

Bombay, 1st February 1959.

To

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Com S.A. Dange. M.P.  
Bombay.

Respected Sir,

We the workers of Ring Dept. ~~Saksaria~~ and Roving Dept. Saksaria Cotton Mills, Bombay 13, beg to draw your kind attention to the following few lines trusting to receive your kind perusal and very sympathetic consideration.

That at the first instance we all the workers are extremely indebted to the leaders of Samiti who lead in re-starting the mills with their continuous efforts, and saved 5000 workers families from the verge of starvation. Now a days Govt is trying to reduce the unemployment problem but sorry to state that in our Ring & Roving dept. it is created, Formerly there was one machine operated by one worker, whileas now one worker is forced to operate two machines. On account of this several D.Boys, Labourers, Kandiwallas, and Machine operators are thrown unemployed. And if this practice is adopted in other 60 mills also then the number of unemployed workers would increase heavily. Formerly 14 No. count (yarn) was run single side/ but sorry to state that the Mills forced the workers to run it DOUBLE (thus reducing the number of workers). Secondly the Jobbers/are making blackmarket <sup>Carding Master etc</sup> giving work only for 4-5 days to some Sub.hands & some Sub. hands are given 18 to 20 Badlis in a month (from whom they get bribe) and such sort of step motherly treatment is given to workers. It is requested to kindly visit the mills and remove the injustice done to us urgently. We are sorry, you have appointed a ~~Saksaria~~ Committee but it also does not pay attention to grievances of workers and hence this petition is made to you.

It is hoped you will do justice to us and visit the mills immediately, and relieve us from the harassment stated above

Yours faithfully,

workers of Ring & Roving  
Dept. Saksaria mills.

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Rashtriya Mill Workers, Union,  
Amalner, Sathe Building,  
Amalner, East Khandesh.  
Date:- 2nd March, 1959.

From

The General Secretary,  
Rashtriya Mill Workers Union, Amalner, E.Kh.

To

The Minister of Labour and Employment,  
Government of India, New Delhi. ✓

Sub:- Demand for Investigation of the Pratap Spinning,  
Weaving and Manufacturing Company Ltd. Amalner  
under Sec. 15(b) of the Industries (Development  
& Regulation) Act 1951.

Sir,

The Pratap Spinning, Weaving and Manufacturing Co. Ltd. Amalner is an old concern of more than 50 years standing and Motilal Manekchand & Co. Amalner are the Managing Agents of the Company. There are 1958 permanent workmen and about 500 badlies working in the Pratap Mills. The Company occupies very important position in the economic, social and political life of the city of population about 50,000. Nearly one third of the population is directly or indirectly dependent on the Mills for its livelihood.

The Company have earned the reputation of not having very good relations with their employees and every time particularly since 1937, since the advent of the first Congress Ministry in our province. The Management has every time resisted legitimate demands of the workers in the form of dearness allowance, bonus, wage scales etc. However due to the united stand of the workers of the mills, they were able to win certain concessions though at great and considerable sacrifices.

However during the last 10 years despite the irrefutable fact that the Textile industry as such was thriving and making huge profits, the management has constantly refused to grant any concessions regarding bonus etc. thanks to the consistent policy of support they secured at the hands of the Rashtriya Mill Majdoor Sangh, the representative and approved union for Amalner city area under the Bombay Industrial Relations Act 1946. The Sangh which has the monopolies to speak on behalf of the workmen have negotiated settlements with the management on several issues resulting in retrenchment of workers, loss of bonus and other concessions. Even according to the spokesman of the Sangh during the last 10 years they helped the management in reducing the total number of workmen from about 2400 to 1958 thus resulting in the net saving of about Rs. 6 lakhs per year in the form of wages and D.A.

(P.T.O.)

Not satisfied with the unsalable thirst for more profit, the management under the spacious plea of accumulation of stocks closed down the night shift on 11-1-58 which they have started two years ago, throwing about 900 workmen out of employment. With the discontinuance of night shift the nation also lost about 6552 bales of cloth per year. The Government sat idle though 900 workers were deprived of their livelihood. The workers protested against this onslaught, but due to their organisational weakness they did not succeed in compelling the Government to intervene in the matter.

Emboldened by the inactivity of the Government and organisational weakness of the workers the management at the end of March, 1958 threatened the workers to close down the Mills if cut in D.A. would not be accepted. The management in league with one section of the leadership of the R.M.S. conspired to reduce the D.A. by about 33 to 40 % from 1-4-58, thus resulting in the reduction of the monthly earning of the workers, about Rs. 23 to 33. Thus the management saved about Rs. 60,000 per month in the wage bills. The workmen demonstrated against this cut, but they were forced to agree this. The workmen then organised their united organisation - "Rashtriya Mill Workers Union, Amalner" in order to prepare themselves to fight back the attacks of the Management.

But even this drastic cut in D.A., according to the management did not save the company from going about bankrupt. The Profit and Loss Account for the year ending 30th June, 1958 has shown a net loss of Rs. 18,99,065-73.

Incidentally another sister concern of this Managing Agents namely the New Pratap Spg. Wvg. & Mfg. Co. Ltd. Dhulia is following the same process of retrenchment and cut in D.A. Here also the R.M.S. the representative and approved union joined the chorus of the management of accumulation of stocks and lack of market.

It will be pertinent to refer here to two other units in Khandesh namely <sup>as</sup> Khandesh Spg. & Wvg. Co. Ltd. Jalgaon and other as the Chhaganlal Textile Mills Private Ltd. Chalisgaon. These two units also consume the same variety of cotton i.e. local cotton known as 197/3 (virnar), manufacture same varieties of cloth such as long cloth, medium and course dhoties and saris, shirting etc. and cater to the same market as at Amalner and Dhulia. All these four units are working under the same economic and social conditions. Despite this D.A. in these two units have not been reduced. These units have been able to make certain profits also. It is true the management of the Chhaganlal Mills is constantly threatening their workers that they will have to follow suit of Amalner and Dhulia units and reduce D.A. But the D.A. in the Chhaganlal Mills is not reduced mainly because the representative and approved union at Chalisgaon is not affiliated to I.N.T.U.C. and it led the united the movement of the workmen against any cut in the D.A. It is certainly not out of any kindly consideration that the cut

in D.A. has not been effected.

A table showing comparative positions of the Pratap Mills, Amalner and the Khandesh Mill, Jalgaon regarding the number of workers employed, the number of looms and spindles installed, ~~the~~ important items in expenditure and Income side etc. ( attached ~~has~~ herewith ) will convince any ~~any~~ body that it is not the accumulation of stocks that is mainly responsible for the ~~the~~ stringent economic condition of the mills but the reason to be found in something else.

From the accompanying ~~the~~ statement which is attached herewith the following conclusions are obvious. (1) In both the units the ~~quality~~ <sup>variety</sup> of the cotton is the ~~same~~ same and varieties of cloth are the same. (2) To the expenditure side the amounts under certain heads such as cotton consumed, stores & spare parts consumed, Power & Fuel and repairing in case of the Pratap Mills are extremely huge as compared to those in case of the Khandesh Mill, Jalgaon. The price of cotton consumed per spindle in the Pratap Mills, Amalner is Rs. 93-58 and that in the Khandesh Mill, Jalgaon is Rs. 75-21 when the quality of the cotton is the same. Expenditure of the stores & spare parts consumed, that of Power and fuel and that of repairs per loom in the Pratap Mills Amalner are Rs. 1119-9, Rs. 494-5 & Rs. 114-5 respectively, but the figures ~~for~~ for these items per loom are Rs. 489-4, Rs. 302-4 & Rs. 28-4 respectively in the Khandesh Mill. We are of the opinion that there might be bungling of about Rs. 21 lakhs under these four heads. (3) The Pratap Mills Company is either showing meagre profits or heavy ~~in~~ losses, but the Khandesh Mill Company is earning huge profits though that unit is small. In the year 1957-58 the Khandesh Mill Company has shown loss of Rs. 2,08,171, but it is not actual working loss, but it is the loss shown after providing Rs. 3,20,000 for Employees' Gratuity Fund. The Industrial Courts have always opined that the Gratuity Fund should always be distributed over 5 years.

It is not our intension ~~to~~ to suggest that the Khandesh Mill at Jalgaon is running as ideal unit. What we want to emphasize here ~~is~~ is that normal functioning would have not cause so much loss. The mismanagement, misappropriation and neglect are the reasons for this crisis.

There is some accumulation of stocks, but the real reason for this accumulation and its consequent effects is to be found in the utter incompetancy of the management and the supervisory staff corruption, favouratism, mismanagement and inefficiency at all ~~levels of the unit, deliberate refusal to learn from~~ experiences gained in the trade and inefficiency and bungling in managing the sales department of the mill which is in charge of the brother in law of the managing agents of this unit.

For instance a cursory perusal of the Annual Report of the Company ( extract of which are attached herewith ) will show that the management has so many mushroom concerns under different

names run by close relatives of the Managing Agents. It is reliably ~~known~~ learnt that the Company has paid about Rs.1,25,000 to these mushroom ~~concerns~~ concerns in the year 1957-58. This is only what is patent. This is ~~bound~~ bound to have serious loopholes and leakages in the administration ~~work~~ which is reducing the whole unit to a miserable condition.

It is said that, there is deterioration in quality of cloth and also that the cloth supplied or offered is not upto the mark. But if any body is responsible for this mess it is certainly not the workers but the management and supervisory staff who are incompetent and inefficient to carry out their jobs. Production of sorts which are not in keeping with the samples is the ~~main~~ main cause of accumulation of stocks. This matter regarding the mess in the sales department and other issues were, to our information, brought to the notice of the Labour Minister of Bombay - Shri. Shantilal Shah last year. We do not know what the Government had done regarding this serious complaint, but so far as we know the Government of Bombay has not taken any step.

It should also be noted here that there has been a substantial fall in the volume of production of cloth and yarn in the Pratap Mills since January 1958 due to ~~shortage of coal, sizing and other materials~~ shortage of coal, sizing and other materials and also due to ~~bad~~ bad qualities of cotton and other materials. In the months of November and December 1958 one of ~~the~~ these mills was closed down for 3 weeks. As there is always shortage of sizing materials there is insufficient supply of sized beams to the weaving department and this causes many loom idle. In Spinning Department also about 7 to 8 thousand spindles ~~are~~ are, it is learnt, kept idle. In the months of October to December 1958 there was shortage of dyeing materials, hence many looms were kept idle in want of coloured yarn. The quantity of ~~cotton~~ cotton used in the mill has so deteriorated that spinners are over strained due to large number of breakages and there by the production of yarn has decreased substantially and hence this badly affects production in Warping, Winding & Weaving departments. Due to worst quality of the sizing materials the production in weaving department has still further badly affected. From the chart it is obviously ~~seen~~ seen that the production in the Pratap Mills has gone down from 1,62,48,695 in 1956-57 to Rs. 1,16,29,673 in 1957-58 while that in the Khandash Mill remained nearly the same for those years.

The continued deterioration in the financial position of the mill, despite several reliefs granted by the Government in form of reduction in excise duty, export concessions etc; great sacrifices made by the workers in form of cut in ~~the~~ D.A., drastic reduction in the total strength of the workmen, and lack of bonus for last so many years leads only to one conclusion ~~that~~ namely ~~that~~ that the unit is managed by persons who are utterly incapable of any improvement and who are only after making more and more

easy money at the cost of the industry and the people.

Thus it will be quite clear to the Government that the manner in which the Pratap spinning, weaving and manufacturing Co. Ltd. is been run is highly detrimental to the Textile Industry and is wholly against public interests and hence we are forced to demand from the Government a thorough enquiry into the working of this unit.

Hoping an early action and reply.

Yours Faithfully,

*Nathaparkhi*

GENERAL SECRETARY

RASHTRIYA MILL WORKERS UNION, AMALNER ?

AMALNER, E. KH.

Copies for information and necessary action :-

- 1) The Minister for Commerce and Industry to the Govt. of India. New Delhi.
- 2) The Textile Commissioner, New Delhi.
- ✓ 3) Shri. S. A. Dange. M.P.
- 4) " Nath Pai.. M.P.

Comparative information regarding looms, spindles, number of workers, various items in expenditure and income sides etc. of the Pratap Mills, Amalner and Khandesh Mill, Jalgaon.

Particulars.	1955-1956.		1956-1957.		1957-1958.	
	Pratap Mills	Khandesh Mill.	Pratap Mills	Khandesh Mill	Pratap Mills.	Khandesh Mill.
Year of establishment.	1906	1873-74				
Number of units.	Two.	One.				
Number of shifts.	Mill one- One Sft Mill 2nd- one sft from 1-7-55 to 11-11-55. Two shifts from 11-11-55 to 30-6- 56.	One Shift One shift	Mill one-One Shift. Mill 2nd-Two shifts:	One Shift.	Mill one-One shift Mill 2nd-Two shifts 1-7-57 to 10-1-58 & One shift from - 10-1-58 to 30-6-58	One shift.
Number of looms installed	1059.	465	1076	582	1076	582
Number of spindles installed.	51552.	26396	51552	26396	51552	26396
Number of looms in terms 8 hours working day.	-	-	1696	582	1403	582
Ratio of looms in terms of 8 hours working day of two Mill companies.	-	-	2-9	1	2-4	1
Number of spindles in terms of 8 hrs working day.	-	-	81072	26396	67099	26396
Ratio of shindles in terms of 8th hrs. working day of the two Mill comp- anies.	-	-	3-07	1	2-54	1
Number of workmen.	-	-	2700	873	1958	873
Quality of Cotton.	Local variety of Cotton known as 197/3.(Virnar).	Local variety of Cotton known as 197/3 (Virnar).	Local variety of Cotton known as 197/3 (Virnar).	Local variety of Cotton known as 197/3 (Virnar).	Local variety of Cotton known as 197(3) / (Virnar)	Local variety of Cotton known as 197/3 (Virnar)
Varieties of Cloth.	Long cloth, series Long cloth, series shirting, dhoties: shirting, dhoties, - waste blanket etc. waste blanket etc	Long cloth, series shirting, dhoties, - waste blanket etc.	Long cloth, series shirting, dhoties, - waste blanket etc.	Long cloth, series shirting, dhoties, - waste blanket etc.	Long cloth, series shirting, dhoties, - waste blanket etc.	Long cloth, series shirting, dhoties, - waste blanket etc.
Stock of Cloth & yarn at the beginning of year.	Rs. 15,15,407	Rs. 14,63,050	Rs. 24,21,744	Rs. 9,94,260	Rs. 43,59,5772	Rs. 14,15,815
Price of cotton consumed in the year.	Rs. 62,85,193	Rs. 17,25,448	Rs. 76,07,059	Rs. 19,33,194	Rs. 62,78,981	Rs. 20,31,043
Price of cotton consumed in year per shindle.	-	-	Rs. 93-38	Rs. 73-24	Rs. 93-58	Rs. 75-21
Stores and spare parts consumed .	Rs. 14,61,486	Rs. 2,71,261	Rs. 16,47,533	Rs. 2,59,162	Rs. 15,71,336	Rs. 2,84,824
Expenses of stores & spare parts consumed per loom	-	-	Rs. 971-0	Rs. 442-1	Rs. 1,119-9	Rs. 489-4
Power and fuel.	Rs. 6,14,028	Rs. 1,29,586	Rs. 7,36,481	Rs. 1,56,475	Rs. 6,93,789	Rs. 1,76,029
Expenses of power and fuel: per loom in a year.	Rs. -	Rs. -	Rs. 405-2	Rs. 269-8	Rs. 494-5	Rs. 302-4
Repairs.	Rs. 2,33,018	Rs. 4,841	Rs. 2,97,458	Rs. 9,887	Rs. 1,60,645	Rs. 16,566
Expenses of repairs per loom. in a year.	-	-	Rs. 175-3	Rs. 16-99	Rs. 114-5	Rs. 28-4
Salaries and wages.	Rs. 34,18,769	Rs. 10,29,367	Rs. 47,01,077	Rs. 12,64,964	Rs. 36,80,140	Rs. 12,88,084
Interest on loans.	Rs. 1,42,60,400	Rs. -	Rs. 2,73,934	Rs. -	Rs. 3,60,811	Rs. -
Managing Agents. Commission: or Commission to the Secretaries and Trasurer.	Rs. 1,41,453	Rs. 31,966	Rs. 35,000	Rs. 26,909	Rs. 35,000	Rs. Commission not taken.
Depriciation.	Rs. 4,50,578	Rs. 88,401	Rs. 3,28,784	Rs. 59,077	Rs. 2,99,496	Rs. 59,722
Sale of cloth and yarn in the year.	Rs. 1,29,88,743	Rs. 47,46,363	Rs. 1,43,10,862	Rs. 39,54,104	Rs. 1,20,75,592	Rs. 37,84,927
Stock of yarn and cloth at the end of the year.	Rs. 24,21,744	Rs. 9,94,260	Rs. 43,59,577	Rs. 14,15,815	Rs. 39,13,658	Rs. 19,15,526
Total production in the year.	Rs. 1,38,95,080	Rs. 42,77,573	Rs. 1,62,48,695	Rs. 43,85,659	Rs. 1,16,29,673	Rs. 42,84,738
Average value of production per loom.	-	-	Rs. 9,581	Rs. 7,537	Rs. 8,290	Rs. 7,362
Net profit.	Rs. 4,52,682	Rs. 8,16,290	Rs. 5,343	Rs. 2,18,449	-	-
Net loss.	-	-	-	-	Rs. 18,99,065.	Rs. 2,08,171
						Note:- There is no actual working loss. But after - providing - - Rs. 3,20,000/- for employees' Gratuity Fund this loss - has been shown.

*Matnapharkh*

GOVERNMENT OF INDIA

Delhi



Gazette

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PART VI

Tribunal Awards pertaining to Labour disputes

DELHI ADMINISTRATION

NOTIFICATIONS

Delhi, the 4th February, 1959

No. F. 10(18)/58-I&L.—In pursuance of Section 17 of the Industrial Dispute Act, 1947 (XIV of 1947) as amended, read with the Government of India, Ministry of Labour Notification No. LR-1(9), dated the 28th June, 1947 the Chief Commissioner, Delhi is pleased to publish the award contained in Annexure 'A' of the Industrial Tribunal, Delhi in the dispute between the management of certain Employers at Delhi and their respective workmen referred to it for adjudication *vide* his order of even number dated the 30th January, 1958 reproduced in Annexure 'B'.

ANNEXURE A

BEFORE SHRI P. D. VYAS, 2ND INDUSTRIAL TRIBUNAL, DELHI.

(Sitting at Delhi)

REFERENCE I. D. No. 38 OF 1958

An adjudication between

The Management of certain Employers at Delhi

AND

Their respective workmen.

In the matter of an industrial dispute relating to reinstatement of the said workmen.

APPEARANCES:

- Shri Sohanlal for employers at Serial No. 5.
- Shri B. R. Ghanje for employers at Serial Nos. 6 & 7.
- Shri B. D. Kakar for employers at Serial No. 9.
- Shri Balakishan for employers at Serial No. 10.
- Shri Krishan Dev for employers at Serial No. 11.
- Shri Ramamurthi for employers at Serial No. 12.
- Shri G. P. Singhi for employers at Serial No. 13.
- Shri Makanalal for employers at Serial No. 14.
- Shri Ramnivas for employers at Serial No. 16.
- Shri Radhe Shyam Sita Ram for employers at Serial No. 17.
- Shri Gokulchand for employers at Serial No. 19.
- Shri Dayalram for employers at Serial No. 21.
- Shri Prahahal for employers at Serial No. 23.
- Shri Puranjan Munim for employers at Serial No. 24.
- Shri Nand Kishore Jagdish Narayan for employers at Serial No. 25.
- Shri H. L. Puri with Shri Dwarka Nath for the workmen.

AWARD

On being satisfied from a report submitted by the Conciliation Officer, Delhi under section 12(4) of the Industrial Disputes Act, 1947 as amended that an industrial dispute exists between the management of employers mentioned in column 2 of the schedule 'A' given below and their respective workmen mentioned in column 3 thereof and that the said dispute has been taken up by the Kapra Sharamjeevee Sangh, Delhi, the Chief Commissioner, Delhi in exercise of the powers conferred by section 2 10(1) (d) and 12(5) of the said Act read with the Government of India, Ministry of Labour Notification No. LR-1(9), dated the 28th June, 1947 was pleased to refer the said dispute to the Industrial Tribunal, consisting of Shri E. Krishnamurthi for adjudication under the Government Order No. F. 10(18)/58-I&L, dated the 3rd January, 1958. The reference has since been withdrawn from the said Tribunal and transferred to me in exercise of the powers conferred by S. 33B of the Industrial Disputes Act, 1947 by the Government Order No. F. 10(151)/58-I&L (ii) dated 12th June, 1958, with a direction to continue the transferred proceedings from the stage at which the same stood at the time of the transfer.

2. The sub-joined schedules 'A' and 'B' of the Government Order of reference contain respectively the names of the employers and their respective workmen and of the matter in dispute.

SCHEDULE 'A'

Sl. No.	Name of the Employer	Name of the Workmen
1	2	3
1.	M/s. Suraj Bhan Om Prakash, Cloth Merchants, Katra Asharfi, Chandni Chowk, Delhi	Shri Ram Kishan.
2.	M/s. Jugal Kishore Murli Dhar, Cloth Merchants, Cloth Market, Ganesh Bazar, Chandni Chowk, Delhi	Shri Ramesh Chander.
3.	M/s. Sheel Chand Om Parkash Katra Chauhan, Chandni Chowk, Delhi	Shri Puran.
4.	M/s. Rattan Lal Jaggi Mal, Katra Chobu, Chandni Chowk, Delhi	Shri Bhore Lal.
5.	M/s. Shanti Sarup Suresh Kumar, Cloth Merchants, Katra Subhash, Chandni Chowk, Delhi	Shri Mohan Lal.
6.	M/s. Ram Kumar and Co., Cloth Merchant, Katra Pearey Lal, Chandni Chowk, Delhi	Shri Mata Din.
7.	M/s. Birla Cotton Mills, Cloth Shop, Katra Pearey Lal, Chandni Chowk, Delhi	Shri Ram Pratap.



1	2	3
8.	M/s. Jag Nath Radhe Shyam, Katra Pearey Lal, Chandni Chowk, Delhi	Shri Duli Chand.
9.	M/s. Prem Nath & Co., Katra Pearey Lal, Chandni Chowk, Delhi	Shri Netar Pal.
10.	M/s. Murari Lal Gian Chand, Katra Pearey Lal, Chandni Chowk, Delhi.	Shri Netar Pal.
11.	M/s. Jyoti Prasad Bhisham Dev, Katra Chboban, Chandni Chowk, Delhi.	Shri Banwari Lal.
12.	M/s. Kalu Mal Radhe Shyam Katra Rathi, Nai Sarak, Delhi	Shri Jagdish Prasad.
13.	M/s. Hari Prasad Kishan Parkash Katra Asharfi, Chandni Chowk, Delhi.	Shri Bhagwan Dass.
14.	M/s. Radhe Lal Kanheya Lal, Katra Pearey Lal, Chandni Chowk, Delhi	Shri Manphool & Shri Ram Dayal.
15.	M/s. Gopi Chand Om Parkash, Katra Pearey Lal, Chandni Chowk, Delhi	Shri Prem Raj.
16.	M/s. Beni Prasad Sidh Gopal, Katra Nawab, Chandni Chowk, Delhi	Shri Rameshwar Prasad.
17.	M/s. Radhe Shyam Sita Ram, Cloth Merchants, Katra Pearey Lal, Chandni Chowk, Delhi	Shri Sultan Singh and Shri Dhani Ram.
18.	M/s. Amir Chand Ainshi Lal, Katra Pearey Lal, Chandni Chowk, Delhi	Shri Hari Ram.
19.	M/s. Gillu Mal Gokal Chand, Katra Hira Lal, Chandni Chowk, Delhi	Shri Pearey Lal & Shri Kanwar.
20.	M/s. Suraj Bhan Om Parkash, Katra Asharfi, Chandni Chowk, Delhi	Shri Har Dayal and Shri Ram Kishan.
21.	M/s. Shri Ram Shiv Dayal, Katra Nawab, Chandni Chowk, Delhi	Shri Radhey Syham.
22.	M/s. Kalu Ram Mahabir Prasad, Katra Dhulia, Chandni Chowk, Delhi	Shri Nand Kishore.
23.	M/s. Shiv Nath Prasad & Co., Mahabir Bazar, Cloth Market, Chandni Chowk, Delhi	Shri Bhoo Dev & Shri Tara Chand.
24.	M/s. Radhey Lal Kanaya Lal, Kucha Mahajani, Chandni Chowk, Delhi	Shri Munshi Ram.
25.	M/s. Nand Kishore Jagdish Narayan, Cloth Merchants, Katra Khushalrai, Kinari Bazar, Chandni Chowk, Delhi	Shri Sukh Ram.

#### SCHEDULE 'B'

##### Terms of Reference

Whether the workmen referred to in Column 3 of Schedule 'A' should be re-instated with full back wages and what directions are necessary in this respect?

3. As per the schedule 'A' of the Government of order of reference referred to hereinafter as Schedule 'A' there are 25 employers carrying on business as Cloth Merchants at Delhi and the dispute as per the terms of reference in schedule 'B' is concerning the reinstatement of their respective workmen mentioned in column 3 of the said schedule 'A'. On behalf of the workmen concerned, the Kapra Shramjivee Sangh has filled the statement of claims stating *inter alia* the brief history of the dispute. The Kapra Shramjivee Sangh is a Trade Union of workmen employed in the cloth distribution trade at Delhi. The employers, most of whom are big wholesale dealers in cloth, have also formed a registered trade union known as Delhi Hindustani Mercantile Association. The certain demands of the workmen relating to pay scales, bonus, Provident Fund, etc. were pending before the said Mercantile Association and its Members since a long time and ultimately the Sangh declared a strike with effect from 24th October, 1957. The strike continued till 5th November, 1957 at which time under an interim settlement between the Sangh and the Mercantile Association the Sangh was to announce the withdrawal of the strike and the President of Mercantile Association was to announce the concessions agreed to. It was agreed

between the Sangh and the Mercantile Association that none of the workmen shall on any account be victimized for having taken part in the strike and that all of them shall be paid for the strike period. It was also agreed that the Mercantile Association and the Sangh shall jointly strive to secure the release of the workmen who had been arrested in connection with the strike and these workmen also shall in no way be victimized. This understanding was communicated to all the employers by a circular, as also published in the Bulletin of the Mercantile Association Volume 9, No. 14 dated 16th November, 1957. In so far as the Mercantile Association and the large majority of the Cloth dealers were concerned, this understanding regarding the payment of strike wages, no victimization etc. was implemented but a few of the cloth dealers failed to implement the same. The Conciliation Officer, Delhi had therefore to be requested to intervene and ultimately several casts were settled either during the conciliation proceedings or since thereafter. The remaining cases which could not be settled from the subject-matter of the present reference for adjudication. As the strike of the workmen was legal and justified and it was withdrawn in the circumstances stated above, the employers were required to reinstate the workmen who went on strike and to pay them wages for the strike period. The employers in the present reference should therefore be directed to reinstate their respective workmen together with full back wages.

4. The Schedule 'A' gives the names of the 25th employers, all of whom are cloth merchants. The names of the two merchants, respectively at Serial Nos. 5 and 15 have been corrected by subsequent corrigendum No. F. 10(18)/58/I&L, dated 21st June, 1958 issued by the Delhi Administration, Delhi. The names of these employers as corrected stand as "Messrs Shanti Sarup Suresh Kumar" and Messrs. Gopi Chand Om Parkash". A large number of cloth merchants at Delhi have formed an Association known as the Delhi Hindustani Mercantile Association and as certain demands of their respective workers regarding pay-scales, Bonus, Provident Fund etc. remained unsatisfied for a long time, there was a strike on the part of the workers with effect from 24th October, 1957 which continued till 5th November, 1957. It appears that after the strike was over the workers concerned were not allowed to resume their duties and they were either refused work or their services were summarily terminated. Many such cases have been settled before the present reference and even during the pendency of the present reference there has been a settlement in the case of certain employers, *viz.* those at Serial Nos. 1, 2, 3, 4, 8, 16, 18, 19, 20, 21 and 22 of the Schedule 'A'. As regards the employers at Serial No. 23 of the Schedule 'A', out of the two concerned workers, there has been a settlement with one *i.e.* Sri Tara Chand and the dispute remains only with regard to Sri Bhoo Dev. Thus the dispute now survives with regard to the employers at Serial Nos. 5, 6, 7, 9 to 15, 17, 19, 21 and 25 of the Schedule 'A' and their respective workmen. In the case of the employers at Serial No. 23 of the Schedule 'A', it survives only with regard to one of the workmen named Sri Bhoo Dev. As regards the employers at Serial No. 16 there was settlement at the time of the hearing.

5. *Employers at Serial No. 5 of Schedule 'A'*.—This is the matter relating to M/s. Shanti Sarup Suresh Kumar and their workman Shri Mohan Lal. The employers have not filed any written statement. The case on behalf of the workman is that after the strike was withdrawn on 5th November, 1957, he was not allowed to resume duties when he reported for work on 6th November, 1957. Admittedly he was not given any charge-sheet and it is not even the case of the employers that they have terminated his services for having gone on strike or for any other reasons. What their representative alleges is that the concerned workman had not reported for duty on 6th November, 1957 and they are willing to engage him if he turns up for the work. I, therefore, direct that the workman concerned shall be taken up on his original post when he reports for duty. In the absence of any proof that the workman had reported for duty work on 6th November, 1957 and was refused work, I make no direction regarding back wages.

6. *Employers at Serial No. 6 of Schedule 'A'*.—This is the matter relating to Messrs. Ram Kumar & Co. and their workman Shri Mati Din. The employers have filed two written statements dated 25th February, 1958 and 30th April, 1958 raising *inter alia* several contentions. The case advanced by them against the workman is that during the strike period he incited other employees to join the strike and even forcibly stopped them from work. When this fact was brought to their notice, a telegraphic charge-sheet was sent to him on 31st October, 1957 while the strike was going on and he was asked to explain his conduct by 2nd November, 1957. He made no answer to the charge-sheet but he did join his duties on 6th November, 1957 after the strike was withdrawn. He was then verbally asked to give a reply to the charge-sheet but instead of doing so, after having worked till 9th November, 1957 he absented himself from 10th November, 1957. He had overdrawn his wages by taking an advance on account of which an amount of Rs. 64/49 remained due from him. He left without settling his accounts or without giving one month's notice. He was therefore intimated on 20th November, 1957 that his services have been terminated on account of his continuous absence. On 30th November, 1957 the workman sent an application for 15 days' leave which in the circumstances could not be accepted.

7. The case on behalf of the workman in the rejoinder filed by the Union is that after the worker resumed his duties on 6th November, 1957, the management asked him to sign an apology for having joined in the strike and he was again pressed to do so on 11th November, 1957. When he refused to give any such apology the management did not give him work since then, though on the instructions of the Union he continued to report everyday for sometime. When in this manner he was not given work till 16th November, 1957 the Union wrote to the management on 18th November, 1957 and also referred the matter to Conciliation Officer, Delhi. In the meantime the management sent a letter dated 20th November, 1957 terminating his services with effect from 11th November, 1957 just by way of an after-thought because the Union took up the dispute. As the Union thought that his services were not properly terminated, the worker was advised not to go out of station without taking leave and under these circumstances he applied for leave on 30th November, 1957. He was a permanent employee with a long service record and he is therefore entitled to be reinstated with continuity of service and full back wages.

8. Looking to the circumstances under which ultimately the services of the concerned workman stand terminated, we are not required to enter into the other contentions raised by the employers in regard to the strike nor were the same pressed before me. Whatever may be the circumstances under which the strike took place, admittedly the workman was allowed to resume his duties on 6th November, 1957 after the strike was withdrawn and ultimately his services were terminated on account of his continuous absence. When the worker applied for leave on 30th November, 1957 his application for leave was not accepted. Such consecutive absence without leave would amount to misconduct and it was incumbent on the employers to follow the principles of natural justice by issuing a charge-sheet or otherwise so as to afford an opportunity to the concerned workman to render his explanation and make his defence. The employers in the present case have not further pursued on the basis of the original charge-sheet given on 31st October, 1957 in connection with the strike and the workman was allowed to resume duties on 6th November, 1957. This means that the original charge was dropped and if subsequently the workman remained absent without leave and this is in fact the ground on which his services have been terminated, then a formal charge-sheet and an inquiry were necessary before making an order terminating his services on the ground of the alleged continuous absence. The action of the employers therefore cannot be upheld and they are directed to reinstate the workman concerned with full back wages.

9. *Employers at Serial No. 7 of the Schedule 'A'*.—This is the matter relating to M/s. Birla Cotton Mills Cloth Shop and their workman Shri Ram Pratap. The employers have filed two written statements dated 25th February, 1958 and 30th April, 1958 raising *inter alia* several contentions. The employers' case is that in so far as this workman is concerned, there is nothing like victimization on account of strike. On 3rd October, 1957 he was engaged purely on a temporary basis for about three months and it was further a condition of service that if necessary his services may be terminated even before the period of three months as it was not certain whether the temporary increase in work would last for three months. After working for about 22 days, the worker went on strike and has returned since then. No one has been engaged in his place and the cloth shop does not require his services. Even if the strike would not have taken place, he was otherwise liable to be discharged within three months and the strike therefore makes no difference.

10. The case on behalf of the worker in the rejoinder filed by the Union is that it was because of the strike that he was not allowed to resume duties on 6th November, 1957. It is true that after the strike was over, the worker was not allowed to resume duties on 6th November, 1957 and that he was not served with any charge-sheet or given an opportunity to make his defence. His services, however, have not been terminated on the ground of the strike or any other misconduct. The employers' case is that he was engaged only as a temporary workman just a few days before the strike and after the strike was over he could not be taken back as there was no work for him. Ex. E-11 is the letter of his appointment which indicates that he was engaged temporarily on 3rd October, 1957 and his services were liable to be terminated after three months or even earlier without any notice. It appears from a chit in his own hand dated 1st October, 1957 attached to Ex. E. 11 that it was he who requested for employment on hearing that there was some work and that is why in Ex. E. 11 it has been stated that he was temporarily engaged on 3rd October, 1957 at his request. There is nothing to show that even though there was work for him, he was not taken back or that any one else has been appointed in his place. Under the terms of Ex. E-11 his services were liable to be terminated at any time without notice and this is not a case having anything to do with the general strike during the period from 24th October, 1957 to 5th November 1957. The claims on behalf of the workman is therefore rejected.

11. *Employers at Serial No. 9 of Schedule 'A'*.—This is the matter relating to M/s. Prem Nath & Co. and their workman Shri Netar Pal. The employers in their brief written statement dated 14th March, 1958 alleged that as the workman

did not attend the work and remained absent without any cause, they had to employ another person in his place. The Union in its rejoinder contends that the alleged absence was on account of the strike which the management is trying as it were to treat as an ordinary absence from work. At the time of the hearing the employers' representative stated that as the workman had gone on strike, they had to engage another person in his place and when he reported for work he was told that there was no work for him. Obviously thus though the man reported for resuming duties on 6th November, 1957 after the strike was withdrawn, he was not engaged and Ex. U. 32 is his complaint in this connection as recorded by the Union. In the written statement beyond vague denials the management has not a word to say as regards the strike. The strike is an economic weapon in the hands of the workman and so far as these employers are concerned it has not even been their specific case that the strike was illegal or unjustified. They cannot treat the period of strike as an ordinary absence from duty and in any case the services of the concerned workman could not be dispensed with in such a summary and arbitrary manner. If in the view of the employers, the workers going on strike or remaining absent on that account amounted to misconduct, then he should have been given an opportunity to make his defence by being served with a regular charge-sheet or otherwise. The action of the management obviously offends against the principles of natural justice and it cannot be upheld. They are therefore directed to reinstate the worker on his original post with full back wages.

12. *Employers at Serial No. 10 of Schedule 'A'*.—This is the matter relating to M/s. Murari Lal Gian Chand and their workman Shri Netar Pal. In their written statement dated 14th March, 1958 the employers have raised *inter alia* several contentions but according to them the case of this workman is different and has nothing to do with the strike. They allege that the workman was employed on 1st August 1957 and he did not report for duty on 6th November, 1957. His services were therefore terminated for his absence without leave as well as his disobedience. In the circumstances they allege that the dismissal of the workman was legal and the claim for reinstatement is not sustainable. The Union in its claimer contends that the workman did report for duty after the strike was over but he was not taken up on work.

13. At the time of the hearing it was conceded by the employers' representative that the workman did come for work on 6th November, 1957 and he was then told to come in the evening at which time he was to be taken up on work but he did not turn up and remained absent till about 28th or 29th November, 1957 and in the meantime they had to engage another man. This is entirely a new story which does not find place in the employers' written statement and the alleged absence on the part of the worker till about 28th or 29th November after having reported for work on 6th November, 1957 appears to be an after-thought. The employers' representative in mentioning 28th or 29th November, did not appear to be quite sure about the exact date which he said he did not remember. It is not the management's case that the services of the concerned workman were terminated on the ground of strike. The management's action as above on its own showing does not seem to be *bonafide* or sustainable and the services of the concerned workman could not be dispensed with in such an arbitrary manner. Ex. 23 is the complaint of the concerned workman as recorded by the Union and in my opinion looking to the facts of the case the management ought to reinstate the concerned workman with full back wages. I direct accordingly.

14. *Employers at Serial No. 11 of Schedule 'A'*.—This is the matter relating to M/s. Jyoti Prasad Bhisham Dev and their workman Shri Banwari Lal. In the written statement dated 14th March, 1958 filed by the employers, it has been contended that the Industrial Disputes Act, 1957 is not applicable to the present dispute and this Tribunal has therefore no jurisdiction to entertain the same. The so-called strike was illegal and the Mercantile Association had no authority to intervene in the matter. The concerned workman was engaged by the firm on 20th September, 1957 as a temporary hand on a salary of Rs. 80 p.m. He was engaged on probation and his services could be terminated at any time without giving him any notice as he was purely on trial. He worked only for one month and four days and did not attend thereafter and not only he himself misconducted and misbehaved but he instigated other employees to go strike. The question of his reinstatement therefore does not arise taking into consideration his misconduct and misbehaviour. The Union in its rejoinder denies that this workman Shri Banwari Lal was engaged as a temporary hand or on probation or that he was on trial. The Union contends that the preliminary objections raised by the management are untenable and the services of the concerned workman have been terminated because he took part in the strike.

15. The Union representative argued that the concerned workman did report for duty on 6th November, 1957 but his services were summarily dispensed with without any charge-sheet or order. It appears that the workman complained to the Union on 9th November, 1957, *vide* Ex. U-24 and the Union thereupon addressed the letter as per Ex. U-16 and dated 18th November, 1957 to the employers. The employers in their reply Ex. E-10 dated 26th November, 1957 ignored the strike and made grievance of the so-called absence of the

worker from 24th October, 1957. It cannot be grain said that there was a general strike on behalf of the employees of the various cloth merchants from 24th October, 1957 to 5th November, 1957. The employers' representative at the time of the hearing wanted us to believe that they did not know of the strike and that no previous notice of the strike was given to them. It is unlikely that the fact of such a general strike on the part of the workers would remain unknown to these employers. On the contrary in their own written statement as shown above they allege that after having worked for one month and four days the worker did not attend thereafter and not only that he misconducted and misbehaved but he instigated other workers, to go on strike. This indicates that the employers did know of the strike and if they thought that the strike for any reason was illegal or unjustified or the worker's absence during the strike period amounted to any misconduct so as to entitle them to take action, they should have followed the proper procedure in consonance with the principles of natural justice. Looking to the papers on record there can be no doubt that when the workman reported for duty on 6th November, 1957 he was refused employment and thus summarily dismissed without any charge-sheet or inquiry. In the employers' written statement they have made a feeble attempt to suggest as if he was a temporary worker though in the same breath he has been described as a probationer on trial. A temporary workman and a probationer stand on different footing and even otherwise it is not the case of the employers that the services of this workman have been terminated because there was no work for him or that his work was found unsatisfactory. The employers' contention that they are governed by the Delhi Shops and Establishment Act, 1954 and that the Industrial Disputes Act, 1947 does not apply to them has been dealt with *infra*. In the circumstances of the case the action of the employers cannot be upheld and they are directed to re-instate the concerned workman with full back wages.

16. *Employers at Serial No. 12 of Schedule 'A'*.—This is the case between M/s. Kallu Mal Radhe Shyam and their workman Shri Jagdish Prasad. The employers in their written statement dated 14th March, 1958 which is very brief and vague contend that the concerned workman was employed temporarily only for a few days and his work being found unsatisfactory he was discharged from service. The Union in its rejoinder states that the facts alleged by the employers in their three lines' written statement are incorrect and that the services of the concerned workman have been terminated on account of his participation in the strike. At the time of the hearing the employers' representative pointed out that the workman was engaged in July, 1957 and after two months he was told that his work was not satisfactory. There is no written order in this connection nor is there any other proof. The employers' representative further alleged at the time of the hearing that the workman came two months after and requested that his accounts may be settled. There is no evidence for any such settlement and the fact remains that the concerned workman was not allowed to resume on 6th November, 1957 after the strike was withdrawn and the Union Secretary had to address the letter, Ex. U-17, dated 18th November, 1957 to the employers. This is clearly a case where the services of the workman have been summarily dispensed with without any charge-sheet or inquiry. In the circumstances the action of the employers cannot be upheld and they are directed to reinstate the concerned workman with full back wages.

17. *Employers at Serial No. 13 of Schedule 'A'*.—This is a matter relating to Messrs. Hari Prasad Kishan Parkash and their workman Shri Bhagwan Dass. The employers by their written statement dated 14th March, 1958 deny the knowledge of the workers' strike if any, or that it was legal and justified. They allege that the worker remained absent from 24th October, 1957 to 11th November, 1957 without having applied for leave or got it sanctioned. His services were therefore validly, legally and properly terminated. The Union's case in its rejoinder is that the concerned workman was absent from 24th October, 1957 onwards on account of the strike. During the strike he was arrested and detained by the police and immediately on his release he had reported for duty but he was not taken up. The Union therefore referred the dispute to the Conciliation Officer on 18th November, 1957 and it was thereafter that the management served the worker with the notice dated 12th November, 1957.

18. It is an undeniable fact that there was a general strike on the part of the workers employed under several cloth dealers from 24th October, 1957 to 5th November, 1957. Whether this strike was illegal or unjustified is an altogether different question but it would be incorrect on the part of any of the employers to ignore the fact of the strike and to treat the strike period as an ordinary absence without leave. The employers in the case under consideration have tried to suggest as if the worker remained absent without leave from 24th October, 1957 to 11th November, 1957 and therefore his services had to be terminated under the letter dated 12th November, 1957 as per annexure 'A' to their written statement. In fact, the said letter on the face of it indicates that the concerned workman has been summarily dismissed from service without any charge-sheet or inquiry or any opportunity to make his defence. The Union representative pointed out that the workman was arrested during the strike and after his release on 9th November, 1957 he reported for duty but was asked to report again on 11th November, 1957 but when

he did so he was not allowed to resume work on that day. The Union Secretary therefore addressed the letter Ex. U-27, dated 18th November, 1957 to the employers and also took the matter before the Conciliation Officer for his intervention. According to the Union representative it was after this *i.e.* on 21st November, 1957 (*vide* Ex. U-25 along with the worker's affidavit Ex. U-26) that the so-called letter, dated 12th November, 1957 terminating the services of the concerned workman was received by him. Whatever it may be, it is an undisputed fact that he was a permanent workman who joined service in October 1953 and if the employers thought that he had committed any misconduct in going on strike or remaining absent on that account, they should have followed the proper procedure before terminating his services. The worker could not be refused employment as alleged in the said letter dated 12th November, 1957 as if his services were no longer required. The letter itself indicates that the worker has been dismissed from service because of his so-called absence during the strike period. The action taken by the employers obviously offends against the principles of natural justice and it cannot be upheld. Their representative at the time of the hearing told us that they were prepared to give fresh appointment to the concerned workman but this would mean that he would be deprived of the continuity of his past service. In my opinion the employers are bound to reinstate the workman on his original post with full back wages and I direct accordingly.

19. Before I proceed further it is required to make one point clear in connection with this case. The reference was fixed for hearing on 16th October, 1958 and on that date at the request of the employers it was adjourned and taken up for hearing on 23rd October 1958. Long after the hearing was concluded, the employers have sent by post certain papers which he received on 8th November, 1958. It was not open to the employers to send any such papers at the back of the other side after the hearing was concluded and the same have therefore not been taken any notice of.

20. *Employers at Serial No. 14 of Schedule 'A'*.—This is the matter relating to Messrs. Radhe Lal Kanheya Lal and their two workmen Shri Manphool and Shri Ram Dayal. The employers in their written statement dated 14th March, 1958 while admitting the fact of the strike, allege that the concerned workmen went on strike without any notice to them. The strike was absolutely illegal and unjustified and it was a clear case of misconduct on their part. Their dismissal therefore was legal and the claim of reinstatement is not sustainable. The employers are governed by the Shops & Establishment Act and the workers are not entitled any relief. The Union in its rejoinder submits that both the workers were discharged from service for no other reason except their participation in the strike and they should therefore be reinstated with full back wages and continuity of service.

21. The employers' representative at the time of the hearing could not deny the fact that these were old employees for could he say whether they had reported for work on 6th November, 1957 after the strike was withdrawn. The Union representative pointed out that the concerned workmen did report for work on 6th November, 1957 but they were not allowed to resume and their services were summarily terminated without any charge-sheet or inquiry. The Union Secretary had therefore to address the two letters, Exs. U-18 and U-19 dated 18th November, 1957 to the employers on behalf of the concerned workmen. The employers' contention that they are governed by the Delhi Shops and Establishment Act, 1954 has been considered *infra*. In no case the workers with long service could summarily be dismissed for an alleged misconduct without any charge-sheet or inquiry. According to the employers it may be that the strike was illegal or unjustified or that the workers' absence for the strike period amounted to misconduct but in order to terminate the services of the concerned workmen on any such ground they should have followed the proper procedure. The action on the part of the management obviously offends against the principles of natural justice and it cannot be upheld. They are therefore directed to reinstate both the workers on their original posts with full back wages.

22. *Employers at Serial No. 15 of Schedule 'A'*.—This is the matter relating to Messrs. Gopi Chand Om Parkash and their workman Shri Prem Raj. The due notice was issued to the employers with the name corrected as above but there has been no appearance on their behalf at the time of the hearing nor have they filed any written statement. The Union representative urged that after the strike was over the concerned workman, when he reported for duty, was not allowed to resume on 6th November, 1957 and the workman was neither given any charge-sheet nor was any inquiry made. The employers in the circumstances are directed to reinstate the concerned workman with full back wages.

23. *Employers at Serial No. 16 of Schedule 'A'*.—This is a matter relating to Messrs. Beni Prasad Sidh Gopal and their workman Shri Rameshwar Prasad. The employers' representative at the time of the hearing stated that this workman had reported on 6th November, 1957 but he was told that another person was engaged and on 15th November 1957 his accounts were settled. The pay-sheet for the month of October, 1957 indicates that the worker was paid for full one month and at the time of the hearing the employers agreed

to pay 16 days' further wages. The matter accordingly was settled between the parties as per their joint statement, Ex. E-6 a copy of which is reproduced below:

"The following agreement has been arrived at in the case of Shri Rameshwar Dayal:

The company agrees to pay to Shri Rameshwar Dayal his sixteen days salary in full and final settlement of his case."

I thus make my award in terms of the said settlement under which the concerned workman shall be paid 16 days' salary in full and final settlement of his case.

24. *Employers at Serial No. 17 of Schedule 'A'*.—This is a matter relating to Messrs. Radhe Shyam Sita Ram and their workmen Shri Sultan Singh and Shri Dhani Ram. The employers have filed the written statement dated 14th March, 1958 which refers only to one of the workers, Shri Sultan Singh and it is silent about the other workman Shri Dhani Ram. The employers contend that Shri Sultan Singh was employed on a temporary basis and he served for about one month and 20 days only, i.e. from 1st September, 1957 to 20th October, 1957. Thereafter he never turned up to do any work and he left his services before the commencement of the strike on 24th October, 1957. The Union in its rejoinder alleges that the workman Shri Sultan Singh has been discharged from service because of his participation in the strike and for no other cause. The Union representative urged that after the strike was withdrawn, the workman, Shri Sultan Singh did report for work but he was not taken up and therefore the employers had to be addressed the letter Ex. U-20 dated 18th November, 1957. The management's representative alleged that this workman never turned up after he left the service on 20th October, 1957, and that they have engaged another person. They have, however, not given any reply to the Union's letter Ex. U-20 and it is very likely that the so-called absence alleged on behalf of the employers is nothing but that during the strike period. The man having reported for duty after the strike was withdrawn, there arises no question of any abandonment of service on the part of the concerned workman and obviously because of the strike on the part of the worker the employers have engaged another person in his place and refused him employment when he reported for the same after the strike. As regards the other workman Shri Dhani Ram, the employers have raised no contention in their written statement and at the time of the hearing also none of the parties referred to him or argued his case. In the absence of any material, I am unable to make any order in so far as the worker Shri Dhani Ram is concerned. As regards Shri Sultan Singh, I direct that he shall be reinstated with full back wages.

25. *Employers at Serial No. 19 of Schedule 'A'*.—This is a matter relating to Messrs. Gilly Mal Gokal Chand and their workmen Shri Peave Lal and Shri Ram Kanwar. The employers in their written statement dated 25th March, 1958 contend *inter alia* that the employees concerned have remained absent from 24th October, 1957 onwards without any leave or intimation and their services were therefore validly and legally terminated. The conduct and behaviour of the said employees were also not good and tolerable and they have rightly been discharged from service. The Union in its rejoinder contends that there was a general strike from 24th October, 1957 onwards and the services of the concerned workmen have been terminated because of their participation in the strike and for no other reason. The Union representative argued that the two workers had reported for duty on 6th November, 1957 after the strike was withdrawn but they were not allowed to resume and their services were summarily dispensed with without any charge-sheet or inquiry. The employers' representative did admit the fact that both these workers had reported for work on 6th November, 1957 but he denied any knowledge regarding the strike. The period of absence during the strike he tried to treat as an absence without leave or intimation and urged that as the conduct of the workers was intolerable they were discharged orally on 6th November, 1957. Obviously, the action taken is high-handed and offends against the principles of natural justice. The employers are therefore directed to reinstate the two workers on their original posts with full back wages.

26. *Employers at Serial No. 21 of Schedule 'A'*.—This is a matter relating to Messrs. Shri Ram Shiv Dayal and their workman Shri Radhi Shyam. The employers by their written statement dated the 25th March 1958 deny that the strike was legal and justified and contend that the concerned workman absented himself without sufficient cause from 24th October 1957 and did not turn up thereafter or even after the alleged strike was called off. His services were therefore rightly terminated and he is not entitled to any relief. The Union in its rejoinder alleges that the workman has been removed from service for no other cause except his participation in the strike and he was expressly so told when he reported for duty after the strike was called off. At the time of the hearing the Union representative argued that the worker did report for duty on 6th November, 1957 but he was not taken back and therefore the employers had to be addressed the letter Ex. U-21, dated 18th November 1957. Even though in the written statement the employers have alleged as if this worker never turned up after 24th October 1957 i.e. since after the commencement of the strike, at the time of the hearing their representative conceded that the workman had reported on 7th November, 1957 but they refused

to take him back and that if he had reported for duty on 6th November 1957 he would have been engaged. It appears from Ex. E-7 dated 9th November 1957 addressed by the management to the Delhi Hindustani Mercantile Association that the services of this workman had been dispensed with because he remained absent from 24th October 1957. If the employers desired to treat the workers participation in the strike or his absence on that account as amounting to misconduct, they should have followed the proper procedure and the services of the workman could not be dispensed with in the manner they have done. The employers' action obviously offends against the principles of natural justice and it cannot be upheld. They are therefore directed to reinstate the workman concerned with full back wages.

27. *Employers at Serial No. 23 of Schedule 'A'*.—This is a matter relating to Messrs. Shiv Nath Prasad and Co. and their workmen Shri Bhoo Dev and Shri Tara Chand. As said above the matter has been settled regarding Shri Tara Chand and the dispute survives only with respect to Shri Bhoo Dev. The employers in their written statement dated 14th March 1958 contend that Shri Bhoo Dev was not a workman of the Firm styled as Messrs. Shiv Nath Prasad & Co. and so he is not entitled to any relief as claimed, the Union by its rejoinder denied this allegation and though the employers' representative at the time of the hearing made a futile attempt to suggest as if Shri Bhoo Dev was not their employee, ultimately he could not deny the fact that this workman was engaged about six months before the strike and as he remained absent from the date of the strike and did not report for work on 6th November, 1957, they engaged another man. The Union representative on the other hand urged that the worker did report for duty on 6th November 1957 but he was not allowed to resume and thus refused employment without any charge-sheet or inquiry. It is obvious that the employers have terminated the services of the concerned workman without proper procedure because of his participation in the strike and the action taken cannot be upheld as it offends against the principles of natural justice. They are therefore directed to reinstate the concerned workman Shri Bhoo Dev with full back wages.

28. *Employers at Serial No. 24 of Schedule 'A'*.—This is a matter relating to Messrs. Radhe Lal Kanya Lal and their workman Shri Munshi Ram. The employers by their written statement dated 14th March 1958 contend that the strike was absolutely illegal and unjustified. Moreover, the case of the workman concerned is different. He had reported for duty on 6th November 1957 but thereafter he remained absent. He had misappropriated cloth from the establishment of the value of Rs. 142-3-6 upto Miti Asar Sudi Dooj Sambat 2014 and of Rs. 87-0-3 upto 30th September 1957. He was clearly guilty of misconduct and his dismissal therefore was legal and he is not entitled to any relief as claimed. The union in its rejoinder states that the allegation of misappropriation against the concerned workman is an after-thought and is baseless. The workman was never before charged on any such ground nor was it made a ground for terminating his services and the fact remains that he has been removed from service for no other reason except his participation in the strike. The Union representative at the time of the hearing pointed out that the concerned workman did report for duty on 6th November 1957 at which time he was taken back and allowed to work for some days. On 9th November 1957 however his marked attendance was struck off and he was turned out of service. The employers' representative alleged that the worker was allowed to resume on 6th November, 1957 when he reported for duty but after working on that day he left for his village and never turned up again. It was denied that he was turned out of service on 9th November 1957 but on an inspection of the attendance register and pay-sheet it was found that though this workman was marked present on 9th November, 1957, the entry was struck off. This indicates that the version advanced on behalf of the workman is correct and it looks unnatural and improbable that a man who reported for duty on 6th November 1957 should work only on that day and then leave all of a sudden and never turn up again. The action of the employers is obviously high handed and offends against the principles of natural justice. They are therefore directed to reinstate the workman with full back wages.

29. *Employers at Serial No. 25 of Schedule 'A'*.—This is a matter relating to Messrs. Nand Kishore Jagdish Narayan and their workman Shri Sukh Ram. The employers have not filed any written statement. The Union representative argued that the workman did report for duty on 6th November 1957 after the strike was withdrawn but he was not allowed to resume and thus his services were summarily dispensed with without any charge-sheet or inquiry. The employers' representative pointed out that the workman is not in their employment from 23rd October 1957 and he did not report on 6th November 1957. According to him the workman appeared on 27th December, 1957 and settled the accounts as per the writing, Ex. E-9. This writing indicates that the worker accepted the payment then made to him in full and final settlement and there survives no dispute between the parties. In view of this writing as well as the fact that the worker himself remained absent at the time of the hearing, I do not make any order regarding his reinstatement or back wages.

30. Before I conclude, I am required to deal with certain points raised in common by some of the employers either in their written statements or at the time of the hearing. The present dispute as said above is between certain cloth mer-

chants at Delhi and their respective workmen. A large number of such cloth merchants have formed an Association, called Delhi Hindustani Mercantile Association and the workmen employed under them in the cloth distribution trade have formed a registered trade union named Kapra Sharamjeev Sangh. It is the Union's case and it has produced documentary evidence on record to show that as certain demands such as pay-scales, bonus, etc. advanced on behalf of the workmen remained unsatisfied for long, there was a general strike from 24th October, 1957 in which the workmen employed under the various cloth dealers participated. It appears that the strike was withdrawn on 5th November, 1957 in the result of certain understanding between the Delhi Hindustani Mercantile Association through its President and the Union. The main understanding between the parties was that none of the workers who participated in the strike would be victimized and that they would all be taken back on work on reporting for duty. The arrangement so arrived at was circulated amongst all the employers and was also published in the Association Bulletin but when the workmen concerned reported for duty after the strike was withdrawn, many of the employers refused to take them back. Though in a number of the cases there have since been settlements, the dispute has survived with respect to the cases dealt with above.

31. Most of the contending employers in the present reference decline to recognise the said Mercantile Association of the cloth dealers or the said Union formed by the workmen. The employers admit their membership of the Association but they are not prepared to accept any arrangement arrived at when the strike was withdrawn and they either ignore the strike or describe it as illegal and unjustified. Whatever it may be, there is no gain saying the fact that there was a general strike on the part of the workers employed in the cloth distribution trade from 24th October, 1957 till 5th November, 1957 at the instance of their Union in the aforesaid circumstances. The term 'strike' as defined in S. 2(q) of the Industrial Disputes Act, 1947 means "a cessation of work by a body of persons employed in any industry acting in combination, or a concerted refusal, or a refusal under a common understanding, of any number of person who are or have been so employed to continue to work or to accept employment." It is a well known concept that the strike is an economic weapon in the hands of the employees and during the strike period the employer-employee relation does subsist. It would be incorrect on the part of the employers to treat the strike period as an ordinary absence without leave. What has happened in the present dispute is that some of the employers have ignored the strike and put forward the ground of absence without leave for terminating the services of the workmen concerned. Some of them go further and allege that though there was a strike on the part of the workers concerned it was illegal and unjustified and the services of the workers concerned have therefore rightly been dispensed with. Conceivably in given circumstances there may arise a presumption of abandonment of service from a long continued absence without leave or intimation and the employers may well treat the workers in such cases as having left or their services having come to an end. In the cases before us, however, the absence arose from a general strike of the workers within the knowledge of the employers and the workers on strike being withdrawn did report for duty. One or the other ground as alleged by the employers in the cases discussed above is such as to amount to the so-called misconduct and in their written statements the employers themselves have pleaded in terms the case of misconduct against the concerned workmen for participating in an illegal and unjustified strike or for a continuous absence without leave. They purport to have acted and try to justify their action because of the alleged misconduct on the part of the concerned workmen and in no such case it is the employers' plea that there has been a termination of employment as a condition of service or by way of a discharge simpliciter.

32. The fact remains that the concerned employees have been dismissed from service for an alleged misconduct without affording them an opportunity to make defence and the action taken is manifestly of a punitive nature and in violation of the principles of natural justice. With the emergency of modern concepts of social justice, the common law right of an employer to discharge or dismiss an employee, or what is generally known as the "right to hire and fire" has been subjected to certain restrictions and an employee is protected against vindictive or capricious action on the part of the management which may affect the security of his service. The termination of service in colourable exercise of the power or as a result of victimization or unfair labour practice or of caprice, is not permissible (*vide* the decision of the Labour Appellate Tribunal in the case of Buckingham & Carnatic Mills Ltd., 1951-II L.L.J. 314 at pp. 316, 317 and 318). Their Lordships of the Supreme Court in the case of Patna Electric Supply Company, Ltd. (1958-I L.L.J. 257 at 259) have observed that in the case of a discharge simpliciter and not punitive in nature, no objection could be taken to the same, provided it was *bona-fide* and not arbitrary or capricious. They have also laid down in the case of Indian Iron and Steel Company, Ltd. in the same volume page 260 at pp. 269-270: "Undoubtedly, the management of a concern has power to direct its own internal administration and discipline; but the power is not unlimited and when a dispute arises, industrial tribunals have been given the power to see whether the

termination of service of a workman is justified and to give appropriate relief."

33. It has been next contended on behalf of the employers that they are governed by the Delhi Shops & Establishment Act, 1954 and that the Industrial Disputes Act, 1947 does not apply to the present case. The preamble of the Industrial Disputes Act, 1947 runs thus:—

"Whereas it is expedient to make provisions for the work investigation and settlement of industrial disputes and for certain other purposes hereinafter appearing."

It extends to the whole of India and S. 2(a)(i) lays down the cases where the Central Government is the "appropriate Government" and under (a)(ii) in relation to any other industrial dispute, the State Government is the "appropriate Government." If we look to the definition of the term 'industry' in S. 2(j) of the Industrial Disputes Act, 1947, it means "any business, trade, undertaking, manufacture or calling of employers and includes any calling, service, employment, handicraft, or industrial occupation or avocation of workmen." Section 2(k) of the Act defines 'industrial dispute' and it means "any dispute or difference between employers and employees, or between employers and workmen, or between workmen and workmen, which is connected with the employment or non-employment or the terms of employment or with the conditions of labour of any person." In the cases before us the dispute between the employers and their workmen is connected with the employment or non-employment of such workmen and the dispute has been taken up by the Kapra Sharamjeev Sangh which is a registered trade union of the workmen employed in the cloth distribution trade at Delhi. The Delhi Administration therefore as the appropriate Government has acted quite within its powers in referring the dispute for adjudication under section 10(1)(d) and 12(5) of the Act. Even under the Delhi Shops & Establishment Act, 1954 Section 30 in providing for a notice of dismissal lays down that "No employer shall dispense with the services of an employee who has been in his continuous employment for not less than three months, without giving such person at least one month's notice in writing or wages in lieu of notice; provided that such notice shall not be necessary where services of such employee are dispensed with for misconduct, after giving him an opportunity to explain the charge or charges against him in writing." The employers now concerned however have neither given such one month's notice or paid wages in lieu thereof nor have they dispensed with the services for alleged misconduct after giving the concerned workmen an opportunity to explain the charge or charges against them in writing. Even otherwise S. 3 of the Delhi Shops & Establishment Act lays down that "nothing in this Act shall affect any rights or privileges which an employee in any establishment is entitled to at the date this Act comes into force under any other law, contract, custom or usage applicable to such establishment or an award, settlement or agreement binding on the employer and the employee in such establishment, if such rights or privileges are more favourable to him than those to which he would be entitled under this act." The rights and privileges under any other law, namely Industrial Disputes Act, 1947, thus remain unaffected and the said Act does apply to the present dispute as shown above.

(Sd.) P. D. VIAS,

Dated 12th January, 1959

2nd Industrial Tribunal, Delhi.

ANNEXURE 'B'

DELHI ADMINISTRATION, DELHI

ORDER

Dated the 30th January, 1958

No. F. 10(18)/58-I&L.—Whereas from a report submitted by the Conciliation Officer, Delhi under section 12(4) of the Industrial Disputes Act, 1947, as amended, it appears that an Industrial Dispute exists between the management of Employers mentioned in Column 2 of the subjoined Schedule 'A' and their respective workmen mentioned in Column 3 thereof and that the said dispute has been taken up by the Kapra Sharamjeev Sangh, Katra Shahanshai, Chandni Chowk, Delhi.

And whereas on a consideration of the said report the Chief Commissioner, Delhi is satisfied that the said dispute should be referred to a tribunal.

Now, therefore, in exercise of the powers conferred by section 10(1)(d) and 12(5) of the said Act, read with the Government of India, Ministry of Labour Notification No. LR-1(9), dated the 28th June, 1947, the Chief Commissioner, Delhi is pleased hereby to refer the said dispute to the Industrial Tribunal constituted under his Notification No. F. 1(203), 56-I&L, dated the 25th June, 1957, and consisting of Shri E. Krishnamurthi for adjudication, and to specify the matters set forth in the sub-joined schedule as matters upon which adjudication is necessary and to authorise the said Tribunal, in so far as may be necessary for the purpose of adjudication, to exercise such powers as are conferred on and follow such procedure as is prescribed for an Industrial Tribunal under the Industrial Disputes Act, 1947, and the Industrial Disputes (Central) Rules, 1957.

## SCHEDULE 'A'

Sl. No.	Name of the Employer	Name of the Workmen.
1	2	3
1.	M/s. Suraj Bhan Om Prakash, Cloth Merchants, Katra Ashrafi, Chandni Chowk, Delhi	Shri Ram Kishan.
2.	M/s. Jugal Kishore Murli Dhar, Cloth Merchants, Cloth Market, Ganesh Bazar, Chandni Chowk, Delhi	Shri Ramesh Cahnder.
3.	M/s. Sheel Chand Om Prakash, Katra Chauvan, Chandni Chowk, Delhi	Shri Puran.
4.	M/s. Rattan Lal Jaggai Mal, Katra Chobu, Chandni Chowk, Delhi.	Shri Bhore Lal.
5.	M/s. Shanti Sarup Sureah Kumar, Cloth Merchants, Katra Subhash, Chandni Chowk, Delhi	Shri Mohan Lal.
6.	M/s. Ram Kumar and Co., Cloth Merchant, Katra Pearey Lal, Chandni Chowk, Delhi.	Shri Mata Din.
7.	M/s. Birla Cotton Mills, Cloth Shop, Katra Pearey Lal, Chandni Chowk, Delhi	Shri Ram Pratap.
8.	M/s. Jag Nath Radhe Shyam, Katra Pearey Lal, Chandni Chowk, Delhi	Shri Duli Chand.
9.	M/s. Prem Nath & Co. Katra Pearey Lal, Chandni Chowk, Delhi	Shri Netar Pal.
10.	M/s. Murari Lal Gian Chand, Katra Pearey Lal, Chandni Chowk, Delhi.	Shri Netar Pal.
11.	M/s. Jyoti Prasad Bhisham Dev, Katra Choban, Chandni Chowk, Delhi.	Shri Banwari Lal.
12.	M/s. Kalu Mal Radhe Shyam, Katra Rathi, Nai Sarak, Delhi	Shri Jagdish Prasad.
13.	M/s. Hari Prasad Kishan Parkash, Katra Ashrafi, Chandni Chowk, Delhi.	Shri Bhagwan Dass.
14.	M/s. Radhe Lal Kanheya Lal, Katra Baangi, Chandni Chowk, Delhi	Shri Manphool & Shri Ram Dayal.
15.	M/s. Gopi Chand Om Parkash, Katra Bhangi Chandni Chowk, Delhi	Shri Prem Raj.
16.	M/s. Beni Prasad Sidh Gopal, Katra Nawab, Chandni Chowk, Delhi	Shri Rameshwar Prasad.
17.	M/s. Radhe Shyam Sita Ram, Cloth Merchants, Katra Pearey Lal, Chandni Chowk, Delhi	Shri Sultan Singh and Shri Dhani Ram.
18.	M/s. Amir Chand Ainshi Lal, Katra Pearey Lal, Chandni Chowk, Delhi	Shri Hari Ram.
19.	M/s. Giltu Mal Gokal Chand, Katra Hira Lal, Chandni Chowk, Delhi	Shri Pearey Lal & Shri Ram Kanwar.
20.	M/s. Suraj Bhan Om Parkash, Katra Ashrafi, Chandni Chowk, Delhi	Shri Har Dayal and Shri Ram Kishan.
21.	M/s. Shri Ram Shiv Dayal, Katra Nawab, Chandni Chowk, Delhi	Shri Radhey Syham.
22.	M/s. Kalu Ram Mahabir Prasad, Katra Dhulia, Chandni Chowk, Delhi	Shri Nand Kishore.
23.	M/s. Shiv Nath Prasad & Co., Mahabir Bazar, Cloth Market, Chandni Chowk, Delhi	Shri Bhoo Dev & Shri Tara Chand.
24.	M/s. Radhey Lal Kanaya Lal, Kucha Mahajani, Chandni Chowk, Delhi	Shri Munshi Ram.
25.	M/s. Nand Kishore Jagdish Narayan, Cloth Merchants, Katra Khulshalrai, Kinari Bazar, Chandni Chowk, Delhi	Shri Sukh Ram.

## SCHEDULE 'B'

## Terms of References

Whether the workmen referred to in Column 3 of Schedule 'A' should be re-instated with full back wages and what directions are necessary in this respect?

By Order,  
(Sd.) HANS RAJ,

Secretary (Industries & Labour), Delhi Admn., Delhi.

Delhi, the 4th February, 1959

No. 10(170)/58-I&L.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (XIV of 1947), read with the Government of India, Ministry of Labour Notification No. LR-1 (9), dated the 28th June, 1947, the Chief Commissioner Delhi is pleased to publish the award contained in Annexure 'A' of the Industrial Tribunal, Delhi in the dispute between the management of Bagai Motor Service, Queensway, New Delhi and its workmen M/S Om Prakash and Kishan Lal as represented by the Automobile Engineering Union, 780 Ballimaran Delhi, referred to it for adjudication *vide* his order even number dated the 30th July 1958 reproduced in Annexure 'B'.

## ANNEXURE 'A'

## BEFORE THE INDUSTRIAL TRIBUNAL: DELHI.

## PRESENT:

Shri E. Krishna Murti, Industrial Tribunal

The 31st December, 1958

I.D. No. 165 of 1958

## BETWEEN

The management of Bagai Motor Service, Queensway, New Delhi.

## AND

Its workmen, M/S Om Prakash and Kishan Lal, as represented by the Automobile Engineering Employees Union, 780, Ballimaran Delhi.

## AWARD

By G. O. No. F. 10(170)/58-I&L dated the 30th July, 1958, the industrial dispute between the management of Bagai Motor Service, Queensway, New Delhi and its workmen, as represented by the Automobile Engineering Employees Union, 780, Ballimaran Delhi, has been referred to this Tribunal for adjudication under Section 10(1)(d) and 12(5) of the Industrial Disputes Act, 1947.

## 2. The term of reference is as follows:—

Whether the termination of service of the following workmen is justified and to what relief they are entitled.

1. Shri Om Prakash, (2) Shri Krishan Lal.

3. The allegations in the statement of claim are, that Shri Om Prakash and Krishan Lal two senior workmen of the Company were served with charge sheets on 20th December, 1957, that they were placed under suspension on the same day that an enquiry was held into the matter, that the management found the two workmen guilty of misconduct and dismissed them on 4th January 1958, that the workmen are not guilty of the charge against them, and that they must be re-instated in service with full back wages.

4. The management plead that there is only an individual dispute, that there is no valid reference, that the termination of service of the two workmen is quite valid, that they were not dismissed but discharged from service, that the discharge cannot be interfered with, and that the workmen are not entitled to any relief.

## The issues arised for determination are:—

- (1) Whether there is an industrial dispute and is the reference valid?
- (2) Whether the discharge is valid and justified?
- (3) Whether the discharge is against the principles of natural justice?
- (4) Whether the provisions of Section 33(2) have been observed; If the said provisions in Section 33(2) have been contravened, as contended by the workmen, what is the consequence thereof?
- (5) To what relief are the workmen entitled?

## Issue No. 1.—

5. This is a dispute between the management of Bagai Motor Service and their workmen Messrs Om Prakash and Krishan Lal. the said dispute having been taken up by the Automobile Engineering Employees Union.

6. The objection has been raised on behalf of the management, that there is only an individual dispute, that there is no industrial dispute and that the reference is valid. This con-

tion is not entitled to weight. There are two workmen involved in this dispute and their case has been espoused by the Automobile Engineering Employees Union. The argument on behalf of the management that the mere fact, that the dispute has been taken up by a Union before a Conciliation Officer or before an Industrial Tribunal, is not sufficient to convert an individual dispute into an industrial dispute is not of any force. When the workmen's cause has been espoused by the Concerned Union of which they are members, there is an industrial dispute. I find that there is an industrial dispute and that the reference is valid.

*Issue No. 4.—*

7. The contention is raised on behalf of the workmen that the termination of service by letters, dated 4th January 1958 and with effect from that day, is in contravention of section 33(2) of the Industrial Disputes Act, and that in these circumstances the action of the management must be held to be illegal and untenable. In Ext. W/4 and W/5 the orders passed by the management on 4th January 1958, it is mentioned, that conciliation proceedings in respect of bonus for the year 1956-57 were pending before the Conciliation Officer, and that an application FOR approval was being made to him under section 33(2) of the Act. It is common ground that conciliation proceeding in respect of bonus were pending on the date of Ext. W/4 and W/5. The management were certainly bound to follow the provisions of Section 33(2), if they were applicable to the concern. A Contravention of the section will have the effect of making the action of management unlawful. In the decision in Dhengeapara Tea Estate case (1958 I.L.J. 498) the management gave the workmen notice of termination of service offering them one months' salary in lieu of notice and other accounts due to them. This notice was given when conciliation proceedings were pending. The Supreme Court observed as follows:—

"It will be noted that this notice was given while the conciliation proceedings were actually pending and accordingly under S. 33 of the Industrial Disputes Act, 1947, it was ineffective, and the workman in the eye of the law continues to be in employment. In point of fact also, as has been found by the Tribunal, the service of all the workmen continues up to 4th January, 1954 on which date the adjourned conciliation proceeding held at Jorhat by the Labour Commissioner himself proved abortive as no agreement could be arrived at as a result of the conciliation proceedings." It is therefore clear that any action taken by the management in violation of Section 33 of the Act will have no validity.

8. The contention however on behalf of the management is, that section 33(2) can have no application to the facts of this case. It will be seen, that the dispute, when conciliation proceedings were pending, related to bonus, for the year 1956-57. The termination of service of the two workmen is said to be for misconduct. The discharge was in respect of a matter unconnected with the dispute. The management were bound to apply for approval under Section 33(2) provided that section was applicable to them. The plea raised before me is that section 33(2) can have application only to a case where there are Standing Orders, that in Bagai Motor Service there are no Standing Orders, that in these circumstances they were not bound to apply for approval under Section 33(2). This contention must be upheld. In the decision in Good Tyre and Rubber Co. and Antony [1958 (1) I.L.J.377] it was held that section 33(2) of the act applies to concerns in which there are standing orders. It is clear that the said section has no application to the present concern, when there were no standing orders or even service regulations in writing. The management were not bound to apply for approval of their action. I find accordingly and hold that the order of discharge passed against the workmen cannot be deemed to be ineffective on the ground that conciliation proceedings in respect of bonus were pending at the time.

*Issues No. 3 & 4.—*

9. The question next is whether the termination of service of the two workmen is valid and justified. According to the case of the management on 19th December 1957 a speedometer lying on the table of the workshop clerk suddenly disappeared on the afternoon of that day. It was found missing by Mr. Varma at about 5-30 p.m. when the workshop was about to close. He immediately made a written complaint to the management. It was anticipated that the speedometer disappeared at or about 3-50 p.m. As the workshop was to close at that time, the search of the speedometer could not be completed and had to be postponed to the next day. On the next day the 20th December, the workshop was opened at 9 A.M. in the morning, and at about that time it was noted by Shri Varma, the Supervisor, that Shri Om Parkash was replacing the speedometer on the table of Shri Sohan Lal, the workshop clerk. The matter was reported to the Managing Partner Shri B. S. Bagai. Shri Bagai held preliminary enquiry on 20th December 1957 and the statements of all concerned were recorded. A charge sheet was given to the workmen on 27th December 1957. It was decided that the speedometer was stolen by Krishan Lal in conspiracy with Shri Om Parkash who could not get an opportunity to take it out of the factory. The management thought that the two persons were no longer

fit to continue in service and also by virtue of their previous record. The services of the two workmen were terminated by discharge order dated 4th January 1958. It is contended by the management that the discharge of the workmen was in the interests of the business and it cannot be taken exception to.

10. It will thus be seen that the workmen were sent away for alleged mis-conduct. In fact in W/4 and W/5, it is alleged by the management that the action of the workmen in connection with the speedometer was subversive of discipline and constituted grave misconduct. On behalf of the management Ext. M/1 has been produced as a report given by Shri Sohan Lal the workshop clerk, and it is mentioned there in that on 19th December 1957 a speedometer belonging to one of the cars was given to him by electrician Krishan Lal, that it had been put on the table, that at the time of closing of the workshop it was found to have disappeared from the table, and that probably it had been stolen. Ext. M/2 is the report by Varma a supervisor who also believed that it had been stolen by some body. Ext. M/3 dated 20th December 1957 is a copy of a communication sent to Om Prakash by the managing partner. It is stated, that it had been reported by the workshop clerk, that a speedometer had been lost the previous night that the same was recovered that morning from Shri Om Prakash and that he should furnish an explanation. Ext. M/4 is the report of Mr. Varma dated 20th December 1957 to the effect that he saw Om Prakash a mechanic bring in a speedometer which he placed on the table of Mr. Sohan Lal. The workmen were served with charge sheets dated 27th December 1957. In Ext. W/2 Om Prakash was charged, that he had conspired with Shri Krishan Lal electrician and removed the speedometer that he thus tried to cause financial loss to the management, and that this act amounted to misconduct. In Ext. W/3 the charge sheet against Krishan Lal, it is alleged, that he in connivance with Om Prakash, had removed the speedometer from the table of Shri Sohan Lal on 19th December 1957 without the management's permission or without their knowledge, and that he cooked up a story that Shri Om Prakash while trying to put the speedometer back on the table was noticed by Shri Varma. He was informed that the action on his part was subversive of discipline, and a conspiracy to cause a financial loss to the management which was grave misconduct. Both the workmen were informed that an enquiry would be held into their conduct on 30th December 1957. They were placed under immediate suspension till the completion of the enquiry. Ext. M/5 contains the record of the enquiry by the management both on 20th December 1957 and on 30th December 1957 Ext. M/7 is the finding of the enquiry officer. Mr. Bhim Sain Bagai dated 4th January 1958. Exts W/4 and W/5 are the orders of termination of service dated 4th January 1958 passed against both the workmen on the ground that their action was subversive of discipline and constituted grave misconduct, and both the documents are identical in language.

11. In this proceeding before me the workmen have relied only on the record of enquiry conducted by the management and they represented that no further evidence need be taken. On behalf of the management also it was stated that they relied upon the enquiry proceeding. In this connection I may also refer to the decision in (1957 2 I.L.J. 15) wherein the Allahabad High Court laid down that it was not open to the parties to add to the evidence taken at the time of enquiry by the management.

12. The contention on behalf of the workmen is, that even taking into account the statements recorded by the management at the time of enquiry, the charges against the workmen have not been proved. It is admitted by Krishan Lal electrician that he was ordered by Mr. Varma to take out the speedometer from the car, that he removed it, and gave it to the driver of the car when he came. According to the statement of Mr. Varma, the speedometer was got removed from the car by electrician Krishan Lal and it was handed over to Mr. Sohan Lal the workshop clerk for delivering the same to the driver. In the evening the driver asked him for it, but it was found to have disappeared from the table and it could not be traced. According to Shri Sohan Lal he kept the speedometer in the table and he went out to prepare an estimate for one of the cars. In the evening at the time of the closing of the workshop it was not there. The evidence of Shri Kishore is, that he saw the speedometer on the table. He does not know when it was taken away. In the evening when there was a row, he came to know that the speedometer had been removed from the table by some one. According to the evidence of Mr. Bavliiss Works Manager, the speedometer had been taken out from the car of Mr. K. C. Raj. Later at closing time, Sohan Lal informed him that the speedometer had been removed by some workman. The evidence of Shri Varma, is, that the speedometer had been handed over to Sohan Lal between 3 or 4 p.m. There is no satisfactory proof that the two workmen conspired together and removed the speedometer from the table of Mr. Sohan Lal on that day or that any one of them removed it. None of the witnesses saw either of them removing it. There is thus no direct proof of the alleged theft or removal of the article by the workmen.

14. It will however be seen that Krishan Lal admitted that he handled the speedometer that evening. He says that the driver of the car came to him at about 5-30 and asked him to fit the speedometer but he could not do it, as the workshop

was being closed. He then kept the speedometer under the seat of the car and left. Next day he was on leave. He informed Om Parkash to give the speedometer to Mr. Varma. He deposes that he did not take the speedometer out side the premises. The statement of Om Parkash is, that on 20th December, 1957 Krishan Lal told him in the morning that the speedometer was lying under the seat of Mr. K. C. Raj's car, that he was on leave on that day, that he (Om Parkash) should hand over the speedometer either to Mr. Varma or Mr. Bayliss, and that accordingly he handed over the same to Mr. Varma on the 20th. Mr. Varma when he was examined on the 20th mentioned in his evidence that at the time of opening of the workshop he saw Om Parkash having the speedometer and placing it on the table of Mr. Sohan Lal.

15. On an examination of the evidence I am of opinion that the charges against the workmen are not proved. The workmen were charged with having removed the speedometer from the table of Mr. Sohan Lal, the suggestion being that they had stolen the article acting in conjunction. As I have already indicated there is no satisfactory direct proof that either of the workmen removed the article in question from the table of Mr. Sohan Lal. There is no doubt the circumstance that it was produced by Om Parkash the next morning. I have referred to the evidence of both the workmen in explanation of their conduct. The evidence of Krishan Lal is, that the driver of the car brought the speedometer at about closing time and asked him to fit in the car, but that he could not do it and that he placed it inside the seat as it was closing time. The contention on behalf of the management is, that this explanation is a cooked up explanation, and that no reliance can be placed on it. It may be noticed, that Om Parkash stated even on 20th, that Krishan Lal had informed him that he had placed the speedometer under the seat of Mr. K. C. Raj's car and that it must be handed over to Mr. Varma or Sohan Lal. In fact the speedometer was also produced and was placed on the table at the time of opening of the workshop on that day. I am not prepared to hold that the explanation of the workman is cooked up or untrue. It is however pointed out that the driver of Mr. Raj's car does not support this version of Krishan Lal. Sirdar Mohinder Singh said in his statement that he told Mr. Varma on the 19th to get the speedometer removed so that he could have it repaired elsewhere. When he asked Mr. Varma to give him the article in the evening he was told that the speedometer was missing. He denied that he took away the same or that he handed it to any one in their workshop. It does not appear from the record as to when this statement of the driver was recorded and it bears no date. The contention on behalf of the workmen is, that this statement must be excluded from consideration and that no reliance can be placed on the same. It is pointed out, that this statement was not recorded in the presence of the workman, that the driver was called on 30th December, that he made no such statement on that day, and that the previous statement of the driver is inadmissible against them. This contention must be sustained. In the decision in *Kanhaya Lal Vs. State of Rajasthan* (AIR 1958 Rajasthan page 1) it was held that the statement of witnesses recorded during the absence of the concerned person could not be relied upon. It would appear that certain witnesses were examined in the absence of the accused person by the officer conducting the enquiry, and then he was asked only to cross examine them. It is observed at page 5 as follows:—

"It was very necessary for the officer conducting the enquiry he should have recorded the entire evidence in the presence of the petitioner, and even apart from the particular rule and procedure, natural justice requires that the entire evidence ought have been recorded in his presence, and the officer conducting the enquiry acted against the principle of natural justice."

In the decision in *Choudhry Vs. Union of India and Others* (1957 ILLJ 494) it is observed at page 501 that "it is not permissible to examine witnesses in the absence of the delinquent or take ex parte statements and then ask the delinquent to cross examine." It is noteworthy that on 30th December, 1957, Krishan Lal was asked whether he had any evidence to prove his case. He replied, that the question should be put to the driver whether he gave him the speedometer to put it in the car in the evening. The driver's answer is as follows:—

"I am not prepared to make any statement without the permission of my boss. Whatever statement has been made and signed is correct."

Thus the driver refused to answer the question put to him. I am of opinion that his previous statement, which does not bear any date is of no evidentiary value and cannot be taken into account. We have thus to fall back upon the explanation of Krishan Lal that the driver gave him the speedometer at about closing time, that he did not find time to fit it in the car, and therefore kept it under the seat. There is also another question of probability raised by Mr. Agarwal for the workmen. It is argued that according to the management, the speedometer was removed from the car of Mr. Raj, so that it might be got repaired elsewhere, and that if the driver wanted to get the speedometer repaired elsewhere it is improbable that it would have been kept on the table without its being taken away by the driver soon after.

16. It is however argued for the management, that this cannot be true because search was made for the speedometer and it was not found on the night of 19th or the 20th. Kalu Ram the chowkidar states that under instruction of Mr. Bagai he searched all the cars, that he looked for the speedometer under the seats and every where, and it was not to be found. It is urged that Krishan Lal did not put any question to him in cross examination. This evidence of Kalu Ram cannot be taken as conclusive of the matter. We do not know what kind of search was made. In this connection the allegation in paragraph 9 of the management's statement is as follows:—

"It was anticipated that the speedometer disappeared on or about 3-50 P.M. as the workshop was to close at that time. The search for the speedometer could not be completed and had to be postponed to the next day."

For aught we know there might have been no search at all on the 19th or on the 20th till the speedometer was produced by Om Parkash. I do not believe the evidence of Kalu Ram the chowkidar, in this connection. It is next argued that Shri Varma has stated that on the 20th when Mr. Om Parkash kept the speedometer on the table he informed him (Mr. Varma) that he had taken the speedometer for repairs and had brought back the article. When Mr. Om Parkash asked Shri Varma, if he had any evidence to prove that he had informed him, that the speedometer had been brought back after repairs, Mr. Varma's reply was, that it was opening time in the morning, that the workmen were coming, that there were many of them at the spot, and also Sohan Lal workshop clerk. Mr. Varma's evidence is without corroboration. Sohan Lal does not support the evidence of Mr. Varma. I have no doubt that Shri Om Parkash stated only, that he had been asked by Krishan Lal to take out the speedometer from under the seat of Mr. Raj's Car, and give it to Mr. Sohan Lal and not that he had brought it back after repairs. Mr. Varma is definite that he did not see Om Parkash bringing the speedometer from outside. He saw it only in the hand of Mr. Om Parkash in the workshop. I am unable to hold that the two workmen or either of them acting in conjunction removed the speedometer or stole it in the manner contended on behalf of the management. The allegations of conspiracy are baseless. Some comment has been made on the fact that Krishan Lal was absent on the 20th and that he went to Gurgaon to renew his licence. On behalf of the management it is contended that this is improbable as it was more easy to get the licence in Delhi rather than in Gurgaon. The management have asserted that no leave was granted to Krishan Lal. The fact is that Krishan Lal was absent on the 20th whether with leave or without leave. It was for this reason that he asked Om Parkash to take out the speedometer from under the seat and give it to the workshop authorities. I find disbelieving the management's case, that the charges set out in the charge sheet have not been proved.

17. It is also important to note that in the order of dismissal it is said, that the workman had been found guilty of conspiracy to cause financial loss to the management by wilfully concealing the speedometer, and that this act was subversive of discipline and constitutes grave misconduct. Thus the workmen were discharged for having wilfully concealed the speedometer, and not for removal of the same as in the charge sheet. It is well settled that the charge sheet which is furnished to the workmen forms the basis of the enquiry. The management are not justified in discharging a workman on grounds other than those contained in the charge sheet. The two workmen were charged with the dishonest removal of the speedometer. In other words they were accused of committing theft of the same. Obviously it was in the workshop premises on the morning of the 19th at opening time, and it was placed on the table by Om Parkash. The management converted the accusation into one of wilful concealment and discharged the workmen. This they cannot be permitted to do.

18. The management have however pleaded that the workmen have only been discharged and not dismissed, and that there can be no interference with the action of the management. This contention cannot be sustained. The termination of service is really by way of dismissal. The management took action because of alleged acts subversive of discipline and grave misconduct. In the decision in *Nagraja Rao Vs. State of Mysore* (1958 ILLJ 319) it was held that termination of service for alleged misconduct really amounted to dismissal and such action carried stigma or disqualification.

19. It is next argued on behalf of the management that the action taken by the management cannot be interfered with, that a Tribunal does not sit as a Court of appeal against the management, and the case of *Indian Iron and Steel Co., Vs. Their workmen*, (1958-ILLJ 260) has been referred to. The Supreme Court laid down the conditions under which action taken by the management can be set aside. In my opinion the management have been guilty of basic error, and on the statements recorded by them the finding is baseless, and there is also want of good-faith.

20. On a review of all circumstances, I find that the termination of service of the two workmen is not valid in law, that it is unjustified and is against the principles of natural justice, and that it should be set aside.



21. On behalf of the management it has been contended that even if the order passed by them is set aside the workmen should not be reinstated in service. A number of documents have been produced to show that there is a history of past misdemeanours against the workmen. It is urged that the management have lost confidence in the workmen, and that it will not be in the interests of industrial peace if they are reinstated. I am not impressed with this argument. The serious charges of dishonest removal and concealment of company's property were levelled against the workmen, and they have not been proved. I do not see any sufficient ground to deny the relief of reinstatement to the workmen. Even assuming, that the documents produced show, that the workmen received warnings in the past, their lapses were condoned, and were not considered sufficient to dispense with their services. When the management have failed to establish the charges against the workmen, which formed the basis of the order of termination of service, the alleged past misdemeanours cannot be taken as serving a ground for denying the relief of re-instatement. I find, that both the workmen should be re-instated in service. I am also of opinion, that the workmen should recover back wages in full, and that they are also entitled to continuity of service.

22. In the result, an award is passed as follows:—

- (i) The order of termination of service passed against the two workmen in question by the management is set aside.
- (ii) The management of Bagai Motor Service shall reinstate the above said two workmen in the respective posts which they were holding at the time of termination of service and on the same terms and conditions of service as before, within two weeks from the date when this award becomes enforceable, and the period between the date of termination of service and the date of reinstatement shall not operate as break in continuity of service.
- (iii) The management of Bagai Motor Service shall pay to each of the said workmen all the emoluments due to them for the period between the date of termination of service and the date of reinstatement, at the rate at which they were drawing the same at the time of termination of service.
- (iv) There will be no order as to costs.

(Fourteen pages)

The 31st December, 1958.

(Sd.) E. KRISHNA MURTI,  
Industrial Tribunal, Delhi.

ANNEXURE 'B'

DELHI ADMINISTRATION: DELHI.

ORDER

Delhi, the 30th July 1958

No. F.10(170)/58-I&L.—Whereas from a report submitted by the Conciliation Officer, Delhi under section 12(4) of the Industrial Disputes Act, 1947, it appears that an Industrial dispute exists between the management of Bagai Motor Service, Queensway, New Delhi and its workmen, M/S Om Parkash and Kishan Lal and that the said dispute has been taken up by the Automobile Engineering Employees, Union, 780, Ballimaran, Delhi.

And whereas on a consideration of the said report the Chief Commissioner, Delhi is satisfied that the said dispute should be referred to a Tribunal.

Now therefore, in exercise of the powers conferred by sections 10(1)(d) and 12(5) of the said Act, read with the Government of India, Ministry of Labour Notification No. LR-1(9), dated the 28th June, 1947, the Chief Commissioner, Delhi is pleased hereby to refer the said dispute to the Industrial Tribunal, constituted under his Notification No. F.1(203)/56-I&L, dated the 25th June, 1957 and consisting of Shri E. Krishnamurthi, for adjudication, and to specify the matters set forth in the sub-joined schedule, as matters upon which adjudication is necessary and to authorize the said tribunal, in so far as may be necessary for the purpose of adjudication, to exercise such powers as are conferred on and follow such procedure as is prescribed for an Industrial Tribunal under the Industrial Disputes Act, 1947, and the Industrial Disputes (Central) Rules, 1957.

SCHEDULE

Terms of References

Whether the termination of service of the following workers is justified and to what relief they are entitled?

1. Shri Om Parkash,
2. Shri Krishan Lal.

By Order,

(Sd.) B. D. BHATT,  
Secretary (Industries and Labour)  
Delhi Administration, Delhi.

Delhi, the 4th February 1959

No. F. 10(266)/58-I&L.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (XIV of 1947) read with the Government of India, Ministry of Labour Notification No. LR-1(9), dated the 28th June, 1947, the Chief Commissioner, Delhi is pleased to publish the award contained in Annexure 'A' of the Industrial Tribunal, Delhi in the dispute between the management of Goodearth Company 16-A, Ajmeri Gate, Extension, P.B. No. 672, Asaf Ali Road, New Delhi, and its workman Shri A. K. Malhotra as represented by the Commercial Employees' Union, 15-J.H. Building, Chandni Chowk, Delhi, referred to it for adjudication *vide* his order of even number dated the 14th November, 1958 reproduced in Annexure 'B'.

