1961.

Sir,

I am directed to refer to this Ministry's letter No.WB-8(29) dated the 22nd August, 1961 (Copy enclosed), on the above subject, and to say that it has been decided to entrust the proposed enquiry to Shri R.Seshadri, Deputy Director, Office of the Textile Commissioner, Bombay. It has also been decided that:-

- (i) While visiting the concerned textile establishments, the Enquiry Officer may be accompanied by the State Labour Commissioner (or one of his deputies) and also the Regional Labour Commissioner (Central) concerned.
- (ii) The mills to be covered by the enquiry will be those which have not implemented the recommendations or which have done so only partly. A list of such units (copy enclosed) was placed before the tripartite meeting held on the 9th August, 1961. Additions/deletions in the list may kindly be made, where necessary, on basis of the latest information available with the State Labour Department Units covered by para 7 of Government's Resolution on the Wage Board's report will not be included in the purview of the proposed enquiry.
- (iii) While visiting the mills, the enquiry team should hold discussions with the mill managements and also the representatives of the recognised labour union. If there is no recognised union, representatives of all unions operating in the mill may be invited for discussion.
- (iv) The results of the findings may be communicated, as soon as the enquiry in a particular establishment is completed, to the Labour Department of the concerned State Government and also the Ministry of Labour and Employment, Government of India.

2. I am to request the State Government kindly to inform the Enquiry Officer about the name and address of their Labour Commissioner (or one of his deputies) who will be associated with the enquiry in regard to the mills in their state, so that they may arrange the programme of visits in mutual consultation. A copy of this Communication may be endorsed to the Ministry of Labour and Employment also.

3. The programme of work will be drawn up by the enquiry Officer (Shri Seshadri) and intimated to the State Labour Commissioner and the Regional Labour Commissioner (Central).....2.

Any suggestion in this regard may kindly be addressed direct to Shri R.Seshadri, Deputy Director, Office of the Textile Commissioner, Wittet Road, Ballard Estate, Bombay.


4. Receipt of this letter may kindly be acknowledged.

Yours faithfully,


for Deputy Secretary.


Copy (with enclosures) forwarded for information to:-

1. The General Secretary, Indian National Trade Union Congress, 17, Janpath, New Delhi.
2. The General Secretary, All India Trade Union Congress, 4, Ashok Road, New Delhi.
3. The General Secretary, Hind Mazdoor Sabha, Nagindas Chambers, (2nd Floor), ~~104-Freere~~ Road, Bombay-1.
4. The Honorary Secretary, The Indian Cotton Mills' Federation, Elphinston Bldg., Veer Nariman Road, Post Box No.95, Bombay-1.


for Deputy Secretary.

Copy (with enclosures) also forwarded to:-

1. Shri R.Seshadri, Deputy Director, Office of the Textile Commissioner, Wittet Road, Ballard Estate, Bombay.
2. Shri S.P.Mukherjee, Chief Labour Commissioner, New Delhi.
3. Shri M.P.Alexander, Deputy Secretary, Ministry of Commerce and Industry, New Delhi, with reference to his D.O.No.8(3) Tex(A)/60, dated the 11-9-1961.


for Deputy Secretary.

d.a.refd.to
sks.15.9.

✓

Copy of letter No.W.D.8(28)/, dated the 22nd August, 1961, from Ministry of Labour & Employment, New Delhi to All State Governments (Except Jammu & Kashmir).

Subject:- Main conclusions/recommendations of the tripartite meeting held at New Delhi on the 9th August, 1961, to consider statutory enforcement of recommendations to the Central Wage Board for cotton textile industry.

I am directed to enclose, for your information a copy of the main conclusions/recommendations of meeting mentioned above.

2. Necessary further action in the matter is being taken by Government.

Main Conclusions/Recommendations of the Tripartite Meeting held in New Delhi on the 9th August, 1961 to consider the question of statutory enforcement of the Textile Wage Board's recommendations.

(1) The Meeting reviewed the progress so far made in regard to the implementation of the Textile wage Board's recommendations. During the discussions, the employers' representatives pointed out that according to the latest information available with them, the number of defaulting mills was really very small, and that most of these could not implement the recommendations because of financial difficulties. It would be worthwhile making an enquiry to ascertain the reasons for non-implementation. It was agreed that Government would depute an officer to conduct an enquiry in the case of the defaulting mills and submit a report, if possible, in about six week's time. In the meanwhile the employers' representatives should use their good offices to secure implementation of the recommendations by as many of the defaulting mills as possible. The Employers' and Workers' organisations agreed to extend their full co-operation to the proposed enquiry.

(ii) The question of further action to be taken regarding the pending Bill will be decided in the light of the facts disclosed by the Enquiry.

(iii) It was hoped that, wherever, possible, the defaulting mills will implement the Wage Board's recommendations without further delay, thereby eliminate the need for the proposed legislation.

(iv) If finally it is found necessary to proceed with the Bill, the different suggestion made during the discussions regarding the different clauses in the Bill will be considered by Government.

Names of Cotton Textile Mills which have not implemented the recommendations of the Textile Wage Board or have implemented the recommendations partly.

MILLS WHICH HAVE NOT IMPLEMENTED AT ALL		Mills which have implemented only partly.
Name	Reasons for non-implementation	
1.	2.	3.

ANDHRA

- | | | |
|--|---|--|
| 1. Adoni Cotton Mills, Adoni. | Financial difficulties | 1. Ramchandra Spg. Mills, Pandalapaka. |
| 2. Suryanarayana Spg. Mills, Pandala | | |
| 3. Andhra Co-operative Spg. Mills, Guntakal. | Action is being taken now to implement. | |
| 4. Satyanarayana Spg. Mills, Pandala. | Since closed down | |

BIHAR

1. Bihar Cotton Mills Ltd, Phulwari, Patna.
2. Gaya Textiles (P) Ltd. Gaya.

GUJARAT

- | | | |
|--|---|--|
| 1. Ahmedabad Mfg. & Calico Ptd; Company (Calico Mills) Ltd. Ahmedabad. | Have preferred appeals in Supreme Court against Industrial Court's orders to implement the recommendations. | 1. The Keshav Mills Co. Ltd. Petlad. |
| 2. Ahmedabad Mfg. & Calico Ptg. Co. (Jubilee Mills) Ltd. Ahmedabad | | 2. Rajratna Naranbhai Mills Ltd., Petlad. |
| 3. The Fine Knitting Co. Ltd. Ahmedabad. | | 3. Shree Shubhlaxmi Mills Ltd. Cambay. |
| | Has appealed to supreme Court against recognition as a Cotton Textile undertaking. | 4. Surat Textile Mills Ltd. Surat. |
| | | 5. Saurashtra Co-operative Spg. Mills Ltd. Limbdi. |
| | | 6. Amarshinghi Mills Ltd. Wankaner. |