ANNEXURE 'A'

BEFORE THE INDUSTRIAL TRIBUNAL DELHI

PRESENT:

Shri E. Krishna Murti, Industrial Tribunal.

The 17th January 1959

ID No. 219 of 1958

BETWEEN

The Management of Goodearth Company, 16-Ajmerigate Extension, P.B. No. 672, Asaf Ali Road, New Delhi.

AND

Its workman, Shri A. K. Malhotra, as represented by the Commercial Employees' Union, 15-J.H. Building, behind State Bank of India, Chandni Chowk, Delhi.

Messrs R. K. Jalali and R. Dhawan—for the management.

Shri Y. D. Shyama—for the workman.

AWARD

By G.O. No. F. 10(266)/I&L, dated the 14th November, 1958, the industrial dispute, between the management of Goodearth Company, 16-Ajmerigate Extension, P.B. No. 672, Asaf Ali Road, New Delhi, and its workman Shri A. K. Malhotra, whose dispute has been taken up by the Commercial Employees Union, 15-J.H. Building, behind State Bank of India, Chandni Chowk, Delhi, has been referred to this Tribunal for adjudication under sections 10(1)(d) and 12(5) of the Industrial Disputes Act, 1947.

2. The term of reference is as follows:—

Whether Shri A. K. Malhotra should be re-instated in service and to what relief is he entitled?

3. The allegations in the statement of claim are, that Shri A. K. Malhotra was employed as a salesman in Goodearth Company since 1st December 1956, that he was served with a letter dated 12th April 1958, that the workman protested against the said letter, that he was trying his best to secure business for the firm, that the workman had to file a complaint to the Complaint Inspector as he was not given work, that he was discharged from service by letter dated 15th July 1958, that the said discharge is illegal and unjustified, that there was no proper enquiry, that the order of discharge should be set aside, and that the workman should be re-instated in service together with back wages.

4. The contention on behalf of the management is, that Shri A. K. Malhotra was a salesman, that he was not a workman within the meaning of Section 2(s) of the Industrial Disputes Act, that accordingly there is no industrial dispute, that Shri Malhotra was absenting himself from office without leave since 20th April, 1958, that his discharge is valid, that he promised to resign from the company's job voluntarily, that Shri Malhotra was discharged from service on account of absenting himself from duty, and that he is not entitled to any relief.

5. The issues, that arise for determination, are:—

- (1) Whether Shri A. K. Malhotra is a workman?
- (2) Whether there is an industrial dispute?
- (3) Whether the discharge of Shri A. K. Malhotra is valid and justified?
- (4) To what relief, if any, is he entitled?

Issues No. 1-4.

6. This is a dispute between the management of Goodearth Company, 16-Ajmerigate Extension, Asaf Ali Road, New Delhi, and its workman, Shri A. K. Malhotra, whose dispute has been taken up by the Commercial Employees' Union.

7. After this dispute had been heard in part, both parties were persuaded to agree to a settlement, and the following settlement, marked as Ext. M/1, was arrived at between the parties:—

“(1) Shri A. K. Malhotra shall be paid by the management a sum of rupees seven hundred and fifty (Rs. 750/-) only in addition to commission, if any, earned by him, on the sales effected by him. Shri A. K. Malhotra accepts the said amount in full and final settlement of his claim and he shall have no other claim on the company.”

8. The said compromise is accepted.

9. In the result, an award is passed in terms of the settlement, set out above.

(Three pages)

(Sd.) E. KRISHNA MURTI,

Industrial Tribunal, Delhi.

The 17th January 1959.

ANNEXURE 'B'

DELHI ADMINISTRATION: DELHI.

ORDER

Delhi, the 14th November 1958

No. F. 10(266)/58-I&L.—Whereas from a report submitted by the Conciliation Officer, Delhi under section 12(4) of the Industrial Disputes Act 1947, it appears that an Industrial dispute exists between the management of Goodearth Company, 16, Ajmerigate Extension, P.B. No. 672 Asaf Ali Road, New Delhi and its workman Shri A. K. Malhotra and that the said dispute has been taken up by the Commercial Employees' Union 15-J.H. Building Behind State Bank of India, Chandni Chowk, Delhi.

And whereas on a consideration of the said report the Chief Commissioner, Delhi is satisfied that the said dispute should be referred to a Tribunal.

Now therefore, in exercise of the powers conferred by section 10(1)(d) and 12(5) of the said Act, read with the Government of India, Ministry of Labour Notification No. LR-1 (9), dated the 28th June, 1947 the Chief Commissioner, Delhi is pleased hereby to refer the said dispute to the Industrial Tribunal, constituted under his Notification No. F. 1(203)/56-I&L. dated 25th June, 1957 and consisting of Shri E. Krishna Murti for adjudication and to specify the matters set forth in the sub-joined schedule, as matters upon which adjudication is necessary and to authorize the said Tribunal, in so far as may be necessary for the purpose of adjudication, to exercise such powers as are conferred on and follow such procedure as is prescribed for an Industrial Tribunal under the Industrial Disputes Act, 1947, and the Industrial Disputes (Central) Rules, 1957.

SCHEDULE

Terms of Reference

Whether Shri A. K. Malhotra should be re-instated in service and to what relief is he entitled?

By Order,

(Sd.) HANS RAJ,

Secretary (Industries and Labour)  
Delhi Administration, Delhi.

Delhi, the 5th February, 1959

No. F.10(220)/58-I&L.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (XIV of 1947), read with the Government of India, Ministry of Labour Notification No. LR-1(9), dated the 28th June, 1947, the Chief Commissioner, Delhi is pleased to publish the award contained in Annexure 'A' of the Industrial Tribunal, Delhi in the Dispute between the management of Krishna Gold and Thread Mills Turkman-Gate, Delhi and its workmen as represented by the Krishna Gold and Silver Thread Mills Employees' Union, 2378, Gali Aulia, Delhi, referred to it for adjudication *vide* his order of even number dated the 1st October 1958, reproduced in Annexure 'B'.

ANNEXURE 'A'

BEFORE THE INDUSTRIAL TRIBUNAL, DELHI

PRESENT:

Shri E. Krishna Murti, Industrial Tribunal.

3rd January, 1959.

I. D. No. 198 OF 1958.

BETWEEN

The management of Krishna Gold and Silver Thread Mills, Turkman Gate, Delhi.

AND

Its workmen, as represented by the Krishna Gold and Silver Thread Mills Employees' Union, 2378, Gali Aulia, Delhi.

Shri D. C. Chadha and Shri S. K. Aggarwal for the management.

Shri L. D. Adlakha for the workmen.

AWARD

By G.O. No. F. 10(220)/58-I&L, dated the 1st October, 1958, the industrial dispute between the management of Krishna Gold and Silver Thread Mills, Turkman Gate, Delhi and its workmen, as represented by the Krishna Gold and Silver Thread Mills Employees' Union, 2378, Gali Aulia, Delhi, has been referred to this Tribunal for adjudication under Sections 10(1)(d) and 12(5) of the Industrial Disputes Act, 1947.

2. The terms of reference are as follows:—

- (1) Whether the lay off of workmen mentioned in Annexure A from about the 30th June, 1958 is justified and what directions are necessary in this respect?
- (2) Whether the suspended workmen mentioned in Annexure B should be paid full wages for the period of their suspension and what directions are necessary in this respect?
- (3) Whether the termination of services of the workmen mentioned in Annexure C is justified and to what relief are they entitled?

3. It is alleged on behalf of the Union, that the 53 workmen shown in Annexure A were laid off on the ground of stay-in-strike of the workmen of Kala Batto Khata that there was no strike at all in any Khata of the factory, that the laying off of the said workmen is unjustified, illegal and *mala fide*, that in every rainy season there is slight fall in business, that the management have been depriving the workmen of their legal dues by keeping them on forced absence, that the management re-called 32 laid off workmen, that the 53 laid off workmen should be paid their full dues for the laid off period, that by way of harassment the management suspended 17 workmen on the basis of cooked up and baseless charges, that the order of suspension should be set aside, and full wages should be paid for the period of suspension, that the management arbitrarily deducted wages for 8 days, that this must be paid to them, that the management have not paid the same, that certain of the workmen have been sent away, that the termination of service of these workmen is illegal, unjustified and *mala fide*, that the management put an end to the services of even those workmen who are on medical and earned leave, and that suitable relief should be granted to the concerned workmen.

4. The management allege in their written statement, that the reference is not valid, that the workmen have not been properly represented, that the workmen came forward individually as well as in groups to settle their affairs with the management by personal and mutual negotiations, that several of them were taken into service, with continuity of service, after condoning their past lapses, that there was an over-all settlement on 6th October, 1958 in respect of the matters in dispute, that the order of the Delhi Administration, making the reference, in spite of the settlement, is not valid, that the workmen are not entitled to go behind the said settlement, which was arrived at in the presence of the Conciliation officer, that the said settlement is binding on all the employees of the management, that it has already come into force, and been implemented, that the workmen are not entitled to go behind the same, and that the workmen are not entitled to any relief.

5. The issues are as follows:—

- (1) Whether the lay off of workmen mentioned in Annexure 'A' from about the 30th June, 1958 is justified and what directions are necessary in this respect?
- (2) Whether the suspended workmen mentioned in Annexure 'B' should be paid full wages for the period of their suspension and what directions are necessary in this respect?
- (3) Whether the termination of services of the workmen mentioned in Annexure 'C' is justified and to what relief are they entitled?
- (4) Was there a true and valid settlement as contended by the management in their statement?
- (5) If so does such settlement stop the workmen from putting forward the present claim?
- (6) To what relief are the workmen entitled?

Issues No. 1-6

6. This is a dispute between the management of Krishna Gold and Silver Thread Mills, Turkman Gate, Delhi, and their workmen, as represented by the Krishna Gold and Silver Thread Mills Employees' Union.

7. When this matter came on for hearing, both parties were persuaded to agree to a settlement, and a compromise was arrived at in terms of Ext. M/1, and a copy thereof has been annexed to this award as Annexure "A".

8. The compromise is accepted.

9. In the result, an award is passed in terms of the compromise Ext. M/1, a copy of which is Annexure 'A', which shall form part of this award.

(Three pages)

3rd January, 1959.

(Sd.) E. KRISHNA MURTI,

Industrial Tribunal, Delhi.

## ANNEXURE 'A'

I. D. CASE No. 198 OF 1958.

In the matter of an Industrial Dispute

BETWEEN

The management of Krishna Gold & Silver Thread Mills,  
Turkman Gate, Delhi—

AND

Its workmen

## MEMORANDUM OF SETTLEMENT

*Pre-amble.*

1. That an industrial dispute registered as I. D. Case No. 198 of 1958 is pending before Shri E. Krishna Murti, Industrial Tribunal, Delhi as per Delhi Administration Notification No. F. 10(220)/58-I&L, dated 16th October, 1958 between the above-noted parties.

2. Without prejudice to the respective contentions of the parties raised in respect of the above reference and in respect of any other dispute or matter anywhere pending before any other competent authority and

With an intention to establish lasting industrial peace, harmony and cordial relations in all respects the parties have come to an over-all mutual compromise under the following:—

*Terms of Settlement—**I. Matters before the Industrial Tribunal, Delhi*

(a) The three groups of workmen who in respect of reference No. 198 of 1958, had impugned the correctness of settlement dated 6th October, 1958, do hereby withdraw all their objections raised before the Industrial Tribunal, in the aforesaid reference.

(b) As a gesture of goodwill and subject to para (c) hereinbelow all the affected and concerned workmen in the said dispute shall be paid by the management by way of compensation for the loss of wages so occurring during the period between 26th June, 1958 to the date of their joining duties at the rate of 35 per cent. of their normal and average monthly wages to all the laid off, suspended or discharged workmen concerned from the date of their actually being put off their work by the management till the date of their joining duties.

(c) That Shri Mohd. Sadiq shall be paid at the rate of 35 per cent. of his normal and monthly wages till 6th October 1958 and at the rate of 33 per cent. of his normal and monthly wages from 18th October, 1958 till the date of his joining the duties. He however shall not be paid anything for the period starting from 7th October, 1958 to 17th October, 1958.

*II. Reference Original Petition No. 61 of 1958*

In respect of Shri Ganga Sahai and Shri Balkrishan the workmen assure better conduct in future and in lieu thereof the management reinstates them if they report on duty latest by 7th January, 1959. They will be given an admonition by the management and the period from the date of their discharge until the date of their joining duty will be treated as leave without pay without affecting their leave, earned if any.

*III. Regarding matters of bonus pending before the Conciliation Officer, Delhi.*

The workmen withdraw their bonus application lying before the Conciliation Officer, Delhi. All those workmen who have not so far received the share of bonus settled and paid to other workmen shall get the same.

*IV. Regarding Application by Shri Chiman Lal pending before the Authority under Payment of Wages Act.*

The aforesaid application shall be withdrawn by the applicant on or before the next date of hearing in the matter. He shall be paid his dues according to the term of para (b) of Term No. I above.

V. The workmen shall be paid their bonus and compensation according to the terms of settlement on or before 7th January 1959.

In witness whereof the parties aforesaid hereunto have put their hands on this 31st day of December, 1958, at Delhi.

Witnesses	Workmen	For and on behalf of Management.
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DELHI ADMINISTRATION : DELHI

ORDER

*Delhi, the 1st September 1958*

No. F.10(220)/58-I&L.—Whereas from a report submitted by the Conciliation officer, Delhi under section 12(4) of the Industrial Disputes Act, 1947, as amended, it appears that an Industrial dispute exists between the management of Krishna Gold and Silver Thread Mills, Turkman Gate, Delhi and its

workmen as represented by the Krishna Gold and Silver Thread Mills Employees Union, 2378, Gali Aulia regarding reinstatement of certain workmen, compensation to laid off workers, etc.

And whereas on a consideration of the said report the Chief Commissioner, Delhi is satisfied that the said dispute should be referred to a Tribunal.

Now therefore, in exercise of the powers conferred by sections 10(1)(d) and 12(5) of the said Act, read with the Government of India, Ministry of Labour Notification No. LR-1(9), dated the 28th June, 1947 the Chief Commissioner, Delhi is pleased hereby to refer the said dispute to the Industrial Tribunal, constituted under his Notification No. F. 1(203)/56-I&L dated the 25th June, 1957 and consisting of Shri E. Krishnamurti, for adjudication, and to specify the matters set forth in the sub-joined schedule, as matters upon which adjudication is necessary and to authorize the said Tribunal, in so far as may be necessary for the purpose of adjudication, to exercise such powers as are conferred on and follow such procedure as is prescribed for an Industrial Tribunal under the Industrial Disputes Act, 1947, and the Industrial Disputes (Central) Rules, 1957.

## SCHEDULE

*Terms Reference*

"1. Whether the lay off of workmen mentioned in Annexure 'A' from about the 30th June, 1958 is justified and what directions are necessary in this respect?"

2. Whether the suspended workmen mentioned in Annexure 'B' should be paid full wages for the period of their suspension and what directions are necessary in this respect?"

3. Whether the termination of services of the workmen mentioned in Annexure 'C' is justified and to what relief are they entitled to?"

By Order,

(Sd.) HANS RAJ,

Secretary (Industries and Labour)  
Delhi Administration : Delhi.

No. F. 10(253)/58-I&L.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (XIV of 1947), read with the Government of India, Ministry of Labour Notification No. LR-1(9), dated the 28th June, 1947, the Chief Commissioner, Delhi is pleased to publish the award contained in Annexure 'A' of the Industrial Tribunal, Delhi in the dispute between the management M/s Ishwar Dass Sant Lal, Saraf, Chandni Chowk, Delhi and its workman, Shri Ram Pratap referred to it for adjudication vide his Order of even number dated the 28th October, 1958, reproduced in Annexure 'B'.

## ANNEXURE 'A'

## BEFORE THE INDUSTRIAL TRIBUNAL, DELHI

## PRESENT:

Shri E. Krishna Murti, Industrial Tribunal.

18th December, 1958

I.D. No. 211 OF 1958

## BETWEEN

The Management of M/s. Ishwar Dass Sant Lal, Saraf,  
Chandni Chowk, Delhi.

## AND

Its workman, Shri Ram Pratap, as represented by the Shops  
and Commercial Workers' Union, 780-Ballimaran, Delhi.

Messrs Sant Lal and R. K. Kuba for the Management.

Shri Davindra Aggarwal for the workman.

## AWARD

By G.O. No. F.10(253)/58-I&L, dated the 28th October, 1958, the industrial dispute, between the management of Messrs. Ishwar Das Sant Lal, Saraf, Chandni Chowk, Delhi, and its workman, Shri Ram Pratap, whose dispute has been taken up by the Shops and Commercial Workers' Union, 780-Ballimaran, Delhi, has been referred to this Tribunal for adjudication under Sections 10(1)(d) and 12(5) of the Industrial Disputes Act, 1947.

2. The term of reference is as follows:—

Whether Shri Ram Pratap should be re-instated with full back wages and to what relief he is entitled?

3. It is alleged on behalf of the workman, that Shri Ram Pratap had been working in Messrs Ishwar Das Sant Lal, Saraf, since 1945, that he was getting Rs. 110 per month, that on 17th February, 1958 he went on leave for 5 days, that, when he came back from leave and wanted to resume duty, he was not permitted to do so, that he was told, that there

was a police case against the firm, and that it would not be proper for him to come on duty for sometime, that the workman however went on presenting himself for duty, that he was not taken back for a considerable time, that subsequently there was intervention by some mediators, and the management agreed to pay him Rs. 700 in full and final settlement of his claim, that the workman wanted to have the amount settled, that the management became very rude to him, and that the workman should be re-instated in service together with back wages, or in the alternative he may be paid retrenchment compensation.

4. The management contend, that the applicant was never retrenched, that he absented himself from service on 17th February, 1958, that he never presented himself for employment thereafter, that he is not entitled to any retrenchment compensation, that there is no industrial dispute, and that he is not entitled to any relief.

5. The issues, that arise for determination, are:—

- (1) Whether the petitioner is a workman within the meaning of Industrial Disputes Act?
- (2) Whether there is an industrial dispute?
- (3) Whether the petitioner was discharged from service, as alleged by him?
- (4) Whether the petitioner absconded from service, as alleged by the management, on 17th February, 1958?
- (5) If the petitioner was discharged, is such discharge valid?
- (6) Whether the petitioner is entitled to re-instatement and compensation, as claimed?
- (7) Whether the petitioner is entitled to retrenchment compensation under Section 25F of the Industrial Disputes Act?
- (8) To what relief, if any, is the petitioner entitled?

Issue No. 1.

6. This is a dispute between the management of Messrs. Ishwar Das Sant Lal, Saraf, Chandni Chowk, Delhi, and their workman, Shri Ram Pratap, the said dispute having been taken up by the Shops and Commercial Workers' Union.

7. The objection has been raised on behalf of the management, that the petitioner is not a workman, and that he is not entitled to take advantage of the provisions of the Industrial Disputes Act. Firstly it is alleged in paragraph 4 of the written statement, that the opposite party are not such employers as fall within the definition of "industry" according to the Industrial Disputes Act, and that Shri Ram Pratap was not a workman as he was working as a *mumim* at the shop of the opposite part, dealing in bullion and *satta* business. This contention is untenable, it is clear from the evidence, that the firm of Ishwar Das Sant Lal has been carrying on business in bullion, jewellery and cloth. The petitioner was employed in the shop dealing in bullion and jewellery. The said firm was carrying on an industry within the meaning of Section 2(j) of the Industrial Disputes Act, and the petitioner is a workman. Secondly, there are two documents Exts. M/1 and 2, which were produced by the management on 16th December, 1958. These purport to be certificates issued by the respective managers of Maha Laxmi Bullion Exchange and Vishnu Exchange, and are to the effect, that Shri Ram Pratap was a trading member in another firm, and was also employed as a broker from December, 1956 to May, 1958. In my opinion, these documents do not at all support the contention on behalf of the management. At the outset it must be mentioned that these were filed in court at the stage of arguments on 16th December, 1958. They have not been properly proved, and were not put to Shri Ram Pratap in cross examination. Apart from the above, what is stated in the written statement in paragraph 4 is, that ever since the applicant absconded from the employment of the opposite party, he has been and is still attending to his own business as a broker and commission agent on behalf of and as partner of Laxmi Chand Suresh Chand members of Maha Laxmi Bullion Exchange. Thus the above allegation is to the effect, that the workman was doing business of his own after the date of the alleged stopping away from service and not prior thereto. At the material time the petitioner was a full time employee of the said firm engaged in an industry, and he is a workman within the meaning of the term under Section 2(s) of the Industrial Disputes Act.

Issue No. 2.

8. The question next is, whether there is an industrial dispute. The objection is raised, that it is only an individual dispute, and that, therefore, the reference is invalid, and that this Tribunal has no jurisdiction to entertain the proceedings. This contention is untenable. The workman's cause has been espoused by the Shops and Commercial Workers' Union. There is espousal by the concerned Union. The said Union initiated conciliation proceedings, and the documents, Exts. W/7-14 relate to the said proceedings. It is in the evidence of the workman, that the management never attended the conciliation proceedings. Ext. W/14 dated 20th May, 1958 is a letter that was sent to the management, complaining against the discharge, and a copy thereof was also sent to the Conciliation Officer, WW3 is Shri Sushil Bhattacharya, Secretary of the

Shops and Commercial Workers' Union. He states, that Ext. W/12 was given to him by Shri Ram Pratap, the workman concerned. There upon he wrote to the proprietor, and a copy of that letter is Ext. W/14, and conciliation proceedings started thereafter. The management never appeared in the conciliation proceedings. The view of the fact, that the Workman's cause has been espoused by the Shops and Commercial Workers' Union, which is the concerned Union of the workers employed in shops and commercial establishments, there is an industrial dispute, and there is no force in the objection raised on behalf of the workman. I find, that there is an industrial dispute, and that the reference is valid and this Tribunal has jurisdiction to entertain this proceeding.

Issue Nos. 3, 4 and 5.

9. The next question is whether the petitioner was discharged from service by the management, or whether he absconded from service on 17th February, 1958, as alleged, by the management. According to the evidence of WW2, Shri Ram Pratap, he took leave for the marriage of his father's brother's son. He returned from leave on 23rd February, 1958. When he went to the shop, he was told by Lala Harbans Lal, a partner, that there was a customs case against the Company, that the police were trying to contact him and that he must keep away. He was told the same subsequently, and he was also informed that word would be sent to him as to what he should do. When he went again, Shri Sant Lal told him, that his presence would be required sometime later. He was put off for about a month like this. Then Shri Sant Lal told him, that his dues would be paid. His father went to the employers. They had come to his house one day in May. Messrs Madan Lal, Sant Lal and Girdhari Lal came to his house and told him that Rs. 600/- or Rs. 700/- would be paid. His father replied, that whatever was due should be paid. When he again went to the shop, he was told, that he would be paid at the rate of Rs. 75/- a month. He refused to receive it, and he was sent out of the Shop. There upon he complained to the Union, which took up his cause. In cross-examination he says, that Shri Sant Lal slapped him, and that he was pushed out of the office. His father made a complaint to the police, i.e. Ext. W/1. He explains, that Messrs Girdhari Lal and Madan Lal are not partners of the firm. WW1 is Shri Trilok Singh, the father of Shri Ram Pratap, and according to him, his son was on leave in connection with the marriage of his brother's son. When he went back to the shop, Shri Sant Lal said, "We are in difficulties in connection with some customs trouble. Do not come now. You come a few days later." Afterwards, in spite of his son attending the shop, he was told, that his services were not necessary. This witness also speaks to the fact of Messrs Sant Lal, Madan Lal, and Girdhari Lal coming to his house, and promising to pay Rs. 600/- or Rs. 700/-. He states in cross-examination, that he went on 23rd February, 1958 to the shop, and that Shri Sant Lal told his son as above on that date. This witness denies, that his son stopped-away of his own accord. He sent a complaint to the police because he was threatened by the partners of the firm. His son did not complain to the police. WW4 Shri Raja Ram, deposes, to the conversation that took place in the house of Shri Ram Pratap. According to him about 5/6 months ago, Messrs Madan Lal, Sant Lal and another person came to the house of Shri Ram Pratap. Messrs Sant Lal and Madan Lal said to Shri Ram Pratap and his father "you come to our shop. We will settle the matter and pay you your money." This was the talk that took place in his presence. Thus, according to the evidence of the Witnesses on behalf of the workman, he was not taken back into service in spite of his reporting himself for duty, and he was also offered Rs. 600/- or Rs. 700/- in settlement of his dues by Shri Sant Lal and others on behalf of the firm.

10. In proof of the contention on behalf of the management a number of witnesses have been examined. Shri Sant Lal, a partner of the firm, is MW4, and his evidence is, that Shri Ram Pratap worked for him since 1945. Shri Ram Pratap was getting Rs. 110 per month when he left service. According to this witness, Shri Ram Pratap asked for a rise in salary. He refused to pay anything more because only 3 months earlier the salary had been raised to Rs. 110. When he was told, that nothing more would be paid. Shri Ram Pratap said, that he would not work any more. He went away on 17th February, 1958, and he never came to the shop thereafter. He denies, that Shri Ram Pratap was prevented from coming to the shop, or that he was discharged in any manner by the firm. He also denies, that any money was offered to him. In cross-examination he deposes, that Messrs Hariram Harbans Lal, himself, and Shri Paras and some shopkeepers, who had come to use the phone, were present when Shri Ram Pratap stated as above. The Chowkidar was present then, and walking hither and thither, but he was not in the shop. This version is sought to be corroborated by the evidence of a number of other witnesses. MW1 is Shri Hari Ram, who is *mumim* in the firm of Ishwar as Sant Lal. He says, that Shri Ram Pratap asked for a rise in salary about 10 days prior to the police report. He next adds, that he does not know about the police report. This witness makes the admission, that Shri Ram Pratap went on leave about 7 months ago, and also that there was a customs case against the management in February, 1958. Shri Kanchan Singh MW2, is the Chowkidar of Katra Sat Narain, who says that Shri Ram Pratap worked till about 8/10 months ago. The demand for increase of pay was made at 9 P.M. in the night. He was

sitting at the gate then, The shop of Shri Sant Lal is No. 2 and about 8 feet from the gate. MW 3 is Shri Paras, who says, that the demand for increase in pay was made at the time of Diwali 1957, i.e. about 15 days after Diwali 1957. To his knowledge there was no demand for rise in pay thereafter. This is directly contradictory of the evidence on behalf of the management, that the demand for rise of pay took place on 17th February, 1958, the date on which Shri Ram Pratap is said to have absconded from service. MW 3 is in no doubt about it, and he says that he, Shri Hari Ram, MW 1 Shri Sant Lal MW 4, and Shri Harbans Lal, who has not been examined, and the Chowkidar, MW 2, were all present, when the demand for increase in pay was made. This witness also speaks to the customs case against the shop, and to the fact of the police also coming to the shop. According to the evidence of Shri Hukam Chand MW 5, who is a businessman the alleged demand for rise in pay took place about 10/11 months ago. This witness makes it clear, that the management have two shops, the jewellery shop and the cloth shop, and that his shop is 5/6 yards from the jewellery shop. The alleged demand by Shri Ram Pratap is said to have taken place about 8-30. There was no conversation like this on any other day. According to his evidence, Messrs Om Parkash, Harbans Lal, Sant Lal, Ram Pratap, and another, whose name he does not know, were sitting there. No one else was present at that time. The Chowkidar was sitting in front of the shop. According to the evidence of Shri Sita Ram, MW 6 when the conversation with Shri Ram Pratap took place, himself, Shri Om Parkash and Shri Sant Lal were present, and no one else was present there. Shri Om Parkash, MW 7, is the brother of Shri Sant Lal. He admits the fact of the customs case against the jewellery firm, and also the fact that the work decreased in the firm as a result of the customs case.

11. On a consideration of the evidence on either side, I am unable to accept the version on behalf of the management. The evidence in support of it is unbelievable. The evidence does not carry conviction, and, the witnesses MW 1 Shri Hari Ram, Shri Paras MW 3, and Om Parkash are all interested. The others, who have been examined, are merely trying to help Shri Sant Ram, and other partners of the firm. The story, that, on 17th February, 1958, the talk about rise of pay, and refusal by Shri Ram Pratap to work in the firm any longer, took place, is given the lie by Shri Paras MW 3. The present story, that there was a talk on 17th February, 1958, on which date Shri Ram Pratap wanted a rise in salary, that, on his request being refused, Shri Ram Pratap said, that he would not work any longer, and that he went away thereafter and never came back to the firm, and that he absconded from service, is deliberate perversion of the truth. It is important to note, that there is not a whisper in the written statement of the management about this incident of the demand for a rise in pay and refusal by the management to pay it. There is a bald assertion that Shri Ram Pratap went away on the night of 17th February, 1958, and stopped away thereafter. The reason now given that he asked for an increase in pay and that it was refused, and that therefore he absconded and never came to the shop thereafter, is a new development at the trial. The management's version is unbelievable, and I do not believe it. On the contrary, the evidence on behalf of the workman represents the truth, and I am satisfied, that in fact Shri Ram Pratap was discharged from service, as alleged by him. It is clear, that there was a customs case against the firm of Ishwar Das Sant Lal. The police also had come to the shop. Though the shop itself was not closed, the work in it had decreased, as stated by Shri Om Parkash. It is eminently likely, that, when the work had decreased, Shri Ram Pratap was asked to stay away from the shop, and that, when in spite of this, he reported himself for duty, he was put off on one reason or another. I am also satisfied with the truth of the evidence on behalf of the workman, that there were attempts at settlement and the management offered to pay Rs. 600/- or Rs. 700/-. There is no reason to doubt the truth of the Evidence of Shri Raja Ram, who is a dis-interested witness. It is also important to note, that, according to the evidence of MW 1, Shri Ram Pratap went on leave, though he says it was 7 months ago. This makes it likely, that Shri Ram Pratap did go on leave, as stated by him, in connection with the marriage of his father's brother's son. All circumstances considered, I am of opinion, that the case of the management is untrue, and that, on the contrary, the workman's case represents the truth. I find, disbelieving the evidence on behalf of the management, and believing the evidence on behalf of the workman that the latter has proved, that in fact he was not permitted to resume duty on return from leave, that he did not stop away of his own accord, and that he did not abscond from service as alleged on behalf of the management.

12. It is perfectly clear, that Shri Ram Pratap was discharged from service by the management. He reported himself for duty on return from leave, but he was not taken back into service. He was put off on some pretext or other. This really amounts to termination of service. I find, that Shri Ram Pratap was discharged from service.

13. The question next is, whether the discharge is justified. There is no satisfactory proof of any justification for discharge. On the contrary, the management have taken the stand, that they did not discharge the workman from service and that he stopped away from service of his own accord. It is also important to note, that the workman was discharged without any charge-sheet being served on him, and without any opportunity being given to him for an explanation and with-

out any enquiry. The discharge is neither valid nor justified, and is also against the principles of natural justice.

Issue Nos. 6-8.

14. The question next is about the relief to which the workman is entitled. No doubt, the workman has asked for re-instatement, but, in the circumstances of this case, it is not in the interests of industrial peace, that the workman should be re-instated in service.

15. In the alternative, there is a claim for payment of retrenchment compensation under Section 25F of the Industrial Disputes Act. There is no doubt, that the workman was discharged by way of retrenchment. There is evidence of Shri Om Parkash, MW 7, that the work in the firm decreased as a result of the customs case. It is clear, that the workman was sent away because of the decrease in work. In other words, he was sent away on the ground of his being surplus to requirements. This explains the reason why he was put off when he reported for duty after return from leave on 23rd February, 1958, and on subsequent days, when he sought to resume duty. There is also no reason to discard the truth of the evidence on behalf of the workman, that there was an attempt at settlement, and some amount was suggested as being due to the workman. I find, that the workman was discharged on 24th February, 1958, and that such discharge amounts to retrenchment, and that he is entitled to retrenchment compensation.

16. It is common ground, that the workman was in the employ of the management of Messrs Ishwar Das Sant Lal ever since 1945. This is also admitted in the evidence of Shri Sant Lal. He was discharged from service in February, 1958. The exact date when he was entertained in 1945, is not clear from the material on record. Even reckoning the period of service from the middle of 1945, it is clear, that the workman had put in at least 13 years of service, reckoning the period of more than 6 months as equivalent to one year. He is, therefore, entitled to recover 6½ months average pay, i.e. Rs. 715/- at the rate of Rs. 110/- per month, which amount represented the emoluments of the workman at the time of his discharge.

17. I have already given my reasons for holding, that Exts. M/1 and 2 cannot be taken into account, and the workman was full time employee of the management of Messrs Ishwar Das Sant Lal from 1945 upto the date of discharge on 24th February, 1958 continuously and uninterruptedly. He is entitled to take all his service into account for the purpose of retrenchment compensation. The plea raised by the management in paragraph 1 of the written statement, that the employee was never retrenched, but absconded from service on 17th February, 1958, must be rejected. I find, that Shri Ram Pratap was retrenched from service on 24th February, 1958, and that he is entitled to Rs. 715/- as retrenchment compensation, under section 25F of the Industrial Disputes Act.

18. It is also important to note, that the workman was not given retrenchment notice, and he is entitled to recover Rs. 110 in lieu of one month's notice pay. The total amount that is due to Shri Ram Pratap is Rs. 825.

19. In the result, an award is passed as follows:—

- (i) The management of Messrs Ishwar Das Sant Lal shall pay to Shri Ram Pratap the amount of Rs. 825.
- (ii) Shri Ram Pratap is not entitled to re-instatement or to any other relief.
- (iii) There will be no order as to costs.

(Twelve pages)

(Sd.) E. KRISHNA MURTI,  
Industrial Tribunal, Delhi.

18th December, 1958.

#### ANNEXURE 'B'

DELHI ADMINISTRATION, DELHI

#### ORDER

Delhi, the 28th October 1958.

No. F. 10 (253)/58-I&L.—Whereas from a report submitted by the Conciliation Officer, Delhi under section 12(4) of the Industrial Disputes Act, 1947, it appears that an Industrial Dispute exists between the management of M/s. Ishwar Dass Sant Lal Saraf, Chandni Chowk, Delhi and its workman Shri Ram Pratap and that the said dispute has been taken up by Shops and Commercial Workers' Union, 780-Ballimaran, Delhi.

And whereas on a consideration of the said report the Chief Commissioner, Delhi is satisfied that the said dispute should be referred to a Tribunal.

Now, therefore, in exercise of the powers conferred by sections 10(1)(d) and 12(5) of the said Act, read with the Government of India, Ministry of Labour Notification No. LR-1(9), dated the 28th June, 1947 the Chief Commissioner, Delhi is pleased hereby to refer the said dispute to the Industrial Tribunal, constituted under his Notification No. F. 1(205)/56-I&L, dated the 25th June, 1957 and consisting of

Shri E. Krishnamurti for adjudication, and to specify the matters set forth in the sub-joined schedule, as matters upon which adjudication is necessary and to authorise the said Tribunal, in so far as may be necessary for the purpose of adjudication, to exercise such powers as are conferred on and follow such procedure as is prescribed for an Industrial Tribunal under the Industrial Disputes Act, 1947, and the Industrial Disputes (Central) Rules, 1957.

## SCHEDULE

*Terms of Reference*

Whether Shri Ram Pratap should be re-instated with full back wages and to what relief he is entitled?

By Order,

(Sd.) B. D. BHATT,

Secretary (Industries & Labour),  
Delhi Admn., Delhi.

Delhi, the 7th February 1959

No. F.10(214)/58-I&L.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (XIV of 1947), read with the Government of India, Ministry of Labour Notification No. LR-1(9), dated the 28th June, 1947, the Chief Commissioner, Delhi is pleased to publish the award contained in Annexure 'A' of the Industrial Tribunal, Delhi in the dispute between the management of Sunder Metal Industries, Bazar Sita Ram, Delhi and its workmen as represented by the Engineering Employees' Union, 780, Ballimaran, Delhi, referred to it for adjudication *vide* his order of even number dated the 29th September 1958, reproduced in Annexure 'B'.

## ANNEXURE 'A'

## BEFORE THE INDUSTRIAL TRIBUNAL, DELHI

## PRESENT:

Shri E. Krishna Murti, Industrial Tribunal.

9th January, 1958.

J. D. No. 207 of 1958

## BETWEEN

The management of Sunder Metal Industries, Bazar Sita Ram, Delhi.

## AND

Its workmen, as represented by the Engineering Employees' Union, 780, Ballimaran, Delhi.

Messrs. Y. R. Bhasin and R. Dhawan for the management.

Shri Davindra Aggarwal for the workmen.

## AWARD

By G.O. No. F.10(214) 58-I&L., dated the 29th September, 1958, the Industrial dispute between the management of Sunder Metal Industries, Bazar Sita Ram, Delhi, and its workmen, as represented by the Engineering Employees' Union 780-Ballimaran, Delhi, has been referred to this Tribunal for adjudication under Sections 10(1)(d) and 12(5) of the Industrial Disputes Act, 1947.

2. The term of reference is as follows:—

Whether the workmen should be given bonus for the year 1957, and if so, on what terms conditions.

3. The workmen allege, that the management have earned a good profit during the year 1957, that the workmen are entitled to bonus equivalent to two months' wages, that recently the management changed the name of the concern from Sunder Lal & Sons to Sunder Metal Industries, that the workmen's services have been recognised to be continuous from the date of their employment in Sunder Lal & Sons, and that bonus equivalent to two months' wages should be paid for the year 1957.

4. In the written statement filed on behalf of the management, it is alleged, that the workmen executed a document in which they alleged, that they had no dispute with the management on the question of bonus, that the reference is not valid, that the proceedings before this Tribunal are without jurisdiction, that the concern known as Sunder Metal Industries was founded on 1st January, 1958, that there could be no dispute between Sunder Metal Industries and the workmen in respect of any period prior to 1st January, 1958, that Messrs. Sunder Lal & Sons, suffered a net loss of Rs. 3313:48nP. during the year ended 31st December, 1957, that since 1st January, 1958 the concern known as Sunder Metal Industries has been started to carry on the manufacturing business, and Messrs. Sunder Lal & Sons are the sole selling agents of that concern, that the workmen's claim for bonus is not sustainable, and that they are not entitled to claim any amount.

5. The workmen in their re-joinder allege, that the statement put forward by the management was taken from the

workmen under mis-representation and fraud, that it has no value, that the reference is valid that the claim for bonus is sustainable, and that the workmen are entitled to bonus, as claimed.

6. The issues, that arise for determination, are:—

- (1) Whether there was an agreement between the workmen and the management, as alleged by the latter?
- (2) Whether there is an industrial dispute?
- (3) Whether the reference is valid?
- (4) Whether this Tribunal has no jurisdiction to proceed with the reference?
- (5) To what bonus, if any, are the workmen entitled, and from whom?
- (6) To what relief, if any, are the workmen entitled?

Issue Nos. 1-6.

7. This is a dispute between the management of Sunder Metal Industries, Bazar Sita Ram, Delhi, and its workmen as represented by the Engineering Employees' Union.

8. At the time this matter came on for hearing both parties were persuaded to come to a settlement, and a compromise was arrived at in terms of the settlement filed on 8th January, 1959, and marked as Ext. M/1. The said compromise is in the following terms:—

1. The workmen withdraw their claim of bonus under reference as after the inspection of the accounts of the management they are satisfied that there are losses in the relevant year.
2. Shri Sunder Lal, the proprietor, however, being also in the position of an Instructor is practically all the workmen will pay workmen an *Ex-gratia* amounting to 10 days wages. Those who did not complete one year of service on 31st December, 1957 will be paid *pro rata* to the length of their service.
3. This *Ex-gratia* payment will be made in the month of February, 1959 along with the wages of January, 1959.
4. That the Management have retrenched four employees in the month of December, 1958. The management as gesture of goodwill will take them back with effect from 5th January, 1959 with continuity of service."

9. The compromise is accepted.

10. An award is passed in terms of the compromise, set out above.

(Three pages)

9th January, 1959.

(Sd.) E. KRISHNA MURTI,  
Industrial Tribunal, Delhi.

## ANNEXURE 'B'

## DELHI ADMINISTRATION, DELHI

## ORDER

Delhi, the 29th September 1958

No. F.10(214)/58-I&L.—Whereas from a report submitted by the Conciliation Officer, Delhi under section 12(4) of the Industrial Disputes Act, 1947, it appears that an Industrial Dispute exists between the management of Sunder Metal Industries, Bazar Sita Ram, Delhi and its workmen as represented by the Engineering Employees' Union, 780, Ballimaran, Delhi.

And whereas on a consideration of the said report the Chief Commissioner, Delhi is satisfied that the said dispute should be referred to a Tribunal.

Now, therefore, in exercise of the powers conferred by sections 10(1)(d) and 12(5) of the said Act, read with the Government of India, Ministry of Labour Notification No. LR-1(9), dated the 28th June, 1947, the Chief Commissioner, Delhi is pleased hereby to refer the said dispute to the Industrial Tribunal, constituted under his Notification No. F. 1(203)/56-I&L., dated the 25th June, 1957 and consisting of Shri E. Krishnamurti for adjudication, and to specify the matters set forth in the sub-joined schedule, as matters upon which adjudication is necessary and to authorize the said Tribunal, in so far as may be necessary for the purpose of adjudication, to exercise such powers as are conferred on and follow such procedure as is prescribed for an Industrial Tribunal under the Industrial Disputes Act, 1947, and the Industrial Disputes (Central) Rules, 1957.

## SCHEDULE

*Terms of Reference*

Whether the workmen should be given bonus for the year 1957 and if so, on what terms and conditions.

By Order,

(Sd.) HANS RAJ,

Under Secretary (Industries and Labour),  
Delhi Admn., Delhi.

No. F.10(264)/58-I&L.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (XIV of 1947), read with the Government of India, Ministry of Labour Notification No. LR-1(9), dated the 28th June, 1947, the Chief Commissioner Delhi is pleased to publish the award contained in Annexure 'A' of the Industrial Tribunal, Delhi in the dispute between the management of M/S Prag Dass Kanhya Lal, Katra Baryan, Delhi, and its workman Shri Kanyalal as represented by the Shops and Commercial Workers' Union 780, Ballimaran Delhi, referred to it for adjudication *vide* his Order of even number dated the 5th November, 1958 reproduced in Annexure 'B'.

## ANNEXURE 'A'

## BEFORE THE INDUSTRIAL TRIBUNAL, DELHI

## PRESENT:

Shri E. Krishna Murti,  
Industrial Tribunal.

Dated the 7th January, 1959

I. D. No. 224 of 1958

## BETWEEN

The management of M/S Prag Dass Kanhya Lal, Katra Baryan, Delhi.

## AND

Its workman Shri Kanhyalal, as represented by the Shops and Commercial Workers' Union, 780, Ballimaran, Delhi.

Shri D. C. Chadha—for the management.

Shri R. N. Roy—for the workman.

## AWARD

By G.O. No. F. 10 (264)/58-I&L dated the 5th November, 1958, the industrial dispute, between the management of Messrs Prag Dass Kanhya Lal, Katra Barayan, Delhi, and its workman, Shri Kanhyalal, whose dispute has been taken up by the Shops and Commercial Workers Union, 780, Ballimaran, Delhi has been referred to this Tribunal for adjudication under Sections 10 (1) (d) and 12 (5) of the Industrial Disputes Act, 1947.

## 2. The term of reference is as follows:—

Whether Shri Kanhyalal should be reinstated with full back wages and to what relief is he entitled?

3. It is alleged on behalf of the workman by the Shops and Commercial Workers Union, that the workman, Shri Kanhya Lal, had been in the service of his employer as a Driver, for about 3 years on monthly wages of Rs. 100/- that he went on leave for 3 days on 2nd June, 1958, that he was however not taken back on duty on 5th June, 1958, when he returned from leave, that no reason was assigned by the management in justification of their action, that the matter was taken up by the Union, and as the management refused to reconsider their decision, that the workman served the company to their entire satisfaction, and that he should be re-instated together with wages for the period of forced unemployment.

4. The contention on behalf of the company is, that Shri Kanhya Lal is not a workman, that he was in the service of the concern only for a period of about 2 years prior to his leaving the employer, that it is not true, that he was on leave for 3 days, that he left without any prior intimation because he was not given an advance of Rs. 100/- as demanded by him, that he even took away the keys of the car and the garage with him, that because the Driver absented himself the company had to make alternative arrangement, that the work of Shri Kanhya Lal was also not satisfactory, that this Court has no jurisdiction to try the dispute, which is only an individual dispute, and that the workman is not entitled to any relief.

## 5. The issues, that arise for determination, are:—

- (1) Whether there is an industrial dispute?
- (2) Whether the services of Shri Kanhya Lal were terminated, and, if so, is such termination valid?
- (3) Whether he left service, as alleged by the management?
- (4) To what relief, if any, is the workman entitled?

## Issues No. 1—4

6. This is a dispute between management of Messrs Prag Dass Kanhya Lal, Katra Baryan, Delhi, and their workman, Shri Kanhya Lal, the said dispute having been taken up by the Shops and Commercial Workers' Union.

7. When this dispute came on for hearing, both parties were persuaded to agree to a settlement, and a compromise was filed in the following terms, which is marked as Ext. W/1:—

"1. That the workman shall receive a sum of Rs. 173/6/- in full and final settlement of his claim. The claim for reinstatement is given up. A sum of Rs. 70/- shall be deducted from the above said sum as advance. The workman shall thus be paid a sum of Rs. 103/6/- only.

2. The management shall give a certificate of good service to the workman.

The sum of Rs. 103/6/- has been received in compliance of the compromise."

8. The said compromise is accepted.

9. In the result an award is passed in terms of the compromise set out above.

(Three pages).

7th January, 1959.

(Sd.) E. KRISHNA MURTI,  
Industrial Tribunal Delhi.

## ANNEXURE 'B'

## DELHI ADMINISTRATION, DELHI

## ORDER

Delhi, the 5th November, 1958

No. F.10 (264)/58-I&L.—Whereas from a report submitted by the Conciliation Officer, Delhi under section 12 (4) of the Industrial Disputes Act, 1947, it appears that an Industrial dispute exists between the management of M/S Prag Dass Kanhya Lal, Katra Baryan, Delhi and its workman Shri Kanhyal Lal and that the said dispute has been taken up by the Shops & Commercial Workers Union, 780, Ballimaran, Delhi.

And whereas on a consideration of the said report the Chief Commissioner, Delhi is satisfied that the said dispute should be referred to a Tribunal.

Now therefore in exercise of the powers conferred by sections 10 (1) (d) and 12 (5) of the said Act, read with the Government of India, Ministry of Labour Notification No. LR-1 (9), dated the 28th June, 1947 the Chief Commissioner, Delhi is pleased hereby to refer the said dispute to the Industrial Tribunal, constituted under his Notification No. F.1 (203)/56-I&L dated 25th June, 1957 and consisting of Shri E. Krishna Murti for adjudication, and to specify the matters set forth in the sub-joined schedule, as matters upon which adjudication is necessary and to authorize the said Tribunal, in so far as may be necessary for the purpose of adjudication, to exercise such powers as are conferred on and follow such procedure as is prescribed for an Industrial Tribunal under the Industrial Disputes Act, 1947, and the Industrial Disputes (Central) Rules, 1957.

## SCHEDULE

## Terms of Reference.

Whether Shri Kanhyalal should be reinstated with full back wages and to what relief is he entitled?

By Order,

(Sd.) B. D. BHATTI,

Secretary (Industries & Labour) Delhi  
Admn. Delhi.

Delhi, the 9th February, 1959 .

**No. F. 10 (25)/59-I & L.**—In pursuance of the provisions of Sub-section (3) of section 10A of the Industrial Disputes Act, 1947, the Chief Commissioner, Delhi is pleased to publish in the annexure a copy of an arbitration agreement entered into between the management of Hindustan General Industries Ltd. and its workman Shri Peshori Lal.

## ANNEXURE.

## FORM C

(See Rule 7)

## AGREEMENT

(Under Section 10A of the Industrial Disputes Act, 1947)

## BETWEEN

Names of Parties :—

1. Representing Employer : Shri B. R. Chopra,  
Secretary,  
Hindustan General Industries Ltd.,  
Nabi Karim, Kutab Road, Delhi.
2. Representing Workmen : Shri A. P. Anand,  
Secretary,  
General Engineering Labour  
Union,  
Saddiqui Building, Bara Hindu  
Rao, Delhi .

It is hereby agreed between the parties to refer the following industrial dispute to the arbitration of Chaudhry Brahm Prakash, M. P., New Delhi :—

- (i) Specific matters in Whether the termination of services of Shri Peshori Lal is justified and to what relief is he entitled to ?

- (ii) Details of the parties to the dispute including the name and address of the establishment or undertaking involved. Shri B. R. Chopra,  
Secretary,  
Hindustan General Industries Ltd.,  
Nabi Karim, Kutab Road, Delhi.
- (iii) Name of the Union, if any, representing the workmen in question. Shri A. P. Anand,  
Secretary,  
General Engineering Labour  
Union,  
Saddiqui Building, Bara Hindu  
Rao, Delhi.
- (iv) Total number of workmen employed in the undertaking affected. One.
- (v) Estimated number of workmen affected or likely to be affected by the dispute. One.

We further agree that the majority decision of the arbitrators shall be binding on us.

Witnesses :—

1. Sd/- (ILLEGIBLE)
2. Sd/- (S. P. JOSHI)

Signature of the parties (Sd/-)

1. SHRI B. R. CHOPRA (Management)

(Sd/-)  
2. Shri A. P. ANAND (Union)

By Order,

SHIV SHANKAR,

Under Secretary (Industries and Labour)

Delhi Administration.



# कपड़ा श्रमजीवी संघ ( रजिस्टर्ड )

## कपड़ा कर्मचारियों की मांगों पर मर्कन्टायल एसोशियेशन के प्रधान का ऐलान

सज्जनों !

मंडी में पिछली १३ दिन की हड़ताल के सम्बन्ध में तरह २ की गलतफैहमियां फैली हुई हैं, उनका स्पष्टीकरण करना हम अपना कर्तव्य समझते हैं ताके भविष्य में कर्मचारी वा मालिकान के सम्बन्ध अच्छे से अच्छे रहें।

मर्कन्टायल एसोशियेशन की आम सभा तारीख २८-१०-५७ में कपड़ा श्रमजीवी संघ से जो अपील की थी कि समय की नजाकत को देखते हुए हड़ताल वापिस लेनें हमने तारीख ५-११-५७ को अपने पत्र द्वारा हड़ताल वापिस ले ली।

### कर्मचारियों की मांगें

१—पच्चीस फीसदी तनखाहों में तरक्की की जाये।

२—तनखाहों में सालाना तरक्की की जाये कम से कम तनखाह मुकर्रर की जाये माल डालने की मजदूरी की सरह पर विचार किया जाये कोठी जो ऊपर की मंजिल में हैं उनकी मजदूरी बढ़ाई जाये।

३—दिवाली के अवसर पर हर साल सालाना बोनस दिया जावे।

४—ग्रेचुएटी की स्कीम कर्मचारियों पर लागू की जावे और साल में एक माह की तनखाह ग्रेचुएटी में दी जाये।

५—मर्कन्टायल एसोशियेशन प्रोविडेंट फंड की योजना के उसूल को माने और कपड़ा श्रमजीवी संघ के साथ मिलकर प्रोविडेंट फंड की योजना बनाये।

६—गत्ते सुतली कटोती वगैरा कर्मचारियों को मिले।

११—दुकान व कोठियों पर काम करने वाले कर्मचारियों से घर पर काम लेना बन्द किया जाये।

मांग नं० ८-६-१२—कर्मचारियों के कमरों वा मकानों से सम्बन्ध रखती है।

१०—मर्कन्टायल कर्मचारी कानून पर अमल करायें।

१३—संघ को मान्यता दी जाये।

७—कर्मचारियों के इलाज का प्रबन्ध किया जाये।

जो कर्मचारी हड़ताल पर रहे हैं उनकी हड़ताल के दिनों की तनखाह नहीं काटी जायेगी—इसका साफ मतलब यह भी है कि हड़ताल की वजह से किसी भी कर्मचारी को नौकरी से पृथक नहीं किया जायेगा। साथ ही कर्मचारी कानून व अन्य सरकारी कानून जो कर्मचारियों पर लागू होते हैं उन पर इस ऐलान का कोई असर नहीं होगा।

### हमारा निवेदन

चन्द व्यापारी इस मसले को लेकर मन घड़न्त अर्थ लगाते हैं और कर्मचारियों को भड़काने की पुरानी आदत से बाज नहीं आते। हम उन्हें चेतावनी देते हैं कि अगर उन्होंने मर्कन्टायल के प्रधान के ऐलान तारीख ६-११-५७ पर अमल नहीं किया तो कपड़ा श्रमजीवी संघ को हक है कि मर्कन्टायल के प्रधान के ऐलान को अमल में लाने के लिए उचित कदम उठाये।

नोट—अलाउन्स—जो इसी तनखाह पर मालिकान ना दें वह कर्मचारी दफ्तर कपड़ा श्रमजीवी संघ को सूचित करें।

प्रधान मन्त्री—

कपड़ा श्रमजीवी संघ ( रजिस्टर्ड ) देहली

11 MAR 1959

261

Rashtriya Mill Workers Union Amalner  
Sathe Building, Rani Laxmi Chouk,  
Amalner, E.K.

Dated 9th March, 1959.

Dear Comred Dange,

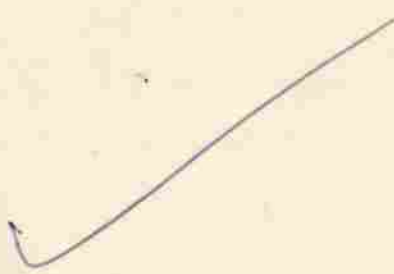
I have already forwarded to you a copy of a memorandum, addressed to the Labour Minister, Government of India. Two representatives of our Union have already discussed this personally with you in the month of January, 1959, when your camp was in Bombay,

We request you to contact Shri. Gulzarilal Nanda, the Labour Minister, in order to make him understand the whole issue, and please let us know the results of the same.

Yours Comredely,

*V. S. Ratnaparkhe*

(V.S. Ratnaparkhe.)  
General Secretary,  
Rashtriya Mill Workers Union,  
Amalner, E.K.



10 MAR 1959

## कपड़ा मज़दूर एकता यूनियन

गोशाला गेट, किसानगंज मिल एरिया, दिल्ली

Ref No. RMEU/D.C.M./44/59.

सेक्रेटरी प्रांच / जमस्ल सेक्रेटरी

प्रिय सार्,

To

6th Feb. .... 1959.

261

The Managing Agent,  
Delhi Cloth & General Mills Co., Ltd.,  
Bara Hindu Rao,  
Delhi.

Dear Sir,

Subject: Refusal to entertain representation from Works Committee members, as a part of campaign to subvert Works Committee.

In the past 8-9 months we have had on a number of occasions to complain against the calculated attempts of the management of the Delhi Cloth Mills to snatch away the right of members of the Works Committee to represent to the management or the Departmental Officers the individual grievances of workmen. We have also held that this is a part of their policy to deprive the workers and their institutions of rights won by them by practice, custom, usage or by force of law. This policy, which is diametrically apposed to the policies pursued by this very management till about a year back, has been initiated by Mr. E.D. Pathak, who took over as General Manager of the Mills last August. We also venture to submit that not only this, but a number of sound practices and conventions that helped in harmonising labour-management relations have been abandoned during this period of 8 months or so in favour of patently unfair, reactionary and retrograde labour practices. Such policies have already brought about a serious breach in labour management relations in the Delhi Cloth Mills and are likely to aggravate matters further in view of the relentless ~~the~~ campaign of victimisation and unfair labour practices followed by the management concerned.

A typical instance of how the management is trying to bring down the prestige of the Works Committee and its members, practically all of whom happen to owe allegiance to this Union, is furnished below:

Shree Lalta Prasad represents the workmen representing all the three shifts of Spinning Department No. 1. Naturally therefore, he is approached by workmen of all the three shifts to assist them in obtaining the redress of their grievances. But now the management, as a part of their policy to put the screw tight on the Works Committee members, seems to have decided that Shree Lalta Prasad has no right to extend his good offices to workers working in shifts other than the one in which he himself is working. ~~In pursuance of this policy,~~ On 24-2-1959, he accompanied a worker, belonging to shift No. 2, to the Section Officer, one Mr. Garg. This gentleman is reported to have told Shree Lalta Prasad that he would not like to talk to later since Shree Lalta Prasad belongs to another shift of the Department. Shree Lalta Prasad told him that since he represents workmen in all the three shifts he has a right to assist any of his constituents to obtain redress of his grievance. Soon afterwards the same instructions (i.e. he should not try to assist workmen in shifts other than his own) were repeated to him by Shree Gujral, who is probably senior Section Officer. Later the Departmental Officer, Mr. Gangoly also told Shree Lalta Prasad that he has no business to come to the mills after his duty was over.

Now if only you ponder over this particular incident dispassionately, you will clearly see that it only signifies one thing: that the management is bent upon reducing the Works Committee to a farce and humiliate or mortify its members individually so as to destroy the morale of the common worker. If the Works Committee member wants to assist any worker in his own shift he is told that he cannot leave his work. If he does

his duty at the expense of his own leisure outside his working hours he is told he cannot come into the mills after his own shift is over. Why then should the management have a Works Committee at all in this mills - they should have the courage to disband it!

We once again request you to persuade the management of Delhi Cloth Mills to give up such high-handed anti-labour policies and practices.

Yours faithfully,

sd/-

( B.D.Joshi )  
General Secretary.

Copies forwarded for information and necessary action to:

1. Shree G.L. Nanda, Union Minister for Labour, Government of India, New Delhi;
2. Shri R.L. Mehta, I.A.S., Evaluation and Implementation Division, Ministry of Labour, Government of India, New Delhi;
3. Shri Gopinath Aman, Chairman, Implementation Committee, Delhi Administration, Delhi;
4. Director of Industries and Labour 1-Rajpur Road, Delhi;
5. The General Secretary, All-India Trade Union Congress, 4-Ashoka Road, New Delhi;
6. The Provincial Secretary, All-India Trade Union Congress, 1-C/33, Rohtak Road, N. Delhi.
- 7- D.C.M. Branch of the Union.

  
GENERAL SECRETARY.

261

March 7, 1959

Com. Keshrimal,  
Textile Labour Union,  
Beawar (Rajasthan)

X

Dear Comrade,

Your letter dated 5th March, 1959.

Regarding passport I don't think anything is required to be further done, at this stage. All you can do is to keep reminding the R.P.O. from time to time.

We are doing it at the Ministry or External Affairs level.

As regards the cyclomachine, we are told that the machine is beyond any repair. Nothing can be done about it.

With greetings,

Yours fraternally,

*(Signature)*

(K.G. SRI ASTAVA)  
SECRETARY

*A spare part of the machine  
is not available, it will be  
of use in the airport, where  
presently it is. A new machine  
will be purchased A. 1004-11.*

82:9 9 MAR 1959

7/3/1959

Dear K.G., (261)

*Thx for*  
your letter and copies  
of TUR. ✓

Till 10th inst. I am terri-  
-bly busy with the mem-  
-bership campaign of the  
CKU. After that I will see  
what I can do with  
them. Till then I have  
kept the lot in the  
office of the BSTU, and  
asking Kolhatkar to see  
if he can dispose off  
any of them.

(2) Enclosed herewith  
are copies of the first  
handbill issued by  
the union.

yours  
Aitnie

# मुंबई गिरणी कामगार युनियन

## १० मार्च रोजी हजारोंच्या संख्येने सभासद व्हा!

कामगार बंधूने,

१ फेब्रुवारी रोजी आपण गिरणी कामगारांनी आपली एकजूटीची युनियन स्थापन केली. या युनियनला प्रातिनिधिक दर्जा प्राप्त करून घेणे हे आपल्या पुढील पहिले महत्वाचे व तांतडीचे काम आहे. दहा वर्षांपूर्वी १९४९ मध्ये गिरणी मालक व सरकार यांनी राष्ट्रीय संघाला मान्यतेचा पट्टा दिला. त्यानंतरच्या संघाच्या १० वर्षांच्या कारकिर्दीचा इतिहास काय आहे? या काळांत-

१) ६५००० गिरणी कामगार बेकार झाले. अेकड्या स्त्री कामगारांची संख्या या दहा वर्षांत ३३००० वरून ११००० वर घसरली.

२) गिरण्यांतून जबरदस्त कामवाढ झाली. गाडीखात्यासारखी खाती नष्ट झाली. वाहंडींग, वार्पिंग, सायक्षिंग वगैरे खात्यांतून नविन मशिनरी आणून शेंकडो कामगारांना बेकार करण्यांत आले. त्रासनमध्ये दोन बार्जुच्या चार व कित्येक गिरण्यांतून ६ व ८ बाजू झाल्या. कपड्यामध्ये सॅच्युरी, मोरबाग, स्वदेशी आदि गिरण्यांनी अॅटोमॅटीक सांचे आणले. इतर कित्येकांनी असलेल्या मशिनरीवरून चार व सहा सांचे चालविले.

३) कामगारांना न विचारता बोनसचा पंचवार्षिक करार करून तीन महीन्यांच्या मूळ पगारापेक्षा बोनस कढाही जास्त असू नये यास संघाने मान्यता दिली. प्रत्येक गिरणीचा हिशेब वेगवेगळा पहाण्याचे मान्य करून निरनिराळ्या गिरण्यांच्या कामगारांना वेगवेगळा बोनस दिला. या कराराप्रमाणेच १९५६ सालासाठी म्हणून ७५००० वर कामगारांना फक्त १५ दिवसांच्या मूळ पगाराएवढा बोनस मिळाला. १९५७ च्या बोनसचा तर अजून पत्ताच नाही.

४) या बुलभाविरुद्ध लढणाऱ्या अनेक लढाऊ कार्यकर्त्यांची गिरण्यांतून हकालपट्टी करण्यास संघाने मालकांना मदत केली.

पुढचा काळ तर अधिकच कठोण दिसत आहे. सरकारवर दडपण आणून मालकांनी येत्या तीन वर्षांत ७५०० अॅटोमॅटीक सांचे आणण्यास परवानगी मिळविली आहे. याचा मोठा भाग मुंबईच्या गिरण्यांमध्येच येणार. त्रासन मध्ये कामवाढीचा फार मोठा हल्ला सुरू झाल्या आहे. श्रीनिवास, मधुसुदन, कमला, दिग्विजय, मुरारजी, आगासवाडी वगैरे गिरण्यांतून बाजूवाटीच्या हल्ल्याखाली शेंकडो कामगारांना बेकार करण्याच्या योजना सुरू आहेत. धनराज बंद आहेतच. माधवहि बंद झाली. प्रल्हाद, नारायण, प्रकाश वगैरे केव्हा राम म्हणतील याचा नेम नाही. गिरण्यांतून दडपशाही, दंड, वॉर्नींग, सर्व्हिस, चार्ज शीट, वगैरेना तर ऊत आला आहे. वेतनवाढ देण्यासाठी दोन वर्षांपूर्वी नेमलेल्या वेतनमंडळाचे कामकाज थंडच पडले आहे. माधव, नारायण सारख्या कित्येक गिरण्यांतील कामगारांच्या प्रा. फंडाचे व सोसायट्यांचे लाखों रुपये मालकांनी आपल्या घशांत घातले आहेत.

या अग्यायाच्या व अत्याचाराच्या विरुद्ध एकजूटीचा लढा उभारण्यास संघाने निकराचा विरोध केला. ठिकठिकाणी मालकांशी हातमिळवणी करून कामगारांवर बेकारी व कामवाढ लादली. म्हणून दहा वर्षांच्या आपल्या मान्यतेच्या काळांत संग्राने कामगारांचा द्रोह केला असे आम्ही म्हणतो.

माणे पहा



या परिस्थितीत बदल घडवून आणावयाचा असेल तर प्रथम संघाची मान्यता नष्ट करून घेतली पाहिजे. ती रद्द करून घेण्याचा लढा हा सामान्य लढा नाही. कारण स्वतःचे धोरण कामगारांमध्ये अमलांत आणण्यासाठी संघाचा उपयोग गिरणी मालक व सरकार यांना होत असल्याने ते ही मान्यता टिकवून घेण्याचा आटोकाट प्रयत्न करतील हे अगदी उघड आहे.

मुंबईत नव्याने स्थापन झालेली एकजूटीची मुंबई गिरणी कामगार युनियन ही गिरणी कामगारांचे हित व हक्क यांचे रक्षणासाठी झगडणारी आज सर्वांत मोठी शक्ति आहे. कामगार हितासाठी लढणारे सर्व पक्ष—सर्व शक्ति या युनियनमध्ये एकत्र आल्या आहेत.

कामगार बंधूतो, आता या युनियनच्या पाठीशी आपली सर्व ताकद उभी करणे व तिला आपली प्रतिनिधी युनियन बनविणे हे तुमचे कर्तव्य आहे. येत्या दहा मार्चच्या पगाराला आपल्या युनियनचे किमान एक लाख सभासद बनले पाहिजेत. यांसाठी प्रत्येक गिरणीच्या दरवाज्यावर व चाळीचाळीतून सभासद नोंदणीची मोहिम व्हावयास पाहिजे. कुलाभ्यापासून ते कुर्त्यापर्यंतची प्रत्येक गिरण ही आपला किल्ला झाली पाहिजे. प्रत्येक गिरणी कामगार—मग तो जातू असो वा बदली असो, स्त्री असो वा पुरुष, डाफर असो वा जाबर, मराठी, हिन्दी, उर्दू, तेलगू, कोणतीही भाषा बोलणारा असो, राजकारणामध्ये कोणत्याही पक्षाला मानणारा असो... आपल्या युनियनचा सभासद झाला पाहिजे अवघा गिरणी कामगार एक ही आपली घोषणा.

- ★ वाढती त्रेकरी व कामवाढ रोखून धरा !
- ★ गिरण्यांतून ॲटोमॅटीक संचे बसविण्यांस विरोध करा !
- ★ वेतनमंडळाचा अहवाल तीन महिन्यांत बाहेर आला पाहिजे !
- ★ १९५७ चा बोनस ताबडतोब मिळाला पाहिजे !
- ★ विमा योजनेतील दोष ताबडतोब दूर करा !
- ★ हॉस्पिटल बांधणीचे काम ताबडतोब हातीं घ्या !
- ★ गिरण्यांतील दडपशाही बंद करा !
- ★ कामगारांवर अन्याय्य बंधने लादणारा काळा कायदा दुरुस्त करा !
- ★ वरील गोष्टी मिळविण्यासाठी या पगाराला चार महिन्यांची एक रुपया वर्गणी भरून युनियनचे प्रचंड संख्येने सभासद व्हा !

युनियनची भूमिका समजावून सांगण्यासाठी शनिवार ता. ७ मार्च  
रोर्जी सायंकाळी ५ वा. नरेपार्कवर जाहीर सभा

**गिरणी कामगारांच्या एकजूटीचा विजय असो**

एस. एम. जोशी  
अध्यक्ष

एस. ए. डांगे  
सर चिटणीस

# १० मार्च के दिन हजारों की तादाद में मेंबर बनिये!

मजदूर भाइयो!

१ फरवरी के दिन आप मिल मजदूरोंने अपनी एकता की युनियन स्थापित की। इस युनियनको प्रातिनिधिक युनियन बनाना यह अब हमारे सामने महत्वपूर्ण कार्य है। दस साल पहले १९४९ में मिल मालिक और सरकार इन्होंने राष्ट्रीय संघ को मान्यता की सनद दी। उसके बाद से संघ के दस साल की कारगुजारीका इतिहास क्या है? इस समय के अंदर —

१) ६५००० मिल मजदूर बेकार हुये। सिर्फ़ स्त्री मजदूरोंकी संख्या इस दस सालके अन्दर ३३००० से घटकर ११००० रह गई

२) मिलों के अंदर जबरदस्त कामबाढ हुई। वाइडिंग, वार्पिंग, सायडिंग इत्यादि खातोंमें नई मशीनें चलाकर सैकड़ो मजदूरोंको बेकार किया गया। त्रासन में दो की जगह चार कितने ही में तो ६ और ८ बाजू चलाये गये। ऊपड़े में सैन्युरी, मोरबाग, स्वदेशी आदि मिलोंने आटोमैटिक सांचे चलाये। दूसरी कइयोंने पुरानी मशीनरीपरही ४ और ६ सांचे चलाये।

३) मजदूरोंको बिना पूछे बोनसका पंचवार्षिक करार करके तानि महीनोंके मूलवेतन से बोनस कभी भी जादा न मिलेगा इस शर्तको संघने मान्यता दी। प्रत्येक मिलका हिस्सा अलग अलग देखना मानकर मिल मजदूरोंको अलग अलग बोनस दिलाया। इसी करार के अनुसार १९५६ के लिये ७५००० के ऊपर मजदूरोंको केवल १५ दिन की मूल तनखा के बराबर बोनस मिला। १९५७ की बोनसका तो अभी ठिकाना ही नहीं।

४) इस जुलम के विरुद्ध लड़ने वाले लड़ाकू कार्यकर्ताओंको मिलोंसे निकालनेमें मालिकोंकी मदत की।

आगेका समय तो और भी मुश्किल दिखाई देता है। सरकारपर दबाव लाकर मालिकोंने आगेकी ३ सालोंमें ७५००० आटोमैटिक सांचे मिलोंमें लगानेकी मंजूरी प्राप्त कर ली है। इसका बड़ा हिस्सा बम्बई की मिलोंमें ही आयेगा। त्रासन में कामबाढ का जबरदस्त हमला चाल हो गया है। श्री निवास, मधुसुदन, कमला, दिग्विजय, मुरारजी आगासवाडी आदि मिलोंमें बाजू वादी के नीचे सौकड़ो मजदूरोंको बेकार करने की योजनाएँ जारी हैं। धनराज तो बन्द ही है। माधव भी बन्द हो गया। प्रल्हाद, नारायण, प्रकाश वगैरे भी कब अपनी साँस तोड़ेंगी इसका कोई भरोसा नहीं। मिलोंमें दमन, डोंड, वार्निंग, सस्पेंड, चाजेंशट आदि की भरमार है। वेतन में बढ़ती देने के लिये दो साल पहले बिठायी गयी वेतन कमेट्री का कामकाज करीब ठप्प पड़ गया है। माधव, नारायण जैसी कई मिलोंके मजदूरोंके प्रा. फंड सोतायटी आदि के लाखो रुपये मालिक इजम कर गये।

इस अन्याय और अत्याचार के विरुद्ध एकताकी लड़ाई संगठित करनेको संघने हमेशा जबरदस्त विरोध किया। कई जगह मालिकोंसे हाथ मिलाकर मजदूरोंपर बेकारी और कामबाढ लाद दी। इसी लिये दस साल के अपनी मान्यता के कालमें संघ ने मजदूरोंका विश्वासघात किया, ऐसा हमारा कहना है।

(पिछे देखो)

इस स्थितीको यदि बदलना हो तो सबसे पहल संघकी मान्यता रद कर लेनी चाहिये। वह रद करा लेनेकी लड़ाई यह मामूली लड़ाई नहीं। क्यों कि अपनी नीति मजदूरोंमें अमल करने के लिये संघका उपयोग मिल मालिक और सरकार इनको होते रहनेके कारण संघकी मान्यता बनायी रखनेकी भरसक कोशिश वे करेंगे, यह साफ है।

बम्बईमें अभी स्थापित हुई वम्बई गिरणी कामगार युनियन यह मिल मजदूरोंके हित और अधिकार इनके लिये लड़नेवाली आज सबसे बड़ी ताकत है। मजदूरोंकी भलाई के लड़नेवाल सभी दल और सभी शक्तियाँ इस युनियनमें इकट्ठा आयी है।

मजदूर भाईयो! अब इस युनियन के पीछे अपनी पूरी ताकत खड़ी करना और उसीको अपनी प्रतिधिनी युनियन बनाना यह आपका कर्तव्य है। आता १० मार्च की तनखा के रोज इस युनियन के कम से कम एक लाख सभासद बन जाने चाहिये। इस के लिये हरेक मिल के दरवाजे पर, चाल चाल में और बस्ती बस्ती में मेम्बरशिप बनानेका आन्दोलन होना चाहिये। कुलाबा से लेकर कुर्लातक हरेक मिल अपना किला बन जानी चाहिये। हरेक मिल मजदूर— फिर वह जात हो या बदला, औरत हो या मरद, डाफर हो या जाबर, मराठी, हिन्दी, उर्दू, तेलगु, किसी भी भाषाका बोलनेवाला हो, राजनीति में किसी भी पक्ष को माननेवाला हो—अपनी युनियन का मेंबर बन जाना चाहिये। अपना नारा—सब मिल मजदूर एक।

- ★ बढ़ती हुई बेकारी और कामवाद् को रोक दो।
- ★ मिलोंके अन्दर ऑटोमैटिक सॉचे बैठानेका विरोध करो।
- ★ वेतन कमेटाका निर्णय तीन महिनोंके अन्दर बाहर आना चाहिये।
- ★ १९५७ का बोनस तुरंत मिलना चाहिये।
- ★ बीमा योजना के अन्दर सुधार करो।
- ★ मजदूरोंके लिये अस्पताल बनानेका काम तुरंत चालू करो।
- ★ मिलोंके अन्दर दमन बन्द करो।
- ★ मजदूरोंपर अन्यायपूर्ण बन्धन लगानेवाला काला कायदा दुरुस्त करो।

इन बातोंको हासिल करनेके लिये आती पगार के रोज चार महिनेका चन्दा एक रुपया देकर भारी संख्यामें युनियनके मेंबर बन जाईये।

## मिल मजदूरों की एकता जिन्दाबाद

एस. एम. जोशी  
अध्यक्ष

एस. ए. डांगे  
सर चिटणीस

# بیبی گرنی کامگار یونین

ل مزدوروں سے اپیل

۱۰ ماہ پر چھ کوہنڑوں کی تعداد میں ہمارے بیٹے

مزدور بھائیو!

سید محمد رفیع صاحب نے سید محمد بکر اپنی ایک یونین قائم کی ہے اور مزدوروں کو اس یونین کو اپنی فائدہ طاقتور یونین بنانا ہے۔ سب مزدور بھائی جانتے ہیں کہ سال پہلے ۱۹۲۹ء میں مانگوں اور سرکار نے لکڑی کے راترٹریہ سگھ کو منظور دی تھی لیکن دیکھئے کہ راترٹریہ سگھ کی دس سال کی کیا کارگزاری ہے۔

اس دوران میں ۵۵ ہزار ماہ مزدور بیکار ہو گئے ہیں۔ جب کہ عورت مزدوروں کی تعداد

۳۳ ہزار تھی وہ گھٹ کر گیا ۱۰ ہزار رہ گئی ہے

۲۔ ٹولوں میں کام باڑھ ہو گیا۔ گاری کھاتا ایک دم بند ہو گیا

ڈانڈنگ، وارپنگ، سائٹنگ وغیرہ کھاتوں میں نئی مشینیں لگا کر سینکڑوں مزدوروں کو بیکار کر دیا۔ تراس میں دو بازو کا چار اور کتنی ٹولوں میں چار بارو سے آٹھ ہو گیا۔ کپڑے میں سیخری، سودیشی، موربانغ وغیرہ ٹولوں نے خود بخود چلنے والی (اکٹومیٹک) مشینیں لگائیں۔ بہت سی ٹولوں میں پرانی مشینوں پر ہی کام بڑھ گیا ہے اور ان پر چار چھ سانچے چلنے لگے۔

۳۔ مزدوروں سے مشورہ کئے بغیر راترٹریہ سگھ نے پولس کے سوال

پر پانچ سال کا قترہ کر لیا جس سے مزدور مل کو تین مہینے کی بنیادی تنخواہ سے زیادہ

بولس کہیں نہ ملے۔ ہر ایک مل کے حساب جدا جدا نمبر دیکھنے کی منظوری دے کر ملوں کو الگ الگ طرف سے بولس دیا اس قرار کے مطابق ۵۰ ہزار سے اوپر مزدوروں کو صرف پندرہ دن کا ہنریا دیکر تنخواہ کے برابر بولس بلا ۱۹۵۷ء کے بولس کا تو ابھی پتہ نہیں ہے۔

۲۔ اس جرم کے خلاف لڑنے والے بہت مزدوروں کو مل سے نکالنے میں راستہ یہ سنگھ نے مالکوں کی مدد کی ہے۔ اس طرح آنے والی وقت تو اور بھی مشکل دکھائی دیتا ہے۔ سرکار پر دباؤ ڈال کر مل مالکوں نے آنے والے تین سال میں ساڑھے سات ہزار آؤٹ ٹیک سلیپے لگانے کی منظوری حاصل کر لی ہے ان کا بہت بڑا حصہ بجٹی کی ملوں میں آنے والا ہے۔ تراسن میں کام باڑھ کا ذریعہ بہت بڑا رہ گیا ہے۔ سری لائن دھو سو دن، کلا، دیوگیجے، مرارجی، آکاس ڈاڑی وغیرہ ملوں میں مزدوروں کو کام سے ہٹانے کی کارروائی شروع ہو گئی ہے۔ دھنراج سندھے۔ مادھوجی بھی بند ہو گئی ہے، پر ہلاڈنارائن، پرکاش کب بند ہو جائیں کچھ پتہ نہیں، ملوں کے اندر مزدوروں کو پریشانی کیا جا رہی ہے۔ دس، ڈنڈ چارج شیٹ، وغیرہ سے مزدور دن کو روز پریشان کیا جاتا ہے

تنخواہ بڑھانے کیلئے آج سے دو سال پہلے ایک کمیٹی بنائی گئی تھی اس نے ابھی تک کچھ بھی نہیں کیا۔ مادھوجی نامان وغیرہ ملوں کے مزدوروں نے سوسائٹی، پرائڈنٹ فنڈ، کالاکون، روپیہ مالکوں نے اپنی جیبوں میں ڈال لیا جو ان جرموں اور ظلموں کے خلاف لڑنے اور اپنی کمیٹی کے لئے کبھی بھی مزدوروں کا ساتھ نہیں ملے ہمیشہ مخالفت ہی کرتی رہا ہے۔ مگر جگہ مل مالکوں سے ہاتھ لاکر مزدوروں پر کام کا بوجھ اور بیکاری لادوی ہے۔ اس لئے ہم صاف طور پر یہ کہتے ہیں کہ راستہ یہ سنگھ نے کھلے دس سالوں میں مزدوروں سے بہت

اس حالت کو اگر بدنام ہے تو سب سے پہلے راشٹریہ سنگھ کی منظوری کو ختم کرانا ہے یہ لڑائی سمولی لڑائی نہیں ہے اس لئے کہ اس کی پالسی ایسی ہے راشٹریہ سنگھ کی منظوری سے مل مالکوں اور سرکار کو فائدہ ہوتا ہے اس لئے وہ بھی اس کی منظوری کو قائم کرنے کی کوشش کر رہے ہیں

بین گکار یونین نئی یونین قائم ہوئی ہے اس میں سب پارٹیاں اکٹھے مل گئی ہیں اور مزدوروں کے لئے لڑنے والی یہ سب بڑی طاقت ہے مزدور بھائی گری کا سنگار یونین کے پیچھے اپنی پوری طاقت کھڑی کر کے اسے مزطرب دلوانے میں اپنا فرض ادا کیجئے ۔

۱۔ اس سچ کو اپنی اس یونین کے کم از کم ایک لاکھ ممبر بنائیے اس کام کے لئے لوگوں کے دروازوں پر چالوں میں ممبر شپ کا دھوم مچنی چاہیے ۔

قلابہ سے کر لائیک ہرل میں اپنا ایک قلعہ قائم ہونا چاہیے ہر مزدور چاہتے وہ جا تو ہو یا بدلی والا، عورت ہو یا مرد، ڈانسر ہو یا جابر، مراٹھی ہندی، اردو، تیلگر کسی بھی زبان کا بولنے والا ہو اسے بھی گری کا سنگار یونین کا ممبر ہونا چاہیے

• مل مزدور ایک ہو ۔

• بڑھتی ہوئی بیروزگاری اور کام ہارٹھ کو روک دو

• ملوں میں آٹو میٹک سانچے لانے کی مخالفت کرو

• تنخواہ کمیٹی کا حال تین ماہ کے اندر پیش کرو

• ۱۹۵۷ء کا بزنس ملنا چاہیے

• بیمہ اسکیم کی غلطیوں کو درست کرو

- مزدور اسپتال بنانے کا کام جلد شروع کرو
- ملوں کے اندر ظلم زیادتی بند کرو
- مزدوروں پر ظالم پابندیاں لگانے والا قاتلہ درست کرو

ان مطالبوں کو جا کرنے کیلئے اس پگھار پر چار مہینہ کا ایک ساتھ  
 چنڈہ دیکر زبردست تعداد میں ممبر بنیے  
 یونین گما سب باؤں کو سمجھانے کیلئے سیخیرے مارچ ۱۹۵۹ء  
 کو نرس پارک میدان میں پانچ بجے شام کو جلسہ عام ہوگا  
 مل مزدوروں کا اتحاد زندہ باد

ایس ایس ڈانگے بمبئی گرنی ایس ایم جوشی

جنرل سکرٹری کامگار صدر

یونین  
 زندگی جاؤ

97 U

7 MAR 1959

# TEXTILE LABOUR UNION

## टेक्सटाइल लेबर यूनियन, ब्यावर (राज०)

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

**BEAWAR ( Raj. )**

Dated..... 5 - 3 - 59 ..19

**PRESIDENT :**  
Swami Kumaranand.

**GENERAL SECRETARY:**  
Keshrimal  
Municipal Commissioner.



9803  
12-4-59

12. G. श्रीवास्तव  
सेनी A-I-T-U-C. नई दिल्ली  
प्रिंसिपल

आपके पत्रके अनुसार मैं पासपोर्ट फार्म क्र 8 को भरकर भेज दिया इससे पूर्व जो फार्म भेजा उस फार्म पर उन्होंने पासपोर्ट नहीं दिया था एक फार्म पासपोर्ट अर्ज देने में करीब 300 उसी समय खर्च हो जाता है आगे तीसरे भी जाता है आपका और इस समय भी उतना रूप धर खर्च हो चुका है। मुझे ऐसा लगता है कि इस फार्म पासपोर्ट दिया नहीं जायगा शायद कोशिश करी जायगी समय भी बहुत कम रहा है। लेकिन आप चाँही तब तक देखें तो पासपोर्ट मिल सकता है और उसके लिये मेरे मित्र सुभाषों का आग्रह करेंगे वही सुधारोगी

1- पत्र A. I. T. U. C. से डिप्टी सचिव मजिस्ट्रेट अजमेर को लिखा जाये जिसमें पत्र से जोच की कार्यवाही करी शीघ्र करी जाये सारे पत्र R. P. O. नई दिल्ली को भेजाने हेतु किया जाये।

2- पत्र R. P. O. नई दिल्ली को लिखा जाये कि नौ शीख अजमेर को लिखें पत्र भेजवाने हेतु।

3- R. P. O. नई दिल्ली को लिखें कि उन्हें कोई जमानत की (गारंटी) जरूरत क्या है तो आप A. I. T. U. C. का पत्र भेजने की सुझाव दें।

4- आप अपनी तरफ से यह भी लिखें कि (R. P. O.) नौ शीख पासपोर्ट बनाने इसमें जिक्र न करें और आपकी तरफ से जो भी लिखें उससे अतिरिक्त मैं मिलूँगा।  
आपकी पासपोर्ट दिखाने में हमारी आप पूरी मदद करेंगे।  
निरादरता अभिवादन सहित आपका साथी

Nothing is beyond us  
This has to be done  
we are sure of it  
A. I. T. U. C.  
Municipal Commissioner  
713

713

Signature



# RAJASTHAN TRADE UNION CONGRESS

राजस्थान ट्रेड यूनियन कांग्रेस, ब्यावर (राजस्थान)

(Provincial Committee of A. I. T. U. C.)

PRESIDENT :  
Swami Kumaranand.

SECRETARY:  
Keshri mal  
Municipal Commissioner.



BEAWAR (Raj.)

Dated.....3.....3.....1949

श्रीमान  
A.I.T.U.C.

रोजनल पास पोर्ट अधिकारी साहब  
कर्मन रोड ब्येस्क न्यू देहली

10 डिस्ट्रिक्ट मजिस्ट्रेट साहब अजमेर

विषय :- पासपोर्ट प्राप्ति हेतु।

प्रिय महाशय

मुझे आज इंडिया ट्रेड यूनियन कांग्रेस ने अपने पत्र दिनांक १८ फरवरी के द्वारा यह हिदायत दी है कि मैं मई दिवस पर इंग्लैंड जाने वाले वलके साथ जाने हेतु पास पोर्ट प्राप्त करने के लिए प्रार्थना पत्र पेश करूँ। उसी पत्र के आधार पर मैं आपके समक्ष ये प्रार्थना पत्र आपकी स्वीकृति के लिए पेश कर रहा हूँ जिस आप शीघ्र स्वीकार कराने की कृपा करेंगे।

इससे पूर्व मैंने 31-2-48 को भी एक प्रार्थना पत्र आपकी सेवा में पेश किया था जिसमें दो जगह जाने के लिए पासपोर्ट देने की माँग की थी उस अर्जी के जवाब में आपका एक पत्र F.93. (1948) ता. 28 जुलाई को लिखा हुआ मिला जिसमें आपने पासपोर्ट देने की रजामती लिखी थी लेकिन आपने गारन्टी चाही थी कि विराण कागज़ आप देंगे या कोई संगठन को उसके उत्तरदायित्व में A.I.T.U.C. से गारन्टी दिलवादी थी। और 31 अगस्त पर भी गारन्टी दिलादी थी परन्तु लंदन से सारे डिस्ट्रिक्ट भी लंदन उस पर लौटाया था। 26 जुलाई के पत्र में आपने लिखा है क्या अब भी पासपोर्ट आने पर जबकि आपके द्वारा बताया गये तारीख समाप्त हो गई जब कि हमने अपने 22-8-48 के पत्र में लिखा था कि और स्थानों के निमंत्रण है आप पासपोर्ट में जो लंबे दिन उस पर कोई स्थान नहीं दिया। उसके लक्ष्य निराशा करने के भी आप को कोई उत्तर नहीं आया। 9 दिसम्बर को मैं स्वयं देहली आया था आपसे मिलने हेतु लेकिन आपके आधी-धोने आपसे मिलने भी नहीं दिया और 9 दिसम्बर को आप को मिला कि अब आपकी अर्जी समाप्त हो जाती है पासपोर्ट की कृपा

# RAJASTHAN TRADE UNION CONGRESS

राजस्थान ट्रेड यूनियन कांग्रेस, ब्यावर (राजस्थान)

(Provincial Committee of A. I. T. U. C.)

PRESIDENT :  
Swami Kumaranand.

SECRETARY:  
Keshrimal  
Municipal Commissioner.



BEAWAR (Raj.)

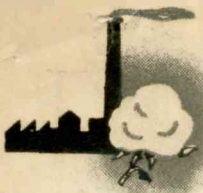
Dated.....19

कि अब आपकी बेतक्रेन्स रही नरो को समाप्त हो गई। इस प्रकार एक लम्बी  
लिखा पढीये उस मरो अर्जी को समाप्त किया, वैसे आप चाहते तो सीधे भी  
इनको कास कर के लेकिन पासपोर्ट स्वीकार कर के भी उसको रोकते रहे  
क्योंकि देना नहीं था और समय निबाहवर उपरोक्त उत्तर दिया था।  
ये आप जानते हैं कि एक अर्जी करने में ही 80 रु के करीब खर्च होना है  
रहे।

अब आपकी सेवामें ये दुनारा अर्जी पेश कर रहा हूँ, इसके साथ 5  
के स्टाम्प पर गारन्टी दी गई है साथमें लडमीकरा हाउस द्वारा दिया गया  
हरीफिक्चर भी है। उमर के लिए ये सर्टीफिकेट नहीं है लेकिन पर्यटन कार्ड अर्जी  
में (39-4-52) पेशे में प्रमाण पत्र है जो लडमीकरा हाउस द्वारा दिया था। अब भी  
आपको कुछ और गारन्टी कागद चाहिए तो आप सीधा A.I.T.U.C.  
ऑफिस 8 अशोक रोड न्यू देहली को लिखें जो और गारन्टी देसकेगी  
जैसा आप चाहेंगे, ये मैंने इस लिए लिखा कि अब और देर करके मुझे  
पासपोर्ट से वजिहत नहीं रहना जाय। साथमें A.I.T.U.C. द्वारा भेजा  
हुआ पत्र भी अटैचेड करा था जो आ लागे है सब ही प्रकार से हमने इस  
को खाना पूरी पूरी की है। अब आप शीघ्र ही हमें पासपोर्ट मिजबान  
की व्यवस्था कराये। साथमें आप हमारी अर्जी पर ध्यान देंगे।

निकल - A.I.T.U.C. देहली, ध. ब्यावर  
2. R.P.O. कर्जन रोड नई दिल्ली  
आपका  
बेशरी

- इस पत्रके साथ निम्न कागज नत्थी है।
- 1- पासपोर्ट फार्म और रजिटर और इन्फार्मेशन।
  - 2- 90 को म. 0. रसीद। 25/5 - 23/2-52
  - 3- लडमीकरा हाउस द्वारा दिया गया कागजों का प्रमाणपत्र
  - 4- फार्म और गारन्टी का कागज पर जिसमें (विशुद्ध) स्टाम्प है।
  - 5- लीन कार्ड अटैचेड।
  - 6- A.I.T.U.C. का पत्र अटैचेड है।



261

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GRAMS: "YARN"

# DELHI CLOTH MILLS

PROPRIETORS : THE DELHI CLOTH  
AND GENERAL MILLS CO., LTD.

BARA HINDU RAO  
POST BOX NO. 1039  
DELHI.

Ref. No. TD/LM/1/17942

Date 5th March 1959

The General Secretary,  
Kapra Mazdoor Ekta Union,  
Gaushala Gate,  
Kishanganj Mill Area,  
Delhi.

Sub: Alleged Physical Assault on workers.

Dear Sir,

We are in receipt of your letter No. KMEU/DCM/31/59, dated the 24th February, 1959.

The contents of your letter are not consonant with the facts and are intended to give a completely erroneous impression.

The fact is that some workers appeared to have planned trouble at the Workers' Gate of our Factory at the time of the rest interval of the second shift on 23rd February, 1959. Sri Bachi Ram of Weaving B section who, according to your letter, is alleged to have been assaulted by Watch & Ward sepoy Sri Ram Kishen, was not assaulted by Sri Ram Kishen, or any other watchmen. While he was coming out of the gate the sepoy, as usual, asked him to open the Tiffin carrier to which he did not respond. When the sepoy again asked him to do so, some one from the crowd who was bent upon creating trouble, instigated the workers to man-handle the sepoy who was assaulted then and there. In this melee the Tiffin carrier fell down from the hand of Sri Bachi Ram and Bachi Ram got blows from those who were creating trouble. This situation was further exploited by the trouble makers who started attacking even the two other watchmen - one jamadar, Sri Dasrath Singh, the other sepoy Sri Sajjan Singh. Sri Bachi Ram was then brought out and put on a stretcher and taken on the shoulders of four persons who started raising slogans and declaring that Sri Bachi Ram was dead.

In spite of repeated requests by the Security Officer on duty and a large number of workers, they did not allow any body to go near Sri Bachi Ram whom they had at first declared as seriously injured. You would appreciate that had he really been injured, he would have been given first aid and those who wanted to help him would not have been stopped from doing so. The most surprising part was that some of the workers who were standing outside the workers' gate, finding the sepoy busy in saving himself from the attack, entered the mill premises in spite of the fact that they were not even working in that shift in order to lend a hand to the trouble makers.

Not a few but thousands of workers were witnesses to this most incredible act engineered by some of the well-known persons who have been identified by those who witnessed all this. Fortunately, the workers did not believe that Sri Bachi Ram was dead and as such the machines in the mills, wherever stopped by a handful of workers were promptly brought to normal working by the sane thinking workers.



# DELHI CLOTH MILLS

PROPRIETORS : THE DELHI CLOTH  
AND GENERAL MILLS CO., LTD.

BARA HINDU RAO  
POST BOX NO. 1039  
DELHI.

Ref. No. ....

-2-

Date .....

All this took the mischief mongers over an hour when they carried Sri Bachi Ram on the stretcher from department to department. When he was brought back to the gate, he was not allowed to be put into the Ambulance of the Delhi Cloth Mills but, according to the wishes of some of the trouble makers, was handed over to the police. Sri Bachi Ram, who was later joined by Sri Narsingh complaining that he was also hurt, was taken to the E.S.I. Dispensary and then to Irwin Hospital which refused to admit both the persons as they had apparently no injury. Later on, as you already know, Sri Bachi Ram was detained for observation and final examination by the Doctor Incharge in the Police Hospital on Rajpur Road. Next morning he was also seen in the police hospital by the General Manager himself and was found to be in good health and good spirits. When the doctor incharge of the police hospital thoroughly examined Sri Bachi Ram he could have no trace of any injury and as such he was discharged from the hospital on the morning of 24th February. It may be mentioned that Sri Narsingh was not admitted in either Irwin hospital or even in the police hospital.

It is regrettable that you have been misinformed by the persons responsible for the hooliganism. If in the melee that ensued at the gate or when Sri Bachi Ram was being carried inside the departments, any untoward incident would have taken place, a capital would have been made of it and, as usual, attempt would have been made to place the responsibility on the shoulders of the management.

We, therefore, strongly urge the unions to dissuade their members from taking recourse to such actions which are fraught with grave dangers and adverse consequences of far reaching importance to the relations between the management and workers as also to the smooth working of the industry.

Yours faithfully,

sd. T.Nath  
for Managing Agents.

TD/LM/1/1224X

Copy to the General Secretary, All-India Trade Union Congress, 4-Ashoka Road, New Delhi.

*[Handwritten signature]*

# किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस

मदनगंज-किशनगढ़ ( राजस्थान )

( सरकार से रजिस्टर्ड तथा आई. एन. टी. यू. सी. से सम्बन्धित )

पत्र संख्या.....

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श्रीमति इन्दा गान्धी,  
प्रेसिडेन्ट, बाल इन्डिया कॉग्रेस, कपेटो,  
नई दिल्ली.

सम्मानिय इन्दा जी,

आप बाल इन्डिया कॉग्रेस कपेटो का लिखित प्रेसिडेन्ट चुनी गई  
इसके लिये मजदूर कॉग्रेस को बौर से आभारों व धारा में भेजता हूँ.

राजस्थान में डा महाराजा किशनगढ़ मिल लि० मदनगंज किशनगढ़.  
के नाम से एक टेक्सटाइल मिल है. राजस्थान में जो गिनती को पाँच हज़ार कपड़े का बजट  
मिले है उनमें से किशनगढ़ का भी एक नाम है.

लेकिन यह मिल करीब ४ साल से बन्द है बाँच में कुछ समय के  
लिये लिखित सिर्फ स्पीनिंग जाता चालू हुआ वह भी १७ अगस्त ५७ को बन्द कर दिया  
गया. इस मिल में करीब डेढ़ को हजार मजदूर काम करते थे और इसका बसर किशनगढ़  
मदनगंज तथा उसके आस पास को करीब ४० हजार जनता के वार्षिक व सामाजिक जीवन  
पर पडा है किशनगढ़ मदनगंज की मंडी जो तत्काल राजस्थान में अपना महत्व पूर्ण  
स्थान रखती थी वह भी उजाड हो गई है

मिल का ताखीबन्दी का कारण सिर्फ यह बताया जाता है कि मिल  
घाटे में जाता है. सरकार मिल मालिकों को कभी दे. जब कि वास्तविकता यह है कि  
घाटे का तो एक बाहाना मात्र था. इस मिल को लाखों रुपयों की पूंजी का खर्च किया  
गया सरकार को जोर से सम्मानिय इन्डिया के तहत चुनी जाँच हो तो जिस प्रकार जो  
हालभिया, मुंदजा आदि लोरी को बाल बागी और चोकेबागी और ब्रह्मान्त में खानत  
के मुकदमे चल रहे है उसी तरह इस मिल के मालिकों की मांगवन्द जोनी और हीरालाल  
पाटनी को भी वही हालत हो. लेकिन तत्काल मजदूर कॉग्रेस के बार बार माँग  
करने पर भी आज तक राजस्थान सरकार व और केन्द्रीय सरकार ने इस मिल को बौर  
तुल्य ध्यान नहीं दिया.

इस मिल में १४००० रुपयों का, ३६४ लूमच लगे हुये है जहाँ तक घाटे का प्रश्न  
है वह बिल्कुल गलत है. यह बात मालिक लोग केवल सरकार से कभी लेने के लिये इसका  
इस्तेमाल करते है. इस मिल में घाटा रहने का प्रश्न ही नहीं उठता है. यदि मैनेजमेंट  
सम्मानदारों से चलाया जाय.

राज्य सरकार और केन्द्रीय सरकार अब तक यह कहती थी कि इस मिल पर  
लाखों रुपयों का कर्जा है और पाटनशास के भण्डे है इसलिये सरकार कुछ नहीं कर सकती

# किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस

मदनगंज-किशनगढ़ ( राजस्थान )

( सरकार से रजिस्टर्ड तथा आई. एन. टी. यू. सी. से सम्बन्धित )

पत्र संख्या.....

ता०.....१६५

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है. लेकिन ११ अप्रैल ५८ को यह मिल लोकी अेशन में चली गई है. जिसके राज्य सरकार और केंद्रीय सरकार के पत्रों से ले के इनके पुराने मजदूरों को कोई बुझाई नहीं जाती है.

इसके चलते लोकी अेशन ने भी ता० २६, १२, ५८ को इस मिल को ७ साल के लिये लोके अेशन के नाम पर नोटिस निकाला है जिसकी प्रतिलिपि साथ में भेजी है. इसके लिये मजदूरों की संस्था ने सरकारी समिति के माध्यम से इस मिल को चलाने के लिये हमने भी लोकी अेशन को शर्तें पेश की हैं और राज्य सरकार के मुख्य मंत्री श्री मोहनलाल जी सुताडिया को भी पत्र भेजा है जिनकी प्रतियाँ भी साथ में भेज रहा हूँ.

जानपुर कांग्रेस के सरकारी माध्यम से तो सरकार के प्रस्ताव को पूरा करने का बर्तन थापने और प्रधान मंत्री श्री क्वारलाल जी नेहरू ने देश वासियों से जो है, में जाकर आज तक किशनगढ़ के इस ज्वलते हुए उद्योग की चोरी दिलाना जरूरी बात समझता हूँ. वेतो में सरकार सरकारी माध्यम को समझाने का उत्तर देना चाह सकती है तो फिर कोई कारण नहीं है कि किशनगढ़ का यह मिल सरकारी माध्यम पर नहीं चल सके.

देश की छोटी और बड़ी दोनों ही प्रकार की उद्योगों में कौड़ी लक्ष्मी का रक्षा है तो क्या इस मिल के लिये राज्य सरकार या केंद्रीय सरकार १० या १५ साल लक्ष्मी लगाकर इस ज्वलते के ऊंची हवा मजदूरों को रोजगार नहीं दे सकती है जो करीब ४ साल से उद्योग है. इस मजदूरों के कष्टों का उत्तर यहाँ के करीब तीस सालों से हवा लेनी के पत्र रखा है. जो इसी देश के एक ही हिस्सा है. क्या आपकी 'वाफिया पार्टी' की राज्य व केंद्रीय सरकारें किशनगढ़ के इन मजदूरों को रोजगार दिलाने में बर्तन सहयोग का परिणाम दें. जो वास्तव में आपके घोषित समाजवादी संकल्पों में जो समाज रचना का ही एक हिस्सा है.

आपकी निम्न प्रार्थना है.

१. श्री महाराजा किशनगढ़ मिल लि. को राज्य या केंद्रीय सरकार से अपने अधिकार में लेकर चालू करें जैसी सम्झौता और कोल सरकार ने इस प्रकार की मिलों को लेकर वहाँ के मजदूरों को रोजगार दिया है.
२. या सरकारी माध्यम पर इस मिल को चालू करने के लिये मजदूरों को किसी भी रूप में राज्य सरकार व केंद्रीय सरकार से सरकारी समिति को आवश्यक की दिशा में कार्य.

# किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस

## मदनगंज-किशनगढ़ ( राजस्थान )

( सरकार से रजिस्टर्ड तथा आई. एन. टी. यू. सी. से सम्बन्धित )

पत्र संख्या.....

ता. .... १६५

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मजदूर कांग्रेस को उपरोक्त प्रकार प्रसार स्वीकार करने को कुमा कराने और भी मानों में समाजवादी व्यवस्था को लागू करने का जहाँ जो किशनगढ़ के मजदूरों ने किया है उसमें हमानदारी से मदद देने का वाद को जिनमें वापसी किशनगढ़ के जेरोकार मजदूर सिक उतना ही अपना एक मांगने को हिमाकत कर रहे है जिस हक दिलाने का काम वादा का रहा है.

राज्य सरकार या केन्द्रीय सरकार का यह कहना कोई काम नहीं सकता है कि इस मिल को प्रकार के अन्वये में लेने में वैधानिक बल्वन जाती है जिस प्रकार वापसी प्रकार सरकार ने जागीरदारों द्वारा कर्म को है जिस प्रकार कामों को राज्य सरकार ने नागरिक मन्त्रि को व्यवस्था करने अधिकार में लेने का कानून का होता है उसी प्रकार किशनगढ़ किशनगढ़ को सरकार अपने कानून अधिकार में ले सकती .

वासा है हमारी उचित चीजों का अधिकार को वापस मजदूरों को करवाने में मजदूरों को मदद करेगा. और कर्म का जार शोध हा दिलाने को कुमा करेगा. ताकि मजदूरों को उता वाचार पर कन्तोष दिताया जा सके.

वापसा

*Handwritten signature*

प्रेसिडेंट २७-२-५८

*Handwritten note*  
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२७-२-५८

किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस, मदनगंज, किशनगढ़.

प्रतिलिपि :-

१. माननिय श्री जवाहर लाल जी नेहरू, प्रधान मंत्री भारत सरकार, नई दिल्ली.
२. माननिय श्री सुखदारी लाल जी मन्दा, प्रम मंत्री, भारत सरकार, नई दिल्ली.
३. माननिय श्री मोहनलाल जी जूनाझिा, मुख्य मंत्री, राजस्थान सरकार, जयपुर.
४. फा. टो. टो. ए. ज. टी. यू. सी. वापसा

*Handwritten signature*

प्रेसिडेंट २७-२-५८

किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस, मदनगंज, किशनगढ़.

# किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस

## मदनगंज-किशनगढ़ ( राजस्थान )

( सरकार से रजिस्टर्ड तथा आई. एन. टी. यू. सी. से सम्बन्धित )

पत्र संख्या २१

ता० १४-२-१६५

श्रीमान मोहनलाल जी साहब, सुहादिया  
मुख्य एवं उधोग व वाणिज्य, मंत्री,  
राजस्थान राज्य सरकार,  
जयपुर.

माननीय सुहादिया साहब,

दा महाराजा किशनगढ़ मिल लि० राजस्थान हाई कोर्ट  
के प्रादेशानुसार लोन्वी डेकन में अप्रैल ५८ में कती गई थी। आप किशनगढ़ मदनगंज तथा  
बास पास के नाबी की ४० अक्षां बनता की परिस्थिति से परिचित है कि इस हलाके  
की आर्थिक स्थिति बहुत कुछ यही मिल पर निर्भर करती है।

आप सन १९४८ से ही इस मिल के इतिहास से पूर्ण जानकारी  
रखते हैं इसलिये उसको धीरे धीरे दोहराना आपके समुदाय सम्य के साथ बन्ध्याय करना होगा

ता० २६ , १२ , ५८ को लोन्वी डेकन ने एक नोटिस निकाला है कि वह  
मिल को ७ साल के लिये लीज पर देना चाहते हैं। और १५ फरवरी ५९ तक इस  
सम्बन्ध में टर्म्स मांगे हैं, अगर कोई पाटी लीज पर लेकर चलाना चाहता है तो कोई  
प्रश्न नहीं उठता है लेकिन दूसरी पाटी लेकर नहीं ही तो मजदूरों ने आपके और  
राजस्थान सरकार के धोरे पर इस मिल को तत्काली आधा पर चलाने की हिम्मत  
की है मजदूर कांग्रेस ने जो शर्तें पेशे हैं वे इस पत्र के साथ संलग्न हैं।

इसके साथ ही मिल को चालू करने के बारे में हमारी जो योजना है  
वही इस प्रकार है।

१. मिल में काम करने वाला प्रत्येक मजदूर १० रु० का कम से कम हिस्सेदार होगा  
संस्कारी समिति की कैपिटल १० लाख रु० होगी. हर माह की तनख्वाह की  
निश्चित राशि को कैपिटल में जमा की जायेगा.
२. मैनेजमेंट को इस प्रकार गठित किया जायेगा कि एक्जीक्यूटिवों ज्यादा से  
ज्यादा हों और उत्पादन का कम से कम ही.
३. बाकी कैपिटल के लिये १ लाख से लेकर १५ लाख तक के लिये हमारे पास पाटी  
लेना है. सलीज के लिये आप उस पाटी से सीधे ही बात चीस पा कर सकते  
हैं.
४. हमारी योजना के आधा पर सरकार हमें कम से कम १ लाख रुपया का  
की कोआपरेटिव फंड के अन्तगत शीष्ट मंजू किया जाय जिससे मिल को  
चालू करने का प्राथमिक कार्य शुरू हो सके.
५. मिल में नई मशीनरी लगाने हेतु ५ से १० लाख रुपया का की उधोगिक



# किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस

मदनगंज-किशनगढ़ ( राजस्थान )

( सरकार से रजिस्टर्ड तथा आई. एन. टी. यू. सी. से सम्बन्धित )

पत्र संख्या.....

ता०.....१६५

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विषय - विकास के नियमों के अन्तर्गत दिया जाय.

६. सरकारी व भी सरकारी पूंजी की सुधारों के लिये सरकारी नियमों के बाधाएं पर पूर्ण केंद्रीत व्यवस्था कालम की जायेगी.

भापकी सरकार की नीति से भाप की योजनाओं में है कि सरकारी बाधाएं पर सेती की व्यवस्था लागू करने का केंद्रीय सरकार की योजना के बाधाएं पर बमल किया जायेगा. इसका मजदूर कांग्रेस स्वागत करती है और भाप से निवेदन करती है कि उद्योगिक क्षेत्र में भी इस सरकारी योजना को बमल में लाने हेतु किशनगढ़ के मजदूरों के इस सहायक हार्दो को भाप बमली रूप देने में नागपुर कृषक अधिवेशन के इस मुख्य समावधानी ढंग की सत् समाज व्यवस्था की सरकारी प्रस्तावों लागू करने के प्रस्ताव को राजस्थान के इस मुझे नीचे केका और उबड़ते हुए किशनगढ़ में यहाँ के मजदूरों के सहयोग से पूरा करने की डा उठायेगी.

भाप बम तक हमको यही कहते प्राये है कि किशनगढ़ मिल के मजदूरों के हार्दों में मैं बहुत चिन्तित हूँ लेकिन मिल पर लगी रूपों का कमी है और इसमें फगडे है इस लिये सरकार के कर का हताय नहीं है. बच इसका उदाय करना भाप जैसे डाबटा के लिये सलम की गया है ११ अप्रैल ५८ को इस मिल के लीक्वीडेशन में जाने के बाद पुनरुत्थे पुराने कमी तथा अन्य फगडी का सारा मानसा तय की चुका है. यह सारी पुनर्मेदारी बल लीक्वीडेटो की है और वह इसको ७ घात के लिये लीज पर दे राह है. इसलिये सरकार इस मिल को खुद लीज पर लेकर धालू को अन्वया मजदूरों को सरकारी बाधाएं पर इसको धालू करने में हमको भाप सरकार की नीति से पूर्ण मदद दिये. इस सम्बन्ध में हमारी प्रतिनिधी सभा के सदस्य श्री कैलाश चन्द बोधारी की विस्तार से जयपुर में बात पीत का लें.

भाप इस हार्दों में आ बम उठा रहे है कृपया शीघ्र सुचित कारवे ताकि उसी बाधाएं पर लीक्वीडेटो की मजदूरी को क्ताया जा सके.

भापका  
श्री ५०१/५१५५५  
प्रेसिडेन्ट १४-२-५८

किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस, मदनगंज, किशनगढ़.

प्रतिलिपा केवाये,

१. श्री मति इन्डा गार्धी, प्रेसिडेन्ट बाल इन्डिया कांग्रेस कमेटी, नई दिल्ली.

२. श्री एम. जे. मुड्डिया, आफि सिकल लीक्वीडेटो, दी भवा तथा किशनगढ़ मिल लि०  
स्टेच टू राजस्थान हाई कोर्ट, जोधपुर.

श्री ५०१/५१५५५  
प्रेसिडेन्ट १४-२-५८

Office of the Official Liquidator attached to Rajasthan High Court, Jaipur.

Dated 29-12-58.

Notice.

The Maharaja Kishangarh Mills Ltd (In Liq) situated at Maduaganj, Kishangarh (Rajasthan) is to be given on lease for a period of seven years. Running spindles 14000, Looms 394 with three boilers, Steam Engine 750 H.P. with-Dyeing, Bleaching and well equipped mechanic shop. Open for inspection from 11 A.M. to 4 P.M. daily except Sunday. Terms invited. Write or contact to M.J.Nardie, Official Liquidator attached to Rajasthan High Court, Jaipur upto 15th Feby. 1959.

(M.J.Nardie)

Official Liquidator attached to Rajasthan  
High Court.

# किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस

## मदनगंज-किशनगढ़ ( राजस्थान )

( सरकार से रजिस्टर्ड तथा आई. एन. टी. सी. से सम्बन्धित )

पत्र संख्या.....

६०

ता० ३-३-१६५

माननीय श्री वाचपि विनोबा भावे,  
केन्द्रीय, किशनगढ़.

माननीय विनोबा जी,

किशनगढ़ बागमल के सुभाषचर पर किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस को बन्द होने का दावा किया जाता है।

आप जिस व्यक्ति का नाम दे रहे हैं उसका नाम है उसके बारे में मैंने कुछ जानकारी नहीं ले पाया है। किशनगढ़ का पिछले मासिक वार्षिक बिल देकर ही सुझाव का दावा मजदूर कांग्रेस को करना है कि आपके इस दावे में मैंने कुछ भी सुझाव को सुनने का विचार नहीं किया।

जिस मजदूर किशनगढ़ के बाजार से आप सुझाव देने हैं उनके विचार का मैंने किशनगढ़ के सभी मजदूरों को किशनगढ़ मिल किशनगढ़ का सुझाव नहीं किया कि यह बिल करके ही बंद होना है। जो कि मैंने इस मिसल का सुझाव प्राप्त हुआ था वह मजदूर ५० के ५० नामों से बन्द का विचार था।

मिसल का यह तात्पर्य है कि मैंने देखा कि मजदूर करके ४ जल से बिल के न सिर्फ मजदूर ही नहीं है बल्कि बिल का भार, प्रोपर्टी फण्ड, रिटायरमेंट फंड, इत्यादि के सुझावों के कुल मिलाकर १३,५५,७२२ रु० बिल मासिक में जमा है जिसका राज्य व केन्द्र सरकार बिल के मजदूरों के लिये हुए था मजदूरों का बिल किया गया है। जो यहाँ के मजदूरों ने प्राप्त करके ही बिल का बिल किया जा रहा है।

जब मिसल का तात्पर्य ही बिल मासिकों ने पाटा जाना बताया है और सरकार ने मजदूरों को बिल करके बिल करके बिल का भार ही है कि यह बिल मजदूरों को बिल नहीं किया है।

लेकिन सरकार

लेकिन मजदूर कांग्रेस मासिकों को बिल के लिये मजदूरों को बिल होने का बिल नहीं किया है क्योंकि यह बिल ही है कि बिल मजदूरों ने पाटा होने का बिल नहीं है तात्पर्य के अनुसार, मासिक, मासिकों के बिल का दावा में मजदूरों के बिल दे सकता है।

जब मिसल में १५००० रजिस्टर्ड, ३६५ मजदूर हैं ७५० हाथ पावर का बिल है, मजदूरों के बिल ही है। मासिकों के बिल ही मजदूरों को बिल बिल मजदूरों का बिल ही है कि बिल मजदूरों को बिल ही है और फंड व सुझाव

# किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस

मदनगंज-किशनगढ़ ( राजस्थान )

( सरकार से रजिस्टर्ड तथा आई. एन. टी. यू. सी. से सम्बन्धित )

पत्र संख्या.....

ता०.....१६५

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मेव बहिष्कार बंदना ज्ञात से गुजर कर बन्दना तोष री योजना को तैयारी मे ला रही है जो कि जिका मुख्य नारा पार्टी एक उद्योगिकरुष बोर उद्वहारी होती है उषि राज्य मे किशनगढ़ के दो हजार मजदूरों को रोजगार के लिये तरका पठ रहा है. बन्दना करके रोटी तामा चाखी है लेकिन उनके हुंड से रोटी होनी जा रही है. हमारे राज्य के मुख्य मंत्री जी बहिष्कार को उखाड़िया ३० लाख रुपया करवाकर बनी ठहर उक्तपुर मे सर्वेक्षक काटम मिलस कपडेका मिलस खुला रही है लेकिन किशनगढ़ का चापु मिलस सिरी मिलसे १० वा १५ लाख रु० लगाकर नहीं चला सकते यह बात हमारे समक में नहीं जा सकती है यह विपन किशनगढ़ के मजदूरों के साथ ही मेन्भाव का खतीर नहीं है बल्कि जेजि मायना का जहर फैलाया जाता है.

सर्वेक्षक मजदूर कांग्रेस ने मांग की है कि यदि राज्य व केन्द्रीय सरकार आनन्द बोर उद्वहारी उदेश्य को बन्द मे लागू करना चाहती है तो यह मिलस मजदूर कांग्रेस को उद्वहारी बाधना पर इस को चालू करने को बन्दना दे. बल्कि बहिष्कार लीकरीटर को बोर से यह मिलस ७ लाख के लिये जोष फू दिये जाने को भी घोषणा की जा चुकी है. इसके अलावा सरकार चाहे तो बहिष्कार निहाल कर या शकट बनाकर इस मिलस को अपने बहिष्कार मे ले सकती है.

जाप कहती कि मिलस को इस घटना से बापका क्या साल्लुक या बापके पास सरकार थोडे हो है या सरकार का बोर भापका काम या उदेश्य बला बला है लेकिन मे बापकी यह बोर देकर कहूंगा कि बापकी इस मुदान बन्न बान्दोलन बोर सम्पत्ति दान बन्न से बहुत कुछ इस मिलस का भी सम्बन्ध है. जाप भूमि खन किशनगो के लिये भूमि दान मे लैत है. जोकि हमारे देश को ५०,५५ प्रतिशत बान्दोलन लेता है हर है. बोर जाप कमीजारी बागीजारी तथा भूमिजाली का दिव जीत कर इस समस्या का हल करना चाहती है.

यह हमारा बहोमान्य है कि बापकी यात्रा के बीच हमारा किशनगढ़ को बापकी उपस्थिति का काम उठा सका. इसलिये इस अवसर पर मजदूर कांग्रेस किशनगढ़ के दो हजार मजदूरों के नाम पर बापके मांग करता है कि जाप जिस प्रकार भूमि खन किशनगो के लिये भूमि को मांग करते है उसी तरह किशनगढ़ के करोजगार बोर भूले मजदूरों के लिये जाप इस किशनगु मिलस को दान मे लेने को मांग करके उद्वहारी बाधना पर हकको चालू करने को तभी माना मे उद्वहारी बान्दोलन को सम्पन्न करने का योग्य करे.

जिस प्रकार जाप भूमिखनो के लिये भूमि को मांग करते है उसी

# किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस

मदनगंज-किशनगढ़ ( राजस्थान )

( सरकार से रजिस्टर्ड तथा आई. एन. टी. यू. सी. से सम्बन्धित )

पत्र संख्या.....

ता०.....१६५

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सरह किशनगढ़ के उबले हुए शहर को बनाने के खातिर, उसके मूठों परते हुए मजूरी को रोजगार सिाने के खातिर, इस मिल को सक्षारी बाधा पर तोड़ बावू इतनी मे किशनगढ़ के मूठे ली मजूरी का साथ दोषिये, बापकी सिफे इतनी प्राप्ता है.

बापकी इतने अधिक हाथसे पर र राज्य व केन्द्रिय सरकारों पर तथा मिल पराधिकों पर धितना होता है. क्योंकि बावू तक मातियों को सरकार ने धितकर रमाती इस सज्जी बने मकी प्राण को बराबर उभारते बायी है.

अन्त मे किशनगढ़ के उन वधे हुए मजूरी की मीर से फिर इन्तिकारी अभिनन्दन करते हुए बरतीकस सक्षारी बापकीक मे बापकी राष्ट्रीयता का कामना करते हुए.

बापकी

किशनगढ़

प्रेसिडेंट

3-3-50

किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस, मदनगंज, किशनगढ़.

६४  
3-3-50

प्रतिलिपि :-

१. श्री मति इन्द्र गान्धी, प्रेसिडेंट, बापकी इन्डिया राष्ट्रीय समिती, नई दिल्ली,

२. श्री के. जवाहरलाल की नेहरू, प्रधान मंत्री, भारत सरकार, नई दिल्ली.

३. श्री मोहनलाल की आजादा, राजस्थान सरकार, जयपुर.

४. श्री जंगे A. J. T. U. E. नई दिल्ली

बापकी

किशनगढ़

प्रेसिडेंट

3-3-50

किशनगढ़ मिल राष्ट्रीय मजदूर कांग्रेस, मदनगंज, किशनगढ़.

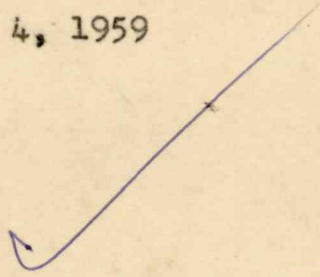
82-19

TO THE SECRETARY  
AIRMAIL UNIT

261

March 4, 1959

The General Secretary,  
Kapra Shranjeevi Sangh,  
Katra Shahanshai,  
Chandini Chowk,  
Delhi.



Dear Comrade,

Your letter dated March 3, 1959.

Please contact Com.Parvathi Krishnan,  
M.P., and Com.Vittal Rao, M.P., Vice-  
President and treasurer respectively  
of the AITUC. They will look into the  
matter and if necessary bring it on the  
floor of the Parliament.

You can fix an appointment with them  
on phone. We are herewith giving their  
phone numbers. Com.Parvathi Krishnan  
44365, Com.Vittal Rao 45407.

With greetings,

Yours fraternally,

*unc*  
*man 4*

(K.G.SRIWASTAVA)  
SECRETARY.

# कपड़ा श्रमजीवी संघ (रजिस्टर्ड)

कटरा शहनशाही चांदनी चौक, देहली

## KAPRA SHARAMJEEVEE SANGH (Regd.) No. 350

KATRA SHAHANSHAI CHANDNI CHOWK, DELHI.

Affiliated with A.I.T.U.

Ref. No.....

Dated...3...3.....1959.

सेवा के

कापड़े ससे सं. 350

जगत सेकेट्री प्राल हेडिंगा ड्रेडरिनयत काउंस

प्रिय सार्नी

कपड़ा श्रमजीवी संघ का स्वयं प्रतिक्रिया मंडल प्रोप्रेस

मिलाना चाहता है। प्रतिक्रिया मंडल का उद्देश्य दुकानकर्मचारियों की दिक्कतों व मांगों को सम्भालने के हेतु व पॉलीमार्केट द्वारा प्रदत्त

मांगों को पूरा करने हेतु है। भारत सरकार के श्रम मंत्री गुलजारी लाल मता

को भी स्वयं पत्र लिखा है और उनसे कहा कि वह हमारी प्रतिपत्त के प्रतिक्रिया मंडल से मिलें।

श्रम मंत्री से मिलने से पहिले एक प्रोप्रेस मिलाना

मोहरा सं. 1

प्रोप्रेस है प्रिय मित्रों के सम्मान देने की कृपा

कापड़ा

प्रोप्रेस

31 मार्च 1959

*Tele them to meet  
our Vice - President Mess.  
Ranvir kumar + Prasen  
Shri TBV after having met  
him with them.*

1/3

जगत सेकेट्री कपड़ा श्रमजीवी संघ

261

March 5, 1959

Com. S.Manikyam,  
President,  
DBR Mills Workers Union,  
1-2-690 Bakshiguda,  
Hyderabad-Dn

Dear Comrade,

Thanks for your letter dated 27th  
February, 1959, addressed to Com. Dange.

Please write to Com.G.V.Chitnis in  
Bombay regarding the memorandum of the  
AITUC. He will be able to send you the  
same. We are giving his address below:

"Com. G.V.Chitnis,  
All India Trade Union Congress,  
R.L.Trust Building, (Law Bldg)  
55 Girgam Road,  
BOMBAY-4

Yours fraternally,

*K.G. Sriwastava*

(K.G.SRIWASTAVA)  
SECRETARY



5 MAR 1959

**D. B. R. MILLS WORKER'S UNION**

AFFILIATED TO I. N. T. U. C.

Reg. No. 441.

President :

Office

Gen. Secretary:

1-2-690, Bakshiguda  
Hyderabad.

Joint. Secretary:

Date 27.2.59. 195

Ref No.

Com. S.A. Dange,

M.P.

General Secretary,  
All India Trade Union Congress,  
New Delhi.

Dear Comrade,

The workers of this mills have been waging a bitter struggle for wage increase from the last two years. With disruption from rival union, also affiliated to the INTUC, the workers could not achieve their demands and the wage structure remains as it was more than nine years ago. Even bonus has been virtually stopped these years since 1954. With the policy of the Govt. as it is, the workers could get only a reference to the Tribunal for adjudication on the demands of basic wages, D.A., and House Rent.

Our union desires that the memorandum of the AITUC presented to the Textile Wage Board and the eviance tendered by you and other textile comrades or the AITUC may be kindly made available us for the use for and in the conduct of the case in the Tribunal. It may be mentioned that Com. Raj Bahadur Gour, M.P., has been requested by our union to appear as one of the witnesses in the case. The case is posted for evidence from the 4th March, and we would be needing the above material by the second week, latest.

*Soliciting your guidance & help*

With fraternal greetings,

Fraternally,

*to Amolak Ram*  
S. Manikyam  
President

*Refer herein to write  
to Com. Chitras  
mno  
5/3*

261

MEMORANDUM OF AGREEMENT UNDER SECTION 12(A)  
OF THE INDUSTRIAL DISPUTES ACT, 1947.

Name of Parties:

Representing Employers: Management of Hissar Textile Mills.

Representing Employees: Hissar Textile Mills Workers Union.

Short recitals:

It is felt by the representatives of the workers and the Management of the Hissar Textile Mills that in order to foster good relations between the Management and the workers and to keep the workers satisfied and to improve the efficiency of the Mills, it is desirable that there should be complete mutual understanding, and disputes, if any, should be settled mutually without recourse to any outside agency as far as possible. If, however, it is not found possible to come to any mutual understanding on any matter of dispute, in such matters recourse may be taken only to constitutional means.

The most important matter, which is likely to create friction every year, is the question of bonus, and, therefore, it is felt that an agreement be first arrived at on this important issue.

With the above object in view, while the Management is prepared to give a bonus despite losses and without any precedence for future, the workers on their part also assure the Management that they will work towards maintaining industrial peace and harmony in the Factory. It is also agreed that in consultation with the workers and appropriate machinery will be evolved to advise the Management in cases of individual grievances. It is also agreed that there would be no joint action by the workers in cases of individual disputes.

With regard to bonus, the following agreement has been arrived at between the parties mentioned above.

The terms of settlement are as under with reference to the Demand Notice No. 366/58, dated 23-12-1958:-

1. Regarding bonus;

(a) The agreement will operate till the end of financial year ending 30th June, 1959.

(b) The quantum of bonus to each individual worker will be determined at the rate of 75% of the rate declared as bonus payable to the employees of the Delhi Cloth Mills and Swatantra Bharat Mills in terms of their average monthly wages; for example, the bonus given to the employees of the Delhi Cloth Mills and the Swatantra Bharat Mills for the year ending 30th June, 1958, being equivalent to two months and twelve days' (i.e. 72 days) basic wages, the workers of Hissar Textile Mills will get a bonus of 54 days' basic wages ( $1 \frac{24}{30}$  monthly average basic wages).

(c) It is agreed that the employees who are working on deputation for this unit from any other unit of the Company will be paid bonus at the rate equivalent to the rate paid in the unit from which they have been sent on deputation.

(d) As a special case, the rate of bonus for the year ending 30th June, 1958, will be increased, so as to make the quantum for each worker equivalent to 56 days' average basic wages for the year ( $1 \frac{26}{30}$  monthly average basic wages).

(e) The quantum of bonus for the year ending 30th June, 1959, shall be determined at the rate of 75% of the bonus declared payable to the employees of the Delhi Cloth Mills and the Swatantra Bharat Mills for the year ending 30th June, 1959, or 54 days' basic wages, whichever is higher.

(f) All other conditions attached to the payment of bonus in respect of disbursements will be the same as in the Delhi Cloth Mills.

(g) In case any dispute arises over the bonus in the Delhi Cloth Mills and the Swatantra Bharat Mills

for the year ending 30th June, 1959, the quantum of bonus fixed in the above para i.e. 54 days will be distributed in the month of January, 1960, and the balance, if any, to which the workers of the Hissar Textile Mills may be entitled as decided in para 1(2) above will be paid after settlement of the Delhi Cloth Mills and Swatantra Bharat Mills dispute.

2. The demand of recognition of the Union is not accepted by the Management.

3. Code of Discipline:

Both the parties have already ratified it in an agreement reached on 26-6-1958, but, unfortunately, it was not properly observed. Now both the parties solemnly agree that the Code will be observed in its letter and spirit.

4. Re. Shri Sarvan Singh, a dismissed employee, the Management is not prepared to reinstate the worker. However, both the parties agree that this case may be sent to adjudication jointly.

5. Two demoted workers - Ram Lal and Malkhan Singh - will give an assurance in writing for their good conduct in future, and they will be made permanent. The cases of Hari Om and Kapil Dev could be reviewed at a later date.

6. Item 6 of the Demand Notice dated 23-12-58 is mutually settled.

7. Item 7 of the Demand Notice dated 23-12-58:- This demand was mutually discussed and explained.

8. Item 8 of the Demand Notice dated 23-12-58 is mutually settled and the demand is dropped.

9. The Grievance Procedure has been accepted by both the parties and a copy of which is attached as Appendix A.

10. A representative of the Union will be allowed to take part in the departmental enquiry to defend the worker, provided (i) he is an employee of the Mills and signs the proceedings and (ii) he will not be paid if he

remains absent from his duty in this connection.

An Enquiry Procedure is enclosed as Appendix B.

11. Copies of enquiry proceedings are already being supplied to the charge-sheeted worker.

12. The representatives of the Union have agreed to accept the suggestion from the Management that interest-free-loans will be given to workers for the purchase of cycles. Details of this Scheme will be worked out later-on mutually.

The Union withdraws the demand regarding the bus service.

13. The 'Badli' workers will be given equal work as far as possible.

14. This demand was mutually discussed and it was decided that the Union agrees to supply a list of those workers to the Management in whose cases the Union is of the opinion that injustice has been done on the question of promotion to permanent posts. The Management will consider this list on merits of the cases and will promote workers in <sup>where</sup> these cases injustice has been done, subject to a vacancy out of the total strength in that particular department. The list will not contain more than 30 names. The decision of the Management will be final. If the Union is not satisfied with the decision of the Management they may take recourse to only constitutional means.

15. The question of supply of uniforms to some categories of workmen will be taken up at some later date.

16. This demand was mutually settled.

17. The Management is already conscious that while making a worker permanent, a fault of very minor nature is not taken into consideration and the Management will continue this practice.

18. This demand is already under consideration of the Management.

Apart from the demands given in the Demand Notice No. 386/58 dated 23.12.1958, the following points were mutually agreed to :-

19. The list of the protected workmen was not received by the Management in the stipulated period. Therefore, the Management does not agree to accept the list.

20. It is agreed that in an individual dispute if the worker feels dissatisfied with the decision of the General Manager, the dispute will be referred to arbitration, if both the parties agree, and failing that to adjudication. Till such machinery is exhausted no agitation or joint action will be resorted to by the Union.

21. No permanent worker will be refused work if he reports for duty at the schedule time, subject to clause (30) of the Standing Orders.

Both the parties set their hands below to the above settlement, this 11th day of February, 1959.

Signatures of the parties :-

Representatives of the Union:-

1. Shri <sup>Supri</sup> Bikram Singh.
2. Shri <sup>Rachpal Singh</sup> Rachpal Singh.
3. Shri <sup>from union</sup> Sat Narain.

Representatives of the Management:-

1. Lala Bansi Dhar, Managing Agent.
2. Shri H. C. Jain, <sup>H.C. Jain</sup> General Manager. 11.2.59.

Signed in the presence of the Labour Inspector and Conciliation Officer, Camp Hissar.

*Attestation*  
*11.2.59*  
*Camp Hissar*

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A delegation of five textile engineering workers on behalf of the Textile Engineering Committee Bombay and the Ahmedabad Textile Engineering Mechanic Seva Mandal has recently toured the important textile centres of India in ~~xxx~~ response to the proposed All-India Textile Engineering Workers Conference presumed to be held in Bombay by the middle of March 1959.

The delagates have visited Baroda, Indore, Gwalior, ~~and~~ Kanpur and Delhi. A similar delegation was also sent to South India which visited Textile centres like Madras, Coimbtore, Madurai and Bangalore. Both the delagations had direct talk with the textile engineering workers where ever they went and this was possible only by the active support and co-operation of the H.M.S. and A.I.T.U.C Comrades working at these centres.

The delegates observal throughout that the workmen in engineering section and unions representing tham were anxious to join in any collective efforts to ventilate the grievances of ~~xxxx~~ this neglected section. The delegates had an good response from the sorkers' and they feel that the proposed All India Conference will be a success and that the contacts which have been established among the workers themselves will last long and help in building the movement.

The delegation was composed of the following members: Shri S.F.X.Pereira, Shri B.G.Kamath, Shri Gulam Ahmed ~~for~~ from Bombay and Shri T.H.N.Nayar, Shri Jaikrishnadas from Ahmedabad.

25 FEB 1959

PHONE : 24011 (4 LINES)  
GRAMS : "YARN"

261

DELHI CLOTH MILLS

PROPRIETORS : THE DELHI CLOTH  
AND GENERAL MILLS CO., LTD.

BARA HINDU RAO  
POST BOX NO. 1039  
DELHI.

Ref. No.

40777

Date

23rd Feby 1959

The Director of Industries & Labour,  
1 Rajpur Road,  
Delhi.

Dear Sir,

In continuation of our letter No.LO/767 dated 21st Feby 1959 we have to inform you that the hunger strike at officers' gate of our factory, started by the two workers formerly engaged by a contractor of our mill, whose contract has been terminated, is continuing since 2 p.m. of 19th Feby 1959. From the after-noon of 21st Feby 1959 another man said to have been working under the same contractor has joined the hunger strikers.

Meetings and demonstrations are continuing to be held several times daily at our factory gates by Sri B.D.Joshi and his other comrades namely, Sri Asa Ram, Sri Baldeo Singh and Sri Narain Prasad, all of whom are office bearers of the Kapra Mazdoor Ekta Union. The speeches delivered by them in these demonstrations are continuing to be highly provocative and inflammatory.

We are herewith enclosing a copy of the speech delivered by Sri B.D.Joshi on the 21st Feby. 1959 at 3 p.m., at the workers' gate of our factory which is an unmistakable provocation to the workers and incitement to them to commit acts of violence against our officers. In the underlined portion of his speech he has made a reference to one Sri Dhanpat Singh, an ex-officer of our mills, whom the workers had brutally assaulted inside the mill premises some years back under the instigation of the Ekta Union. This reference by Mr.B.D.Joshi to the above noted incident clearly shows that he is out to incite workers to take recourse to similar assault on the officers of our mills.

We may also bring to your notice that while Sri B.D.Joshi was addressing the above said gathering at the workers gate brickbats were thrown by some of the workers assembled there in his presence and one brickbat struck watch and ward duty officer, Sri Damodar Singh at his chest inside the gate. The brickbat which struck him has been kept in the custody of our Watch & Ward department.

We need not mention that when persons like Sri B.D.Joshi preach and encourage violence and openly instigate workers to assault officers, it is only natural that dangerous consequence may follow.

Kindly look into the matter and take necessary action in time to prevent untoward occurrence.

Please treat this as very urgent.

Yours faithfully,

*B. D. Joshi*  
General Manager.

Encl. one.



DELHI CLOTH MILLS

4.781  
23/2/59

REC-214

Copy to General Secretary, Trade Union Congress, 4 Ashoka Road,  
New Delhi.

4777

In accordance with the provisions of the Industrial Disputes Act, 1947, the following is a list of the names of the workers who have been employed by the Delhi Cloth Mills since the commencement of the business of the said mills on the 1st day of January, 1959.

The names of the workers who have been employed by the Delhi Cloth Mills since the commencement of the business of the said mills on the 1st day of January, 1959, are as follows:

1. Mr. ...  
2. Mr. ...  
3. Mr. ...  
4. Mr. ...  
5. Mr. ...  
6. Mr. ...  
7. Mr. ...  
8. Mr. ...  
9. Mr. ...  
10. Mr. ...

The names of the workers who have been employed by the Delhi Cloth Mills since the commencement of the business of the said mills on the 1st day of January, 1959, are as follows:

11. Mr. ...  
12. Mr. ...  
13. Mr. ...  
14. Mr. ...  
15. Mr. ...  
16. Mr. ...  
17. Mr. ...  
18. Mr. ...  
19. Mr. ...  
20. Mr. ...

General Secretary  
Trade Union Congress

ता० २२-२-५६ की रात की १०-२० बजे से १२-४५ तक ठीकर गेट पर सत्ता  
यूनियन की घाटिंग में श्री श्री० डॉ० जी० जी० जी० का भाषण :-

श्री श्री० डॉ० जी० जी० जी० :- साहिबी । मैं पाठक को श्री १९४६ से जानता हूँ जब यहाँ  
दिल्ली कायम मित्र में हड़ताल हुई थी और पाठक साहिब का टीप एक नम्बर गेट  
से ४ न० गेट तक मीटर के पारिष्ट को तरफ घुड़कता फिरता था । दिल्ली कायम  
मित्र के उतान दिमागू रानी बाठे माजिरी ने स्त्री भवलय से छिरे पाठक को यहाँ बुलाया  
है । जब सम्मती ने देखा कि सत्ता यूनियन मसलाह, ग्रेजुटी, टेम्परेरो, डेवियरो  
और डूबरी रीति की छड़ रही है तो पाठक को बाधता करते यहाँ जाया कि वह ४०००  
कारोगरों से स्त्री को प्रोडनान करेगा । जिस के छिरे उलने कई मांसे हीठ दिर ।  
कुछे कुछे कारोगरों की ज्वरदस्ती छिटायर करना शुरू कर दिया । २०० दस्ती हाते  
वालों की निकाल बाहर कर दिया । जाप जीर्णों की फता होना बाहिर कि दसों  
साता का मामला कोई नया मामला नहीं । हात बाठ मास फलै का मामला है जब  
हमनी दसों हाता, लीकते वालों का मामला सीट में पैर किया था । देखा न ही कि  
हम नामवाव की बारें सब छिरे उन सटफे वालों की यूनियन की बाप में घुड़क दिया ।  
हमें सब कारोरा कारों तरफ मुकाबिला करना पड़ रहा था । हमारा स्याउ ठंडी  
छड़ाई छड़ी का था मगर उध उतान दिमागू और कुछे के मजल बाठे पाठक ने २००  
जादगियाँ का मकला फल दिया । १९४६-४७ को हड़ताल में उध का यहाँ से मुहं काता  
हुवा था और वह सब १०० मी० मि० में फल गया । यहाँ भी उली मि० की पैर फल  
दिया । मि० के कारों तरफ दीवार सिंभाह, साटरीं से के गिद दीवार सिंभाह ।  
कोई बोझो छिटाने नहीं पा सकता था । लीक यूनियन का नाम नहीं से किया था ।  
कमो पाठे हुए मुन्डीं द्वारा धिर फटीठ करवाह । दसों कारोगरों की निकाल ।  
जातार के ६ हाठ के संघर्ष से सब के निकले कुछ मांसे ही कारोगरों की जि पर  
सबल सब के हड़ताल से, हमनी बरी करवाया, उन को फलानते कराई । जिस पर यूनियन  
का २०००० रुपी धरं हुआ । यही सब पाठ जब हकी यहाँ शुरू कर रही है । बनिध  
के समय भी छिरे कि हकमा कर सहायत करा छिरे जिस का पैर हम मजदूरी से छड़  
रहे हैं और हम उध हाठ के बनिध की छड़ाई छड़ कर घुद धनी हम से कसूठ करे । जाप  
की याद हीगा एक बार धनपस ने भी देखा बनिध बंधवाया था । हमें विश्वास है कि  
हमारे कारोगर साहिबी में धम है । यह जब करतो पर था जाते हैं तो फिर बरी हाठ  
हीजा है कि मास्टर जीग या उलमारियाँ के पीछे या कुधी के पीछे हुमते हैं । हाँ हमना  
कर है कि कार भरें हैं तो गरी की रहते हैं । तो दीसती जाप ने साकल करना है कि  
कम जीर्णों में गिरत है, कम है, क्या है । बरी और कुछ नहीं तो बाकिदरों से ज्वरामनी  
करना छिट की । प्रता निगाह ही टंडी कर ली । पाठक जिमर से मुजरी टंडी निगाहें  
यह देठ कर ही मजदूरी कर है कि कारोगर नाराज़ हैं । दो एक दिन देखा करी । उली  
बाद जाने भी बताया जाला । सब बकल हता ही करी । जब जाप जीग बाफ़ीधर  
गेट तक की ताकि हाथो बाम्बर फमाउ की मूख हड़तालियों के साथ बिठाया जाय ।

25 LD 1333  
कपड़ा मज़दूर एकता यूनियन

गोशाला गेट, किसानगंज मिल एरिया, दिल्ली

Ref. No. KMEU/D.C.M./31/59.

~~सिक्रेटरी~~ ~~प्राच~~ ~~जनरल~~ ~~सिक्रेटरी~~

~~प्रिय साथी,~~

To

The Managing Agents,  
Delhi Cloth & General Mills Co., Ltd.,  
Bara Hindia Rao,  
Delhi.

24th Feb. 1959

Dear Sir,

Subject: Physical assault on workers.

This is to convey to you our most serious concern at the turn the events are taking in the Delhi Cloth Mills as a direct sequel to the policy of brutal repression and terror carried on by the management against the workers for some time past. In furtherance of this policy, certain anti-working class bullies employed in junior posts like Watch & Ward Sepoys, etc. have now started violence against the person of workmen who happen to incur their displeasure for one reason or the other. We hope you are already aware of the unfortunate incident that took place last evening near the labour gate inside the mills. Two workmen, M/S. Bachi Ram of Weaving 'B' Section and Nar Singh of prrn winding Department were physically assaulted by a Watch and Ward Sepoy, Ram Kishan by name. It appears that this man, against whom there have many complaints in the past for rough-handling of workers, was assisted by some other unruly elements inimically disposed towards the Union and its members. The assault was of a serious nature, and but for timely intervention of a large number of workers who were coming out of the mills during the recess, the two workmen would have suffered grave injury. The two workers are now undergoing treatment at the Employees State Insurance Corporation Dispensary.

contd .....2

-2-

This destardly attack on defenceless workers has created lot of sensation and resentment among not only the Delhi Cloth Mills workers, but also among the Textile workers in general. The workers are already undergoing great mental suffering and strain due to the 'hunger-strike' of Tailoring workers, and if such provocations are added to the situation, the workers are likely to lose patience, with extremely undesirable repercussions on industrial peace and law and order in the locality. We, therefore, deem it to be our duty to warn you against the policy of abetment of such crimes on the part of the Delhi Cloth Mills management. We would also like to remind you that exactly similar situation was created in the Swatantra Bharat Mills in December, 1954 when this same General Manager, Shri B.D. Pathak presided over the affairs of that Mill. Then, too, our repeated warnings and entreaties to save situation were allowed to fall on deaf ears by Shri Pathak, with consequences which one would hardly like to remember to-day.

Even at this late hour we would appeal to you to take ~~XXX~~ stock of the situation dispassionately and act in accordance with dictates of justice and fairplay.

It need hardly be observed that such incidents involve a serious breach of the 'Code of Discipline' on the part of the management, and to the extent the management not only stubbornly refuses to implement the Code, but also suffers it to be violated under their very nose, the workers are likely to consider themselves absolved of the responsibilities devolving on them.

Yours faithfully,

  
 (B.D. Joshi)

General Secretary.

contd.....3

Copies forwarded for necessary action to:-

- (i) Shri G.L. Nanda, Union Minister for Labour & Employment, Government of India, New Delhi;
- (ii) The Union Minister for Home Affairs, Government of India, New Delhi;
- (iii) The Deputy Commissioner, Delhi;
- (iv) The Inspector General of Police, Delhi;
- (v) Shree R.L. Mehta, I.A.S., Evaluation & Implementation Division, Govt. of India, M/O Labour, New Delhi;
- (vi) The General Secretary, All-India Trade Union Congress, 4- Ashoka Road, New Delhi;
- (vii) Shree Gopinath 'Aman', Chairman, Implementation Committee, Delhi Administration, Delhi;
- (viii) Dr. B.R. Seth, Director of Labour and Industry, Delhi;
- (ix) General Secretary, Provincial Trade Union Congress, 1-G/33, Rohtak Road, New Delhi.

*sd/*  
GENERAL SECRETARY.

87-28

# कपड़ा मजदूर एकता यूनियन

गोशाला गेट, किसानगंज मिल एरिया, दिल्ली

Ref. No. KMEU/D.C.M./30/59

~~सेक्रेटरी~~ ~~ब्रांच~~ / जनरल ~~सेक्रेटरी~~

261

Dated: 23rd Feb 9

~~शिप~~ ~~खाशी~~,

To

The Managing Agents,  
Delhi Cloth & General Mills Co. Ltd.,  
Bara Hindu Rao,  
Delhi.

Dear Sir,

Subject: Unfair Labour practices by D.C.M.  
Management and closure of Tailoring  
Section of the Mills.

~~XXXXXXXX~~,

It is once again with the greatest regret that we find ourselves constrained to address you on the above subject. It has become all the more necessary for us to do so since the General Manager of the Delhi Cloth Mills, in keeping with his <sup>past</sup> ~~set~~ practice, has started a campaign of vilification of the Union and gross distortion and misrepresentation of facts with a view to discredit and defame the Union and its leading functionaries, and hence made it unavoidable for us to clarify our position.

As you are very well aware some workers belonging to the Tailoring Section of the Union have been on hunger-strike in front of the Officers' gate of the mills. You are also aware, no doubt, that the workers have been compelled to resort to this last weapon in their armoury since the management with its vastly superior resources in money, organisations influence and favour of the Government, has hurled all its forces against the small group of semi-starved Tailoring workers. Overwhelmed by this titanic might, the poor workers seem to have preferred a heroic death by starving themselves out at the mill gates to a life of misery and degradation which the management wanted to force on them.

We would very much like the following statement of facts  
contd . . . . .2

should go on record in the nature of a caveat lodged on their behalf in case the parties are one day called upon to defend their actions before the bar of public opinion.

The demand of the workers that the Company should abolish the abnoxious system of employing labour through intermediaries, or the so-called 'contractors' has been a subject-matter of agitation and dispute for the last 5-6 years. The company has been employing a large number of workers in Tail ring, Coal, construction and maintenance Departments. The jobs entrusted to them form a normal part of the working of the mills. Most of these workers have been working ~~at times~~ regularly in the mills for periods ranging between 8-16 years. Yet the management refuse to treat them as mill-employees. In order to justify their stand the management have adopted the subterfuge of 'contract' system. By this clever device they have managed to deprive a large number of such workers of rights, privileges and monetary benefits ordinarily admissible to mill employees.

Some years back these workmen joined this Union in large numbers, and took up their demands with the management as well as with the Government through the Union. On 2 or 3 occasions thereafter the management made attempts to get rid of these employees by effecting a change in the incumbency of the intermediary or 'sub-contractor'. But these efforts were always frustrated by timely action of the workers who insisted that their employment in the departments concerned must be continued irrespective of any change of 'contractor'. Thus there have been bitter conflicts on one or two occasions in the past on the issue.

At last the Government through two separate references entrusted to whole matter for adjudication by the Industrial Tribunal, Delhi. The issues framed in these references, viz. Ref. F. F.1(140)/56, E.I. & L., dated 30.7.'56 and No. F. 10(14)

58, E.I. & L, dated 3-3-1958 are as follows:-

(a) Whether the workmen, employed, through intermediaries or 'contractors' should be treated on par with other regular employees in respect of wages, Dearness Allowance, etc.

(b) Whether the workmen engaged through intermediaries or sub-contractors should be deemed to be regular workmen of the Company, and whether workers engaged on operations like construction work which formed a normal feature of working should be treated as regular workmen and given benefit of past service and entitled to the same service-conditions as other workmen and what directions are necessary in this respect?

From the very beginning the management seemed to be aware to the weakness of their case, and they, ~~therefore~~ therefore adopted all sorts of dilatory tactics to thwart, delay and if possible nullify the proceedings before the Industrial Tribunal. In this game they have been successful. The proceedings before the Industrial Tribunal now stand 'stayed' by an order of the Punjab High Court. Having thus brought the legal proceedings to a standstill, the management launched a fresh offensive against the Tailoring workers who happen to be in the forefront of the struggle for abolition of the so-called system of 'contract labour' in the mills. This offensive was especially intensified after Mr. B.D. Pathak took over as the General Manager of the Delhi Cloth Mills. Mr. Pathak has always been a sworn enemy of any sound trade Union movement. One of the many steps taken by him to cripple the influence of the Union among the workers was to manoeuvre the replacement of the old contractor by a new one, so that the latter would work directly under his instructions in all matters. In so doing, however, the rates for tailoring work were fixed so low that there was no margin of profit left for the 'contractor'. An attempt was then made to further depress the already poor wage-rates of workers. When this was resisted by the workers, the 'contractor' threatened them that they would have ~~to~~ to lose their job since he would give up the



'contract' if his margin of profit did not go up. He actually informed them on the 11th inst. that he was thenceforward not responsible for making payment of their wages to them. No payment was infact made to them on their pay-day which fell on 10-21959. It this the workers got agitated but,settled down to their work soon after when the General Manager got the payment of their earned wages made to them from the Companies' funds. The next day, however, the 'contractor' again informed them that if they wanted to work they should first obtain an assurance or guarantee from the Company for payment of wages earned by then and that he ('the contractor') accepted no liability for such payment, since the General Manager had refused to increase the rates of Tailoring work unless he got rid of some of the "undesirable" elements among the working force. These undesirables were supposed to be no other persons than the active union workers in the Department. Since the 'Contractor' did not readily agree with this suggestion, the manager was bent upon turning him out. Thereupon the workmen approached the General Manager and wanted to know from him as to who was going to make payment of their wages to them thenceforward since the 'contractor' had disowned any liability for such payment. They were told by the General Manager that the management too accepted no responsibility for their wages or employment and that they need not work till this or some other "contractor" took charge of the Department.

Having thus contrived to trap the worders, the management then came down with a heavy hand on the poor worders and refused to allow them to enter the mill-premises with effect from 16th February, 1959 on the false plea that the workers had struck work and that the 'contractor' whose employees they were, had left the work.

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The Union, thereupon, sought the intervention of the Director of Industries and labour and the Conciliation Officer. But they seemed to be helpless in the matter, as they always are when employers like the Delhi Cloth Mill Company or the Birlas happen to be in the picture. As the workers already know from their experience that it is futile to expect any relief in such matters from the local administration, they have resorted to such lawful methods as are open to them to rouse public conscience against the unbridled tyranny and oppression of the Delhi Cloth Mills management.

Three of the 175 and odd workers who have thus mercilessly been thrown on the streets have been on a fast unto death in front of the gates of the Delhi Cloth Mills with effect from the 19th inst. Their condition is reported to be suffering deterioration every day. The tension among the other sections of workers in the Delhi Cloth as also in other Textile Mills is mounting.

Unless, therefore, the management can see their way to deal out justice to the workers and undo the wrongs done to them, the Union will deem it to be its bounden duty to unleash a widespread struggle in support of the demand of wronged workers of the Tailoring Section of the Delhi Cloth Mills. The management of Delhi Cloth Mills. ~~THEX~~ as also the labour Directorate of the Delhi Administration, who have signally failed to discharge their functions in this matter, will be responsible for the consequences which may flow from such a struggle.

Yours faithfully,

(B.D. Joshi)  
General Secretary.Copy forwarded for information  
and necessary action to:-

1. The Director of Industries & Labour, Delhi.
2. Conciliation Officer, Delhi
3. Gopinath Aman, Chairman, Labour Advisory Board Delhi.
4. Shri R. L. Mehta, M/o Labour, New Delhi.

P.T.O.

25 FEB 1959

## THE DELHI CLOTH MILLS.

4/789

261

Delhi.

24th Feb., 59.

The Director of Industries & Labour,  
1, Rajpur Road, DELHI.

Dear Sir,

During the last several days we have been repeatedly bringing to your notice the facts of demonstrations being held and inflammatory speeches being delivered by Sri B.D. Joshi, General Secretary of the Kapra Mazdoor Ekta Union and his other comrades at the gates of our factory.

We regret to bring to your notice again that on 23rd February, 1959, on the instigation of the above named persons, a number of workers of our mills created serious roudyism inside our factory premises at about 7-30 p.m. One Sri Bachi Ram, weaver Wvg. B Mill raised a false alarm that his food had been spilled by a sepoy named Ram Kishan, whereupon a number of workers assembled, caught hold of the said sepoy and assaulted him. One of the workers threw a tin mug at the sepoy which struck sepoy Sajjan Singh at his mouth and hurt him. Jemadar Sri Jagannath who tried to rescue sepoy Sri Ram Kishan was also assaulted by the workers and was hurt.

Sri Bachi Ram laid himself down on the ground and pretended to be unconscious and dying. After this some active workers of the Ekta Union made Sri Bachi Ram lie down on a stretcher and took him round the factory from department to department shouting that Sri Bachi Ram had died and appealing to the workers to strike work. A hand-out issued by the Management to the workers regarding the above incident is enclosed.

After the above incident Sri B.D. Joshi addressed a gathering of the workers at 10 P.M. at the workers gate of the factory. A copy of the speech, which is extremely provocative and inciting the workers to violence, is attached.

The above serious incident bears testimony to the facts that the Ekta Union people are out to create mischief and cause chaos in our mill and to bring the factory to a stand-still by heck or by creek.

We may also inform you that the Ekta Union has announced that a large procession of workers from all the textile mills of Delhi will reach the gate of our Mills this afternoon at 5 P.M. for staging a huge demonstration.

We are bringing the above facts to your notice with a request to you to take immediate steps to prevent the situation in our mills from deteriorating further.

Yours faithfully,

*B. S. Chatterjee*  
GENERAL MANAGER.

Enc. 2.

Copy to the General Secretary,  
All India Trade Union Congress,  
4, Asoka Road, New Delhi.

4/800  
24/2/59

गिट मीटिंग स्कूला यूनियन २३-२-५६, समय १० बजे रात

आज बारीस २३-२-५६ की रात के १० बजे ठेकर गिट पर स्कूला यूनियन की मीटिंग हुई। २००-२५० के करीब चढ़ने वाली शिफ्ट के कारीगर मौजूद थे। श्री बी० डी० जोशी जी ने तक्रार करते हुए कहा:- साथियाँ! पाठक की सख्तियाँ और उसके जलूम हद से बढ़ रहे हैं। अब वह अपनी वाच एण्ड वाई स्टाफ़ से मजदूरों पर घातक हमले करा रहा है। ज़ाने आज अभी थोड़ी देर पहले उस ने वाच एण्ड वाई से २ कारीगर साथियाँ को बुरी तरह पिटवाया। दोस्तों! तुम लोग अब तक यह बरदाश्त करते रहोगे। आज से कसम खाओ कि हम बदला लें। याद रखो अगर आज से ही इन बातों की रोक थाम न की गई तो बहुत मुशकिल हो जाएगी। पक्का हवादा कर लो कि या तो हमारी लाशें निकलेंगी या पाठक का मुंह काला होगा। वाच लोग मागे मागे हमारे पास जा जाते ही और कहते ही कि बोनस दिलवा दो, महंगाई बढ़वा दो, यह कर दो और वह कर दो। हम यह कैसे कर सकते हैं। हमारे पास फ़ौज नहीं, पोलिस नहीं। यह सब ज़रिए पाठक के हैं। हमारे पास एक ही है - आप का संगठन। अगर संगठन करना है और अपनी यूनियन को सहयोग देना है तो हम सब कुछ करेंगे - और अगर कुछ नहीं करना तो जाओ अपने अपने घरों को। अभी से सोच लो कि तुम्हारे सारे फ़ैस भी डूब जाएंगे। यह दर्जों साते के तीन आदमी भी मर जाएंगे और न मालूम क्या कुछ होगा। मेरी तरफ़ से आप को लाठियाँ लें या जूते लें लेकिन अगर अभी से हॉल में आ जाओगे तो सब कुछ हो जाएगा। यहाँ पर लड़े पोलिस वाले और सी आई डी वाले नाट कर हैं। अगर कल तक पोलिस ने इस बात का कोई एक्शन न लिया तो हम ज्यादा बरदाश्त न करते हुए आई जी और कमिश्नर तक की कोठियाँ पर घरना देंगे। इसी समय आगे प्रकाश दर्जों साता ने कहा, साथियाँ! मेरे साथ नारा लाओ। खून का बदला खून से लें - जोशी जी ने कहा कि आप डिस्प्यूटी पर जाते लातों लातों में नारे लाओ। कल २ बजे मुज़ाहिरा ही रहा है। खूब गरमा गरमी से वहाँ आओ। फिर हम पाठक की देखेंगे।

कल रात हाफ टाइम की छुट्टी में एक ऐसी घटना हुई, जिससे यह मालूम होता है कि कुछ लोग किसी न किसी तरह मिल में असंतोष फैलाने और फगड़ा कराने पर उतारू हैं। बुनता नं० २ के एक कारिगर बच्चिराम ने कारिगरों के गेट पर ड्यूटी वाले संतरी से खाने का कटोरदान न खोलने की ज़िद करके तकरार कर ली और उसको बहुत आगे बढ़ा दिया, यहां तक कि गेट के बाहर के लोग भी मौका पाकर अन्दर आ गए। हालांकि इस आदमी को कोई चोट नहीं लगी है, फिर भी फगड़ा करने के इरादे से उसको स्ट्रैचर पर डाल कर खातों में घुमाया गया ताकि कारिगरों में गुस्सा और असंतोष पैदा हो। कारिगर खुद ही अगर चाहें तो पता लगा सकते हैं कि इस आदमी को कोई चोट नहीं आई है, यहां तक कि किसी हस्पताल ने भी उसे दाखिल नहीं किया और वह आदमी चलता फिरता मौजूद है। सारी बात तो यह है कि कुछ लोग दूसरे राजनीतिक मकसदों को पूरा करने के वास्ते कुछ न कुछ फगड़ा कराना ही चाहते हैं। जिन लोगों ने भूख हड़ताल की हुई है, उन के बारे में मैंने पहले ही कारिगरों को सब बातें साफ साफ बतला दी हैं। ये सब मामले, जैसा ऊपर कहा गया, किसी न किसी तरह फगड़ा कराने की मंशा से ही किये जा रहे हैं। मैं कारिगरों से अपील करता हूँ कि वे शांति से अपने काम में लगे रहें।

यह भी मुझे पता है कि कारिगरों पर तरह तरह के दबाव डाले जाएंगे कि वे काम में रुकावट पैदा करें। लोगों में बेचैनी फैलाने के लिए अफवाहें भी उड़ाई जाएंगी। मगर आप लोग समझदार हैं और अपना भला बुरा समझते हैं। मुझे उम्मीद है कि आप लोग मिल के अंदर कोई ऐसी चीज़ नहीं होने देंगे जिससे आपका और कम्पनी का नुकसान हो।

87-92

# कपड़ा मज़दूर एकता यूनियन KAPRA MAZDOOR EKTA UNION

Goushala Gate, Kishenganj Mill Area, Delhi

Ref. No. KMEU/D.C.M./ 28. /59

Dated: 21st Feb. '59.

To

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

Dear Comrade,

We are in receipt of your letter No. nil of 18th February, 1959, forwarding copy of a letter received by you from the Management of Delhi Cloth Mills, making serious allegations involving breach of 'Code of Discipline' on the part of certain leading office-bearers of the Union. In this connection I have to report as under:-

The Union emphatically refutes the charges levelled by the management against its office-bearers, in particular, against Sarvashree Asha Ram, Baldeo Singh and Chandramani. All the three are responsible and tried workers of the Union and have all along been held in the greatest ~~esteem~~ esteem by thousands of workers. Indeed it could be said without any fear of contradiction that till last year this same management acknowledged that these and some other workers in the mills, who are also now person<sup>a</sup>-non-grate with the management, represented the most enlightened and responsible leadership enjoying the confidence of the vast majority of workers. For sometime past, particularly since October, 1958, the management have started an all-out offensive against the Union and its workers. The Union has all along ~~it~~ kept you and the Government informed of the anti-labour and anti-union activities of the management following in the wake of Union's demand for implementation of the decisions of the 16th Tripartite Indian Labour Conference, particularly those relating to the ratification of the 'Code for Discipline'. A reference in this connection is invited to

contd.....2

the letters mentioned in the enclosure.

As regards the complaint in the instant case, I regret to say that the management's version of events is grossly distorted and highly coloured. The facts of the case are as follows:-

The Delhi Cloth Mills Company has been employing a large number of workers under some sort of a "contract system". The workers, through this Union have all along been agitating for abolition of this system, since it deprives them of practically all the privileges and rights which ordinarily accrue to other workmen. They are engaged on jobs which form regular or normal part of the work of the undertaking, yet the management refuses to treat them as its employees and <sup>has</sup> adopted the ~~x~~ subterfuge of interposing another intermediary, a so-called "independent contractor", between them and the workmen. Every year there is some ~~xxx~~ trouble in these departments, managed through the so-called 'contractors,' since these persons run away due to internal group <sup>n</sup> rivalries ~~politics~~ among the officers of the Company, often depriving the workers of their dues. In the year 1955, the State Government referred the issue involving the determination of the status of these workmen qua the management <sup>for adjudication</sup>. The following year another reference requiring adjudication of the Union's demand for abolition of this <sup>obnoxious</sup> ~~noxious~~ system altogether was made. These two cases have ever since been pending before the Industrial Tribunal, Delhi. The management were afraid that the decision of the Court may go against them; they, therefore, adopted all ~~xx~~ sorts of dilatory tactics to thwart the proceedings before the Court. At last they were able to obtain a direction of 'stay of proceedings' from the Punjab High Court, and the matter is since then resting in the files of the High Court. The management has utilised this opportunity to the fullest extent for bringing about a radical change for worse in the

service conditions of the workmen, who cannot claim any relief from the Court so long as their exact status is undefined.

One of the departments where the aforementioned system of employment obtains, is what is known as the 'Tailoring Department'. It employs about 200 operatives regularly. Almost all these workmen happen to be active members of the Union. So they have always been a thorn in the side of the management.

Recently the management terminated the 'contract' of the <sup>old</sup> ~~old~~ 'contractor' and handed over the Department to a Sindhi gentleman. This man was reported to have fallen foul of some officers in the Department over financial transaction and tried to escape without making payment of ~~works~~ workers' wages to them. The workers raised a hue and cry against this and were able to wring their dues out of him with great effort. The 'contractor' then told the workers that he was not responsible thenceforward for the payment of their wages, as the remuneration offered by the management for the work entrusted to him <sup>was</sup> ~~is~~ totally insufficient. Thereupon the workmen approached the General Manager and other officials of the management requesting them to guarantee the payment of their wages to the workers. When both the management as well as their 'contractor' refused to undertake payment of wages to them, the workers stopped working and asked for an assurance ~~is~~ from the management that the piece-work wages earned by them would be paid to them even if their 'contractor' vacated the post. It seems the management, who had all along been in a look out for an opportunity to get rid of these workers, struck at the workers heavily and turned them out of the factory on the plea that since the 'contractor' had given up the work, the workers being his employees had no right to be inside the factory.



It was against this high-handed, grossly unfair, and <sup>pa</sup>patently improper action of the management that the workers of the Tailoring Section in <sup>c</sup>Company with other workers, took out a procession from the mill gates on the evening of ~~the~~ 13th inst. They demonstrated peacefully in front of the mill gates. It is ~~also~~ correct that a small section of workers demonstrated in front of the residence of the Officer incharge, Folding Department. But the allegations that abusive <sup>u</sup>slogans were shouted against any officers of the Company, or that any effigy was burnt at the gates or in front of Mr. Malik's residence, are patently false. In making such wild and fantastic allegations the management, in the person of Mr. B.D. Pathak, General Manager, is actuated by a deep-rooted malice and ~~an~~ hostility towards the Kapra Mazdoor ~~Ekta~~ Union and its workers and sympathisers. It is interesting to note that in ~~line with his fast practice~~ the manager has gone to the extent of associating the names of leading officers of the Union, Sarvashree Asha Ram, Baldeo Singh and Chandramani with the alleged incidents. Two of these workers, namely Shree Bal-Deo Singh and Shri Asha Ram have already been under suspension for the last 3 months on the charge of participating in a perfectly peaceful demonstration outside the factory premises. This demonstration was staged as a mark of protest against the repeated failure of the management to implement awards and settlements and against calculated attempts to suppress trade union activity and stifle all opposition to their high-handed policies. The case of these two workmen is already before the Industrial Tribunal. By falsely implicating these workers in such imaginary incidents, the management is trying to find a support for their previous <sup>g</sup>cock and full story. They hope that by weaving such a web of accusations, they would be able to influence the mind of the adjudicator.

The present complaint of the management is also part of a planned campaign to malign and vilify the Union, which is not liked by the General Manager of the ~~XXXXXX~~ mill since it stoutly defends the ~~the~~ <sup>Cause</sup> ~~cause~~ of the workers and generally supports the democratic left trend in politics. The General Manager on the other hand happens to be a ~~staunch~~ <sup>staunch</sup> communalist and has been instrumental in bringing into existence an R.S.S. - Jan Sangh sponsored Union as a second line of defence in case I.N.T.U.C. Union fails into its objective of disrupting the unity<sup>y</sup> of workers.

I must hasten to assure you that it has all along been our endeavour to honour the commitments made by the representatives of the I.N.T.U.C. in respect of observance in word as well as in deed of the provisions of the Code of Discipline in the Industry. In fact the Union has had to incur the displeasure of certain sections of the workers for what they called its 'weak-kneed' policy in relation to matters of discipline. But by their consistent and determined efforts to undermine the strength of the Union and to smash the unity and organisation of the workers, the management have made it difficult for us to keep the large mass of workers under indefinite restraint.

I may also inform you that three of the Tailoring workers have now started a ~~xx~~ fast in front of the gates of the mills. The management have already started a campaign of vilification against the workers through ~~bulletins~~ <sup>leaflets</sup> etc. The situation is becoming more and more delicate every day. But the management refuse to give up their reactionary policies. For 3 months the Union knocked the doors of the Government and offered to have its complaints against the management examined by <sup>a</sup> the tripartite body consisting of representatives of the two parties and the Government. But the management

-6-

moved earth and heaven to frustrate ~~any~~ such efforts. The local Government is too weak to prevent even the most flagrant violations of the Code on the part of the management. In the circumstances the Union is left with no alternative but to devise its own methods to bring home to the management the utter absurdity and dangerous possibilities of their ill-conceived and anti working class policies and actions.

Notwithstanding the above, however, the Union would gladly abide by your advice <sup>in</sup> the matter and would request you to use your good offices to persuade the management to adopt a reasonable attitude towards the workers and their movement. The Union is even prepared, if you so desire, to ~~accept~~ accept the ~~case~~ arbitration of an independent person or to entrust its case to a board of arbitrators representing the workers and the management. We however, see no other alternative to this proposal, except prolonged friction, strife and bitter conflict.

Yours Comradely,



(B.D. Joshi)  
General Secretary.

Annexure

Letters already addressed to the All-India Trade Union Congress on the subject of Breach of 'Code of Discipline' by the Management of Delhi Cloth Mills.

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Letters No.

KMEU/DCM/219/58, dated 10/13- October, 1958;

KMEU/DCM/230/58, dated 23-10-58;

KMEU/DCM/~~235~~ 237/58, dated 25-10-58;

KMEU/DCM/ 285/58, dated 29-11-1958;

KMEU/~~DCM~~/Govt. 314/58, dated 29-12-58;

KMEU/Govt./313/58, dated 29-12-58;

KMEU/Govt./295/58, dated 3-12-58.

.....

Note on the draft Constitution.

The constitution generally follows the routine draft constitution supplied by the office of the Registrar of Trade Unions. Changes are made in the following respect either by way of modifications or additions.

- Clause 4: (1) Honorary members to be admitted by the General Council - their number not to exceed 35 subject to section 22 of the Trade Unions Act.
- Clause 11: (2) A President, a General Secretary, not more than six Vice Presidents and five Secretaries and two Treasurers - elected by the General Council.
- Clause 12: (3) Managing Committee to consist of 125 other members to be elected by the General Council in such a way as to provide at least one representative to each one of the 65 cotton textile mills in Greater Bombay.
- Clause 20: (4) Delete the provision of acting General Secretary
- Clause 22: (5) Addition - Secretariat.
- Clause 23: (6) Addition - General Council.
- Clause 24: (7) Requisition clause - by 1/5th of the General Council or 5% of the ordinary members.
- Clause 27: (8) Addition - Mill Committees.
- 27A: (9) " Centre bodies.
- Clause 28: (10) Provisions necessary for becoming eligible to be registered as an Approved Union, the main being "Every industrial dispute in which a settlement is not reached by conciliation shall be offered to be submitted to arbitration and that arbitration under Chapter XI shall not be refused by the union in any dispute."

The changes are made in response to three needs in the main -

- 1) To suit the structure of the industry, the huge number, mill-wise distribution, locality-wise grouping of mills etc.
- 2) To provide for collective functioning of Office Bearers.
- 3) To provide for becoming Approved Union.

While all other changes are already broadly agreed the addition of clauses required for being eligible to be registered as Approved Union is not yet agreed. It is yet to be discussed. Following points need to be considered in this matter.

1) Under the B.I.R. Act Section 73 Govt. can refer any dispute to the arbitration of the Industrial Court. Any strike after the reference of a dispute to the Industrial Court is illegal. Thus this clause takes away the right of workers to strike.

2) By agreeing to submit every unsettled dispute to arbitration as required by section 23 pertaining to Approved Unions, we stand to gain the following privileges which are not given to a Representative Union under the B.I.R. Act.

Section 25:

" .....

- (a) to collect sums payable by members to the union on the premises where wages are paid to them;
- (b) to put up or cause to be put up a notice board on the premises of the undertakings in which its members are employed and affix or cause to be affixed notices thereon;
- (c) for the purpose of the prevention or settlement of an industrial dispute -
  - i) to hold discussions on the premises of the undertaking with the employees concerned who are the members of the union;
  - ii) to meet and discuss with an employer or any person appointed by him for the purpose the grievances of its members employed in his undertaking;
  - iii) to inspect, if necessary, in any undertaking any place where any member of the union is employed."

The following section completely dispells our fears regarding the possibility of not being granted status of Approved Union even after we make necessary provisions in the Constitution and surpass Rashtriya Mill Mazdoor Sangh in size of membership. Section 23(4) reads -

"Any union complying with the conditions specified in sub-section(1) and having a larger membership in an industry in a local area than an approved union for such industry shall on application in that behalf be entered in the aproved list in place of such approved union."

For some time past the trend of thought in the Central Labour Ministry and under its influences in the Tripartite Labour Conferences is leaning, of course under pressure of environments, towards providing for expeditious settlement or decision of industrial disputes and towards recognition of at least the minimum rights of the working class and the place of the working class in the life of our country as it is developing. This background which is altogether different from the one which, existed at the time of the framing of the 'Black Act' and of its further development to a darker <sup>hue</sup> ~~view~~ till recently, may be sufficient reason for us to re-examine our position in the matter especially in the context of the united and organised way in which Bombay's textile worker promises to forge ahead.

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CONSTITUTION AND RULES OF THE MUMBAI GIRANI KAMAGAR UNION.

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NAME

1. The name of the Union shall be the Mumbai Girani Kamagar Union and it shall, in the following rules, be referred to as the "union".

OBJECTS

2. (A) The objects of the Union shall be :-

- (a) to organise and unite the persons employed in the Cotton T-extile Industry in the Greater B-ombay City and to regulate their relations with their employers;
- (b) to secure to the members fair conditions of life and service;
- (c) to try to redress their grievances;
- (d) to try to prevent any reduction of wages, and if possible, to obtain an advance whenever circumstances allow; ~~and~~
- (e) to endeavour to settle disputes between employers and employees amicably so that cessation of work may be avoided.
- (f) to endeavour to provide against sickness, unemployment, infirmity, old age and death;
- (g) to endeavour to secure compensation for members in cases of accidents under the Workmen's Compensation Act;
- (h) to provide legal assistance to members in respect of matters arising out of or incidental to, their employment;
- (i) to endeavour to render aid to the members during any strike brought about with the sanction of the Union or lock-out
- (j) to obtain information in reference to the industry in India and outside;
- (k) to co-operate with organisations (of Labour), particularly those having similar objects, in India and outside,
- (l) to help, in accordance with the Indian Trade Unions Act, the working classes in India and outside in the promotion of the objects mentioned in this rule; and
- (m) generally, to take such other steps as may be necessary to ameliorate the social, economic, civic and political conditions of the members.

ADMISSION OR ORDINARY MEMBERS.

3. Any person employed in the Cotton Textile Industry in Greater Bombay City, who has attained the age of 15 years

shall be entitled to become an ordinary member of the Union on payment of ~~an admission fee of four annas~~ and a monthly subscription of four annas provided he agrees to abide by rules and bye-laws that may be made by the Union from time to time.

#### ADMISSION OF HONORARY MEMBERS

4. Persons who are not eligible to become ordinary members of the union may be admitted as honorary members of the Union by the General Council for purposes of being elected or co-opted to the Managing Committee and they shall be honorary members of the Union during the period of their Office. Subject to the provisions of section 22 of the Indian Trade Unions Act, 1926, their number shall not exceed thirty five.

#### FINES AND FORFEITURES

5. A member failing to pay his monthly subscription for six months with the permission of the Managing Committee or three months without the permission of the said Committee, shall cease to be a member of the Union. But he shall be entitled to rejoin the Union on paying his arrears.

#### BENEFITS

6. No member of the Union shall be entitled to any benefits that the Union may decide to give to its members unless he has been a member for at least six months and has paid all contributions.

7. A member of the Union who is in arrears with his subscription or dues shall not be entitled to any benefits until all arrears have been paid and a period of two months has elapsed from the date of payment of such arrears.

8. Should the members of the Union go on strike without the sanction or approval of the Managing Committee, they shall not be entitled to any benefits whatever.

#### REGISTER OF MEMBERS

9. The Union shall keep a register of all its members containing their names and particulars of their place of work, their residence, etc.

10. The register shall be open to inspection by any member or Officer of the Union at the Head Office during the hours during which the Office of the Union is open.



on any week day excluding holidays.

OFFICE BEARERS

11. The Union shall have a President, not more than six Vice President, a General Secretary, <sup>five</sup> ~~two~~ Secretaries and <sup>two</sup> ~~two~~ Treasurers. All of them shall be elected at the Annual General Meeting of the General Council of the Union and they shall be eligible for re-election.

MANAGEMENT OF THE UNION

12. The Managing Committee, subject to the provisions of Section 21 of the Indian Trade Unions Act, 1926, the affairs of the Union, financial and otherwise, shall be conducted by a Managing Committee consisting of the Office-bearers and not more than 125 other members elected at the annual general meeting of the General Council of the Union in such a way as to guarantee at least one representative to each ~~one of the 65~~ Cotton Textile Mills in Greater Bombay. The same Managing Committee will continue functioning till the new one is appointed.

*ordinarily,  
\* employing more  
than one thousand  
workers*

VACANCIES AND REMOVALS

13. Should a vacancy occur among the office-bearers or the members of the Managing Committee it shall be filled by the Managing Committee by co-option.

14. Any office-bearer of the Union or a member of its Managing Committee can be removed by the General Meeting of the General Council by a three-fourths majority for committing any fraud or having acted against the interests of the Union, provided the office-bearer or the member to be removed is given adequate opportunity to explain his conduct.

MEETINGS OF THE MANAGING COMMITTEE

15. The Managing Committee shall meet once a month on such days and at such place as may be fixed by the General Secretary in consultation with the President.

16. The presence of at least one-third members of the Managing Committee shall be necessary to form a quorum. No quorum is necessary for adjourned meetings.

17. At least three days' notice shall be given for a Managing Committee meeting.

DUTIES OF THE OFFICE-BEARERS

18. The President and the Vice-Presidents :- The President shall preside over all meetings of the Union and the Managing Committee, preserve order, sign all minutes and shall be allowed to give a casting vote only. The President shall have power, if necessary, to call special meetings of the Managing Committee or of the Union, whenever necessary. One of the Vice-Presidents shall function in place of the President in his absence.

19. The General Secretary :- The General Secretary, shall take minutes of all union and committee meetings, conduct all correspondence, convene all meetings, keep all accounts, exercise a supervision over the affairs of the Union and shall also keep a correct account of all receipts and expenditure. He shall prepare a balance-sheet annually <sup>in the prescribed form</sup> ~~showing clearly every item~~ of receipts and expenditure. He shall be responsible for submitting to the Registrar of Trade Unions all returns and notices that should be sent to that officer under the Indian Trade Unions Act, 1926. He shall have power to engage, in consultation with the President and subject to the approval or confirmation of the Managing Committee, any assistants for organising and clerical purposes he considers necessary, and all such assistants shall be under the control of the General Secretary.

20. The Secretaries :- The Secretaries shall generally help the General Secretary in his work.

21. The Treasurer :- The Treasurers shall be responsible for all sums of money which may from time to time be paid into the union and for duly banking them. He shall make payments towards all expenditure sanctioned by the Managing Committee. They shall not have the power to draw money from the Bank without first having the cheque signed by the President or the General Secretary.

22. Secretariat:- The President, the General Secretary, the Vice Presidents, The Secretaries and the Treasurers together shall constitute the Secretariat of the Union. The Secretariat shall meet as and when necessary on ~~the~~ at least one day's notice in the office of the Union. An emer

either by the  
President or  
Secretary or  
the President

office of the Union. An emergency meeting of the Secretariat may be called on a notice ~~on a notice~~ of twelve hours. The presence of atleast eight members of the Secretariat shall be necessary to form a quorum. ~~The Secretariat shall take all the day to day decisions and do all the day to day work of the Union in accordance with the policies laid down by the Managing Committee and the General Council of the Union.~~ The Secretariat shall function on the principle of near unanimity.

THE GENERAL COUNCIL

23. The General Council of the Union shall be constituted of all the representatives of the members of the Union, elected by them on a Mill wise basis in the proportion of one representative for every 200 members or a part thereof exceeding hundred. Elections for the General Council shall be conducted by the Secretariat every year ordinarily in the month of February or March. (Provided that every mill shall have at least one representative.)

GENERAL MEETINGS.

24. There shall be held in the month of April or May an Annual General Meeting of all the members of the General Council of the Union, to transact the following business :-

- a) To adopt the report of the work done by the Union and the audited statement of accounts;
- b) To elect the Office-bearers and other members of the Managing Committee for the current year; and
- c) To transact such other business as may be brought forward with the permission of the Chairman.

25. The President or the General Secretary may call a General Meeting of the members of the General Council of the Union whenever he thinks necessary and shall call it on a requisition signed by one fifth of the total strength of the General Council of the Union or by 5% members of the union within twenty days of the receipt of the requisition. In case the President or the General Secretary fails to convene such a meeting the requisitionists themselves shall call a meeting after due notice and the proceedings of the meeting shall be binding on the Union.

26. At least 15 days' notice shall be given to the members for a General Meeting.

27. The presence of at least one-third members shall be necessary to form a quorum at a general meeting. No quorum is necessary for adjourned meetings.

28. Mill Committees :- There shall be a mill Committee of the Union for conducting the work of the union and on behalf of the union in every Mill. The Committee shall consist of representatives of the members of the union in that mill, elected annually in the proportion of one representative for every 50 members. The Secretariat shall arrange elections for Mill Committees along with the elections for the General Council every year. Members of the General Council from a Mill shall be exofficio members of the Mill Committee. Mill Committee shall elect its own President and Secretary. Members of the Mill Committee shall have the right to be re-elected. *The functions of the Mill Committees shall be defined.*

*from time to time by the General Council.*

28 A. Centre Bodies :- Union may constitute <sup>Regional</sup> Centre bodies to co-ordinate the working <sup>of</sup> the union activities in a group of mills of a particular area, carried through the respective mill committees. *Regional*

29. General :- (A) All resolutions passed by the Secretariat, Managing Committee or the General Council of the Union shall be recorded in a minute book kept for that purpose;

(B) Every industrial dispute in which a settlement is not reached by conciliation shall be offered to be submitted to arbitration and that arbitration under chapter XI shall not be refused by the Union in any dispute;

(C) No strike shall be sanctioned or resorted to by it unless all the methods provided by or under this Act for the settlement of an industrial dispute have been <sup>exhausted</sup> exhausted and the majority of its members vote by ballot in favour of such strike.

*Substituted*  
*(X)*

(D) The Union shall not enter into any agreements with the millowners unless it has obtained prior sanction of the workers who are likely to be affected by such an agreement by some suitable method such as a public meeting or vote by ballot, which may be decided for the purpose by the Secretariat.

GENERAL FUNDS

30. The General funds of the union shall consist of the subscriptions from members, donations, etc. They shall be deposited in a Bank or Banks, approved by the Managing Committee in the name of the Union and the account shall be operated by <sup>only one of the two</sup> the Treasurers and ~~any one~~ either of the President or the General Secretary. The General Secretary or the Treasurer shall not keep more than Rs. 50/- with him for current expenses.

jointly  
either  
500

OBJECTS ON WHICH THE GENERAL FUNDS CAN BE EXPENDED

31. Subject to the provisions of Section 15 of the Indian Trade Unions Act, 1926 the General funds of the Union shall not be spent on any other objects than the following namely :-

- a) the payment of salaries, allowances and expenses to officers of the Union;
- b) the payment of expenses for the administration of the Union including audit of the accounts of the general funds of the union;
- c) the prosecution or defence of any legal proceedings to which the Union or any member thereof is a party when such <sup>prosecution</sup> prosecution or defence is undertaken for the purposes of securing or protecting any rights of the Union as such or any rights arising out of the relations of any member with his employer/or with a person whom the member employs;
- d) the conduct of trade disputes on behalf of the Union or any member thereof;
- e) the compensation of members for loss arising out of trade disputes;
- f) allowances to members or their dependants on account of death, old age, sickness, accidents or unemployment of such members;
- g) the issue of, or the undertaking of liability under policies of assurance on the lives of members, or under policies insuring members against sickness, accident or
- h) the provision of educational, social or religious benefits for members (including the payment of the expenses of funeral or religious ceremonies for deceased members) or for the dependants of members;

i) the upkeep of a periodical published mainly for the purpose of discussing questions affecting employers/ or workmen as such ;

j) the payment in furtherance of any of the objects on which the general funds of the Union may be spent, or contributions to any cause intended to benefit workmen in general, provided that the expenditure in respect of such contributions in any financial year shall not at any time during the year be in excess ~~more~~ of one-fourth of the combined total of the gross income which has up to that time accrued ~~to~~ the general funds of the Union during that year and of the balance at the credit of those funds at the commencement of that year and

k) Subject to any conditions contained in the notification, any other object notified by the appropriate Government in the Official Gazette.

#### ANNUAL AUDIT

32. The Union shall make due provision for the annual audit of the accounts of the Union by competent auditors appointed by the Managing Committee in accordance with rule 18 of the Bombay Trade Unions Regulations, 1927, and an auditor appointed by the Government may audit its accounts at least once in each financial year.

#### INSPECTION OF BOOKS OF ACCOUNTS

33. The books of accounts of the Union shall be open to the inspection of any member or officer at the head office of the Union during the hours during which the office of the union is open on any day excluding holidays.

#### AMENDMENT OF RULES

34. The rules may be amended, altered, replaced, rescinded or added to at any time by majority of the members present at a General Meeting provided previous notice of at least seven days is given to the members of the proposed alterations.

#### DISSOLUTION OF THE UNION

35. The Union shall not be dissolved except by the vote of a majority of three fourths members present at a General Meeting called for the purpose, provided the total number of votes cast at such a meeting is not less than two-thirds of ~~vote~~ the total number of the members then on the rolls of the Union.

The funds of the Union after meeting all the liabilities shall be disposed of in accordance with the decision of the dissolution meeting.

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THE TEXTILE ENGINEERING COMMITTEE, BOMBAY.

Tel: 77371

C/O Shri Datta Deshamukh, M.L.A.,  
11/A, Bapu Lodge,  
Club Back Road,  
Byculla, Bombay No.8.

Following is the statement submitted to the Central Wage Board for Cotton Textile Industry by the Textile Engineering Committee, Bombay.

Introductory.

10th September 1957 was the announced date for submission of written statements to this Wage Board by all concerned. We, the workers of the engineering section of the cotton textile industry in Bombay, are aware that in submitting our written statement now, we are late by nearly five months. We express our heartfelt regrets for the same.

However, we would crave the indulgence of this Board to draw its attention to certain matters pertaining to this delay. It is a fact that workers came to know of the appointment of this Wage Board, long after the publication of your Questionnaire. It may be due to inactivity or inattention on the part of our trade union organisations. But in our opinion the more important reason is that no millowners in Bombay displayed on his notice board, the papers he received from this Wage Board, for the information of his workers. It must be borne in mind that this has happened in spite of the express request from the Chairman of this Wage Board to do so in his letter accompanying the Questionnaire. It will not be farfetched if we say that this apparently minor procedural negligence on the part of the millowners, betrays in essence their attitude.

There is another reason also for this delay in submitting our statement. Under the Industrial Relations Act of the Bombay State no party other than the representative organisation can represent all or even a section of the workers of a particular industry, in any dispute involving collective interest. Under this Act the Rashtriya Mill Mazdoor Sangh is the representative organisation for the textile industry in Bombay. The general policy of the leadership of the Sangh and their method of functioning has not earned the confidence of the workers and they do not feel sure that this leadership will press their demands in as partisan and as firm a manner as they should, or that they will do everything necessary to achieve those demands. However, because of the impression that the Sangh alone will have the right to represent Bombay textile workers before this Wage Board, there was no stir among the workers even after the news of the appointment of the Central Wage Board had spread fairly widely. It was only after, we the textile engineering workers came to know that this Wage Board has called on all organisations and even individuals concerned with textile industry to submit written statements and record evidence before this Board that we started holding meetings and constituted the Textile Engineering Workers' Committee, Bombay and tried to prepare this case of the engineering section of the textile industry.

We welcome this policy adopted by the Board, of inviting all parties desiring to speak for the workers, to appear before them. But we do so only in the present context of the peculiar organisational condition of the textile workers of Bombay. Workers will not always welcome such a policy. Where workers are united in a single trade union organisation which functions efficiently in their interest and as such enjoys the confidence of the mass of the workers, workers will dub such a policy as disruptionist and they will be justified in doing so.