KERALA

- | | | |
|---|---|--|
| 1. Parvathi Mills Ltd. Quilon. | Not known | 1. Ashok Textiles (P)Ltd. Alwaye. |
| 2. The Pudducotai Co. (P) Ltd. Trichur. (Lessees of Sitaram Wrg. Mills) | Has applied to State Govt. for exemption. Re-started recently under new management. | 2. Kathayee Cotton Mills (P) Ltd. Alwaye. |
| 3. Cochin Mahalaxmi Cotton Mills, Trichur. | -do- | 3. Chackolas Spg. & Wvg. Mills Ltd. Kalamassery, Alwaye. |
| | | 4. Allagappa Textiles (Cochin) Ltd., Alagappanagar. |
| | | 5. Vanaja Textiles Ltd., Trichur. |

MADHYA PRADESH

Gwalior Rayon Silk Mfg. (Wvg) Ltd.
Gwalior

- *1. The Kalyanmal Mills Ltd., Indore.
- 2. The Mandsaur Textiles Ltd., Mandsaur.
- 3. Motilal Agrawal Mills, Ltd. Gwalior.
- 4. New Bhopal Textile Mills Ltd., Bhopal.
- *5. The Bengal Nagpur Mills Ltd., Raenandgaen.

MAHARASHTRA

MADRAS

- 1. Nagammal Cotton Mills, Vikravandi, S. Arcot. } Not known
- 2. Sarada Mills Ltd., Podanur, Coimbatore. } Financial difficulties
- 3. Natesar Spg. & Wvg. Mills Ltd., Erode. } Financial difficulties
- 4. Suguna Textile Mills Ltd. Coimbatore. } Small and uneconomic units having only 65 and 27 workers, respectively, and less than 2000 spindles.
- 5. The Padma Mills, Coimbatore. } Not functioning since 17.9.1960
- 6. Palar Mills Ltd., Wallajabad. } Not functioning since 17.9.1960
- * 7. Kaleeswarar Mills, Ltd., Coimbatore.

- 1. Puddukkottan Textiles Ltd. Namanasamudram.
- 2. Nagammal Mills Ltd., Nagercoil.

*Covered by para 7 of the Government Resolution Recommendations not applicable at present.

MAHARASHTRA

- 1. The Janata Spg. Mills (P) Ltd., Sangli. } Financial difficulties
- 2. Lokmanya Mills, Barsi. } Financial difficulties
- @3. The Jaya Shanker Mills, Barsi
- 4. The Chhaganlal Textile Mills (P) Ltd., Chalisagaon. } Financial difficulties
- *5. The Pratap Spg. & Wvg. Mills, Amalner
- *6. The Rajen (Textiles) Mills, Ltd., Barsi. } Closed since January, 1959
- *7. Shri Madhav Mills Ltd., Bombay. } Closed since March, 1959
- *8. The R.S.R.G. Mohhata Mills Akola. } Closed since 12.9.1960
- 1. Narsinggirji Mills, Sholapur.
- 2. Madhavnagar Cotton Mills (P) Ltd., Madhavnagar.
- 3. Balajir Spinning & Wvg. Mills, Sangli.
- 4. Marathe Textile Mills (Spinning) Miraj.
- *5. Aurangabad Mills, Ltd. Aurangabad.
- *6. Dhanraj Mills, Bombay.
- *7. Sholapur Spg. & Wvg. Co. Ltd., Sholapur.

* Covered by para 7 of Government Resolution. Recommendations not applicable at present.

@ Treated like para 7 units on the recommendation of State Governments. To be covered by the enquiry.

1.	2.	3.
<u>MYSORE</u>		
1. Shri Krishnarajendra, Mills, Mysore.	A dispute between the management and workers over setting off of wage increases awarded under a compromise award has been referred for adjudication.	1. Ram Kumar Mills Bangalore. 2. Nandi Hasbi Textiles Mills Nargund. 3. Sri Ganeshar Textile Mills, Davangere.
2. Chandra Spg. & Wvg. Mills, Bangalore.	The management claims to have implemented but they have not furnished the required details to the State Govt. and the position could not be ascertained.	
3. The Yelamalli Wvg. Mills, Gadag.	Financial condition stated to be unsound. Matter being investigated by State Government.	
4. Karnataka Co-operative Spg. Mills, Hubli.	Has asked for exemption on the ground that it started working after the wage Board made its recommendations. Matter being considered by State Government.	
5. Sri Krishna Spg. & Wvg. Mills, Bangalore,	Not known.	
6. Minerva Mills, Bangalore.	Not known.	
7. Deccan Textile Industry, Hubli.	Not known.	
*8. The M.S.K. Mills, Gulbarga.	-	

PUNJAB

*1 The Punjab Cloth Mills, Bhiwani	-	1. T.I.T. Mills, Bhiwani. 2. Jagjit Cotton Textile Mills, Phagwara. 3. Dayal Bagh Spg. Wvg. Mills, Amritsar
------------------------------------	---	---

RAJASTHAN

1. The Jaipur Spg. & Wvg. Mills Ltd. Jaipur.	} Certain reference common to Board's recommendations are pending before the industrial Court, Rajasthan.	*1. Edward Mills Co. Ltd. Beawar.
2. The Maharaja Shri Unaid Mills, Pali.		

UTTAR PRADESH

1. M/s. Bijli Cotton Mills, Hathras.	Has obtained stay orders from High Court against U.P. Govt's order to Implement.	1. Modi Spg. & Wvg. Mills, Modinagar.
@2. Elgin Mills No.2 Kanpur.		2. Lord Krishna Textile Mills, Saharanpur.
*3. John's Princess of Wales Mills, Agra.		3. Raza Textiles, Rampur.
@4. Anand Textiles, Agra.		4. Prem Spg. & Wvg. Mills, Ujhani.
*5. Atherton West, Kanpur.		5. General Fibres Dealers, Lucknow.
@6. John's Coronation Mills, Agra.		

* Covered by para 7 of the Government Resolution Recommendations not applicable at present.

@ Treated like para 7 units. To be covered by the enquiry. ...4.

1.

2.

3.

WEST BENGAL

1. Bankura Mills, Bankura. ✓

2. Bharat General Textiles, Birati. ✓

3. D.N.Choudhury Cotton Mills Ltd., Dakhineswar.

4. Bhagyalaxmi Cotton Mills Ltd., Belgharia.

The managements have pleaded financial difficulties. was known.

1. Dhakeswari Cotton Mills, Ltd., Suryanagar. ✓

2. Shree Hanuman Cotton Cotton Mills Ltd., Fuleshwa, Howrah. ✓

3. Arati Cotton Mills Ltd., Dasnagar, Howrah.

4. Kanoria Industries Ltd., Konnagar, Hoogly.

Bangas

COTTON TEXTILE WORKERS' FEDERATION

Regd. No. 3293

249, BEPIN BEHARY GANGULY (BOWBAZAR) STREET, CALCUTTA-12

PRESIDENT—JANAB S. A. FARUQUE, M. L. A.
GENL. SECY.—SRI HRISHIKESH BANERJEE

Ref No.....

Date...25...9.....19 61.

To
Sri S. N. Roy,
Deputy Labour Commissioner,
Govt. of West Bengal,
Calcutta.

Sir,

Re : NON-IMPLEMENTATION OF THE AGREEMENT ON
WAGE BOARD RECOMMENDATION.

Sir,

This is to inform you the recent position of the factories named below on the above matter.

1. Bharat General Textile, Birati, 24-Parganas,
Not implemented.
2. Sri Hanuman Cotton Mills, Fuleswar, Howrah,
Not implemented.
3. Bankura Mills, Bankura,
Not implemented.
4. Dhakeswari Cotton Mills, Suryyanagar, Asansol,
only Rs. 6/- have been paid to
the workers, but the arrears
have not yet been paid, Clerks
were not paid.
5. Bangeswari Cotton Mills, Rishra,
Durwan, Jamadar, Peon, Histry,
Warper, Clerks were not paid the
increased basic wages. Also lump
payments for clerks were not paid.
6. Cotton Section of India Jute Mills, Searampur,
Increased D.A. and lump payments
have not been paid.
7. Sri Durga Cotton Spinning and Weaving Mills, Rishra,
Clerks have not yet been paid
towards High Cost living and
increased basic wage.
8. Central Cotton Mills, Howrah,

contd/2.

COTTON TEXTILE WORKERS' FEDERATION

Regd. No 3293

249, Bowbazar Street, Cal-12

PRESIDENT—JONAB S. A. FARUQUE M. L. A.

GENL. SECY.—SRI HRISHIKESH BANERJEE

Ref. No.....

(20

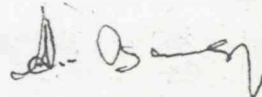
Date.....19

Lump payments have not yet been made to the operatives.

These are the latest position towards the implementation of the agreement on the recommendation of the Wage Board.

An early reply will be appreciated.

Yours faithfully,



General secretary.

Mazdoor Sabha Bhiwani

Bichla Bazar, BHIWANI.

मजदूर सभा भिवानी (रजि०)

बिचला बाजार, भिवानी ।

Affiliated to A.I.T.U.C.

No. MS/WB/563-65

Dated 20-10-61

सेवा में -

इन्फु आरि आफिसर,
श्री R. Seshadri, डिप्टी जयरेक्टर
आफिस दी टेक्स्टाइल कमिशनर, अम्बई।

RECEIVED	NO. 20 OCT 1961
A. I. T. U. C.	
BHIWANI	

Subject: Memorandum Req.

Inquiry in to case of defective implementation of
Textile Wage Board Recommendations in T.I.T. Bhiwani.

श्री मान जी,

सेवा में निम्न लिखत निवेदन है कि:-

1. मैनेजमेंट T.I.T. भिवानी और वर्कमैन T.I.T. भिवानी के बीच ता. 23-6-60 को वेज बोर्ड की सिफारिशों को लागू करने के विषय में एक agreement हुआ था। जिस की copy साथ है।

2. इस agreement की clause नं: 1 में यह माना गया कि वेज बोर्ड की सिफारिशें "in toto" मानी जा रही हैं। परन्तु यहां मिल वाली ने वेज बोर्ड की सिफारिशों के para No. 102 (जो कि Rationalisation से सम्बन्धित है) की विरोधता की और भविष्य में और भी करने की योजना बनाये हुये हैं। इस के बारे में निम्न लिखत facts हैं:-

(क) इस मिल में वीवी डिपार्टमेंट के "आरो शैंड" में 60 लूमज हैं। दिसम्बर, 1960 से पहले एक वरकर (वीकर) 6 लूमज चलाता था। लेकिन मैनेजमेंट ने अचानक 30 नवम्बर 1960 से एक अडि के जरिये प्रति वरकर 15 लूमज चलवानी शुरू कर दी। और इस तरह arbitrarily रेशनलाइजेशन कर दी।

(ख) इस तरह रेशनलाइजेशन करने से पहले वरि बोर्ड की कोई assessment नहीं की गई जो कि mutually agreed रेकसर्पट से करानी जरूरी है, ऐसा वेज बोर्ड की सिफारिशों के para No. 102 में लिखा है। और नही working conditions में कोई सुनासब सुधार ही किया गया है।

3. जिन मजदूरों को इस संकशन में बदल कर दूसरे संकशन में भेजा गया है, उन की तन्खाहों में कमी हो गई है।

जिन वरकरों पर वर्क लोड बढ़ा है, यदि 6 लूमज की वजाय 15 लूमज चला रहे हैं, उन मजदूरों को equitable share नहीं दिया गया।

4. वेज बोर्ड की recommendations के para no. 102 में रेशनलाइजेशन के बारे में साफ असूल लिखे गये हैं। और रेशनलाइजेशन के बारे में 15 की लेबर कॉन्फ्रेंस में भी procedure बनाया गया है। मिल वालों इन तमाम बातों की प्रवाह नहीं की।
5. "मजदूर सभा" इसमिल के leading यूनियन है। हम आप के सामने उपरोक्त facts पेश कर रहे हैं। कृपया इस सिंसिल के जरूरी कार्यवाही भी जाये।

✓

अध्यापक
 M. B. M. {
 MAZDOOR SABHA
 Bichla Baza, Bikaner

AITUC

Memorandum of Settlement.

-S-

- Na-me of Parties: 1. Management of the Technological Institute of Textiles, Birla Colony, Bhiwani; hereinafter referred to as In Institute.
2. All workmen of Technological Institute of Textiles, Bhiwani including Jobbers and Clerks.

Representing Employers: Shri P.D. Makbaria, General Manager, of behalf of the management.

Representing Workmen: Sh. Sagar Ram Gupta General Secretary, T.I.T. Karamchari Sangh and T.I.T. staff Union.

Sh. Bakhtawar Lal Sharma, Vice President, T.I.T. Staff Union, and Member Executive, T.I.T. Karamchari Sangh.

Sh. Nanak Chand President works Committee T.I.T.

Short Recapitulation of Case.

This agreement is arrived at between the parties in settlement of the rights and obligations of both the parties created by the recommendations contained in the report of the Central Wage Board for the cotton Textile Industry, hereinafter called the Board. The terms and conditions of this agreement are set out below.

Terms of Settlement.