Trade Union is an organisation of workers' unity and of their collective strength. There should be only one union in one

industry, workers of every industry should speak with one voice through their union and they should fight their struggles under the flag of their single united trade union organisation. Such a course alone serves the interests of the workers. Workers learn of this great principle of their trade union movement through their experience in the fire of the day to day struggles and it ever remains their unceasing effort to do away with disorganisation and disruption and to unite and organise the strength of their numbers into a single organisation. The policy of recognising a union as the sole representative of the workers of a certain industry, irrespective of whether the union enjoys the confidence of at least the majority of the workers, does not always lead in practice to the strengthening of the unity and organised strength of the workers. If the policies of the leaders of such an organisation are in consonance with the aspirations of the workers, if they take workers into confidence and consult them, allow the will of the majority to prevail when differences arise, then the representative status may prove helpful to the workers in developing their unity and organisation. However, if contrary is the case, if the leadership of a legally recognised representative organisation holds views which are against the aspirations of the mass of the workers and if it refuses to consult workers in laying down policies of the union, then the representative union becomes an agency of spreading disorganisation and disruption in the ranks of the workers. The textile workers of Bombay have had enough of this experience. A representative trade union on whom is bestowed by law the right to represent all the workers of an industry, must also by law be compelled to adopt maximum democracy in its internal functioning. This is very essential. This demand naturally issues out of the experience of the textile workers of Bombay. However, democracy is not something which can be gained as a matter of gift from somebody. The workers by becoming more self-reliant, more conscious and more self-respecting alone, will they be able to achieve democratic rights for themselves. If the textile workers of Bombay are required by the exigency of the situation to build their united trade union movement in the framework of the Rashtriya Mill Mazdoor Sangh, we are sure that they will learn to exercise the democratic rights already contained in the constitution of the Sangh and also to extend the field of their democratic rights.

Now when after full ten years the question of the upward revision of wages has become an immediate question for workers in the textile industry all over India, the textile workers urgently need a united organisation to speak on their behalf with a single voice and to rally their total strength in the struggle for proper rise in wages, not only for Bombay, but also for the whole of India. The Bombay textile workers intensely feel today, the need for such a united and efficient trade union organisation of theirs. But they have not as yet acquired the consciousness and the self-reliance necessary for defeating and keeping under check forces of disruption in their movement. It is in the context of this organisational condition of the Bombay Textile Workers that we welcome the policy adopted by the Wage Board.

We are unequivocally opposed to building departmental or craft unions. We are definitely of the opinion that workers must not scatter their strength in departmental or craft organisations. They must unite their strength of numbers on the basis of the principle, one industry one union. Under the peculiar circumstances obtaining in our trade union movement, we have organised ourselves as the 'Textile Engineering Workers' Committee, Bombay, with a view to represent the special problems of the textile engineering workers, before this Wage Board. We shall take every care to see that in getting ourselves organised we do not add to the already existing organisational disruption and disunity among the textile workers of Bombay. We are sure that the 'Textile Engineering Workers' Committee, Bombay, which unites in its fold textile engineering workers of more than  $\frac{3}{4}$ th of the mills of Bombay irrespective of their political opinions and trade union affiliations,



will prove to be of great help in the efforts that will be made in future to build a single, united and efficient trade union organisation of the two and half lakh textile workers of Bombay. It will be our endeavour to consciously work in that direction.

Our position regarding the general demand for wage rise in Textile Industry.

Before going to the question of the grievances and demands of the textile engineering section and the basis of their urge to make a special representation to this Wage Board, we would first state our views regarding the question of general wage rise in the textile industry. The various trade union organisations who will represent the textile workers before this Wage Board, will, doubt make detailed and elaborate statements on this subject and we therefore would confine ourselves to a brief statement of our views.

- 1) During the last seven years, the five years of the First Five Year Plan and the subsequent two years of the current Five Year Plan, national income is estimated to have increased by about 28 %. During all this period even workers in the organised industries have not received a rise in their real wages. The growing amount of dearness allowance may have inflated the pay packet considerably, but it has not meant any rise in the real wages of the workers. On the contrary, with the method of paying dearness allowance at flat rate, compensating fully, only the lowest paid worker, it has meant actual reduction in the real wages of workers belonging to skilled categories. The workers must get a share of the increased national income in the form of a rise in their real wages.
- 2) The production of cloth in the textile industry itself has increased from 407 crores of yards in 1951 to 530 crores of yards in 1956. In 1957 the production of cloth is reported to be slightly more than in 1956. The rise in the production of yarn is greater than in the case of cloth. Thus the production of cloth and yarn has risen by about 30 to 32 per cent. The average number of workers at work in the textile mills in India during this period has risen from 7 lakhs 14 thousands to 8 lakhs 19 thousands. Thus the number of workers had increased by only about 13 per cent. It can therefore be safely concluded that not only has the total production of the textile industry gone up but per worker productivity of the industry also has increased. It is obvious that with the good market conditions the industry has been enjoying almost continuously and in the absence of any rise in the real wages of the workers, this increased production and productivity have got transformed into higher profits for the millowners year after year.
- 3) The third important ground on which the demand for a general wage rise is justified, is that of the social objectives of Second Five Year Plan. The Second Five Year Plan is the officially recognised National Development Programme of our country. In this programme we have not only the resolve to increase industrial and agricultural production, but also the particular line or method or pattern of development we are to adopt. A large part of the investments which are expected to be made during the Second Five Year Plan period, are scheduled to go to the building up of plants and works under governmental ownership. The emphasis of developmental effort in the industrial sector is to be on basic industries, industries such as steel, machine production, power generation, oil etc., which constitute the basis of industrial development. The Second Five Year Plan clearly recognises that if agricultural production is to increase, land reform, a reform of the relations in agriculture must take the first place. The actual tiller of the soil must be able to retain with himself the large part of his annual product, that he must have

security of tenure, the tiller must become, as early as possible, the owner of the land, without having to pay a heavy price for it. This aspect of the agricultural problem is expected to receive greater emphasis during the Second Five Year Plan period. The process of land reform is at the same time expected to be aided by such activities on the part of the State as provision of cheap credit to the peasant, ensuring stability of prices for his product, supply of water, fertilisers, good seeds, and scientific education. The basic social outlook or the objective of the Plan goes further ahead than the important aspects of Plan mentioned above. We give below three selected quotations from the Second Five Year Plan, which in our opinion contain a very clear and concise statement of the social philosophy or the fundamental social outlook underlying the Second Five Year Plan.

"3 ..... Essentially, this means that the basic criterion for determining the lines of advance must not be private profit but social gain, and that the pattern of development and the structure of socio-economic relations should be so planned that they result not only in appreciable increases in national income and employment but also in greater equality in incomes and wealth. Major decisions regarding production, distribution, consumption and investment - and in fact all significant socio-economic relationships must be made by agencies informed by social purpose. The benefits of economic development must accrue more and more to the relatively less privileged classes of society, and there should be progressive reduction of the concentration of incomes, wealth and economic power. The problem is to create a milieu in which the small man who has so far had little opportunity of perceiving and participating in the immense possibilities of growth through organised effort is enabled to put in his best in the interests of a higher standard of life for himself and increased prosperity for the country. In the process, he rises in economic and social status. Vertical mobility of labour is thus no less important than horizontal mobility, for nothing is more destructive of hope and more inhibitive of effort than a feeling that the accident of birth or of a poor start in life is likely to come in the way of capable person rising in life in terms of economic and social status." (Page 22, Second Five Year Plan).

"6. Within this broad approach the Second Five Year Plan has been formulated with reference to the following principal objectives:-

- (a) a sizeable increase in national income so as to raise the level of living in the country;
- (b) rapid industrialisation with particular emphasis on the development of basic and heavy industries;
- (c) a large expansion of employment opportunities; and
- (d) reduction of inequalities in income and wealth and a more even distribution of economic power.

These objectives are interrelated ..... " (Page 24, Second Five Year Plan).

"19. Economic development has in the past often been associated with growing inequalities in income and wealth. The gains of development accrue in the early stages to a small class of businessmen and manufacturers, whereas the immediate impact of the application of new techniques in agriculture and in traditional industry has often meant growing unemployment or under-employment among large numbers of people. In course of time this trend gets corrected partly through the development of countervailing power of trade unions and partly through state action undertaken in response to the growth of democratic idea. The problem before under-developed countries embarking upon development at this late stage is so to plan the alignment of productive resources and of class relationships as to combine development with reduction in economic and social inequality;

the process and pattern of development has, in essence, to be socialised. There are existing inequalities of income and wealth which need to be corrected and care has to be taken to secure that development does not create further inequalities and widen the existing disparities. The process of reducing inequalities is a two-fold one. It must raise income at the lowest levels and it must simultaneously reduce incomes at the top. The former is, basically, the more important aspect, but early and purposeful action in regard to the second aspect is also called for." (Pages 32-33, Second Five Year Plan).

National productivity must rise rapidly but the resulting rise in national income must not intensify the present disparity in incomes and wealth. The rich must not become richer and the poor poorer. Present disparity in incomes and wealth must be reduced. The increased production must be utilised to improve and raise the standard of living of those who produce the wealth of the nation by toiling in the factories, fields and at other places and the toilers working on other jobs. This social policy of the Second Five Year Plan is the most important and the fundamental feature of this Plan. On the implementation of this social policy depends the success or failure of the Plan. If it is recognised that enthusiastic and creative participation and co-operation of the people is the greatest single prerequisite for the success of the Plan then it is a matter of course that the implementation of the social policy of the Plan, the policy of devoting a large part of the increasing production towards improving the standard of living of the toiling people who lay their own labour to produce all the wealth of the nation, must be regarded as of fundamental importance. It is no wonder that the Second Five Year Plan discards the wage freeze policy and adopts the policy of rising real wages in its place. The statement of wage policy in the Second Five Year Plan reads as follows.

"21. A wage policy which aims at a structure with rising real wages requires to be evolved. Workers' right to a fair wage has been recognised but in practice it has been found difficult to quantify it. In spite of their best efforts, industrial tribunals have been unable to evolve a consistent formula. A major difficulty experienced in the fuller implementation of the principle of fair wage is the 'drag' exercised by marginal units in determining the wage structure. While the financial position of average units in a centre requires to be made the basis of wage fixation, if progress towards fair wages is to be accelerated, the conflicting considerations of closure of marginal units and its effect on unemployment also become pertinent in the context of planning ....." (Page 578, Second Five Year Plan).

We regard the appointment of this Wage Board as the first step in the implementation of this policy and we submit that this wage Board must deal with the problem entrusted to them in the spirit of this policy.

After considering all relevant factors we have come to the following conclusions with regard to the question of general wage rise in the textile industry. (1) All workers in the textile industry must get a clear rise of 25% on their present total monthly emoluments inclusive of dearness allowance. (2) The lowest paid employees in the industry must get wages enough to enable them enjoy the standard of living unanimously accepted by all the parties at the tripartite Indian Labour Conference, as minimum wage standard. To bring the wages of this section of workers to the advanced minimum wage standard, a rise of more than 25% be given, if and as needed. (3) Those categories of workers whose wages were not properly determined at the time of standardization of wages, should receive special attention and they be given appropriate rise above 25%, on the basis of the evaluation of their work.

The recent "crisis" in the textile industry.

While concluding this statement of our views regarding the question of general wage rise in the textile industry, we must make a note of certain recent happenings in the textile industry of our country. For the last eight months or so the millowners were busily engaged in creating a big noise that the textile industry was in crisis. The millowners and the wholesale dealers created a picture of accumulating stocks in the mills. The 'Badli' workers in many mills were discharged. Some of the mills closed one of their shifts and some others closed down altogether. Taking this background of an atmosphere of crisis, the millowners issued a plethora of statements and publications demanding reduction in excise duties, change in the priorities of the Second Five Year Plan, larger allocation of foreign exchange for import of new automatic textile machinery and above all demanding abandonment of the policy of wage rise for the workers. It was only too obvious from all these statements that the crisis in the textile industry was a made up affair and that it was aimed as a blow against the increased excise duty on the one hand and against the policy of fair wages on the other.

We will not go here into a detailed statement of facts regarding this artificial crisis in the textile industry which was so to say nursed during the last eight months or so. We will mention only three salient facts in support of our statement. (1) Only about a year and a half back by June 1956 or so an appearance of a rapidly growing demand for cloth was created in the cloth market. The stocks with the mills at that time fell far below their usual average stocks. The prices of cloth of practically all the varieties rose. The Government of India increased the excise duty on cloth with the declared intention of restricting the sale and purchase transactions in cloth as well as of mopping up the extra profits which would be reaped as a result of rising prices. (2) With the increase in excise duty, the dealers stopped buying cloth. Stocks began to accumulate with the mills. But even with the accumulating stocks, the millowners were not too eager to dispose of their stocks and the dealers in no hurry to buy. The dealers to avoid the burden of extra excise duty went to the extent of not lifting the bales for which they had already contracted. This led to accumulation at the mill end, of cloth already sold but not lifted along with unsold cloth. The stocks were advertised by interested parties as unprecedented. But despite these huge stocks more than 90 per cent of the mills did not change their production programme at all. Some mills which are known for mismanagement and dubious financial operations partly curtailed their production and very few closed down altogether. These partial and complete closures by a few mills were advertised a great deal to bring pressure on the Government of India to reduce excise duty. But in spite of these partial and complete closures one may be surprised to learn that cloth production during the year 1957 is higher by several crores of yards than cloth production during 1956. Naturally enough, although there was talk of accumulation of unprecedented stocks and crisis in the cloth industry all around, the prices of cloth did not show the slightest tendency to look downwards. (3) During the past fortnight the face of the wholesale cloth market has undergone a radical change. The writer of the 'City Notes' column in the Times of India wrote on 17th January 1958 "..... Traders report that in Bombay alone business for about a lakh of bales was concluded last week and about 40,000 bales are expected to be sold during this week. Advices from Ahmedabad are also encouraging."

The facts mentioned above lead us to certain very clear conclusions. The shortage and the ultra-prosperity in the wholesale cloth market experienced in 1955-56 and the heavy stocks and the depression experienced in 1956-57 were both equally artificial and fake. Both these crisis were artificially brought about by the millowners and the wholesale dealers for achieving their economic-political aims, in opposition to the general scheme of the Second Five Year Plan. And for this they unscrupulously and with complete disregard for the interests of society as a whole, used the

economic power concentrated in their own hands. We, therefore, submit that this Wage Board must not allow itself to be affected by such very shortlived, artificially created phenomena as mentioned above but must consider the problem of general wage rise on the very real premise that the cotton textile industry is going to enjoy stable prosperity during the Second Five Year Plan period.

The opposition of the big capitalist interests to the Second Five Year Plan and the need for precautions.

The big capitalist interests in India are basically opposed to the all sided, integral policy of the Second Five Year Plan. The pattern of industrial development as envisaged in the Second Five Year Plan itself meets with bitter opposition from these big vested interests. They are opposed to the social policy of the Plan and they are also opposed to the taxation policy which is implied in the Plan. There is nothing surprising in the fact that the textile magnets have come forward to take a lead in the matter of putting this policy of opposition into practice. The millowners have, time and again even during the recent post-independence period, demonstrated how for their private gain they can play with lives of the people and the workers, without any scruples whatsoever.

The Second Five Year Plan envisages that "Major decisions regarding production, distribution, consumption and investment--and in fact all significant socio-economic relationships --must be made by agencies informed by social purpose." (Page 22, Second Five Year Plan). The cotton textile magnets are doing everything to add to the difficulties of the Second Five Year Plan. In view of this attitude on their part it is urgently necessary that the Govt. of India places this industry, which is at present under the private ownership of big capitalist interests, under the control of a body "informed by social purpose".

The problem of marginal units in the textile industry was already taking shape with reference to the question of payment of yearly bonus to workers. The events of 1957 brought this problem to the fore. In our opinion the only thing responsible for the present plight of these so-called marginal units is mismanagement and financial malpractices. If management of these mills is improved, financial malpractices stopped, initial capital requirements provided and in the case of a few of them if replacements & additions to the plant are made, they will easily lift themselves to a higher grade. Proper solution of the problem of marginal units is very vital to the question of securing fair wage to the workers. The Second Five Year Plan clearly takes note of the "drag exercised by the marginal units in determining the wage structure" and also lays down how the problem may be required to be handled. The relevant quotation from the Second Five Year Plan is as follows:

"21. .... A major difficulty experienced in the fuller implementation of the principle of fair wage is the 'drag' exercised by marginal units in determining the wage structure. While the financial position of average units in a centre requires to be made the basis of wage fixation, if progress towards fair wages is to be accelerated, the conflicting considerations of closure of marginal units and its effect on unemployment also become pertinent in the context of planning. This means that steps require to be taken to improve the working of marginal units. One way of making such units more viable is their amalgamation into larger units, voluntarily if possible, compulsorily if need be, consistent with the requirements of a decentralised economy. Data on the functioning of marginal units are lacking. Extensive surveys require to be undertaken before it can be determined whether a unit falls in the marginal category or not. Even after the marginal character of a unit is established, there will be difficulties in the process of amalgamation, but these will have to be tackled as they arise." (Pages 578-79, Second Five Year Plan).

It is really disgusting that our Government should sit with folded hands for months and months together, seeing with open eyes thousands of cotton textile workers deliberately being thrown into the streets to face unemployment, when the policy for dealing with the problem of marginal units has already been laid down so clearly in the Second Five Year Plan. It appears that the ruling party machine and State machine have made it their creed, not to implement the social policy of the Second Five Year Plan unless compelled to do so under heavy and effective pressure from the people. This is the main thing that is largely responsible for the confusion with regard to the implementation of the Second Five Year Plan. If there is any danger to the Second Five Year Plan then the root cause of the danger is here.

The millowners threaten the working masses saying, 'if you demand wage rise then we will invoke the demon of unemployment'. If this anti-social resistance coming from the millowners is to be broken and the policy of fair wages is to be implemented, then Govt. must firmly deal with the question of marginal units expeditiously, either by government itself taking them over under its management or by making efficient industrialists to take over such units. Delay in this respect will be dangerous.

We may make here a passing observation that so long as the Industrial Disputes (Appellate Tribunal) Act was in force no employer could bring about a material change in the conditions of work or pay while a dispute was pending before any industrial tribunal, without obtaining the express permission of the tribunal concerned. This provision was repealed by the government in spite of strong opposition from working class organisations. Since the appointment of this Wage Board the millowners in this country have tried to create conditions of insecurity for the workers by resorting to cancellation of 'badli' passes by thousands, by closing one shift in the case of some mills and all the shifts in the case of a few others. In the case of the journalists the big capitalist owners of news paper chains have gone still further and have challenged the competence of the Wage Board to determine the wage structure in the news paper industry. If government does not take a serious note of these doings on the part of big vested interests, then it will be difficult even to maintain industrial peace, let alone the talk of worker management co-operation for increasing production. We submit that this Wage Board must bring these matters to the attention of the Government for emergent measures.

Before we turn to the case of the textile engineering section we would mention here one point about the standardisation of wages in the textile industry in Bombay. When standardisation of wages was effected in 1947 for the first time, standard of muster and of conditions of work was not prepared by the standardisation authority. In determining the rates and allowances for piece work several essentials were neglected. These two major shortcomings were taken advantage of by the millowners to cheat workers of the rise in wages they had gained either by effecting direct wage-cuts or indirectly by effecting increased work-load and reduction of complement. This policy of the millowners has created numerous problems in the wake of standardisation in practically every department of the industry.

Now that a new wage rise is being considered Bombay textile workers will say from their experience that it will not be enough to fix a certain percentage and have done with it. If the full benefit of the wage rise that may be agreed to is to go to every worker without any cut or any additional increase in workload accompanying it, then rates and allowances for piece work must be carefully examined and improved and standard of muster and conditions of work of every category of work must be prepared. If this Wage Board does not have time enough to go into all these details for all the textile centres, then they must give a clear directive regarding the urgent necessity of preparing these details and also must make adequate provision for the same.

Textile Engineering Workers neglected so far.

The Role of Engineering Section.

Now coming to Textile Engineering proper, our first submission is that the workers of this section of the textile industry have been utterly neglected in the various inquiries and investigations held so far. We cite below only a few glaring instances. The five hundred page volume of the final report of the Textile Labour Enquiry Committee, Bombay(1940) does not contain a single reference to the Engineering Section of the textile industry. The still more bulky and in many respects rich and informative volume of the Report of the Working Party on Textile Industry does not mention even once textile engineering. The Industrial Court, Bombay, while standardising the wages in the textile industry in Bombay (1947) went into a detailed study of practically every other department or section of the textile industry but the Engineering.

This failure on the part of the investigating authorities to take note of a whole section of an industry, and an important section at that is totally unjustifiable but it is not altogether inexplicable. The place and role of the engineering section in the textile industry is basically different from that of all other sections of the industry such as mixing, blow room, card room, combing, speed frame upto bleaching, furnishing and calendering. While all other departments or sections of the industry constitute one or another link in the chain of the cloth making process, and dislocation of any one of them, minor though it may be, directly affects all other sections, and the production of cloth, stoppage of any one of them brings the whole process to a standstill. Not so with the engineering section of the textile industry.

Workers in the engineering section -mechanical, electrical, as well as departmental workers, are responsible for the upkeep, maintenance and efficient working of all the big and small machines in a mill. They arrange the supply of power and see to the smooth working of every shafting, of every loom, every frame and every other machine in any of the departments of a textile mill. Keeping a check on the condition of all the machines and shaftings and other mechanical and electrical devices to carry out timely repairs or replacements is another of their important duty. Several parts go out of order every day and they have to be worked upon and treated in the workshop before they can be used again. Several others altogether go out of use and new parts have to be manufactured in the workshop for replacement. Manufacture of parts of various machines, may they be of wood, iron, soft steel, tin, brass, copper, aluminium or any other metal, is still another important function of the engineering section of the textile industry. Practically all mills carry out their own major repairs such as those of calender rolls, of all sorts of shaftings of loom frames etc. not to speak of hundreds of minor repairs. They manufacture nearly all the parts they require. Certain mills in Bombay, for example, India United Mills No.1, Kamala Mills, Shri Ram Mills, etc. run central workshops for carrying out major repairs and manufacturing parts for themselves as well as for other mills belonging to the same group(Indu group for example) or for other customers. The chief gain for the mills in carrying out their own major repairs and manufacturing their own parts, is that they can be sure to get the work done in time. The same cannot be guaranteed if orders are placed with engineering firms outside. With efficient management there must be good savings in costs also. Lastly, the engineering section has also to undertake erection of new machinery. Some times this work is done by contractors employed by the suppliers of new machinery but as a general rule it may be said that this work also falls to the lot of the engineering section and this is a very strenuous work requiring knowledge, skill and experience.

Thus the engineering section of the textile industry is the very basis of efficient working of the industry. Responsible as it is

for upkeep, maintenance, repairs, manufacture and provision of new replacements and erection of new machinery any dislocation in the engineering section is bound to affect, though indirectly, the efficiency of the industry. But the shortsightedness of most of those who are in control of the industry to-day is too well-known and it is only to be expected that such a section of the industry as engineering which does not constitute directly a part of the clothmaking process, which affects that process only indirectly & in the long run, should be neglected at their hands. But more regrettable is the fact that the various textile enquiry bodies have failed to pay even scant attention to this section.

There is also another and equally important reason for this state of affairs and this reason may perhaps have greater import for the textile engineering workers themselves. The idea that they are maintenance workers, sort of essential service workers has been inculcated in their minds to such an extent that they have been coming to the mills on Sundays and holidays for work without overtime pay ungrudgingly and have kept themselves aloof from the militant trade union movement of the textile workers. The mill-owners and the Govt. have so far investigated into the demands and working conditions of those sections of the industry, who "create trouble" for them. Those who remained aloof from 'mischief' and waited to be rewarded for their loyal and efficient services, they could wait till "mischief" took hold of them too. The Bombay textile engineering workers appear to have caught the wind! We hope and expect that this Wage Board will not neglect the engineering section of the textile industry and will give it the special attention it needs and deserves.

#### Nature of work in Engineering Section.

The work carried on by the engineering section<sup>in</sup> the textile industry is fundamentally different from the work in the various departments which constitute the links in the chain of the cloth manufacturing process. The work in the engineering section is essentially engineering work and it has all the features of engineering work. Here we beg the permission of this Wage Board to digress a little and draw their attention to certain special features of the work in the engineering industry and their effect on the conditions of work and pay there. The Engineering Standardisation Committee to which the matter of preparing standard of wages of engineering section of the textile mills in Bombay was referred in 1949, in its report has "after visiting three textile mills with a view to find out the nature of the operations performed, the conditions of work and the wages paid in the engineering section of the textile industry" clearly and emphatically opined that "the occupations in the textile industry were similar to the corresponding occupations in the engineering industry". After these very conclusive remarks of the Engineering Standardisation Committee, it is not necessary for us to labour on the point of similarity between the work in the engineering section of the textile industry and that in the engineering industry itself. Work in the engineering industry is generally heavy manual work. While common, non-specialised jobs such as those of navaghanies for instance may be the heaviest, those of skilled fitters, welders, electricians, turners, carpenters, etc., are certainly heavier than jobs in other industries and require more than average physical strength, stamina and endurance. The industrial tribunal adjudicating in the dispute between Mazgaon Docks Ltd., Richardson Cruddas & Co. Ltd. and Alcock Ashdown and Co. Ltd. - engineering concerns of different magnitude and carrying on work in different lines - on the one hand and their workmen on the other, has clearly recognised this feature of engineering work in their award. On page 64 of the award the tribunal states "I have visited the factories and I too could see that on the whole the work of the workmen of all categories was arduous and hazardous in varying degrees. It would, therefore, appear that for an engineering worker the dietetic norm of 2,600 calories would be definitely inadequate."



The industrial tribunal even after clearly recognising the arduous and hazardous character of work in engineering industry, if it fixed the minimum wage for engineering industry at only a little above the minimum wage prevailing in the textile industry, at Rs.32-8-0, it was so only because it was handicapped by the prevailing minimum wage and the Governmental wage policy. The concept of a fair minimum wage as laid down by the Fair Wages Committee had not yet received official recognition as a matter for immediate implementation. The unanimous decisions of Tripartite Indian Labour Conference, concretising the idea of fair minimum wage, in terms of expenses on food, clothes, rent and miscellaneous items had yet to come. However, it is to the credit of this industrial tribunal that it recognised the special feature of engineering work and recommended a higher minimum wage for the Engineering Industry than that of the common textile industry to which all tribunals had got stuck so far.

The second characteristic feature of work in engineering industry is the considerably high range of skill and adaptability that can be acquired through longer and longer experience and study of a job. It takes a longer period of apprenticeship for an engineering worker to become a semi-skilled or a skilled worker, several times longer than say a worker in any other section of the textile industry. The longer an engineering worker works at his job, the better is his productivity in quantity as well as in quality and the difference at every stage is considerable. There is no end to the wonders that an engineering worker may learn to do through experience with his machine and tools. If courses in science of mechanics and electricity are made available to engineering workers at various intervals, the range of development of their skill and productivity rises considerably higher. It is no wonder that an employer in the engineering industry is not generally ready to part with his old hands and take in new ones as easily as an employer in the textile industry would do. The system of giving annual increments in wages to workers and promoting workers who have acquired adequate skill and experience to higher grades is a long established system in the engineering industry even in our own country, while it is totally absent in most other industries. In the textile industry, which is the biggest industry in our country, the system of annual increments is totally absent so far as workers are concerned. While the system of annual increments is justified on grounds both of increase in family responsibilities as well as of enhancement in the skill of the worker with experience, it may safely be said that workers in the engineering industry enjoy the benefits of this system, not because their employers are concerned with the welfare of their growing families but the very nature of work in the industry has forced them to adopt that system. In this connection we would also draw the attention of this Wage Board to the method of paying Dearness Allowance in the engineering industry. Besides the revised textile D.A. scale, there exists another 'percentage of pay D.A. scale'. Every worker has the option to choose one of these two scales, the textile scale being usually chosen by those whose earnings are below Rs.2-8-0 per day or so and the percentage of pay scale being chosen by those earning a daily wage above Rs.2-8-0. The flat rate system of paying D.A. in effect reduces the differentials and it is with a view to safeguard the incentive value of differentials that the engineering industry has been required to grant a different scale of D.A. to their skilled employees earning more than Rs.2-8-0 a day.

This brings us to the third characteristic feature of the work in the engineering industry. There is greater scope for creative ability, for originality, for initiative, for innovation and invention in the engineering industry than in most other industries. The willingness or unwillingness of a worker in the engineering industry makes greater difference in production, qualitatively as well as - quantitatively, than in most other industries. The system of annual increments in wages and promotion

of workers to higher grades after they have acquired the necessary experience, is a matter of necessity for engineering industry. In the absence of such methods of remunerating the advance in skill, efficiency and mastery over a job, there is no incentive and the quality and quantity of production is affected as a matter of course.

The last feature of engineering work to which we would draw the attention of the Wage Board is its generally hazardous character. The hazardous character of work in engineering industry was noted along with its heaviness by the Industrial Tribunal for Engineering Industry in their award. The relevant quotation has already been given above and need not be repeated here. Practically every job in the engineering industry is accompanied by some sort of hazard. A group of navagannies carrying to and fro shaftings, electric motors, calender rolls and such other heavy material, weighing several tons, lifting them several floors high work in constant hazard of a break down and danger to limb or even life. A shafting oiler going about his oiling duty with a ladder 16 feet in length and 15 to 18 inches in breadth and weighing about 50 to 60 lbs., through hundreds of machines, numerous other devices and connections, may have to pay with his life, for the slightest inattention on his part. The people in the molding department have to work around and with live fire itself. The hazard in the blacksmith's job is too apparent to need description. The electrical personnel handle electrical current of 230 to 22,000 volts which means they have to work within easy reach of death by electrocution. A welder has to work with heat of 1300 degrees centigrade and a current upto 300 amperes. When carrying out big gas welding jobs, he has to work for hours together in furnace heat. Electric welding work at odd places during rains means constant danger of receiving shocks. Welders' is a job which demands at the same time skill, alertness, as well as great endurance capacity. That way the list could be prolonged to include practically every job in the engineering industry.

Thus in view of the special features of engineering work mentioned above, namely, (1) heaviness, (2) high range of development of skill with experience and study, (3) greater need for initiative, creative faculty, inventiveness etc., (4) greater hazard and hardship the engineering industry has been and is being progressively required to adopt, (1) generally higher level of wages, (2) incremental time scales, (3) systematic promotion to upper grades, (4) system of dearness allowance which will retain the incentive value of differentials of basic pay, (5) provision of paid privilege and casual leave, (6) of clothing on jobs on which soiling and wear & tear of clothes is more than average, (7) of goggles, shoes, hand-gloves, gumboots and such other articles necessary for the protection of the worker on a hazardous job, (8) of milk for jobs which greatly affect the health of the workers.

It is the chief demand of the workers in the engineering section of the textile industry that their work be recognised as engineering work and that all the conventions in the engineering industry now reinforced by various awards be applied to them. It is their submission that they have been grossly neglected so far. It will not be out of place here to refer to certain facts from the history of the fixation of the present wage structure of the engineering section of the textile industry in Bombay.

#### History of present wage structure of Engineering Section.

As already mentioned above most of the categories of the workers in engineering section were left to be included in the unspecified schedule III by the Industrial Court in its standardisation award of 1947. The Rashtriya Mill Mazdoor Sangh in its application No.2 of 1949 for the review of the award demanded standardisation of wages of "mechanical, engineering and other allied operatives". The matter was referred to the Engineering Standardisation Committee for report. That report was made in March 1950 and the great merit of the report, as already mentioned by us, was that it clearly recognised that "the occupations in the

engineering section of the textile industry were similar to the corresponding occupations in the engineering industry itself" and it recommended incremental time scales for all categories of workers working in the engineering section of the textile mills in Bombay. It must be borne in mind that incremental time scales were recommended by the Committee in spite of bitter opposition from the Millowners' Association. In their unanimous report the Engineering Standardisation Committee have recorded, "In reply to our query about how they would reward a worker in a particular grade after a number of years' service when his experience and usefulness to mills would be considerably higher, they pointed out that this would be done by promoting the worker from a lower grade to a higher grade, wherever vacancies occur. The millowners have opposed introduction of time scales and have proposed flat rates of wages in their schemes. However, we are of the opinion that there is much force in the argument of Shri Ambekar that the increase of skill of workers with the passage of time and their consequent usefulness to the concern is an important factor in the case of workers employed in the engineering occupations of the textile industry. The system of "chain promotions" described by the Millowners Association would not be satisfactory in general as the number of vacancies available in the higher categories is very limited. The scales recommended by the Engineering Standardisation Committee were not in themselves very satisfactory, but the system of incremental time scales would have been an acquisition for textile engineering workers had the report of the Standardisation Committee been accepted. But that was not to be. When the matter came up for hearing on 14th November 1950 the opponents, the Millowners' Association, raised a preliminary objection that "the recommendations in the Committee's report were beyond the scope of review". In order that the matter might be free from all possible doubt the court expressed the view that in the circumstances it would be better that the applicant should file an application for modification of the original award. Such an application was filed by the Sangh. While the matter was before the Court the Rashtriya Mill Mazdoor Sangh and the Millowners' Association arrived at an agreement and asked the court to make an award in terms of the agreement. Surprisingly and shockingly enough, the Sangh leaders had agreed to forego the workers' demand for incremental time scales which had been unanimously endorsed by the Engineering Standardization Committee in their report, despite bitter opposition from the millowners. As a result of this agreement textile engineering workers not only lost incremental time scales but they did not get any statement from the millowners regarding promotions to higher grades, a statement which as a matter of fact they had already made before the Committee. Regarding the method of fixation the agreement only said the following:

- "(2) Each worker shall move to the next immediate higher rate of wages and the grade in which that falls shall constitute the grade of the worker.
- (3) Having ascertained the grades of the workers by this method, these grades shall be frozen or pegged for that particular mill."

What does the clause "these grades shall be frozen or pegged for that particular mill" mean? Does it mean that the workers are also frozen along with the grades on their particular grades or that the grades are fixed and any vacancies arising in the upper grades are not to be abolished and are to be filled with suitable persons from the next immediate grade. The actual practice, so far as the millowners are concerned, has been, all these seven years, of abolishing or keeping vacant vacancies or filling them with applicants from outside. As a result, practically all the workers in the engineering section have rotted on the same grades, the same pay, which they got immediately after agreement.

The result of the method of fixation agreed to between the Rashtriya Mill Mazdoor Sangh and the Millowners' Association was very shocking to many of the workers. While some of the workers got

substantial increases in this process there were many who received a rise from 4 annas to a rupee or two only. The wage increases were not only uneven but absolutely arbitrary. They had no relation either to merit or seniority or to category.

Before standardisation, the wages paid for the same work in different mills in Bombay were highly uneven. Standardisation of wages aimed at creating conditions wherein the same sort of work was paid near about the same pay. But the situation as it emerged after fixation of grades in the engineering section according to the rule agreed to, namely, "each worker will move to the next immediate higher rate of wages", was far from this objective. The top grades of Rs.130, Rs.117, Rs.104, etc., were created only in those mills where already wages were higher and in the majority of the mills where the wages were low these grades awarded by the standard have not come into existence at all. Not that the fitters, turners, machinists, welders and other skilled workers in the majority of the mills are less skilled than their opposite numbers in the other mills. If it were so the maintenance in these mills could necessarily have suffered and besides, if differences in pay in various mills were justified on the basis of difference in skill then standardisation would be meaningless.

The agreement created the grade of master craftsman, for exceptional ability and skill in any one of the main trades, namely, turner, fitter, carpenter, machinist and welder. The master craftsman is supposed to get a minimum of R.156/-. But the agreement stipulates that these posts are meant to be filled "solely at the discretion of the management". No verifiable or objective test has been set or no procedure has been laid down. The result has been as was to be expected. Very few mills and those also in very rare cases have promoted workers to the post of master craftsmanship and even where these posts exist R.156/- has become their maximum pay and not minimum as stated in the agreement.

So far as the common run of workers are concerned they may not be master craftsmen but they certainly add to their experience and skill year after year and take upon themselves greater and higher responsibilities while dragging along on the same pay. A navaghany who has worked long as a fitter coolie will be found doing the work of a fitter, on the pay of a navaghany. An old, experienced pattern maker will be found engaged in maistry- duties besides pattern-making, while drawing only R.117/- the pay of a pattern maker. There are combined welders, welders who can do electric welding, gas welding and gas cutting etc., carrying on for years on R.91/-- only. A certain mill gives to all its welders the designation of assistant welders, although most of them when they joined had welder's certificates and they have since put in not less than 5 years welding services in this mill. A carpenter coolie after years of apprenticeship has already become a full fledged carpenter but he must carry on as a coolie on R.30/-- only. Kespon Operator is a highly skilled job but Kespon tool setting requires still greater skill. But a worker doing both the jobs gets only R.91/-- and has no future. A wireman who has passed Supervisor's Course and has the highest qualification in his line has no future beyond R.97/8/-- p.m. Erection work is a skilled and strenuous job. Some mills pay their fitters higher pay when they engage them on erection work but revert them to their original as soon as erection work is over. Many of the mills get the erection work done on the usual pay only. A carpenter has become skilled enough to become a slay maker or a slayline maker and these jobs are entrusted to him but he is paid only a carpenter's wages. Such complaints abound in the engineering section especially since the agreement, because since then managements have ceased to make even very ordinary usual promotion.

Thus, as a consequence of this agreement on which the present wages of the textile engineering workers are based, they neither have time scales nor a system of proper promotions. There is no reward for greater experience or greater usefulness. The number of

vacancies in higher grades is necessarily limited, as the Engineering Standardisation Committee very rightly feared. The present state of affairs so far as wages and grades in the engineering section are concerned is most discouraging, especially in the particular context of the skill of every workman gradually developing with experience. It will not be an exaggeration to say that a mood of disgruntledness pervades the workers of the engineering occupations in the textile industry.

The present wage structure in the engineering occupations of the textile industry must be basically changed and the new structure of wages and service conditions for this section must be based on the various conventions already established in the engineering industry.

### Three important matters.

There are certain matters about the engineering occupations in the textile industry, in addition to all these we have stated so far, which we would urge upon this Board to bear in mind while considering the actual quantum of basic wages of the various categories of workers in this section. The first thing to be remembered is the new context of rapidly growing engineering industry in our country. Industrially backward as we were we depended for every machine, for every screw and nut on foreign countries. Our engineering industry was no more than sparsely spread and ill-equipped repair-shops. With independence things have changed and with the Second Five Year Plan giving special emphasis on basic industries, the engineering industry in India is growing by leaps and bounds. It is no more a mere repairing industry or even assembling industry but it is growing to be a full fledged machine manufacturing industry, which will act as the lever to transform our country from an industrially backward country with very low industrial and agricultural productivity into an advanced, industrialised country with rapidly developing industry and agriculture. The day the three huge steel manufacturing plants will go into operation the place of engineering industry and also of the engineering worker in the economic life of our country will undergo a qualitative change. It must be remembered that the engineering worker is feeling this change in his every day work and he is already demanding that he be recognised in his new role and accorded his new status. As the engineering industry has spread and developed during the last 10 years, so has grown the trade union movement of the engineering workers. While for the last ten years the scales of pay and dearness allowance etc. have been practically static or have moved very little in the textile industry, during this same period the scales of pay and dearness allowance and service conditions have been revised upwards not less than three times in various engineering concerns. Formerly, the engineering worker was illiterate, he did not know the theory of the practical work he handled with great ability through sheer experience and talent. He feared unemployment in a waned industry and working in small groups on servicing and repairing jobs he never felt the strength of the numbers of his own kind. The natural consequence of these conditions was inordinately low wages compared to the worth of the work done and very bad working conditions. These things have had to change with expansion and development of the engineering industry in our country during the second world war and since. The change has been especially rapid - during the last ten years under pressure from organised trade union movement of the engineering workers. During the Second Five Year Plan period and the subsequent Third Five Year Plan period the demand for trained engineering workers of all categories is going to grow multifold. This is the new context in which this Wage Board will have to consider the question of fixing the wages of various categories of engineering workers engaged in textile industry.

The present wages of engineering workers in the textile industry are in our opinion, pretty low, considered in the light of the work that each one of them is called upon to carry out. A very large percentage of them have very little literacy. Very few of them have done any courses. They have risen from the lowest rung. The rank of coolie - to the positions of foremen, mistries, pattern makers, head fitters, power house operators, armature winders, etc., through sheer experience, self-study and talent. Ill-advantage has been taken of their weakness from the point of view of literacy and theoretical knowledge and of their low start to keep them on wretchedly low wages. There is a growing tendency to recruit for top grades young workers from outside who have done courses in some institute or other or have gone through apprenticeship period at some recognised engineering establishment. There is also a tendency to increase the number of degree holders in the grades of Supervisors and Engineers. While in the present day world of advanced engineering and growing use of electrical appliances and automatisaton the need for theoretical education on engineering jobs is great. But this need cannot be adequately satisfied by increasing the non-practical degree holders at the top or by injecting the practical diploma holders in the middle. Facilities must be provided for workers from the lowest ranks to take short courses in engineering. Incentives must be provided by way of promotions to workers distinguishing themselves at these courses and in applying the newly gained knowledge in their work. The experienced workers doing skilled and complicated jobs through long experience to their credit must be helped with theoretical lectures relevant with their jobs and those showing capacities to pick up and develop further should be duly rewarded. Only in such an atmosphere of scientific education of practical workers and application of science in practice from bottom to top of the much needed union of theory and practice, will the valuable knowledge of degree holders be properly and fully utilised and the craft acquired by trade apprentices will help improve level of efficiency and productivity.

So the second important thing we wish to bring to the notice of this Board is that a large majority of engineering workers in the textile industry are people with long services, with years of experience and very detailed knowledge of their environment and job and with proved ability to handle any situation or job that may confront them. It is the wage structure of such an experienced personnel that is to be evolved, in the case of the engineering workers of the textile industry.

The third and the most important matter which we wish to bring to attention of this Board is the difference between the work done in the generality of engineering concerns and that done in the textile mills of Bombay. In the engineering industry the work is generally of production on mass scale of standard goods. Every worker is assigned his bit of work, may it be of turning, fitting, milling, welding, phasing or any other, and he has to do it in the shortest possible time over and over again all the seven and half hours. The worker naturally gains in efficiency or rather speed in his work but inevitably loses in versatility and is reduced to the position of a machine attendant. In the textile industry the nature of work that engineering workers have to undertake is different. They are responsible for maintenance, and repairs of all the machinery and the whole building housing the machinery of a mill. They are also responsible for production of most of the parts required for replacement and for the erection of new machinery. This work involves thousands of jobs of the most varied kinds and every job requires to be tackled in its particularity in a fresh way, noting all that is new and out of the ordinary about it and not as routine job. Engineering work in a textile mill demands more will, alertness, originality, all-sidedness from every worker from the lowest to the highest. It is not as if only one thinks, conceives, plans and all the others merely carry out. Everyone has to think, conceive, plan and play his part well in a collective effort. For

this all concerned must understand the job. That is how an experienced navaghany comes to know what the engineer has in mind in a particular situation. Taking into consideration this aspect of the matter that engineering work in a textile mill stands generally on higher level, we submit that wages for textile engineering work must be generally higher than those prevailing in the engineering industry.

To sum up, textile engineering work is engineering work and a higher type of engineering work than the work ordinarily done in the engineering industry. While determining the quantum of pay the context of the rapidly expanding and developing engineering industry must not be lost sight of. Present personnel in the mills is highly experienced personnel, who know their job well and with the help of a little theoretical education they will take greater responsibilities on their shoulders. With these considerations in view, we suggest the following time scales for various categories of workers in the engineering section of the textile industry.

Suggested Scales.

AVERAGE SKILLED WORKERS

<u>Designations.</u>	<u>Scale suggested by us</u>
(1) Boiler Coolie, (2) Wireman's Coolie, (3) Tinsmith's Coolie, (4) Moulding Coolie, (5) Carpenter Coolies, (6) Motor Mechanic Coolie, (7) Mason Coolie, (8) Fitter Coolie, (9) Lorry Cleaners, (10) Welder's Coolie, (11) Haul Attendant, (12) Windowpane Cleaners, (13) Mochi, (14) Machine Part Cleaners, (15) Sweepers, (16) Humidifier Cleaner and any worker from the engineering section who is getting at present Rs. 20/- p.m. as basic pay should be eligible for this scale.	Rs. 65-2-85-2½-90
(1) Engineering Navaghany, (2) Hammarman, (3) Painter & White Washer, (4) Humidifier Attendant, (5) Boiler Cleaner, (6) Bambvala, (7) Fireman, (8) Electric Oiler, (9) Electric Coolie Mukadam.	Rs. 75-2½-110
(1) Engineering Bassiwala or Rope Splicer, (2) Engineering Oilers, i.e. Shafting Oilers, (3) Electrical Motormen or Motor Attendants, (4) Chippers.	Rs. 85-2½-120
<u>Supervisory.</u> (1) Building Mukadam, (2) Navaghany Mukadam, (3) Shafting Oilers Mukadam, (4) Rope Splicers Mukadam, (5) Electrical Mukadam.	Rs. 100-3-130- 5-135.

SEMI-SKILLED WORKERS.

(1) Second Class Boiler Attendant, (2) Letter Painter, (3) Mason.	Rs. 90-4-130.
(1) Turner (Engineering as well as departmental) (2) Fitter (-do- ) (3) Humidifier Fitters, (4) Blacksmiths, (5) Tinsmiths, (6) Carpenters, (7) Polishmen, (8) Second Class Moulders, (9) Choremakers, (10) Furnacemen, and (11) Cupola Operators - All those workers who are known by anyone of the abovementioned names and also earn Rs. 91/- & below should be fixed in this scale.	Rs. 90-5-150.

- Lorry Driver. ... ( Rs.105-5-150
- (1) Slayline Makers and (2) Cabinet Makers. ( Rs.110-5-160
- (1) Wiremen, (2) Welders (3) I Class Moulders. ( Rs.105-5-175

Supervisory.

- (1) Boiler Mason, (2) Head Blacksmith (
- (3) Head Tinsmith, (4) Overhauling Fitters and ( Rs.130-5-185
- (5) Slay Makers. (

SKILLED

- (1) Machinists (We have used this word to mean skilled and experienced Turner, (
- (2) Millwright Fitter, (3) Boiler Fitter, (4) Miller, ( Rs.150-5-180-
- (5) Kenson Operator, (6) Motor Mechanic, (7) Line 10-200.
- Levelling Fitters and Frection Fitters, (
- (8) First Class Boiler Attendant, and (
- (9) Pattern Makers. (
- (1) Electrician (Armature Winders, Cable Jointers, (
- Switch Board Operators earning the present ( Rs.150-5-185-
- I Class Grade pay are covered by this scale) ( 10-225

Supervisory.

- (1) Foundry Maistry, (2) Power House Operator, (
- (3) Wood Work Maistry, (4) Head Fitter, (5) Head Welder ( Rs.200-10-260.
- (6) Head Turner, (7) Head Motor Mechanic (

HIGHLY SKILLED.

- (1) Combined Welder, ( Rs.200-10-300
- (2) Combined Kenson Operator-Kenson Tool Setter (

Wiremen or Electrician having Electrical Supervisor's Certificate. ( Rs.250-10-350

The new starting salary of every worker in the scale should be so fixed as to give him either an increase of 25 % of his present total income (basic wages + Dearness Allowance) in his basic wage or one increment for every two years of service in the present grade, whichever is more.

Few words about scales.

The lowest scale which we have suggested is Rs.65-2-85-2½-90. We assume here that the minimum wage for the textile industry has to be round about Rs.55/- p.m. at 1950 price level. Anything less than that, in our opinion, will not provide the minimum necessities of food, clothing, shelter and miscellaneous wants agreed to as the minimum living standard by the tripartite Indian Labour Conference. Heavier and more hazardous as engineering work is we suggest a starting pay of Rs. 65/-p.m. as the minimum wage for the engineering section with acquisition of skill with experience the worker on the lowest rung must be able to reach with the annual increments of Rs.2/- for the first ten years and of Rs.2½ for the subsequent two years to Rs.90/-per month. This scale covers the following categories. (1) Boiler Coolie, (2) Wireman's Coolie, (3) Tinsmith's Coolie, (4) Moulding Coolie, (5) Carpenter Coolie, (6) Motor Mechanic Coolie, (7) Mason Coolie, (8) Fitter Coolie, (9) Lorry Cleaners, (10) Welder's Coolie, (11) Haul Attendant, (12) Windowpane Cleaners, (13) Mochi, (14) Machine part Cleaners, (15) Sweepers, (16) Humidifier cleaner. Any worker from the engineering section who is getting at present Rs.30/-p.m. as basic pay should be eligible for this scale.



The second scale we suggest goes from R.75-2<sub>2</sub>-110. This we may name as the Engineering Navagany Scale. It must be clearly understood that the work of an engineering navaghany is totally of a different nature from the work of navaghanies in carding, weaving, spinning and other departments. It is not merely a work of carrying heavy loads from one place to another, like that of a bale-stacker. The job of the engineering navagany is to carry out all the heavy jobs in the engineering work.

For example a shafting line from 2 to 6 inches in diameter with its shaftings, pulleys, couplings and all has to be taken down for repairs or to be lifted up for being fitted. This work has to be carried out with great care, while machines are buzzing around in full speed. The engineering navaghanies have to move huge machines from their departments to the workshop and from workshop to the departments during repairs. They have to help the fitters in changing ball bearings, pulleys, couplings and calender rolls. They have to take the worn out parts to the workshop for turning and there, they have to help the turners to put them properly on the lathe. They are responsible for movement of new machinery coming into the mill. They have to help the boiler fitter in his work. They have to remove the cover of electric motor of 200 to 250 H.P. and carefully take out the roter weighing about one ton, clean it and put it back without damaging the delicate connections around. Carrying motors weighing 4 to 5 tons to the height of 100 ft. or taking down and replacing calender rolls weighing 1 $\frac{1}{2}$  to 2 tons are very heavy & responsible jobs. It is the engineering navagannies who have to take up and properly bind the huge steel wire of the lift with a carrying capacity of 1150 lbs. Height of the lift is usually 50 to 100 ft. and the huge steel wire has to be coiled round twice or thrice. There are always occasions when the pulleys, couplings, bearings or brass on the shaftings get jammed and refuse to come off. The shaftings are at a height of 15 to 16 ft. It is the engineering navaghanies who have to take a suitable position in some odd place and from there to give hammer stockes. To balance oneself and to handle the hammer in such places is really a feat.

These are some of the difficult jobs which engineering navaghanies have to carry out. Every mill has some 15 to 17 engineering navaghanies, the number rising according to the size of the mill. They are able to carry out work only because they work in a team and with the technique that has developed through years of practice and is handed down to new people only through practice. An engineer would feel helpless without the hearty co-operation of the team of engineering navaghanies and experienced engineering navaghanies to lead the team. A navaghany is so close to a fitter in his work that if he has an aptitude he can pick up fitter's work and become a fitter. Fitters have risen from amongst navaghanies and have reached head fittership. There is a growing demand therefore that young navaghanies showing aptitude for fitter's work should be given opportunity and facilities to learn fitter's trade.

We have dealt with this category of engineering navaghanies rather at length firstly because of their importance and secondly because it is the unanimous opinion of the engineering workers and of engineers also that these workers have been very unjustly treated in the last revision of wages.

We have included under this scale other categories whose work is either heavier as in the case of hammerman of the blacksmith or a little more skilled or a little more hazardous. This scale should cover (1) Engineering Navaghanies, (2) Hammerman, (3) Painter and White Washer, (4) Humidifier Attendant, (5) Boiler Cleaner, (6) Bambvala, (7) Fireman, (8) Electric Oiler, (9) Electric Coolie Mukadam. Electric oilers are not to be found in all the mills at present but wherever they are, as in the Tata Mills, for instance, they should be covered by this scale.

The third scale we suggest is R.85-2½-120. This scale may go after the name of the Rassiwala or the Rope Splicer. Here we must clearly differentiate the departmental Rassiwala from the engineering Rassiwala. Engineering Rope Splicers are the navaghanyes who in addition to the navaghany's work do the rope splicing work whenever it is necessary. Rope splicing may be said to be a special craft which is learnt through long experience. Engineering Rope Splicers have to deal with big ropes upto one and three fourth inches in diameter. Departmental ropes are easier to handle because they are adjustable but not so with the big ropes which the engineering Rope Splicers have to handle. Firstly, they must join the rope with such consummateness that the rope will not be bigger at the joint and it will rotate smoothly over the pulley. Secondly, the length of the rope has to be so exact as not to be either loose or tight when fitted on the pulleys. If the rope belt becomes tight then there is danger of the brasses and the motor getting hot. If it is loose it will not hold the pulleys properly in motion. The fitting of these heavy ropes is itself a very heavy job. There is danger of the rope giving way also. In all this work the other navaghanyes help the Rope Splicers but the know how is supplied by the Rope Splicer and the responsibility rests upon him.

In this scale we have included engineering oilers i.e. the Shafting Oilers, Electrical Motormen or Motor Attendants & Chippers.

The three scales suggested above may be said to be scales for average skilled workers. We do not accept the category 'unskilled' in which generally these workers are put. No worker who is required to do any work in the environment of highly mechanised processes can be called unskilled. He has to acquire training, habit, experience before he can handle any job in the mill with the requisite efficiency and speed. Therefore, we call this category, "average skilled" workers.

We suggest the fourth scale of R.100-3-130-5-135. This may be called the Mukadam Scale. All the Mukadams exercising leadership and supervision over the various workers of the average skilled category should be covered by this scale. We would include under this scale (1) Building Mukadam, (2) Navaghany Mukadam, (3) Shafting Oilers Mukadam, (4) Rope Splicers Mukadam, (5) Electrical Mukadam. This scale is a scale of long service, experience, ability and supervisory function. It is not that all the above mentioned posts exist in all the mills. But it is necessary to create all these posts to provide proper leadership to the various groups of workers engaged in different types of work. With regard to these as with regard to all higher posts, we demand that they should be given to the seniormost persons.

Now we come to the scales of second category, namely, the semi-skilled. In this category we suggest six different scales. The lowest in this category comes the scale of the Second Class Boiler Attendant, starting from R.90/- and reaching to R.130/- within ten years by annual increments of R.4/-. We include in this scale the Letter Painter and the Mason.

R.90-5-150 is the second scale we suggest in this category. This may be named the Turner-Fitter Scale. Turners and Fitters are the key crafts so far as the mechanical side of the engineering section is concerned. The Turner is responsible for making a part so as to fit in its place exactly. Accuracy to the hundredth, to the thousandth of an inch is the watchword of turning trade. The Fitter is responsible for fitting a manufactured or repaired part exactly. He may have to do cutting, chipping, filing, scraping, drilling, tapping, dieing, reaming, rivetting, shaping, planning, slotting, milling, plumbing and levelling etc., all aimed at achieving the same thing, namely, the correct fitting of a part. Any mistake on his part may lead to friction, more than average wear and tear, fall in efficiency or even a breakdown. We include in this Turner Fitter Scale the engineering as well as departmental turners and fitters, Humidifier Fitters, Blacksmiths and Tinsmiths, Carpenters and Policemen, Second Class Moulders and Choremakers, Furnacemen and

Cupola Operators. All these are skilled workers and their range of acquisition of skill is greater and hence a longer scale for them. All those workers who are known by anyone of the above-mentioned names and also earn 91/- and below should be fixed in this scale.

We suggest for the Lorry Driver a scale of R.105-5-150. Lorry Driver is a category by himself with his particular skill and responsibility. Lorry Drivers in Bombay Mills although they do not have to go riding long distances they are required to drive heavily loaded lorries through busy streets of Bombay. They are also responsible for the safe and timely delivery of the materials loaded in the lorries. Many a times they along with their cleaners have to be on duty for more than eight hours.

Slay, e-makers and Cabinet-makers are craftsmen with higher skill who should be placed between an ordinary Carpenter and a skilled Pattern Maker. We, therefore, suggest the scale of R.110-5-160 for them.

The highest scale in this category of workers as suggested by us is that of Wiremen and Welders starting from R.105 and reaching R.175/- within 14 years, by yearly increments of R.5. These are trades which require longer training and apprenticeship and which are fraught with greater hazard than most other engineering trades. A wireman is required to pass an examination of the Public Works Department of the Govt. and obtain a Wireman's Certificate before he can work as a fullfledged Wireman. Govt. generally requires the mill managements to employ Wiremen with certificates for Wireman's job, but this requirement is not always satisfied. The managements economise and employ workers without licences so that they can get the work done on lower pay. This is very wrong and dangerous economy. It will not be an exaggeration to describe it as a penny wise and pound foolish policy. This Wage Board must, while giving complete protection to the present experienced Wiremen without certificate, enjoin upon the mill managements that they strictly satisfy the requirement that any person employed to do Wireman's job must be a Wireman with certificate. At the same time Wireman's Coolies and Motormen should be allowed and given facilities to learn Wireman's work and appear for the Wireman's Certificate Examination.

We give below some of the main jobs the Wireman has to carry out. He has to do all the wiring work, insulance work and insulance test work. There are several types of wiring such as case wiring, clit, lead cover wiring, citius, pipe fitting, overhead etc.. Casing, clit and citius wiring has to be carried out at height and on ladder or worden stools. Overhead wiring work is more difficult and has to be done with great care. Pipe fitting work is very hard, exacting and requiring skill. The pipes from half to two inches in length have to be threaded and wherever necessary they have to be given proper and aesthetically fitting bend. The same is the case with concealed wiring. It is especially difficult to detect fault in concealed wiring and set it right. If an electric motor is to be set up the wireman has to test the various materials and armature etc. to detect faults if there may be any.

There are several things which a Wireman cannot do on a working day and has to do those on weekly holiday when the mill is closed. Dismantling of the high capacity main switches, circuit breakers air breakers and cleaning or chaning their contacts, to renew oil in the switch tank, to see if the swithh mechanism is in order or not, these are some of the main operations which a Wireman has to carry out on weekly holidays. If a motor fails then the Wireman has to find the fault and set it right. The Wireman must know the distribution board of main switches in the mills and fuses and other things. He has to dismantle electric motors of capacities between 25 H.P. to 200 H.P. and repair their contacts, carbon brasses, brass bearings etc., to take gauge feeler and to varnish them and reset them. He has to take care that the insulation is not damaged in the process of resetting.

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Group drive is fast being replaced by individual drive. The number of motors is increasing and the number of motors going out of order and requiring attention is also up to the foreign standard as yet in durability and efficiency. That again is a factor in increasing incidence of breakdown and repairs. A mill wireman has a special disadvantage or hardship in that he has to work in steam and with soaked clothes on.

It may be said in carrying out ~~h~~ his various duties the Wireman has to do besides electrical work, Carpenter's work (as in case wiring), Fitter's work or Tinsmith's work (as in soldering) and he has to do this work not in comfortable positions but in very difficult positions and places. He has also to carry out the delicate work of repairing electric clocks and meters.

A Wireman must know wiring diagrams, starters of small motors, automatic controllers, overload devices etc., otherwise he will not be able to repair or assemble a machine.

Besides these duties he has to pay attention to the lighting in mills also. He has to remove short circuit, put up bulbs, put in fuse, carry out rewiring and earthing operations. A slight mistake on the part of a Wireman in making connections can lead to burning of a whole motor or even greater damage. A Wireman working on low, medium and high voltage always stands the danger of death by electrocution.

We have purposefully given this rather long description of the work and responsibilities of a wireman. It will be clear from the foregoing how very essential it is that the mill managements are compelled to employ only workers with wireman's certificate for doing Wireman's jobs. It is our suggestion that all those who have been doing Wireman's job for more than 5 years should get wireman's scale irrespective of the fact whether they have a wireman's certificate or not. Armature Winders, Switch Board Attendants earning the pay of the present II Class Certificate grade should be fitted in the wireman's scale. Non-certificate holder at present working as Armature Winders and Switch Board Attendants should be fitted into the scale of Electrical Motorman.

When the wages of the various categories of engineering workers were last fixed the various jobs of different grades on the electrical side were not properly distinguished. On the contrary, as a result of the designations used, a confusion was introduced. Switch Board Attendant and Armature Winder is the common designation used and it is divided into three grades, namely, (1) those with first class certificates, (2) those with second class certificates and (3) those who are unqualified i.e. without certificate. The wages of these grades range from R.39 to R.97-8-0

We reject this classification as totally unscientific. Firstly, there is nothing like a I Class or II Class Certificate. What is called a First Class Certificate is in fact Supervisor's Certificate which a wireman gets after he has acquired considerable experience and theoretical knowledge of the science of electricity. Supervisor's examination is a very stiff examination. At present there are very few wiremen who have passed this examination and they can be counted on the finger tips. By passing this examination, these wiremen qualify themselves for post of Supervisors or Electrical Foremen. We strongly submit that the value of the Electrical Supervisor Certificate must be properly recognised and the wireman's Certificate must also be given its due. The I Class and II Class designations introduced by the agreement between the Sangh and the Millowners' Association are wrong and detract from the worth of both these certificates.

In the scales suggested by us three grades for the electrical side (1) Wireman, (2) Electrician, (3) Power House Operator. Any Wireman having passed the examination of a wireman can with experience do the work of an Electrician and later on that of a Power House Operator. For these three grades Wireman's Certificate with adequate experience is enough qualification.

Seniormost Wireman should be promoted to the vacant post of an Electrician and the seniormost Electrician should be eligible for the post of the Power House Operator wherever it is to be filled. Any electrical worker who has passed the examination of Supervisor's Certificate should be taken up as Foreman or given a Supervisor's Scale.

We have put the Welder in the same scale as the Wireman. Welder's is a very onerous and arduous job and it takes long to become a specialised Welder. He must learn to adjust the welding current to the thickness of the metal he is welding. For this he must know the melting points of the various metals he has to handle in welding such as mild steel, carbon steel, etc., aluminium, lead, high tensile steel, carbon steel, etc. Welder has to handle a current upto 300 amperes and has to work in heat of 1300 degrees centigrade which is the melting point of steel. The carrying out of big jobs which require preheating in the furnace is a highly arduous and skilled work. The fumes that a welder inevitably inhales in the course of welding work affect his health greatly.

In view of the important and skilled job of the 1st Class Moulder we suggest that he should be also covered by this scale.

The last scale in this category should be the boiler mason's scale starting at R.130/- and by yearly increments of Rs.5 reaching R.185 within 11 years. The Head Blacksmith, the Head Tinsmith, Overhauling Fitters and the Slaymaker should be covered by this scale.

The third category of the workers is the 'Skilled'. Included in this category are the Millwright Fitters, Machinists, Motor Mechanics, Line Levelling Fitters, Erection Fitters, Pattern Makers and Electricians.

We suggest the following two scales for the skilled category.

1. For the Millwright Fitter, Boiler Fitter, Machinist, Miller, Kelson Operator, Motor Mechanic, Line Levelling Fitters & Erection Fitters and 1st Class Boiler Attendants Pattern Makers the scale of R.150-5-180-10-200.
2. For the Electrician we suggest the scale of R.150-5-185-10-225.

We have used the word Machinist to mean a skilled and experienced Turner. Armature Winders, Cable Jointers, Switch Board Operators earning the present I Class Grade pay, are covered by Electrician's scale.

Vacancies in this grade should be filled with seniormost employees from the lower grade.

All those who are drawing more than R.95 p.m. should be fitted in these scales.

Above the scale of skilled workers we suggest a scale for the Skilled Supervisory Category. In this category we include (1) Foundry Maistry, (2) Power House Operator, (3) Wood Work Maistry (4) Head Fitter, (5) Head Welder, (6) Head Turners, (7) Head Motor Mechanic. These are seniormost and most experienced persons in their trades. While carrying out the most difficult and most skilled jobs themselves they also have the responsibility of supervision on their shoulders. We, therefore, suggest for this category a scale of R.200-10-260. Vacant posts in this category must be given to seniormost employees from the skilled category. In every mill there is a power house from where power is distributed to the various departments of the mill. It is highly necessary that a highly experienced and responsible man with a thorough knowledge of electricity and the ins and outs of the electrical network in the mill must be given charge of the power house. At present in several mills power house work is understood

as carrying out some routine operations and taking down some routine readings and ordinary switch boards attendants are in charge of power houses. In the interest of safety this practice must be summararily stopped and the post of power house operator compulsorily created in every mill, the seniormost Electrician being promoted to the post. There are several mills where many of the posts in the skilled category and skilled supervisory category do not exist at all and all the work of these posts is taken from employees on lower grades of pay. The creation of these posts in all the mills, with a view to bring about uniformity must be made compulsory as a part of standardisation. New scales should not be fitted from bottom upwards but from top downwards.

The last scale we suggest is for those who may be called highly skilled or exceptionally skilled. For example, a Welder who can do electric welding, gas welding, gas cutting and even lathe burning and from whom the mill takes work of all these kinds must have a scale for himself. Similarly, a worker who is a Kepson Tool Setter and also works as a Kepson Operator should get more than a skilled worker. For such workers as do several kinds of skilled work for the mills they must get more pay than that pay belonging to any one of those jobs. For Combined Welder and Combined Kepson Operator, Tool Setter, we suggest a scale of R.200-10-300.

The Wireman or Electrician who passes the Electrical Supervisor's Examination should be given the supervisory grade of R.250-10-350.

In certain mills there are certain posts of assistants such as Asst. Fitters, Asst. Welders etc. If these workers are found to have put in more than 5 years of service in their posts of assistants or after they do so, they should be regarded as fullfledged Fitters, Welders, Turners, etc. If they are required to continue as assistants for completion of 5 years in the job they should be given an initial rise of R.25/- in their basic pay and annual increment of R.2 $\frac{1}{2}$ . No new posts of assistants be created.

If a worker working as electric Motorman passes the Wireman's Certificate Examination he should be given an allowance of R.10/- p.m. and he should be promoted to a Wireman's post, as soon as there is a vacancy. Similarly, if a Fireman or Agawala passes the Second Class Boiler Attendant's Examination, he should be given an allowance of R.10/- p.m. and after passing the examination of I Class Boiler Attendant an allowance of R.25/- p.m.

Posts of Foremen and Asst. Foreman: Although these posts are in, what is called, the staff, it has been the practice to recruit for these posts men from amongst the workers. Lately there is a tendency to recruit persons from outside for these posts or to abolish them altogether. These are posts which develop the self-respect of the engineering workers and inspire them to work hard to rise as high as possible. We strongly feel and urge that these posts should not be abolished and the practice of promoting talented, diligent workers of long standing to these posts should be continued.

Fixation in new scales: The fixation should be done in such a way that every worker will get an adequate wage rise. There is danger of those who are at present earning the highest salary of a particular category, suffering in the process of fixation. To safeguard against this possibility we suggest the following method of fixation. The new starting salary of every worker in the new scale should be so fixed as to give him either an increase of 25% of his present total income (basic wages + Dearness Allowance) or one increment in new scale, whichever is more.

Dearness Allowance: We have already discussed this point and stated our views on the question. We are of the opinion that textile engineering workers, should like the workers in the engineering industry be paid dearness allowance by two scales, workers having the option to choose, either the revised textile scale or the percentage of pay according to cost of living index scale. This is necessary to safeguard the incentive value of differentials in basic wages of workers of various grades of skill.

✓ each two years' period of service.

Privilege leave and casual leave.

Engineering worker as a rule is comparatively less given to absenteeism and going on long unpaid leave. His work also is very much strenuous. It is therefore desirable that engineering workers should have 21 days privilege leave in a year and a paid casual leave of seven days in a year. Paid casual leave is generally given in the engineering industry.

Payment on monthly basis.

It is generally the demand of the engineering workers that they should be paid on monthly basis and not on daily wage basis. The tribunals have so far rejected this demand on the ground that the change will not result in any material benefit to the workers and it will cause lot of trouble to the management in costing work, in which the system of daily rates of wages is, according to them, more convenient. It is our submission that in the case of the textile engineering there is no question of calculating per unit costs because it is primarily maintenance and repairs work and no inconvenience will be caused to the management if the wages of textile engineering workers are calculated and paid on monthly basis. We have suggested all our scales to suit monthly basis of payment.

Working clothes and other protective accessories.

For reasons already discussed the following categories of workers should be provided the articles mentioned against them.

Welders: Gum boots Handgloves, a pant and a shirt.

Welders Coolie: The same as Welder.

Blacksmith, Hammerman, Tinsmith, } A pant and a shirt.

Tinsmith's helper, Fitter. }

Moulder's Coolie: Proper boots and Apron.

Mason's Coolie } Clothes as the Navaghanies at present get.

Carpenter Coolie }

White Washer, Painter: Pant and shirt.

Wireman: Rubber shoes, handgloves & their work tools should be supplied by the company. At present they are required to bring their own private tools.

Boiler Attendant: Pant and Shirt.

Welder should be given 1/2 seer of milk every day.

Fitters working in dyeing and bleaching departments have to work in acid, caustic, Amonia and such other injurious materials. They should be given each a set of working clothes and a disagreeableness allowance of Rs. 5/- per month.

Night Shift Work.

The number of engineering workers in the night shift is generally less than in the day shift. The reduction is mainly in mechanical engineering staff. Usually it so happens that a Fitter or Turner called for night shift work is required to carry out jobs of greater responsibility than he ordinarily does in day shift. A job which is handled by a Turner earning Rs. 91/- or Rs. 104 in the day shift has to be carried out by a Turner whose monthly pay is Rs. 78/- only in the night shift. The demand therefore is that a worker when on night shift should be given additional pay commensurate with the higher grade job he executes.

Work on Sundays & paid festival holidays. The prevailing practice in the engineering industry in Bombay in this respect is clearly recorded as follows, in the award of the industrial tribunal in the dispute between Mazagaon Docks and other engineering concerns and their workers.

- "1) For working on a weekly off day (Sunday) a workman gets 1 1/2 times his basic wage and 1/2 times his D.A. He thus gets an additional 50 % of his basic wages and dearness allowance.

- "2) For working on a paid holiday the workman gets double his basic wages and double his dearness allowance.
- "3) For overtime work on weekly off days and paid holidays the worker gets double his basic wages & double his D.A. for the hours worked as provided by the Factories Act. All overtime irrespective of the day on which it is worked is paid in accordance with the Factories Act."

At present textile engineering workers do not get any additional wages for Sunday and holiday work. It is a long standing demand of the textile engineering workers that the above practice should be followed in the textile industry. They suggest only two minor modifications, namely, (1) Hours of work on Sunday should be four instead of eight, so that a worker can carry out his work and at the same time enjoy at least some part of the day with others. However, if he is required to work more than 4 hours he should be paid at double the basic pay and D.A. for additional hours worked, (2) As far as possible workers should not be called for work on paid festival holidays such as Divali etc., which are very few in number. However, if they are called they should be paid double the wages and D.A.

This change in the present practice of the textile mills will cost insignificantly little to the mills but will give great psychological satisfaction to the workers.

No reduction in complement & increase & regularisation of electrical personnel: The last and the most important matter to which we wish to draw the attention of this Wage Board, in conclusion of our statement, is the necessity of giving an express directive to the mill managements not to reduce their present engineering complement. It has been generally the policy of the millowners to follow up any rise in wages with a drive for reduction in the number of workers and increase in per worker workload. A very large part of the present machinery of the textile mills in Bombay is very old and depreciated and maintenance & repairs work is all the while increasing. With the coming in of new machinery, erection work is growing and will keep on growing at least for a decade more. The new machinery made in India, as we have already observed, is not upto the mark and increases the work of the engineering department. Considering all these factors we must emphatically state that any reduction in complement and attempt to overload workers with additional work will greatly affect the efficiency of maintenance and repairs work, ultimately affecting cloth-productivity of the mills.

Automatisation of processes is increasing in the mills. Replacement of group drive by individual motors is increasing the number of motors to be attended. Under the new & development circumstances it is necessary that the number of electrical personnel of various grades required in every mill should be regularised, relating it to the consumption of electricity by the particular mill and the lighting points and motors to be attended to. We tentatively suggest the following method of regularisation.

In a mill consuming between one thousand to two thousand kW of electricity there should be the following maintenance staff in every shift: (a) One Power House Operator, and one Coolie, (b) Two Electricians and two Coolies, (c) For every 500 lighting points one Wireman & one coolie, (d) For every hundred loom motors of  $\frac{1}{2}$  H.P. to 3 H.P. one Wireman and one Coolie. Permanent staff in the day shift: (a) For wiring erection work 2 Wiremen, 2 Coolies, and one Supervisor, (b) Two Light Cleaners for every 500 lighting points, (c) One Electrician, One Armature Winder and one Cable Joiner, (d) For every high tension motor one Motorman.

All the statements made by us so far are to the best of our knowledge true and correct. We do not however presume that some of them may not have to be amended, improved or corrected.

In conclusion we urge upon this Board either to appoint a sub-committee of its own to study in detail the engineering section of the textile industry, which has so far remained uninvestigated or advise the Govt. of India to appoint such a committee to investigate into the working of the engineering section of the textile mills and the conditions of service and pay existing therein.



## पाली मिल की तीसरी शिफ्ट बन्द करने के विरुद्ध मजदूर संगठनों का राजस्थान के श्रम मन्त्री को पत्र !

श्रीमान् श्रम मन्त्री महोदय,  
राजस्थान सरकार जयपुर,

विषय:—महाराजा श्री उम्मेद मिल्स, पाली में तीसरी शिफ्ट बन्द करने हेतु प्रबन्धकों का नोटिस !

मान्यवर,

यह तो आपको विदित ही होगा कि ता० २६-२-५८ को महाराजा श्री उम्मेद मिल्स लि० पाली व उसके श्रमिकों की दोनों रजिस्टर्ड ट्रेड युनियनों [ टैक्स्टाईल लेबर युनियन (लाल-भण्डा) व राष्ट्रीय मिल मजदूर कांग्रेस, ] के बीच एक समझौता हुआ जिसके अनुसार मिल में बदले हुए ऊंचे सूत को देखते हुए कार्य-भार (Work load) व पगारों का नया स्टैण्डर्ड तय किया गया था। उक्त समझौते की शर्तों के अनुसार उसका लक्ष्य "काय-भार व पगारों का स्तर तय करना, नवीनीकरण करना व तीसरी शिफ्ट चलाना" ही था। उस समझौते की शर्तों के अनुसार ता० ७-३-५८ को तीसरी शिफ्ट चालू हुई जिसमें गिंग फ्रेम की ४४ मशीनें चलती थीं और पहली व दूसरी शिफ्ट के बड़े हुए २०० स्थाई श्रमिकों के अलावा २०० से अधिक अन्य पुगाने बदली (एवजी) श्रमिक कार्य करने लगे। इसके फलस्वरूप नियमित ११ महीने से कार्य करने वाले इन ४००-४५० श्रमिकों की तनखाह में भी बढ़ोतरी हुई।

उपरोक्त समझौता करते समय उभय पक्षों ने त्रिदलीय श्रम सम्मेलन द्वारा पारित "नवीनीकरण के आदर्श समझौते" (Model Agreement) व राजस्थान सूती वस्त्र श्रमिक जांच कमेटी (देशपांडे कमेटी) की रिपोर्ट के सुझावों में निहित सिद्धान्तों को आधार बनाया था। संक्षेप में ये सिद्धान्त निम्न प्रकार हैं :-

- (१) कार्य भार के परिवर्तन या नवीनीकरण के फल स्वरूप किसी भी मजदूर (चाहे वह बदली मजदूर ही क्यों न हो) की छुट्टी न होनी और मशीनें बढ़ा कर या नई शिफ्ट चला कर पूरे मजदूरों को काम पर लगाया जायगा।
- (२) इन परिवर्तनों से होने वाले मुनाफे का मालिक, मजदूर व समाज के बीच उचित वितरण होगा।
- (३) उभय पक्षों में मतभेद पैदा होने पर उसे पंच निर्णय से निपटाया जायगा।

इन सिद्धान्तों के आधार पर किए गये समझौते की धारा १३ के अनुसार मैनेजमेंट तीसरी शिफ्ट स्थाई तौर पर चलाना चाहते हैं। अगर व्यवसायिक कारण या ऐसे कारणों से जो काबू के बाहिर हैं तीसरी शिफ्ट बन्द करनी पड़ी तो तीसरी शिफ्ट शुरू होने के पूर्व के तमाम कायम श्रमिकों को पहली व दूसरी शिफ्ट में अपनी ही जगह पर इस समझौते की शर्तों के अनुसार ही कार्य पर जारी रखा जायगा।

समझौते की धारा १४ के अनुसार "प्रबन्धक इस समझौते के लागू होने के एक वर्ष तक कार्य भार बढ़ाने, नवीनीकरण करने या किसी विभाग में श्रमिक कम करने का कोई कदम नहीं उठा सकेंगे।"

समझौते की धारा १५ के अनुसार 'समझौता लागू होने के एक वर्ष बाद अगर प्रबन्धक कार्यभार या नवीनीकरण की या ऐसी ही कोई योजना लागू करना चाहे.....या इस समझौते में तय कोई प्रश्न उठाना चाहे तो उभय पक्ष उस परिवर्तन के प्रश्न को तय करने के लिये निम्न तरीके अख्तियार करेंगे :-

- (अ) ऐसे प्रस्तावित परिवर्तन की आवश्यक सूचना सहित नोटिस एक पक्ष दूसरे पक्ष को देगा।
- (ब) तीन सप्ताह के अन्दर दोनों पक्ष उस प्रश्न को आपसी बातचीत से तय करने का प्रयत्न करेंगे।
- (स) अगर उभय पक्षों में समझौता नहीं हुआ तो दोनों पक्ष संयुक्त रूप से उद्योगिक विवाद अधिनियम की धारा १०(अ) के अनुसार उसे पंच निर्णय के लिये या धारा १०(२) के अनुसार न्याय निर्णय हेतु ट्रिब्यूनल के सुपद करेंगे।

समझौते की वे धाराएं विस्तार के साथ आपके सामने इसलिए रखी जा रही हैं कि जो विवाद अब यहां पैदा हुआ है उसकी पृष्ठ भूमि आपको पता लग जाय।

तारीख १-२-५६ को मिल के प्रबंधकों ने एक नोटिस लगा कर इस बात का एलान कर दिया है कि वे तारीख ७-३-५६ से तीसरी शिफ्ट बन्द कर देंगे। उन्होंने तीसरी शिफ्ट के करीब २०० श्रमिकों को पहली व दूसरी शिफ्ट में अपनी पुरानी जगह पर लेने का आश्वासन दिया है और बाकी की छन्टनी की घोषणा की हैं। इस नोटिस के लागू होने पर:—

- (१) तीसरी शिफ्ट के करीब २०० श्रमिकों की छन्टनी होगी।
- (२) पहली व दूसरी शिफ्ट के करीब ४०० बदली के श्रमिकों को कार्य नहीं मिल पाएगा।
- (३) तीसरी शिफ्ट से वापिस आने वाले अधिकतर श्रमिकों को कोई स्थाई स्थान व मशीन नहीं मिलेगी और उनकी तनख्वाएं कम होगी।

प्रबंधकों ने इस परिवर्तन का कारण 'व्यवसायिक कारण जो काबू के बाहिर है' दिया है। उन्होंने उक्त समझौते की धारा १३ के शब्दों का प्रयोग किया है। यह नोटिस लगाने के पूर्व उन्होंने श्रमिक संगठनों से कोई विचार विमर्श नहीं किया और न इससे होने वाले परिणामों के बारे में पूरी सूचना दी। यह नोटिस समझौता लागू होने के ११ मास बाद ही लगा दिया गया है।

स्पष्ट तथा नोटिस समझौते की भावनाओं व धारा १४ व १५ के विरुद्ध है। समझौते की धारा १३ के अनुसार भी छन्टनीका कोई अधिकार उन्हें प्राप्त नहीं है। यह नोटिस त्रिदलीय श्रम सम्मेलनों के निर्णयों के विरुद्ध है। और 'अनुशासन संहिता' को भंग करना है। मजदूरों के संगठनों ने प्रबंधकों को कहा कि वे इस नोटिस को वापिस लेकर उसे पंच निर्णय को सौंप दें। परन्तु उन्होंने नहीं माना। यह भी आपको सूचित हम कर दें कि पाली मिल बम्बई मिल मालिक संघ की सदस्य है। बम्बई मिल मालिक संघ सब त्रिदलीय समझौते में शामिल है। अतः न सिर्फ कानूनी परन्तु नैतिक दृष्टि से भी यह नोटिस गलत है।

अब प्रश्न यह यह है कि प्रबंधकों ने अपने नोटिस में जिस व्यवसायिक कारण का उल्लेख किया है वह कहां तक सही है? तीसरी शिफ्ट के कारण पाली मिल के प्रबंधकों को उत्पादन खर्च में २५% की बचत हुई। जुलाई ५८ से भारत सरकार द्वारा एक्सपोर्ट ड्यूटी के छूट से भारी बचत हुई। मिल में प्रति व्यक्ति पैदावार बढ़ी। बाजार में कपड़े व सूत की बिक्री की हालत में कफी सुधार हुआ है। यह स्पष्ट है कि जनवरी ५८ से बाद अब तक कपड़ा उद्योग की स्थिति में भारी सुधार हुआ है।

अतः जो कारण तीसरी शिफ्ट बन्द करने का दिया है न सिर्फ गलत व अनुचित है परन्तु बदनियत पूर्ण है। आज देश के तमाम केन्द्रीय मजदूर संगठन छन्टनी का विरोध कर रहे हैं, अतः वर्तमान छन्टनी के नोटिस को लागू करने का विरोध पाली के मजदूर संगठन भी करेंगे।

हम आपका ध्यान किशनगढ़ व विजयनगर मिलों की स्थिति की ओर भी खींचना चाहते हैं। मनमाने ढंग से उन्हें मिल बन्द काने, छन्टनी आदि करने की छूट का नतीजा सामने हैं। कोई नहीं चाहता कि पाली की मिल भी उसी रास्ते पर जाए।

अतः राजस्थान के उद्योगिक विकास के नाम पर, त्रिदलीय सम्मेलनों के निर्णयों व उसमें निहित भावनाओं के नाम पर, कानून व नैतिक अधिकारों के नाम पर आपसे अपील करेंगे। कि राजस्थान सरकार अपने कानूनी अधिकारों का उपयोग करके तीसरी शिफ्ट का बन्द होना व छन्टनी को रोके और सारे प्रश्न को न्याय निर्णय हेतु उद्योगिक अदालत को सुपर्द कर दें।

हमें विश्वास है कि आप इस इस पर शीघ्र व समय रहते आवश्यक कदम उठाएंगे।

पाली ( राजस्थान )  
जुन्नीलाल सोलंकी  
प्रधानमन्त्री  
राष्ट्रीय मजदूर कांग्रेस  
पाली

तारीख १७-२-५६

भवदीय  
इकबालसिंह परिहार  
प्रधान मन्त्री  
टैक्सटाईल लेबर युनियन  
पाली

# Garden Reach Textile Workers' Union

REGD. NO. 463

( Affiliated to All India Trade Union Congress )

Q 77, AKRA ROAD : CALCUTTA - 24

Ref. No. ....

Date 18th Feb 59.

Comrade Bhupesh Gupta M.P.  
2, Windsor Place.  
New Delhi.

Re: Kesoram Cotton Mill Ltd. ( Birla Bros. )

Dear Comrade,

You are aware of the incident of 26th January 1957, when an armed demonstration organised by the management of the above mill deliberately made a clash with the peaceful procession of Garden Reach Textile Workers, as a result of which a local tailor died and about 100 injured.

The local congress here is controlled by the mill management and Shri Vijoy ~~Das~~ Bahadur Sing, Labour Officer of the mills is the President of the Mondal Congress. The armed demonstration was organised in the name of Congress and INTUC, which is also a paper Union of the Management of the mills. The demonstration of the mills was fully armed with lathis and V.B.Singh was carrying a loaded revolver.

In order to avoid any incident, we kept our workers detained in a Maidan ( Mudiali Kabardnaga ) for more than 45 minutes and we took the demonstration in the Western side as the armed demonstration passed to the Eastern side of the Mudialy and Garden Reach Crossing. But these demonstrator deliberately came from another direction and just in front of the Tent Shed of the above Company started lathi charge, stone throwing and V.B.Singh firing from ~~his~~ revolver.

After the incident the mill management aided by local congress and INTUC is trying to put entire balame upon us in conievence of the Police. Workers of our Union are being arrested and are being kept in Jail custody under section 302 I.P.C. Warrent has been issued against all leaders of the Union with the same charges.

Workers who have witnessed the incident and go to the Police Station are either being arrested or their complaints are not being recorded. None of the persons of the management etc. have been arrested. Though Shri Barin Sarkar lodged written complaint in the Police Station and also to the District Magistrate. Another Shri Bhimraj Jada~~v~~ who has been injured by a bullet, ~~his~~ though he has submitted a written complain, but the Police is taking no action upon the real criminals.

Shri V.B.Sing, Labour Officer of the mills and President of the Mondal congress, has got previous record of firing the peaceful workers from his revolver. In December 1956,

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he fired upon the workers. The Garden Reach Police arrested him but after sometimes the case was hushed up from the above.

Section 144 has been promulgated in the entire area and the management and the Police have stated a reign of terror against the workers and the Union.

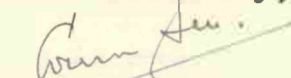
Shri Kalipoda Mukherjee, Home (Police Minister) , West Bengal is taking a very active part in these operation. It may be mentioned that one his ~~Nephew~~ NEPHEW, Shri Narayan Mukherjee is now an employee in the mills with good salary. Formerly Narayan Mukherjee was a worker of INTUC.

I am enclosing herewith, some of the copies of our appeal and memorandums from where you can get all the facts . Some of the items have also been published in Swadhinata.

We would be glad if you can raise the issue in Rajya Sabha to draw the attention of Government of India. Here the Police and the Ministry ~~xxxxxxx~~ are acting in the manner which suits the Birlas.

With greetings,

Yours Comradely,



( Arun Sen )

General Secretary.

# Garden Reach Textile Workers' Union

REGD. NO. 463

( Affiliated to All India Trade Union Congress )

Q 77, AKRA ROAD : CALCUTTA - 24

Ref. No. G/KC/59/49Date Feb. 16, 1959.

Shri R.L.Mehta I.A.S.  
Joint Secretary,  
Ministry of Labour & Employment.  
Government of India.

Re: Violation of Code of Conduct by INTUC branches  
in Kesoram Cotton Mills Ltd., Calcutta-24.

Dear Sir,

Please refer to our representation (Letter No. G/KC/59/29 dt. 19.1.1959) regarding the violation of Code of Discipline by the management of Kesoram Cotton Mills Ltd. It would be evident from our representation and facts that the Company with a view to deprive the workmen of their legitimate rights and with a view to crush the legitimate trade union movement has taken recourse to violation of Code of Discipline.

The management has not only violated the Code of Discipline as mentioned in our earlier representation but with a view to crush our 10,000 strong Union and the real organisation of the workmen, has started a reign of terror and victimisation of leading workmen of the Union and at the same time has taken resort to start Company's Union. Unfortunately some people who call themselves as supporters of INTUC are openly using the name of INTUC in violation of Code of Conduct.

It may be recalled here that there is one INTUC branch in the mills, named as Matiebrux Textile Labour Union, whose membership has been claimed by INTUC. During the last year the above Union was discredited before the workmen as they always kept mum and also gave direct support over the unfair labour practices of the management of the mills. The Company always used the said union against the legitimate demands of the workers. But after the publication of the Cotton Textile Tribunal Award, 1958 as the management refused to implement the Award and as the management saw that this Union ( M.T.L.U ) is not in a position to help the management in their unfair task and especially after the bonus dispute of this year, they formed another rival trade union, in the name of INTUC. This union, which is called Kesoram Mill Labour Union, with one K.K.BAK as President ( we do not know whether it is still Registered or not ) is out and out a Company's Union. It is regretted that a section of the INTUC leaders are giving their support to this Company's union in violation of Code of Conduct. There are, therefore, two rival INTUC Unions here now, which is significant. Of course, we are not interested in their internal factional squabbles.

Herewith, we beg to put before you some of the instances which

contd. 2.

# Garden Reach Textile Workers' Union

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would reveal the true nature of this Company's Union (K.M.L.U.):

1. The Officers of the mills are openly threatening the workmen to join the Union (KMLU) formed by the management and headed by Shri K.K.Ram.

2. Though our Union is the only representative Union of the workmen, having a membership of more than 10,000 workmen and having secured all seats of the Works Committee, the management refused to have joint discussions with us and on the other hand Shri K.K.Ram and his followers enjoy all the privileges. The Labour Officers of the mills have become practically the Officers of the Union (KMLU) and Shri K.K.Ram works in close association with them.

3. The representatives of our union are not allowed to be present in the enquiries held into cases of disciplinary action, nor even the members of the Works Committee are being allowed to be present, whereas Shri K.K.Ram is always found present and his members are always found to give evidences openly in favour of Company against the workers.

4. In December 1958, when Shri Ramanujam, President, INTUC, came to Calcutta, he was called in a meeting in the Library of the mills. The meeting was organised by the management, and Shri V.B.Singh, Labour Officer of the mills was in the forefront of the preparations.

5. It may be mentioned here that the undersigned and many others of our Union are not allowed to enter even the mills workers' colonies, by the authorities of the mills. The above reception meeting of Shri Ramanujam is very conspicuous. It is unfortunate that Shri Ramanujam, in the meeting openly incited workers against our union and repeated the same slanders in the meeting as done by the personnel of the management.

6. Shri V.B.Singh, Labour Officer of the mills, Shri B.Rao, another labour Officer of the mills, Shri Jugal, Officer-in-charge, night shift, spinning department, Shri Pujari, Asst. Chief Officers and many such others openly campaign to enroll the workers as members and patrons of this Company's union (K.M.L.U).

7. Workers are being encouraged to become members of the said union (KMLU) by the topmost officers of the mills. Chargesheeted and suspended workmen who agree to become members of this union are being taken into work, while others who refuse to do so are being kept suspended for month after month. Further, new workers are being recruited through this Union.

# Garden Reach Textile Workers' Union

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7. The members of the Company-sponsored union, with lathis in their hands, go into departments and threaten the workers while on work. As the workmen and the Union protested against this, the members of the Company-union have been given Uniforms of Security staff though many of them are known ~~criminals~~ criminals and anti-social elements.

8. On 14.1.1959, in the attempts of the management to run 3 sides working in Ring Frame Section in place of 2 sides illegally, some officers of the mills and some members of the Company-union threatened and even assaulted the workers who refused to comply to their threats. One Shri Moheswar, a workmen of Warp Spinning 'B' was assaulted mercilessly in the department by some officers and members of Company-union, and thus created extreme provocation in the mills. It may be mentioned here that the management has suspended about 46 workmen of the Ring Frame department belonging to our Union on the alleged charge of indiscipline but the Officers and members of the Company's union against whom Police has instituted case u/s. 147/325 P.P.C. have been spared and they are not only working but are still threatening the workers of ~~the~~ our Union with impunity.

9. To crown all, the incident of Republic Day (26th January 1959) would reveal the actual state of affair. Your goodself is aware that the workers of Kesoram Cotton Mills under the leadership of our Union are ~~at~~ fighting for the following just demands of the workmen:

1. Payment of balance bonus for the year 1955-56 & 1956-57 as per agreement dt. 6.12.1956.
2. Payment of bonus for the year 1957-58 as per agreement dt. 6.12.1956.
3. Implementation of the Award of the Cotton textile tribunal dt. 10.6.1958.
4. Acceptance of the Code of Discipline by the management of the mills.
5. Withdrawal of the order of dismissal and suspension of the leading workers of the mills.