- Both the parties accept the report of the Board in toto and both the parties are prepared to carry out their obligation in full without reservations.
- Each worker including jobber inservice in the month of May, 1960 will get an increase of Rs. 6/- per month in his basic wage with effect from 1st January, 1960 subject to the conditions that any increase that has been given by agreement after the Industry made their submission to the wage Board shall be adjusted against the increase of Rs. 6/- per month now agreed upon.
- The dearness allowance will continue to be paid as dearness allowance according to the existing method and at the existing scales; but Rs. 35/- per month which is near about 75% of the dearness allowance for the first six months of the 1959 will merged with the basic wage for all purposes except for the purposes of bonus and gratuity.
- The efforts will be made by the parties to merged Rs. 35/- D.A. and Rs. 6/- per month the amount of increase with the present basic rates and till such merger both will be paid at a flat rate per month.
- The wage increase for the month of June, 60, will be paid alongwith the wages for the month of June, 1960, The arrears of wage increase for the month of January, 60 to May, 60 will be paid to workers upto 31st August, 1960.
- Some difficulty is being experienced in the matter of implementations of the recommendation with regard to the clerks. It is decided that it will be solved by mutual discussions,

R.T.O.

failing which by joint arbitration award of the
Shri M.D. Dalmia of Birla Cotton Spg. and wvg. Mills,
Dtd. Delhi and Shri A.N. Buch General Secretary
Indian National Textiles workers Fedration, Ahmdabad or
his nominee.

7. The workmen would extend their full cooperation
in the process of reationalisation and modernisation as
recommended in the Report.

Bhiwani

Representatives Empliyer

Dated:- 23rd June, 1960.

Sd/- P.D. Makharla

for the workmen

Witness:-

Sd/- Sager Ram Gupta
Bakhtawar Lal Sharma
Nanak Chand

- 1.
- 2.

This agreement is arrived at between the parties in settlement of the rights and duties of both the parties in respect of the matters mentioned in the report of the Board for the Cotton Textile Industry, Hyderabad dated the 23rd June, 1960. The terms and conditions of this agreement are set out below.

Sd/-

Labour & Conciliation Officer,

Bhiwani.


1. Both the parties are agreed to refer to the Board for the Cotton Textile Industry, Hyderabad in all matters relating to the settlement of the dispute.

2. Each worker including top management in the industry shall be entitled to a bonus of Rs. 100/- per annum, 1960 subject to the conditions that any increase that has been given by agreement after the industry ends their submission to the wage Board shall be adjusted against the increase of Rs. 100/- per annum.

3. The parties will continue to be held as deemed fit by the Board for the Cotton Textile Industry, Hyderabad in all matters relating to the settlement of the dispute. The Board for the Cotton Textile Industry, Hyderabad shall be the final authority for the settlement of the dispute.

No.331/A/61
October 4, 1961

Shri R.Seshadri,
Deputy Director,
Office of the Textile Commissioner,
Wittet Road,
Ballard Estate,
BOMBAY 1



Dear Sir,

We enclose copy of our letter
of even number and date addressed to
the Union Labour Ministry, in connection
with the non-implementation of Textile
Wage Board recommendations, for your
information.

Yours faithfully,

for Secretary

Encl:

The J. R. S. Mills Coolyla Karmika Sangham.

Regd. No. 2157.

RAYADRUG (Anantapur Dt.)

President: R. S. Basavanagowd.

Secretary: B. Abdulkhadar.

A. I. L. C. V.	Date.. 21-10-1961..
I. R. No. 3258	Date. 2.5.01. 1961
File No.....	Replied on.....

To,

331
Sri. R. Seshadri,
Deputy Director,
Office of The Textile Commissioner
BOMBAY.

SIR,

Sub: Non-implimentation of the Textile Wage Board's
recommendations by The J.R.S.Mills, Rayadrug-regarding.

The Management of the Mills refused to impliment the recommendation of the Wage Board and the Labour Officer, ~~Anantapur~~ Anantapur informed us that the said concern is not covered by The Wage Board. Therefore We request you to enlighten us whether the report is applicable to the said Mills or not.

The Mills consists of winding department, calendering and weaving sections consisting of 200 power looms. Therefore We request you to instruct the Management of the Mills to impliment the Wage Board recommendations and oblige.

Thanking you,

Yours Faithfully,

R. S. Basavanagowd
21-10-61
President.

Copy to The Labour Commissioner, Andhra Pradesh, Hyderabad.

Dhakeswari Cotton Mills Labour Union

REGD. NO. 2388

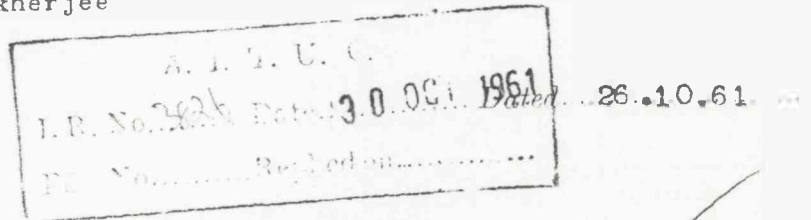
Affiliated : A. I. T. U. C.

P. O. SURYANAGAR (Burdwan)

President : Chandra Shekhar Mukherjee

G. Secretary : Dulal Banerjee

Ref.....



Sri R.Seshadri,
Dy. Director,
The Office of the Textile Commissioner,
Wittet Road, Ballard Estate, Bombay.

Dear sir,

Re. Non-implementation of Textile Wage Board
recommendations - The Dhakeswari Cotton Mill
Ltd., Suryyanagar, P.C.Suryanagar, Burdwan
(West Bengal)

The above Mill has implemented the recommendations of the Wage Board in part i.e it has implemented the basic wage part of the recommendations minus 9 months' arrears. It has refused to implement the D.A. part of the recommendations finally agreed upon at Calcutta. The workers of the Mill have launched a strike since 16.9.61 over the issue of non-implementation of Wage Board recommendations amongst others and the management have since declared a lockout. Our Union which is not a recognised one is the sponsorer of the strike.

Please get in touch with our union during the time of enquiry since our Union is directly involved in the issue.

Thanking you,

Yours faithfully

P R E S I D E N T

Dhakeswari Cotton Mill Labour Union.

Handwritten note: 226-226 C.

ESTD: 1937

PHONE NO. 3831

THE COIMBATORE DISTRICT MILL WORKERS' UNION

REGD NO. 84

(AFFILIATED TO A. I. T. U. C. & W. F. T. U.)

THIYAGIKAL NILAYAM.

A. I. T. U. C.

COIMBATORE.

I.P. No. 3597

Date 10th Oct. '61.

10/21, RANGA KONAR ROAD.

Ref No.

To

Shri. R. Seshadri,
Deputy Director,
Office of the Textile Commissioner,
Wittet Road,
Ballard Estate,
BOMBAY.

Sir,

Sub: Inquiry into cases of non-implementation of
Textile Wage Board Recommendations.

We are given to understand that you are appointed as the Inquiry Officer to enquire into the cases of such of those mills that have not so far implemented the recommendations of the Wage Board. We beg to submit that the Kaleeswarar Mills, Coimbatore and Sri Natesar Spinning and Weaving Mills Ltd., Erode have not implemented the recommendations, and that in both of these units we are the majority union. We request you therefore to kindly inform us well in advance the date when you would be visiting these mills so as to enable us to discuss about the issue with you in person.

Thanking you,

Yours faithfully,

N. R. Krishnan
(N.R. Krishnan)

PRESIDENT.

Copy to the AITUC, New Delhi.

ADONI TEXTILE LABOUR UNION,

ADONI.

President :...K...ANJANEYULU.

Dist. Kurnool
(Andhra Pradesh)

Secretary :...G...KRISHNAMURTI.

Regd. No. 2049

Affiliated to A. I. T. U. C.

Dated 10. 10. 1961

Ref: No.

I.R. No. 560

The No. Reg. No.

To Shri R. SESHADRI,
Deputy Director,
Office of the Textile Commissioner,
Wittet Road, Ballard Estate,
BOMBAY.

Sir,

Sub: Inquiry into the cases of Non-implementation of the recommendations of the Central Cotton Textile Wage Board - only partial and defective implementation by (1) the management of the Adoni Spinning Weaving Co., Ltd., and (2) wholly non-implementation by the Adoni Cotton Mills Ltd., Adoni, Kurnool District, Andhra Pradesh.

In respect of the above matter our Union would submit and state:—

- (1) That the management of the Adoni Spinning and Weaving Company Limited Adoni have implemented the Recommendations of the Central Cotton Textile Wage Board only in part and defectively. The workers employed under the said mills had been paid only at the rate of Rs.4/= (Rupees four only) for the period of one year from 1.1.1960 to 1.12.1960, instead of paying at the rate of Rs.6/= (Rupees Six) per pensem as per the recommendations. Further the said management have not till date implemented the recommendations made by the Board in respect of the Dearness Allowances; and
- (2) that the management of the Adoni Cotton Mills Ltd.,

B. Krishnamurti

ADONI TEXTILE LABOUR UNION, ADONI.

President :.....

Dist. Kurnool
(Andhra Pradesh)

Secretary :.....

Regd. No. 2049
Affiliated to A. I. T. U. C.

Dated _____ 196

Ref: No.

: 2 :

Adoni, have not implemented any aspect of Recommendations till date and we see no sign that the said management are in a mood to implement the said recommendations.

Under the circumstances our Union would represent to your good offices to do the needful in the matter.

Yours faithfully,

C. Krishnamurti

(C. KRISHNAMURTI)
SECRETARY.

Rayalaseema Mill Ikya Karmika Sangham,

ADONI.

President :...U....VEERANNA.

Dist. Kurnool
(Andhra Pradesh)

Secretary :...A.N....RAJANNA.

Regd. No. 1871

Affiliated to A. I. T. U.

C. R. S. 3663 Date 13/10 Dated 10. 10. 196 1

Ref: No.

To Shri R. Seshadri.
Deputy Director,
Office of the Textile Commissioner,
Wittet Road, Ballard Estate,
Bombay.

Sir,

Sub: Inquiry into cases of non implementation of the recommendations of the Central Cotton Textile wage board only partial implementation by the Rayalaseema Mills Ltd., Rayanagar, Adoni, Kurnool District, Andhra Pradesh.

In this regard our Union would submit and state that the management of the Rayalaseema Mills Limited, Adoni had implemented the Recommendations of the Central Cotton Textile Wage Board only in part that is, the management have implemented only the recommendation of the increase of Rs.6/= (Rupees Six only) on the basic wage. But the said management have not implemented the recommendations made in respect of the issue of Dearness Allowance.

Under the circumstances our Union would request that your good offices may be pleased to take such steps and do the needful in the matter.

Yours faithfully,

U. Veeranna

(U. VEERANNA)

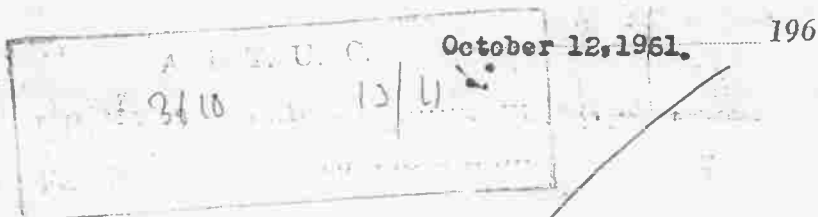
President.

Garden Reach Textile Workers' Union

REGD. NO. 463

(Affiliated to All India Trade Union Congress)

Q 77, AKRA ROAD : CALCUTTA - 24

Ref No. WB/16/61/444

Shri R. Seshadri,
Deputy Director,
Office of the Textile Commissioner,
Wittet Road, Ballard Estate,
Bombay.

Sub: Non-implementation of the Wage Board recommendations by M/s. Kesoram Cotton Mills Ltd., (Birla Bros), 42, Garden Reach Road, Calcutta-24.

Dear Sir,

We came to know that your goodself is going to conduct an enquiry to ascertain the facts of non-implementation and/or partial implementation of the recommendations of the Central Wage Board of Cotton Textile Industry and you would be visiting the State of West Bengal for the purpose.

We would like to draw your attention of the fact that the above employer has not so far implemented the above recommendation and the tri-partite agreement upon the Wage Board dt. ~~11.3.1961~~ 1st March 61.

The above mills have got 2,000 looms and 75,000 spindles and works 7 days of the week and the workmen and employees (including staff) are about 12,500. The mills have also got a Hosiery section.

The above company is refusing to implement the terms of the Wage Board and the agreement dt. 1.3.1961 in respect to the following categories of workmen:

1. Workmen of Hosiery department are not being paid the enhanced basic wages of Rs. 6/- nor the merged D.A. and/or variable D.A. as per Agreement dt. 1.3.1961.
2. Some 55 clerical workers are being denied the benefits the scale and grade of the junior clerks, though they are entitled as per Wage Board recommendation and also the Award 1958. Furthermore these clerical staff are
.....2.

Garden Reach Textile Workers' Union

REGD. NO. 463

(Affiliated to All India Trade Union Congress)

Q 77, AKRA ROAD : CALCUTTA - 24

196 .

Ref No.

-2-

are also denied the benefits of the Agreement (upon the Wage Board recommendation) dt. 1.3.1961 in respect to HIGH COST ALLOWANCE which they are entitled to get as per para 118 of the recommendation of the Wage Board, (page 24).

We have raised the above matters of non-implementation to the State Evaluation Committee and it is regretted that even the requests and direction of the Evaluation Committee has been turned down by the above Employer, without assigning any reasons whatsoever. May it also be noted that the Company is the most prosperous cotton textile unit in West Bengal and only in 1960-61 the net profit of the above company was more than 92 lakhs.

We would also be glad to meet you and explain to you in details about the matters and our contentions, during your visit in this State.

Hope you would take necessary steps in the matter and prevail upon the above company to implement the terms of the Wage Board and the Agreement based upon the same at the earliest .

Thanking you.

Yours faithfully,

c.c. to:

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

(Arun Sen)
General Secretary.

I.R.N. 3612 Dated 4 OCT. 1961
File No.