And as the management ~~has~~ turned a deaf ear to the recommendation and requests of the labour department and the Labour Minister, West Bengal, ~~hence~~ the workers of the mills have no other alternative but to prepare for a Strike struggle for the realisation of the above demands. The management in order to foil the justified struggle of the workers and to crush the Union made a vile conspiracy and made a planned

# Garden Reach Textile Workers' Union

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attack upon the peaceful procession of the textile workers. The newly formed Company's Union gave their full support to this vile attack of the Company. The ~~xxx~~ procession of the Garden Reach Textile Workers' Union was 6,000 strong and was absolutely peaceful. The mill authorities organised an armed demonstration headed by Shri V.B.Sing and other officers of the mills and with 200 armed-people with lathis. These people ~~gathered~~ assembled in the mill workers lines of the Company, where Shri S.K.Hada ~~xxx~~, Chief Officer of the mills, addressed them in a most provocative fashion and incited them against the workers of Kesaram Cotton Mills who are organised in our Union and also against our Union. It may be noted that Shri V.B.Singh ~~xx~~, Labour Officer of the mills was armed with a loaded revolver.

In order to avoid any incident, we detained our procession for a period of more than 45 minutes in a Maidan and after the above armed demonstration passed the crossing of Mudiiali Road and Garden Reach Road and went in the Eastern direction, we brought out our procession and took it in the opposite direction. But as the organizers of the armed demonstration of the mills had the deliberate plan to bring out a clash they from another side came round and in front of the Tent Shed of the Kesaram Cotton Mills ~~xxxx~~ came face to face with the peaceful procession of the workers. Though our workers gave them more than 2/3rd of the street to allow them to pass. All on a sudden they started attacking the workers with lathis. Shri V.B.Singh opened firing upon the peaceful workers and injured some workers and thus created widespread disorder. These people also began to shower stones and brickbats ~~ix~~ in all directions. As a result of this one old tailor has died and many injured. The employer sided by K.K.Ram is now capitalising the situation and is trying to put balm upon the workers and the Union with ulterior motives.

From all these above it would be evident that due to the factional politics of some of the people of INTUC they have formed 2 Unions amongst themselves and both are overzealous to have the favour of the Company and are acting in a manner which is against the Code of Conduct. It is regretted that both the Unions, claiming affiliation with ~~of~~ INTUC are working in a manner against the interest of the workers and are working as under the direction of the mill authorities and the management to crush the Trade Union activities of the workers and with a view to deny the workmen their due rights and benefits are pampering their own Union in violation of Code of Discipline.

The management of Kesaram Cotton Mills Ltd. since year  
.....5.



# Garden Reach Textile Workers' Union

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after years have been following all sorts of unfair practices and have paid scanty respect to all labour laws and laws of the land.

It is regretted that even after the acceptance of Code of Discipline and Code of Conduct in the Indian Labour Conference the management is bent upon to violating them for ulterior motives, thus inviting grave industrial unrest.

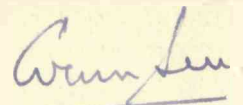
It may be mentioned here that our Union from the beginning and still now endeavours its best to cooperate with the management on sound footing of Code of Discipline and Code of Conduct.

We urge upon you to make a through impartial enquiry and through your intervention bring the management to its senses and abide by the Code of Discipline and stop all such unfair practices.

We assure our sincere cooperation.

Thanking you,

Yours faithfully,



( Arun Sen )

General Secretary.

C. C. to:

1. Shri G.L.Kanda,

Union Minister for  
Labour & Employment,  
Govt. of India.

2. General Secretary,

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

To,  
The Secretary,  
.....Union.

Dear friend,

Perhaps you are aware that a serious attack has been launched against the workers of Kesoram Cotton Mills and their Union by the police at the instance of the management of Birla owned K.C. Mills.

The attack and reign of terror started on and from 26th Jan '59. As usual this year also, the workers of Kesoram Cotton Mills under the banner of their union brought out a procession of 6000 strong for observing the Republican Day. The Mill authorities also brought out another procession which included more than hundred known goondas armed with Lathis. Despite Union's earnest effort to avoid both the processions met on the street of Akra Road, when the armed goondas attacked the peaceful procession with lathis and brickbats. Not only that, one of the organisers of the Coy's procession, the Labour officer of the Mill who was carrying loaded revolver fired on the innocent workers. As a result of this brutal attack about a hundred people were wounded more or less including a local tailor who died on the spot.

Capitalising this death, the police immediately started repression on the workmen. Section 144 was promulgated, warrants of arrest has been issued against the leaders of the Union and indiscriminate arrests of innocent workers and terrorisation in the workers' Bustees have been started.

Even a local Lawyer Sri S.K. Paul who generally depends our case in the police court and renowned trade Union leader Sri Kamalapati Roy when went to the police station to discuss about the situation were arrested. On the other hand quite a large number of goondas are still at large despite definite complaints lodged against them.

May it be recalled that the workers were agitating for realisation of their demands, viz, Back-Bonus for the year '56 & '57 as per agreement, this year's Bonus (1958), implementation of tribunal award, reinstalation of victimised workers etc. etc. since sometimes. All attempts for a negotiated settlement having been failed, the Union had no other alternative but to advise the workers to prepare for strike struggle. And with this end in view, the preparations were started and the decisions also were announced in the open general meetings. Jan. 27th was fixed for submitting strike notice.

The Birlas just to foil the workers strike action launched the criminal attack on the workers on the auspicious of the Republican Day. About a hundred persons have been arrested under various charges including that of Sec. 302 (murder charge) and their bails also have been refused.

On this grave situation, we on behalf of Garden Roach Textile Worker's Union, appeal to you and through you to all members of your Union to stand by our side and foil the game of Birlas and the police in their attempts to smash the Union.

We hope and expect that you will respond to our appeal for financial help and send letters and resolution to the State Govt. with a copy to us.

W I T H G R E E T I N G S,

Yours faithfully,

For and on behalf of  
Garden Roach Textile Worker's Union.

*S. A. Farooquio*  
( S. A. Farooquio )  
President.

Kg/l.s.

83 40  
To  
The Officer-in-Charge,  
Matiabruz Police Station,  
24-Parganas,  
Calcutta-24.

Dear Sir,

I beg to submit the following statement in regards to, the incident which happened today at about 11 a.m.

As you know the demonstration which was brought out by the Kesoram Mill authorities and Sri K.K.Ram was full of persons who were armed with big lathis. That in this connection you are also in the know that they not only try to pick up quarrels and trouble but are out to create disorder here. On last 15th August, 1958, these armed people tried to assault the demonstration of Garden Reach Textile Workers, Union who were going by the Police Station and due to the timely intervention of Officer in Charge, Garden Reach P.S. the situation was saved some how, though the Officer in charge himself got injuries.

This year too, they brought out some kind of demonstration deadly armed. In order to avoid any incident in the National Day, we refrained our workers to bring out the demonstration till they passed out Mudiali and Garden Reach crossing.

Our demonstration which was absolutely peaceful and our workers did not carry any lathis. As our demonstration came in the Akra Road -via Murry Road, we saw that the above demonstration was coming. Approaching us they began to give "war Cry" and began to show their lathis. I drew your attention and we persuaded our workers to be in one side of the street leaving more than 2/3 rd of the street open to pass them out. But as they passed out and reached our end, suddenly they started lathi charge upon our workers who were absolutely peaceful.

We and our workers became very much bewildered at the above action of these people led by Shri Vijoy Bahadur Singh, Labour Officer of Kesoram Cotton Mills and Shri K.K.Ram. Many workers began to run away in all the direction for shelters. I myself ran to a nearby house of certain "Tailor", from where I saw Shri V.B.Sing started firing from a revolver. Some of the workers got injured. I then rushed to the Police-Station, to save my life.

I beg to recall that Shri V.B.Sing, sometimes back also fired from his revolver upon the workers of Kesoram Cotton Mills in last 1956, December.

The incident of today was instigated by the people mainly Shri K.K.Ram and Vijoy Bahadur Singh and their followers and thus they have marred the National Day of ours.

I would request you to please take necessary steps against these persons.

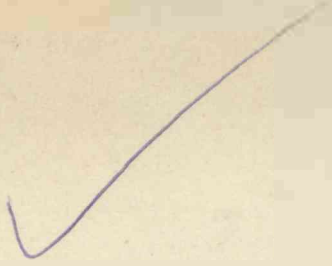
Thanking you,

Yours faithfully,  
(Barin Sarkar).

D/- 26.1.1959.  
1/1, Garden Reach Road,  
Beggs House, Calcutta-1.

To  
The Chief Minister,  
Government of West Bengal.

*for News papers*



Sir,

We, the undersigned workers of the Kesoram Cotton Mills, Garden Beach, beg to submit the following for your urgent attention and favourable action:-

(1)

That a perfectly peaceful and disciplined procession organised by the workers on January 26th in celebration of Republic Day was attacked without provocation by a rival procession organised and led by certain officer's and agents of the management.

(2) That in consequence of the said assault with the help of lathis, brickbats, and even firearms and large number of workers have received injuries some of which are of a serious nature;

(3) That, despite the above, the local police and thana authorities have consistently been refusing to record the complaints of the injured workers or the statements of witnesses to the assault on the workers;

(4) That, further, the police has been carrying out widespread and indiscriminate arrests, house searches and intimidation of innocent workers, while refusing to take any action whatsoever against the management's officers and agents who personally instigated and led the assault of Jan. 26th, later organised raids and looting of general workers' houses;

In these circumstances, we humbly request you to take immediate action to halt the reign of terror and victimisation launched by the police against innocent workers, to ensure that the latter are freely allowed to record their statements and complaints and to prosecute the company's agents who are guilty of murderous assault of general upon our peaceful procession.

Yours faithfully,

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Date 14-2-1959

To  
 The President,  
 Textile Engineering Committee,  
 Bombay.

Following is the report of our tour to Madras and Bangalore conducted under the auspices of the Committee with a view to build contacts among engineering workers in Textile Industry in South India, particularly in cities like Madras, Coimbtore, Madurai and Bangalore and for getting their co-operation in organising an All India Conference of Textile Engineering Workers.

We, Comrade D.S.Deshpande and Comrade S.F.X.Pereira, left Bombay for Madras on 3rd Feb. and reached there on 5th inst. Some office bearers of Madras Dock Workers Union had come to receive us. On our request to live in Madras Madras Labour Unions' Office, the President Comrade S.C.C A.Pillai, M.P., conceded to it. We had some discussion with the General Secretary Comrade Phakiraswami Pillau, M.L.A, (socialist) when he raised some issues, viz. (1) whether a section of Textile Workers should have their demands based on separate considerations, (2) whether or not such considerations will lead to separatist tendencies. After having heard our understanding about those issues we were informed that the textile workers in B & C mills have under an agreement, been drawing an increment of 1% every year since 1942-43. Our talk with the office bearers could clear misunderstanding about the motives of our proposed Conference and Comrade A.Pillai asked us to write to him again by 22-2-1959 at Delhi when he will finally decide to come to inaugurate the conference. A meeting of 150 Engineering workers in B & C Mills was organised on 6th when we addressed the meeting. We met Comrade P.S.Chinadurai, M.L.A., Secretary of Textile Workers' Union from Coimbatore. Here we came to know that an award is already awaited with in a fortnight by the Workers in Engineering section in Coimbtore wherein it is expected that a graded scale principle will be accepted by the Tribunal. Comrade Chindurai assured us their co-operation and told us that a two-men delegation from his side will attend the Conference. We also saw Comrade Sundaram, one of the secretaries of Tamilnad T.U.S. and had some discussion. He was insisting for our visit to Coimbtore and Madurai which were big textile centres. However, we were not inclined to agree for the following reasons:- (1) That though the strength of textile workers was big, there was no substantial number of engineering workers. They were only maintenance staff and the repair and other jobs were done by outside agencies. (2) Comrade Chindurai's information was verified and confirmed. He had advised us to rely on him. (3) A.I.T.U.C. comrades had assured us and their co-operation and had agreed to send copies of our memoranda to their Unions in Coimbtore and Madurai.

Their local addresses were also given and we agreed to maintain further contacts with them. (4) In view of these factors we did not feel it necessary to visit these centres by spending more time and money.

We came to Bangalore on 7th and met Comrade Kannan, President of Mysore State H.M.S., a Socialist. He made arrangements for our stay and helped us in contacting I.N.T.U.C. and A.I.T.U.C. Comrades. Our meeting that same morning with Shri V. Harirao, Secretary of State INTUC was very useful one. We had exchange ~~of~~ of opinions and he called us again in the evening. The Union of Binny Workers is had by INTUC. However, the President of Union Shri Ramachari was found to be very hostile and non-co-operative and so we had to find out other means for contacting the workers direct. We went to their quarters and talked to them. The experience with staff Association of Binny's was very encouraging. Comrade B.N. Subban ne, their Secretary not only helped us in giving all the information we required, but also accompanies us to A.I.T.U.C. office and assured us to take personal interest in contacting engineering workers and if possible to arrange for a delegation of those workers. A.I.T.U.C. comrades were also helpful. One of their leading ~~workin~~ workers was an office-bearer in the INTUC Union of Binny Workers and agreed to propogate the views of the Conference in his Union. It was observed that here the rates of wages, D.A. and increments etc. were the same as in Madras. In Mysore Spg. and Wvg. Mills minimum wage is agreed upon as Rs.27/- (1/10th less than ours) and so all rates are 9/10th of Bombay wages.

Our tour to Madras and Bangalore, we hope, will contribute to the success of our all India Conference. Though we could not bring forth any spectacular results immediately, we feel sure, our visit has established contacts with two old centres in South which can be developed further. We observed throughout that the workers in Engineering section and Unions representing them were anxious to join in any of this neglected section.

A statement of accounts, other information regarding wage rates etc., addresses of different Unions in the South are submitted herewith.

Yours faithfully,

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13th February, 1959

Dear Comrade,

Many thanks for your letter  
No. 127/59 of 11.2.59.

Congratulations for the agreement.  
Now that the agreement has been entered  
into, let us work it out and see its  
advantages or otherwise in practice.

Then we can <sup>more</sup> ~~can~~ the management  
to review it amicably.

We are thinking of publishing  
it in TUR of March issue as it is.

With greetings,

Yours fraternally,

*mo*  
*Feb 13*  
(K.G.Sriwastava)  
SECRETARY

Com. Rachhpal Singh,  
Hissar Textile Mills,  
Workers Union, Hissar.

TUR.

*no. 24/2*

87-44

12 FEB 1959

WORKERS UNITE

Phone No. 149

HISSAR TEXTILE MILLS WORKERS UNION

NAGORI GATE,

HISSAR

Regd. No. 40

Dated

11.2.59

Ref. No 127/59

*Mr. T. J. R. / Rochopal Singh*

*12/2*

Dear Comrade Siriwastwa

Reference my indorsement dated 23.12.58 and

other correspondence in connection with the dispute with  
the Hissar Textile Mills Hissar. In this connection I am  
glad to inform you that an agreement is signed on  
almost all the demands, copy of the Agreement is inclosed.

A part of the settlement regarding our demands, we  
have tried to ~~have~~ <sup>form</sup> an agreed grievance procedure, and few  
details in connection of departmental inquiry. This is a  
completely new experiment for us. I will be much obliged if  
you kindly send your detailed comments on both the  
documents.

has  
for this settlement com. Satish <sup>has</sup> taken active  
part - and he has spent three day at Delhi with me.  
I hope you will reply me earlier

HISSAR TEXTILE MILLS  
WORKERS UNION, HISSAR.

with Greatness  
Rochopal Singh



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APPENDIX A.  
GRIEVANCE MACHINERY.

I. Preliminary:

1. Union Shift Representatives, Mistries, Shift Officers, Departmental Heads, Grievance Committee and the General Manager will be the constituents of the Grievance Machinery for administering the grievance procedure.

2. Union Shift Representatives will be nominated by the Union in the following way:-

From Blow Room to Ring Department -One representative  
in each shift.

From Winding to Baling: -One representative  
in each shift.

General: -One representative.

Total: Seven representatives

These shift representatives will be allowed a special pass to meet the head of the department in off duty hours to present a grievance of a worker. The time fixed will be only two hours daily.

3. Complaints affecting one or more individual workers in respect of their wage payments, over-time, leave, transfer, promotion, seniority, work assignment, working condition and interpretation of service agreements would constitute grievances.

Complaints of general nature or considerable magnitude will not be considered through this machinery, but will be taken up directly by the Union with the Management.

II Grievance Machinery:

1) An aggrieved employee shall first present his grievance to his immediate Mistry alone.

ii) If the worker is not satisfied with the decision of the Mistry, he will personally present his grievance to the Shift Officer alone, in the first instance, and again with the help of the shift representative, if he so desired.

The Shift Officer will reply to the grievance within 24

hours of the representation of the complaint to him.

iii) If the worker is not satisfied with the decision of the shift Officer, or the decision is not given within the stipulated time limit, the aggrieved worker shall, either in person or through the departmental union representative, present his grievance to the Departmental Head. The Departmental Head shall reply to the grievance within 48 hours of the presentation of the complaint to him.

iv) If the worker is not satisfied with the decision of the Departmental Head or the Departmental Head fails to give his decision within the stipulated time-limit, the worker can request the Departmental Head to forward his complaint to the General Manager, who shall decide the case within 6 days of the worker's request.

v) If the worker is not satisfied with the decision of the General Manager, The Union may take recourse to the Machinery provided under the I.D.A., or other relevant legislation or to the arbitration.

### III. General :

1. The aggrieved workman and the departmental union representative, if he accompanies the workman, shall leave their work during working hours for purposes of this procedure only with the permission of the immediate superior, and this permission shall not be ordinarily refused.

If the permission is given for absence from work in this regard, the workman and/or the Union Departmental Representative, as the case may be, shall not be marked absent.

2. The aggrieved workman shall have the right to present any complaint to the next higher authority in the first instance, if it relates to any act of omission or commission by any superior.

3. A workman will have to carry out the order served upon him, notwithstanding the fact that he wishes to avail of the Grievance Machinery, or has not exhausted all steps. Care will be taken that an order will be given in a way that it becomes effective only after the time stipulated in all steps of the Grievance Procedure has been exhausted.

4. If the workman wants to take his case to the next higher step, he must prefer his appeal within 48 hours of the receipt of the order, against which he wishes to appeal.

5. The above arrangement will continue for one year and if any difficulty arises in the working of the above the same can be modified with mutual consent.

11/2

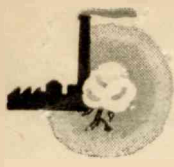
Appendix B.

Procedure for Enquiry.

1. No workman shall refuse to accept a charge sheet, show cause notice or any other notice in respect of these notices issued to him.
2. Any suspended worker will have to enquire from the Labour Office at 10 O' clock in the morning the next day after the submission of the explanation for the time and place of the enquiry.
3. No worker shall refuse to sign the enquiry proceedings.
4. All enquiries shall be held during office hours and in case of emergencies they could be extended beyond the office hours and no objection would be taken to the timings of the enquiry by the night shift workers. The Enquiry Officer should see that the workers working in the late night duty be called at 8 A.M. and the enquiry should not go beyond 11 A.M. ; meaning 3 hours daily.
5. The Management shall have the right to appoint any person as the Enquiry Officer. No objection to this appointment will be taken by the charge-sheeted workman or his representative except when the Enquiry Officer is a person against whom there is a counter-charge by the workman concerned.
6. The Management will accept any application or document submitted by a worker during his enquiry.
7. The above arrangement will continue for one year and if any difficulty arises in the working of the above the same may be revised.

6  
11/2

27 FEB 1959



DELHI CLOTH MILLS

PROPRIETORS : THE DELHI CLOTH  
AND GENERAL MILLS CO., LTD.

BARA HINDU RAO  
POST BOX NO. 1039  
DELHI.

Ref. No. *d/p 813*

Date *25th Feby 1959*

The Secretary,  
Evaluation & Implementation Committee,  
1 Rajpur Road,  
Delhi.

Dear Sir,

We are herewith enclosing for your information and needful, a copy of the speech delivered by the General Secretary, Kapra Mazdoor Ekta Union, during demonstration held at the officers' gate of our factory in the after-noon of 24th February 1959.

Yours faithfully,

*W. S. Bhatnagar*  
General Manager.

Encl. one.

*d/p 814*  
*25/2*

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

ता० २४-२-५६ की श्री बी० डी० जी० द्वारा दिया गया पाठन

( २-३०-बजे दोपहर )

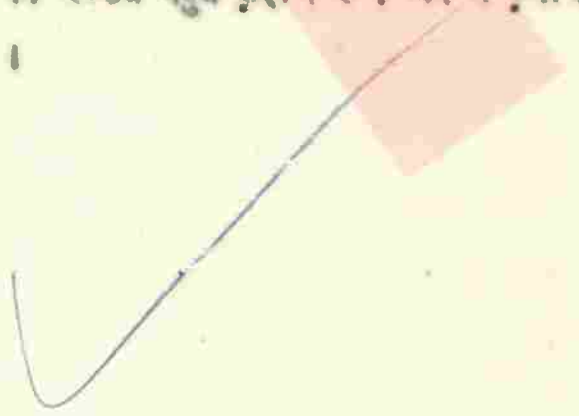
बी० डी० जी० ने कहा :- साथियों ! चार बार्ते में ने कहनी हैं । बाब  
की संघर्ष और लड़ाई है उस की गहराई की सीका है । यह नहीं समझना कि  
हम ने अपनी राटी की रक्षा करनी है - या ज़िन्दगी की रक्षा करनी है । यहाँ  
पाठक ने हमारी क्वाई का कितना ही स्पष्टा काग्रेस की दे दिया और कितना ही  
अपनी गुन्हाँ की बांट दिया । हम ने इस पाठक की नाति का जवाब जब अपनी संघर्ष  
से देना है । पाठक मूढ़ है । इस की जवाब अपनी ताकत से देंगे । हम अपनी ज़िन्दगी  
की लड़ाई पर बरबाद कर देंगे मगर इस पाठक की इस का जवाब देंगे । हमें पाठक  
से कोई दुश्मनी नहीं है न कोई फगड़ा है । क्या कि पाठक तुम ही लाला जो की  
लम्बीरी पर हाथ मारता है । यह फगड़ा सरमायदारी ने कर रखा है क्या कि  
सरमायदारी ने पिछले साल से डील पीट रखा है कि हमें धाटा रहता है । महंगाई  
भरा कम करी । हमें छटनी करनी दी । जब हम लौगां ने कहा कि छटनी नहीं हाने  
देंगे । महंगाई बढ़ाने की मांग की तो सरकार ने एक वेज वीड बनाया मगर इस  
वेज वीड की भी तो पता नहीं कहा गया । इस लिए दोस्तों ऐसे पाठक बहुत पैदा  
होते हैं । यह सरमायदारी के गंदे से पैदा होते हैं । सरमायदार सरकार से मांग  
करते हैं कि हमें जापानी मशीने लाने की इजाजत दी । क्या कि वहाँ पर लड़कियां  
मशीने चलाती हैं और एक मज़दूर कई मशीने चला कर प्रोडक्शन बढ़ाता है । फालि  
लौग यह भी समझते हैं कि जापानी लूम लाने से मज़दूर बहुत कम ही जाये और  
पाठक जैसे मीनार ने छटनी करा दी जायेगी । ऐसे ऐसे पाठक बहुत पैदा होते हैं ।  
मगर कोई तो ५ डिगरी का कोई १० डिगरी का होता है । यहाँ तो यह पाठक  
१०० डिगरी का है । मज़दूरों के गेटे फाटने में बड़ा वेज है । इस लिए सरमायदार  
समझता है कि इस पाठक पैसा जाजिम और कौन मिल सकता है । यह पाठक वहाँ  
से वायदा करके जाया है कि यहाँ पर सिर्फ ४००० मज़दूरों से उतना ही काम ले  
सकता हूँ कितना जब ही रात है और इस की यहाँ लसी गई से छाया गया है कि  
यह मज़दूरों की छटनी करके बहुत कम आदमियों से काम पूरा करेगा । हम साफ़  
कहते हैं कि जब तक यहाँ लाल फाँडे की यूनियन है उस वक्त तक छटनी नहीं ही  
सकती । यहाँ पर नारायण प्रसाद, बलदेव सिंह और धाराराम जैसे हजारों पैदा  
ही सकते हैं । पाठक ने एस० बी० एस० में भी एक हासी पैदा बनाई । १९४६ में यह  
यहाँ से मांग है । एस० बी० मिल में यह बड़े बगल मक्त की । राम राम अपना शुक  
कर दिया । मज़दूरों की कालिनी में यह पाठक बादशाह की तरह चलते थे । मज़दूरों  
का बीड़ी पीना बंद कर दिया । बाज़िर मज़दूरों से बरदाश्त नहीं हुआ और इस  
की मुंह तोड़ जवाब दिया । मैंने एक रोज़ कहा था कि भाई पाठक तुम अपनी  
मशीने देखते रही । मज़दूरों की लंग न किया करी । मगर वहाँ पर ५०० मज़दूरों  
पर मूठे मुकदमें किए और लकड़ों की केल पिज्जाया मगर स्कूला यूनियन की सुलम

नहीं कर पाया । यूनिफ़ॉर्म की तोड़ने में कम्पनी ने 30,000 खर्च किया मगर यूनिफ़ॉर्म  
न टूट सकी । इस ने पीलीस के ज़रिए मज़दूरी पर मुकदमे चलाए । बन्ता सिंह  
कीरह की भी 2 साल तक धसीटा गया । हम ती कहते हैं हमारा तुम्हारा  
फ़गड़ा ही क्या है । हम ती समझते थे कि इस ने कुछ सक्क सीत लिया होगा ।  
मगर इस ने कुछ न सीचा । भले जादमी सीते वक्त सीचते हैं कि मैंने आप कितने  
का भला किया है और कल कितने का करंगा । मगर पाठक सीचते वक्त यह  
सीचता है कि मैंने कल कितने कारीगरों का बुरा करना है । इस के जाने जाने  
के रास्ते बंद कर दिए, दरवाज़ों में ताले लगाए, हमारे कार्य कर्जाओं की निकाल  
दिया और फूटे इलाजाम लाए कि फाटक तोड़ दिया । ताला तोड़ दिया ।  
इस की ती वही बकरी और भेड़िए वाली मिशाल है कि तुम ने मुझे एक साल  
पहले गाली दी । बकरी के बच्चे ने कहा कि इस वक्त ती में पैदा भी नहूँ हुआ  
था - मेरी उमर ती 2 महीने की है । ती भेड़िए ने कहा तुम ने न दी होगी  
तुम्हारे बाप ने दी होगी । पाठक जो ती वही हाल है कि ताला न तोड़ा  
होगा जंजीर तोड़ी होगी या मुझे गाली दी होगी या भुरे हुकम की नहीं  
माना । इस लिए मैं तुम की साज़गं। बोनस में इस ने दस लाखों रुपया  
मज़दूरी का हड़म कर लिया और धोले से बोनस धांट दिया । हम लोग बोनस के  
मागले में जल्दी नहीं ले कर पाए और बोनस बंट गया ती पाठक ने समझा क्या  
मार दिया पापड़ वाले की । यहाँ फिट्टू लोग बहुत भरे हुए हैं । कुछ हंस लाता  
के हैं कुछ फ़ील्डिंग के । इन दक्षिणी ने पाठक ने हमला किया है और अपने  
फिट्टूवाँ की तरक्की देनी शुरू की है । <sup>उपरोक्त लोगों को मार डरानी पीयपर काला धुरे क्योरेण्य</sup> किसी की कहते हैं मेरे बाल सफ़ेद हो गए  
किसी की कहते हैं मेरे दाँत सिले ली हैं । डाक्टर से कह कर ज्वरदस्ती रिटायर  
कराया जा रहा है । जी फिट्टू लोग राजी हो रहे हैं उन का भी नम्बर जाने न  
वाला है । एक दो फिट्टू हमारे पास जा चुके हैं । कहते हैं हमें ज्वरदस्ती निकाल  
रहे हैं । हम ने कहा जीर करी फिट्टू गीरी । अब हमारे पास क्या जाए ही  
मगर हमें ती सभी की सुननी पड़ती है । यहाँ यह पाठक रेशा शैतान जा गया  
है कि किसी की सुनता ही नहीं । हम ने सरकारी मशीनरी की भी लिया मगर  
सब पाठक की धमकी में जा जाते हैं । एक मथाई साखिब पंडित नेरु के स्रेटरी  
थे वह कितने ही रुपये ला क्या मगर उस से कोई रकम नहीं लिया गया बल्कि  
20,000 की काँठी उसने नाम करदी । जी करौड़ों की मालियत है । इस सरकार  
के पास ऐसे ऐसे बहुत से मथाई भरे पड़े हैं जी सरमायादारी के ज़रिये हुए हैं ।  
अब यहाँ पर एक चौधरी प्रस प्रकाश बाने ली हैं जी पहले मनिस्टर थे । एस०  
को० मिला में कितने ही मज़दूरी का तज़ा कराई थी । अब यहाँ मज़दूरी की नून  
नुमाईदगी करने जा गए हैं । पाठक यह समझता होगा कि मैं जीत गया हूँ । हम  
दावा से कहते हैं कि जब तक दक्षिणी का फ़ैसला नहीं होगा उस वक्त तक पाठक  
की कार ज़न्दर नहीं जास्ती । कल एक बड़ा वाक्य हुआ जिस से मज़दूरी में बड़ा

जीश था मगर स्कूल यूनिफॉर्म की यह नीति नहीं है कि वह फगड़ा बरें ।  
 हमारी मीटिंग में पत्थर फेंकाए गए । एक राम किशन चमरासी उनके मुंह झा  
 हुआ है । इस में हमारे दो साथियों को पिटाया गया । हम कहते हैं कि चमरासी  
 जो उन का काम है । मगर चमरासी भी तो किसी ठंग से हैं । पहले भी हमने कई  
 कारीगरों की बहज्जती की है । यह पाठक का साथ गुंडा मालूम पड़ता है । सभी  
 बच्चे स्कूल में यहाँ पर भी २५० बी० मिल वाले हालात पैदा करना चाहते हैं ।  
 साथी बच्चे राम बालों को हस्पताल बालों ने दाखिल नहीं किया । डाक्टर  
 ने कहा कि यह पोलियो है । इस लिए स्कूल पोलियो हस्पताल ले जाओ । तो  
 यह साथी रात भर पोलियो हस्पताल रहा । जब सुबह ६ बजे पाठक जो वहाँ गए  
 न मालूम दिन की क्या कह कर आए । इन को १५-२० मिनट के बाद ही बच्चे  
 राम को उस के घर भेज दिया गया । वहाँ हस्पताल में पाठक जो बच्चे राम के  
 पास गए कि और पूछा कि नाई और कुछ मदद चाहिए तो साथी बच्चे राम ने  
 कहा कि साहब तुम्हारे पास और क्या सेवा है बहुत करी ने तो मुझे यहाँ बाव  
 शीट भेज दोगे । यह सेवा तो तुम्हारे कस की है । जब साथियों ज्वार पुलिस ने  
 पीटने वाले से ज्वार कोई रकम नहीं लिया तो हम पुलिस के खिलाफ भी मुजाहिदा  
 करेंगे । दण्डियों का मामला बदायत में चल रहा है तो पहले ही इन को निष्काश  
 बाहर कर दिया है कि कभी इन को रकम न पड़े जाए और महंगाई का केश भी  
 बदायत में चल रहा है इस लिए पुराने पुराने जादमियों को रिटायर किया जा  
 रहा है कि कभी यकीन जीत जाएं और इन को पूरी रकम रकम देनी पड़े जाए ।  
 इस लिए पहले ही जादमी कम कमी न कर दो और सरमाखदारी ने हमारी जान  
 की बहुत से मुकदमें खड़े कर रहे हैं । एक को पैसा मुतते हैं - दूसरी तैयार कर  
 देते हैं । आज पाठक साहब ने एक पीस्टर निकाला है इस में सियासत का जिक्र  
 किया है । हम कहते हैं कि पाठक साहब आप सियासत को क्या जाने आप हंजीनिय  
 हैं । मशीन का काम जानते हैं कभी ही मशीन को ठीक रखते रहें । राजनीतिक  
 बातों में न आएं । वह दिखाव कर रहे हैं कि जूड़े को मिल गई हल्दी की गोंठ तो  
 पंखारी ही कन केटे । इन को मीजरी मिल गई तो मालिक ही कन केटे और तुम  
 मिल के मीजरी ही इस के गेट चाहे बंद करा दो या दीवारी सिंचा दो, तुम्हारे  
 हाथ में है मगर फाँलू बातों में मत जाओ । तो दोस्तों सबर को हद ही कुसी है ।  
 कन्दर सातों में जाओ । शीरे मचाओ, कदकनी फाँलाओ, हर एक बफ़सर को  
 गुस्से की निगाह से देखा और पाठक को तरफ़ तो उसे देखा जैसे खाने की दीड़ती  
 हैं और वह काम भी करते रहना जिस की तुम जोग कमा कमा कर दिया करते  
 ही । मखलज बीम काटना, काम बंद कर देना कौरा कौरा ताकि पाठक यह समझ  
 जाए कि मज़दूर तो से माराने हैं और गुस्सा जाहिर कर रहा है । मिल के कन्दर  
 और बाहर गुस्से की छहर दीड़ जाए । इन चाँज शीटों से मत चमराओ । चाँज  
 शीट तो पाठक साहब मुदा पाट तक देते रहेंगे और इन नारा बाजी पर चाँज



शीट देने का कोई एक नहीं है। पिछले दिन हमारे दरज़ी वाले बाली ने पाठक को जीर मा० मलिक की क्या निकाल दी थी। इसी पर चाय शीट देना शुरू कर दीं। हम पूछते हैं कि तुम मर जा नहीं मर दे जीर न किसी के कत्ले से कोई मरता है। हम जी हरक लख्यार हस्तेपाल करेगे जीर जी भी भिँगा उछी को मारेंगे। भिँ के कन्दर नहीं चुने वी करना हमारी बली फँसला करी। क्या कि हमारे एक साथ मईन्ड फिंह की हालत बहुत बुराव है। अब में क्यादा नहीं बोलूंगा। मेरे साथ नारे जायें।



2-48  
Proc. File  
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Consultations regarding the formation of a new united union of textile workers were held in Bombay on Saturday, the 22nd November 1958 and Messrs. Dange, S. M. Joshi, R. D. Bhandare, Uddhavrao Patil and Datta Deshmukh have issued the following statement.

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" For a long time discussions have been going on among Bombay textile workers, their unions and leaders about the necessity to establish a united union that would give shape to their urges, aspirations and sentiments.

Lacs of textile workers in the last two or three years have gone into united action in defence of their trade union rights and right to work and living. The union of INTUC which has been made representative under the law has failed to represent the workers in all these actions.

In the present crisis of closures, unemployment, rationalisation and the attacks of the employers, it is necessary to have a united union of the workers to defend their interests.

We have therefore decided to give a call to start a union that will give form to the large measure of unity of thought, feeling and action that prevails among the Bombay textile workers.

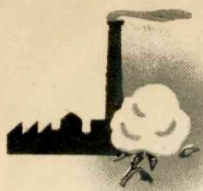
The union will be an independent organisation and will carry forward the great fighting tradition of the Bombay's working class in the interest of the class and the country.

The programme for the foundation rally, membership etc. will be soon announced."

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87-49

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Date 21st Feby 1959

The Director of Industries & Labour,  
1, Rajpur Road,  
Delhi.

Dear Sir,

We have to invite your attention to our letter No.LO/753 dated 18.2.1959 whereby we informed you about the proposed hunger strike by two workers formerly engaged by the Tailoring Contractor. The hunger strike has since been started from 2 P.M. on 19th Feby 1959 at the officers' gate of our mills and the same is continuing.

The above hunger strike has been engineered by the Kapra Mazdoor Ekta Union which is evident from the fact that since the hunger strike has been started, Sri B.D. Joshi, General Secretary of Kapra Mazdoor Ekta Union, Sri Narain Prasad, Joint Secretary and Sri Baldeo Singh, Vice President of the union have been holding demonstrations and delivering highly provocative speeches at the gate. Copies of the text of speeches delivered by them on 19.2.59 at 10.30 A.M. (Annexure A) and at 2-30 P.M. (Annexure B) are attached herewith for your information.

Since 19.2.59 such demonstrations accompanied with shouting of offensive slogans and provocative speeches are being held several times every day by the executives of the Ekta Union who are attempting to exploit the workers' sentiments on the pretext of the hunger strike and to foment trouble in our factory.

In order to explain the whole facts behind the hunger strike and to apprise them of the correct position the management has issued a leaflet and distributed the same among the workers with a view to prevent them from being misled. A copy of the said leaflet is also enclosed herewith.

We request you to please look into the matter and take necessary action immediately.

Yours faithfully,

*M. K. ...*  
GENERAL MANAGER

✓ Encl.s. 3

*40 770*  
*21/2/59*

Copy to General Secretary, Trade Union Congress, 4 Ashoka Road  
New Delhi.

आज ता० १६-२-५६ को रात १०-३० बजे से ११ बजे तक वकीर गेट पर १०० कारीगरों के बीच में तकरीर करते हुए मुनशी नारायण प्रसाद ने कहा कि साथियों यह तो आप लोगों को मालूम है कि यहाँ पर ठेकेदारी सिस्टम बहुत ज़ीरों पर है और इस ठेकेदारी सिस्टम को ख़त्म करने के लिए यूनियन ने मांग उठा रखा है। देहली क्लाइम मिश्र में एक छोटा सा दरज़ी खाता है जिस में २००-२५० दरज़ी काम करते हैं, इन बेचारी को हर दूसरे तीसरे साल शामत आती रहती है, क्योंकि कि कम्पनी ठेकेदार को बदलती रहती है और जो कम रेट में ठेका ले उसी को कम्पनी खड़ा कर देती है। अभी एक दूसरे ठेकेदार आए थे जिस ने बहुत कम रेट पर ठेका लिया और जब महीना पूरा हुआ तो इन बेचारों को ठेकेदार ने तनज़ा देने से इनकार कर दिया। आखिर इन लोगों ने काफी दौड़ धूप की और बड़ी मुशिकल से अपनी तनज़ा ले पाए। कम्पनी ने इस ठेकेदार को भी निकाल दिया, जब यह मज़दूर पाठक साहब से मिले और कहा कि साहब अब हम काम किस के सहारे करें अब हमें तनज़ा कौन देगा, तो पाठक साहब ने साफ़ इनकार कर दिया कि भाई इस की ज़ुम्मेवारी कम्पनी की बिल्कुल नहीं होगी काम करो या न करो। अब देखिये कि काम तो करें इस मिश्र में ज़ुम्मेवारी और कौन ले, इस बात पर इन लोगों ने ता० १३-२-५६ को मुज़ाहिरा भी किया किन्तु कोई सुनाई नहीं हुई आखिर की मरता क्या नहीं करता, अब इन लोगों ने गांधी जी के बताए हुए रास्ते पर चलना शुरू किया है। गांधी जी कहा करते थे कि 'करो या मरो' उस का मतलब था कि मरो या मारो। इसलिए दोस्तों इन लोगों ने जान की वाज़ी ल्या दी है और आज साढ़े तीन बजे से श्री बहादुर साधी मूस हड़ताल पर बैठ गए हैं। जिन की हौसला अफ़ज़ाई आप लोगों ने करना है। हर कुट्टी के टाइम पर आप लोगों को उन के पास जाना चाहिए और जाहन्दा गेट मीटिंग भी उसी गेट पर किया जाये। आप लोगों को यह मालूम होना चाहिए कि यह दरज़ी खाते के मज़दूर बड़े लड़ाके और बहादुर मज़दूर हैं। और हर खाते के मज़दूरों से आगे चलने वाले हैं। कोइला वालों का फ़ागड़ा चला उस में भी सबसे आगे चले और कहीं ऐसे मौके आए हैं जिन में कि इन साथियों ने सब से आगे कदम रखा है, इस लिए मैं आप लोगों से अपील करता हूँ कि इन बहादुर साथियों का आम पूरा पूरा स्य दें। आज कम्पनी ने इन को निकाल कर बाहिर कर दिया है कल को आप लोगों पर भी यह बात आने वाली है। दरज़ाँ शिकायतें अब भी हमारे पास आई हुई हैं कि कम्पनी ज़बरदस्ती रिटायर करने लगी है क्योंकि महंगाई का नेस अडालत में चल रहा है और हम लोग जीत गए तो कम्पनी ने काफी पैसा देना पड़ेगा इसलिए पहिले से ही पुराने २ आदमियों को रिटायर करना शुरू कर दिया है और नई मशीनें लाई जा रही हैं जिस से १० आदमियों

का काम २ आदमियों से ही लिया जायगा और इस दरज़ी खाते के बन्द करने से फ़ौज़िं और रंग खाते के मज़दूरों पर भी आफ़त आयेगी । इन दोनों खातों से कितने ही कारीगर बेकार कर दिए जायेंगे । और इस का असर बुनाई और दूसरे खातों पर भी लाज़मी पड़ेगा । कम्पनी ने इस दरज़ी खाते को उठा कर स्वतंत्र भारत मिल में भेज दिया है और यहां से माल ट्रकों पर लाद कर वहां भेजा जाया करेगा । अब देखिए ट्रांसपोर्ट का कितना सचा बढ़ गया और वह सब हमारे बोनस में से ही पूरा होगा ।

स्वतंत्र भारत मिल में भी दो कारीगरों ने खाता इन्चार्ज के दफ़तर में मूख हड़ताल कर रखी है । उभर खाद समस्या पर ज़ाह ज़ाह मूख हड़ताल चल रही है और सरमायदार और सरकार की दमन चक्की मज़दूरों पर बड़ी तेज़ी से चलाई जा रही है । मिल मालिक अपनी पालिसी के तहत पाठक जी को यहां लाए और पाठक जी मज़दूरों को मूख मरो के मुंह में फ़ोड़ रहे हैं । ऐसा ही उन्होंने स्वतंत्र भारत मिल में किया था । कितने ही मज़दूरों को निकाल बाहर किया और कितने ही मज़दूरों को सज़ायें कराईं । यहां पर भी उन्होंने जाते ही वही काम शुरू किया और यूनियन के तीन बड़े कार्यकर्ता निकाल कर बाहर कर दिए । पाठक जी यह न सोचें कि यह बाहर ही रहेंगे । अदालत से जीतेंगे तो जीतेंगे वरना डंडे के ज़ोर से मिल में आयेंगे । मिल हमारा है और हम मिल में काम करेंगे । एक दिन वह जायगा कि इन सब को यहां से भगा दिया जाएगा और मिल पर मज़दूरों का कब्ज़ा होगा ।

एक बात और मैं आप लोगों को बतला देना चाहता हूँ कि दिल्ली क्लाय मिल के अफ़सरान हज़ारों रुपया तनज़ा से इलावा बेइमानी करके ले जाते हैं मगर कम्पनी इन से कोई स्कान नहीं लेती क्या कि इस कम्पनी का यह इरादा है कि ५० हज़ार रुपया का मुनाफ़ा कितना कर कोई भी अफ़सर कितना हो ला जावे । इससे कोई स्कान नहीं लिया जाता । इस लिए दोस्तों आप लोगों को एक ही कर चलना है और यूनियन की दो हुई लाइन पर अमल करना है । अब यूनियन ने यह तह कर लिया है कि नेनीताल कानफ़ेन्स के किए गए फ़ैसलों पर कोई अमल नहीं किया जायगा क्या कि सरमायदार तो शुरू से ही अमल नहीं कर रहे हैं और सरकार को भी अच्छी तरह से देस लिया है । तमाम सरकारी भतीनरी को जाज़मायश कर चुके हैं । बोनस और निकाले हुए ताधियों की आवत तमाम ज़ाह घूम लिए मगर कोई सुनाई नहीं हुई । कहां है वह अमन कमेटी जो सरकार ने बनाई थी । इस लिए दोस्तों यूनियन का यह कहना है कि अब शान्ति का ज़माना नहीं है, सहयोग को ज़रूरत नहीं । अब तो असहयोग से ही काम लेना पड़ेगा । हमें किसी मास्टर या लाला जी या पाठक जी से कोई ज़ाती दुश्मनी नहीं है, हमें उन के नापाक हरादों और उन के काम से दुश्मनी है, जिस से कि मज़दूरों को पीसा जा रहा है ।

पाठक जी ने किला बन्दी शुरू कर दी है, तमाम मिल के गैटों पर लोहे की चदरें लगा दीं, कैंटीन का दरवाज़ा बन्द कराके मिल के अन्दर लौट दिया ।

सत्यवती पाक में किला बन्दी करा की करीब २ । इसलिए हम इस पाठक को  
बैठावती देती हैं कि वह भूल जाये इस चीज़ को कि मज़दूर दब चुका है । यह बोनस  
का मसला नहीं है कि मज़दूरों को पैसे की ज़रूरत थी इस लिए तुम ने प्रमाण पत्र  
लिखवा कर बोनस वांट दिया और यह समझ लिया हाँ कि दिल्ली क्लथ मिल  
का मज़दूर दब गया है । यह कभी नहीं हो सकता और इन दरज़ी सारते वालों का  
फ़ैसला कम्पनी ने नहीं किया तो जो भी ज़मान्ति मिल में हाँगा वह सारी मैनेजमेंट  
और यहां के मैनेजर पाठक को हाँगी । मज़दूरों की नहीं हाँगी । इसके बाद मीटिंग  
बरखास्त हुई और नारे लगाने गर ।

नारे:- इन्कलाब ज़िन्दाबाद, दुनियां भर के मज़दूरों एक ही जाड़ी, दरज़ी  
सारते वाले क्या चाहते हैं- इन्साफ़ चाहते हैं, पाठक शाही नहीं चलेगी नहीं चलेगी,  
गुन्दा गदीं नहीं चलेगी ।

Amesure B

नकल गेट मीटिंग स्कता यूनियन ता० १६-२-५६

ता० १६-२-५६ को २-३० बजे दिन दर्जी खाता के कारीगरों ने फाँडे लिए हुए वकीर गेट पर इकठे हुए और दो कारीगर श्री लेख राम व महेन्द्र सिंह के गले में फूलों के हार डाल कर लाये। जिन के साथ में बी० डी० जोशी - मुन्शी नारायण प्रसाद और बलदेव सिंह मौजूद थे। कुट्टी के टाइम पर लोगों को रोका गया और गेट मीटिंग को। गेट मीटिंग में २००-२५० कारीगरों ने भाग लिया और मुन्शी नारायण प्रसाद, बी० डी० जोशी और बलदेव सिंह ने तकरीरें कीं। मु० नारायण प्रसाद ने कहा कि साधियाँ मैनजमेन्ट ने दरजी खाता को अब बिल्कुल जवाब दे दिया है कि हम ने ठेकेदारी सिस्टम खत्म कर दिया है। दरजी खाता के कर्मचारियों की बात चीत ना कामियाब होने के बाद वे हमारे स्कता यूनियन के दफ्तर में आए कि आप हमारा केस अपने हमथ में ले अदालत में यह केस चल रहा है कि कम्पनी किसी भी कारीगर को जो कि मिल हद्द के अन्दर काम करता हो वह निकाल नहीं सकती। कम्पनी की यह चाल है कि पहले दरजी खाता को साफ़ कर दिया जाए। बाकी स्क के बाद दूसरे को देखा जाएगा। हमारे पास २४ दरजी भाइयों के नाम बराबर भूख हड़ताल जो कि गांधी जी का आखरी हथियार बताया हुआ है आ चुके हैं। जिनमें २ दर्जी ३-३० बजे दिन आफिसर गेट के बाहर भूख हड़ताल शुरू करेंगे। हर मौके का इन दर्जी भाइयों ने दूसरे खातों का साथ दिया है। तुम्हें भी चाहिए कि अब इन की हमदाद करें क्यों कि स्कता का नारा है कि स्क हो जाओ। स्कता के मतलब को समझो और उस पर अमल करो। २०० कारीगर दर्जी भाइयों को और एक हजार उन के बाल बच्चों को कम्पनी ने भूख मरी के मुह में डाल दिया है सरकार भी सरमाया दारों की है। सरमायदार १२ रूपया मन गेहूँ खरीदता है और उसी गेहूँ को २५ रूपया मन फ़रोख्त करता है अगर आज भी सरमायदारों का मुकाबला नहीं करें तो आगे चल कर इस का बुरा हसर होगा।

बी० डी० जोशी ने कहा कि भाइयों दिल्ली कलाथ मिल में जब से श्री पाठक जी आये हैं उसी दिन से व्हिलर की तरह तोड़ फोड़ शुरू कर दी कम्पनी ने ऐसी मशीनरी का हुक्म दिया है जहाँ की १५ मजदूर काम करते हैं वहाँ सिर्फ़ दो ही कारीगर काम करेंगे। उन की जगह पूरी नहीं की जाएगी। पाठक साहब ने हमारे सामने कई फरेंट्स खोल दिए हैं। एक अदालती कारवाई दूसरे चार्ज शीट तीसरे रिटायरमेन्ट इस वक्त हमारे सामने महंगाई मटे का केस बहुत मारी है। जिस को हम लड़ रहे हैं। इसलिये वक्त की कमी की वजह से आप भाइयों के सामने आ कर गेट मीटिंग करने का मौका नहीं मिलता। स्वतंत्र भारत मिल के अन्दर पाठक साहब ने किला बंदी कर रखी थी कि कोई भी आदमी बीड़ी पी नहीं सकता। इकठा मिल के बैठ नहीं सकते। इस पाठक शैतान दिमाग ने ५०० मजदूरों को सज़ा दिलवाई। मुझे याद है ७ जुलाई १९४६ का वाका

है कि जब इस बंद दिमाग का टोप चार न० गेट पर मोटर के ~~नहीं चक्कर~~ चक्कर काटता फिर रहा था जब यह लाला जी से दावा करके आया है कि मैं दिल्ली क्लथ मिल में आधी नफ़री कर दुंगा । अभी तो पाठक साहब ने दिल्ली क्लथ मिल के मेन गेट पर ही अपनी अधीं जलती हुई देखी है वह दिन दूर नहीं कि जब कनाट पिलेस के चौराहे पर ला० भरतराम व बड़े लाला जी की अधीं जलती हुई देखेंगे । आप माइयाँ को इस पाठक शाही का छटकर मुकाबला करना होगा ताकि आगे के लिए तकलीफ़ दूर हो सके । बी० डी० जोशी की तकरीर ख़त्म होने पर सब कारीगर वक़र गेट से आफ़िसर गेट पर आए और पीपल के पेड़ के नीचे भूख हड़तालीयों को दोनों को क बैठे दिया ।

बलदेव सिंह ने कहा कि माइयाँ आप कम्पनी की चाल को समझें आप सब माई इन माइयाँ को गेट पर छोड़ चुके हैं । आप इन को अपना माई समझें कूड़ा किरक न समझें यह दर्ज़ी खाता काफी <sup>अपने</sup> ठेकेदारी सिस्टम के तौर पर काम करता आ रहा है पहले कम्पनी एक कारीगर से दो लूम चला कर यह बुर वाले तौलिये तयार करवाया करती थी अब तो <sup>कुछ</sup> कारीगर से आठ लूम चलाकर बुन्ता न० २ और दूसरे बुन्ता खातों में भी यह तौलिया तयार किए जाते हैं । जब तौलिया की मांग मारकीट में आगे से भी ज्यादा है तो हमारी समझ में नहीं आया के यह जो खर्चा ट्रांसपोर्ट का है वह क्यों कर रही है । इस ट्रांसपोर्ट के खर्च का असर अगले बोनस पर लाज़मी होगा । अगर कोई वजह होती तो हम मान सकते थे । बग़ैर वजह के किसी को निकालना अकलमन्दी नहीं है स्वतंत्र भारत मिल में ले जा कर मिल भी खर्चा के बग़ैर इन बुरवाले तौलियों की किनारी नहीं सिलवाई जा सकती । ठेकेदार बदलते रहते हैं लेकिन दर्ज़ी नहीं बदलते इन दर्ज़ियों की सरविस १८-२० साल तक की हो चुकी है और हमारे दफ़तर में कई एक कारीगरों की शिकायत आ चुकी है जिन को ज़बरदस्ती निकाला जा रहा है ( रिटायरमेंट ) क्यों कि हमने अदमलत में कैस कर रखा है कम्पनी चाहती है कि जब तक कैस का फ़ैसला होगा हम पुरानी सरविस के कारीगरों को रिटायर कर देंगे । अगर हमने दर्ज़ी माइयाँ की इमदाद न की तो आप देख लेना कि फ़ोर्लडिंग अगर रंग खाता में से काफी कारीगर निकाल दिए जाएंगे । जो ता० १३-२-५६ को दर्ज़ी माइयाँ ने ज़लूस निकाला था और प्रदर्शन किया था उसकी बिना पर हमें भी चाज़ ~~सिस्ट~~ दे दिया है अगर कम्पनी का हमारे ऊपर गुस्सा है तो हम यहाँ से पंजाब जाने को तयार है । लेकिन कम्पनी को चाहिए इन्साफ़ से काम करे जिस में हर एक का मला हो । अगर कम्पनी ने इस मोके पर सौच विचार से काम न लिया तो शायद मामला लम्बा हो जाये जिस पर हम भी इन भूख हड़ता-लियों के साथ भूख हड़ताल करनी पड़े मिल के अफ़सरान की तो बात ही क्या है ता० १७-२-५६ को जब कि हम ज़लूस की शकल में आ रहे थे तो मलक साहब ने तो अपनी कार के नीचे दो माई यों को कुचल देना चाहता था लेकिन बंद किसमती से वे माई एक तरफ़ हट गए और अपनी जान बचाई । इसके बाद नारे लगाए और मीटिंग ख़त्म हुई । नारा ~~हल्ला~~ जिन्दाबाद दुनियां भर के मज़दूरों एक हो जावो, गुंडा गर्दी

नहीं चलेगी, हम ~~आगे~~ चाहते हैं - इन्साफ़ ~~आते हैं~~ । हमारे आगे ~~इसे~~ ~~पहले~~ ~~गो~~ नहीं चलेगी





गत दिसम्बर के अन्त में हर मास की तरह इस साल भी तौलियों की सिलाई के ठेके के टेण्डर खोले गए और जिस पार्टी का टेण्डर सब से ज्यादा ठीक सम्फा गया उसे कम्पनी ने मंजूर कर लिया । पुराने ठेकेदार का टेण्डर ऊंचा होने की वजह से मन्जूर नहीं हो सका और १९५६ का ठेका एक नए ठेकेदार सर्वश्री नानिक बलवानी एण्ड कम्पनी को यथाविधि दे दिया गया । लगभग ४० दिन काम ठीक तौर से चलता रहा । १० फरवरी १९५६ की शाम को ठेकेदार के मातहत काम करने वाले उसके कारीगरों ने मुझसे यह शिकायत की कि उन्हें जनवरी की तनखाह उनके ठेकेदार ने नहीं दी है और वे इस मामले में चाहते हैं कि मैं दखल देकर उनकी तनखाह उनको दिलवा दूं । करीब एक घण्टे तक उनकी शिकायतें जाती तौर पर सुनकर मैंने यह कहा कि ठेके की शर्तों के मुताबिक तनखाह देने की जिम्मेदारी ठेकेदार की ही है लेकिन अगर ठेकेदार के बिल वगैरह के मामले में कुछ देर है तो कम्पनी ठेकेदार को बिल की अदायगी के मुकाबले पेशगी रूपया दे सकती है । ठेकेदार के कारीगरों के बहुत प्रार्थना करने पर ठेकेदार को रात ही मैं रूपया मंगा कर दिया गया और उन सब आदमियों को जोकि १६२ में से १३६ थे, ठेकेदार ने उसी रात को तनखाह बांट दी । बाकी जो ५६ आदमी माँके पर मौजूद नहीं थे, वे दूसरे दिन सिलाई खाते में, जहां ठेकेदार के दूसरे आदमी काम कर रहे थे, पहुंचे और चलता हुआ काम बन्द करा दिया । इन में से कुछ आदमियों ने फिर मुझसे प्रार्थना की और कहा कि ठेकेदार पर जोर देकर उनकी भी तनखाह बंटवा दी जाए । एक्सपोर्ट के तौलिये सिलाई में बन्द हो जाने के कारण, कम्पनी के माल सप्लाई का वादा पूरा न हो सकने के खतरे की वजह से, कारीगरों को सलाह दी गई कि वे अपना काम न छोड़ें ताकि न तो उनकी दिहाड़ी मारी जाए और न ही कम्पनी के एक्सपोर्ट के माल का नुकसान हो । उन सभी कारीगरों ने यह यकीन दिलाया कि उनकी हड़ताल की वजह सिर्फ तनखाह का न मिलना ही था और वे फौरन काम शुरू कर देंगे और भविष्य में कभी ऐसी गलती नहीं करेंगे ।

ठेकेदार के फिर पेशगी मांगने पर बिल का हिसाब ठीक न होने पर भी इतना रूपया उसे दे दिया गया जिससे १३ फरवरी को बचे हुए सभी आदमियों की तनखाह बांट दी गई । हड़ताल के कारण १२ फरवरी को ही ठेकेदार को नोटिस दे दिया गया कि बन्द हुए काम को वह ४८ घण्टे की मियाद में शुरू करा दे, वरना ठेके की शर्तों के मुताबिक कम्पनी को मजबूर होकर उसका ठेका खत्म कर देना पड़ेगा । ठेकेदार द्वारा १३ फरवरी को तनखाह बांट दिये जाने पर भी कुछ बहकाने वाले लोगों की बात में आकर ठेकेदार के आदमियों ने काम शुरू नहीं किया और नोटिस की ४८ घण्टे की मियाद खत्म होने के बाद १४ फरवरी की शाम को ठेका खत्म हो गया । ठेकेदार ने कारीगरों के हड़ताल न छोड़ने की खबर और अपनी मजबूरी की इजला कम्पनी को दे दी ।

१३ फरवरी को कारीगरों की तनखाह बंट जाने के बाद और ठेका खत्म होने के पहले शाम के वक्त दर्जी खाने के कारीगरों ने मिल से अक्तूबर मास के मौअत्तल किए हुए

कुछ मजदूरों के नेतृत्व में एक जुलूस निकाला, जिसमें उन्होंने दो अर्थियों को उन्होंने मिल के दरवाजे पर लाकर जलाया, लोगों में नफरत और हिंसा पैदा करने वाली तकरीरें कीं और दूसरी अर्थी को जुलूस में कम्पनी के कोरलिंग विभाग के बड़े अफसर मलिक साहब के घर पर ले गए। वहाँ मलिक साहब को बाहर आने के लिए ललकारा और जब कि मलिक साहब अपनी माता के साथ दुर्घटना हो जाने के कारण अपनी एक विपत्ति में दुखी थे, अनेक प्रकार की दूषित गालियाँ दीं, अपमानजनक बातें कहीं, उनके घर को जला देने के लिए जुलूस के आदमियों को भड़काया और उनकी पत्नी और उनके बच्चों के दिल को ठेस पहुंचाने के लिए उनकी अर्थी वहीं उनके दरवाजे पर जला कर नफरत और गुस्सा फैलाने वाली तकरीरें कीं। उसके बाद उसी अर्थी के पास कपाल क्रिया की गई और अनेक निन्दनीय नारे लगे गए। यह सब अफसरों के उन क्वार्टरों के बीच में मलिक साहब के मकान पर हुआ। यह बता देना जरूरी है कि मलिक साहब अपने शांत स्वभाव और दरे व्यवहार के कारण उनके खाते के कारीगरों में, बासपास के पड़ोसियों में और मिल परिवार के सभी अफसरों में अत्यन्त लोकप्रिय हैं। इस ठेके के मामले में न उन्होंने कभी किसी के साथ कोई दुर्व्यवहार किया है, न कोई भी ऐसा कार्य किया है जिसे ठेकेदार के किसी भी आदमी से घुमा फिरा कर भी कभी अन्याय या कड़ा व्यवहार कहा जा सके।

गत १८ फरवरी को शाम के समय जब कि मलिक साहब अपनी गाड़ी में अपने घर जा रहे थे, दजी खाने के कारीगरों के जुलूस ने जोकि सड़क पर जा रहा था, उनकी मोटर पर फण्डों की लाठियों से प्रहार किया और गाड़ी रोकने की चेष्टा की। यदि मलिक साहब उस समय गाड़ी रोक देते तो ये नादान और नतीजे से ग्राफिल जुलूस वाले क्या कुछ न करते और उसका परिणाम इन जुलूस वालों के लिए और सभी के लिए कितना दुःखदायी सिद्ध होता, इसका सही अन्दाजा हिंसा और नफरत का प्रचार करने वाले और प्रहार और हत्या के लिए भड़काने वाले शायद ठीक ठीक समझ नहीं पा रहे हैं। १९ फरवरी से दजी खाने के दो कारीगर मिल के कारीगरों में फूठी अफवाहें फैला कर नफरत और गुस्से की आग सुलगाना चाहते हैं और दजी खाने के लिए भूख हड़ताल कर रहे हैं, ऐसा प्रचार कर रहे हैं। इनके नेता लोग जैसी आग सुलगाने वाली, खतरनाक, भड़कीली और मिल के

ऊंचे अफसरों के नाम ले ले कर उनके खिलाफ जाती दुश्मनी दिखाने वाली तकरीरें कर रहे हैं, उनसे उनके हरादों का पता चलता है। एक्सपोर्ट के माल की सिलाई बन्द हो जाने से कम्पनी का और देश का जो जबरदस्त नुकसान हो रहा है, उसी का दवाव डाल कर मिल के मजदूरों में गलत तरह की हमदर्दी पैदा करना ही इस आन्दोलन का उद्देश्य है।

जैसा कि समय समय पर कारीगरों को बातों का ठीक ठीक रूप हमने अपना कर्तव्य समझ कर बताया है, उसी के अनुसार हम अपना कर्तव्य समझते हैं कि सब बातें कारीगरों के सामने रख दी जाएं और वे स्वयं इस आन्दोलन के चलाने वालों का मकसद समझ कर खुद ठीक रास्ते पर चलते रहें और बापू के पूज्य नाम के साथ जोड़ कर किए जाने वाले छोटे कामों को समझें और किसी के बहकावे में आकर कोई गलत काम न करें। दिल्ली क्लाय मिल

और उससे संबंधित दूसरे मिलों के मज़दूर सब झूठ परखने की बुद्धि रखते हैं और सदा की तरह शांति पूर्वक अपना मार्ग ठीक ठीक बना कर चलना जानते हैं । हमारी तो परमात्मा से यही प्रार्थना है कि वे सब को सुबुद्धि और सुक्विवार दें और खोटे मार्ग और खोटे कामों से बचाने ।

बृहस्पति पाठक

जनरल मैनेजर

दिल्ली -लाध मिल ।

ALL-INDIA TRADE UNION CONGRESS  
4 Ashok Road,  
New Delhi

261

February 23, 1959

Com. B.D. Joshi,  
General Secretary,  
Kapra Mazdoor Ekta Union

Dear Com. Joshi,

We have received further complaints from the Delhi Cloth Mills. Now they have sent reports about the gate meetings on 19th inst. ~~both~~ in both the shifts and also complained about the hunger strike.

Will you please find time to drop in our office any time to discuss this matter?

You being our representative in the E&I Committee, it is very essential that the more cautiously we should move and also see to it that we send report of the incident to the Labour Ministry from our side properly.

With greetings,

Yours fraternally,

*KGS*  
*Feb 23*  
(K.G. Sriwastava)  
Secretary

20 FEB 1959

87-32

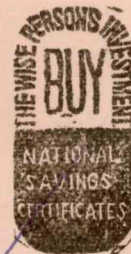


C-3

261



2430



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at \_\_\_\_\_ H. \_\_\_\_\_ M.

O VF SRIGANGANAGAR 19

DANGEY M P DELHI

.... KEDARNATH STARTED HUNGER STRIKE FOR TEXTILE UNION DEMANDS...

... RAMSINGH SECRETARY...

CCPD AT 22.35

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.  
MGIFPAh.—121—30-4-57—91,370 Bks.

261

18th Feby, 1959.

The General Secretary,  
Kapra Mazdoor Ekta Union,  
Above Gaushala Gate,  
Double Phatak Road,  
Kishan Ganj, Delhi -5

Dear Comrade,

Find herewith a copy of a letter received from the management of the Delhi Cloth Mills.

Please verify the charges made in the letter against certain officials of the union, and let us know your comments at an early date.

With greetings

Yours fraternally,

*Wrote*  
*Feb 18*  
(K.G.Sriwastava)  
Secretary.

Copy to:-

The General Secretary  
Delhi Pradesh Trade Union Council.



DELHI CLOTH MILLS

PROPRIETORS : THE DELHI CLOTH  
AND GENERAL MILLS CO., LTD.

BARA HINDU RAO  
POST BOX NO. 1039  
DELHI.

Ref. No.

L/0 736

Date 17th Feby 1959

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

Dear Sir,

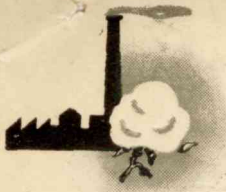
We regret to have to bring to your notice certain acts perpetrated by the executives of the Kapra Mazdoor Ekta Union, namely Sri Asa Ram and Sri Baldeo Singh for your kind and careful attention. The above named persons have been persistently doing such acts which have not only been subversive of discipline but have been of such a nature as to derogate the organisation to which they belong. We have, in the past, repeatedly brought their actions to the notice of the authorities of the Kapra Mazdoor Ekta Union but, unfortunately, instead of deprecating their illegal activities the union has been encouraging the same.

It is due to the above reason that we are constrained to address this letter to you, since the Ekta Union is affiliated to your organisation, in the hope that you would take immediate appropriate action in the matter.

On 13th February, 1959, at about 6 P.M. Sri Baldeo Singh, an important executive of the Ekta Union, collected a number of workers, working under the Tailoring Contractor of Towels for Export and local market, at our officers' gate where led by Sri Baldeo Singh and Sri Chandramani they shouted abusive slogans against the officers of our factory. They also burnt an effigy of an officer at the said gate of our factory in the presence of several officers and other employees of the mills.

Later the mob led by the above named persons proceeded to the residence of Sri S.P. Malik, Folding Master of our mills, where they were joined by Sri Asa Ram, Joint Secretary of the Kapra Mazdoor Ekta Union. Sri Malik was in his residence at that time. His mother had met with a severe accident only a day before resulting in compound fracture of her leg. While Sri Malik was in such a domestic worry the mob repeatedly shouted out to him to come outside using most objectionable and abusive language in respect of him. It can very well be imagined what an atmosphere would have been created at that time in the line, which is inhabited by company's officers and workers, on account of the above action on the part of the union executives and their followers at the psychological moment when Sri Malik was in distressed condition. Not only this they even went to the extent of burning the effigy of Mr. Malik in front of his house and after the effigy was burnt out they performed "Kapal Kirya" the ritual of breaking the





# DELHI CLOTH MILLS

PROPRIETORS : THE DELHI CLOTH  
AND GENERAL MILLS CO., LTD.

BARA HINDU RAO  
POST BOX NO. 1039  
DELHI.

-2-

Ref. No. ....

Date 17th Feby 1959

skull. Luckily Sri Malik was not allowed by his relations to come out of his house in view of the most defiant and aggressive attitude of the mob. Otherwise, in all probability, he would have been subjected to further insults and even physical assault by the people assembled there.

The above incidents speak for themselves and need no comments. We are prepared to furnish you with any further information which you might like to have from us and would request you to please enquire into the matter yourself to satisfy yourself with regard to the correctness what we have stated above.

You can very well judge how far such acts on the part of responsible executives of the Ekta Union reflect on union and your own organisation to which the said union is affiliated.

We look forward to appropriate action against guilty persons by you at an early date.

*Handwritten notes in red ink:*  
10/2/59  
10/2/59  
10/2/59  
10/2/59

Yours faithfully,

*Handwritten signature*  
GENERAL MANAGER.

261

February 17, 1959

Dear Comrade Dang,

An industrial dispute between the Kapra Mazdoor Ekta Union, Delhi and the management of DCM Silk Mill has recently been referred to by the Delhi Administration for adjudication. Silk weaving as an organized mill industry is new to Delhi and our comrades of the above union, have, little idea about the wages and other service conditions in silk weaving industry in other parts of the country.

Since there is a flourishing silk-weaving industry in Amritsar, I am sure you are in a position to send us the required information regarding wages and other service conditions based on the terms of reference of the dispute between our union and the DCM Silk Mill management.

Since the next hearing of the case is due on 2.3.59, please send the above information latest by the end of this month.

With greetings,

Yours fraternally,

*Kmo*  
Feb 17

(K.G.Sriwastava)  
SECRETARY

*Encl: 2*

16 FEB 1959

Radhakisan Nagar  
Aloda.  
14.2.59.

(261)

Dear Comrade D.

You must have read in the papers that Sarabram Ramprasad Hill Aloda did not pay wages on the 10th of this month.

Earlier on the 8th, the General Secretary of the Hill Company called the representatives of the IATUC union and Clerks' association and told them that 'every month there was a loss of Rs 25000 and that the workers should make good the loss by agreeing to a deposit of  $12\frac{1}{2}\%$  to  $15\%$  of their wages with the mill if they wanted the mill to run. It may be recalled that in last July when the closure notice was there, there was a united movement of the workers under the initiative of our AITUC union in which IATUC representatives had also participated. It is because of this the IATUC representatives came to us. On the initiative and pressure of the workers a joint Action Committee was formed. Saqir Miyazi, the

leader of the IN TUE union was not at Akela when this Joint Action Committee was formed and the workers refused any wage-cut, whether in the shape of deposit or otherwise. Actually, earlier last month, Saqui Nigzi had suggested that because the mills were finding financial difficulties, the workers should agree to a  $12\frac{1}{2}\%$  deposit. He is still proposing that, though under pressure of the general workers and cadres of the IN TUE union he has agreed to the Joint Action Committee and taking of no unilateral steps. We do not know what he does behind the curtain.

The non-payment of wages was a probe by the management to see whether the IN TUE union is able to terrorize the workers to accept a wage cut. The bait did not work. Therefore, we expect that the mill management may even close the mill, the dispensing with the provision of notice required.

It is true that there is difficulty of working Capital. The depositors have withdrawn their deposits after 7 days when closure notice was given.

We are preparing for a deputation to the Ministers. The management has paid today. I gave a call for Ref. Contribution to Action Committee on which immediately 1500 Rupees were collected.

APART FROM THE LEGAL STEPS FOR  
NON-PAYMENT OF WAGES AND ADVANCE, WE  
WOULD LIKE YOU TO ADVISE US ON THIS.  
WE REALIZE THAT ANY ACCEPTANCE OF  
DEPOSIT OR WAGE CUT HERE WILL MEAN  
THE ROLLER MOVING ON OTHER MILLS.

WE MAY BE GOING TO BOMBAY ON  
THE 17<sup>TH</sup> OR SO.

HOPe TO HEAR FROM YOU AT AN  
EARLIEST CONVENIENCE.

14.2.59.

Sincerely yours  
B. N. Tubekyeje

Recd. C.P.  
P. N. S.

MMS  
16/2

13 FEB 1959

87-58

TRADE UNION COUNCIL  
PONDICHERRY.

7, Vellala st.  
Pondicherry  
10th Feb. 59

The Chief Secretary  
Pondicherry state Govt.  
PONDICHERRY.

Sir,

The Swadeshi Cotton Mills Co. Ltd. (Pondicherry branch) gave a notice of closure of the mill, to the workers, to take effect from 1st Feb. 1959 for a period of one year at the first instance.

We pointed out to him in our letter dated [redacted] and copy of which was sent to you also that as the management had not complied with the provisions of art. 39 of the labour code read with the ministerial circular on the art. 38 to 40 of the labour code, the notice of closure could not be enforced at all; we pointed out that the contentions of the mills necessitating their so-called closure, were all bogus, mala fide.

The management of the mills, on the receipt of our letter and perhaps after some advice of the Govt. have withdrawn their notice of closure for a year at the first instance; they have now put up another notice by which they say that they have decided to lay off for some time.

We have by our letter dated 30/1 a copy of which was sent to the Govt. also, pointed out that this cannot be a lay-off at all; we have pointed out that this is actually a closure under a cloak resorted to with the sole intention of escaping from the obligations of the management to the workers under circumstances of closures and termination of contracts of employment with the workers.

Subsequently we had a discussion with the managing agents of Mills, namely the Jaipurias. They have told us that they cannot but close down the mills; on 7th Feb. 59, R.L. Jaipuria told me that he could run the mills only if we co-operate with them to get permission from the Govt. to remove the old spinning frames and bring new ones and erect them here. He further told me that even if the permission is given immediately, it would take 5 or 6 months to re-start the mills. He lastly told me that he could consider the running of the mill in the intervening period only if the workers agree to share the losses.

This particular discussion with R.L. Jaipuria has confirmed my first statement in my first letter addressed to the mills that the real motive behind the threat of close-down is to get the workers agree to "sharing the losses" even without proving that there has been a loss on the basis of audited report. This means the intention of the mills is to get the workers and union to keep quiet about all their violations of the labour code, award, existing practice etc., both now and in future.

Under these circumstances, we feel that the Govt. should intervene and take effective steps to see that the management is told ~~xxxxx~~ ~~xxxxxx~~ by the Govt. to withdraw their closure under the run the mills continuously pending the submission of the demands of the

management to be met either by the workers or the government and discussion, conciliation or adjudication by appropriate authorities.

We have sent copies of all our correspondence ~~with~~ with the mills to the labour inspector and to the Govt. We have made direct representations to the labour inspector. We have requested the labour inspector-cum-president of the labour consultative commission to convene the commission to discuss the issue.

But the 15th of Feb. 1959 is fast approaching. We therefore request you to kindly intervene in the matter and do the needful.

In this connection, we request you to kindly give us an interview with you, any time this week when we could represent our views on the matter

Thanking you in anticipation,

Yours faithfully,

Copy to:

The Minister for labour, NEW DELHI  
The minister for external affairs, NEW DELHI  
S.A.D. nge, MP.

*D.K. Ramanujam*  
D.K. Ramanujam  
Generl. Secret

13 FEB 1959

# Syndicat des ouvriers de l'Usine Savana

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

(Swadeshi Cotton Mills)

சவானு ஆலைத் தொழிற்சங்கம்

வில்லியமூர் ரோடு, ஓர்சையன்பேட்ட, புதுவை.

Ref No.

Date 30th January, '59

The Manager,  
Swadeshi Cotton Mills co. Ltd.,  
PONDICHERRY.

Sir,

We are in receipt of your letter with the enclosed copy of the notice you have posted on 27th January, 1959.

We note that you state in the notice the following:

The workers have requested the management that they should not take such a desparate stop as envisaged in their notice dated 1st January, 1959.

The management having considered the above request; have decided to lay off the workers with effect from 15-2-59.

First of all, we wish to state that you would not be justified if you place the workers on lay-off, pay them half wages for the maximum period of 45 days and leave them to their fate. The award says clearly what the grounds of a lay-off could be:

"Lay off shall mean the failure, refusal, or inability of an employer on account of shortage of coal, power or raw materials or the accumulation of stocks or the breakdown of machinery or for any other similar reason to give employment to a worker whose name is on the rolls of the mills and who has not been retrenched (award art.116. Emphasis-DKR)

From the above, it would be clear that lay off could be resorted to only under the circumstances of "shortage of power or raw materials, the accumulation of stocks or the breakdown of machinery" or any other reason similar to these, i.e., beyond the control of the mills and not influenced by any other overt or covert intentions of the mills.

As should be seen from perusal of your earlier notice dated 1st January 59 and our two reply letters in acknowledgement of that, makes it clear that the reasons for your then-declared closure and the now declared lay off, are not any such as covered by the above art.116 of the award on lay off. We therefore wish to point out that you would not be justified if you lay-off.

Actually, this is a case of a closure now being named a lay-off with a view of ~~xxx~~ escaping from certain of the obligations provided for in the code. It is a closure with charges against the mass of workers, of strikes, stay-in-strikes, lower efficiency, output and quality. It is a closure made with the intention of, as we have said in our letter, forcing the workers to keep mum in the face of the present and future violation of their rights.



# Syndicat des ouvriers de l'Usine Savana

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

(Swadeshi Cotton Mills)

சவான ஆலைத் தொழிற்சங்கம்

சில்லியூர் கோடு, ஒர்க்ஸன்மேட்., புதுவை.

Ref No.

Date 30th Jan. '59

-2-

It is a case of an illegal lock-out banned in the labour code. We therefore request you to kindly give up the move for an undeclared lock-out, work the mills and take proper steps to solve any difficulties, if there be, through tripartite talks without violating the rights of the workers and adversely affecting their working conditions.

This apart, we want to protest against you by passing the unions and individually dealing with the workers and getting them to sign any thing you want. We have earlier pointed out the case of your having got winders to an increased work load, in violation of the award and on a threat of not employing them at all. Now you are getting, in much the same way, the individual spinners to sign letters of "voluntary acceptance" to the increased work-load which you have forced upon them a year back on the threat of not employing at all. This is all the more objectionable when it is made after the communication from the Govt. that they have appointed Mr. Gaillard to enquire into and give judgement on your representation to the Govt. under art.124 of the award. Your present notice of 27th Jan.1959, is yet another case. You say that "the workers have requested the management that they should not take such a desperate step" We do not know who the workers are. But we want to point out that no union in the mill (of the three or four) and no delegate (out of 38 or 40) have made any such request of "covering up your closure and illegal strike by the mask of lay-off)

We only request you to kindly give up, in the interests of fair practice and honest dealings in labour matters, to give up such methods and discuss matters in a straightforward manner.

Thanking you in anticipation of an acknowledgement and kind action as solicited for.

Yours faithfully,

*D. Malinphum*

PRESIDENT.

*S. A. Dange*

GENERAL SECRETARY.

TRADE UNION COUNCIL, PONDY.

Copy to: The Labour Inspector, Pondicherry,  
The Central Minister for labour, NEW DELHI.  
A.I.T.U.C.  
S.A. Dange, No.2, Windsor place, NEW DELHI.

कपड़ा मज़दूर एकता यूनियन  
KAPRA MAZDOOR EKTA UNION

Goushala Gate, Kishanganj Mill Area, Delhi

Ref. No. KMEJ/D.O./24/59.

261  
Dated: 13th Feb. 1959.

Dear Comrade Shrivastav,

An industrial dispute between our Union and the management of D.C.M. Silk Mills has recently been ~~referred~~ referred by the Delhi Administration for adjudication. The terms of reference of this dispute are as in enclosure I. Silk Weaving as an organised mill industry is new to Delhi. The D.C.M. Silk Mills, with about 200 looms and Printing and Allied processes has now completed 1st year of its working at full capacity. We possess precious little information with regard to wages, and other service conditions <sup>prevailing</sup> in Silk Weaving Industry and would very much like to obtain such information from other centres of the industry.

I have already written to Com. Chitnis in Bombay to let us have the requisite information. Will you kindly help us in the matter by sending for information <sup>from other centres</sup> on the points listed in enclosure II attached to this letter? I am told there is flourishing Silk-weaving industry in Amritsar, but I don't know whom to write there.

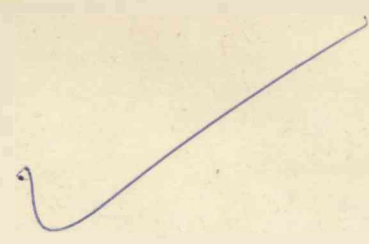
As the next hearing in the case is due on 2/3/59, I should be obliged if you could send for the information urgently.

Wrote to Com. Chitnis  
13/2/59

Yours sincerely,

*B.D. Joshi*  
(B.D. JOSHI)  
General Secretary.

✓ Com. K.G. Shrivastav,  
Joint Secretary,  
All-India Trade Union, Congress,  
4-Ashoka Road,  
New Delhi.



TERMS OF REFERENCE.

1. Whether the complaint of the workmen that piece-rates on the various sorts, including Creps, Taffetta, Georjette and Satin, have been reduced by the management in the course of the last 2 years or so, has any substance, if so what steps are necessary to restore the rates to previous level, having particular regard to any increase in physical effort or workload for the Weavers?
2. Whether the piece-rated earnings of Weavers on the Nylong sort woven on Double-beam Dobby looms, require to be increased, if so, to what extent?
3. Whether the relief, if any, granted under terms 1 and 2 above, should have retrospective effect, if so, from what date?
4. Whether a scheme of Standardised piece-rates covering all sorts woven in the mills should be introduced, and if so, what should be its basis and details? To what extent the demand of the workmen for the introduction of a Standardisation Scheme on the basis of guaranteed piece-work or fall-back minimum basic earnings of Rs. 150/- per month for a 4-loom Weaver, is justified?
5. Whether the existing as-assignment of looms to each Weaving-helper or Smash hand, requires to be reduced, if so, to what extent?
6. Whether a Weaver-Helper or a Smash-hand should get paid wages on the basis of the earnings of weavers to whom he is attached? What other directions in this respect are necessary to ensure a reasonable standard of basic ~~minimum~~ earnings for this class of operatives?
7. Whether the present time-rated basic wages of Beam Gaiters require to be stepped up, if so by how much?

-----

- (i) What is the normal loom-assignment for each Weaver in some of the leading Silk Mills of the City?
- (ii) Method of payment of wages - piece or time rates - average monthly basic earnings and Dearness Allowance separately, on 1-loom, 2 looms or more looms wherever prevalent.
- (iii) Whether there is in existence any Scheme of Standardization of Weaving-rates? If so what is its basis and details - How did it come into existence - whether through an award, settlement; and since when is it in operation?
- (iv) Is there a Scheme of guaranteed piece-work earnings - or minimum fall-back wage, in any of the mills, if so what is its basis?
- (v) Nomenclature, wages, job assignment or number, etc. of any auxiliaries e.g. Smash-hands, helpers, etc., employed for assisting weavers? What is the basis for payment of wages to such operatives?
- (vi) Nomenclature, wages, job assignment, etc. of operatives employed on Beam gaiting.
- (vii) Details of Bonus paid during the last 3-4 years;
- (viii) Other service conditions, Efficiency or other rewards or bonuses, allowances, etc.

.....

**Textile Labour Union****( Red Flag ) Regd.****Affiliated A. I. T U. C.****PALI (Marwar)**

Ref. No. 51/58-59

Dated \_\_\_\_\_ 19

7.2.59.

To: The Manager,  
Maharaja Shri United Mills Ltd,  
Pali-Marwar

Sub:- Your notice of change dated 1.2.59 regarding closure of  
IIIrd Shift.

Ref:- In continuation of our letter No. 41/58-59 dated 5.2.59.

Dear Sir,

We have not received any reply to our above referred letter. In the meantime the letter No. 51/1001/LR 112 dated 4.2.59 in reply to our certain other demands, makes it clear that you persist in your intention of illegal closure of IIIrd Shift, with consequent retrenchment and wage reduction, affecting nearly 600 permanent and badi workers. We therefore can safely assume that you are not prepared to accept our suggestion of withdrawal of your notice and submit its subject matter to joint discussion.

Under clause 15 (c) of the Settlement, we therefore consider that the parties have failed to arrive at a mutual Settlement.

We hereby call upon you under the provisions of clause 15 (c) of the Settlement dated 26.2.58, to make an application jointly with us to The State Government under Sec 10A of The Industrial Disputes Act, for reference of the question of justification of your proposed changes, to arbitration or to adjudication under Sec 10 (2) of The Act.

As the matter is very urgent and has to be decided before 7.3.59 the date proposed for changes, we may bring it to your notice that if a satisfactory reply is not received from you within a period of 3 days, in this

# Textile Labour Union

( Red Flag ) Regd.

Affiliated A. I. T. U. C.

PALI (Marwar)

Ref. No.

Dated \_\_\_\_\_ 19

2.  
 matter, then our Union will be free of all its obligation etc  
 and proceed to take steps including direct actions  
 against your said illegal, unjustified, and mala fide  
 notice. The consequence of all such actions will be  
 entirely yours, so please note.

Thanking you.

Yours Sincerely

*HP.*

General Secretary

Copy for information and necessary action to:-

1. Jodhpur Conciliation Officer, Jodhpur.
2. Labour Commissioner, Jaipur.
3. Managing Directors, M.S.U. Mills, Pali.
4. INTUC, New Delhi.

*56*  
*58-52* 5. AITUC, New Delhi.

-7 FEB 1959

TEXTILE LABOUR UNION ( RED FLAG )

RASTRIYA MILL MAZDOOR CONGRESS.

Pali (Rajasthan)  
3-2-59.

Ref No. 41/58-59.

261

To

The Factory Manager,  
Maharaja Shri Umaid Mills Ltd.,  
Pali (Marwar)

Sub;- Closure of III shift.

Ref;- Your Notice of change dated 1-2-59.

Dear sir,

We were surprised to learn from the workers of II<sup>nd</sup> shift that at about 5<sup>1</sup>/<sub>2</sub> P.M. on 1-2-59. you have exhibited a notice of your intention to close the III shift. The copy of the said notice was received by us much later.

You may be knowing very well by now that the settlement dated 26-2-58, arrived at between the Mills and the two registered Trade Unions then in existence, was really a settlement regarding "adjustment of work load, wages and introducing rationalisation and working of the third shift". (preamble of the said settlement) the Management of the Mills have repeatedly assured us in their proposals of workload and rationalisation made to us or before the Rajasthan Cotton Textile Labour Enquiry committee, that as a result of this workload adjustment and rationalisation, no worker, not even a temporary or substitute worker will be <sup>re</sup>trenched and the III shift will be started on a permanent basis to absorb the surplus staff. At the time of the settlement and after that we were again assured that at present 44 Ring frames will be run by the Management in the III shift and their endeavour will be to increase the same and even run the Loom-shed in the III shift after the working conditions have settled for better.

We are of the definite opinion that the condition of Textile Industry in general and Pali Mills in particular have considerably improved both as a result of the settlement dated 26-2-58. and the events following. The market position has improv-



41/58-59  
1959 (1959)

improved, the Tax-burden has lightened and productivity and efficiency have improved as a result of recent changes of Technical Management of the factory. The cost of production undoubtedly today is 25% less than what it was prior to the settlements on the same unit of production of yarn or cloth, under the circumstance and in the face of written and oral assurance as stated above we are not prepared to accept the contention that "Third shift working of the Mills is not economic, on account of trade reasons ~~which~~ which are beyond control." (Your change Notice)

As your present notice will lead to retrenchment of number of workers of III shift and also of substitute workers in I and II shift and also loss of wages to number of worker, to us it is clear now that the object of the Mill Management was only to deceive the workers and their unions, so that in the name of running a 'Sham' III shift they could introduce higher workload, wage cut, rationalisation and effect retrenchment, as a is being done now, in the manner the present notice is put it is clear that the management was not prepared to lose a minutes time or consult workers unions before putting its ill intentions in practice.

Therefore on serious consideration of all the issues involved in the present dispute we have come to the firm conclusion that your notice of change dated 1-2-59. is not only unjustified but also malafied.

Otherwise how can one explain the deliberate delay on your part to enforce some provisions of the settlement or settle pending disputes for last 8 to 10 months compared with such a extraordinary hurry to declare the III shift closed on the day the basis period of the settlement is over ?

More so, we even challenge your right to give this notice of change at this time and in this particular manner. Here it will be sufficient to draw your pointed attention to clause 14 and 15 of the settlement<sup>ent</sup> dated 26-2-58. You will see that these two clauses follow the clause of which you seem to make use in the present notice of change. You should also, realise that these two clause will remain in force even after one year i.e. 7th March 59, and the question



question of termination of the settlement or any change in any part of it will also be governed and settled according to the procedure laid down in these two clauses.

Again we will like to draw your attention to the provisions of Sec. 19 of Industrial Disputes Act 1947. You must realise clearly that a legal notice to terminate an important part of the settlement and effect the proposed changes should be of a period of 2 months and such a notice can only be served after 25.2.59.

Clearly therefore the notice of change dated 1-2-59 is illegal and barred by the terms of the settlement, which is still in force.

Obviously we therefore are going to oppose the said illegal, unjustified and mala fide notice of change. We cannot support any change which results in retrenchment of any worker, (even substitute or temporary) and wage cut and which has been notified in violation of the established principles of collective bargaining.

In the end we will like to remind you of your moral obligation, as a member Mills of Bombay Mill Owners Assn., who is a party to the Tripartite agreements arrived at Delhi and National Labour Conference.

In coming to above conclusions we have considered its consequences.

Concluding,  
concluding, we now propose that:

- (1) The said notice of change dated 1.2.59 be withdrawn expressedly,
- (2) The issues raised by us jointly in our letter No. 32/58-59 dated 25-1-59 be settled immediately.
- (3) Your present proposals be submitted with complete details to the Unions and in case of difference provisions of clause 15 of the settlement be followed.

If our proposals do not find favour with you then you should consider this letter of ours as a notice of our intention (through us of the workmen of your Mills) to revert back in all departments, simultaneously with the illegal closure of III Shift,



मिळीत वरून मिळालेला  
पत्र (मिळीत)

to the workload and strength as it existed immediately proceeding the settlement dated 26.2.59.

We hope the management will even now show its bonafides and work according to the spirit and letter of the settlement dated 26-2-58, which still is in force.

Thanking you.

Your's Sincerely.

*Isparihar*

General secretary,  
Textile Labour Union, P.A.L.I.

*[Handwritten signature]*

Encl- Copy of clause 13, 14 & 15 of the settlement dated 26-2-58, General secretary, Rastriya Mill Mazdoor Congress, P.A.L.I.

Copy to :-

- (1) The Managing Directors, M.S.U. Mills Ltd., Pali.
- (2) The Labour Conciliation Officer, Jodhpur.
- (3) The Labour Commissioner, Jaipur.
- (4) All India Trade Union Congress, New Delhi.
- (5) Indian National Trade Union Congress, New Delhi.

राष्ट्रीय मजदूर काँग्रेस.  
पाली (राजस्थान)



Relevant & clauses of the settlement dated 26-2-58. between M.S.U. Mill and its workmen.

Clause (13) That the management desires to run the third shift on permanent basis, but in the event of closure of 3rd shift for trade reasons or reasons beyond control of the Management, it is expressedly agreed that all the permanent workers on musters prior to starting of 3rd shift shall be reverted to their original posts in the 1st or 2nd shift with continuity of service and as per terms and condition of this settlement.

Clause (14) That it is further agreed that for a period of one year from the <sup>date</sup> of enforcement of this settlement no further rationalisation or increase of Work load or reduction of hands other than settled here in this settlement in the Departments, shall be effected by the Management and without prejudice to their right to demand the enforcement of the recommendations of the Rasthan Cotton Textile Labour enquiry Committee or any future recommendations of the Central Wage Board for Textiles, no dispute or demands regarding workload, wages and Dearness Allowances which are settled herein this settlement shall be raised by the workers Unions, as parties to this settlement.

Clause(15) That it is further agreed that after a period of one year from the date of enforcement of this settlement, if the Management wants to introduce any scheme of rationalisation or workload adjustment or any other similiar matter in any Department or if the workers Union wants to raise any demand or dispute regarding wages, Dearness Allowances or any matter settled herein this settlement the parties shall follow the following procedure for the settlement of such a proposed change or dispute or demand for a period of six months:-

(1) A Notice of change with necessary details shall be given to the other party or parties as the case may be.

(a) The parties shall within a period of 3 weeks attempt an amicable settlement by discussion and mutual co-operation.

(c) If the parties fail to arrive at a mutual settlement during the prescribed period then the matter of dispute shall be referred jointly for arbitration under sec. 10 A of the Industrial Disputes Act or for adjudication under sec. 10(2) of the Industrial disputes Act.



# Textile Engineering Committee, Bombay

Telephone No. 77371.

C/o Shree Datta Deshmukh, M. L. A.  
11A, Bapu Lodge, Club Back Rd.,  
BOMBAY - 8.

-6 FEB 1959

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Date 3rd February, 1959.

The Editor,  
Trade Union Record,  
New Age Printing Press,  
5, Jhandewallan Estate,  
M. M. Road,  
NEW DELHI.

Dear Friend,

I am sending herewith a copy of the statement submitted by the Textile Engineering Committee, Bombay to the Central Wage Board, Cotton Textile Industry in February 1958 and a copy of a circular letter issued to organisations of cotton textile workers in important cotton textile centres in India regarding the proposed All India Conference of Engineering Workers in the Cotton Textile Industry. I am also sending herewith a copy of a Marathi leaflet issued by the Committee in Bombay. These papers will give you some idea about the movement of the Textile Engineering workers in Bombay and Ahmedabad, who are the joint conveners of this Conference.

However, I may mention here some more points about this movement for your information.

1) Engineering workers in the Cotton Textile Industry had kept themselves aloof from militant trade union activity even in a centre like Bombay till recently. This section which has been brought up in the mentality of looking for improvement in their lot, by seeking favours of their departmental superiors was for the first time started moving, and organising itself with a view to militant trade union activity in complete association with their colleagues of other departments.

2) Whole masses have moved into the movement inspite of opposition from the INTUC affiliated legally representative trade union.

# Textile Engineering Committee, Bombay

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11A, Bapu Lodge, Club Back Rd.,  
BOMBAY - 8.

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Date \_\_\_\_\_ 195 .

3) This has happened not only in Bombay but in a centre like Ahmedabad where Mazdoor Mahajan holds sway. The meeting of mill representatives held in reception of Bombay Engineering Committee delegates in Ahmedabad on 27th December 1958 was attended by 350 representatives from nearly all the mills of Ahmedabad. The general meeting held under the auspices of the Ahmedabad Mechanic Seva Mandal on 4th January, 1959 was attended by no less than two thousand Textile Engineering workers. Although Mazdoor Mahajan activists who were in the Seva Mandal, succeeded in creating confusion at the meeting, they were compelled to resign in the succeeding meeting and the Seva Mandal has come out the stronger of all the sections of Textile Workers which have recently revolted against policies of the Mahajan; engineering workers promise to be stable and capable of being self-reliant.

4) The Bombay Textile Engineering workers are totally in favour of the new united union sponsored by Sarvashri Dange, S.M. Joshi, R.D. Bhandare, Uddhavarao Patil and Datta Deshamukh. The Textile Engineering Committee has made it a part of its platform and propoganda.

5) This movement of this section which includes in its ranks skilled workers and technicians as well as coolies and navaghanies represents a further defect of the INTUC in the Textile Industry.

We desire that this movement which has gripped the Textile Engineering workers of Ahmedabad should spread all over India to all the Cotton Textile Centres.

We are approaching A.I.T.U.C. affiliated Cotton Textile Workers' Unions, but it would be of great help to us if you cover these recent happenings and the Conference move in Trade Union Record.

With greetings,

Yours fraternally,

*Y.V. Chavan*

(V.Y. Chavan)

PRESIDENT,

TEXTILE ENGINEERING COMMITTEE.

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अखिल भारतीय टेक्स्टाईल इंजिनियरिंग कामगार परिषद्  
यशस्वी करण्यास सक्रीय सहाय्य करा.

टेक्स्टाईल इंजिनियरिंग कामगार कमिटी, मुंबई.

## — कामगार परिषद् —

कापड गिरण्यांत इंजिनियरिंग काम करणाऱ्या इलेक्ट्रिक व मेकॅनिककडील आणि कपडा, त्रासन आदि खात्यातील सर्व टेक्स्टाईल इंजिनियरिंग कामगार बंधुनां,

### आपल्या चळवळीचा इतिहास

१९४७ सालीं मुंबईतील कापड कामगारांच्या पगाराचे स्टॅंडर्ड औद्योगिक न्यायालयाने ठरवून दिलें. त्यावेळीं औद्योगिक न्यायालयानें बहुतेक इंजिनियरिंग कामगारांना 'अनिर्दिष्ट' या सदरात घातले होते. या निकालाचा फेरविचार करून मेकॅनिकल, इंजिनियरिंग व तत्सम कामगारांच्या पगाराचे स्टॅंडर्ड करण्याची मागणी १९४९ सालीं संघातर्फे करण्यांत आली. गिरणी घंद्यातील इंजिनियरिंग काम करणाऱ्या कामगारांच्या पगाराचे स्टॅंडर्ड तयार करण्याचे काम इंजिनियरिंग घंद्यासाठीं आधींच नेमण्यांत आलेल्या इंजिनियरिंग स्टॅंडर्डायझेशन कमिटीकडे औद्योगिक न्यायालयाने सोपविलें. इंजिनियरिंग स्टॅंडर्डायझेशन कमिटीने गिरण्यांतील इंजिनियरिंग कामाची खास पहाणी करून १९५० सालीं आपला अहवाल सादर केला. या अहवालांत इंजिनियरिंग स्टॅंडर्डायझेशन कमिटीने असे स्पष्टपणें म्हटलें होते कीं "कापड घंद्यातील इंजिनियरिंगची कामे ही इंजिनियरिंग घंद्यांतील कामाप्रमाणेच असतात." आणि त्या आधारे कमिटीने अशी शिफारस केली होती कीं मुंबईच्या कापड गिरण्यांतील इंजिनियरिंग कामगारांना इंजिनियरिंग घंद्यांत इतरत्र मिळते त्याप्रमाणें वार्षिक पगारवाढीची वेतन प्रेणी देण्यांत यावी.

अशा प्रकारें इंजिनियरिंग स्टॅंडर्डायझेशन कमिटीची शिफारस स्पष्टपणें आपल्या बाजूची असतांनासुद्धां राष्ट्रीय मिल मझदूर संघाचे नेते श्री. आंबेकर यांनी १९५१ मध्ये वार्षिक पगारवाढीच्या वेतनप्रेणीची मागणी सोडून गिरणी मालकांशी करार केला. आज आपल्यावर लादले गेलेले पगार हे या कराराचे फळ आहे. याच करारान्वये बदती मिळण्याचा प्रश्न सर्वस्वी गिरणी मालकांच्या मर्जीवर सोपविण्यांत आल्यामुळे १९५१ सालीं जे पगार ठरले त्यावरच अद्याप बहुसंख्य इंजिनियरिंग कामगार रखडत आहेत. कामगारांच्या वाढत्या अनुभवाचा व कुशलतेचा फायदा गिरणी मालक लुटत आहेत पण त्याचा मोबदला आपल्याला कांहींच मिळत नाही.

या प्रश्नाबाबत संघपुढाऱ्याकडे फार मोठ्या प्रमाणांत तक्रारी झाल्या. तेव्हां वर्ष दोन वर्षांनंतर पुनः केंस करून हे स्टॅंडर्ड आम्ही बदलून घेऊं. तुम्हीं सर्व इंजिनियरिंग कामगार आपली कमिटी संघटित करून संघाच्या पाठीशी उभे रहा व आपल्या कामाची माहिती द्या असे संघ पुढाऱ्यांनी सांगितले आणि १९५१ पासून १९५५ पर्यंत जवळजवळ सर्व

गिरण्यांतील इंजिनियरिंग कामगार संघाकडे सभासद होते. एवढेच नव्हे तर कामगारांनी आपल्या कमिटीमार्फत इंजिनियरिंग खात्यांतील सर्व कामांची तपशीलवार माहिती संघ पुढाऱ्यांना लिहून दिली होती व निरनिराळ्या प्रकारचे काम करणाऱ्या इंजिनियरिंग कामगारांना कशी वार्षिक पगारवाढीची वेतनश्रेणी देण्यांत यावी यासंबंधीच्या मागण्यासुद्धा इंजिनियरिंग कामगारांनी संघपुढाऱ्यांकडे दिल्या होत्या.

चार वर्षे झाली तरी संघाने नवीन केस दाखल केली नाही की तडजोडीतसुद्धा इंजिनियरिंग कामगारांचा प्रश्नही उपस्थित केला नाही. यामुळे इंजिनियरिंग कामगार नाराज झाले. संघाच्या पुढारीपणाखाली चालणारी कमिटी मोडून पडण्याच्या वेतास आली. याचवेळी संघपुढाऱ्यांनी पंचवार्षिक बोनस करार करून २॥ लाख कापड कामगारांना अत्यंत नापसंत असे पाऊल टाकले आणि तेव्हांपासून इंजिनियरिंग कामगारांनी संघाकडे पाठ फिरविली.

अशापकारे उदासीन व विस्कळित परिस्थितीत इंजिनियरिंग कामगार असतांना दुसऱ्या पंचवार्षिक योजनेतील घोरणानुसार हिंदुस्थान सरकारने ३० मार्च १९५७ मध्ये कापड घंघ्यासाठी वेतनमंडळ नेमले. कापडघंघ्याचे पगार पुनः नव्याने ठरणार असे जाहीर झाल्यापासून इंजिनियरिंग कामगार-कार्यकर्त्यांत विचारविनिमयाला सुरवात झालीच होती. वेतन मंडळापुढे कोणत्याहि संघटनेला अथवा एखाद्या कामगारालासुद्धा आपले म्हणणे लेखी व तोंडी मांडता येईल असे वेतन मंडळाने जाहीर केल्याने गिरण्यांगिरण्यांतील इंजिनियरिंग कामगार कार्यकर्त्यांनी एकत्र जमण्यास सुरवात केली आणि या प्रयत्नांतून नवीन व राष्ट्रीय संघापासून स्वतंत्र अशा टेक्स्टाईल इंजिनियरिंग कमिटीचा जन्म झाला.

### टेक्स्टाईल इंजिनियरिंग कामगारांकडे नेहमीच दुर्लक्ष

कापड गिरण्यांतील इंजिनियरिंग कामगारांकडे आजपर्यंत नेहमीच दुर्लक्ष झाले आहे. याचे एक कारण हे आहे की कापड गिरणीतील इतर सर्व खात्यांच्या कामापेक्षा इंजिनियरिंग काम निराळ्या प्रकारचे आहे आणि प्रत्यक्ष कापड उत्पादनाशी आपल्या कामाचा संबंध येत नाही, त्यामुळे संबंध गिरणीच्या यंत्रसामुग्रीची एफिशियन्स; इंजिनियरिंग कामगारांच्या कामावर अवलंबून असली तरी त्याकडे दुर्लक्ष झाले आहे आणि इंजिनियरिंग कामगारांनीही आजपर्यंत आपल्या हक्कासाठी संघटित चळवळीचा मार्ग अवलंबिला नव्हता. इंजिनियर साहेबांची मर्जी संपादन करण्यावरच आपल्या लोकांचा भर राहिला. आपल्या न्याय्य मागण्यांकडे दुर्लक्ष झाले. कापड गिरण्यांतील इंजिनियरिंग कामगारांना चळवळीच्या मार्गाने जाण्यास संघटित करण्यासाठी आणि विशेषतः मध्यवर्ती वेतन मंडळासमोर टेक्स्टाईल इंजिनियरिंग कामगारांचे दुर्लक्षित गाऱ्हाणे आधारपूर्वक व ठामपणाने मांडण्यासाठी आपली टेक्स्टाईल इंजिनियरिंग कमिटी स्थापन झाली.

इंजिनियरिंगमधील प्रत्येक कामाच्या कामगारांच्या बैठका घेऊन त्यांच्याशी विचार-विनिमयाने टेक्स्टाईल इंजिनियरिंग कमिटीने आपली कैफियत तयार केली. वराडकर हॉलमध्ये

भरलेल्या जाहीर सभेने ही कैफियत एकमताने मंजूर केल्यानंतर इंग्रजोमध्ये तयार केलेली ही कैफियत ता. १२ फेब्रुवारी १९५८ रोजी वेतन मंडळाला सादर करण्यांत आली. या कैफियतीचे मराठी भाषांतर कामगारांसाठी "कापड गिरण्यांतील इंजिनियरिंग कामगारांच्या मागण्या" या गांवाच्या पुस्तिकेच्या रूपाने टे. इं. कमिटीने प्रसिद्ध केले आहे.

वेतन मंडळापुढे आपण ज्या मागण्या ठेवल्या आहेत त्यांतील सर्वांत प्रमुख मागणी ही आहे की कापड गिरण्यांत काम करणाऱ्या इंजिनियरिंग कामगारांचे काम इंजिनियरिंगचे आहे, ही गोष्ट वेतन मंडळाने चौकशी करून मान्य करावी. इंजिनियरिंगचे काम जादा अंग-मेहनतीचे काम आहे. तसेच ते अधिक धोक्याचे काम आहे आणि सर्वांत महत्त्वाची गोष्ट म्हणजे प्रत्येक वर्षागणिक कामगारांचा अनुभव व कुशलता वाढविणारे हे काम आहे. म्हणून इंजिनियरिंग कामांतील कुली सारख्या सर्वांत कमी कसबी कामगाराला इतर कामांतील विगान्यापेक्षा अधिक पगार मिळाला पाहिजे आणि कुलीपासून तो अत्यंत कसबी कामगारापर्यंत सर्व सर्व इंजिनियरिंग कामगारांना वार्षिक पगारवाढीची वेतनश्रेणी मिळाली पाहिजे. या तत्त्वानुसार खालील मागण्या टेक्स्टाईल इंजिनियरिंग कामिटीने मध्यवर्ती वेतन मंडळापुढे मांडल्या आहेत.

### टेक्स्टाईल इंजिनियरिंग कामगारांची मागणी

#### सर्वसामान्य कसबी कामगार

१. बॉयलर कूली २. वायरमन कूली ३. टिनस्मिथ कूली  
४. मोल्डिंग कूली ५. कापॅटर कूली ६. मोटार मेकॅनिक कूली  
७. मॅसन कूली ८. फिटर कूली ९. लॅरी क्लिनर १०. वेल्डर कूली  
११. हॉल अटेंडंट १२. विंडोपैन क्लिनर १३. मोची १४. मशीन पार्ट  
क्लिनर १५. झाडूवाला १६. हयुमिडिफायर क्लिनर १७. आज  
ज्याचा पगार महिना रु. ३० आहे. अशा इंजिनियरिंग काम करणाऱ्या  
सर्व कामगाराना ही वेतनश्रेणी मिळावी.

रु. ६५-२-८५  
२३ - ९०

१. इंजिनियरिंग नवगाणी २. हॅमरमन ३. पॅटर व व्हाईट  
बॉशर ४. हयुमिडिफायर अटेंडंट ५. बॉयलर क्लिनर ६. बंबवाला  
७. फायरमन ८. इलेक्ट्रिक ऑइलर.

रु. ७५-२३-११०

१. रस्सिवाला २. ऑइलर-शॅफ्टिंग ऑइलर ३. मोटरमन-  
मोटर अटेंडंट ४. चिपर्स.

रु. ८५-२३-१२०

सुपरवायजरी-बिल्डिंग मुकादम २. नवगाणी मुकादम  
३. शॅफ्टिंग ऑइलर मुकादम ४. रोप स्पायसर मुकादम ५. इलेक्ट्रिक  
मुकादम.

रु. १००-३-१३०  
५ - १३५

#### निमकसबी कामगार

(१) सेकंड क्लास बॉइलर अटेंडंट, (२) लेटर पॅटर, (३) मेसन

रु. ९०-४-१३०



(१) टर्नर ( इंजिनियरिंग व विन्डिंग स्पिनिंग वगैरे खात्यातील )	
(२) फिटर ( इंजिनियरिंग व विन्डिंग, स्पिनिंग वगैरे खात्यातील )	
(३) इथुमीडिफायर फिटर (४) लोहार (५) टिनस्मिथ (६) सुतार	
(७) पॉलिशमन (८) सेकंड क्लास मोल्डर (९) काँअर मेकर	
(१०) फर्नेसमन (११) क्युपोला ऑपरेंटर	

रु. १०—५—१५०

जे कामगार यापैकी कोणत्या ना कोणत्या नांवाने ओळखले जातात व ज्यांचा पगार आज दरमहा रु. ९१ अथवा त्याखाली आहे त्यांना ही वेतनभेणी लागू करावी.

(१) लॅरी ड्रायव्हर	रु. १०५—५—१५०
(१) स्ले लाईन मेकर (२) कॅबिनेट मेकर	रु. ११०—५—१६०
(१) वायरमन (२) वेल्डर (३) फर्स्ट क्लास मोल्डर	रु. १०५—५—१७५

### सुपरवायजरी

(१) बॉयलर मेसन (२) हेड ब्लॅकस्मिथ (३) हेड टिनस्मिथ (४) ओव्हरहॉलिंग फिटर्स (५) स्ले मेकर्स	रु. १३०—५—१८५
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### कसबी कामगार

(१) मशीनिस्ट [ हा शब्द आम्ही कसबी व अनुभवी टर्नर या अर्थाने वापरला आहे. ]	
(२) मिलराईट फिटर (३) बॉयलर फिटर (४) मिलर (५) कॅस्टन ऑपरेंटर (६) मोटर मेकॅनिक (७) लाईन लेव्हॉलिंग फिटर (८) इरेक्शन फिटर (९) फर्स्ट क्लास बॉईलर अटेंडंट (१०) पॅटर्न मेकर	
(१) इलेक्ट्रिशियन [ या वेतनभेणीत आमंत्रण वाईडर, केबल जॉईंटर, स्विच बोर्ड ऑपरेंटर असलेल्या व सध्या फर्स्ट क्लास ग्रेडचा पगार घेणाऱ्यांना समावेश होता ]	
(१) इलेक्ट्रिशियन [ या वेतनभेणीत आमंत्रण वाईडर, केबल जॉईंटर, स्विच बोर्ड ऑपरेंटर असलेल्या व सध्या फर्स्ट क्लास ग्रेडचा पगार घेणाऱ्यांना समावेश होता ]	
(१) इलेक्ट्रिशियन [ या वेतनभेणीत आमंत्रण वाईडर, केबल जॉईंटर, स्विच बोर्ड ऑपरेंटर असलेल्या व सध्या फर्स्ट क्लास ग्रेडचा पगार घेणाऱ्यांना समावेश होता ]	

रु. १५०—५—१८०  
१० - २००

रु. १५०—५—१८५  
१० - २२५

### सुपरवायझरी

(१) फॉइरी मेखी (२) पॉवर हाऊस ऑपरेंटर (३) बुडवर्क मेखी (४) हेड फिटर (५) हेड वेल्डर (६) हेड टर्नर (७) हेड मोटर मेकॅनिक	रु. २००—१०—२६०
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### उच्च कसबी

कवार्ड वेल्डर [ गॅस वेल्डिंग, इलेक्ट्रिक वेल्डिंग, गॅस फिटिंग, लेड बार्निंग वगैरे करणार ]	रु. २००—१०—३००
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कवार्ड कॅस्टन टूल सेटर व कॅस्टन ऑपरेंटर

सुपरवायझरचे सर्टिफिकेट असलेला वायरमन अथवा

इलेक्ट्रिशियन

रु. २५०—१०—३५०

प्रत्येक कामगाराला त्याच्या एकूण चालू मिळकर्तांत (मूळ पगार + महागाईभत्ता) शकडा रु. २५ वाढ होईल अशा रीतीने किंवा नवीन वेतन श्रेणीत आतावर्षत झालेल्या नोकरीच्या दर दोन वर्षांमागे एक पगारवाढ मिळेल अशा रीतीने यापैकी जी रक्कम जास्त असेल ती रक्कम सुरवातीचा मूळ पगार म्हणून मिळवी.

### गिरणीमालकांची चढाई व कामगारांची प्रतिचढाईची तयारी

वेतनमंडळापुढे आपण मागण्यांचे निवेदन सादर केल्यानंतरच्या काळांत देशभर व विशेषतः मुंबई मध्ये गिरणीमालकांनी पगारवाढविरोधी चढाई सुरू केली. तिसऱ्या पाळ्या बंद करून, बदली पास रद्द करून, गैरकारभारामुळे डबघाईला आलेल्या गिरण्या बंद पडू देऊन कापडधंद्यांत गिरणी मालकांनी बेकारीचे कृत्रिम अरिष्ट तयार केले. गिरणी मालकांच्या तीव्र विरोधामुळेच वेतनमंडळाचे काम रेंगाळले आणि इंजिनियरिंग विभागापुरती चाललेली आपली हालचाल मंदावली.

पण देशांतील व मुंबईतील गिरणी कामगार चळवळ हातपाय गाळून बसली नाही. मालकांनी निर्माण केलेल्या अरिष्टावर उपाय म्हणून बंद पडलेल्या गिरण्या सरकारने ताब्यांत घेऊन चालवाव्यात अशी मागणी कामगार चळवळीने जोरात पुढे आणली. सोलापूरची निरसिंगिरजी मिल यशस्वी रीतीने व फायद्यांत चालली आणि कापड धंदा तोट्यांत चालला आहे ही मालकांची ओरड सपशेल खोटी असल्याचे सिद्ध झाले. सक्तेरिया मिल सुरवाती पासून पूर्ण पगारावर सरकारला चालवावी लागली आहे. दिवाळखोरीत निघालेली घनराज मिल आतां लवकर ताब्यांत घेऊन चालू करा, मुंदडा शेटची माधव मिल बंद पडू न देतां ताबडतोब ताब्यांत घेऊन नीटपणे चालवा. या मागण्या मुंबईची कामगार चळवळ जोराने पुढे आणीत आहे. महागाईभत्ता कपातीचा गिरणी मालकांचा अर्ज औद्योगिक न्यायालयाला फेटाळावा लागला आहे.

पण अजूनही पगारवाढीचा प्रश्न लोंबकळतोच आहे आणि गिरणी मालकांनी कामवाढ करून बेकार करण्याचा इच्छा खात्याखात्यांतून विशेषतः त्रासन खात्यांत अलिकडे फार जोराने उघडला आहे. हा बेकारीचा इच्छा परतविण्यांसाठीं आपी योग्य पगारवाढ लवकर संपादन करण्यासाठीं मुंबईचे गिरणी कामगार डांगे, एस्. एम्. जोशी, आर. डी. भंडारे, उद्धवराव पाटील व दत्ता देशमुख यांनी घोषित केलेली एकजूटीची मुंबई गिरणी कामगार युनियन उभारण्याच्या कार्याला लागले आहेत.

### अहमदाबादचा महत्त्वाचा निघाडा

या उत्साहवर्धक परिसरांत आपले इंजिनियरिंग कमिटीचे कार्यकर्ते व इंजिनियरिंग कामगारही पुनः जोराने हालचाल करू लागले आहेत. टेक्स्टाईल इंजिनियरिंग कामगारांच्या दृष्टीने एक खास महत्त्वाची घटना अलिकडे घडली आहे.

अहमदाबाद मजूर महाजनच्या बाहेर टेक्स्टाईल इंजिनियरिंग कामगारांची वाढू लागलेली संघटना मोडण्यासाठी या चळवळीपुढे असलेल्या विभागाला-बॉयलर अटॅडेंट,

आमंचर वाईडर, वायरमेन वगैरे लोकांना-अहमदाबादचे गिरणी मालक व मजूर महाजनचे पुढारी यांनी संगनमताने सवलत देण्याचे ठरविले, टेक्नीशियन, सुपरवाइजर व स्टाफ यांचे पगार, रजा, प्रॉ. फंड, ग्रॅज्युईटी वगैरे बाबत १९५५ साली दाखल केलेल्या दाव्याचा निकाल मालकांचे प्रतिनिधी शांतिलाल मंगलदास व मजूर महाजनचे प्रतिनिधी सोमनाथ दत्ते यांच्या लवादाने एकमताने २१ एप्रिल १९५८ रोजी दिला.

या लवादाने फर्स्ट क्लास बॉईलर अटेंडंट १२०-१०-२००

सेकंड क्लास ,, ,, १००-७३-१७५

आमंचर वाईडर ८०-५-१५०

वायरमेन ६०-५-१००

टर्बाइन अटेंडंट ८०-५-१५०

ड्राफ्ट्समन ८०-५-१५०

असे वार्षिक वाढीचे स्केल दिले आहे. टेक्स्टाईल इंजिनियरिंग कामगारांच्या एका विभागाला कां होईना पण वार्षिक वाढीचे स्केल अहमदाबादला मान्य केले गेले ही टेक्स्टाईल इंजिनियरिंग कामगारांची एक महत्वाची कमाई आहे.

तसेच या निवाड्यांत “ बदली, राजिनामा, नोकरकपात अथवा मृत्यू यामुळे खाली झालेली जागा अथवा नवीन निर्माण केलेली जागा शक्यते कंपनीत नोकरीवर असलेल्या अनुभवी माणसांमधूनच त्या जागेसाठी आवश्यक कार्यक्षमता व कसब आहे असे पाहून भरली जाईल ” ही मागणीही मान्य करण्यांत आली आहे. टेक्स्टाईल इंजिनियरिंग कामगारांमधील थोड्या लोकांना या सवलती दिल्यामुळे अहमदाबाद टेक्स्टाईल इंजिनियरिंग चळवळ तात्पुरती कुंटली पण ती पुन्हा दुष्प्रत जोराने उभी रहात आहे. अहमदाबाद टेक्स्टाईल इंजिनियरिंग मेकॅनिक सेवा मंडळ या नांवाने अहमदाबादच्या गिरण्यांतील इंजिनियरिंग कामगारांनी आपली संघटना उभारलेली आहे. या संघटनेचेच तीन प्रतिनिधी दोन महिन्यापूर्वी मुंबईस आले होते आणि त्यांनी सर्व प्रकारचे हार्दिक सहकार्य देऊ केल्यामुळेच आपल्या टेक्स्टाईल इंजिनियरिंग कमिटीने मुंबईस आखिल भारतीय टेक्स्टाईल इंजिनियरिंग कामगार परिषद भरविण्याचे पाऊल उचलले, आपल्याशी सहकार्य सुरू केल्यापासून अहमदाबाद टेक्स्टाईल इंजिनियरिंग सेवा मंडळाच्या कार्यकर्त्यांवर दबाव आणण्याचे व मंडळ मोडण्याचे आटोकट प्रयत्न अहमदाबाद मजूर महाजनने केले पण तेथील इंजिनियरिंग कामगारांच्या निर्घारामुळे व एकजुटीमुळे मजूर महाजनच्या कार्यकर्त्यांना मंडळांतून राजिनामे देऊन बाहेर पडावे लागले आणि मंडळ अखिल भारतीय परिषदेत भाग घेण्याच्या दिशेने जोरदारपणे अहमदाबादेत पावले टाकत आहे.

देशातील सर्व टेक्स्टाईल इंजिनियरिंग कामगारांना वार्षिक पगार-वाढीचे स्केल मिळाले पाहिजे आणि प्रत्येक अनुभवी व कसवी इंजिनियरिंग

कामगाराला रिकाम्या होणाऱ्या वरच्या जागेवर कुणाचीही अजीजी करावी न लागतां हक्कानें बढती मिळाली पाहिजे, या मुख्य मागण्या वेतन मंडळासमोर जोरानें पुढें मांडण्यासाठीं अखिल भारतीय टेक्स्टाईल इंजिनियरिंग कामगार परिषद भरविण्याचें कार्य अहमदाबादच्या सहकार्यानें आपण अंगावर घेतलें आहे.

परिषदेचा देशातील प्रमुख गिरणी कामगार केंद्रात प्रचार करण्यासाठीं व परिषदेच्या समारंभासाठीं येणाऱ्या खर्चाची तरतूद म्हणून प्रत्येक इंजिनियरिंग कामगाराकडून १ रु. वर्गणी जमविण्याचा निर्णय वराडकर हॉलच्या सभेत घेण्यांत आला होता. त्याप्रमाणें आतापर्यंत सुपारीबाग (२१७) मलमल (१७६) सयाजी (११६) न्यू ग्रेट (११०) सिप्लेक्स (९६) स्वदेशी (९३) न्यू यूनियन (९२) माधव मिलस (८६) ब्रॅडवरी (७५) न्यू सिटी (७५) एल्फिन्स्टन (७५), टाटा (५९) इ. यु. नं. ४ (५०), फिनिफस (४९) इ. यु. नं. ६ (४७) स्वान (४४), हिंदुस्थान (४३), गोल्ड मोहोर (४०), प्रकाश (३७), कमला (३१), फिन्ले (२५), जाम नं. १ (२५), न्यू पल्हाद (२४), मधुपुदन (२५), स्टॅंडर्ड (१९), दिग्विजय (१८), सेंचरी (१६), हिंद (१३), अशा रीतीनें एकूण १७७३ रु. निधी जमा झाला आहे.

मार्चच्या पहिल्या किंवा दुसऱ्या आठवड्यांत आपली परिषद व्हावयाची आहे. फेब्रुवारीच्या पगाराला आपले निधी जमविण्याचें काम पुरें झालें पाहिजे.

परिषदेच्या प्रचारासाठीं खालील प्रमाणे सभांचा कार्यक्रम आखण्यांत आला आहे. ज्या दिवशी ज्या भागांतील सभा असेल त्या दिवशी त्या भागांतील सर्व टेक्स्टाईल इंजिनियरिंग कामगारांनी सभेस अवश्य हजर रहावें व सर्व गोष्टी समजाऊन घ्याव्यात, आपल्या प्रश्नांचे व शंकांचें निरसन करून घ्यावें आणि आम्हांही आमच्या न्याय्य मागण्यांसाठीं, चळवळीसाठीं उभे रहात आहोत हें दाखविलें पाहिजे. ता. ७ फेब्रुवारी रोजी सर्व भागांतील टेक्स्टाईल इंजिनियरिंग कामगारांची परिषदेच्या प्रचाराची एक भिरवणूक काढण्याचें कमिटीनें ठरविलें आहे. भिरवणुकीचा कार्यक्रम नंतर जाहीर करण्यांत येईल.

आपल्या खात्याच्या खास मागण्यांसाठीं संग्रहितपणें प्रयत्न करीत असतानांच कापड गिरण्यांतील सर्व इंजिनियरिंग कामगार व २॥ लाख गिरणी कामगारांची एकजूट उभारण्यासाठीं स्थापन झालेल्या मुंबई गिरणी कामगार युनियनच्या प्रत्येक कार्यक्रमांत व मार्च दहा तारखेस होणाऱ्या सभासद नोंदणीत उत्साहानें व आपुलकीनें भाग घेतील असा आम्हांस विश्वास आहे. २॥ लाखांची एकजूट व संघटना हेंच सर्व गिरणी कामगारांचें हत्यार होय. हाच आपला आधार होय.

**अखिल भारतीय टेक्स्टाईल इंजिनियरिंग परिषद यशस्वी करा !**

**नव्यानें स्थापन होत असलेली**

**मुंबई गिरणी कामगार युनियन बलशाही आणि यशस्वी होवो ! !**

## प्रचार सभांचा कार्यक्रम

सर्व सभा दिवसपाळी सुटल्यानंतर ताबडतोब ४ वाजतां होतील.

वेळ	ठिकाण	मिल
१. सोमवार ता. २ फेब्रुवारी ५९	भोईवाडा मैदान, पोलीस स्टेशन समोर.	टाटा, मोरबाग, भवांडा, कोहिनूर १, २
२. मंगळवार ता. ३ फेब्रुवारी ५९	मोगल हौस मधील पटांगण.	अॅपोलो, शापुरजी, पोदार, न्यू युनियन.
३. बुधवार ता. ४ फेब्रुवारी ५९	नागूसयाजीची वाडी, पत्र्याच्या तालमी समोर.	टेक्स्टाईल, क्राऊन, स्टॅडर्ड, मॉडर्न नं. २.
४. गुरुवार ता. ५ फेब्रुवारी ५९	श्री राम मिल नजीक, गांधी मैदान.	श्रीराम, न्यू प्रल्हाद, नारायण, एडवर्ड, डॉन, फिनिक्स, सयाजी, रघुवंशी.
५. शुक्रवार ता. ६ फेब्रुवारी ५९	माधव भुवन, १३ नं. पोस्ट जवळ.	कमला, सक्सेरिया, श्रीनिवास, हिंद.

ऑफीसचा पत्ता:—

C/o दत्ता देशमुख,

११अ, बापू लॉज,  
कृव बँक रोड, मुंबई नं. ८.

यशवंत वि. चव्हाण,

अध्यक्ष.

बी. जी. कामत } संयुक्त चिटणीस.  
रघुवीर सावंत }

87  
-6/13/1959  
THE TEXTILE ENGINEERING COMMITTEE, BOMBAY.

C/O Shri Datta Deshamukh, M.L.A.,  
11/A, Bapu Lodge,  
Club Back Road,  
Byculla, Bombay No.8.

31st January 1959.

To

Dear Friend,

Textile Engineering Committee, Bombay, has decided with active support and co-operation of the Ahmedabad Textile Engineering Mechanic Seva Mandal, to convene an All-India Textile Engineering Workers' Conference. The Conference will be held in Bombay by the middle of March 1959, preferably on the 15th of March.

Textile Engineering workers, doing mechanical and electrical work, from coolies, navaghanies, ropemen, oilers etc., to master fitters, master turners, electricians and such other master craftsmen, employed in the Bombay and Ahmedabad mills intensely feel that their problems have been totally neglected by the various enquiry committees and industrial tribunals appointed so far to enquire into the wages and service conditions of cotton textile workers. The appointment of the Central Wage Board for Cotton Textile Industry in 1957 provided the occasion for the Textile Engineering workers of Bombay to organise themselves in the name of Textile Engineering Committee, Bombay. The Committee submitted its written statement to the Central Wage Board, Cotton Textile Industry on 12th February 1958.

The main demand on which the written statement focusses attention is the long standing demand of the Textile Engineering workers for a time scale with annual increments. The nature of engineering work is such that time scale with annual increments has become prevalent nearly everywhere in the engineering industry. Every employee in the engineering industry from a coolie to the master craftsman is paid on a time scale basis, which is meant to remunerate the increasing skill and experience of an engineering worker. It is sheer injustice that engineering workers in the Textile Industry should not be given the benefits which are commonly enjoyed by workers in the Engineering Industry.

This demand was agitating the Textile Engineering workers of Ahmedabad also. Under the pressure of the growing movement of Textile Engineering workers and with a view to split their ranks the Arbitration of Shri Shantilal Mangaldas and late Shri Somanath Dave, created a new category of technicians/which they included only Boiler Attendants (I and II Class), Turbine Attendants, Draftsmen, Armature Winders and Wiremen, granting them the following time scales.

Boiler Attendant I Class	...	Rs. 120-10-200.
Boiler Attendant II Class	...	Rs. 100-7½-175.
Armature Winder.	...	Rs. 80-5-150
Draftsmen.	...	Rs. 80-5-150.
Wiremen.	...	Rs. 60-5-100.

It is true that the Ahmedabad Textile Engineering workers movement was temporarily split up as a result of this award but the award gave a powerful impetus to the mechanical section to organise itself. The turners, fitters, welders, carpenters, moulders, blacksmiths, tinsmiths, and all other craftsmen of Ahmedabad and their helpers joined into an elemental movement which led to the

P.T.O.

Ahmedabad Textile Engineering Mechanic Seva Mandal.

A delegation of the Mandal paid a visit to Bombay in November 1958 and in the meetings of Textile Engineering workers held to receive them the idea of convening an All-India Conference first came up and was enthusiastically supported by the Bombay Textile Engineering workers. The delegation carried the idea to Ahmedabad and it received overwhelming support from the Textile Engineering workers of Ahmedabad. Despite efforts on the part of the leadership of Mazdoor Mahajan of Ahmedabad to break up the Seva Mandal and to nip in the bud the conference move, the activists of Ahmedabad Mechanic Seva Mandal are forging ahead. This is a sure indication of the support of the Ahmedabad Textile Engineering workers to the Conference.

We of the Bombay Textile Engineering Committee and our friends of the Ahmedabad Textile Engineering Seva Mandal are avowedly against formation of craftwise or occupation-wise unions and completely support trade-wise unions. Under the peculiar circumstances obtaining in Bombay and Ahmedabad where Rashtriya Mill Mazdoor Sangh and Textile Labour Association, Ahmedabad, two affiliated unions, which are sole legal representatives of the textile workers here, are not, despite repeated efforts, representing the just demands of the Textile Engineering workers that we have been compelled to organise ourselves in such temporary organisations as a Committee and a Seva Mandal.

The work of the Central Wage Board is already inordinately delayed owing to stiff opposition to any wage rise on the part of the millowners all over India but we feel that already the tide is turning against the millowners. The investigation phase of the work of the Central Wage Board will, it is expected, come to a close by the end of March and we are timing our Conference to try to make a powerful impression on the Central Wage Board in favour of our demands.

We, the Textile Engineering workers of Bombay and Ahmedabad seek the help of your union in making this Conference a success by organising Textile Engineering workers in your locality and helping them to send a delegation to attend the Conference to participate in its deliberations.

A copy of the statement submitted by the Textile Engineering Committee, Bombay will be sent to you soon for your information.

Please acknowledge receipt and send information regarding wages and service conditions of Textile Engineering workers in your locality.

Hoping to receive your hearty co-operation,

Yours faithfully,

B.G.Kamat,  
Raghuvir Sawant.                      Y.V.Chavan,  
JOINT SECRETIARIES                      PRESIDENT.



87.68  
திருச்சி ஜில்லா பஞ்சாலைத் தொழிலாளர் சங்கம்.

Tiruchi District Textile Workers' Union, R. No. 2194

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

Branch : Cauvery Mills, Cauvery Nagar P. O. (P. D. K. T.)

தலைவர் : N. சிங்கமுத்து.

காரியதரிசி : M. ராமச்சந்திரன்.

கிளை :

காவேரி மில்ஸ்,

காவேரி நகர் P. O.

தேதி...29.1.....1959..

The Textile Commissioner,  
Wittet Road,  
Ballard Estate,  
B O M B A Y.

Dear Sir,

Sub: Lay-Off of Cheesewinding and Doubling  
Department Workers in the Cauvery Spinning &  
Weaving Mills Ltd., Cauverynagar P.O. Trichy Dt.,  
due to shortage of Staple Fibre and American Cotton.

We confirm our telegram of date reading as under:

"CHEESE WINDING AND DOUBLING DEPARTMENT WORKERS ARE LAID OFF  
DUE TO NON SUPPLY OF STAPLE FIBRE AND REDUCED QUOTA OF  
AMERICAN COTTON REQUEST GRANT MILLS FULL QUOTA 70,000 lbs.  
of STAPLE FIBRE 100 BALES OF AMERICAN COTTON PER MONTH  
TO PROVIDE FULL WORK FOR CHEESEWINDING AND DOUBLING WORKERS."

SECRETARY,

TIRUCHI DISTRICT TEXTILE WORKERS' UNION,  
CAUVERYNAGAR BRANCH.

and trust you would have received same by now.

In the above Mills there are 12 doublers installed having 5152 spindles and 2/40s Staple Fibre and 2/60s American cotton yarn were being spun on these doublers. Recently, we understand from the Management, for the past one month or so due to the reduced quota of Staple Fibre and non supply of American cotton a number of doublers and cheese winding machines are stopped and the workers are laid off with 50% compensation as provided for in the Industrial Disputes Act. The Management inform us that normally they require about 70,000 lbs. of Staple Fibre and 100 bales of American cotton to keep in working all the 12 doublers and cheese winding machines and you have now allotted to the Mills only a quantity of 44,739 lbs. of Staple Fibre per month. It seems this quantity due for the month of January 1959 has not yet been despatched by the suppliers resulting in complete run out of the existing stocks of Staple Fibre and consequent stoppage of doublers and cheese winding machines. On American Cotton also about 20 to 22 ring frames were working on 60s and the single 60s yarn are sent to the Doubling department for 2/60s American cotton yarn employing about 6 doublers. Due to scarcity of American cotton also, we are informed by the Management, that they are not able to work the ring frames as well as doublers employed on this count. Both these counts, i.e., S.F.40s and American 60s were spun for manufacturing double yarn i.e., 2/40s S.F. and 2/60s American respectively; Due to non supply and reduced quota the doubling department is now seriously affected due to shortage. Hence we would request you to kindly issue a regular quota of about 70,000 lbs. Staple Fibre and 100 bales American cotton per month to the Mills to enable them to work all the 12 doublers regularly as before and give employment to all workers. If the present position continues for any longer time there will be deep discontentment among the workers and untold misery to their families. We trust you will do the needful in the matter.

Thanking you,

Yours faithfully,  
For TIRUCHI DISTRICT TEXTILE WORKERS' UNION  
BRANCH-CAUVERY MILLS  
Secretary.



COPY TO:-

1. The Hon'ble Minister for Industries, Commerce, & Supplies,  
Govt. of India,  
NEW DELHI.
2. The Hon'ble Minister of Labour,  
Govt. of India,  
NEW DELHI.
3. The Hon'ble Minister of Labour,  
Govt. of Madras,  
MADRAS.
4. The Hon'ble Minister for Industries, Labour & Co-operation,  
Govt. of Madras,  
MADRAS.
5. Commissioner of Labour,  
Chepauk, MADRAS - 5.
6. Regional Director of Production,  
COIMBATORE.
7. The Secretary, AITUC, NEW DELHI.
8. The Secretary, Tamil Nad Trade Union Congress,  
MADRAS.
9. The President,  
Tiruchi Dt. Textile Workers' Union,  
116, Salgi Road,  
Woriyur P.O., TIRUCHIRAPPALLI.

# TEXTILE LABOUR UNION

21 FEB 1959

टेक्सटाइल लेबर यूनियन, ब्यावर (राज०)

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

PRESIDENT :  
Swami Kumaranand.

GENERAL SECRETARY:  
Keshrimal  
Municipal Commissioner.

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BEAWAR (Raj)

Dated 24-1-1959

12/1/59  
Keshrimal  
M.C.

ओम्कार जहरत मैनेजर साहब  
ले. एडवर्ड मिलस ब्यावर

विषय : आपके 11-1-59 को नोटिस के सम्बन्ध में  
प्रिय महाराज,  
आपकी तरफ से एक नोटिस मिली थी जो 11-1-59 को लगा था, जिसमें पूर्व नोटिस 13 जून 58 का भी जिक्र किया गया था। जिसमें कहा गया कि मिल में अधिक लोग बेरोजगार हो रहे हैं, काम कम चल रहा है। और कारीगर बहुत जोरदार हैं इससे मिल की हालत बहुत खराब होती जा रही है और इसकी वजह से मिल काभी भी बन्द होने की हालत में आसपास। आपका नोटिस में ऐसा लिखा था कि मिल में काम कम चल रहा है, लेकिन सत्य पर ध्यान दें हम लोगों को विश्वास है जब कि सत्यता निम्न प्रकार है।

आपके मिल की हालत पिछले 2-3 वर्षों में खराब हुई है अधिक हलक बसक होने के कारण कारीगरों की शक्लती नहीं है बाकी मिल मैनेजर की शक्लती है। यदि अधिकारी की शक्लती होती तो 4 लाखों की लागत की मील में कारीगरों को रोजगार मिले होता। (लेकिन आपके लेखन और बात का पहला पन्ना)

मैनेजर को उनका कोई कारीगरों से अधिकतर अधिकार बुकलाने हुआ और इसकी वजह से उन्होंने मिल की जगह जगह को आपने लिखे रहतेमाने किया और उसकी वजह से मिल की हालत खराब हुई।

मिल की हालत खराब होने से मिल में कई उधार करीदना शुरू किया जिसकी वजह से कई दिनों काली धर्म ने बाजार भाव से कभी ज्यादा मात्रों पर कई दिना शुरू किया जिसमें कारीगरों को लागतों को उतार में उतार धर्म से उपादा देना पड़ा।

मिल को जहरत के लिये स्टोर का सामान व अन्य सामान उधार लेना शुरू किया। कई और स्टोर का सामान जहाँ उधार लेना शुरू किया उसकी वजह से भाव ऊँचे लगे ही लागत ही लागत कारीगरों को रोजगार में जाने लगे। (लेकिन और दिना)

कई और सामान उधार करीदने के साथ 2 इनकी रकम नहीं पहुँचाने लगे जिसकी वजह से मिल में हर वस्तु की कमी होगी जैसे - गिरा में प्रेम में कारीगरों की कमी, कट लो के लार, फली को कमी व खराबी, डाक्टर के लार एवं मशीनों की मरिज आदि 2

कारिगरों को कमी के कारण प्रत्येक मशीन बन्द रहने लगी, हताश, सरासल आदि की मशीनें बन्द रहने से प्रोडक्शन को बुकलाने होने लगा। कारिगरों को बौद्धिक नहीं मिलने के कारण प्रत्येक मशीन हर प्रकार के उधरे बन्द होने लगी और इससे हर प्रकार का वेल्ड स्पीडिंग में बढ़ने लगा। अदे कदाने से हर प्रकार की कारिगरों काने लगी इससे कारिगरों जल्द फरदने लगे। फिर तो कारिगरों की कमी इससे फटी कारिगरों होने की वजह से स्पेडल में कारिगरों बराबर नहीं चलाने के कारण मिल में खराबी व लार अधिक होने से उत्पादन में

30 JAN 1959

# TEXTILE LABOUR UNION

टेक्सटाइल लेबर यूनियन, ब्यावर (राज०)

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

PRESIDENT :  
Swami Kumaranand.

GENERAL SECRETARY:  
Keshrimal  
Municipal Commissioner.

BEAWAR (Raj.)

Dated.....19

(2)



- हर प्रकार का मुकामा हुआ। जिस में फ्रेम के काम की कमी से, कारिगों की कमी से एवं कारिगों की खराबी से कि स्पेशल में बाबर बैठते नहीं चलते नहीं, इस कारण बार का अधिक दुर्गर हवा भविक है। इस प्रकार जेम के माल की कमी से माल की खराबी से एवं कारिगों की खराबी और कमी से एवं मशीनों में रिकोनोमल खराबी होने के कारण माल में खराबी व कमी उत्पन्न हुई है।

यदि बिना की फर्म दरो हुई है। अधिक सेकट होने के कारण उसकी प्रशस्त भी नहीं हो सकी है जिससे काफी मुकामा हुआ है जैसे — कार्टिंग के टक्के दूरे। अच्छे टक्के संग्रहाण नहीं जाते से माल इन्को का अभाव भी रहा है। इन्को को कमी से प्रोडक्शन का मुकामा और इन्को अधिक दूरे से अधिक मुकामा एवं देखने दूरे भी मुकामा हुआ है, कार्टिंग में तर कारती के लैन्डर जेम के व अन्त परिसर के नहीं होने के कारण माल खराब होने लगता है। माल में कांटी मुडकी, नैल भुन आने से माल खराब चलता जो कि विविध बल दुर्ग देगा। इससे माल प्रिक के प्रोडक्शन पर असर पड़ा है, प्रोडक्शन कम आता है और जब ही खराबों में वेस्ट बढ़ा है।

माल खराब चलने और वेस्ट बढ़ने का एक कारण हो यह भी है कि १६-१८ नो. का आदि काउन्ट का माल पहले दो औपरेट में होकर के निकलता था तो कांटी नगैर काम निकलती थी माल भी अच्छा चलता था, अब विभिन्न औपरेट में से माल निकलने से माल खराब चलने लगा और वेस्ट भी अधिक बढ़ने लगा साथ ही जो कांटी सुन में रहने लगी वो काउन्ट तक माल को खराब करने लगी।

रखके साथ ही स्प. कारण और भी है कि जिस काउन्ट में जैसे रूई होनी चाहिये वैसे रूई नहीं देकर रूई से रूई रूई देकर प्रिकल बनवादि जाते हैं इससे माल कभी अच्छा चल ही नहीं सकता और जब माल खराब चलता तो वेस्ट आने आग बढ़ जावेगा। वैसे कम्पनी चाहें तो भी रूई अच्छी काउन्ट माइज प्रिन्सीप के लिये ले भी नहीं सकते क्यों कि रूई तो उधारलेती है और उधार देने वाले के माल जैसे है वैसे ही वो देगा और वही लेनी भी पड़ेगी।

यदि कम्पनी की अधिक हालत अच्छी होती तो सजिन में रूई ले सकती थी, सजिन में रूई लेने से काफी सारती भी पड़ती है लेकिन लेकिन कम्पनी को खराबी ऐसी नहीं है इसलिये लोन ही होता है।

जहाँ तक मीटे काउन्ट पर स्पेशल एक्साइज का भार का अपने जिम्मे निभा है वह तो फायर और सुपरमाइज पर और भी कई गुना है अधिक है। वैसे अभी केन्द्रिय सरकार ने स्पेशल एक्साइज का भी भी है और उसका विशेष फायदा मीटे काउन्ट वाले (मोसे काउन्ट) मिली को हुआ है साथ ही जो जिम्मे आपने कम्पनी व सुन की जो सुधारने के लिये किया है उससे अधिक न आपको कल देगा है। हम तो चाहते हैं कि आप सुन और काउन्ट की प्रिक को सुधारें। जिसके मजदूर को भी सत मिल सके। लेकिन यह आप अभी से सम्बन्ध रखता है जो आपके पास नहीं —

# TEXTILE LABOUR UNION

टेक्सटाइल लेबर यूनियन, ब्यावर (राज०)

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

PRESIDENT :  
Swami Kumaranand.

GENERAL SECRETARY:  
Keshrimal  
Municipal Commissioner.

BEAWAR (Raj.)

Dated.....19

(३)



मिलान से कारोबार स्पष्टीकरण के लिए लेखित करने भी प्रयोगों की शिप-  
- पर, पहिल के बदलने की ओर ध्यान तक नही दिया गया। जिन से कामकाज है उसकी  
- विभाजन नहीं की तो वो प्रयोगों प्रोडक्शन कहें से देसी। इनके प्रस्ताव स्वार्थ से इसी-  
- प्रोडक्शन को उपयुक्त और इसका नही होना भी प्रोडक्शन में कामी का और  
- वेस्ट का बढ़ने का कारण है।

विभिन्न डिपार्टमेंट में तो माल स्पीनिंग से भी ज्यादा खराब  
- चलता है। स्पीनिंग मशीन खराब होना यहाँ आकार बढ जाती है। जिस खून में कांटी  
- कुजकी, नेटल वगैरह आती है वह खून कांजी पीकर बहुत मोटा हो जाता है  
- और वह मोटापन मशीन में से निकलता नहीं है। जिससे खून बहुत दूरते है इस  
- से माल को काम आयेगा ही लेकिन वेस्ट बहुत बढ जायेगा। जो मशीन आदि  
- के माल में इस्तेमाल को जाती है वह बहुत ही सस्ता काम में ली जाती है सस्ते  
- में मशीन काम में लाने से और लाने में कुजकी वगैरह आने से खून बहुत  
- दूरते है। माल बहुत खराब चलता है, इससे प्रोडक्शन काम आता है और  
- वेस्ट बहुत आता है।

जैसा मैंने ऊपर लिखा कि स्पीनिंग का माल खराब  
- आने से विभिन्न में माल को खराबो बढ जाती है। उसका असर लाने में  
- साइजिंग में भी पडता है वहाँ भी माल खराब चलता है यहाँ की खराबी  
- यहाँ के प्रोडक्शन में तो कामी नहीं जाती लेकिन खराब खाले में फिर उल्टे  
- लाने का आना और माल का खराब चलना बढ जाता है।

लूम रोड में सबसे ज्यादा खराब चलने का कारण  
- कांजी का ठीक नहीं बैठना है आपके खाले में कुछ भीम तो बढक चल रहे  
- है और कुछ भीम नरम चल रहे है। बहुत भीम को नरम करने की आवश्यकता  
- ता तो ही हुमीडेटी का विस्तार (नमीका) करना होगा और नमी का विस्तार  
- किया नही कि सब नरम मीसों के कोचे होगा। भीम यहाँ तक नरम है कि  
- वगैर नमी के भी खाले में चलाने की कोशिश की जाय तो भी भीम चलने  
- वाले नहीं है। कांजी के जन्दर चारने के कारण का परसनेज बहुत बढाया  
- है लेकिन चिकनाई और कार्बोनिंग प्रतीरपाल की कामी की वजह से वो चार  
- नही आना इसके मशीनपाल को लेकर भड जाती है। सबसे पहले तो वो  
- साइजिंग पर ही भड जाती है वहाँ से कुछ बच जाय तो लूम रोड में भड  
- जाती है और इस प्रकार फिर कांजी बिना कांजी वाला खून बुनते वरु रह  
- जाता है। इस हालत में माल कहां से अच्छा चलेगा, कहां से प्रोडक्शन  
- अच्छा आयेगा और कहां से वेस्ट काम आयेगा, ये सारे सारे सवाल एक  
- दूसरे से जुडे हुए है। जिससे कामकी को नुकसान होना स्वाभाविक है।

मिल को सबसे ज्यादा नुकसान पहुंचता है इन उपरोक्त  
- कारणों से और साथ ही मील में वीरिंग कांजी खजिरिया चलाने से

# TEXTILE LABOUR UNION

टेक्सटाइल लेबर यूनियन, ब्यावर (राज०)

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Keshrimal  
Municipal Commissioner.

BEAWAR ( Raj )

Dated.....19



(8)

और हर तरह हज़ारों रुपयों का कर्ज़ी काउचर बनाकर पैसा निकालने से इस प्रकार कामगारों को भारी नुकसान उठाना पड़ रहा है जैसे मिल कामाने में कामों भी कामजोर नहीं हैं।

जहाँ तक आदमी उपादा है यह स्वाभाविक उपादान उठाकर यह मिलकतुल्य मालत है यहाँ की हालत के अनुसार आदमी बीव है फिर भी माल लिया जाय कि यहाँ आदमी उपादा है तो यूनियन ने आपसे बातचीत करने को ४-१२-४८ और २५-१२-४८ को पत्र लिखे कि हम सब ही विद्यार्थी पर अल्पचौत करना चाहते हैं लेकिन आपने हम भी पत्र का उत्तर नहीं दिया, बल्कि मैं स्वयं आपसे दो तीन दफा मिला लेकिन आपने हमेशा बात करने से कतराने की कोशिश की इसलिए आपने की आप किफ़ी कहते ही कहते हैं कुछ करना नहीं चाहते जिससे कि आतावरण अरुण करने।


मित्रों में जहाँ तक अनुशासन का सम्बन्ध है बहुत ही अच्छा सम्बन्ध है कि ऐसा माल खराब चलने हुए प्रसारों में भारी कामों होने हुए भी कर्मियों बराबर शांती पूर्वक काम कर रहा है वगैर किले उपादा है। माल की कमी व सामानों की कमी व माल की खराबी काम हो प्रसारों में कमीती के लक्षण-य है यूनियन की लक्ष्य से व बर्कस कमेटी की लक्ष्य से आपको १-२० नहीं हैकडो पत्र लिखे हैं लेकिन आपने कामों ख्यान नहीं दिया आपने उन पत्रों को रद्दी की शेकारों में ही फेंका है।

अधिकारों के अनुशासन का एक और मुला मालत यह है कि आपने इनके एक वर्ष के प्रोविडेंट फण्ड के पैसे जमा नहीं कराये खुद की लक्ष्य के और मजदूरों की प्रसारों में से काटे हुए भी और ६००० के पैसे मजदूरों से काटे लिये और जमा नहीं कराये जिससे मजदूरों को दवा तक मिलता बन्द होगा। फण्ड की रशीदें अधिकारों को मिलती नहीं और फिर भी मजदूर शान्त हैं इससे उपादा अनुशासन आपको जहाँ मिल सकता है व्यवहार में और कामाने में खुलापक्षपात हो रहा है। इससे भी अधिकारों को नुकसान हो रहा है और अलेश्या का रहा है।

इन सब बातों से यह निष्कर्ष निकलता है कि हर्ड मिल का मैनेजमेन्ट मिलकतुल्य निष्कर्षा साक्षित हुआ है और इस मैनेजमेन्ट के हर्से यह माल चलने वाला नहीं है और इसीलिए मिल बन्द करने का स्वतः आरम्भ होसके पर आपने की चाल चलते आरम्भ है जो कि बेजा और मालत है। हमारी यूनियन यह लिखती है कि क्यों न हम मैनेजमेन्ट को हटाने की मांग की जाय और एकात्रित मिल कारेरी का मैनेजमेन्ट विद्यार्थी आप ताकि मिल सुचारु रूप से चल सके।

(1) अनामिक (केशरिमल)  
 (2) अनामिक (केशरिमल)  
 (3) अनामिक (केशरिमल)  
 (4) अनामिक (केशरिमल)

- (1) लेबर कमीशन अजमेर
- (2) लेबर कमीशन जयपुर
- (3) अनामिक अजमेर
- (4) अनामिक राजस्थान सरकार जयपुर

  
 केशरिमल  
 जयपुर के यूनियन कार्यालय T-6.



8770  
**MIILL MAZDOOR UNION**  
(RED FLAG)

**BAPURAO JAGTAP, M.L.A.**  
President

**S. G. PATKAR, M.L.A.**  
Gen. Secretary

Dalvi Building,  
Parel, Bombay 12.  
Tel. 63674

January 14, 1959.

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The Regional Labour Commissioner,  
(Central)  
Office of the Conciliation Officer (C),  
Ministry of Labour & Employment,  
Wakefield House, Sprott Road,  
Ballard Estate, B O M B A Y - 1.

Dear Sir,

We are in receipt of your No.451(8)/59 of 10th inst. and thank you for the same.

The enquiry is being conducted in pursuance of the decision arrived at the Nainital Tripartite Conference. We wonder, however, whether the Government attach any serious importance to the agreement.

In the last few months we have pointed out several instances of violation of this agreement both by the employers here and the State Government. The grievances were pressing, and we had repeatedly requested for Government intervention. We regret to have to state that we have yet to come to know of any action taken on these. Instead, we understand that the Union Labour Ministry wrote to the AITUC that the agreement was more a recommendation than an agreement, *as such.*

It is thus clear that the Government consider that the obligations under the agreement are for the trade unions, while they and the employers are out of it.

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# MIILL MAZDOOR UNION

(RED FLAG)

BAPURAO JAGTAP, M.L.A.

President

S. G. PATKAR, M.L.A.

Gen. Secretary

Dalvi Building,  
Parel, Bombay 12.

Tel. 63674

Contd.

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You would agree that this position is quite untenable, and no self-respecting trade union can accept it.

Further Co-operation in the implementation of the agreement becomes therefore a question of policy with us, and we have raised it with the All India Trade Union Congress.

Until we hear from them on this, therefore, we regret that we would not be able to co-operate with you in the proposed enquiry.

We have explained this to Shri Chavan, Conciliation Officer (Central) and Shri Chitnis of your office who called on us today for the verification enquiry, and this is in confirmation of it.

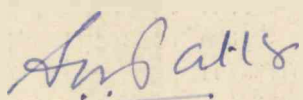
Thanking you,

Yours faithfully,

c.c. to:

1) The Secretary,  
Union Ministry of Labour &  
Employment,  
NEW DELHI.

2) The General Secretary,  
All India Trade Union Congress,  
4, Ashok Road, NEW DELHI.

  
( S. G. Patkar,  
M.L.A.)  
GENERAL SECRETARY.

# HISSAR TEXTILE MILLS, HISSAR

Proprietors :

Delhi Cloth & General Mills Co. Ltd. Delhi.

HISSAR,

No. ....

Dated 12 JAN 1959 195

The Labour Commissioner,  
Punjab,  
Ambala Cantt.

Sub:- Strike Notice.

Dear Sir,

We are writing this to confirm having sent the following telegram to you today.

"Union Notice received today workers in Ring Department striking work for one hour in each shift on 13th instant preceding and subsequent processes would be affected workers have to be laid off accordingly."

May we point out here that these pin-pricking pressure tactics by the Union have become regular features of the Union. They have crossed all limits of decency and have been indulging in clumsy tactics like shouting filthy, provocative and threatening slogans. They even went to the extent of taking out processions to the Private residences of the Officers and Mistries of the Company and the burning of his effigy in front of the house of Shri Yash Pal mistry on 22-12-58 was a new addition to their cheap tactics. These incidents have been happening mostly at mid-night thereby disturbing the peace of the Colony even at night. They have not cared a fig for the Code of Discipline and do not seem to pay any heed to it even in future. You will kindly appreciate that unless better sense prevails upon them it will not be possible to run the Industry on proper lines. We would, therefore, request you to kindly intervene immediately and see that the situation does not deteriorate.

Yours faithfully,

*M. J.*  
GENERAL MANAGER.

- c.c. 1. Labour Officer, Bhiwani.  
2. Textile Commissioner, Kanpur.  
3. Textile Commissioner, Bombay.

(Contd. on back page).



4. Union Ministry, Labour & Employment, New Delhi.
5. Deputy Commissioner, Hissar.
6. Superintendent of Police, Hissar.
7. All India Trade Union Congress, New Delhi.
8. All India Trade Union Congress, G.T. Road, Jullundur.
9. Secretary Labour Department, Punjab, Chandigarh.
10. All India Organisation of Industrial Employers, Feroze Shah Road, New Delhi.
11. Northern India Chamber of Commerce, Ambala Cantt.
12. Ekta Union, Kishan Ganj, Delhi.
13. The Managing Agents, D.C.M., Delhi.

H4/7/12320-7

May we point out here that these picketing practices by the Union have become regular features of the Union. They have crossed all limits of decency and have been indulging in clumsy tactics like shouting filthy, provocative and threatening slogans. They even went to the extent of taking out processions to the private residences of the Officers and Mistries of the Company and the burning of his effigy in front of the house of Sarf Yash Pal mistry on 28-12-58 was a new addition to their cheap tactics. These incidents have been happening mostly at midnight thereby disturbing the peace of the Colony even at night. They have not cared a fig for the Code of Discipline and do not seem to pay any heed to it even in future. You will kindly appreciate that unless better sense prevails upon them it will not be possible to run the Industry on proper lines. We would, therefore, request you to kindly intervene immediately. We see that the situation does not deteriorate.

BN.  
12/1.

Yours faithfully,

GENERAL MANAGER

Sd/- J. Labour Officer, Bhiwani.

87-72

Telegrams CLOTH  
Telephones : 98 & 1



# HISSAR TEXTILE MILLS

Props : THE DELHI CLOTH & GENERAL MILLS CO., LTD.

12. JAN. 1959

261

HISSAR

The General Secretary,  
Hissar Textile Mills Workers Union,  
Hissar.

Sub:- Strike Notice.

Dear Sir,

We confirm having sent the following telegram to you today in reply to yours of the 11th instant. (Received on 12-1-59).

" Reference your telegram of the 11th instant one hour strike in Ring Department in each shift on 13th illegal and violation of Code Preceding and subsequent processes would be affected Workers have to be laid off Necessary Disciplinary action will be taken  
Cloth"

Please note that the proposed stay-in strike is illegal, unjustified and a clear infringement of the letter and spirit of the Code of Discipline. In case you stick to your programme we shall be reluctantly compelled to take disciplinary action against such workers who take part in the strike.

Yours faithfully,

  
GENERAL MANAGER.

- c.c. 1. Labour Commissioner,  
Punjab, Ambala Cantt.
- 2. Labour Officer, Bhiwani.
- 3. Textile Commissioner, Kanpur.

(Contd. on back pg.)



भारत सरकार  
GOVERNMENT OF INDIA

0200 MAL S/

4. Textile Commissioner, Bombay.
5. Union Ministry, Labour & Employment, New Delhi.
6. Deputy Commissioner, Hissar.
7. Superintendent of Police Hissar.
8. All India Trade Union Congress, New Delhi.  
*Ashoka Road*
9. All India Trade Union Congress, G.T. Road,  
Jullundur.
10. Secretary Labour Department, Punjab Chandigarh.
11. All India Organisation of Industrial Employers  
Perse Shah Road, New Delhi.
12. Northern India Chamber of Commerce, Ambala Cantt.
13. Ekta Union, Kishan Ganj, Delhi.
14. The Managing Agents, D.C.M., Delhi.

HL/7/12335 ✓

BN.  
12/1.

WORKERS UNITE

# HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No. 40

NAGORI GATE,  
HISSAR.

Ref. No. 76/59

(26)

Dated 12.1.1959

The Labour Officer,

Bhiwani.

Subject:- Violation of code and continuation of unfair labour practice by the Management of Hissar textile Mills, Hissar.

Sir,

After seeing a complete and unbreakable unity of workers on 3.1.1959 behind their most reasonable demands put forth by the Union, the management has become desperate. They are trying to take revenge from Union workers working in Mechanical Deptt. delaying work to bail workers frequently, particularly in Reeling department. They are not supplying us a copy of audited balance sheet. The following are the few instances which I would like to bring to your kind notice for appropriate action. We have decided to protest against the revengeful attitude of the management on 13.1.59 by stopping ring machines in all the three shifts for an hour in each shift. We are holding <sup>ing</sup> general council meeting on 18.1.59 to decide further and strong course of action if <sup>same</sup> council is not prevailed upon management :-

1. On 9.1.1959 Sh. Narang Security Officer of the Mills called Sh. Sarwan singh a victimised worker from mechanical department and asked him for vacating of his quarter. Shri Narang abused the Union and its leaders when Sh. Sarwan singh declined to vacate quarter. Sh. Narang threatened him for dire consequences and told him that his quarter will be got vacated by watch and ward people and the luggage will be thrown on the streets.
2. On 6.1.59 it was agreed upon in your presence that a copy of the audited balance sheet will be supplied to Union within two days but the management is failed to do so.

HISSAR TEXTILE MILLS WORKERS UNION

HISSAR

HISSAR

3. This is our long standing demand that the officers who have made up their mind about the charges through charge-sheets should not be made inquiry officers. But the management is insisting upon it. The purpose behind this insistence is that they are not much confident and sure about the success of their case. They are still denying our legitimate right to defend workers in inquiry. I fail to understand, what sort of interpretation they are making of code of discipline, grievance procedure, and unfair labour practice.

4. The recent victim of their unfair labour practice is Shri Gardial Singh, <sup>whom</sup> whom they have demoted to Badli. You, yourself had seen the place which they want to <sup>be</sup> cleaned by their semi-skilled workers. They have practised mechanical process for the cleaning of ducts and defusers and they are applying it permanently in a short time.

Moreover these ducts and defusers were got cleaned through contractors' men one and half month ago, and there were no need of their cleaning for at least three months. But unfortunately the officers concerned and management as a whole <sup>do</sup> do not want to have industrial peace here, they are rather encouraging industrial unrest and suffering of the workers and unfair labour practice is their subordinate. The cause of the whole trouble in mechanical department is Sh. Yashpal who <sup>knows</sup> knows nothing except verification, abusing and threats. We had brought some instances to the notice of the management but no body have paid any heed towards their complaints. <sup>them</sup>

Now the management is trying to dislodge Sh. Gardial Singh and the other workers.

5). The workers who are on waiting list are not getting

## HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No 40

NAGORI GATE,  
HISSAR.

Ref. No. \_\_\_\_\_

-3-

Dated 12.1.59. 195

fair deal. The over whelming majority is not given work equally whenever Union represents, i've had made any request for examining of Badli Register, which always is with the Histries they are refused.

The condition in reeling is worst, almost all the workers are given work hardly for one or two days since first January. Due to no work in the department they are transferred to other departments in the month of September and October, But all of them were called back in the last month, at that time Shri Jain assured me that these workers will get fair deal.

6). On 9.1.1959 the management has informed permanent Reeling workers that due to coming of a new con-winding machine, the work in reeling department will be reduced. But will happen to surplus reeler for this management proposed that surplus reeler should apply for training in other departments, the management will pay those workers Rs. 45/- per month for that period.

According to the discussion of the 15th Indian Labour Conference, the employers have no right to introduce any scheme of rationalisation, unless it is discussed properly by the representatives of the management and the workers, and the management is to see that condition of service of any worker should not be changed.

But as I have mentioned above the management is violating that understanding, and we will be forced to resist this unfair labour practice.

7). The management is trying to increase three sides in every shift. In this way Badli workers will be effected very badly This is also one type of rationalisation which they have no right to introduce without discussion and proper understanding.

HISSAR TEXTILE MILLS WORKERS UNION

In the last I point out that the management of Hissar Textile Mill is bent upon creating a crisis in the Mill, they are forcing struggle upon the workers. They are not taking into consideration any decision of the 15th and 16th Labour Conference they are violating code of discipline.

In the <sup>situation</sup> situation detailed above the workers see no other course left open before them, than to struggle and only struggle if the Labour department failed to intervene effectively.

I hope you have assessed the situation from our documents which numbered nearly two dozen <sup>and were given to you by Rallab</sup> along with detailed case and this letter will throw more light on the happenings in the Hissar Textile Mills.

An early action in this situation is requested.

Yours faithfully,

*Rachhpal Singh*  
General Secretary.

C.C. to :-

1. Labour Commissioner, Ambala.
2. Labour Minister, Chandigarh
3. A.I.T.U.C. 4 Asoka Road, New Delhi
4. P.Y.U.C. G.T. Road, Jullundur.
5. Labour Inspector, Shiwani
6. Sh. Gulzari Lal Nanda Union Labour Minister, New Delhi
7. Sh. Partap Singh Kairon Chief Minister, Punjab, Chandigarh
8. Akta Union, Rishan Ganj, Delhi.

87.79  
WORKERS UNITE

# HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No. 40

NAGORI GATE,  
HISSAR.

Dated 12.1.59 195

Ref. No.

56/59

The General Manager,  
Hissar Textile Mills,  
Hissar.

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Subject:- Introduction of rationalization Reeling Department,.

Dear Sir,

In reference to your notice exhibited inside the Mills on 9.1.59, in this connection I would like to draw your attention towards the discussion of the 15th Indian Labour Conference held in Delhi on 11,12th July, 1957. According to those discussions the employers cannot introduce any scheme which might result in unemployment.

According to the 'Model agreement to guide employers in regard to Rationalization' you have to see that :-

- a) There should be no retrenchment or loss of earnings of the existing employees.
- b) There should be of an equitable sharing of benefit of rationalisation between the community.
- c) There should be a proper assessment of work load by experts.

To carry out the scheme in the light of above mentioned guiding principles, they have suggested that the management should prepare schemes give reasonable notice to the Union, discuss scheme with the Union Representative, give them full information concerning the schemes and then decide the question.

But unfortunately the management now-a-days is not thinking in terms of cooperation and fair deal.

Your above mentioned notice is against the discussion of the 15th Labour Conference and will create more unrest in the workers. I, therefore, request that the notice mentioned above may kindly be withdrawn forthwith so that already disturbed industrial peace may not be got disturbed more.

Yours faithfully,

*Rachpal Singh*  
General Secy:

C. C. to :-

1. Labour Inspector, Bhiwani
2. Labour Officer, Bhiwani
3. Labour Commissioner, Ambala.
4. Labour Minister Chandigarh
5. Labour Minister, New Delhi
6. D. C. Hissar.
7. Chief Minister, Chandigarh
8. A. I. T. U. C. New Delhi
9. P. T. U. C. Jullundur.



# कपड़ा मज़दूर एकता यूनियन

गोशाला गेट, किशनगंज मिल एरिया, दिल्ली

Ref. No. KMEU/D.C.M./7/59.

सेक्रेटरी/जनरल/सेक्रेटरी

9th January, 59

पियरसाथी,

MOST URGENT.

To

261  
The Managing Agent,  
Delhi Cloth & General Mills, Co., Ltd.,  
Bara Hindu Rao,  
Delhi.

Dear Sir,

Subject: Failure to implement collective settlement dated 14-12-58 regarding payment of Bonus and certain other matters. *D.C.M. and S.B. Mills*

Will you kindly refer to the correspondence resting with our letter No. KMEU/D.C.M./279/58, dated 24-11-'58 on the above subject? In this connection we have regretfully to observe that despite the utmost accommodation and patience shown by the workmen, the Company has in a most calculated and studied manner failed to discharge its obligations to the workers. The Union has during this period explored all available avenues of a peaceful settlement. It knocked the doors of the State Administration, the Evaluation and Implementation *machinery* meeting at the local as well as at the Central level. It has been carrying on agitation strictly in a peaceful and constitutional manner, making repeated appeals to the management as well as to the Government to secure justice for the workers.

We regret, however, that the management has taken this as a sign of weakness on our part. On the other hand the Labour machinery of the State Administration has found itself entirely incapable of handling the situation firmly and correctly. The management, taking advantage of our keenness to maintain industrial peace, has during this period been resorting to all sorts of unfair and illegal labour practices. It has paralysed the functioning of the Works Committees, blatantly attempted to subvert basic trade

Union rights of workers by resorting to victimization of leading trade union workers and by denying to the workers the right of being represented by a Union enjoying the allegiance of an overwhelming majority of the operatives.

In the above circumstances, we find there is no other alternative left to the workmen but to embark on the path of struggle to safeguard their interests.

Please take note that the responsibility for the consequences of any such step will henceforward lie squarely on your shoulders.

Yours faithfully,

*Asha Ram*

(Asha Ram)

for General Secretary.

Copies for information to:-

- (i) The Manager, Swatantra Bharat Mills, Najaf Garh Road, New Delhi;
- (ii) The Conciliation Officer, Delhi Administration, Delhi;
- (iii) The Chairman, Labour Advisory Board, Delhi;
- (iv) The Secretary to the Government of India, Department of Labour, Delhi;
- (v) The Chief Commissioner, Delhi;
- (vi) The General Secretary, All India Trade Union Congress, 4-Ashoka Road, New Delhi;
- (vii) The Secretary, Provincial Trade Union Congress, 1-C/33, Rohtak Road, New Delhi;
- (viii) The Secretary, Delhi Trade Union Council, Katra Shahanshahi, Chandni Chowk, Delhi.

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Vol. I.

January 1959

No. 4

**"ROLE AND STATUS OF A WELFARE OFFICER IN PERSONNEL  
MANAGEMENT' AND HOW FAR HE CAN FUNCTION ADEQUATELY  
AS A MANAGEMENT PAID EMPLOYEE "**

( Paper read at a Seminar programme on 20th September 1958 )

**By: B. A. Pinto, ( Student - Industrial Relations & Labour Welfare Group,  
Tata Institute of Social Sciences. )**

**Books referred :**

1. Watkins : Labour Management Industry
2. C. Myers : Industrial Relations in India.
3. J. Q. C. Brown : The Social Psychology of Industry.
4. The Factories Act, 1948.
5. Dr. Moorthy's article in the Journal, 'Management Executive'.

As an introduction allow me to say, that the problem of industrial relations is an outcome of the Industrial Revolution. The pattern of human relations is changed. With the radical economic and social changes an old order was uprooted in which everybody had a fixed place in a transparent social system. Life and its institutions came to be organised on a more impersonal level. What a man did, how he did it, whether he succeeded or whether he failed was entirely his own affair. That this principle furthered the process of indi-

vidualisation is obvious, and is always mentioned as an important item on the credit side of modern culture. But it is in this very isolation of modern man that we must seek for many of the answers to the problem of industrial unrest, increasing neurosis and crime, and the lack of meaning in the lives of many people to-day. No doubt it has a good deal to do with the success of totalitarian groups which, however spurious their claims are able to offer emotional security and comradeship.

We in India to-day, have come to accept the new machine industry as a necessary agency in the creation of greater material wellbeing but at the same time we wish to avoid the pit-falls of the West. We have therefore, embraced the concept of the Welfare State in which social justice, equality of opportunity, and a more equitable distribution of the products of industry is our goal. To accomplish this and more, smooth and harmonious industrial relations become a compelling necessity. This brings me to the main subject of my study—the role of the Personnel or Welfare Officer in doing the task.

The management of personnel has developed for the primary purpose of dealing with the neglected human forces in industry and business, seeking always that degree of co-ordination between mechanical and human elements which will not only result in the required degree of efficiency but also assure the prevalence of equity in the whole scheme of employment relations. To the attainment of these ends, proper co-ordination of mechanical and human factors is indispensable.

Welfare work has been defined by Watkins in his book "Labour Management in Industry" as "comprising any plans and activities designed to improve the social and intellectual status of employees over and above the wages paid, which are not an absolutely necessary obligation of the industry nor required by law." The vital role of the Personnel or Welfare Officer highlights the problems and possibilities of more effective utilisation of human resources in Indian Industry. In India, the

Factory Act of 1948 required the appointment of a Welfare Officer for every factory employing more than 500 workers and prescribed his qualifications. The term "labour welfare suggests the difference between the concept embodied in the Law and the Personnel Officer appointed on management initiative as part of Management staff. The duties and responsibilities of Welfare Officers were structured by various Govt. rules and regulations. They were expected to see that the provisions of the act relating to labour welfare and working conditions were observed by Management and that grievances of workers were promptly settled or redressed. This class of professional men were to be selected by Management from among those who had earlier qualified in recognised institutions of Welfare training as the Tata Institute of Social Sciences. The role of the Welfare Officer and his training were therefore prescribed in a manner unheard of in the Industrial countries of the West.

Distinction between a Personnel Officer and a Welfare Officer :

The distinction is probably best brought out by an analogy - The Welfare Officer occupies the position of a house - wife - he does the baby-sitting, supervises working conditions, maintains amity, and smoothens out discords and dissensions within the house whereas the overall control, the formulation of procedure and policy is left to the "Personnel Male". Mr. Myers therefore says in his book "Industrial Relations in India" "There is a fundamental difference between thinking in India and in U. S. concerning the function of the Welfare

Officer''. The Indian theory of his function is that he is a kind of "third force" or "independent liaison officer" between the conflicting groups of Management and labour. In the United States and the West, the Industrial Relations Officer is advisory of staff to line management - he is definitely identified with management and has no neutral status. It is his duty to advise Management as well as employees on any phase of industrial relations policy or procedure of the Company, for which he works. He exercises his function at all Management and staff levels. On the other hand, although employed by and answerable to Management the Welfare Officer is supposed to occupy a middle ground between workers and Management and to interpret each to the other. If, for a brief moment we examine the Bombay Welfare Officers Rules 1952, we find that his duties are not confined solely to Welfare but include Industrial Relations and Personnel Management as well.

He performs Personnel functions when he promotes relations between factory management and workers which will ensure production efficiency as well as amelioration in the working conditions and helps the workers to adjust and adapt themselves to their working environment. Secondly, when he encourages the formation of workers and Joint Production Committees, Co-operative Societies and Safety First and Welfare Committees and supervises their working. Thirdly, when he advises management on questions relating to training of new starters, apprentices, workers on transfer and promotion, regulations in respect of leave with wages and other leave privileges

and the supervision and control of notice-board and information bulletins.

He is a purely welfare officer when he advises and assists factory management in the provision of amenities, such as canteens, shelters for rest, creches, adequate latrine facilities, drinking water, sickness and benevolent scheme payments and gratuity payments. In this capacity he also advises factory management in providing housing facilities, food stuffs and recreational facilities to the workers and generally promotes their well-being.

The following duties may be listed under the Industrial Relations head :

(i) to establish contacts and hold consultations with a view to maintaining harmonious relations between the factory management and workers.

(ii) to bring to the notice of the factory management the grievances of the workers, individual as well as collective with a view to securing their expeditious redress.

(iii) to watch industrial relations with a view to using his influence to prevent a dispute arising and if a dispute does arise to help to bring about a settlement by persuasive efforts.

(iv) and lastly, to advise workers against going on illegal strikes and the management against declaring illegal lockouts and to help in preventing antisocial activities.

We, therefore, realise that in India he occupies an office that is confusing. This rather anomalous position of the Welfare Officer has led to dissatisfaction

and a certain amount of frustration. Many of them are of the opinion that they are not consulted by top management in formulating company labour policies or before taking actions which create new labour problems. A few feel that firms employ them merely to show them the most facile means of circumventing the provisions of the factories Act and other state enactments. Indeed, some managements use welfare officers to carry out decisions which have already been made in consultation with the Personnel Officer and thereby give them no chance to negotiate an mediate. Since they are management paid and have an obligation to it, they feel it impossible for them to function adequately and impartially according to the dictates of their reason and conscience.

This dilemma has led some to believe that it would be better if labour welfare officers were Govt. paid and appointed so as to give them an independent status. In point of fact, when the amended Factories Bill was being debated in the Constituent Assembly of India Mr. Upendranath Barman ( W. Bengal ) welcomed the idea of a statutory provision for Welfare officers, but his submission was that these officers should be Govt servants and not employees of the Occupiers. If the Welfare Officer be a direct employee of the Govt., it would have greater control over him and every defection on the part of the employer in the execution of the provisions prescribed would be at once reported enabling it to take adequate steps. But if the Welfare Officer be an employee of the Occupier he will have a pouble responsibility satisfying Govt.

and pleasing Management - a position which is embarrassing and doubtful.

In the end, however, it was decided that he should be an employee of the Management but his appointment and dismissal will be subject to Govt. sanction.

I assert, that in taking this decision the Govt. acted wisely. A Welfare Officer should without doubt be a Management man - a necessary part of the Employer's function. Labour Welfare Officers well recognise that they would have less influence with top Management if they were paid by Govt because they would not have trust of management and not be admitted to management Policy discussions. They would be looked upon as the "watch-dog" of Govt. and viewed always with suspicion. Surely none expect Welfare Officers to exercise police functions but rather to help and aid Management to find the right blending of business interests with human interests. As one of Management employees he is in direct contact with the Managing Agents and they listen to his advise before taking a position on a major grievance or demands raised by the union. To-day, he enjoys the position of a top status advisory and service officer. His voice on labour policies is invariably heard and respected.

But in the final analysis, it is not by whom the Welfare Officer is paid that really matters for his efficient functioning. It depends on the man himself to be guided by a spirit of service and the realisation that he has a mission to fulfil. There is so much in industry

which can be put right not by economic methods only, but by the right psychological approach. I believe, that the nation which first masters and applies the laws of psychology in industry, and which gives satisfaction and happiness in work and fellowship in purely human terms as well as economic well being, will make an important contribution not only to its own prosperity and advancement, but also to that of other nations. The answer is, more humanity and humaneness in industry. Every man should be treated as a human being. A Welfare Officer or Personnel Officer, call him by what name you may is there for that and Only that. To my mind, he is nothing more or less than a specialist in "Management". He has to educate the man at the top as much as the man at the bottom.

In Industry, as everywhere else, personal relationship are reciprocal. Friendliness can start from any side, but if it starts from one side it must be answered by a positive response if it is to be of any lasting value. We all know how great the force of example is. The good example must come from men in higher places, especially from those in authority against whom all suspicions are directed. Men invariably respond to genuine kindness but they do not respond to a pose of kindness put on as a piece of good business. Working men are very good in distinguishing the genuine from the false

There is absolute need to-day of fairness and impartiality in industry and the responsibility rests primarily with the Welfare or Personnel Officer. He has to make judicial decisions every day, if not every hour. By being fair to workers you are also being fair to the

Management because unfairness discredits the whole Management in the eyes of the operatives. As soon as the workers have lost faith in the justice of the Management they throw away the whole code of morality at work. There are so many things which need fair treatment-the distribution of the load of work, the distribution of better paid or lower paid jobs in the same work-shop, the distribution of overtime, the speed with which machines handled by men on piecework are repaired, and a thousand and one other things, and it is not enough that the Welfare Officer or the other executives know that they are being fair-the workers themselves must have the same conviction. The Welfare Officer must explain to the workers the reasons for his decisions, talking their language and applying their idea of fairness. They are often not the same ideas as those of an intellectual; there is nothing theoretical about them. They believe in equality of chances, and rewards related to work, effort and sacrifice. The worker of to-day regards himself more as a junior partner entitled to voice his opinions on all basic issues which involve conditions of work or the prospect of employment. The work-place in which his lot depends is his work place; it is a social unit of the first importance.

I have nearly done-it only remains for me to end in the words of the eighteenth century politician and statesman Edmund Burke which contain the key to harmonious industrial relations "no men" he said "can act with confidence who do not act in concert; no men can act in concert who do not act with confidence, no men can act in confidence who are not bound together with common opinions, common affections and common interests"

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BOOK POST



To,

All India Trade Union

Congress

4, Ashok Road

New Delhi



# कपड़ा मज़दूर एकता यूनियन

गोवाला गेट, किशनगंज मिल एरिया, दिल्ली

URGENT

261

संकेतः ~~संकेतः~~ ~~ब्रांच/जनरल~~ ~~संकेतः~~ KMEU/Govt/314/58

Dated: 29th December 1958

प्रिय साहब, To

Shri Gopi Nath 'Aman',  
Chairman, Labour Advisory Board,  
Delhi Administration, Delhi.

Subject: Disputes between the managements of certain Textile Mills and the workmen represented by this Organization regarding non-implementation of the Mainital Conference - Decisions etc.

Dear Sir,

I am directed to invite your serious and urgent attention to the correspondence resting with this Union's letter No. KMEU/Govt-300/58, dated 8.12.58, on the above subject and to request you to take immediate steps to implement the explicit assurance given to this organization that all its complaints involving allegations of grave violation of the 'Code for Discipline' by the management of Delhi Cloth Mills would be investigated by a sub-committee of the State Implementation Committee, consisting of representatives of both the parties. It is indeed highly regrettable that the Government has slackened its efforts to set up and function an investigation team, the moment the Union took decision to suspend its agitation. In the meantime the management have been left free to indulge in all sorts of irregular and unfair labour practices, including unilateral and adverse changes in service and working conditions of workers, refusal to negotiate or deal with representative Union of workers, victimization of Union leaders and sympathisers, refusal to function the Works Committee, etc. As a result of worsening of labour management relations, many of the most pressing and urgent issues like that of Bonus for the year ending June 1958, remain unresolved and workers are being subjected to undergo unprecedented hardships and privations. The situation has already assumed alarming proportions. In the circumstances the inordinate delay on the part of the administration to take

any positive steps to look into the grievances of the workers, can only be described as totally unjustified and reprehensible.

The idea underlying the formation of Evaluation and Implementation machinery is to investigate any breach of the provisions of the 'Code for Discipline' the moment either of the parties brings the matter to the notice of the Government. This has been felt to be essential in the interests of maintenance of industrial peace and of continuity of production. The present dispute has been before the State Administration for the best part of the last 4 months, without any concrete steps being adopted on its part to subject it to a just solution. Thus the very idea of setting up an evaluation or implementation machinery is being reduced to a mockery. It is, therefore, natural that the workers should like to be told without any further loss of time whether or not the Government is capable of taking action in time to prevent a major breach of industrial peace, or it will merely content itself by carrying out a 'post-mortem examination' of the dispute as in the case of 'Premier Automobiles' dispute in Bombay.

~~rumour~~  
Strong ~~rumours~~ are afloat suggesting that partisan considerations totally unrelated to the merits of the dispute are influencing the Government's attitude and policies, in this important matter. Serious efforts are reported to be on to bring in the discredited INTUC Union into the dispute, although it has had nothing to do with it all this time. This Union has been the sole complainant from the very beginning. To give representation to the INTUC on any contemplated investigation or enquiry team, would be highly improper, unjust and inimical to the interests of the vast majority of the workers whose unreserved allegiance this Union enjoys. We, therefore, take the opportunity to make it plain that this organization cannot under any circumstances consent to accept any nominee of the INTUC to sit in judgment over its action

or policies. We must emphasize that the pattern followed by the Central Evaluation and Implementation Division in investigating the breach of 'Code for Discipline' in Bombay, Calcutta and other places should be followed strictly in Delhi too. We renew our demand that the Union's charges against the management should be investigated by a committee consisting of one nominee each of the central organization to which the parties (i.e. this Union and the DCM management) are affiliated with an independent chairman to be appointed by the Government.

As the dispute is likely to take a serious turn any moment, we request that an interview may kindly be granted to representatives of this Union urgently to acquaint you with the situation.

Yours faithfully,

*Sd/-*  
(S.D.Joshi)  
GENERAL SECRETARY.

- Copies forwarded for information & necessary action to:
1. The Hon'ble Minister for Labour & Employment, Govt. of India, New Delhi.
  2. Shri R.L.Mehta, IAS, Joint Secretary, Govt. of India, Evaluation & Implementation Division, Ministry of Labour & Employment, New Delhi.
  3. ✓ The General Secretary, AITUC, 4-Ashoka Road, New Delhi
  4. The Secretary, Delhi Provincial Trade Union Congress, 1-C/33 Rohtak Road, Delhi.

*Sd/-*  
GENERAL SECRETARY

87-78  
कपड़ा मज़दूर एकता यूनियन

गोशाला गेट, किशनगंज मिल एरिया, दिल्ली

Ref. No. KMEU/Govt./313/58.

Most Urgent

सिक्रेटरी ब्रांच/जनरल सिक्रेटरी

29th December, 1958

प्रिय सखी,

To

261  
The Director of Industries & Labour,  
1-Rajpur Road,  
Delhi.

Dear Sir,

Subject: Refusal to implement 'Code for Discipline' and continued breach of the same by the management of Delhi Cloth and Swatantra Bharat Mills.

It is my painful duty to address you on the above subject for the nth time now. It is hoped that you have not forgotten that early this month the Union had been assured by the Government, both at the centre as well as on the local level, that the Union's charges involving grave and calculated violation of 'Code of Discipline' on the part of the management of the Delhi Cloth Mills, would be subjected to an impartial investigation of a Special Sub-Committee of the Implementation Committee set up by the Delhi Administration. The matter had also been a subject-matter of repeated discussion at the meetings of the Labour Advisory Board and the Implementation Committee. At these meetings the demand of the Union's Spokesman that the whole dispute may be investigated by a Committee consisting of representatives of the Central Organisation to which each of the parties - i.e. the Union and the Delhi Cloth Mills management - are affiliated, was agreed to in principle.

Despite all these assurances and undertakings, the ~~management~~ administration is adopting extremely dilatory attitude in the matter. It is highly unfair on the part of the administration to sit tight on the matter after the workers have been led into calling off their agitation for implementation of the

'Code' by holding out assurances referred to above.

The indifference now displayed by the administration has emboldened the employees to carry on their campaign of ~~riots~~ and victimisation of trade union workers, /unfair labour practices. The workers are totally deprived by their basic right to be represented through their most representative organisation, and imposition of unilateral and high-handed decisions by the management has become an order of the day. Works Committee is in a state of virtual suspension for the last 4 months.

It is most surprising that despite full knowledge of the anarchic state of industrial relations in the Delhi Cloth and Swatantra Bharat Mills, the administration has adopted an attitude of silent spectator of events. The Union has reasons to believe that partisan considerations, connected with the anxiety of the ruling party to foist its own labour organisation - i.e. the Indian National Trade Union Congress - on the workers is responsible for its inaction during the last 3 weeks. The Union had sincerely believed that its voluntary action in putting off the token protest strike on the 6th inst. will be appreciated by the Government and justice secured for the workmen. But these expectations <sup>are</sup> now being ~~believed~~ <sup>believed</sup> by ~~facts.~~ *subsequent events*.

I am directed by the Working Committee of the Union to place on record our emphatic protest and resentment at the breach of explicit understanding given to the Union regarding investigation and settlement of its dispute with the management. I am further required to convey to you the Union's decision to resume its agitation, suspended on 4-12-'58, with immediate effect, in so as to safeguard the workers' interests which are being trampled over by the management.

Yours faithfully,

General Secretary.

Copies forwarded for information and necessary action to:-

- (1) Shri Hon'ble G.L. Nanda,  
Minister for Labour & Employment,  
Government of India,  
New Delhi;
- (ii) Shri R. L. Mehta, I.A.S.,  
Evaluation and Implementation Division,  
New Delhi;
- (iii) Shri Gopinath 'Aman',  
Chairman,  
Labour Advisory Board,  
Delhi;
- (iv) General Secretary,  
All India Trade Union Congress,  
4-Ashoka Road, New Delhi;
- (v) The Secretary,  
Provincial Committee,  
All India Trade Union Congress,  
1/c/33- Rehtak Road, Delhi;
- (vi) Conciliation Officer,  
1-Rajpur Road, Delhi;
- (vii) The Chief Commissioner,  
Delhi.

  
General Secretary.

# HISSAR TEXTILE MILLS, HISSAR

Proprietors :

Delhi Cloth & General Mills Co. Ltd. Delhi.

HISSAR,

No. .... Dated 26/1 27. DEC. 1958 195

The General Secretary,  
Hissar Textile Mills Workers Union,  
Hissar.

Dear Sir,

We have to refer to your Charter of Demands bearing No. 383/58, dated 23.12.58.

Please note that you have made a number of false allegations against the Management and one of the noteworthy item therein is that you are staging a protest Strike on 3rd of January 1959 on flimsy grounds, which if held, will be illegal and unjustified on the following facts:-

1. On 18.1.58 you entered into an agreement with the Managing Agents, who inspite of huge losses awarded Bonus in order to foster good relations between the Management and the workers, to keep them satisfied and to improve upon the efficiency of the Mills. At that time it was agreed by you that in case it is not found possible to come to any mutual understanding on any matter of dispute the reports will be taken to constitutional means and there would be no joint action by the workers.
2. Your Notice of Strike is a ga inst the very letter and spirit of the decisions of the 16th Indian Labour Conference held at Naini Tal and consequent Code of Discipline for Industry and Code of Conduct.
3. Your responsible Office bearers and some other active workers are instigating workers for going on strike in the Mills. They are indulging in unlawful activities, like burning of effigies in front of the private residences of the Officers, intimidating and humiliating them, holding ugly and non-peaceful demonstrations, shouting abusive and filthy slogans against the good names of the Mill Officers.