From

The General Secretary,
Textile Mazdoor Ekta Union (Regd.),
Putlighar, Amritsar.

To

Shri R. Seshadri,
Deputy Director,
Office of Textile Commissioner,
Wittet Road,
Balard Estate,
BOMBAY.

Subject:- Inquiry into cases of non-implementation
of Textile Wage Board Recommendations.

Shrimaji,

We have been informed that the Government of India has appointed you as the Inquiry Officer for conducting an inquiry into cases of Non-implementation of the Textile Wage Board Recommendations.

We wish to place before you the following facts about the non-implementation of Textile Wage Board Recommendations by the management of M/s Dayal Bagh Spinning & Weaving Mills, Amritsar.

1) The management of the above mentioned concern have not implemented the recommendations of the Textile Wage Board so far in respect of :

(a) Dearness allowance in respect of all the employees.

(b) Grades for Clerical staff.

The clerical staff raised the demand but have not been paid anything so far.

2) As far as the adhoc increase of RS.8/- is concerned the management entered into an agreement with the Textile Labour Association according to which :

(a) RS.3/- p.m. was to be paid w.e.f. 1.6.60

(b) RS.2/- -do- 1/6/61

(c) RS.3/- p.m. is -do- 1/6/62

This agreement is clearly illegal and invalid.

Majority of workmen immediately made a representation to the Labour Officer, Labour Commissioner and Labour Minister

that the said agreement had been arrived at without their knowledge and consent and that they were not bound by it. Moreover about 110 workmen who were retrenched on 28-4-60 were not paid anything although they were entitled to RS-8/- per month.

3) ~~They~~ Thus you will find that the management of this concern have not implemented the Wage Board recommendations at all. It is requested that the recommendations of the Wage Board, if these have any sanctity, should be got implemented and the arrears be got paid to all the workmen.

4) In this connection we would personally like to meet you. It is therefore requested that when you visit Amritsar, you please let us know and give us time and date for an interview.

An acknowledgement of this representation is solicited.

for Textile Mazdoor Ekta Union (Regd.)

Dated- 12.10.61

Parduman Singh
General Secretary,

Copy to:

1. A. T. U. C. New Delhi
2. A. T. U. C. Jullunder

No.WB-8(28)-II/61
GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT

.....

From

Dr. B.R. Seth,
Deputy Secretary to the Government of India.

To

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

Dated New Delhi, the

27 NOV 1961

File
Subject:- Implementation of the recommendations of the
Textile Wage Board - Action on the conclusions
reached at the tripartite meeting held on the 9th
August, 1961.

Sir,

With reference to your letter No.331/A/61, dated the
4th October, 1961, I am directed to say that all unions
operating in the textile establishments to be covered by the
enquiry will be free to meet the enquiry team and place before
it any facts relating to implementation of the Wage Boards
recommendations. In this connection, I am to enclose a copy
of this Ministry's letter No.WB-8(28)-II/61, dated the *20th*
November, 1961, ~~October~~, addressed to the State Government etc.

2. The question of applying the Wage Board's recommendations
to units covered by para 7 of Government Resolution is being
considered separately.

Yours faithfully,

(B.R. Seth)
Deputy Secretary

d.a.nil
sps 13.11.

A. I. T. U. C.
4257 Date 28 NOV 1961
No.

No.WB-8(28)/II/61
GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT

.....

From

Dr. B.R. Seth,
Deputy Secretary to the Government of India.

To

All State Governments.

Dated New Delhi, the 20.11.61

Subject:- Implementation of the recommendations of the Textile
Wage Board - Action on the conclusions reached at the
tripartite meeting held on the 9th August, 1961.

.....

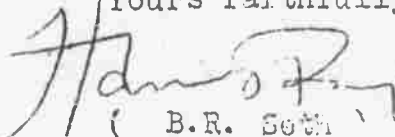
Sir,

I am directed to refer to para 1(iii) of this Ministry's
letter No.WB-8(28)II/61, dated the 18th September, 1961 on the
above subject wherein it is stated that the enquiry team should hold
discussions with the mill managements and also the representatives
of the recognised labour unions. On reconsideration, it is felt
that there should be no objection to any individual worker, group
of workers and their organisation, however small it may be, meeting
the enquiry team to place before it any facts relating to
implementation of the Textile Wage Board's recommendations.

2.....

However, in case of any conflict between the various submissions made from the workers' side, the point of view of the recognised union should have the field.

Yours faithfully,

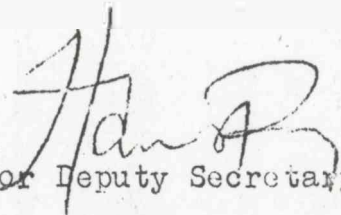


(B.R. Seth)

f/ Deputy Secretary to the Govt. of ...

Copy forwarded to:-

1. Shri R. Seshadri, Deputy Director, Office of the Textile Commissioner, Vittet Road, Ballard Estate, Bombay.
2. The Chief Labour Commissioner (Central), New Delhi (with 10 spare copies).
3. Shri M.P. Alexander, Deputy Secretary, Ministry of Commerce and Industry, New Delhi.



for Deputy Secretary

Extracts from
Bill No. XVII of 1961

The Cotton Textile Workers (Central Wage Board Recommendations)
Bills, 1961

(As introduced in the Rajya Sabha)

.....

7. (1) This act shall not apply to a textile establishment -

.....

(a) in respect of which in accordance with an agreement reached before the commencement of this Act between the employers and manual workers and clerks, the recommendations of the Central Wage Board relating to their basic wages or, as the case may be, their salary are being implemented.

(2) Where, in respect of a textile establishment, an agreement is reached after the commencement of this Act between the employers and the manual workers and clerks for the implementation of the recommendations of the Central Wage Board relating to their basic wages or, as the case may be, their salary, the provisions of this Act shall cease to apply to such textile establishment with effect from the date of the implementation of the recommendations in accordance with ~~ix~~ such agreement.

COPY

In the Industrial Court, Bombay.

(Before Shri M.R.Meher, I.C.S.(Retd.) President)
Shri S.T.Taki Bilgrami, Member, and
Shri P.D.Sawarkar, Member).

Miscellaneous Application (IC) No.4 of 1957.

The Rashtriya Mill Mazdoor Sangh, Bombay. Applicant.

Vs.

- 1) The Millowners' Association, Bombay.
- 2) The Raghuvanshi Mills Ltd., Bombay.
- 3) The Shree Sayaji Mills Ltd., No.2, Bombay..... Opponents.

In the matter of an application under section 116 A of the Bombay Industrial Relations Act, 1946 for modification of the award, Part I and II in reference (IC) Nos.1,4 and 5 of 1946, as modified from time to time.

Industry:- Cotton Textile.

SUPPLEMENTARY AWARD

This is an application under section 116 A of the Bombay Industrial Relations Act, 1946, made by the Rashtriya Mill Mazdoor Sangh, Bombay, a representative union, against the Millowners' Association, Bombay, The Raghuvanshi Mills Ltd., Bombay, and the Shree Sayaji Mills Ltd. No.2, Bombay, for modification of the award Parts I & II of this Court in References (IC) Nos.1,4 and 5 of 1946 as modified from time to time, in respect of revision of wages and dearness allowane.

This matter was adjourned at the request of the parties to await the report of the Central Wage Board for Cotton Textile Industry. The report having been published, the parties have come to a settlement and prayed for an Award in terms thereof. We make an Award in terms of the settlement annexed hereto.

In the pursuance, dated the 13th May 1960, the Rashtriya Mill Mazdoor Sangh, Bombay and the Millowners' Association, Bombay, have stated that since the filing of the above application, the Raghuvanshi Mills Ltd., Bombay and the Shree Sayaji Mills Ltd., No. 2, Bombay, have become the members of the Millowners' Association Bombay. This Award will, therefore, be applicable to these two mill companies also.

The original Award, as modified from time to time will stand further modified to the extent stated herein as between the above-mentioned parties.

Sd/- M.R.Meher, President.

Sd/- S.T.Bilgrami, Member.

Sd/- P.D.Sawarkar, Member.

Sd/- M.B.Prabhuo, Bombay,
25th May, 1960.

Agreement between the Millowners' Association, Bombay, and the Rashtriya Mill Mazdoor Sangh, Bombay, regarding the recommendations of the Central Wage Board for the Cotton Textile Industry.

It is hereby agreed between the Millowners' Association Bombay, on behalf of its member mills in Greater Bombay (specified in Annexure 'A' hereto), and the Rashtriya Mill Mazdoor Sangh, the Representative Union for the Cotton Textile Industry in the Local Area of Greater Bombay, with reference to the implementation of the recommendations of the Central Wage Board for the Cotton Textile Industry.

(1) An increase of R.8/- per worker per month of 26 working days shall be given to every worker with effect from the 1st of January 1960, as part of basic wages, as recommended in paragraph 106 of the Report of the Wage Board and also after taking into consideration the recommendation of the Board in paragraph 111 of the Report, which are reproduced in Annexure 'B' hereto.

(1a) The wage increase for the month of May will be paid along with the wages for that month on the pay day in June.

(1B) The arrears of wage increase for the first four months of 1960, that is, January to April, shall be calculated and paid to the workers on Saturday, the 16th July 1960.

(2) With a view to implementing the recommendation of the Board contained in paragraph 109 of the Report which is reproduced in Annexure 'C' hereto, the parties to this agreement also agree to consolidate with basic wages 75 per cent. of the average dearness allowance of the first six months of 1959, which is R.62.66 per month of 26 working days, and to continue to pay as dearness allowance the difference between the dearness allowance as worked out on the existing basis and the said sum of R.62.66.

(3) The parties to this agreement endorse the Board's recommendations contained in paragraphs 100, 101, 102 and 103, which are reproduced in Annexure 'D' hereto, and agree to implement them as expeditiously as conditions warrant.

for The Millowners' Association, Bombay.

Sd/- R.I.N. Vijayanagar,
Ad. Secretary.

Dated, Bombay,
4th May, 1960.

For the Rashtriya Mill Mazdoor Sangh, Bombay.

Sd/- G.D. Ambekar,
General Secretary.

COPY

ANNEXURE 'B'

Paragraphs 106 and 111 of the Report of the Central Wage Board for the Cotton Textiles Industry.

Para 106: The Board has come to the conclusion that an increase at the average rate of Rs.8/- per month per worker shall be given to all workers in mills of category I from 1st January 1960, and a further flat increase of Rs.2/- per month per worker shall be given to them from 1st January 1962. Likewise an increase at the average rate of Rs.6/- per month per worker shall be given to all the workers in mills of category II from 1st January 1960, and a further flat increase of Rs.2/- per month per worker shall be given to them from 1st January 1962. These increases are subject to the condition that the said sums of Rs.8 and Rs.6 shall ensure not less than Rs.7 and Rs.5 respectively to the lowest paid, and that the increase of Rs.2 /- from 1st January 1962 shall be flat for all.

Para 111: The Board, having its recommendations on the principal points concerning the emoluments of the lowest paid, is of the view that the consequential adjustments in the emoluments of the rest of the workmen should be worked out by the employers and the workmen in accordance with the tenor of this Report subject to the terms of paragraph 106 of the Report.

COPY

ANNEXURE 'C'

Paragraph 109 of the Report of the Central Wage Board for the Cotton Textile Industry.

Para 109: The subject of consolidation of dearness allowance with basic wage has received careful consideration, and the expected effects of such merger have been carefully analysed. The Board has reached the conclusion that the consolidation of dearness allowance with basic wage in each mill should take place at an index which will yield an amount equal to three-fourths of the average dearness allowance of the first six months of 1959. It is our intention that the remaining 25 per cent. dearness allowance which will continue as dearness allowance, shall have a flexible character, and shall rise and fall according to the future cost of living; and the difference between the future index and the point at which the current index is merged shall be compensated according to existing method and at the existing scale.

Paragraphs 100, 101, 102 and 103 of the Report of
the Central Wage Board for the Cotton Textile Industry.

100. The decisions of the Board, unanimous as they are, must be taken as an integral whole; and any attempt to isolate them and apply them in parts would be contrary to the Scheme of the recommendations.

101. The first and foremost requirement of a happy and prosperous industry is industrial peace to which we have already referred; and it is the first recommendation of the Board that for a period of five years from 1st January 1960 no claim for further provision of minimum wages should be made by either the employers or the workmen; and having regard to the tenor of the recommendations, taken together, it is estimated that within this period of ~~five~~ five years certain desirable minimum standards in working conditions and workloads will have been attained. Agreements are already in existence and awards have been given on workloads, conditions of workloads, conditions of work, and allocations of the gains of rationalisation, concerning the rationalisation of several occupations in Bombay, Ahmedabad and Coimbatore; these should be adopted as useful guides for the progressive rationalisation by mills, which have not reached that standard of rationalisation, within the course of five years commencing from 1st January 1960. Apart from the less rationalised mills, and having regard to the fact that rationalisation must be a continuous process in the industry, it is the view of the Board that in the interests of all concerned it is necessary that the process of rationalisation should continue and progress everywhere in the industry.

102. The Board agrees that the basic condition which had been accepted as the sine qua non of any scheme of rationalisation should be followed, and they postulate as a consequence of rationalisation.

- i) there should be no retrenchment or loss of earnings of the existing employees, i.e. the existing complement should be maintained barring natural separation or wastage;
- ii) there should be an equitable sharing of the gains of rationalisation as between the community, the employer and the worker; and
- iii) there should be a proper assessment of workloads by experts mutually agreed upon, and also suitable improvements in the working conditions.