We hope that you will please take a realistic view of the situation and abstain your office bearers and workers from unlawful activities as above immediately. The Strike may also be avoided, but in case your office bearers and other active workers precipitate an illegal and unjustified strike the Management reserve the right to take suitable action against the participants.

Yours faithfully,

*W. J.*  
GENERAL MANAGER.

P.T.O.

HISSAR TEXTILE MILLS HISSAR

#4/7/11/59

- Copy to :
- (1) All India Trade Union Congress, New Delhi.
  - (2) Secretary, Labour Department, Punjab, Chandigarh.
  - (3) Labour Commissioner, Punjab, Ambala Cantt.
  - (4) Labour Officer, Bhiwani.
  - (5) Labour Inspector, Prem Nagar, Hissar.
  - (6) The Ministry of Labour & Employment, Evaluation & Implementation Division, New Delhi.
  - (7) All India Organisation of Industrial Employers, 28, Ferozeshah Road, New Delhi.
  - (8) Textile Commissioner, Kanpur.
  - (9) The Managing Agents, D.C.M. Delhi.

PD/K.  
26/12.



## HISSAR TEXTILE MILLS, HISSAR

Proprietors :

Delhi Cloth &amp; General Mills Co. Ltd. Delhi.

HISSAR,

No. ....

**REGISTERED**

Dated ..... 27. DEC. 1958 ..... 195

The Labour Commissioner,  
Punjab,  
Amhala Cantt.

Dear Sir,

We have to report that the Hissar Textile Mills Workers Union, Hissar, have submitted a Charter of Demands bearing No. 382/58, dated 23.12.58, a copy of which has also been forwarded to you. Besides a long list of demands the Union have made a number of false allegations against the Management and one of the noteworthy item is that the Union is staging a protest strike on the 3rd of January 1959 in the Mills, which, if held, would be illegal and unjustified in view of the following facts:-

1. On 12.1.58 the above said Union entered into an agreement with the Managing Agents, who inspite of huge losses awarded Borms in order to foster good relations between the Management and workers, to keep them satisfied and to improve upon the efficiency of the Mills. At that time it was agreed by the Union that in case it is not found possible to come to any mutual understanding on any matter of dispute the recourse will be taken to constitutional means and there would be no joint action by the workers.

2. The Notice of Strike is against the very letter and spirit of the decisions of the 16th Indian Labour Conference held at Rani Sal and consequent Code of Discipline for Industry and the Code of Conduct.

3. As already intimated the Union office bearers and some other active Union workers are instigating workers for going on strike in the Mills on 3.1.59. They are indulging in unlawful activities like burning of effigies in front of the private residences of the Officers, intimidating and humiliating them, holding ugly and non-peaceful demonstrations, shouting abusive and filthy slogans.

We hope that a realistic view is taken by the Union and unlawful activities as above are immediately stopped by the Union and the Strike is avoided as well. But in case the Union precipitate an illegal and unjustified strike the Management reserve the right to take suitable disciplinary action against the participants.

Yours faithfully,

*[Signature]*  
GENERAL MANAGER.

HISSAR TEXTILE MILL & HISSAR

- Copy to :
- (1) The Secretary to Government, Punjab, Labour Department, Chandigarh.
  - (2) The Labour Officer, Jhivani.
  - (3) The Labour Inspector, Prem Nagar, Hissar.
  - (4) The Textile Commissioner, Kanpur.
  - (5) The District Magistrate, Hissar.
  - (6) The Superintendent of Police, Hissar.
  - (7) The Union Ministry of Labour and Employment, Evolution and Implementation Division, New Delhi.
  - (8) All India Organisation of Industrial Employers, 28, Ferozeshah Road, New Delhi.
  - (9) All India Trade Union Congress, New Delhi.
  - (10) The Managing Agents, S.C.M. Delhi.

1147/1120

FD/K.  
26/12.

1147/1120



# MILL MAZDOOR UNION

(RED FLAG)

Dalvi Building,  
Parel, Bombay 12.  
Tel. 63674

**BAPURAO JAGTAP, M.L.A.**  
President

**S. G. PATKAR, M.L.A.**  
Gen. Secretary

**December 25, 1958.**

261

The Secretary,  
Ministry of Labour,  
Government of India,  
NEW DELHI.

Dear Sir,

**Sub:- Unfair Labour Practice - Violation of  
the Code**

**Victimisation for trade union activity,  
- Shri Bhagwan Jawade of Madhav Mills,  
Bombay.**

1. This is to draw your urgent attention to one more case of victimisation of trade union activist - Shri Bhagwan Jawade, a worker of the Madhav Mills here, by the management of the Mill.
2. Shri Jawade was working in the Sizing Department of the Mill since over eight years past. He is today 46 years of age and his service in the mill industry would add upto 21 years.

2. The Madhav Mill, a Mundhra concern, is in serious difficulties since over a year and a half past. We have represented to the Ministry earlier concerning the way the Mill is running. Since the beginning of the year the Mill is playing off a large section of its complement. In May the situation had worsened to such an extent that the Management had ceased to feed the preparatory departments with cotton, with the result that the succeeding processes and departments had been virtually paralysed. The entire Badali complement was axed. Finally the British India Corporation who owned the Mill had to dispose off in June their entire Dyehouse comprising bleaching, dyeing and processing departments to the Sassoon Spinning and Weaving Company of Shri Navinchandra Mafatlal. The Management further could not get along with the old Manager Mr. Wilde, and he was replaced by Shri Mukherjee. Since then the position has deteriorated further. Over 25 per cent of the workers are being regularly played off. Those who are being played off are not paid their play-off wages since four months past. The Provident Fund and the E.S.I.C. contributions deducted from the workers' wages were not made over to the Government as required under the relevant Acts, and the Collector of Bombay had to move in this month to recover the outstanding Provident Fund dues which we learn amounted to some Rs.1,50,000.

3. The Management have further not made over to the workers' Co-operative Credit Society, some Rs.94,000/- deducted from the wages of the workers. These deductions were to be in payment of the loans taken by the workers from the Society. The result has been that the Society has ceased to grant any loans to its members since over two months past. The default has long been brought to the notice of the authorities concerned, but this has not led to any improvement in position, and the Mill still continues to be in default.

4. Since August the Mill has been committing defaults in payments of even the earned wages of the workers. Thus the wages for August were paid in two instalments - on 13th and 17th September instead of in one single payment on 10th. The wages for September were paid again in two instalments and subsequent to October 17th; the wages for October were paid by other Mills on November 9th, on account of the Divali Festival which was from November 10th to 12th. But this Mill paid a bare advance of Rs.20/- to its workers on November 10th, and the balance of wages were paid on November 29th. The Wages for November 1958 have not been paid even to this date.

You can imagine the exasperation caused to the workers by this, in these days of high prices.

5. We do not go here into the other grievances of the workers such as defective yarn supplied to them which affects the earnings of the piece raters, the large number of play-offs in different departments etc.

6. On 12th inst. Shri Bhagwan Tawade and other workers approached the Manager and then the General Manager for their wages. The General Manager told them that it would not be possible for him to give them any definite date. On this the workers asked the Manager some questions. Irritated by this the General Manager directed on 13th inst. a charge sheet to be given to Shri Tawade. Shri Tawade submitted his reply and also produced witnesses. The enquiry that was first to be held on 15th instant was however postponed to 22nd inst. at 3 P.M. On 22nd however the case was not taken up at the appointed time. Later at 5 p.m. Shri Tawade was suddenly summoned in the General Manager's Office and was asked if he had to add anything to his statement. Shri Tawade was refused permission to call in his witnesses and the enquiry was concluded on the basis of the statements of the Manager and the Labour Officer.

Day-before-yesterday on 24th inst. Shri Tawade was served with an order directing his immediate dismissal.

Shri Tawade was a prominent functionary of this Union in the said Mill. And he used to take a leading part in voicing the grievances of the workers before the Management.

It is not surprising therefore that he was a constant eyesore to the Management who had twice sought to get rid of him even before.

This is yet another instance of how selfseeking private enterprise who after ruining the industrial concern under its care in its greed for profit, attacks anybody - more especially its employee - who seeks to oppose its policies, expose its wasteful management or defend his working and living conditions. Another instance was that of Shri Robert Gomes, a worker of India United Mills No.4, who was victimised in August last. We had represented his case to your Ministry on September 2nd and we have yet to hear of any action taken thereon.

We must emphasise that the acquiesc<sup>s</sup>ance of the Govt. in the continued attack of the Millowners on the employment, wages and working conditions of the workers, and their tolerance of their violation of vital labour laws and tripartite agreements including the Code of Discipline is making the workers extremely sceptical of the utility of relying on the Government or the Tripartite machinery for defence of their vital interests and rights. You would agree that such a feeling is hardly congenial for the smooth development of the industry - much less for industrial peace.

We would request you to register this case as yet another instance of unfair labour practice followed by the Millowners and violation of the Code of Discipline.

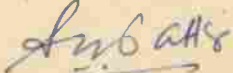
If you take any action on this, please let us know.

Thanking you,

Copy to:

- 1) Shri Shantilal Shah,  
Minister for Labour & Law,  
Bombay.
- 2) Shri S.A. Dange,  
General Secretary, AITUC,  
4 Ashok Road, NEW DELHI.

Yours faithfully,

  
(S. G. Patkar,  
M. L. A. )  
GENERAL SECRETARY.

87-82

# HISSAR TEXTILE MILLS, HISSAR

Proprietors :

Delhi Cloth & General Mills Co. Ltd. Delhi.

No. ....

261

Dated .....

HISSAR,

25. DEC. 1958

195 .

**The General Secretary,  
Hissar Textile Mills Workers Union,  
Hissar.**

Dear Sir,

We are pained to write that for the last about a week the office bearers of your Union have been organising K Gate meetings at the end of each shift, delivering objectionable speeches, uttering filthy slogans, instigating workers for going on strike and trying to disturb the peace in the Mills as well as the Colony. It is further sad that on 22.12.58 in the night a meeting was held just in front of the Labour Gate by the office bearers of your Union. After delivering objectionable speeches they organised a procession and led it to the residence of Mistry Yashpal with his effigy. He was hooted in a very bad way there and his effigy was burnt in front of his quarter. Proper "sisaps" was performed and the procession was then led to the residence of the Mill Labour Officer and in the same way he was also hooted, humiliated and intimidated. Filthy and unbecoming slogans against the dignity of Mistries and Officers were uttered. This continued upto 12-30 in the night. Thus till late hours of night the peace of the whole Colony was disturbed and scenes of unruly mob prevailed.

The prominent participants in the above ugly demonstrations were M/s. Tek Chand, Benarsi Das and Kishan Chand.

You will please appreciate that such ugly demonstrations on the part of your office bearers is a clear infringement of the Code of Discipline. Such an attitude is totally unbecoming, is against good behaviour, good moral and civil manners. Such actions can never bring good name to a Registered and responsible Organisation like yours and are beyond the province of healthy Trade Unionism and cannot maintain peace in the Industry and develop and promote harmonious relations most essential in the present time especially when the Textile Industry is passing through a crisis.

We hope, you will kindly take appropriate action to ensure that the office bearers of your Union do not indulge in such unlawful actions. In case such mal-practices are not immediately stopped we shall be compelled much against our wishes to take disciplinary action against such workers who indulge in such nefarious activities.

Yours faithfully,

*H. J.*  
GENERAL MANAGER.

HISSAR TEXTILE MILLS, HISSAR

Copy to: (1) The Labour Commissioner, Punjab,  
Ambala Cantt.

(2) The Secretary to Government, Punjab,  
Labour Department, Chandigarh.

(3) The Labour Officer, Bhiwani.

(4) The Labour Inspector, Prem Nagar Hissar.

(5) The Deputy Commissioner, Hissar.

(6) The Superintendent of Police, Hissar.

(7) The Textile Commissioner, Kanpur.

(8) The All India Organisation of Industrial Employers,  
Federation House, New Delhi.

(9) The Managing Agents, D.C.M. Delhi.

44/7/11077 ~~HT~~ All India Trade Union Congress, New Delhi

*[Handwritten signature]*



12 DEC 1958

87-83



# MILL MAZDOOR UNION

(RED FLAG)

Dalvi Building,  
Parel, Bombay 12.  
Tel. 63674

BAPURAO JAGTAP, M.L.A.  
President

S. G. PATKAR, M.L.A.  
Gen. Secretary

261

December 10, 1958.

Shri Gulzarilal Nandaji,  
Union Minister for Labour & Employment,  
Ministry of Labour,  
Government of India,  
NEW DELHI.

Dear Sir,

1. The conditions in the textile industry of this centre have been laid before you in a number of communications addressed to you over the year past by this Union, the Anti-Unemployment Samiti here and the All-India Textile Committee of the A.I.T.U.C.

Despite all these representations there has been no improvement in the overall situation from the point of view of labour. Rather it has deteriorated continuously over this period, and bids fair to deteriorate even further.

Frustrated, the textile workers joined in the protest action of July 25th last organised by the Joint Action Council of all the trade unions in the City.

It was hoped that the protest would at least serve to draw the attention of the authorities concerned to the unbearable plight in which over two lakhs working in the industry here have been thrown, and impress upon them the urgent need for effective intervention so as to bring some relief.

We regret to have to state that the expectation has not come to true.

2. When the representatives of AITUC and other trade union Centres demanded at Mainital the immediate setting up of an expert Committee to probe into the growing closures and the unemployment caused thereby, they expected that such a Committee would study the closures with a view to recommending measures towards their immediate reopening.

Instead the Committee brought out a report upholding the Millowners' case for rationalisation and modernisation of Mills, and recommending a series of concessions to the industry and left the workers to look forward to the establishment of the statutory autonomous corporation which it recommended to take over and run the closed concerns.

Even before the Committee could submit its final report, and acting on their interim recommendations the Government hastened to bring forth a measure to rationalise the entire structure of excise duties, so as to give a further relief of Rs.6.5 crores to the industry, thus bringing the relief in these duties extended to the industry in this year to Rs.20.5 crores. Action on other recommendations too followed on the heels of this, and a number of concessions followed in quick succession - abolition of export duties, reduction in freights, permission to reserve five per cent of the foreign exchange earned on exports for necessary imports, postponing the decision to raise the Provident Fund contribution from 6½% as at present to 8-1/3%, reduction of the obligatory minimum of customary export to be adhered to by Mills seeking to instal automatic looms for manufacture of cloth for export from 87½% as fixed before to 80 per cent, liberal facilities for the import of new machinery - particularly automatic looms, cheap credit facilities etc. etc.

3. With these concessions one would expect the crisis in the industry to lift, and the suffering of the workers to end.

The Millowners however seem to be bent on utilising it fully. Having won the tax and other concessions they seem to be intent now on exploiting it further to cut the wages of the workers, and introduce full-dress rationalisation in the industry.

Having imposed the wage cut at Dhulia, Amalner, Sholapur and other mofussil centres in the State, the Millowners' Association here is now striving to impose it in the City Mills.

An application for a 33 per cent cut in the D.A. paid to the City workers has already been made to the Industrial Court, and is fixed for hearing from 22nd inst.

4. A virtual rationalisation offensive is opened in a number of City Mills.

The Bombay Mills, we may add here, have all along been rationalising since ten years past, and a sizeable portion of equipment has already been modernised in a number of City Mills. But the rationalisation schemes so far invariably concerned mainly the smaller departments, such as Winding, Warping, Sizing, Bleaching etc. In the name of

crisis the Millowners are now trying to take these scheme to the bigger departments such as spinning and weaving. In Morarjee Gokuldas the existing two side system in the Ring Department is sought to be replaced by four sides, with every sider being required to attend to double the number of spindles. Some four months past some 150 Siders were discharged from the Mill. Two months later another batch of 150 was again sent out - a direct corollary of the change being effected.

In Roving Department of the same mill, changes have been effected last month. The worker who thus far gave 10 'deliveries' and received Rs.42.25nP as his wages is now being asked to give 20 'deliveries' for Rs.66.62nP. Again, in the same Department, a batch of two gave 20 deliveries and each received a wage of Rs.42.25nP. Now each of them is being asked to give 14 deliveries against a wage of Rs.52/-

These changes have been effected on November 4th and November 1st respectively. The result - ten hands are working today in each shift in place of the 14 that worked earlier.

In Finlays, the 'four sides' system has been introduced in the spinning department in December last. Workers attending to 360 spindles have now to tend 720 under the change, and those attending to 500 have now to look after 1,000. Some 195 hands were retrenched in the three shifts, as a result of the change.

In Combing, where only two years back, a change from two to four machines per worker sent 36 workers out of the Mill, it is now proposed to assign 6 machines per worker.

In Winding in the same mill the assignment has increased from 12 spindles to 18 per Winder as from December last. This would render 36 women workers in the Department, surplus.

In the Reeling section 88 women workers have been discharged in September last. Last year, another batch of 100 was sent out from the same department.

In Roving in the same mill it is proposed to raise the assignment from 2 to 4 machines per worker. This would render some 30 to 40 hands, surplus.

In Bleaching and Folding it is proposed to retrench some 260 hands in the three shifts together.

A notice was put up to this effect on the Mill gate, and negotiations are in progress, we understand, at present between the Mill and the Representative Union concerning this.

In Weaving the existing two loom assignment is again proposed to be replaced by 4 loom. Some 379 are expected to be thrown out, as a result of this change.

We may add here that the Mill had tried to introduce this change in 1964. The case however had later to be withdrawn at the Appellate Tribunal stage. The same scheme, now, is sought to be revived.

In the India United Group of Mills which till before the alleged 'crisis' employed some 18,000 workers, schemes are afoot for large scale retrenchment of workers. On November 13th, 282 hands from Weaving and Winding sections of No.4 Mill, and 600 from Spinning and Winding sections of Mills No.2 & 3

were retrenched. Another 251 from the Spinning section of Mills 2 & 3 and 175 from Weaving section of Mill No.4 are served with notices, effective as from 25th inst.

In Mill No.5 of the same group there is reported to be a proposal to close down the entire 3rd shift. Those from the Weaving section that may be rendered unemployed as a result of this, are proposed to be absorbed by reducing the assignment in the other two shifts from 6 to 4 looms per worker. But some 700 from Spinning and other sections will have to join the rank of those on the streets.

In No.1 Mill - the biggest unit - some 500 are expected to have been retrenched in the four months past.

It is reported that the Management are considering proposals to effect a reduction in the complement of the Mills to the extent of some 5,000.

Instances of similar increases in workload and rationalisation can be cited from the Kohinoor, the Simplex - all prosperous units.

We would like to know whether this offensive is not in stark violation of the Delhi Tripartite Agreement of 1957 on rationalisation.

5. With an eye on rationalisation the Mills have been picking on every thing that can help them to reduce the strength of workers. We may mention here in instance the recent amendment the Millowners made to their Standing Orders, which permits compulsory retrenchment of workers - male workers at the age of 63 and women workers at 50. You are aware that at the recent meeting of the Tripartite Standing Committee in Bombay, which considered this question no agreement could be secured on fixing any age for compulsory retirement, and it was felt unfair to make such a provision when the employers are not ready for an oldage pension system. The Industrial Tribunal which considered this on an application from the Millowners also expressed similar feelings though finally it gave an award favourable to the Millowners. Taking advantage of the award the Millowners have now literally started hounding the aged workers from the Mills. Scores of notices have been issued last month - the first after the amendment - in every Mill, and the process is continuing this month as well.

You can imagine the panic caused by this, in the aged workers, since in a number of cases the age entered in the Mill registers is not the correct age, and the worker has no proof concerning the correct one, should he wish to challenge any wrong issue of such notice.

6. The account year 1958 is now virtually at an end. But workers have not received their annual bonus for 1957 so far.

We do not propose here to go into all aspects of the workers' longstanding grievance over their bonus. But we must add that since over two months past the workers have been agitating for the declaration of the bonus. But the Millowners have observed a studied silence concerning so vital a question. Naturally the workers are apprehensive that the Millowners propose to deprive them of their bonus, in the name of the 'crisis' in the industry.

7. The workers' grievances are numerous and are assuming an urgent character. From Mill after Mill, complaints are flooding our office - complaints concerning defective material supplied to the workers which affects the earnings of the piece-raters, the high handed attitude of the officers, the mischievous issue in large numbers of charge sheets, warnings and even suspension orders, the general harassment of the workers and the victimisation of trade union activists etc. etc. The policy of the Millowners and the State Government does not allow us to settle any of these grievances through either negotiations or adjudication with the result that grievances can not be redressed in the natural way, and discontent continues to mount.

8. The workers can hardly accept that the Mills are continuing the attack on their jobs, wages and service conditions to fight the alleged crisis. With the change in situation and the concessions given by the Government the industry has largely overcome its difficulties, and the crisis is now a thing of the past. The recent address by the Union Minister for Commerce and Industry to the Textile Consultative Board indicates that there is substantial improvement in the position of the Mills, that the current production is being fully lifted, and that the stocks with the Mills represent the backlog the industry has been carrying.

The workers can hardly believe that the Bombay Mills can not pay the existing scales of D.A. when they know that even with these scales the Mills here have competed successfully with their upcountry rivals and made huge profits in the decade past, that the reduction in the excise duty has yielded them a saving that can fully make for the amount they parade they will save by the proposed cut, and the recent 10% fall in the prices of many varieties of raw cotton will enable them to save substantially in their costs which according to their own admissions come to over 50 per cent of the total manufacturing costs.

The continued attack is therefore naturally interpreted by them as a calculated policy to resist the workers' demand for a wage rise and to introduce full-dress rationalisation so as to yield them a permanent advantage.

9. We regret to have to note that in this one-sided war the workers have not received any assistance from the Government - either the State or the Union. While the Millowners have been conceded crores in taxes and liberal concessions in every field, the workers have not been ensured in practice, even the benefit of the positive features of the unanimously accepted Tripartite Agreements. Rather they have witnessed the recent policies and measures negating many of these. In instance we may cite the Expert Committee's recommendations concerning modernisation and rationalisation, which have only served to give the much needed moral sanction to the Millowners' case on this. By accepting the recommendations the Government have now themselves opened the gates for the offensive and buried deep the spirit of the Delhi Tripartite Agreement.

The Central Wage Board was constituted in March 1957. One and half year has passed since then, and the Board is yet nowhere near the end of their labour. When this was raised recently in the Loksabha the Dy. Labour Minister replied that the Board had decided to hasten slowly in view of the 'conditions in the industry'. You may be aware of that an application of the Representative Union here for a Wage rise made before the constitution of the Board has been adjourned indefinitely by the Industrial Court after the Board was set

up for the enquiry. The same Court has however now admitted the Millowners' application for a cut in Dearness Allowance and its hearing is in progress.

The workers naturally find it difficult to swallow this discrimination.

We have referred above to the numerous concessions given by the Government to the industry on the recommendations of the Expert Committee. The only recommendation positive from the workers' point of view concerning formation of an autonomous Corporation to take over and run the closed concerns, was however rejected. Another recommendation concerning the amendment to the Industries Act so as to enable taking over of concerns without their necessarily having to go through circuitious liquidation proceedings was quietly dropped. The 2,200 workers of the Dhanraj Mill unemployed since June 22nd on which date the Mill closed down, who were to be the direct beneficiaries of the recommendation, would now have to wait till the Mill completes the tortuitious proceedings before any step could be taken in the normal way to reopen the Mill.

The Committee had further recommended that Mills taken over by the Government should run on the same terms and conditions as units under private management. Trampling on the spirit of this however the State Government have enacted lately a legislation which puts all concerns taken over or even newly started in the name of unemployment relief beyond the scope of labour legislations and permits their running even with wage cuts, if necessary.

The Expert Committee had categorically observed that given necessary conditions the success of textile concern is either made or marred by the management. It has also averred that mismanagement was one of the principal factors responsible for the present conditions in the industry. You can imagine therefore the bitterness of the workers who see the Millowners who brought about the ruination of their concerns many times through criminal malpractices - and thus dealt a blow at the economy of the country, who in a number of cases robbed them of their Provident Fund and other dues, balances of their Co-operative Credit Societies and even their earned wages being favoured with one concession after another, while they who fulfilled and overfulfilled the Plan targets such ahead of time being offered unemployment, wage cuts and back-breaking workload through rationalisation.

10. The total effect of all this is that the workers are getting increasingly convinced that the Millowners mean to carry this war to its logical end, and the Government can not be more than a silent spectator to their sufferings. Nay, they feel that even the Government policies are undergoing a change under pressure from the Millowners, and acquiring a reactionary ~~sentiment~~ content. Facts like the disclosure made by the Union Minister for Commerce and Industry that the Millowners did not look with favour on the Expert Committee's recommendation for the establishment of a Corporation to take over and run the closed concerns, and the Government's rejection of the recommendation can not, you will agree, fail to inspire such feelings.

Recent debates in Parliament concerning export promotion and automatic loans and the exhortation by the Union Minister for Commerce and Industry to the Millowners to follow the example of the Jute Mills in modernising their plants are sufficient proof of this.

Another instance is that the Government who at the Fifteenth Tripartite joined with Labour in imposing vital restrictions on employers seeking to introduce rationalisation later remained a silent witness when the employers opened their offensive in violation of the agreement and have now themselves accepted 'rationalisation without tears' as their set policy.

The workers who know that there can be no ~~xxxxxx~~ rationalisation under the social system we live in 'without tears', and who see every day scores of their brethren turned out of the Mills with every introduction of 'change', can not but feel that the words 'without tears' are intended to give them only a false sense of security.

The workers are thus coming to the conclusion that they would have to bank on their own strength to fight this offensive - that only a united struggle can help them to survive, and defend their position.

You will agree that such a feeling in the workers can not be congenial for either peace in the industry, or its smooth progress.

The proposed cut in the Dearness Allowance, if it materialises, may well prove the last straw that may break the workers' patience.

From what we see here, we feel that the workers would not fail to resist any such cut.

It is difficult to foresee what form the action would take in that event.

We are laying this before you in the hope that your intervention, even at this stage, may bring some improvement in the position.

If you take any action on this, please let us know.

Thanking you,

Yours faithfully,

*B. D. Jagtap*  
B.D. Jagtap  
PRESIDENT

*S.G. Patkar*  
S.G. Patkar,  
GENERAL SECRETARY.

c.c. to:

- 1) Shri Y.B. Chavan,  
The Chief Minister,  
The Government of Bombay,  
BOMBAY.
- 2) Shri Shantilal M. Shah,  
The Minister for Labour & Law,  
The Government of Bombay,  
BOMBAY.
- 3) Com. S.A. Dange, M.P.,  
The General Secretary,  
All India Trade Union Congress,  
4, Ashok Road, NEW DELHI.
- 4) The General Secretary,  
The Bombay State Committee of A.I.T.U.C.,  
166, Khandelval Bhuvan,  
Dadabhai Navroji Road, BOMBAY-1.

2 DEC 1958

87-34

From--- General Secretary,  
The Sholapur Spinning & Weaving Co. Ltd.  
Girani Kamgar Union, 52, Murarrji Peth,  
Opp/ N.G. Mill. Sholapur.  
Sholapur.

261

To,

v The Hon'ble Shri Shantilalaji Shah,  
Ministar for labour & Law, Bombay State,  
Bombay.

5th of  
358  
8-82-46

Sub--- Textile Labour Conditions in Sholapur City.

Sir,

We are herewith submitting the condition of the Textile workers of Sholapur City. The workers are at present pressed hard & their condition & living standard is going from bad to worst. If the Government will not intervene in this situation on, the workers will have to agitate for their physical existence & lively hood & this agitation may be disturb the peace of city & industry also.

There are five textile mills in the city & the condition is as follows.

1) The Vishnu Cotton Mfg. Co. Ltd. The Laxmi Cotton Mfg. Ltd. & The Jai Shri. Ranjitsingji Mills. Ltd.

In all the above three Mills, the workers are getting reduced D.A. & thus they have to suffer a loss of Rs. 20 to 22/- per month. Due to this reduction the workers are getting a cash payment of Rs. 3 to 10 Rs. per month after deductions of P.F. & Grains. The Co-Operative Society dues are not being recovered, due to less pay. It was so declared that though all these Mills are running in loss & the concerns promised that the workers will not be retrenched, the D.A. was reduced by the R.G. Kamgar Sangha, the representative Union, by an agreement with these concerns. But ignoring the promises, the proprietors are retrenching the workers, under the name of voluntary resignations. The programme of Rationalisation is rapidly undertaken & the workers thrown out of employment.

The Representative Union itself has accepted this, but but not doing anything, & thus the workers are thrown out of employment legally the workers are not getting any retirement benefit, such as Gratuity. Due more thing to add & that is retrenching employees by way of agreements with the representative Union. Regarding all these three Cotton Mills we strongly request the Government to enquire in to the working of these Mills along with all the agreements of the last years. We are sure you will find the real things from such an enquiry & then you may be able to do the needful.

2) Regarding N.G. Mills ( U.R.S.) we have only to say that the pay & D.A. should be restored immediately & Govt may retrench some of the supervisory staff, who in our opinion is superfluous.

3) Now regarding the famous Sholapur Spg & Wvg. Co. Ltd. Regarding this mill we for the sake of the nation, people & industry request for you for immediate strict supervision by the Government officials is necessary. Sonani's enquiry's committee report is on the Government's favorable & before some two months back by the permission of the Hon'ble High Court, Mill has been restarted. Workers are taken ~~wantonly~~ & pay given to them at an very lower rate & also by changing designations, without any legal sanction. The Mill has started & going on with only 1000 workers out of 6500 workers. The D.A. given to them is at the rate of Rs. 1-25, that means workers is losing a rupee per day. Moreover any workman is taken without any seniority they are paid at a very meagre rate & anybody is asked to go home on any day

wantonly



without any reason or so.

It is reliably understood that the management is not at all ready to run both the mills in B. & C. mill, and they have determined to close down B. Mill permanently by selling out the good heavy machinery. We have heard that Govt. has purchased the A Mills huge building and we propose that Govt. should install 2000 spinning looms & restart it as its own concern. There is good market for yarn in Sholapur city.

We are sure that Govt. will seriously consider our all suggestions mentioned above & will maintain Industrial peace & promise livelihood to the workers of the Sholapur city.

Thanking you.

Dated 29-11-1958

*Dr. J. K. Kulkarni*

Copy to,  
Hon. ble Minister of Labour,  
of Central Government.  
S. A. Dange,  
Udhawrao Patil, M.L.A.  
Bombay, State, Bombay.

Yours Faithfully.

261  
87-00  
Friendly agreement reached between M/s Rachhpal Singh, Subermanium and 3 their companions with Mr. Shanti Swaroop of the Hissar Textile Mills, Hissar, in the presence of Shri J. D. Mehta, Labour Inspector, Hissar.

1. That regret will be shown publicly by Mr. Shanti Swaroop for the alleged naming of the Union office as Shadi Daftar in the Drama.

2. That on the 27th March 1958 in the Mill colony M/s Tek Chand and Sat Narain were beaten by some workers. This incident will be condemned publicly by Mr. Shanti Swaroop and the workers M/s Pawan Kumar and Dharam Pal, who beat M/s Tek Chand and Sat Narain would also express their regret for the incident.

3. The other alleged participants in the quarrel M/s Tilak Raj, Mela Ram and Sheodan Singh, will show their regret before M/s Tek Chand and Sat Narain, for their negligence in their duty to check the possible quarrel in their capacities of Mistries and Jamadars for their undesirable attitude.

4. That the person responsible for the sad incident, Shri Bharat Kumar, will be given the maximum punishment amounting to dismissal within one week's time.

5. That how some outsiders of bad repute entered in the Mill premises, an investigation to this effect will be conducted.

6. That Mr. Rachhpal Singh will publicly express his regret for the alleged abusive utterances used by the responsible members of the Union at the Gate meetings against the management.

7 & 8\*.

This agreement is reached as friends and in their unofficial capacities. The parties agree to honour the same in true spirit.

\*7. That the Union will withdraw the strike notice

dated 31.3.58 i.e. the Union will not resort to strike on 3.4.58 as previously declared.

8. That parliamentary and civilised language will be used in the meetings of the Union at the Mill Gate.

Sd. Shanti Sarup

Sd. Rachpal Singh

2.4.58.

Settlement reached between the Representatives of the Union and the Management of the Hissar Textile Mills, Hissar, in connection with the evolving of the appropriate machinery which will ~~xxxx~~ advise the Management in cases of individual grievances in the light of Memorandum of Settlement reached between the representatives of the Employers and the representatives of the employees, dated the 17th January, 1958.

It is agreed as follows :-

1. That 5 representatives of the Union representing as under will be authorised to approach and discuss the individual worker's grievance if any with the Departmental Officers concerned :-

- |   |      |
|---|------|
| i. First shift                          | -- 1 |
| ii. Second shift                        | -- 2 |
| iii. Third shift                        | -- 1 |
| iv. Workshop, Electrical and<br>General | -- 1 |
| v. Permanent day                        | -- 1 |

2. Further 3 representatives of the Union will be authorised to discuss mutually any disputes or pending matters with the management of the Hissar Textile Mills. It was also assured by the Management that all the pending complaints, if any, would be disposed of within 10 days.

Sd. Rachpal Singh

Sd. Shanti Sarup

2.4.58.

87.86  
- 3 JAN 1959

Telegrams : "CLOTH"

Telephone : 98

# HISSAR TEXTILE MILLS, HISSAR

Proprietors :

Delhi Cloth & General Mills Co. Ltd. Delhi.

HISSAR,

No. 261 Dated -1 JAN 1959 195

The Labour Commissioner,  
Punjab,  
Ambala Cantt.

Dear Sir,

In continuation of our letter No.HL/7/11076, dated 25.12.58, we have further to write that on 27.12.58 the Hissar Textile Mills Workers Union through their office bearers, M/s. Ram Lal, Banarsi Das and Kishan Chand, organised a gate meeting at 11 O' clock in the night and led the workers, uttering abusive and provocative ~~the~~ slogans and slogans for going on strike on 3.1.59, in the form of a procession to the private residences of the Assistant Spinning Master, Mr. Darshan Singh and Mr. Yash Pal. There they made ugly and non-peaceful demonstrations.

On 26th, 27th and 29th December, 1958, three Ring Helpers, M/s. Ram Lal, Gopi Ram and Ram Nath, at the instigation of the Union refused to do their normal daily duties. Persuasion proved to be of no use to them and they remained persistent not to do their work and kept squatted in the section all the time. We may also bring to your kind notice that on 18.1.58 while the management in spite of huge losses acceded to the demand of the Union for Bonus the Union agreed not to take any joint action but to take the recourse to constitutional means on any matter of dispute. Moreover in a later agreement the Union agreed to abide by the provisions of the Code of Discipline but in actual practice they themselves do not adhere to the Code of Discipline and on the contrary propagate non-observance of the same by the Management. Should better counsel prevail upon them industrial peace cannot be maintained and atmosphere of good will and harmony cannot be created.

In the circumstances we request you to kindly intervene in the matter immediately and instruct the Union not to indulge into unlawful and destructive activities.

Yours faithfully,

*H.K.*  
GENERAL MANAGER.

PD/B.  
1/1.

HISSAR TEXTILE MILLS, HISSAR

- Copy to:
1. The Chief Minister, Punjab, Chandigarh.
  2. The Secretary to Govt. Punjab, Labour Department, Chandigarh
  3. Labour Officer, Bhiwani.
  4. Labour Inspector, Hissar.
  5. The All India Trade Union Congress, New Delhi.
  6. The India Trade Union Congress, G.T. Road, Jullundur.
  7. The Deputy Commissioner, Hissar.
  8. The Superintendent of Police, Hissar.
  9. The Managing Agents, D.C.M., Delhi.

4/7/11490

The Labour Officer, Punjab, Bhiwani.

Dear Sir,

In continuation of our letter No. H/V/11076, dated 25.12.58, we have further to write that on 27.12.58 the Hissar Textile Mills Workers Union through their office bearers, M/s. Ram Lal, Bansari Das and Kishan Chand, organised a gate meeting at 11 O' clock in the night and led the workers, uttering abusive and provocative slogans and signs for going on strike on 27.12.58, in the form of a procession to the private residences of the Assistant Spinning Master, Mr. Darshan Singh and Mr. Yash Lal. There they made ugly and non-peaceful demonstrations.

On 28th, 27th and 29th December, 1958, three Ring Helpers, M/s. Ram Lal, Gopi Ram and Ram Nand, at the instigation of the Union refused to do their normal daily duties. Persuasion proved to be of no use to them and they remained persistent not to do their work and kept shouting in the section all the time. We may also bring to your kind notice that on 18.1.59 while the management inside of huge losses accrued to the demand of the Union for Bonus the Union agreed not to take any joint action but to take the recourse to constitutional means on any matter of dispute. Moreover in a later agreement the Union agreed to abide by the provisions of the Code of Discipline but in actual practice they themselves do not adhere to the Code of Discipline and on the contrary propagate non-observance of the same by the Management. Should better counsel prevail upon them industrial peace cannot be maintained and atmosphere of good will and harmony cannot be created.

In the circumstances we request you to kindly intervene in the matter immediately and instruct the Union not to take any further action.

Yours faithfully,

*[Signature]*  
GENERAL MANAGER

FILED  
11

# TEXTILE LABOUR UNION

टेक्सटाइल लेबर यूनियन, ब्यावर (राज०)

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

PRESIDENT :  
Swami Kumaranand.

GENERAL SECRETARY:  
Keshrimal  
Municipal Commissioner.

BEAWAR ( Raj. )

Dated 2-9-1954

श्रीमान्

प्रोवीडेन्स फंड कमीशन साहब

विषय: - एडवर्ड मिल व्यापक द्वारा प्रोवीडेन्स फंड की राशी एक वर्ष की जमा नहीं कराने के सम्बन्ध में।

प्रिय प्रदाशय

आपको यह मालि पत्रक मालूम है कि एडवर्ड मिल व्यापक ने करीब 9 वर्ष से प्रोवीडेन्स फंड की राशी जमा नहीं कराई है मालिक ने न सिर्फ अपने दिना की राशी जमा नहीं कराई है बल्कि श्रमिकों की पगल में से प्रति महीना राशी काटी है वो भी अपने पास ही रखवाली है इस से श्रमिकों को जिनको फंड प्राप्त करता है बड़ी मुश्किल होती है फंड मिलता नहीं या मिलेगा तो पूरा नहीं मिलेगा मालिक के पास ही है राशी रह जानेवापी है। अब तक कैसे है जो कानूनी कार्य होता रहा अब आप के दर है। इस मिला की हालत मिल मैनेजमेंट द्वारा इतनी खराब कर दी है कि न मालूम कब बन्द हो जायगी श्रमिकों का पैसा जो सरकार के विश्वास पर कब्जे वाला जाता है बरकाद हो जायगा हालत में आपकी जिम्मेदारी होगी श्रमिकों के पैसों की कि किस प्रकार मालिक को इतना सबस मिला की उभरे इतना पैसा अपने पास रख लिया।

शुभसा है जाकरारी है कि अपने श्रमिकों के दिनों की रक्षा के लिए क्या लिखा है - न आपका  
1- श्रम मंत्री राजस्थान जयपुर  
2- प्रोवीडेन्स फंड कमीशन इलाहाबाद  
3- श्रम मंत्री जी के नुमा सरकार इलाहाबाद  
4- A. I. T. U. C इलाहाबाद

आपका  
के. र. म. म.  
प्रधानमंत्री

# TEXTILE LABOUR UNION

261

टेक्सटाइल लेबर यूनियन, ब्यावर (राज०)

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

PRESIDENT :  
Swami Kumarand.

GENERAL SECRETARY:  
Keshrimal  
Municipal Commissioner.

4938  
22/1/59  
मनज



BEAWAR ( Raj. )

Dated 2-1-1959

श्री एडवर्ड मिल्स व्यापक  
विभाग :- श्रमिकों का 9 वर्ष का पूरा P.F. जमा नहीं कराया  
पिछ प्रदाशय उल्लेख सम्बन्ध में।

आपके मिल में काम करत वाले श्रमिकों का P.F. हर प्रदाशय  
वर कटता है लेकिन न सिर्फ आप अपने हिस्से की राशी सरफा के  
जमा कराई है बल्कि एक वर्ष तक कोट गये श्रमिकों के पैसे भी जमा नहीं  
कराये है के कार्य आपका न सिर्फ नियम विरुद्ध है बल्कि के सरफा  
के उक्त विभाग को भी श्रमिकों को मुल का आका देना भी है इसमें  
श्रमिकों को P.F. का पैसा मिलना कठिन हो गया है / पैसों के  
कार्य आपका असम्भव है लेकिन के कार्य सरफा का है कि नो आप पर  
क्या एक्शन ले। हम तो सिर्फ आपसे अर्ज ही करते है कि आप शीघ्र ही  
श्रमिकों को P.F. की राशी आप के हिस्से सहित सरफा के उक्त विभाग  
में जमा कराते की व्यवस्था कराते।

आशा है आप हमारी अर्ज पर ध्यान देते की कृपा करेंगे।

- सफल :-
- 1- श्री जगल प्रोवीडेंड फंड
  - 2- प्रोवीडेंड फंड कमिश्नर जयपुर
  - 3- लेबर मिनिस्टर जयपुर
  - 4- लेबर मिनिस्टर मेन्सुल गी. नई दिल्ली
  - 5- A.I.T.U.C. दिल्ली

आपका  
Keshrimal  
Municipal Commissioner



## HISSAR TEXTILE MILLS, HISSAR

Proprietors :

Delhi Cloth &amp; General Mills Co. Ltd. Delhi.

No.

261

Dated

HISSAR,

-3 JAN 1959

195

The General Secretary,  
H.T.M. Workers' Union,  
Hissar.

Dear Sir,

In continuation of our letter No.HL/7/11066 dated 25.12.58, we further regret to write that on 27.12.58 M/s. Ram Lal, Benarsi Das and Kishan Chand, organised a gate meeting at 11 O'clock in the night and led the workers uttering abusive and provocative slogans and slogans for going on strike on 3.1.59, in the form of a procession to the private residences of the Assistant Spinning Master, Mr. Darshan Singh and Mr. Yash Pal. There they made ugly and non-peaceful demonstrations.

On 30th December, 1958, Mr. Kanshi Ram, your office Secretary, and Mr. Ram Lal made very serious and false allegations against the Spg. Master and the undersigned.

On 26th, 27th and 29th December, 1958, three Ring Helpers, M/s. Ram Lal, Gopi Ram and Ram Nath, at the instigation of your Union refused to do their normal daily duties. Persuasion proved to be of no use to them and they remained persistent not to do their work and kept squatted in the section all the time. We may also bring to your kind notice that on 18.1.58 while acceding to the demand of Bonus inspite of huge losses your Union agreed not to take any joint action but to take the recourse to constitutional means on any matter of dispute. Moreover in a later agreement your Union agreed to abide by the provisions of the Code of Discipline but in actual practice you your-self do not adhere to the Code of Discipline and on the contrary propagate non-observance of the same by the Management. Should better counsel prevail upon you industrial peace cannot be maintained and atmosphere of good will and harmony cannot be created.

In the circumstances we request you to please immediately stop from such ~~unlawful~~ and destructive activities and help creating an atmosphere of goodwill and harmony in the mills as well as in colony.

Yours faithfully,

*H. J. ...*  
GENERAL MANAGER.

(P.T.O.)

H-2/7/1160

HISSAR TEXTILE MILLS

- Copy to:-
1. The All India Trade Union Congress, New Delhi.
  2. Provincial Trade Union Congress, *7, Road, Gurgaon*
  3. Labour Commissioner, Ambala Cantt.
  4. Labour Officer, Bhiwani.
  5. Labour Inspector, Hissar.
  6. Deputy Commissioner, Hissar.
  7. Superintendent of Police, Hissar.
  8. The Managing Agents, D.C.M., Delhi.

2207.MAL. 8-

PD/B.  
1/1.

In continuation of our letter No. H-2/7/1160 dated 27.12.54, we have received a copy of the report of the Labour Officer, Bhiwani, dated 27.12.54, in which it is stated that the workers of the Hissar Textile Mills are demanding for a 10% increase in wages and for the abolition of the 12-hour shift system. The workers also demand for the abolition of the 12-hour shift system and for the abolition of the 12-hour shift system. The workers also demand for the abolition of the 12-hour shift system and for the abolition of the 12-hour shift system.

The Labour Officer, Bhiwani, has advised that the workers of the Hissar Textile Mills are demanding for a 10% increase in wages and for the abolition of the 12-hour shift system. The workers also demand for the abolition of the 12-hour shift system and for the abolition of the 12-hour shift system.

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Labour Officer,  
Bhiwani.



# MIILL MAZDOOR UNION

(RED FLAG)

**BAPURAO JAGTAP, M.L.A.**  
President

**S. G. PATKAR, M.L.A.**  
Gen. Secretary

261

Dalvi Building,  
Parel, Bombay 12.  
Tel. 63674

January 2, 1959.

The Commissioner of Labour (Administration)  
Framji Cawasji Institute Building,  
Dhobi Talao, BOMBAY-2.

Dear Sir,

On December 26th 1958 we sent you a copy of our communication addressed to the Secretary, Ministry of Labour, New Delhi concerning the situation in Madhav Mills here, and the victimisation of one of our functionaries, Shri Bhagwan Tawade, therein.

The position continues much the same to this date.

On December 29th Shri Mundhra visited the Mill. The workers represented to him at the time their plight. Shri Mundhra frankly admitted that he was in financial difficulties and was short of funds to the extent of some Rs.40,000/- to be able to pay even the earned wages

of the workers. He however promised to make some arrangement next day. On 30th ultimo wages were paid only to the workers in the first shift. Those in the second shift could get nothing.

In the interview the workers had with Shri Mundhra on 29th and 30th ultimo Shri Mundhra expressed his inability to run the Mill with full complement. We understand that he further enquired of the workers whether they would lend him their P.F. savings with a view to help him to run the Mill.

We understand that the Mill <sup>has not</sup> paid to the Government the Provident Fund contributions to the extent of some Rs.3,50,000/-. The default in respect of the dues of the Co-operative credit society also continues.

We have come to the firm conclusion that the present management are unable to run the Mill in the normal way. We therefore demand that the Government take immediate action under the Industries (Development & Regulation) Act 19<sup>1951</sup> M.

In particular we demand that:-


- i) the Government take over the management of the Mill, and run it with full complement and on full wages;
- ii) institute an enquiry into the administration of the affairs of the Mill during the two years past.
- iii) take immediate steps to recover the P.F. and Society dues owing by the Management, and institute proceedings against those responsible for the default.
- iv) reinstate Shri Bhagwan Tawade in his old post, and pay him his wages for the period he was removed from service.

We must state that unless the Government act immediately and firmly in this matter, the situation tends to go out of hand and the Mill bids fair to join the rank of Dhanraj and other Mills, which are already closed.

If you take any action on this, please let us know.

Thanking you,

Yours faithfully,

  
( S. G. Patkar,  
M.L.A.)  
GENERAL SECRETARY.

Copy to:

- 1) The Secretary to the Government,  
Government of India,  
Ministry of Labour,  
NEW DELHI.
- ii) Shri S.A. Dange,  
General Secretary,  
All India Trade Union Congress,  
4 Ashok Road, NEW DELHI.

- 6 JAN 1959

Telegrams : "CLOTH"

Telephone : 98

# HISSAR TEXTILE MILLS, HISSAR

Proprietors :

Delhi Cloth & General Mills Co. Ltd. Delhi.

HISSAR,

No. ....

261

Dated .....

195

-5. JAN 1959

The Labour Commissioner,  
Punjab,  
Ambala Cantt.

Dear Sir,

We confirm having sent the following telegram today:-

"WORKERS ILLEGALLY STRUCK WORK TODAY FROM 7 OCLOCK CLOTH"

As already intimated vide our letters dated 25th, 27th December 1958 and 3rd January, 1959, the workers today from 7.A.M. struck work in the Mills. The Hissar Textile Mills Workers Union is conducting this strike inspite of the fact that their demands are pending conciliation before the Labour & Conciliation Officer, Bhiwani, *and his advice not to go on strike on 3-1-59*

For the last about a fortnight the Union office bearers have adopted to coercive measures, like refusing to perform normal daily duties, delivering provocative and objectionable speeches, instigating workers for strike, uttering filthy and abusive slogans, burning of effigies at the private residences of Mistries and Officers and making non-peaceful and ugly demonstrations by taking out processions during day time and in the late hours of night.

You will please appreciate that the above activities on the part of the Union office bearers <sup>are</sup> against the letter and spirit of the decisions of the 16th Indian Labour Conference held at Nainital and consequent Code of Discipline for Industry and Code of Conduct.

On 2.1.59, at about 12 O'clock in the night the Union office bearers took out a procession and demonstrated at private residences of Officers intimidating them and uttering unbecoming and filthy slogans against them.

In the circumstances explained above we request you to kindly intervene in the matter so that the situation may not deteriorate any more.

Thanking you,

Yours faithfully,

*Vij*  
GENERAL MANAGER.

P.T.O.

HISSAR TEXTILE MILLS HISSAR

- Copy to :-
1. The Secretary, Labour Department, Punjab, Chandigarh.
  2. The Labour Inspector, Ambala Cantt.
  3. The Labour Officer, Bhiwani.
  4. The Labour Inspector, Prem Nagar, Hissar.
  5. The Union Ministry of Labour & Employment, Evaluation & Implementation Division, New Delhi.
  6. The Textile Commissioner, Kanpur.
  7. The Textile Commissioner, Bombay.
  8. All India Organisation of Industrial Employers, New Delhi.
  9. Ekta Union, Delhi.
  10. All India Trade Union Congress, New Delhi. *4, Ashoka Road*
  11. All India Trade Union Congress, G.T. Road, Jullundur.
  12. The Deputy Commissioner, Hissar.
  13. The Superintendent of Police, Hissar.
  14. The Chief Minister, Punjab, Chandigarh.
  15. The Northern India Chamber of Commerce, Ambala Cantt.
  16. The Managing Agents, D.C.M. Delhi.

44/7/1122 ✓  
K. 3/1/59.

# TEXTILE LABOUR UNION

टेक्सटाइल लेबर यूनियन, ब्यावर (राज०)

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

PRESIDENT :  
Swami Kumaranand.

GENERAL SECRETARY:  
Keshrimal  
Municipal Commissioner.

9906  
20-5-21

111 261

BEAWAR ( Raj. )

Dated... 26-9-21 ... 1921

प्रिय महाशय

हम आपकी सेवा में समाचार प्रकाशनार्थ भेज रहे हैं कृपया  
आप अपने अखबार में इसके स्थान दें। धन्यवाद

आपका  
हरजीराम  
सेक्रेटरी

ब्यावर के कृष्णा मिल में पिछली 28 दिसम्बर 21 के  
वर्कर्स कमेटी के चुनाव हुए इस चुनाव में 6 उम्मीदवार टेक्सटाइल  
लेबर यूनियन के लोग प्रेन्ड ने 6 उम्मीदवार इन्डकॉर्पोरेशन के  
दवा इन्डकॉर्पोरेशन की दूसरी साखा मजदूर कोराय ने खेड किया। टेक्स  
टाइल लेबर यूनियन के वाइस प्रेसीडेंट साची केशरमिंद निर्वि  
रोध चुने गये क्योंकि उनके सामने किसी ने अपना उम्मीदवार  
ही नहीं किया बाकी 6 साखियों ने अपने विरोधियों को भारी  
अधुमत से हराया यूनियन के 6 सातो साची जीत करके कार्य  
प्रद स्थान रहे कि इसी मिल में वर्क लोड को घटनी के हम  
ले को रोकने लिये लम्बे अर्थ से सर्वथ चल रहा है।



- 6 DEC 1958



# Madura Textile Workers Union,

Regd. No. 289.

346, NEW JAIL ROAD,  
**MADURAI.** (S. India)

Ref No. | 1958

Date 3/12- 1958.

To

The Secy,

AITUC,

New Delhi

(261)

Dear Comrade:

We are enclosing herewith one copy in each of the 2 memos submitted by us before Sri P. Sabanayagam I.A.S., committee to go into the question of economies ~~of~~ in the Madras Mills Co. Ltd, Madurai.

The Management wanted to increase some Rs 15 lacs by way of increasing workloads; but we demanded economies in the administration side of the Mills.

We demanded arbitration on this which the management refused. After the conciliation proceedings, the Govt appointed Sri P. Sabanayagam I.A.S as a committee of a

Madura District Workers Union  
Recommemorative character.

346 NEW JAIL ROAD  
MADRAS.



More details can be had

from Com. K.T.K. Thangamani M. P.

With fraternal greetings

Cordially yours,  
Mannegam  
Sud Seely

Encl 2

Good Copy for Publishing  
S.A.S. ✓

To

Shri P. Sabanayagam, I.A.S.,  
Committee to go into the question of  
Economies in Madura Mills Co., Ltd.

First Memo of representation on behalf of the Madurai  
Textile Workers Union, Vikramasingapuram Textile Workers Union  
and Tuticorin Mill Labour Union.

I. Administration Charges.

We have reason to believe that the Administration  
charges in this Company are unduly heavy and have tended to  
show an upward tendency in the last 10 years. Therefore  
it is necessary to go in some detail to the question of the  
number of administrative personnel and their emoluments at  
least over a period of 10 years. To our knowledge there  
are the following categories in the Administrative Personnel:

(1) The Managing Agents == A. & F. Harvey Ltd.,

(On this see I-B)

(2) Managing Director: On Rs 10,000/- per month.

(3) Deputy Managing Director: On Rs 8000/- per month.

(4) Managers: Per pro officers or Mercantile Assistants.

- i. M. Andrews, )
- ii. A.N. Cooper, :
- iii. D.E.B. Watson, : On Rs 4000/ per month.
- iv. B.W.C. Johnston, :
- v. J.J. Grant, :
- vi. R.G. Nyrn, )
- vii. Thomas Adamson, )
- viii. T.K. Sivasamban, : On Rs 2000/- to
- ix. M. Krishnamurthi, : Rs 3000/= per month
- x. J.R. Perthesarathy, :
- xi. T.K. Raghavacheri, :
- xii. Chandre, :
- xiii. Chakkram Rao )

(5) Office Assistants or Covenanted Officers:

- i. N.A.V.S. Kannan ) On Rs 1900/- per
- ii. Raman ) month.

(6) Junior Assistants or pro-officers.

25 officers on Rs 500/- to 800 per month.

(7) Technicians - Engineers:

- (a) i. Watt, )
- ii. Peacock, ) On Rs 4000 per month.
- iii. Hogan )

(b) Juniors:

- 1. 5 on Rs 2000/- to 3000/= per month.

(8) Spinning Masters:

- (a) i. Robinson, )
- ii. Turner, )
- iii. Watson, ) On Rs 2500/ to
- iv. Ghosh, ) 3000/ per month.
- v. Isaac. )

(b) Assistant Spinning Master:

- 6 on Rs 800/ per month.

(9) Supervisors:

- About 100 on a minimum of Rs 800/- per month.

There may be more in these categories and there may be more categories also. The Management may be directed to produce a full list of the entire Administrative personnel and their present emoluments. It is also necessary to find out if there has been any addition to categories (4) to (9) above.

I. A.

Here below in the cash and other benefits to senior officers who draw a salary of Rs 950/ and above.

allowances:-

- 1. D.A. Rs 75/- per mensem
- 2. Marriage allowance Rs 250/ per mensem
- 3. Children allowance Rs 50/- per child subject to a maximum of Rs 150 p.m.
- 4. Special allowance: Rs 100/- for those who are on Manager's grade.

Other Cash benefits:

Company's contribution to

- 1. Provident Fund at 6% of salary and D.A.
- 2. Pension fund at 20% of salary (covered by an insurance cum pension scheme with Gresham Life Assurance Co., Ltd., Bombay).

per month?

Other benefits in kind:

1. Free and full furnished bungalow equipped with large scale modern furniture (inclusive of mattresses and pillows), Air Conditioners and electrical gadgets such as Frigidaire, heaters etc.
2. Fuel coal or firewood and kerosene.
3. Free maintenance of bungalows;
4. Servants and gardeners,
5. Electricity charges,
6. Petrol 20 gallons allowed for those who own a car,
7. Vegetables supplied by Company's farm at concessional rather nominal rates,
8. Free medical treatment for the entire family (including maternity) - free supply of medicines including food tonics,
9. For those who are on Manager's Grade a car & driver are given at their disposal.

NOTE:-

1. The pension scheme was started in 1955 until then the company's contribution to pension fund was only 2%.
2. D.A. of Rs 260/ was merged in salary to get more benefit in Pension Scheme.
3. Medical charges for families was allowed from 1956.
4. Air conditioners were installed in office and bungalows during 1956 & 1957.
5. Bungalows were remodelled and large scale furniture were added to during 1956/1957.
6. Marriage and children allowance were allowed from 1955.

I. B. Managing Agency.

Managing Agency.  
Commission.

1940	Rs	50952		2,20,44,406
41		498757		
42		2142753	1955	973004
43		4000000	56	1180934
44		3223100	57	607093
45		2329077		-----
46		1478316		3,42,05,437.
47		1026859		
48		2218442		
49		677791		
50		191527		
51		1298899		
52		878817		
53		729084		
54		<u>1230032</u>		
				220,44,406

A & F Harvey is the Managing Agency Firm. The above Table will show the collagel amounts to appropriated by this Firm till statutory restrictions came. Even under present statute they get more than 11 lakhs. Whatever may be permissible under law, when the productive unit namely Madura Mills Co., Ltd., is alleged by the Management to be in difficulties, it is only fit and proper that there should be an appreciable reduction in the Commission allotted to A. & F. Harvey. If they don't come forward for a cut in the Commission they cannot persuade the Administrative Personnel to accept any measure of sacrifice.

The Managing Agency Commission includes

(a) 10% on net profit (the net profit includes amounts set apart for taxations, 50% of depreciations, amount set apart for reserves and provident fund and pension contributions).

(b) Rs 500/- per month on every 25000 spindles.

I.C.

1. Sir James Doak as adviser is paid Rs 5500/- per month.
2. One Mr. Hughdon at the London Office of Harvey Bros. is paid from Mill funds a monthly salary of Rs 2500/-
3. Servicing charges of about Rs 2000/- per month are paid from the Mills for this London office.
4. Very recently a senior officer and two junior Officers from the Pandyan Insurance Company have been transferred to the Mills. Similarly another senior officer from Punalur Papers has also been transferred to the Madura Mills. The Additional burden may easily exceed Rs 1 lakh per year.

All the above are unnecessary and must go.

Madurai  
:  
27-11-1958.

*M. M. M. M.*  
GENERAL SECRETARY.

Madura Textile Workers Union,  
Madurai.

To

Shri P. Sabanayagam, I.A.S.,  
Committee to go into the question of  
Economics in Madura Mills Co., Ltd.

Second Memo of Representation on behalf of the Madura  
Textile Workers Union, Vikramasingapuram Textile Workers'  
Union and Tuticoria Mill Labour Union.

-----0-----

Cotton Purchase arrangements:

Our information is as follows:-

All cotton purchase for the Madura Mills is through a  
sister concern by name The Comerin Investment and Trading  
Company (Private) Ltd. This Company has no capital of its  
own. The funds of the Mills are transferred to this company  
through the National Bank.

Cotton, foreign or indigenous, is purchased in the  
name of this Company and then despatched by it to the three  
Manufacturing Centres namely Madurai, Ambasamudram and  
Tuticoria. A purchasing Commission of 2½ per cent is added  
on to the actual price and passed on to Madura Mills Co., Ltd  
Madurai. This means for an average annual purchase of  
Rs 8 to 10 crores, the Comerin Investment and Trading Company  
(Private) Ltd. makes a commission of Rs 20 to 25 lakhs per  
annum.

Cotton purchased locally is sent to ginning factories  
owned by the Mills and ginned there at Mills' cost; but  
the ginned cotton is credited to Comerin Investment and  
Trading Company (private) Ltd., first and from there comes  
to Madura Mills Co., Ltd. carrying the extra 2½ % commission.  
The ginning charges come under gin and process account which  
is always "a loss account". To spend Mill funds for ginning  
and then to get it through Comerin Investment and Trading  
Company (Private) Ltd. and write accounts accordingly is a  
strange anomaly.

*How many  
persons are  
partners?  
PR said that  
it is seven  
persons my  
And that the  
Capital is  
Rs. 10000000.  
It is wrong to  
say Co. has no  
capital.  
I have  
the partners  
are said to  
be relatives  
of the  
S. S. 1*

The Comerin Investment and Trading Company (Private) Ltd accounts do not come into Madura Mills accounts.

We learn that the staff of the Comerin Investment and Trading Company (Private) Ltd. is maintained on Madura Mills funds.

At present about 80 per cent of cotton is imported and the gins at Mallattanputtur and Dindigul have been closed down.

We reliably understand that both at the purchasing point by Comerin Investment and Trading Company (Private) Ltd., and transfer to Madura Mills sales tax comes in. The burden of this is also passed on the Madura Mills account.

Our contention is that the Comerin Investment and Trading Company (Private) Ltd. is only a name assumed by Madura Mills Co., Ltd. for their own purposes. This is an unnecessary and unwarranted arrangement through which large funds are indirectly taken away by the Management. It is relevant here to remember that the Managements, both during the bipartite talks held with labour representatives and tripartite talks urged that they had to make a saving of about 15 lakhs per annum. If this fiction of the Comerin Investment and Trading Company (Private) Ltd. is removed from the scene on the Mills purchase their cotton needs directly there will be a saving to the Mills of 15 lakhs of rupees. if not more. Whatever justification there may have been for the existence of the Comerin Investment and Trading Company (private) Ltd., there is none at present. Apart from other things at the present moment of alleged stringency as a measure of economy the Comerin Investment and Trading Company (Private) Ltd., must vanish from the scene.

Madurai. 0  
: 0  
27-11-1958. 0

*M. M. M. M.*  
M. M. M. M.  
GENERAL SECRETARY,  
Madura Textile Workers Union,  
Madurai.



WORKERS UNITE

## HISSAR TEXTILE MILLS WORKERS UNION,

NAGORI GATE,  
HISSAR.

Regd. No. 40

Dated 6.1.1959<sup>195</sup>

Ref. No. 27/59

The Labour Officer,  
Bhiwani.

Subject:- Violation of code of discipline and non-implementation of agreements by the Management of Hissar Textile Mills, Hissar.

Sir,

Reference our letter Nos. 44/58, 464/58, 66/58, 111/58, 127/58, 182/58, 186/58, 211/58, 236/58 dated 24-3, 31-3, 2-5, 19-5, 28-5, 4-7, 18-8, 2-9, 7-10, 23-9, 8-11 and 16-11-58 addressed to various authorities including Labour Department and a copy endorsed to your office. In this connection I wish to draw your kind attention towards the following points :-

Violation of Code of Discipline part III (Third).

Section II.

According to agreement dated 17.1.58 signed at Delhi, a fresh agreement was signed on 2.4.58 and 5 Union leaders were given right to represent the workers' cases while on duty.

On 19-5-58 Sh. T. S. Subramani went to Mr. Shanti Sarup along with a worker to represent his case but he was rudely insulted and abused by the acting General Manager Sh. Shanti Sarup, we sent a telegram and made a representation to the authorities. *continued*

On 3.8.58 Sh. Darshan Singh member working committee went to Sh. Shanti Sarup to request him for jeep lift to bring his ailing wife to civil hospital as advised by the Mill doctor but he was also rudely insulted and abused. We passed a resolution in the working committee and in a general meeting on 3.8.58 in this connection copies were sent to L. Bharat Rao and Labour Inspector, Hissar.

On 15.8.58 management organised a meeting in Mill premises in connection with independent day. In that meeting

WORKERS UNITE

HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No. 40

NAGORI GATE,  
HISSAR.

Ref. No. \_\_\_\_\_

Dated 6.1.59 195

-2-

Sh. Shanti Sarup<sup>hus</sup> called Union leaders 'Lucha Laffanga' and abused them. We passed a protest resolution on 18.8.58 and sent a copy to your office also.

On 1.9.58 our Ex-acting General Secretary Sh. Sat Narain went to spinning master Sh. Shanti Sarup along with a worker to represent his case. Again the said master's behaviour was very rude and he used abusive language. We sent a letter to the General Manager on 2.9.58 and a copy endorsed to Labour Inspector, Hissar and to your office.

After a few days when Shri Darshan Singh and Sh. Gobind Ram Union representatives went to represent the cases of some workers, the management refused to talk to them. Sh. Tara Chand and Darshan Singh were again turned away in the month of November, 1958 by Sh. Raghuvan and Sh. Darshan Singh Supervisor.

To put an end to this and find a way out we requested the management for formation of a machinery according to grievance procedure but <sup>after</sup> a number of meetings and discussions the matter stands deadlocked because of the ~~the~~ authorities intransigent attitude.

On 29-12-58 Sh. T. S. Subramanian our Senior Vice President was again ~~is~~ abused by Sh. Raghuvan. In this connection he sent a letter to the management on 30.12.58.

In spite of our repeated requests and intervention through Labour Inspector no machinery is evolved by the management to settle minor disputes and give justice to the workers, according to clause three of the code. There are dozen of cases which are pending since long. All the applications of the workers are thrown into the waste paper basket. There is no machinery through which the workers can get reply even. The

## HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No. 40

NAGORI GATE,  
HISSAR.

-3-

Ref. No. \_\_\_\_\_

Dated 6.1.59 195

Mill Labour Officer's behaviour with workers is not proper. Workers are refused leave, warned on flimsy grounds and such warnings are used against the workers at the time of promotion.

In the month of May workers were refused due leave even on giving proper notice and were refused payment of leave days. After much struggle and the intervention of the Labour Inspector some of them got payment.

3. According to agreement dated 17.1.58 an appropriate machinery was to be evolved at an early date. But after three and a half months the management was forced to form it, on 2.4.58, a fresh agreement was signed on 2.4.58 but the representative of the workers were not allowed to function properly, they were abused and harassed many a times.

Another agreement was signed on 2.4.58 but its clause no. 4 and 5 were not implemented. The main culprit Sh. Bharat Kumar was not dismissed, but allowed to resign and no investigation was made about the Gundas who were brought in the Colony to attack Union leaders by some responsible persons.

On 26.6.58 an agreement was signed by the representative of the mill and Union in the presence of Sh. Mehta Labour Inspector, according to that agreement and personal discussion 120 workers were to be made permanent by the management in a month's time. The condition for making them permanent was that the workers should have completed one year's service with clean record.

But upto 8.8.58 only 32 workers were made permanent instead of 120, and in that list six workers were included who had not completed one year's of service. Our list of 103 workers was completely ignored. We raised a dispute for both

These workers in the month of October and after the intervention of

WORKERS UNITE

HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No. 40

NAGORI GATE,

HISSAR.

Ref. No. \_\_\_\_\_

Dated 6.1.58 195

Labour Inspector Management agreed to make 50 workers permanent by 1.11.58 and 18 by 1.12.58.

Again in the list of fifty the right claimant were ignored simply because their case was agitated by the Union and the promised eighteen are not made permanent so far.

This will be interesting to note that we are agitating this question since last year. But instead of listening to us the management always have tried to ignore us and they had made peoples permanent having even 3, 4 months' service. This fact I brought to the notice of L. Banshi Dhar the Managing agent in the presence of Labour Inspector, Hissar.

On 8-11-58 two applications against Sh. Ram Sarup Mistri signed by Doubling and conwinding workers were given to General manager but no action is taken against him so far.

One Sh. Sat Pal Mistri assaulted a worker while he was on duty. Sh. Satpal also tried to get a document signed by the Worker forcibly. But the said mistri is not properly punished.

According to clause two of the agreement dated 26.6.58 the case of Supressed workers was not resumed.

On 12.8.58 nearly 25 workers Reeling department sent an application against Sh. Tribhawan Mistri, but no action is taken on that application inspite of our two reminders.

On 8.6.58 four permanent Doubling workers namely Sadhu Ram, Inderdutt, Gora Singh, Suba Singh of Shift I were refused work and sent back they were not given the wages of that day inspite of our repeated request they are not paid for <sup>one</sup> day.

Due to tactlessness inefficiency and harass<sup>y</sup> attitude of Sh. Yashpal Mistri, dispute arose in machin<sup>e</sup>-cal<sup>l</sup> Departt. According to management sir condition attendant with the help

## WORKERS UNITE

## HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No 40

NAGORI GATE,  
HISSAR.

Ref. No. \_\_\_\_\_

-5-

Dated 6.1.59 195

Bandhanis used to clean the ducts and deffusers. But according to workers, the actual work was being done by the contractor's men and they were to help them.

On 2.9.58 six air condition attendants sent an application to the management in this connection and on that day we also sent a letter to management endorsing workers' application.

On 28.9.58 when Sh. Sarwan singh was doing his normal duty Sh. Yashpal went to him and ordered him that he <sup>should</sup> shall clean No. 3 Ducts. He told sh. Yashpal that there is no practice of distributing work among <sup>them</sup> us, and we always had <sup>this</sup> done our work

. He was charge-sheeted the next day and was demoted to Badli.

On 16-10-58 when he went to attend his duty at 2-30 P.M he was returned by Sh. Yaspal and ordered that he <sup>should</sup> shall come in the night shift.

On 1-11-58 he was not given work and in place of him Sh. Partap chand ~~if~~ fitter Bandhani was given work.

On 20-10-58 he saw Sh. Devindar nath Chief Engineer and placed before him the misdoings of Sh. Yashpal. But instead of taking sympathetic view Sh. Devinder Nath told him that all Sh. Yashpal <sup>was</sup> is doing <sup>everything</sup> under <sup>his</sup> my instructions and <sup>they should</sup> you get yourself ready for something more. We will bring <sup>his</sup> you to senses. <sup>that's</sup>

On 1.11.58 Union complained to the Manager in this connection. In the last week of November Sh. Mehta Labour Inspector, Hissar intervened in this case and suggested that status quo should be maintained until the management succeeded in devising a mechanical process for its cleaning, which the Management told <sup>that</sup> they <sup>was</sup> ~~are~~ trying I ~~on~~ behalf of the Union agreed to this suggestion.

## WORKERS UNITE

## HISSAR TEXTILE MILLS WORKERS UNION,

NAGORI GATE,  
HISSAR.

Regd. No. 40

-6-

Dated 6.1.59 195

Ref. No. \_\_\_\_\_

But on 1.11.58 Sh. Yashpal mistri instructed Sh. Sarwansingh in writing that he <sup>should</sup> shall clean the deffusers Nos. 4 and 4 on Sunday. It was clear violation of the understanding dt. 1.11.58 and provocation. Sh. Sarwan singh refused to accept this order.

On 3.11.58 he was again charge-sheeted.

In the meantime all the deffusers were got cleaned by the company through contractor's men.

On 17.12.58 ~~he was~~ after one and a half month he was dismissed from service.

On 3.11.58 Sh. Gardial singh was also charge sheeted, an enquiry was made and he was given no punishment.

On 18.12.58 sh. Naranjan lal and Sri chand was also charge-sheeted. But no inquiry made so far. Since two ~~xxx~~ or three months no pump attendant or air condition attendant has done the cleaning of ducts and deffusers. Mainly the trouble is started from Mechanical department and the management have precipitated the crisis made provocation and viled the code of discipline.

On 29.12.58 Sarvshri Ram Nath, Ram Lal and Gopi Ram were suspended on the charge that they <sup>were</sup> have not done their normal duties. This is interesting to note that inspite of there being worked on 26th and 27th December they are marked "refused to work", on their passes. For 26.12.58 they wer marked present first but after some time in place of presence mark, refused to work was written. All the workers never have refused to work they have worked all the three days before their suspension and they are ready to work just now even.

But for reasons best known to the management they have created crisis intentionally.

In the last I would like to make our position clear

WORKERS UNITE

# HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No 40

NAGORI GATE,  
HISSAR.

Ref. No. \_\_\_\_\_

-7-

Dated 6.1.1959 195

regarding the letters dated 25.12.58, 27.12.58 and 3.1.1959  
The charges levelled against our Union workers in all the  
three letters <sup>are</sup> ~~are~~ false, baseless and incorrect. Through such  
letters management <sup>are</sup> ~~is~~ trying to hide their misdeeds and  
falsely throwing blames on the Union leaders. Our past record  
shows how peacefully we are working. We understand our duty  
towards the industry and Industrial peace. But we are not in ~~the~~  
favour to establish <sup>peace</sup> ~~peace~~ at the cost of workers.

In view of the above mentioned facts I request that  
to get the proper understanding of the situation and to get  
yourself acquainted with the misdoings of the management ~~an~~.  
An enquiry may kindly be made, so that clear picture ~~may~~  
may come out.

Yours faithfully,



General Secretary.

HISSAR TEXTILE MILLS  
WORKERS UNION HISSAR.

HISSAR TEXTILE MILLS WORKERS UNION.

Regd. No. 40

261

Resolution

NAGORI GATE,  
HISSAR.

Ref. No. 184/58

Dated - 18-8-1958

17-8-58 को श्री विष्णु सिंह की अध्यक्षता में वर्किंग कमिटी की एक मीटिंग हुई जिसमें निम्नलिखित प्रस्ताव पास किया - जो कि मास्टर शान्ति सरूप ने 15 अगस्त को जगमोहन के समय कुछ शब्द प्रयोग किए -

वर्किंग कमिटी ने 15 अगस्त के दिन भंडालहरात चक्र मास्टर शान्ति सरूप जी Acting मैनेजर हिसार टेक्सटाइल मिल के भाषण को संक्षेप रिपोर्ट सुनी - वर्किंग कमिटी ने विरोध कर गैर मीटिंगों और यूनियन वर्कर्स के साथ सम्बन्धित निम्नलिखित वाक्य बड़े सुनिजिस -

"कुछ बंदूकदार लोग गैर पर आकर गाली दिया करते हैं - ऐसे लुन्हे और लफंगे आदमी शहरों में घूँटो घूमा करते हैं। मैं यह बात कहना तो नहीं चाहता था, पर मुझे में निचरन हो गया -"

को बड़े दुख और अफसोस से सुना, वर्किंग कमिटी को पट राग है कि कुछ अरसे से मास्टर शान्ति सरूप का रवैया सीधे तौर पर औद्योगिक शांति गंग करने की ओर जा रहा है।

वर्किंग कमिटी ने इससे पहले भी मैनेजमेंट को मास्टर जी के Unhappy (अनहेल्दी) रवैया के बारे में कई बार लिखा है - वर्किंग कमिटी एकबार फिर जनरल मैनेजर और लाला भरतशज से प्रार्थना करती है कि वे इस सिलसिले में आवश्यक कार्रवाई करें वरना कि मास्टर जी के इस रवैया से वर्कर्स में बहुत असन्तोख फैला हुआ है।

- मैनेजर साहेब हिसार
- लाला भरतशज जी देहली
- डी.सी. हिसार
- लेबर इन्स्पेक्टर हिसार
- " ऑफिसर गिरानी
- " फोग इनर अम्बाला
- " मानिस्टर चंडीगढ़
- " " देहली
- A.I. T. U. C. देहली
- एल. पी. हिसार

आपका  
Sd. रघुचन्द्र गुप्ता  
मंत्री



# HISSAR TEXTILE MILLS WORKERS UNION.

Regd. No. 40

NAGORI GATE,  
HISSAR.

Ref. No. \_\_\_\_\_

Dated 7-9-195

श्रीमान जनरल मैनेजर साहिब,  
हिस्सार टेक्सटाइल मिल, हिस्सार।

श्रीमान जी,

सेवा में निवेदन यह है कि हम आपसे भी मास्टर शान्ति स्वरूप जी के खर्चों के बारे में  
शिकायतें मिल चुके हैं, जो इस प्रकार हैं:—

1. बगलॉड वॉच रीडिंग की धर्म पत्रों के बच्चा होने के अवसर पर उन्हें जीप न देना और बुरी तरह फाकार कर देना है खंडा करना।
  2. 15 अगस्त के शुभ अवसर पर पुनिपन के बर्करों को मुच्ये लफिंग आदि करना।
  3. पुनिपन के लैकरी फार्मेट लगाया गया है मुच्ये खार करना।
- अब यह सुनने से आता है कि मास्टर जी शान्ति की मुच्ये लफिंग  
फिर से दोहराने की कोशिश है। मुना जोरदा है कि न फिर हमारे किसी  
बर्कर पर हमला आदि करवाने की योजना बना रहे है।  
पुनिपन समयसे पहले यह गैरावनी देवती है आप ऐसी मुच्ये लफिंग - जो  
किसी भी समय खार सकती - लेकिन का मुच्ये लफिंग को हम खार कर  
तरफ से थकीन फिलाना चाहते हैं कि बर्कर आनिस समय तक शान्त  
रहने का प्रयत्न करेगा और हम औद्योगिक शान्ति बहाल रखने में  
पूरा सहयोग देगे। अगर इस के बावजूद भी कोई ऐसी खार  
धरी जो उसकी सारी मुमकती मास्टर शान्ति सहाय जी पर होगी।

आपकी  
काशी लम काशी  
आफिस से करी

HISSAR TEXTILE MILLS WORKERS UNION,

NAGORI GATE,  
HISSAR.

Regd. No. 40

Dated 2.9.1958

Ref. No. 236/58

श्रीमान जनरल मैनेजर साहिब,  
हिस्सार टेक्सटाइल मिलज, हिस्सार।

सेवा में निवेदन है— कि कल तारीख 1-9-58 को मास्टर शान्ति स्वरूप जीने हमारे सैक्रेट्री श्री सत्यनारायण के साथ वृत्तिडा किवा और और अपराध कहे। धरना इस प्रकार है:— कि श्री सत्यनारायण दो बकीरों के बारे में मास्टर शान्ति स्वरूप जी के पास गए, क्योंकि श्री राधवन साहिब ने उनको काम पर रखने से इन्कार कर दिया था, और उन्होंने कहा था— कि मास्टर जी (शान्ति स्वरूप) के पास जाओ। इसके बाद सत्यनारायण मास्टर जी के पास गया, पर मास्टर जीने सत्यनारायण की बात सुनने के बजाय अने निम्नलिखित अपराध कहे:—

"कि मेरे पास आने की जरूरत नहीं है, और ना ही बुझारी बकालत की जरूरत है, और अगर ज्यादा चीं— चण्ड करोगे, तो जमादारी को कुला के बाहर निकलवा दूंगा।"

यूनिफन ने पहले भी कई प्रस्ताव इसी विषय में आपके पास भेजे हैं— कि मास्टर शान्ति स्वरूप जी का रबैया बकीरों के साथ दिन व दिन रबबाब होता जा रहा है। अगर मास्टर जी का रबैया ऐसा ही रहा, तो यूनिफन को सजबूर होकर कोई आन्दोलन करना पड़ेगा, जिसकी सारी जम्मेवारी मैनेजमेंट पर होगी।

लेख इत्येव्य दिना

" ऑफिसर भवानी

" कामिन्जर अम्बाना

" मानिस्टर चंडीगट

लाला भरतराम देहली

लेख मानिस्टर देहली।

जल्द से जल्द कारवाई की जाए।

आपका:—

श्री. रंजचन्द्र गुप्ता  
मंत्री

## HISSAR TEXTILE MILLS WORKERS UNION,

NAGORI GATE,

HISSAR.

Regd. No. 40

Dated 6.5.1958

Ref. No. 92/58

श्रीमान लेबर इन्स्पेक्टर साहिब,  
हिसार।विषय:- श्रवण S/O शिवलाल खाता रिंग पास नं० 110 शिफ्ट II  
हिसार टेक्सटाइल मिलज, हिसार।

श्रीमानजी,

यह वर्कर 31-3-58 से 15-4-58 तक को छुट्टी लेकर गया था परन्तु इसके भाई की शादी 23-4-58 को खूब दे गई, इसलिए हमने 10 दिन की छुट्टी के लिये तार भेजा, परन्तु मिल अधिकारियों ने इसका कोई जवाब नहीं दिया, कि तुम्हारी छुट्टी मंजूर हुई या नहीं। जब यह छुट्टी काट कर आया, तो यूनियन के प्रधान के साथ मास्टर शान्ति स्वरूप जी मिला, मास्टर जी ने कहा था - कि हमारी गलती है, हमने इसके उत्तर नहीं दिया। हम इसके काम पर खूब लगे और इसकी छुट्टी भी मंजूर कर लेंगे। मगर लेबर इंस्पेक्टर श्री मेहता साहिब ने इसके अपने दफ्तर में बुला कर, और धमका कर, इससे एक कागज पर दस्तखत करवा लिए और इसे बदली वर्कर बना लिया। मेहता साहिब का यह रवैया अच्छा नहीं है और यह कारीगर बिचकूल अनपढ़ है।

आपसे प्रार्थना है कि इस वर्कर को परमानेंट करवाया जाय और मिलवालों से कह कर इस किसिम का व्यवहार बन्द करवायें।

कृपया -

लेबर आफिसर भिवानी।

" कमिश्नर उम्बाला।

" मिनिस्टर - चन्डी गढ़।

लाल, अरतराम दिल्ली।

डिप्टी कमिश्नर हिसार।

सुपरिन्टेंडेंट पुलिस हिसार।

आपका

Sd. हेमचन्द्र गुप्ता

मंत्री

श्रीमान् जी मैजिस्ट्रेट साहिब  
दिल्ली टैक्स एंड लैंड मिन्  
दिल्ली

श्रीमान् जी मैजिस्ट्रेट साहिब  
आपकी सेवा में लिखती श्री एम एलए की निम्नलिखित शर्तों की  
शिकायतें मंजूर हो गई हैं। आशा है आप हमारी शिकायतें पूरा करने का  
प्रयत्न करेंगे।  
हम है आप के ए ऑफर डवलपिंग के कारीगर

1. दिल्ली श्री एम एलए ने धमकी दी है कि मैं तमाम डवलपिंग के  
एक ही माह की शर्तों पर दिल्ली टैक्स एंड लैंड मिन् में मिलना  
दूंगा।
2. मैंने एक को तो लज्जित किया पर बदली बराबर बना दिया है। अब तुम  
एक एक को ठीक कर दोगे।
3. उसने अब धमकी में मुझे धमकी देगी शर्त का ही है कि मैं दिल्ली  
का गुंडा हूँ। एक एक को एकल कर दूंगा। तमाम शर्तों के शर्तों पर  
आदमी होता है। मैंने पाँच शर्तों में शर्तों गुंडा हूँ। श्री कारीगरों  
को आना मुझे कर धमकाना रहता है।
4. हर शर्तों को जो मंजूर दी है उसे हम इस के साथ अन्याय समझते हैं  
इस के साथ न्याय दिया जाए।
5. कुछ शर्तों में कारीगरों को हमारे धमकी से वापसी करवाया है।
6. जब कारीगर मजान खंड कर पानी पाने के पैसे गाब करने आता है तो  
पिछे मजान
7. हमारे पास लाइट ऑन के 15 मिनट बाद देता है।
8. कारीगरों को जोड़ी या फल्ले को बदली बराबर नहीं देता।
9. लगभग 2-2 1/2 साल से जो कारीगर काम कर रहे हैं उन्हें परमानेंट नहीं किया  
जाया जब कि 1 1/2 सवा साल के कारीगर को परमानेंट करके फुल साइड करना  
दिया और 2 साल वाले कारीगर को डाकर बना दिया।

हमें उम्मीद है कि आप इन तमाम बातों की निष्पक्ष जांच करेंगे  
और बतलाने में धांधलियां बन्द करवा देंगे। सधनभाव।

ता. 8-11-58

श्रीमान् जी मैजिस्ट्रेट साहिब

स. 10

10 डवलपिंग कारीगर

## HISSAR TEXTILE MILLS WORKERS UNION,

NAGORI GATE,  
HISSAR.

Regd. No. 40

Dated - 30-8-1958

Ref. No. 211/58

29-8-58 को श्री विक्रम सिंह को अध्यक्षता में हिसार टैक्सटाइल मिल वर्करज यूनियन की संकल्पना हुई जिसमें निम्नलिखित प्रस्ताव पास हुआ:-

हिसार टैक्सटाइल मिल वर्करज यूनियन की वर्किंग कमिटी ने एक प्रस्ताव 3-8-58 को पास करके भेजा था, जिसमें मास्टर शान्ति स्वरूप जी ने जो व्यवहार यूनियन की वर्किंग कमिटी के मैनेजर श्री दर्शन सिंह के साथ किया था। उसके बारे में मैनेजमेंट ने अभी तक कोई कदम नहीं उठाया है और ना ही यूनियन को कोई संतोष जनक जवाब उत्तर दिया है। इसका प्रस्ताव यूनियन की वर्किंग कमिटी ने 17-8-58 को भेजा था - जिसमें मास्टर शान्ति स्वरूप जी ने 15 अगस्त को ध्वज रोहता के समय, यूनियन के प्रति जो शब्द कहे थे - और ना ही कोई संतोष जनक उत्तर यूनियन को दिया है, इसे वर्करों में बहुत बैचनी बढ़ गई है।

आज की यह सभा मांग करती है इस प्रस्ताव पर जल्दी से जल्दी ध्यान दिया जाय और उसके बारे में कोई कदम उठाया जाय, यूनियन को यह आश्वासन दिया जाय कि आपन्दा ऐसा व्यवहार और विरोध उत्सव पर कोई ऐसे शब्द न कहे जाय जिससे यूनियन की प्रतिष्ठा को ठेस लगे।

लेबर इन्स्पेक्टर हिसार

आपका

" आफिसर भिवानी

sd. टंकचन्द गुप्ता

" कामेश्वर अम्बाला

मन्त्री

" मनिस्वर चंडीगढ़

" मनिस्वर देहली

लाला भरतराम जी देहली

मैनेजर खाहिव हिसार

डी. सी. हिसार

स्प. पी. हिसार

A.I. T. U. C. New Delhi

P.T. U. C. जालंधर।

सेवामें,

दिल्ली टैम्सबडल मिलस वर्कज थ्रान्गन

मैं विवक्षित हैं कि मुझे मिलस में काम करते हुए आज दो वर्षों से अधिक हो गए हैं। पान्तु मिली की द्यांधली से मुझे जानु डाफर (थना दिजा गया है) जब कि मेरा एक फुल साइड (full sider) का है। चोकि जब से मैं अक्लिंग लाते से काम करता हूँ। उस समय से मुझे तक बारा पल्ला चलाता हूँ। आज से 5 महीने पूर्व जब तक साइड (अन पल्ला) का आगडा हुआ तब से मुझे मिली ने डाफर में काम देना शुरू कर दिया और आज तारीख 30-10-58 को मुझे परमानेंट डाफर बना दिया है।

मैं अपनी धर्मियन के प्रायोजिक से विवक्षित करता हूँ कि जो मेरे सायर के full sider बनाया है। उस का और मेरा रिकॉर्ड देकर मुझे मेरा एक दिवस काम की सुझा करे। आप ही आगे हुआ होगा

आपका  
 दरया सिंह 510 कपुल सिडि  
 ब्याना ब्योली गाल 19 डिफर

श्रीमान जनरल मैनेजर साहेब,  
हिवार रेवाराडल मिल, हिसार।

सेवा में निवेदन यह है कि कत दिनांक 20-8-58 को शाम को 10:30  
घण्टे को श्री सत्यपाल शिपर मिक्री ने सब स्टेशन पर आकर जहाँ मैं झूरी पर  
था मुझ से एक कागज जिसपर उन्होंने कुछ लिखा और स्वीदी रिफर लगाकर  
मुझ से उस रिफर पर दस्तखत करवाने चाहे मैंने वह कागज लेकर अपनी  
जेब में रख कर उन को यह दिया कि यह कागज अब मैं आपको वापिस नहीं  
कर सकता। उसने कहा यदि मैं अब तुम से यह कागज वापिस ले लूँ तो, मैंने  
फिर भी इन्कार कर दिया जिस पर उन्होंने मुझ को जाले से पकड़ कर अपना  
कागज मेरे हाथ में था मैंने तफलीफ और डर से मुझ को बचाओ की आवाज  
दी जिस पर उसने एक दफा जला और दबा कर दौड़ दिया और  
बाहर निकलने लगा जैसे वह बाहर निकला मेरी आवाज सुनकर  
बान्च रण्ड वार्ड का झूरी वाला आदमी सब स्टेशन के बाहर  
आ चुका था तथा श्री राधवन साहेब और श्री आनन्द साहेब भी गए  
और वह इसको ले गए।

अतः मैं मजबूर हो कर अपनी शिकायत आप तक पहुँचा  
कर आपसे प्रार्थना करता हूँ कि आप इस पर विचार करके  
उचित कार्रवाई करेंगे।

दिनांक 21-8-58

मैं हूँ  
आपको विद्वान पात्र

Sol. भावना सहस्र S.B.N.  
शिपर II  
इलेक्ट्रिक Dept.