103. The Board also agrees on the subject of rationalisation with the relevant observations in the Joshi Committee's report. The Board considers it necessary that in order to avoid disputes, and indeed in order to put an end to disputes, there should be some machinery to settle questions of rationalisations unit by unit. There are cases where rationalisation has been arbitrarily imposed, and there are also cases where rationalisation has been unreasonably obstructed. It is not only labour but employers too at times, who are not prepared to rationalise or are indifferent to it. We endorse the recommendations of Joshi Committee in paragraph 79 of its report for setting up of National and Regional Committees to deal with essential matters concerning rationalisation, also their implementation within the industry.

No.331/A/61
October 4, 1961

Dr. B. R. Seth,
Deputy Secretary to the Govt of India,
Ministry of Labour & Employment,
New Delhi

Sub: Implementation of recommendations of the
Textile Wage Board - Action on the conclusions
reached at the tripartite meeting held on
the 9th August, 1961.

Dear Sir,

With reference to your letter No. WB-8(28)II/61
dated September 18, 1961 on the above subject,
we would like to suggest that there should be no
bar on non-recognised unions from meeting the
Officer conducting the Inquiry (vide para 1(iii))
of your above-quoted letter.

Secondly, we would also like to reiterate
that the Ministry should ~~also~~ examine the case of
non-implementation of mills exempted under
para 7 of the Government resolution, in the
case of the mills which have been working
normally for one year or more.

Yours faithfully,

K.G.
(K.G. Sriwastava)
Secretary

No.331/A/61
October 4, 1961

Dr.B.R.Seth,
Deputy Secretary to the Govt of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Implementation of recommendations of the
Textile Wage Board - Action on the conclusions
reached at the tripartite meeting held on
the 9th August 1961

Dear Sir,

With reference to the list of mills which have not implemented or only partly implemented the recommendations of the Textile Wage Board circulated under cover of your letter No.WB-8(23)II/61 dated September 18, 1961, we would like to give you the following additional information:

(1) KERALA - It is not correct to say that (i) Ashok Textiles (P) Ltd., Alwaye; (ii) Kathayee Cotton Mills (P) Ltd., Alwaye; (iii) Chackolas Spg. & Wvg. Mills Ltd., Kalamassery, Alwaye; (iv) Alagappa Textiles (Cochin) Ltd., Alagappanagar; and (v) Vajaja Textiles Ltd., Trichur have partly implemented the recommendations. These mills only implemented the Workload-Wages Agreement arrived at on 1st July 1960 at the State level.

Secondly, we understand that (i) Vijayamohini Mills, Trivandrum; (ii) The Malabar Spg. & Wvg. Mills, Cannanore; and (iii) Western India Cotton Mills, Pappinissery have only partly implemented the Wage Board recommendations.

(2) MADHYA PRADESH - We are informed that the Gwalior Rayon Silk Mfg.(Wvg) Co., Ltd., Gwalior, have not implemented the Award.

No settlement has been reached on the question of D.A. in textile mills in Madhya Pradesh, as per Wage Board recommendations.

(3) BIHAR - No settlement could be reached on D.A. in Bihar Cotton Mills Ltd., Phulwarisharif, Patna. The Union has requested for appointment of a National Tribunal.

(4) WEST BENGAL - We are informed that Sri Hanuman Cotton Mills, Fuleswar, Howrah have also not implemented the recommendations (stated in the list as partly implemented). The following mills have only partly implemented: (i) Bangeswari Cotton Mills, Rishra; (ii) Cotton Section of India Jute Mills, Serampur; (iii) Sri Durga Cotton Spg. & Wvg. Mills Ltd., Rishra and (iv) Central Cotton Mills, Howrah.

Yours faithfully,

for Secretary

Copy to: Shri R.Seshadri,
Bombay.

ALL-INDIA TRADE UNION CONGRESS

4, ASHOK ROAD, NEW DELHI-1.

371
13
TRADE CIRCULAR No.

May 4, 1961 ✓

To All Unions in
Cotton Textile Industry

Sub: Reactionary provisions in Cotton
Textile Workers (Central Wage Board
Recommendations) Bill - Ban on
strike, etc., for five years.

Dear Comrade,

We enclose copy of a statement the Secretariat of the
AITUC has issued today, on the above subject.

The main provisions of the Bill, as introduced in
Rajya Sabha on May 1, 1961, are circulated herewith. We
want deletion of Clause 6.

You are requested to take immediate measures to organise
protest demonstrations, jointly with other unions, if possible.
Resolutions adopted at protest meetings should be forwarded
to the Minister for Labour & Employment, Government of India,
New Delhi.

Please let us have a report on the action you are
taking on this circular.

With greetings,

Yours fraternally,

Parvathi Krishnan
(Parvathi Krishnan), M.P.
Vice President

Encl:

P.T.O.

May 4, 1961

AITUC PROTESTS AGAINST RETROGRADE PROVISIONS
IN COTTON TEXTILE WORKERS (CENTRAL WAGE BOARD
RECOMMENDATIONS) BILL, 1961

The Secretariat of the AITUC has issued the following statement:

"The Cotton Textile Workers (Central Wage Board Recommendations) Bill, 1961, introduced by Government in the Rajya Sabha on Monday is claimed to be to enforce the implementation of the recommendations of the Textile Wage Board. But under this garb, a virtual ban is sought to be imposed on the right of the textile workers in this country to the right of collective bargaining and the right to raise disputes in regard to wages and to go on strike in support of any such demand.

"The Report of the Textile Wage Board was presented over sixteen months ago and the recommendations have yet to be implemented in many centres. Even those millowners who have implemented them have done so only after strike or threat to strike had taken place. In face of this recalcitrant attitude of the millowners, the Standing Labour Committee and other tripartite committees decided to make the recommendations statutorily binding upon all employers. But there was no question of putting any restrictions on workers' rights.

"By the penal provisions in the Bill, viz., that 'no claim for further revision of basic wages . . . shall be entertained by anybody or authority as an industrial dispute for a period of five years from the first day of January, 1960, and during the said period of five years, no manual worker or clerk shall go on strike . . .'" and declaring such strikes "illegal" under the Industrial Disputes Act, the Government has clearly gone beyond the consensus of opinion expressed at the tripartite conferences. Further, this restriction even goes beyond the scope of the Industrial Disputes Act, 1947. While awarding limited benefits to the workers, Government are simultaneously attacking the hard-won rights of the workers.

"The AITUC, therefore, protests against the introduction of these clauses in the Bill and calls upon the Government to withdraw these anti-labour provisions in the Bill and do justice to the workers of the textile industry.

"The Secretariat of the AITUC further calls upon all affiliated unions to protest against these retrograde provisions of the Bill by holding demonstrations and meetings and appeals to all textile workers, irrespective of their affiliations, to raise their powerful united voice in condemning this move of the Government and guarantee withdrawal of these provisions.

Parvathi Krishnan

(Parvathi Krishnan), M.P.,
Vice President, AITUC