श्री मानू जामले सैरजत साहेब  
दिल्ली विश्वविद्यालय, दिल्ली

9 JAN 1959

26

श्रीमान जी

सिवामें निरूपण करते हैं कि मैं जामला 9 मार्च को  
C.W. के काम पर रहा है और मैं जामला C.W. को  
बोला था. अब अब हमारे शीफ्ट के परिवर्तन  
के कारण मैंने मुझे कहा कि तुम M.W. में काम करो. मैंने  
कहा कि मैंने काम M.W. का काम नहीं किया. इस पर  
उन्होंने कहा लक्ष्य किया जाता है। अब से प्राप्ति है कि  
मैंने C.W. में काम करना है. यदि मैं जामला जी से  
बतल सकूँ।

10/5-12-58

आपका,  
हरामुद्दीन शीफ्ट  
रजि. नं. 11 शीफ्ट



Phone No. 149

WORKERS UNITE

# HISSAR TEXTILE MILLS WORKERS UNION

NAGORI GATE,  
HISSAR

Regd. No. 40

Ref. No. 182/58

प्रस्ताव

Dated 4-8-58

3-8-58 को एक वार्किंग कमेटी की मीटिंग श्री विक्रम सिंह की अध्यक्षता में हुई जिसमें निम्नलिखित प्रस्ताव पास किया।

यह मीटिंग श्री दरनि सिंह मैनेजर वार्किंग कमेटी की दरख्वास्त सुनने के बाद इस नतीजे पर पहुंची है कि उसकी बीबी की बीमारी के सिलसिले में, जब कि बिल्कले डॉक्टर ने पर्चा लिख कर दिया कि हालत बड़ी चिन्ता जनक है शसखिने आय मिल की जीप लेकर जल्दी ही बड़े अस्पताल में पहुंच जाओ परन्तु मास्टर शान्ति स्वरूप जो कि officialing manager थे तो उन्होंने उस समय श्री दरनि सिंह से अच्छा सलूक नहीं किया वह रवैया बिल्कुल Inhuman था। हालांकि जैन साहिब का डुपम है कि किसी भी जरूरी समय या जरूरी तर्कबीज के अंत कारीगर को जीप दी जाय।

यह मीटिंग जनरल मैनेजर से यह मांग करती है कि इसकी जांच की जाय और ठीक सिद्धियां लिखा जाय। भाविस्य के लिये इसका ठीक प्रबन्ध करें।

शाला भरतराज जी देहली प्रबन्ध मिस्र  
देहली  
जनरल मैनेजर साहिब हिसार

आपका  
sd. एकचन्द गुप्ता  
मन्त्री

## HISSAR TEXTILE MILLS WORKERS UNION

Regd. No. 40

NAGORI GATE,

HISSAR

Ref. No 175/58

Dated 8-6-58

श्रीमान मैनेजर साहिब,  
सच. टो. मिलज, हिसार।

- विषय:-
1. साधुराम S/O दौलतराम खन्ना, ड्रॉलिंग शिफ्ट I पास नं० 8
  2. इन्दर S/O कबूलसिंह " " I पास नं० 10
  3. जोरसिंह S/O जबरसिंह " " I पास नं० 9
  4. सुबराम S/O राम " " I पास नं० 6

श्रीमान जी,

इन चारों वर्कर्स को ड्रॉलिंग शिफ्ट की शिफ्ट I के सुपरवाइजरने ती 4-6-58 को नाजाइज तौर पर तंग किया और इन पर तीन पल्ले-चलाने का जोर देता रहा। यह वर्कर्स अपनी मशीनों पर काम कर रहे थे, और तीन पल्ले-चलाने से इन्कार कर रहे थे, क्योंकि तीन पल्ले-चलाने से काम का बोझ बढ़ता है और यह वर्कर्स भी फुल माइडरज है। आप और सुपरवाइजर साहिब ने, जबकि इनको काम करते हुए दो घंटे हो गए थे, मिल से बाहर कर दिया।

आपसे प्रार्थना है कि आप इनको तारीख 4-6-58 का पूरा पैसा दें और इन पर हो रही इस किसिम की ज्यादतियों को बन्द करवाएं।

काजी

लेखा इन्स्पेक्टर।

आपका

श्री सत्यनारायण शर्मा  
काजी

Phone No. 149

WORKERS UNITE

# HISSAR TEXTILE MILLS WORKERS UNION

Regd. No. 40

NAGORI GATE,

HISSAR

Ref. No 177/58

Dated

6.6.58

श्रीमान मैनेजर साहब,  
हिंसार टेक्स्टाइल मिल, हिंसार।

विषय - सुपरवाइजरो का वर्करो के साथ असमान व्यवहार ।

श्रीमान जी,

हमारे पास ऐसी शिकायतें आदि हैं - कि कुछ सुपरवाइजर और मिस्त्री वर्करो के साथ बुरा सलूक करते हैं और गालियां देते हैं।

आप से प्रार्थना है कि आप इस किसम की ज्यादतियों को दूर करवाएं और ऐसा व्यवहार कौन बंद किया जावे। वर्करो में इससे बड़ी बेचैनी फैल रही है।

कापी -

लेखा इन्स्पेक्टर दीना।

आपका

Sd/- सत्यनारायण शर्मा

मंत्री

Phone No. 149

WORKERS UNITE

# HISSAR TEXTILE MILLS WORKERS UNION

Regd. No. 40

NAGORI GATE,

HISSAR

Ref. No 17/58

Dated

6.6.1958

श्रीमान जनरल मैनेजर साहब,  
हिस्सार टेक्सटाइल मिल, हिस्सार

विषय— डबलिंग खाते के कारीगरों के बारे में ।

श्रीमान जी,

डबलिंग खाते के कारीगरों को मिस्री व सुपरवाइजर पिछले तीन चार दिनों से बड़ा तंग कर रहे हैं। उन्हें धमकी दी जाती है - कि अगर तीन पल्ले चलाओगे तो उन्हें चार्ज शीट देकर निकाल दिया जाएगा, इसी तरह बदली वाले कारीगरों को तंग किया जा रहा है, और उनसे कहा जाता है - कि जब तक तुम तीन पल्ले नहीं चलाओगे, हम तुम्हें काम पर नहीं रखेंगे।

पिछले तीन दिनों से बहुत से बदली वाले कारीगरों को लगातार काम से वापस किया जा रहा है। आपसे प्रार्थना है कि आप डबलिंग खाते के कारीगरों की शिकायत दूर करें।

क्षत्री -  
लेख 6 नवम्बर हिस्सार ।

आपकी

Sd. सत्यनारायण शर्मा  
मंत्री

Phone No. 149

WORKERS UNITE

# HISSAR TEXTILE MILLS WORKERS UNION

Regd. No. 40

NAGORI GATE,

HISSAR

Ref. No \_\_\_\_\_

Dated 21. 8. 58

श्रीगज मनेजर साहब,  
हिसार टेक्स्टाइल मिल, हिसार।  
सेवा में निवेदन है - कि हम श्री सत्यपाल शिफर में जो इलॉकेट क रवाते  
के पिल्ली हैं, - के बारे में कई कर्मियों की शिकायतें आप तक पहुंचा चुके  
हैं। इसी तरह की एक और शिकायत आज हमारे पास आई है, जो  
आपकी जम्गीर है।

घट शिकायतें ध्यान देने योग्य हैं, और श्री सत्यपाल  
के बारे में इलॉकेट क रवाते के कर्मियों में काफी असंतोष है। कल जो  
सब स्टेशन पर श्री भगवत सहाय के साथ श्री सत्यपाल ने वतावि  
किया, उससे पता चलता है - कि श्री सत्यपाल का चरित्र कैसा है, इसी  
तरह की कई शिकायतें आपके पास पहुंच चुकी हैं। अन्न में आप से  
प्राथमिकता है कि आप श्री सत्यपाल से सरन्त रुकवान लें। साथ ही हम  
श्री भगवत सहाय की दरखास्त भी आपके पास भेज रहे हैं।

आपका

श्री. सत्यपाल राम  
मिली

# TEXTILE LABOUR UNION

टेक्सटाइल लेबर यूनियन, ब्यावर (राज०)

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

PRESIDENT :  
Swami Kumaranand.

GENERAL SECRETARY:  
Keshrimal  
Municipal Commissioner.

११२५  
२८.५.६१



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BEAWAR (Raj.)

Dated १५-१-१९६१

श्रीमान्

लेबर इन्स्पेक्टर साहब

जबलपुर कैम्प, ब्यावर

विषय:- यूनियन की मेम्बरशिप के इन्स्पेक्शन के सम्बन्ध में।

प्रिय महाशय

आपके द्वारा यूनियन की मेम्बरशिप जांच की गई उसके सम्बन्ध में हमारे निम्न एतराज व सुझाव हैं।

- 1 - आपने जो मेम्बरशिप गिनने का तरीका अपनाया है वो गलत है हमारी यूनियन को जो भी मजदूर उ आने महीने चन्दा देता है वह हमारा मेम्बर है आपने बहुत इन साक्षियों को भी मेम्बरशिप में नहीं माना है जिन्होंने उ आते दिये हैं लेकिन जिसने ३-४ माह नहीं दिये हैं उनके मेम्बर नहीं माना है। जबकि यदि उसने उ आते दिये चाहे सप्ताह में तो वह मेम्बर है।
- 2 - उ आते महावा चन्दा देने की वजह से जिसने उ आते दिये हैं उनके दो माह का चन्दा मानना चाहिए जो कि आपने माना नहीं।
- 3 - इन उपरोक्त तरीकों से आपने हमारी मेम्बरशिप कम की है जो कि गलत है।
- 4 - जांच के तरीके में हमें सुझाव दिया था कि मिल के चन्दा चलेके पूछा जाय कि वो लोग जो हमारे मेम्बरशिप रजिस्ट्र में दर्ज हैं हमारे मेम्बर हैं या नहीं।
- 5 - इन्टक के रजिस्ट्र में जो मेम्बरशिप दिखाने हैं वो मेम्बर उनके हैं या नहीं। हमारा कहना है कि वो गलत है।
- 6 - हमारी मेम्बरशिप बहुत अधिक है यह हमें इतने भी बताया है कि कृपणा मिल में वर्कर्स कोमिटी के चुनाव में शामिल हो

# TEXTILE LABOUR UNION

टेक्सटाइल लेबर यूनियन, ब्यावर (राज०)

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

BEAWAR (Raj.)

Dated.....19

PRESIDENT :  
Swami Kumaranand.  
GENERAL SECRETARY:  
Keshrimal  
Municipal Commissioner.

पृष्ठ  
(2)



७ सीटों में से ७ ही सीटें हमें मिली हैं कल्ले की एक सीट स्वतंत्र  
कल्ले को मिली है। इन्ट्रक को ७ आदर्शियों में से एक भी चुनेक नहीं  
आया। एडवर्ड मिल में ७ सीटों में से ६ सीटें हमको मिली हैं १ सीटें  
इन्ट्रक को मिली हैं। लक्ष्मी मिल में भी वकिल कोपेरी की ८ में से  
४ हमको मिली हैं। इन्ट्रक को ४ लेकिन जो वोट मिल में पड़े  
हैं उल्लेखले हमारी यूनियन ६३४ और इन्ट्रक को ४५८ मिल  
हैं इससे पता लगता है कि हमारा स्पष्ट बहुमत है और  
बहुत बड़ा बहुमत है। और ये इस दफा ही हुआ है हमें नही है  
वैसा के रिकार्ड को देखा जाय तो भी आपको पता लगगा कि  
हमारा ही स्पष्ट बहुमत है और आर्थ सभी कही अधिक  
मजदूर हमारी यूनियन के में है।

इन सब बातों को आप अपनी रिपोर्ट देते समय ध्यान  
में रखेंगी ऐसी हम आशा करते हैं। अन्याय

प्रतिनिधि

A. I. T. U. C.  
देहली

आपका

जनरल सेक्रेटरी

टेक्सटाइल लेबर यूनियन, ब्यावर (राज०)

# Garden Reach Textile Workers' Union

Regd. No. 463

Q 77, AKRA ROAD : CALCUTTA-24

( Affiliated to All India Trade Union Congress )

Ref. No. G/KC/59/30

Date 19th Jan 1959

Shri G. L. Nanda,  
Union Minister Incharge,  
Labour and Employment,  
Govt. of India.  
New Delhi.

Sub: Violation of Code of Discipline, Awards and  
Settlements by Kesoram Cotton Mills (Birla Bros)

Dear Sir,

I am to forward to you a C.C. of letter No. G/KC/59/29 dt  
Jan 19, 1959 originally addressed to Sri R? L. Mehta, I.A.S.,  
Jt. Secretary to the Govt, of India, Ministry of Labour & Employment,  
for your immediate attention and intervention.

Your personal intervention is necessary as the State  
Government has so far failed to take any action against the  
management for the above illegal action as stated in our  
memorandum.

Thanking you in anticipation of an early communication.

Yours faithfully,



( Arun Sen )

c.c. to

General Secretary,

All India Trade Union Congress.  
New Delhi.

General Secretary.



January 19, 1959

Shri R.L.Mehta, I.A.S  
Joint Secretary to the Government of India,  
Ministry of Labour & Employment,  
New Delhi.

Sub: Violation of Code of Discipline & Awards & Settlement by Kesoram Cotton Mills ( Birla Bros)

Dear Sir,

We take the opportunity to bring to your attention the ~~ix~~ alarming situation growing in the above mills due to deliberate and persistent violation of Code of Discipline, Awards and settlement by the management of the above mills with impunity.

Kesoram Cotton Mills Ltd. (Birla Bros) is the largest textile unit in West Bengal having 1992 looms and 75,000 spindles. The average production is about 3 lakh meters of finished cloth per day. The mill runs in 3 shifts and even works on Sundays. The number of workmen engaged in the mills is about 10,700.

The management of the mills has a long record of violation of all Statutory obligations towards the workmen for decades. The mills earned fabulous profits of more than 50 lakh per year but in all the time the workmen were denied the due shares and even the due wages and facilities granted by the Tribunal.

The 1st Cotton textile tribunal granted 5 days casual leave to all workmen but the management paid the above wages only for one year and then denied the above quite illegally. Systematically workload was increased in various department including 4 looms operation in place of 2 looms, double sides Ring Frame working in place of single side etc. but the workmen were denied any benefit of the rationalisation. Bonus was paid to workmen who used to put in 220 days work and all others were denied any bonus whatsoever. Further the workmen who were rendered surplus in the above process of rationalisation were not even given due benefit of Retrenchment etc.

The workers of the mills under the leadership of Garden Reach textile Workers' Union formed a mighty union of more than 10,000 full paid membership and raised the demands of bonus to all and casual leave dues and end of unfair practices.

After prolonged struggles and at the intervention of the Labour Directorate the Company came to a settlement with the Union on 6.12.1956 and conceded the bonus and casual leave wages. But the management did not take the settlement into true spirit and from the very beginning tried and are still trying their utmost, using all vile methods even

now to crush the unity and the Union of the workers and deprive the workmen the due benefits.

We refrain to submit the detail list of such unfair practice and violation of Awards, settlements, unilateral increase of workload, reduction of hands etc. save a few such examples.

1. In September 1957, the Works Committee election was held; the candidates ~~for~~ of the Garden Reach Textile Workers' Union contested all the 10 seats and all the candidates were returned with 95 % of the votes, despite all efforts of the management to terrify the workmen to vote for the candidate of their own. Since then the management not only ignored the Works Committee, but also is systematically victimising them with flimsy grounds. Today only 4 of the workmen members is in the mills and the others are outside, being suspended or victimised. Not a single meeting of the works committee has taken place till today.
2. The management pays a scant respect towards the Code of Discipline. Unilateral reduction of hands and increase of workload has become a daily feature. Some of this are even being done in violation to the agreements. Within a month reduction of hands has taken place without any agreement in Bonds Pickers department, Dye House, Ware House, Carriers etc. It may further be noted that ~~all~~ the workers were not even given any increased wages as they are to take extra workload in these cases.

To crown all on 14.1.1959 the management tried unilaterally to introduce 3 sides working in Ring Frame in place of 2 sides working ( Line No. 7 Warp Spinning- 28 count) of 200 ~~spindles~~ spindles each side. As the workmen refused to comply to the illegal threats of the management, Officers of the mills accompanied with unsocial elements assaulted one Shri Moheswar, who refused to run 3 sides, and he was assaulted brutally and mercilessly. With severe injuries and bleeding he has been admitted into the Hospital. The workmen are greatly agitated over this matter and situation is boiling.

3. Leading workmen of the Union are being chargesheeted daily and are kept suspended for indefinite period, some of them are being kept outside without any enquiry even for years in violation of the Standing orders and Code of Discipline. For example 29 workmen are being kept suspended without enquiry for more than a year, further more than 27 workmen are being kept suspended without any enquiry for 4 to 5 months. Leading workmen who dares to object to the illegal threat and action of the ~~management~~ <sup>side</sup> ~~being~~ dismissed without proper enquiry etc. At present more than 36 workmen are being dismissed on flimsy grounds.

4. In order to undermine the Union and for their ~~own~~ own ends the management is trying to boost up 'Rival Unions' through the Labour Office. It may be noted that more than 90 per cent of the workers belongs to our Union, but the

representations of our Union is not properly taken and the members of our Union are being harassed and victimised with ulterior motives.

5. The management refused to pay bonus as per agreement dt. 6.12.1956 for the years 1956, 1957. The Company paid bonus far less than the amount due to the workmen. And even after the opinion and request of the Labour Minister and Labour Department of the State Government, the Company adamantly refused to implement the same. (Copy of the terms of settlement and the opinion of the Labour department is given in the Annexure A & B).

6. That though the ~~xxxxxxaf~~ agreement of 6.12.1956 has not been terminated, the management has refused to pay bonus for the year 1957-58, as per terms of the agreement and has offered only 7½ days wages as bonus. This has created serious discontent amongst the workers and all the workers in a body has refused (save 12 out of 10,000) to accept the above quantum of bonus offered by the Company.

7. The Award of the Cotton Textile Tribunal, West Bengal, (published in Cal. Gaz. 10.6.1958) and came into operation on and from 10.7.1958, but the management has refused to implement the favourable terms granted to the workmen. It is needless to mention that the above Company is a party to the Tribunal. A list of gross violation of the Award is given in the Annexure 'C' (Our letter No. N1/KC/3/59 to Shri S.N.Roy, Deputy Labour Commissioner, West Bengal).

8. That confronted with such a situation, with a view to draw the attention of the Government of West Bengal, Shri Bhawani Roy Choudhury, Vice-President of the Union went on hunger strike in the month of October 1958. On 3.11.1958 Shri Abdus Satter, Labour Minister, State Government, assured us that all necessary steps will be taken for the speedy settlement of the disputes. (Copy of the letter of Shri Abdus Satter enclosed. Annexure D) But it is regretted that as yet the State Government could not take any effective steps against the management, moreover the management is now in a fury to victimise and punish the workers for obvious intentions. In the last week of December 1958, Shri Rajkisor Singh, Secretary, Matiabruz Textile Labour Union (INTUC) went on hunger strike for the effective intervention of the Government. As far as we know that he also got the similar assurance from the Labour Minister. But the management remains where it was.

All the above, proves beyond doubt that the State Government is proving powerless to make the powerful employers of Kesoram Cotton Mills Ltd., to come to senses and abide by the Code of Discipline and honour the terms of award and settlement. Furthermore the situation created due to unilateral attempt and terrorisation to run 3 sides in Ring Frame warrents ~~xxx~~ your direct intervention.

Under the above circumstances, we urge upon you to intervene into the matters of Kesoram Cotton Mills Ltd. ~~xx~~ and hold an immediate enquiry, and do the needful so that the workmen are given proper relief.

It is needless to mention that the workmen are loosing all patience and ~~xxxxxx~~ unless immediate steps is taken by you the situation~~xx~~ may go out of control.

We, therefore, urge upon you to take immediate necessary steps.

Thanking you,

Yours faithfully,

Enclosed.

  
( Arun Sen)

General Secretary.

C.C. to:

1. Shri G.L.Nanda ,

Union Minister for Labour & Employment,  
Government of India,

2. General Secretary,

All India Trade Union Congress.

New Delhi.

( COPY OF CLAUSE I OF THE MEMORANDUM OF SETTLEMENT  
BEFORE LABOUR COMMISSIONER, WEST BENGAL.  
ON 6.12.1956)

5). Terms of settlement:-

1)

Bonus at the rate of 9.67 percent of the total annual earnings of each worker during the year 1955-56 will be paid . Bonus for the workers who have worked more than 220 days will be prepared and paid from 27.12.1956 and bonus for the workers who have worked less than 220 days and more than 60 days will be prepared at the rate of 9.67 percent of the total annual earnings and will be paid on pro-rata basis basis from 27.12.1956 provided normal working of the mills starts immediately with normal production and hands to the entire satisfaction of the Management and the Assistant Labour Commissioner. Only the ~~who~~ workers who are on the roll at the time of declaration of bonus i. e. on 28.9.1956 will be entitled to get the bonus. Nothing will be deducted from those who have already drawn their bonus money this year.

XXXXXXXXXX

( The management paid bonus according to a formula at their own whims.:

Bonus $\Delta$	$\frac{9.67}{100} \times$	Total annual earnings.	$\times$	$\frac{\text{No. of days worker worked}}{365}$
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By this all workers were paid much less ~~amount~~ amount due to them)

GOVERNMENT OF WEST BENGAL,

LABOUR DEPARTMENT.

No. 3616(2) - 1R  
1R/8L-7/57

From:

Sri N. R. Surcar,

Assistant Secretary to the Government of West Bengal.

To:

1. The Factory Manager, M/S. Kesoram Cotton Mills Ltd.  
42, Garden Reach Road, Calcutta-24.
2. The General Secretary, Garden Reach Textile Workers' Union,  
Q. 77, Akra Road, Calcutta-24.

Dated, Calcutta, 27th August 1958

Subject: Allegation of non-implementation of agreement  
dt. 6.12.1956.

Sir,

With reference to the recent discussion held by the Labour Minister with the representative of both the parties in the above matters, I am directed to say that it appears that each worker having completed 60 days work is entitled to receive ~~8.67%~~ 9.67 % of his earnings as Bonus. In clause 1 of the agreement there is no provision for payment of bonus at reduced rates to the workmen who have worked for less than 220 days or more than 60 days.

Yours faithfully,

Sd/- N. R. Sarker.

Asst. Secretary.

Government of West Bengal.

Answers - C  
GARDEN REACH TEXTILE WORKERS' UNION.  
( Regd. No. 463)

Ref: No. NI/KC/3/59

dt. 6.1.1959.

Shri S.N.Roy,  
Deputy Labour Commissioner,  
West Bengal,  
New Sectt. Buildings,  
Calcutta-1.

Re: Non-implemantaion of Cotton Textile Award by  
M/S. Kesoram Cotton Mills Ltd.

Dear Sir,

With reference to your memorandum no. 740 EL dt. 24.12.1958, we are herewith , forwarding to you some of the gross cases of violation of the above award by Kesoram Cotton Mills Ltd., in duplicate. It may please be noted that we have from time to time submitted to your office such cases of violation.

1. Denial of due Dearness Allowances to the workmen:

Please refer to the Clause 7(10) of the award, regarding the dearness allowance of Kesoram Cotton Mills. It has been awarded that all workers after 3 months of service will get dearness allowances in the following rates:

1. Upto w wage of Rs. 30/- per month - Rs. 37/10/- per mn
2. ~~For~~ For wages above Rs. 30/- p.m. - Rs. 50/14/- p.m.

It is being observed that all workers of the Hosiery section are being paid less dearness allowance than the above.

Further some workers of thr weaving shed are being given less dearness allowance that the above.

2. Denial of due increment to the workers of Dye House &Prt.sec.

Please refer to clause 7(13) of the Award in respect of the workers of Bleaching and Finishing Section. It would be evident that all workers of these sections are entitled to get a flat increment of Rs 8.02 per month in the basic wage, but it is regretted that no increment has been given to any worker of the department.

3. Increment to 5 Clerical workers of the mills.

Please refer to the joint conference held on 3.12.58, wherein the management of the mills also admitted that they have not given increment to 5 Clerks. It is regretted that the due increment has not yet given to them. The following are the Clerical workers:

1. Nandkisore Singh.
2. Nikunjobehari Ghosh.
3. Sadasib Mudali
4. Jiban Kumar Paladi.
5. Umadat Tamrit.

Contd---2.

4. Increase in emoluments not allowed in cases of even skilled and highly skilled workmen who have been lumped in the category of non-descripts. For examples the Fancy Jobbers of the weaving shed, though they are highly skilled have been denied any increment in wages and are even being paid less than weavers and even less than semi-skilled workmen. Drawing(sizing) helpers, who have been recruited from the most experienced Drawers are being paid less than the Drawers. Warping Jobbers are even being paid less than the warpers.

5. Piece rates have not been readjusted as per Award.

Please refer to the Appendix VII(a) regarding the Reelers, who have been ensured N Rs4 i.e. 32.17 nP on average ability. In Reeling many different types and counts of yarn is being reeled, and workmen would be ensured the above basic wages of Rs 32.17 and the dearness allowance of Rs 50/14/- per month. But it is observed that the management has refused to either revise or adjust th rates (Reelers being piece rated workmen) and as a result of which many workers, and in some cases , in some qualities all workers are denied the above wages.

Moreover though all the Reelers are entitled to get the dearness allowances @ 50/14/- per month, the management is arbitrarily denying the above.

Colour Winders are to get 33.17 nP. and 50/14/- dearness allowance. But it is observed that in a particular machine, where the 'Garua' bobbins are being run all the winders are being paid less wages than the above. Despite many requests the management has refused to revise the rates.

As regards the dearness allowances though all winders are entitled to get the dearness allowance of Rs 50/14/- and in many cases they are being denied the same.

7. Stichers.

Please refer to the Appendix VII of the Award and it will be observed that all Stichers are entitled to get Rs 31.17 nP as basic wages. But some stichers of the Spinning department have been denied the above wages and the dearness allowances too.

8. Checkers.

The Checkers of the Ware House have been generally denied the above benefit. There are many types of Checkers in the department from Receiving Section to the Bale Press, b t in many cases the workmen have been denied the above wages guaranteed.

9. Denial of increment to Engg. occupations.

Such occupations as included in the Award under sub-heading as Departmental machineman, Fitters, Tin Smith, Turners, Mason, Viceman, Carpenters, Tapeman, Machine Carriers, Drivers, Reveters Lobby Fitters, ~~Hand~~ Jobbers, Erectors, Pumpman, Jaccard Fitters etc.

10. Festival leave wages.

Please refer to the Clause 11(9) of the Award, Workmen who are on  
contd. 3.



authorise leave without pay and a Festival leave falls within it are being denied the above wages.

11. Contract labour.

Please refer to Clause ((1) of the Award. The management employs Contract labour and it was even admitted in the joint conference before you held on 3.12.1958.

12. Compensation for idle looms.

Please refer to Clause 7(13) (a) of the Award. The management denies the above compensation to the workers for the period of idle looms and thus not only the wages of weavers but also the wages of Helper weavers Line Jobbers etc. are adversely affected.

13. Gratuity.

Please refer to the Clause 12 (2) of the Award. Workmen are ~~entitled~~ entitled to get gratuity for the uncovered period of Provident Fund. But generally it is denied.

14. Wages of weavers.

A 2-loom weaver is granted N Rs. 16 on average ability ( i.e. 67 to 70 % Efficiency) Please refer to clause 4(6) of the award. But it is ~~observed~~ observed that many weavers are being paid even less amount than the above. Furthermore even they are not been ~~guaranteed~~ guaranteed the dearness allowance of Rs. 50/14/- per month though entitled.

We would, therefore, request you that strong steps be taken by your directorate to compel the management to implement the terms of the award and thus ensure the relief to the workmen.

Thanking you,

Yours faithfully,

Sd/- Arun Sen.

General Secretary.

MINISTER FOR LABOUR,  
GOVERNMENT OF WEST BENGAL  
Writers' Buildings, Calcutta.

November 3, 1959.

D.O. No. 4576- IR.

From- Shri Abdus Satter,  
Minister for Labour, Government of West Bengal  
Writers' Buildings,  
Calcutta.

To - The General Secretary,  
Garden Reach Textile Workers' Union,  
Q-77, Akra Road,  
Calcutta-24.

Dear Sir,

I am to refer to your representation alleging non-implementation of the memorandum of settlement, and of the recent Textile Award by the management of the Kesong Cotton Mills Ltd., and also regarding the bonus declared by the management, this year. These matters have been already taken up for conciliation and settlement, by my Department, with the management, and I had a personal discussion with the representatives of the workers today, in my chamber, over these issues. Moreover, I like to take up the matter with the management, and necessary steps will be taken for the implementation of the Award.

In view of the fact that all necessary steps are being taken to resolve the dispute, as quickly as possible, I am to request you to advise Shri Bhawan Roy Choudhury, Vice-President of your Union to call off the hunger strike to facilitate my work.

Yours faithfully,

Sd/- Abdus Satter.

Labour Minister.

G/KC/58/217

Nov. 4, 1958.

Shri Abdus Satter,  
Minister-in-charge,  
Department of Labour, West Bengal,  
Writers' Buildings,  
Calcutta-1.

Re: Disputes in Kesoram Cotton Mills Ltd.

Dear Sir,

Please refer to our discussion regarding the above. We are giving in brief some of outstanding disputes, which you were kind enough to give due consideration.

1. Violation of settlement.

1. The management of the above mills refused to implement the terms of settlement in respect to bonus for the year 1955-56 and 1956-57 (settlement dt. 6.12.1956) and despite of the fact that in the tripartite conference held before your honour the representatives Shri S.N.Hada and S.K.Sen agreed to abide by the opinion of your directorate. The opinion of your directorate as mentioned in the letter of Shri N.R.Sircar, Asst. Secretary, Labour Department West Bengal, vide 3616(2)-IR/LR/81-7/57 dt. 27.8.1958 was dishonoured by the management.

2. Please refer to our representation to the Factory Manager of the mills, copy to your goodself, letter no. KC/58/211 dt. 1.11.1958 in respect of the agreement dt. 3.8.57 wherein the management have reduced the number of hands in Folding Carriers.

2. Non-implementation of the Tribunal Award dt. 10.6.1958;

1. Please refer to the items mentioned in our letter to your goodself (G/KC/189/58 dt. 30.9.1958), copy of which is enclosed herewith for your ready reference.

2. Refusal to pay Casual leave wages for 1957 as per Tribunal Award. The management paid workmen only for 5 days and in a queer basis ignoring the directives of the Award, which is for 6 days and in the ~~max~~ basis as laid down in Clause 11(5) (Page 2089- Cal. Gaz. 10.6.1958).

3. Refusal to give due increment to some clerks, particularly ~~ka~~ of which have been forwarded to your goodself in our letter No. LC/KC/58/210 dt. 1.11.1958.

3. Curtailment of existing facilities:

In violation to all social justices curtailment of existing facilities on the plea of Tribunal award and thereby adversely affecting the earnings of the workmen. Workmen were getting double wages for work during the Festival leave days but this has been curtailed.

4. Bonus payable in 1958.

The management offered bonus for only 7+ days wages, though

they have paid one month to the clerical staff and supervisory staff. The workmen in a body refused to accept the bonus offered by the Company.

5. Violation of the Code of Discipline.

The management is violating the Code of Discipline and is taking recourse to all sorts of 'unfair labour' practices. Unilateral increase of workload, illegal reduction of hands, and victimisation of leading workmen with chargesheets and suspension with flimsy grounds. During a period of 3 months more than 500 chargesheets have been issued to the workers and still now more than 90 workmen have been kept suspended for an indefinite period. Six cases relating to the above have already been forwarded to the Office of the Labour Commissioner, West Bengal.

The Works Committee which should be one of the forums for the above and the management is bent upon not only to ignore the Works Committee but also to victimise all the members of the Committee. It may be here mentioned that the Election of the Works Committee, which took place in the mills more than a year before and the candidates of the Union secured all the seats with 95 % votes. The management with a view to crush the Union is not only victimising the leading workmen of the Union but has also suspended the majority of the workmen members of the Works Committee. Till now not a single meeting of the Works Committee has taken place and the management has refused to convene a single meeting.

It is regretted that the management of the above mills has so far persuing all the above illegal actions with impunity.

Our Union, having a membership of more than 10,000 regular workers, expresses deep concern over these illegal actions of the management and urges upon you, as assured, to take very prompt action against the management and give proper relief to the aggrieved workmen at the earliest and thus avoid serious industrial unrest.

Thanking you,

Yours faithfully,

Sd/- Arun Sen

General Secretary.

## HISSAR TEXTILE MILLS, HISSAR

Proprietors :

Delhi Cloth &amp; General Mills Co. Ltd. Delhi.

HISSAR.

No. \_\_\_\_\_

Dated 23 JAN 1959 195.

The Labour Commissioner,  
Punjab,  
Amala Cantt.

Dear Sir,

We are enclosing herewith a gist of the two speeches delivered by the Union Leader, Shri Tek Chand (an outsider) on 21-1-59 at 2 P.M. and 3 P.M. in front of the Labour Gate.

You will please note that Shri Tek Chand has not only threatened to launch a big struggle and upset the whole working of the Mill but has also used indecent and provocative words which are very much against the letter and spirit of the Code of Discipline. We are afraid that if timely suitable action is not taken the situation may go beyond control. We would, therefore, request you to kindly take up this matter on a <sup>personal</sup> level and save the situation from deteriorating any further.

Yours faithfully,

*He*  
GENERAL MANAGER.

Encls: As above.

Copies to :-

1. Honourable Chief Minister, Punjab, Chandigarh.
2. The Labour Officer, Shiwan.
3. Union Ministry, Labour & Employment, New Delhi.
4. Deputy Commissioner, Hissar.
5. The Superintendent of Police, Hissar.
6. All India Trade Union Congress, New Delhi.
7. All India Trade Union Congress, G.T. Road, Jullundur.
8. The Managing Agents, D.C.M., Delhi.

HL/7/13192 ✓

27 JAN 1959

En.

22/1.

Two meetings of the Hissar Textile Mills Workers Union were held on 21-1-59, one at 2 P.M. and another at 3 P.M. which were addressed by Shri Tek Chand (an outsider) to the incoming and outgoing shifts respectively.

Shri Tek Chand pointed out to the audience that their previous agreement with the Management on the Bonus Issue had become null and void because the previous agreement was only valid so long the Mill was running under loss. Since after deducting the agreed depreciation for purposes of Bonus the Mill had become a profitable institution the previous agreement no longer remained valid. Hence the workers should get ready for the coming struggle. He further told the audience that the Union had decided to launch one hour stay-in strike in the Mills, to observe 'Satyagrah' in front of the G.M.'s Office and start Hunger Strike in front of the Labour Gate. All the three above mentioned actions would be started simultaneously. Mr. Michael Singh, General Secretary of the Union would be the first person to start Hunger Strike. The matter would be finally decided by the Action Committee of the Union in their meeting to be held on 22-1-59 at 9 A.M. in Quarter No. E-43. He told the workers that the Management would try to use all the possible tricks and would even issue Bonus slips for one month and six days bonus but these slips should not be signed by the workers.

Shri Tek Chand showed regret for the Union having agreed with the Management for dismissal of six of their strong and fighting workers during last year's agitation. He was sure that if they had not co-operated with the Management in the above mentioned action Jain Sahib (General Manager) could not have walked with his head high. He would have been forced to

walk with his head downwards. Shri Tek Chand pointed out that Jain Sahib was the greatest enemy of the workers and called him a Tall Joker. He also used indecent words for Shri Devender Nath (Mech. Engineer) and called him a Red Turbaned Cooly just the one they had seen at the Railway Stations.

Touching the case of Shri Ram Lal (a suspended worker), Shri Tek Chand announced that Shri Ram Lal had been asked by the Management to tender his apology. Shri Ram would not tender any apology and he would see that Jain Sahib himself tenders an apology. He further used some provocative and indecent words about Jain Sahib and ridiculed him.

Having finished his speech he collected the workers in front of the Labour Officer's window and shouted the following slogans for about ten minutes.

Jain Sahib	-----	Hai Hai
P.D. Mehta	-----	Hai Hai
Hamara Bonus	-----	Jaldi Do
Mikale Hone Sathion Ko	--	Wapas Lo.
Jain Sahib Ki Mera Phari-		Nahin Chalagi Nahin Chalagi.

ES/BN.

22/1.

87.117

Telegrams : CLOTH  
Telephones : 98 & 1



## HISSAR TEXTILE MILLS

PROPS: DELHI CLOTH & GENERAL MILLS CO. LTD.

23. JAN 1959

HISSAR

HL/7/13143

261

All India Trade Union Congress,  
New Delhi. *Ashok Road.*

Dear Sir,

We are sending herewith a copy of Delhi Cloth Mill 'Patrika' issue dated the 20th January, 1959. On the very front page you will please find an article containing facts about the Hissar Textile Mills, which we hope would help to understand the labour situation at our end.

Thanking you,

Yours faithfully,

  
GENERAL MANAGER.

Encl: 1.

25 JAN 1959

BN.  
22/1.



## खुशी की बात

गत सप्ताह में दिल्ली क्लाय मिल में ८८०० और स्व.भा.मिल में ३२०० कारीगरों ने बोनस ले लिया और उनकी दिक्कतें, जो बोनस न मिलने के कारण थीं, दूर हो गईं, इसकी सभी को खुशी है। किसी भी कारण से हो, जिन्होंने बोनस लिया है, अलग अलग प्रार्थनापत्र देकर ही लिया है और उन पर बोनस लेने के लिए किसी के दबाव डालने का प्रश्न ही नहीं उठता। कम्पनी के सूचना-पत्र में भी यह पहले ही स्पष्ट कर दिया गया था कि बोनस वे ही लोग लें जो कि २ महीने १२ दिन के फैसले को मानते हैं। हमें अपने सभी कारीगरों से यही कहना है कि वे सारी स्थिति को और सब बातों को स्वयं देखा सुना और समझा करें और तभी किसी बात का निश्चय अपनी बुद्धि से तोल कर किया करें। आज के इस प्रचार के युग में लोग बहुत सी गलत बातों का प्रचार करते रहते हैं और उन बातों में उलझ कर कारीगरों को काफी नुकसान हो जाया करता है। इसलिए सभी को चाहिए कि बातें कहने वालों की अगली पिछली सभी बातों का ध्यान रखें और नफरत और गलतफहमी फैलाने वालों को ऐसा करने से रोकें। इस बार बोनस बटते समय यह तो सभी साथियों को पता चल चुका है कि अधिकतर कारीगर शांति-पूर्वक काम करना चाहते हैं और सीधे सच्चे रास्ते पर चल कर लगन से काम करते हुए अपनी खरी कमाई करने में जुटे रहना चाहते हैं। जो थोड़े से साथी जिनकी गिनती बहुत ही कम है, किसी कारणवश दूसरी बातें करते हैं या कहते हैं, उन्हें, खुद ठीक मार्ग पर चल कर अपने साथ ले चलना भी सभी का कर्तव्य हो जाता है। गाली-गलौज मार-पीट, दंगा-फसाद, कानून तोड़ने की धमकियां—यह सब हमारे मिल के किसी भी साथी को शोभा नहीं देता। लोगों को चाहिए न तो वे किसी से डरें और न किसी दूसरे को डरायें धमकायें। परमात्मा करे अपना हित और अनहित समझने की बुद्धि सभी में हो जावे।

—बृहस्पति पाठक

## हिसार मिल के सम्बन्ध में सच्ची बात

आमतौर पर मैनेजमेंट किसी तरह के प्रोपेगंडा, व बहस मुहाबिसे में नहीं पड़ा करता, मगर जब दूसरी तरफ से गलत व झूठा प्रचार करके लोगों को गुमराह किया जाता है तो किसी भी मैनेजमेंट पर यह फर्ज आयद हो जाता है कि वह अपने आदमियों के सामने सही-सही बातें ठीक ढंग से रखे व कारीगरों को सोचने व विचारने का मौका दे। इसीलिए ये बातें आपके सामने रखी जा रही हैं।

इस मिल के बनाने, मिल के अंदर व बाहर कर्मचारियों के लिए हर जरूरी सहुलियत का ध्यान रखने और बिजली पानी व सफाई का काफी इंतजाम रखने में, यह गर्व से कहा जा सकता है, कि यह मिल अपना सानी नहीं रखता। मिल में वेतन भी काफी अच्छे व ऊंचे स्तर पर रखे गए हैं। पिछले साल नुकसान के बावजूद, कम्पनी ने बोनस दिया ताकि काम करने वालों का हौसला बढ़े, और आपस में प्रेम व सद्भावना रहे। बोनस का कोई झगडा नहीं। वह इकरारनामे के मुताबिक है। कम्पनी ने अपने हर इकरारनामे की शर्तों को हमेशा माना है और मानने को तैयार है पर यूनियन के प्रतिनिधियों ने जब चाहा उसे भंग किया है। कारीगरों को काम न करने को भड़काना, गलत व खराब काम की सलाह देना, झूठे प्रचार करना, आधी रात मजाहरे व अथियां जलाना, ऐसे काम हैं, जिनकी कोई भी सम्य व समझदार आदमी निंदा किए बगैर नहीं रह सकता। यूनियन व कम्पनी का यह समझौता है कि अगर कोई मामला आपसी बातचीत से तय नहीं होता, तो यूनियन उसे लेबर ट्राइब्यूनल या सरकारी लेबर कंसोलिडेशन (समझौता) मशीनरी में ले जाए। यूनियन ने, इस समझौते को हमेशा तोड़ा है, और कम्पनी पर नाजायज दबाव

डालने के लिए दूसरे तरीके ही अपनाएं हैं। यह मौजूदा खिचाव व तनाव उसी का परिणाम है।

कम्पनी ने यूनियन के बनने में कोई रोड़ा नहीं अटकाया। उसकी हमेशा से यह स्वाहिश रही है कि यूनियन कारीगरों की ठीक व सही नुमायन्दगी करे। परन्तु इधर चंद रोज से कुछ गुटबंदियां हो जाने के कारण, वर्कशाप से, काम से इनकार करने की तहरीक शुरू की गई जिसके फलस्वरूप कम्पनी को बहुत दुःख व खेद के साथ एक गलत काम करने वाले कारीगर को बर्खास्त करना पड़ा व अन्य कुछ लोगों को मुअत्तल करना पड़ा। इन सब के लिए यूनियन के प्रतिनिधि जिम्मेदार हैं, क्योंकि उन्होंने गलत कामों को बढ़ावा दिया है। यह सिर्फ मैनेजमेंट की ही राय नहीं है, बल्कि आपके दूसरे प्रमुख ट्रेड यूनियन कार्यकर्ताओं ने भी जो कि पिछली बार दिल्ली से आए थे, इन सब कामों की निंदा की और ३ जनवरी को हड़ताल न करने की सलाह दी, जिसे भी यूनियन के जिद्दी कार्यकर्ताओं ने नहीं माना।

गवर्नमेंट लेबर आफिसर तथा लेबर इंस्पेक्टर ने भी हरचंद व हर मुमकिन कोशिश की कि यूनियन के प्रतिनिधि अपनी गलतियों को महसूस करें और जो भी गलत कदम उठाए हैं उनके प्रति खेद प्रकट करते हुए स्थायी आश्वासन दें कि ऐसे काम फिर नहीं दोहराए जाएंगे, परन्तु यूनियन के प्रतिनिधियों ने ऐसी सीधी-सादी बात भी मानने से साफ इंकार कर दिया और आपसी बातचीत की कद्र नहीं की। गवर्नमेंट लेबर अफसर ने यूनियन प्रतिनिधियों को काफी समझाने की कोशिश की और साफ लफजों में बतलाया कि काम करने से इंकार करना गैरकानूनी हरकत है। मैनेजमेंट ही काम, काम की मात्रा व काम के तरीके तय कर सकता है और अगर कहीं संदेह है तो उसका हल शांति-पूर्वक वैधानिक ढंग से किया जा सकता है। इन सब बातों के होते हुए भी, ३ जनवरी को हड़ताल, १३ जनवरी की काम में ढील (Go-slow) जैसी हड़ताल की धमकी, व हर समय का अशांतिमय वातावरण कहां तक ठीक है इसे आप खुद ठंडे दिल से सोचें और विचारें। आखिर इंतजाम ठीक तरह चालू रखने के लिए निजाम के मातहत ही रहा जा सकता है। कम्पनी के अधिकारियों के जायज हुक्मों को न मानना, बात बात पर कानून तोड़ते

(शेष पृष्ठ २ पर)

## बात सच्ची हो पर कड़वी न हो

किसी के मुंह से बुरी-भली बात सुनने से सभी को तकलीफ पहुंचती है। इसलिए किसी को गाली-गलौज देना या कड़ी बातें कहना छोड़ देना वह रास्ता है जिस पर चलकर बड़े से बड़ा दुश्मन भी एक दिन दोस्त बन जाता है। अगर तुमने किसी के साथ बुरा नहीं किया और कोई फिर भी तुम्हें बुरी भली बात कहता है तो उसे बरदाश्त कर लेने से मन में बड़ी ताकत आने लगती है और एक दिन ऐसे ही स्वभाव वाला कोई आदमी संसार के बड़े बड़े कठिन काम कर सकता है। बड़-बड़ के

बातें करना स्वभाव की एक कम-जोरी है। बात वही करनी चाहिये जो सच हो और किसी के दिल को दुखाने वाली भी न हो। तलवार का धाव भर जाता है पर दुखे दिल का धाव बहुत समय तक और कभी कभी सारी जिन्दगी नहीं भरता। एक कारीगर दूसरे कारीगर के साथ बदसलूकी करे, गाली गलौज दे, मारपीट करे, इससे बढ़कर बुरी बात और क्या हो सकती है? अगर सभी कारीगरों में थोड़ी बरदाश्त बढ़ जाये तो झूठ बोलने और झूठा प्रचार करने वालों की दुकान ही बंद हो जाये।

# धूम्रपान छोड़ने के कुछ उपाय

[ श्री आर. एन. टण्डन, बुनता ए ]

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१. शरीर और मन आपस में अभिन्न रूप से मिले हुए हैं। शरीर के साथ मन का और मन के साथ शरीर का घनिष्ठ सम्बन्ध है। यदि अवचेतन मन में यह विश्वास हो कि रोग अच्छा हो रहा है तो जरूर ही अच्छा हो जायगा। इसी प्रकार कोई भी धारणा अवचेतन मन में पहुंचने से उसी के अनुसार कार्य होने लगता है। हम लोगों की धारणा व चिन्ता ही कार्य-रूप में बदलती है। अतः इस लेख को पढ़कर अगर आप ठीक समझें तो धूम्रपान की हानि-लाभ पर अपने हृदय से विचार करें। तब शायद आपके मन में भी यही धारणा उत्पन्न होगी कि यह आदत अच्छी नहीं है और इससे छुटकारा पाना ही अच्छा है। मेरे कुछ भाइयों ने मेरा कहना मान कर अपनी इस प्रिय आदत को छोड़ दिया है। आशा है और लोग भी उनका अनुकरण करेंगे।

२. मन में इस प्रकार की धारणा होने के बाद अपने ऊपर दृढ़ आत्म-विश्वास व प्रबल इच्छा शक्ति के विकास की आवश्यकता होती है। जिसकी जैसी भावना होती है उसकी सिद्धि भी वैसी ही होती है। कहा जाता है कि विश्वास ही आधा आरोग्य है।

३. अपने घर वालों से, साथियों से, मित्रों से अपना धूम्रपान छोड़ने का विचार बताना चाहिए और उन लोगों को एक अमुक तारीख दे देनी चाहिए कि इस तारीख से मैं धूम्रपान छोड़ दूंगा। यह तारीख चाहे एक माह बाद क्यों न हो, इस बीच के समय में आप इस महान कार्य के लिये तैयार होने की कोशिश करें।

४. आचार व विचार के साथ आपको अपने अस्वाभाविक व अप्राकृतिक जीवन में भी सुधार करना होगा।

५. स्नायु संस्थान को स्वस्थ व शक्तिशाली बनाना। इसका असर पाचन-शक्ति पर अच्छा पड़ता है। यह रीढ़-स्तन द्वारा किया जा सकता है जो कि एक विशेष प्रकार के टब में होता है। दूसरे यह कि नहाते वक्त नल की धारा के नीचे इस प्रकार बैठे कि पानी गर्दन के पिछले भाग से होकर पीठ से होकर नीचे चला जाय।

६. प्रातः कुल्ला करके आंख धोने के कप में ठंडा पानी

लेकर आंख खोलकर उसके अन्दर धोवें। यह प्रातः व सोने से पहले करें।

७. अपनी हथेली में ठंडा पानी लेकर प्रातः व सोने से पहले रात में नाक द्वारा गले में खींच कर पीना चाहिए। यह कम से कम चार दफा करें। आपके नाक, गले आदि के विकार दूर हो जायेंगे।

८. प्रातःकाल खाली पेट पर पानी में नींबू मिलाकर पीना चाहिए। पानी ठंडा या गरम हो सकता है।

९. पानी अधिक पीना चाहिए अगर हो सके तो नींबू मिलाकर।

१०. कब्ज नहीं रहना चाहिए। इसके लिये आपको अपने आहार में उचित सुधार करना होगा। भोजन में साग, पालक, सरसों, बथुआ, मेथी आदि अधिक खाना होगा। भोजन में क्षार की अधिकता होनी चाहिए। अतः ये पदार्थ अधिक खाने चाहिए।

(अ) सभी मीठे फल और ऐसे फल जो पक कर मीठे हो जाते हैं, नींबू, संतरा, नारंगी, चकोतरा, मुसम्मी, किशमिश, मुन्कका, अंजीर, (पिंड) खजूर आदि।

(ब) सभी पत्तीदार साग, करम कल्ला और ऐसी फलदार हरी सब्जियां जो जमीन के ऊपर होती हैं, जैसे लौकी, परवल, करेला, तरौई, टिंडा, आदि ताजे सेम, लोभिया, फली, कुछ कन्द सब्जी जैसे शलजम, चुकन्दर, गाजर, मूली, फूल-गोभी आदि।

(स) दही व मठा जो खट्टा नहीं हुआ हो।

ये सारमय पदार्थ कम से कम भोजन में ६० प्रतिशत होने चाहिए।

११. भोजन के साथ पानी नहीं पीना चाहिए। भोजन से एक घंटा पहले अथवा दो घंटे बाद पीना चाहिए।

१२. जो भी खाया जाय अच्छी तरह चबाये जाने के बाद हलक के नीचे उतारा जाय। नियम है कि ठोस पदार्थों को पियो और तरल पदार्थों को खाओ।

१३. बिना भूख के कभी नहीं और कुछ नहीं खाना चाहिए।

१४. कभी अति भोजन नहीं करना चाहिए।

१५. कुछ समय तक रात को व

हमारी डाक

# उत्पादन बढ़ायें

सम्पादक जी महोदय,

पिछले दिनों दिल्ली, पंजाब तथा आसपास के इलाकों में अनाज की बहुत कमी हो गई थी, जिसके कारण जनता को दो समय भोजन करना भी कठिन हो गया था। गेहूं का भाव २७) ६० तक हो गया था। अनाज की दुकानों पर लम्बी-लम्बी लाइनों में घंटों से खड़े नर-नारियों तथा बच्चों को दुख पाते हुए भी हम अपनी आंखों से देखते थे।

इस दुःखायी स्थिति को रोकने के लिये जनता तथा सरकार बड़े-बड़े कार्य कर रही है। जगह-जगह सस्ते गेहूं की दुकानें खोली गई हैं। चोरी तथा धोखे से महंगा तथा मिलावटी आटा बेचने वालों की देखरेख के लिये पुलिस आदि का भी प्रबन्ध किया गया है। आटा मिलों को अधिक मात्रा में सस्ते गेहूं दिये जा रहे हैं। बम्बई बन्दरगाह से एक हजार टन विदेशी गेहूं लेकर प्रति दिन एक विशेष मालगाड़ी दिल्ली पहुंच रही है।

प्रश्न है कि आखिर यह दशा देश में कैसे पैदा हुई और बढ़ती ही क्यों जा रही है ?

प्रातः ६ मासे से एक तोला तक त्रिफला चूर्ण गरम जल से खाना चाहिए।

१६. नियम ३ के अनुसार अमुक तारीख आने पर प्रातः आप ईश्वर से प्रार्थना करें कि आज आप अपने जीवन में अपने लिये एक शुभ कार्य कर रहे हैं, सो वह आपको साहस दे और आप इस कार्य में सफल रहें। अब आप दृढ़ता से धूम्रपान व तम्बाकू त्याग दें। ईश्वर आपको इस कार्य में सफलता देगा।

१७. अगर आपके साथी आपको सिगरेट देते हैं तो आप मना कर दें। कुछ समय में आप उनको मना करने में अच्छा व गौरव समझेंगे।

१८. जो लोग धूम्रपान करते हैं उनसे अपने को अच्छा समझें। यह भावना कुछ समय बाद अपने आप ही हो जायगी।

१९. जो धन आपने धूम्रपान छोड़ने में बचाया है उसका कुछ अंश-दान व दूसरों का उपकार करने में खर्च करें।

इस प्रश्न का उत्तर यही है, कि देश में अनाज की पैदावार कम है और आवश्यकता अधिक है। इसी कारण आज हमारी यह दुर्दशा हो रही है। देश के सभी आदमी अपने आवश्यक कामों को छोड़ कर इधर ध्यान दे रहे हैं और फिर भी छुटकारा नहीं पा रहे।

इसलिये मैं अपने पत्र द्वारा आपको पाठकों से यह निवेदन करता हूँ कि वे इस अनाज के भयानक संकट को अपने लिये एक चेतावनी समझें और आज से ही अधिक से अधिक काम करने और उत्पादन बढ़ाने का निश्चय कर लें, ताकि कभी ऐसा न हो कि एक दिन देश को कपड़े की कमी के कारण भी इसी तरह कष्ट उठाना पड़े और जनता हम कपड़ा बनाने वाले कारीगरों को, कपड़े की दुकानों के सामने लाइनों में खड़ी होकर गालियां दे, जैसे कुछ वर्षों पहले राशन के समय देख भी चुके हैं। इस लिये हमें पहले ही से सावधान हो जाना चाहिए।

मेरा यह निवेदन केवल कपड़े के कारीगरों से ही नहीं, अन्य वस्तुओं के उत्पादक-कारिगरों से भी है। उन को भी अपनी-अपनी वस्तुओं का उत्पादन बढ़ाकर देश को संकटों से बचाने तथा सब चीजों को सस्ती करने में अपना अधिक से अधिक बल लगाने की जरूरत है, जिससे जनता सुख-चैन से रह सके। केवल यही सच्ची देश-सेवा तथा प्रभु-भक्ति है।

मुझे आशा है कि आपके सभी पाठकगण मेरी इस तुच्छ सी प्रार्थना की ओर अवश्य ध्यान देंगे और सच्ची लगन से काम करके अपना तथा देश का हित करेंगे।

सत्यनारायण शर्मा,  
आफिस, स्व० भा० मिल

## हिसार मिल के सम्बन्ध में सच्ची बात

(पृष्ठ १ का शेष)

रहना—इस सबसे कारीगर को क्या हासिल हो सकता है, यह सभी अपने मन में सोचकर खुद ही ठीक राह पर चलने का फैसला करें। मैनेजमेंट हर समय शांति व सुव्यवस्था चाहता है और उसके लिये प्रयत्नशील रहेगा।

जनरल मैनेजर  
हिसार टेक्सटाइल मिल

१४ जनवरी १९५६ को दिल्ली क्लाय मिल के लाइब्रेरी हाल में मिल के उन कर्मचारियों को पुरस्कार दिये गये जिनके सुझाव इस बीच में सुझाव कमटी की सिफारिश पर मंजूर हुए हैं।

श्री पी० एन० सक्सेना की प्रार्थना पर पुरस्कार देने के बाद श्री पाठक जी ने कहा कि आगे के लिए ऐसा विचार है कि सुझाव पुरस्कार जल्द-जल्द दे दिये जाया करें जिससे सुझाव देने वालों को निराशा न हो और इनाम पाने वालों से परिचय भी होता रहे।

सुझाव और पुरस्कार का जिक्र करते हुए आपने कहा कि इनाम कोई सुझाव की कीमत नहीं बल्कि सुझाव देने वाले की कदरदानी है। कम्पनी को चाहिये कि वह कारीगरों के सुझावों का ख्याल करे और कारीगर कम्पनी की कदरदानी का।

आपने कहा कि मिल में बहुत सी समस्याएँ हैं। कारीगरों का ध्यान उनकी तरफ जाना चाहिये। फ़ैक्टरी इंस्पेक्टर ने भी कुछ मसले हमारे सामने रखे हैं जिनमें बहुत खर्चा होगा। कारीगर सुझाव देकर उन्हें हल कर सकते हैं। इसी तरह अपनी हिफाजत के बहुत से सुझाव दे सकते हैं।

आपने सुनाया कि लड़ाई के जमाने में जब बाहर से माल नहीं आता था, बड़े लाला जी ने हमारे सामने पलूटेड रोलर बनाने का काम रखा था। उस का बनाना तो मुश्किल नहीं था मगर उसकी परिवर्तनशीलता का मसला मुश्किल था क्योंकि उसके लिए लोहे की चमड़ी को सख्त करना था जिससे वह टेढ़ी हो जाती थी। उस वक्त इंजीनियरिंग खाते में घीसा लुहार नाम का एक बड़ा होशियार कारीगर था जो दो-तीन दिन गौर करने के बाद मुश्किल से मुश्किल काम कर लेता था। यह काम भी उसी ने किया। अब तो पहले जैसी बात नहीं रही। हम बहुत आगे बढ़ गये हैं। फिर कोई बात नहीं कि हम मशीनों के स्पेयर पार्ट क्यों नहीं बना सकते। या किसी पुरजे को कुछ नुकसान पहुंच जाय तो उसे क्यों नहीं ठीक कर सकते।

विदेशों के कारीगरों का जिक्र करते हुए आपने कहा कि वे लोग यह कभी नहीं सोचते कि उनकी किसी ईजाद के बदले में उन्हें क्या मिलता है। वे तो यही सोचते हैं कि जिन्दगी में कुछ करना ही चाहिये। ऐसा ही आप

## सुझाव देने में दूसरों की दिलचस्पी पैदा करें

सुझाव पुरस्कार विजेताओं को श्री पाठक जी की सलाह

लोग भी सोचें। आप देखते हैं कि कोई पाइप को मोड़कर सुन्दर कुर्सी बना देता है, कोई ऐसा ही और कोई काम कर देता है जबकि हम दूसरों की ईजाद की इंतजार करते हैं। मिल में आने के वक्त से घर जाने के वक्त तक दसों मसले हमारे सामने आते हैं जिनमें से हल एकाध का ही निकलता है।

एक सलाह आपने यह दी कि

दो चार होते हैं लेकिन कोई न समझे तो इसे साबित नहीं कर सकते। यानी सच्ची बात को भी दूसरों को समझा नहीं सकते। अगर यह मुमकिन हो सके तो उद्योग के बहुत से झगड़े मिट जायें।

हमें अपनी निगाह आर्थिक लाभ या मशीनों और पुर्जों तक ही सीमित नहीं रखनी चाहिये बल्कि अपना दायरा बढ़ाना चाहिये और दृष्टि को

### प्रजातंत्र की जय बोलो

[ श्री मौजोराम शर्मा, सी. एम. ओ. ]

सब हिल-मिल कर, नवभारत की, प्रजातंत्र की जय बोलो,  
नवप्रभात की, नव समाज की, लोकतंत्र की जय बोलो !

मुक्त दासता से हो गुंजित जब स्वराज्य का मंत्र हुआ।  
राजतंत्र भी विदा हुआ तब भारत में गणतंत्र हुआ।  
प्रजाजनों के शासन का तब चिरसपना साकार हुआ,  
बहुत दिनों के बाद देश में, जन जन का अधिकार हुआ।  
आज युगों के बाद धरा का, मन वाञ्छित सिंगार हुआ,  
बहुत दिनों के बाद देश में, नवजीवन संचार हुआ।

ढोल बजा कर, कदम मिला कर, निज शासन की जय बोलो,  
सब हिल-मिल कर, नवभारत की, प्रजातंत्र की जय बोलो।  
नवप्रभात की, नव समाज की, लोकतंत्र की जय बोलो !

गई विषमता, समता आई, सफल योजना का क्रम है,  
ऊंच-नीच के भेद मिटे अब, नहीं रूढ़ियों में दम है।  
प्रजा न कोई, नृप ना कोई, जन-नेता संचालक हैं,  
खुद ही सेवक, खुद ही स्वामी, खुद शासित खुद पालक हैं,  
नया रंग है, नया ढंग है, नूतन साज सजाना है।  
नई उमंगों, नई तरंगों से नवजीवन लाना है।

ला नैतिकता, बढ़ा एकता, अनुशासन की जय बोलो,  
सब हिल-मिल कर, नवभारत की, प्रजातंत्र की जय बोलो !  
नव प्रभात की, नव समाज की, लोकतंत्र की जय बोलो !

दूसरे के काम का जायज फायदा भी नहीं उठाना चाहिये, बल्कि जैसे अफसर किसी सुझाव के बारे में अपनी राय देकर भी उसे जाहिर नहीं करते ऐसे ही कारीगरों को भी एक दूसरे के साथ करना सीखना चाहिये। इसमें बड़ा आनंद मिलता है। सुझाव देने में दूसरे लोगों की दिलचस्पी पैदा करने की कोशिश करनी चाहिये। इस तरह नई-नई सूझ निकल सकती हैं।

आपने कहा कि सुझाव टेकनिकल बातों में ही नहीं, प्रबंध के कामों में भी दिये जा सकते हैं। मसलन हम किसी को यह तो बता सकते हैं कि दो और

व्यापक करना चाहिये। यों हमारे देशके कारीगर बाहरके कहींके कारीगरों से भी कम होशियार नहीं हैं। दूसरे देशों में तो शिक्षा और ट्रेनिंग का स्तर बहुत ऊंचा है लेकिन हमारे देश में यह सब न होते हुए भी हमारे कारीगर इतने समझदार हैं।

दायरा बढ़ाने के बारे में श्री हरि सिंह ने सुझाव दिया कि इसका उपाय यह हो सकता है कि कारीगरों को दूसरी चीजें भी दिखाई जाया करें और दिक्कतों और मसलों का चार्ट हर खाते में टांग दिया जाया करे जिससे हर कारीगर को उन पर विचार करने का मौका मिल सके।

श्रम सहकारी डा० कपूर ने अपने विचार प्रकट करते हुए बतलाया कि कोई काम करने के लिए अपने सामने किसी उद्देश्य का होना जरूरी है। मसलन आज प्रधानमंत्री लोगोंसे अपने देश पर कुर्बान होने की अपील करें तो बहुत से तैयार हो जायेंगे। रुखा तो नीचे दरजे की चीज है और कम्पनी का नफा भी आपका ही नफा है। आप ही कम्पनी हैं। आपके काम की कोई कीमत नहीं दी जा सकती। इनाम तो सिर्फ प्रोत्साहन देने के लिए दिया जाता है।

श्री प्रकाशचन्द्र जी के धन्यवाद देने के बाद यह कार्यक्रम समाप्त हुआ।

इस जलसे में निम्नलिखित कर्मचारियों को पुरस्कार दिये गये—

श्री दीनदयाल फिटर हेवी इंजी० ५०), श्री रवेलसिंह टर्नर रिपेयर शाप २५), श्री बनारसीदास बंधानी इंजी० ३०), श्री रामदत्त फिटर रिपेयर शाप ३०), श्री मोहनलाल मिलर न्यू वर्कशाप ३०), श्री हेतराम फिटर तथा श्री मदनलाल टर्नर न्यू वर्कशाप हरेक ३०), श्री बलजीत सिंह फिटर डाई हाउस ४०), श्री हरिसिंह मिस्त्री तथा श्री रविदत्त फिटर रिपेयर शाप प्रत्येक १००), श्री मलिकसिंह टर्नर रिपेयर शाप ४०), श्री मनोहरलाल टर्नर न्यू वर्कशाप २००) तथा १००) का खास इनाम जनरल मैनेजर साहब की ओर से, श्री महेशचन्द्र फिटर रिपेयर शाप ७५), श्री भूपालदेव फिटर हेवी इंजी० ५०), श्री छोटे-लाल फिटर रिपेयर शाप ५०), श्री रविदत्त तथा श्री बाबूलाल फिटर रिपेयर शाप प्रत्येक ७५), श्री महेशचन्द्र तथा श्री जमना प्रसाद फिटर रिपेयर शाप प्रत्येक ५०) और श्री प्रेमनाथ शर्मा तथा श्री गुरुबख्शसिंह हेवी इंजी० प्रत्येक ३०)

### पहेलियां

१  
चार अक्षर का नाम है,  
दो अक्षर की बात।  
खड़ी करो तो गिर पड़े,  
दौड़ी मीलों जात।

२  
श्याम गौर दो नारी नर  
कभी न रहते मिलकर घर।  
नारी आये नर भग जाये  
नर आये नारी छिप जाये।

३  
चलती चलती शब्द सुनाती,  
कभी नहीं नजरों में आती।  
साथ रहे वह दूर न जाती,  
चली चली दुनियां विल्लाती।  
(पहेलियों के उत्तर पृष्ठ ७ पर)

## डा० ग्रोटेवाल

गत मंगलवार १३ जनवरी को पूर्वी जर्मनी, याने जर्मन लोकतंत्रीय गणराज्य के प्रधान मंत्री डा० ओटो ग्रोटेवाल इराक से पांच दिन की भारत यात्रा पर नई दिल्ली के पालम हवाई अड्डे पर पहुंचे, जहां श्री कृष्णमेनन, श्रीमती अरुणा आसफ-अली और दूसरे लोगों ने उनका शानदार स्वागत किया। डा० ग्रोटेवाल के साथ उनकी पत्नी, पूर्वी जर्मनी के उपप्रधान मंत्री, विदेश मंत्री डा० लोथर बोल्ज तथा उनके दल के अन्य सदस्य थे। हवाई अड्डे पर स्कूलों की बालिकाओं ने अतिथियों को फूलों के सुन्दर गुलदस्ते भेंट किये और नई दिल्ली में रहने वाले जर्मन बच्चों ने पूर्वी जर्मनी की झंडियों से उनका स्वागत किया। डा० ग्रोटेवाल ने इस स्वागत के उत्तर में कहा—“भारत पहुंचने पर मेरा जो मैत्रीपूर्ण स्वागत किया गया है उसके लिये मैं भारत सरकार तथा उसकी जनता का अत्यन्त कृतज्ञ हूँ। इस महान देश और भारतीय जनता में हम विश्व शांति की प्रबल इच्छा देखते हैं। हमें आशा है कि यहां हमारी बातचीत से शांति के पक्ष को बल मिलेगा। मैं भारतीय जनता के लिये पूर्वी जर्मनी की शुभ कामना लाया हूँ।”

दो दिन राजधानी में ठहरने के बाद, जहां उन्होंने “भारत १९५८” प्रदर्शनी देखी और श्री नेहरू तथा डा० राधाकृष्णन से और पूर्वी जर्मनी के आर्थिक सहयोग के अतिरिक्त बर्लिन की समस्या और सोवियत रूस के जर्मनी के बारे में शांति संधि के नये प्रस्ताव पर अन्य व यूरोपीय मामलों पर बातचीत की, डा० ग्रोटेवाल नांगल भाखड़ा, आगरा आदि स्थान देखने गये।

चूंकि भारत और पूर्वी जर्मनी में आपस में राजदूतों का संबंध नहीं है, डा० ग्रोटेवाल तथा उनके साथियों के स्वागत में वैसा प्रदर्शन नहीं किया जा सका जैसा कि अन्य प्रधान मंत्रियों के स्वागत में किया जाता है जो राजकीय दौरे पर भारत आते हैं। किन्तु उसके अलावा उनका स्वागत पूरे सम्मान के साथ किया गया।

### जीवन परिचय

श्री ओटो ग्रोटेवाल का जन्म ११ मार्च १८९४ को ब्रौनशविग नामक नगर में हुआ था। बचपन में उन्होंने छपाई का काम सीखा और जबकि वे छोटी ही उम्र के थे वे समाजवादी

श्रम नवयुवक आन्दोलन तथा जर्मनी की समाजवादी लोकतंत्रीय पार्टी में सम्मिलित हो गये। उन्होंने सामाजिक बीमा क्षेत्र में भी काम किया।

अपनी युवावस्था से ही राजनीतिक आन्दोलन में भाग लेने और श्रमिक वर्ग के हित का सदा ध्यान रखने के कारण वे जल्दी ही समाजवादी लोकतंत्र दल के सम्मानित नेता बन गये। जब वे २७ वर्ष के ही थे, वे ब्रौनशविग क्षेत्र में शिक्षा और गृह-विभाग के मंत्री बने। तब वे जर्मनी में सबसे छोटी उम्र के मंत्री थे। १९२५ में वे जर्मनी की संसद के सदस्य चुने गये और ब्रौनशविग में समाजवादी लोकतंत्रीय दल के अध्यक्ष बन गये।

श्री ग्रोटेवाल उस तानाशाही प्रवृत्ति का सख्त विरोध करते थे जो जर्मनी में राजसत्ता हथियाने का प्रयत्न कर रही थी। इसका नतीजा यह हुआ कि हिटलर सरकार ने ओटो ग्रोटेवाल को अपना नगर छोड़ने को मजबूर किया। बाद में वे बर्लिन और फिर वहां से हैम्बर्ग चले गये जहां उन्होंने तानाशाही विरोधी आन्दोलन में अच्छा भाग लिया। हिटलर की खुफिया पुलिस ने ग्रोटेवाल को गिरफ्तार कर लिया। उनको राजद्रोह के आरोप में जेल में ठूस दिया गया। लेकिन जेल से बाहर निकलते ही वे फिर फासिस्ट विरोधी संघर्ष में जुट गये। जबकि वे दुबारा गिरफ्तार किये जाने वाले थे, वे किसी प्रकार बच कर जर्मनी से बाहर चले गये।

द्वितीय महायुद्ध के बाद, डा० ग्रोटेवाल ने साम्यवादी दल के तत्कालीन अध्यक्ष विल्हेल्मपीक (जो कि अब पूर्वी जर्मनी गणराज्य के राष्ट्रपति हैं) के साथ सहयोग किया। अब डा० ग्रोटेवाल नये समाजवादी लोकतंत्रीय दल के अध्यक्ष थे। दोनों दलों को मिला दिया गया और उसका नाम ‘समाजवादी एकता दल’ रख दिया गया।

जब अक्टूबर १९४९ में जर्मन लोकतंत्रीय गणराज्य की स्थापना हुई तो सब दलों ने सर्वसम्मति से श्री ग्रोटेवाल को प्रधानमंत्री चुना और तब से वे इसी पद पर काम कर रहे हैं।

श्री ग्रोटेवाल जर्मन एकता के पक्के समर्थक हैं। वे साम्राज्यवाद तथा सैनिकवाद के विरोधी हैं और समाजवाद के लिये प्रयत्नशील हैं।

अपनी पांच दिन की भारत यात्रा के बाद, श्री ग्रोटेवाल उत्तरी वियत-

नाम और चीन की यात्रा पर रवाना हो गये।

## मार्शल टीटो

यूगोस्लेविया के राष्ट्रपति मार्शल टीटो भारत के ७ दिन के राजकीय दौरे पर १३ जनवरी की सुबह ‘गालेब’ जलयान में बर्मा की राजधानी रंगून से मद्रास पहुंचे। जब उनका जलयान बंगाल की खाड़ी में भारत से लगभग १५ मील दूर था, भारतीय नौसेना की विध्वंसक टुकड़ी माननीय अतिथि तथा उनके दल का स्वागत करने के लिये गई। मद्रास बन्दरगाह पर उनका जहाज पहुंचते ही २१ तोपों की सलामी दी गई।

मार्शल टीटो अपनी पत्नी श्रीमती जोवांका ब्रौज, यूगोस्लाव सरकार के कुछ अधिकारियों, संसद-सदस्यों, पांच प्रमुख पत्रकारों तथा १७ निजी कर्मचारियों के साथ पिछले मास अफ्रीका-एशिया के सात देशों की यात्रा पर जलयान द्वारा रवाना हुए थे। मिस्र, इंदोनेशिया और ब्रह्मा की यात्रा कर चुकने के बाद वे एक सप्ताह के लिये भारत आये और श्रीलंका, इथियोपिया, सूडान और फिर मिस्र की यात्रा पर चल पड़े। उनकी इस यात्रा का उद्देश्य तटस्थ देशों के साथ सम्पर्क बढ़ाना और उन में आपसी सहयोग की वृद्धि का प्रयास करना है।

मद्रास में एक दिन रुक कर, जहां उन्होंने महाबलिपुरम् तथा कांची-पुरम् के प्रसिद्ध ऐतिहासिक मंदिर देखे, राष्ट्रपति टीटो १४ जनवरी की दोपहर को हवाई जहाज द्वारा नई दिल्ली के पालम हवाई अड्डे पर आये जहां उनको आठ तूफानी जेट विमानों ने सलामी दी और २१ तोपें दागी गईं। हवाई अड्डे पर, उन के स्वागत के लिये, भारत के राष्ट्रपति, उपराष्ट्रपति, प्रधान मंत्री, दिल्ली की महापौर तथा मंत्रीमंडल के सदस्य उपस्थित थे। मार्शल टीटो की यह दूसरी भारत यात्रा है। चार साल पहले भी वे यहां आये थे।

डा० राजेन्द्र प्रसाद ने हवाई अड्डे पर मार्शल टीटो का स्वागत करते हुए आशा प्रकट की कि इस यात्रा से भारत व यूगोस्लेविया के बीच मित्रता व सद्भावना और भी दृढ़ होगी। नये वर्ष के प्रारंभ में होने के कारण यह यात्रा दोनों देशों के बीच संबंध बढ़ाने के लिये एक शुभ

श्रम नवयुवक आन्दोलन तथा जर्मनी की समाजवादी लोकतंत्रीय पार्टी में सम्मिलित हो गये। उन्होंने सामाजिक बीमा क्षेत्र में भी काम किया।

अपनी युवावस्था से ही राजनीतिक आन्दोलन में भाग लेने और श्रमिक वर्ग के हित का सदा ध्यान रखने के कारण वे जल्दी ही समाजवादी लोकतंत्र दल के सम्मानित नेता बन गये। जब वे २७ वर्ष के ही थे, वे ब्रौनशविग क्षेत्र में शिक्षा और गृह-विभाग के मंत्री बने। तब वे जर्मनी में सबसे छोटी उम्र के मंत्री थे। १९२५ में वे जर्मनी की संसद के सदस्य चुने गये और ब्रौनशविग में समाजवादी लोकतंत्रीय दल के अध्यक्ष बन गये।

श्री ग्रोटेवाल उस तानाशाही प्रवृत्ति का सख्त विरोध करते थे जो जर्मनी में राजसत्ता हथियाने का प्रयत्न कर रही थी। इसका नतीजा यह हुआ कि हिटलर सरकार ने ओटो ग्रोटेवाल को अपना नगर छोड़ने को मजबूर किया। बाद में वे बर्लिन और फिर वहां से हैम्बर्ग चले गये जहां उन्होंने तानाशाही विरोधी आन्दोलन में अच्छा भाग लिया। हिटलर की खुफिया पुलिस ने ग्रोटेवाल को गिरफ्तार कर लिया। उनको राजद्रोह के आरोप में जेल में ठूस दिया गया। लेकिन जेल से बाहर निकलते ही वे फिर फासिस्ट विरोधी संघर्ष में जुट गये। जबकि वे दुबारा गिरफ्तार किये जाने वाले थे, वे किसी प्रकार बच कर जर्मनी से बाहर चले गये।

द्वितीय महायुद्ध के बाद, डा० ग्रोटेवाल ने साम्यवादी दल के तत्कालीन अध्यक्ष विल्हेल्मपीक (जो कि अब पूर्वी जर्मनी गणराज्य के राष्ट्रपति हैं) के साथ सहयोग किया। अब डा० ग्रोटेवाल नये समाजवादी लोकतंत्रीय दल के अध्यक्ष थे। दोनों दलों को मिला दिया गया और उसका नाम ‘समाजवादी एकता दल’ रख दिया गया।

जब अक्टूबर १९४९ में जर्मन लोकतंत्रीय गणराज्य की स्थापना हुई तो सब दलों ने सर्वसम्मति से श्री ग्रोटेवाल को प्रधानमंत्री चुना और तब से वे इसी पद पर काम कर रहे हैं।

श्री ग्रोटेवाल जर्मन एकता के पक्के समर्थक हैं। वे साम्राज्यवाद तथा सैनिकवाद के विरोधी हैं और समाजवाद के लिये प्रयत्नशील हैं।

अपनी पांच दिन की भारत यात्रा के बाद, श्री ग्रोटेवाल उत्तरी वियत-

नाम और चीन की यात्रा पर रवाना हो गये।

## मार्शल टीटो

यूगोस्लेविया के राष्ट्रपति मार्शल टीटो भारत के ७ दिन के राजकीय दौरे पर १३ जनवरी की सुबह ‘गालेब’ जलयान में बर्मा की राजधानी रंगून से मद्रास पहुंचे। जब उनका जलयान बंगाल की खाड़ी में भारत से लगभग १५ मील दूर था, भारतीय नौसेना की विध्वंसक टुकड़ी माननीय अतिथि तथा उनके दल का स्वागत करने के लिये गई। मद्रास बन्दरगाह पर उनका जहाज पहुंचते ही २१ तोपों की सलामी दी गई।

मार्शल टीटो अपनी पत्नी श्रीमती जोवांका ब्रौज, यूगोस्लाव सरकार के कुछ अधिकारियों, संसद-सदस्यों, पांच प्रमुख पत्रकारों तथा १७ निजी कर्मचारियों के साथ पिछले मास अफ्रीका-एशिया के सात देशों की यात्रा पर जलयान द्वारा रवाना हुए थे। मिस्र, इंदोनेशिया और ब्रह्मा की यात्रा कर चुकने के बाद वे एक सप्ताह के लिये भारत आये और श्रीलंका, इथियोपिया, सूडान और फिर मिस्र की यात्रा पर चल पड़े। उनकी इस यात्रा का उद्देश्य तटस्थ देशों के साथ सम्पर्क बढ़ाना और उन में आपसी सहयोग की वृद्धि का प्रयास करना है।

मद्रास में एक दिन रुक कर, जहां उन्होंने महाबलिपुरम् तथा कांची-पुरम् के प्रसिद्ध ऐतिहासिक मंदिर देखे, राष्ट्रपति टीटो १४ जनवरी की दोपहर को हवाई जहाज द्वारा नई दिल्ली के पालम हवाई अड्डे पर आये जहां उनको आठ तूफानी जेट विमानों ने सलामी दी और २१ तोपें दागी गईं। हवाई अड्डे पर, उन के स्वागत के लिये, भारत के राष्ट्रपति, उपराष्ट्रपति, प्रधान मंत्री, दिल्ली की महापौर तथा मंत्रीमंडल के सदस्य उपस्थित थे। मार्शल टीटो की यह दूसरी भारत यात्रा है। चार साल पहले भी वे यहां आये थे।

डा० राजेन्द्र प्रसाद ने हवाई अड्डे पर मार्शल टीटो का स्वागत करते हुए आशा प्रकट की कि इस यात्रा से भारत व यूगोस्लेविया के बीच मित्रता व सद्भावना और भी दृढ़ होगी। नये वर्ष के प्रारंभ में होने के कारण यह यात्रा दोनों देशों के बीच संबंध बढ़ाने के लिये एक शुभ

पिछले सप्ताह के हमारे दो अतिथि

# डा० ग्रोटेवाल तथा मार्शल टीटो

[ श्री जयप्रकाश वैश्य, जी० एम० आरिस्त ]

लक्षण है। राष्ट्रपति टीटो ने इसके उत्तर में कहा कि मुझे विश्वास है कि मेरी दिल्ली यात्रा तथा यहां की बातचीत से अन्ताराष्ट्रीय क्षेत्र में शांति बनाये रखने और तनाव कम करने में योग मिलेगा। उन्होंने भारत की जनता की सुख-समृद्धि की कामना की।

से भारत और यूगोस्लेविया के विश्व के तनाव व शीतयुद्ध को दूर करने के प्रयत्न को बल मिलेगा। दोनों देशों का आपसी संबंध निकटतम है तथा राष्ट्रसंघ में भी निःशस्त्रीकरण तथा अन्य अनेक मामलों पर आपस में पूर्ण सहयोग है। यूगोस्लेविया साम्यवादी देश होने के बावजूद साम्यवादी गुट

## नेता जी

(२३ जनवरी को जिन की जयन्ती है)

[ श्री कृपाल सिंह शर्मा रिग बो ]

भारत के भावी युवकों को शुभ पाठ पढ़ाया नेता ने।  
निज मातृभूमि का सदियों का संताप मिटाया नेता ने ॥

सारे जीवन निर्भीक रहा कष्टों की कुछ परवाह न की।  
दुश्मन के बहुत प्रहार सहे पर कभी तनिक भी आह न की ॥

माता को हम आजाद करें यह लक्ष्य बनाया नेता ने।  
निज मातृभूमि का सदियों का संताप मिटाया नेता ने ॥

सुन शेर बबर की गर्जन को दुश्मन की छाती दहल गई।  
भारत के शासक गोरों के जीवन की वह चहल पहल गई।

अब नहीं गुलामी रह सकती संकेत कराया नेता ने।  
निज मातृभूमि का सदियों का संताप मिटाया नेता ने ॥

बाघाओं से वह सदा लड़ा पर जरा न मन में घबराया।  
निर्भय था नेता जी ऐसा कर दिखलाया जो मन में आया।

उस घोर अंधेरे में आकर था दीप जलाया नेता ने।  
निज मातृभूमि का सदियों का संताप मिटाया नेता ने ॥

सूने से मन में नेता की जब याद हमें आ जाती है।  
तो अंतस्तल में देश भक्ति की ज्योति नई जल जाती है।

हम भूले भटके से बैठे थे मार्ग दिखाया नेता ने।  
निज मातृभूमि का सदियों का संताप मिटाया नेता ने ॥

मार्शल टीटो दो दिन राजधानी में ठहरे, जहां उन्होंने श्री नेहरू से विभिन्न अन्ताराष्ट्रीय मामलों और आपसी संबंधों के बारे में बातचीत की। विश्वशांति और अनेक अन्ताराष्ट्रीय मामलों पर दोनों देशों की नीति में एकरूपता होने के कारण, अनुमान लगाया जाता है कि मार्शल टीटो के इस दौरे

का सदस्य नहीं है और भारत गैर साम्यवादी राष्ट्र होते हुए भी साम्यवादी विरोधी गुट में सम्मिलित नहीं है।

अतिथियों ने "भारत १९५८" प्रदर्शनी भी देखी।

१६ जनवरी को मार्शल टीटो हैदराबाद गये जहां उन्होंने सालारजंग संग्रहालय देखा और उसमें बहुत



एशिया भर में अपने ढंग की एक अनोखी योजना, रिहन्द-बांध योजना, बंदियों को काम पर लगाने वाला सीमेंट का कारखाना, फैजाबाद के निकट सरयू नदी पर एक बहुत बड़ा पुल, वानगंगा, चन्द्रप्रभा, शारदा नहर आदि की बांध योजनाएं, उत्तरप्रदेश में लोहा, तांबा, सीसा और चूना जैसे खनिज पदार्थ मिलने वाले स्थान, कानपुर में खोला गया एक मेडिकल कालिज तथा वाराणसी में खोला गया एक संस्कृत विश्वविद्यालय, लखनऊ के पुराने अजायबघर के स्थान पर एक बड़े शानदार भवन का निर्माण, कानपुर में बनाया जा रहा एक विशाल बिजलीघर और एक मोटर बनाने का वर्कशाप जिसमें मोटर, बस, ट्रक, टैक्सी आदि तैयार की जा रही हैं, दर्शनीय हैं।

इसी मंडप में एक आधुनिक ढंग का घुमावदार जीना लगाया है जिस का अर्थ है कि नीचे से अनेक बाधाओं के चक्कर में आने के बाद भी हमें आगे बढ़ते रहना चाहिये।

एक चित्रशाला द्वारा एक कक्ष में स्वतंत्रता संग्राम की कुछ झांकी व उसके बाद की कहानी बड़े रोचक व शिक्षाप्रद ढंग से दिखाई गई है।

### बिहार राज्य का मंडप

इस मंडप के खनिज पदार्थों तथा कुटीर उद्योग देखने से बिहार राज्य के उज्वल भविष्य की एक झांकी दिखाई देती है। राज्य में कोयला, अभ्रक, यूरेनियम आदि का भारी भंडार है।

बिहार का प्राचीन और एकाधिकार प्राप्त टसर उद्योग, टसर के विभिन्न वस्त्रों का प्रदर्शन, सीप उद्योग और सीप के सुन्दर बटन, बांस के बने खिलौने, पीतल के बर्तनों पर नक्काशी, लकड़ी पर कलात्मक ढंग की कढ़ाई, वस्त्रों पर सुन्दर छपाई तथा हाथ करघे की अनेक चीजें, दक्षिण बिहार के आदिवासियों के शस्त्र, वेशभूषा, मछली पकड़ने का तरीका, पत्तियों का बना कोट, अभ्रक से बनी विभिन्न प्रकार की चीजें आदि बेसने योग्य हैं।

नदी की धारा की चाल मालूम करने का यंत्र, धान ओसाने (छिलका दूर करने) के लिये हवा देने वाला पंखा जो पांव से चलाया जाता है और जिसका मूल्य ६५) है, दर्शकों का ध्यान अवश्य आकर्षित करते हैं। यह पंखा प्रकृति पर मानव की एक विजय

## ज्ञानवर्द्धक प्रदर्शनी "भारत १९५८"

( जो ३१ जनवरी को समाप्त हो रही है )

( पिछले अंक का शेष )

है। अब किसान को धान से छिलका दूर करने के लिये ईश्वरीय हवा का मुंह ताकना नहीं पड़ेगा।

बिहार में सिंचाई तथा बिजली पैदा करने की योजनाओं की प्रगति और प्रलयकारी कोसी नदी को बांधना, बड़े सुन्दर ढंग से दिखाया गया है।

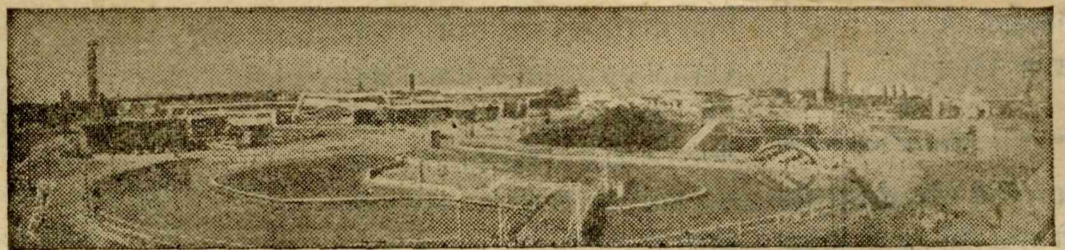
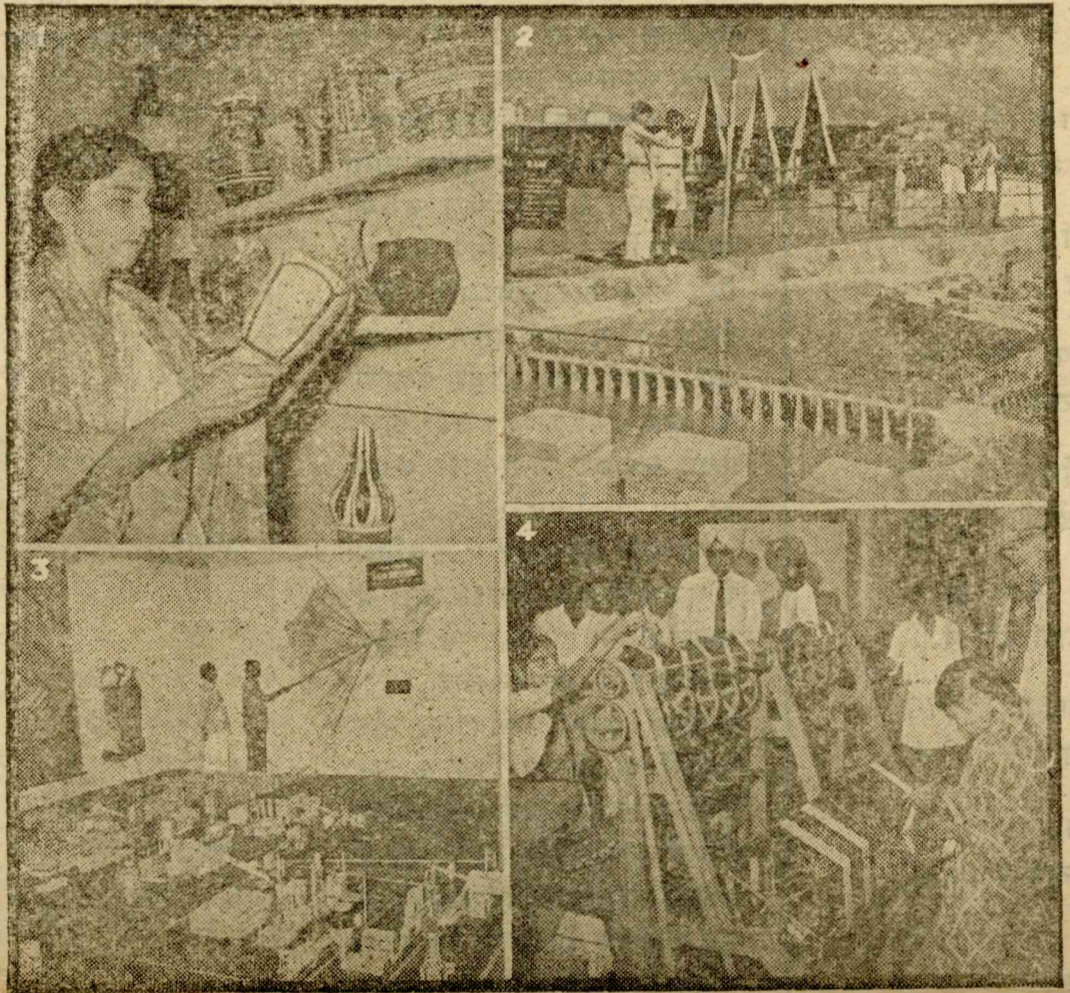
सिंदरी—सिंदरी में खाद बनाने का एक बहुत बड़ा—एशिया भर में सबसे बड़ा—कारखाना है। यह कारखाना बिहार में धनबाद से १६ मील दक्षिण दामोदर नदी के किनारे, झरिया की कोयला खानों के क्षेत्र में

स्थित है। जब इस कारखाने की कुछ विस्तार योजनाएं पूरी हो जायंगी तब इसकी गणना विश्व के सबसे बड़े कारखानों में होने लगेगी। मंडप में सिंदरी कारखाने का एक विशाल माडल दिखलाया गया है। विविध नक्शों, चार्टों और माडलों से इस कारखाने की कार्यविधि समझाई गई है। इस कारखाने में बनी खाद से देश में अन्न की पैदावार बढ़ाने में बड़ी मदद मिली है। अपने आठ वर्ष के काल में इस कारखाने ने २० लाख टन खाद तैयार की है जिससे ६० करोड़ रुपये की विदेशी मुद्रा की बचत हुई है।

### पश्चिमी बंगाल का मंडप

इस मंडप के एक कक्ष में साढ़े पांच तोले वजन की दस गज लम्बाई की ऐसी साड़ी दिखाई गई है जो एक अंगूठी में से गुजर जाती है। यह साड़ी ढाका की मलमल से बनी है। ढाका नगर तो अब पाकिस्तान में चला गया है, परन्तु इतनी महीने मलमल के बनाने वाले कुछ कारीगर पश्चिमी बंगाल के पूर्वी भाग में अब भी मिलते हैं। लगभग दो सौ वर्ष पहले ढाका की मलमल सारे संसार में प्रसिद्ध थी।

हाथी दांत से ३१ प्रकार की सूक्ष्म वस्तुएं बड़े आश्चर्यजनक ढंग से बनाई गई हैं और केवल एक छोटे से हाथी दांत के टुकड़े के अन्दर ही सारा बगीचा बना दिया गया है। दांत के अन्दर ही यह सब कारीगरी की गई



चित्र सं० १—इस चित्र में उत्तर प्रदेश हाथ करघा मंडप में एक बर्तन लुर्जा में बने मिट्टी के यंत्रन देख रहा है।

चित्र सं० २—प्रदर्शनी में कई विकास योजनाओं की झांकी दिखायी गयी है। इस चित्र में कुछ विद्यार्थी नांगल बांध को देख रहे हैं। पीछे भिलाई, राउरकेला और हुर्नापुर इत्यादि कारखानों का मंडप दिखाई दे रहा है।

चित्र सं० ३—इस चित्र में सिंदरी उर्वरक कारखाने का और वहां की बस्ती का एक नमूना दिखाया गया है।

चित्र सं० ४—इस चित्र में लघु उद्योग मंडप में मजदूरनियंत्रण रेशम का घागा लपेटती हुई दिखाई दे रही हैं।

नीचे का चित्र—प्रदर्शनी की एक मनोहर झांकी।

**कहानी**

# वहीं के वहीं

[श्री फकीरचन्द हस्तगौ, बी० कॉम० अकाउण्ट विभाग]

सर्दी कड़ाके की पड़ रही थी। शायद जनवरी का आखरी हफ्ता था। तूफान-मेल अपनी पूरी रफ्तार से दिल्ली की तरफ बढ़ती चली जा रही थी। और उसी रफ्तार से एक के बाद एक बढ़ते चले आ रहे थे मेरे सामने, मेरे अन्धकारमय भविष्य के अनेक चित्र। मैं हावड़ा से ही रेल में चढ़ा था।

एम. ए. की डिग्री लेने के पश्चात् मैं अपने कृपालु प्रोफेसरों व प्रिंसिपलों से अनेक सटिक्रैट व योग्यता के प्रमाण-पत्र इकट्ठे करने में भी किसी से पीछे न रहा था और उसी के परिणामस्वरूप उनसे लगभग एक थैला भर चुका था। यह थैला मेरी अमूल्य निधि थी, जिसे मैं उतना ही सम्हाल कर रखने का प्रयत्न करता था जितना कि एक वित्तमंत्री अपने उस थैले को सम्हाल कर रखता है, जिसमें उसके वार्षिक बजट के कागजात हों।

मैं बैठा-बैठा अपने भाग्य को कोस रहा था। एक फर्स्ट क्लास एम० ए० होने के नाते मेरे विचार से भारत में मेरे से अधिक योग्य और कोई नहीं था—पर फिर भी कोई कमबख्त नौकरी अभी तक नहीं मिल पाई थी। मैं सब पर दोषारोपण कर रहा था—क्या सरकार, क्या बड़े-बड़े नेता, और

न ही इस दोषारोपण से ईश्वर को बरखा था।

मैं अपने दुख में इतना अधिक डूबा हुआ था कि मुझे अपने पास बैठे हुए यात्रियों की बातों का भी, जो अध्यात्मवाद और राजनीति से लेकर नमक मिर्च तक की बातें कर रहे थे, ध्यान नहीं था। तभी एक झटका लगा, मैं अपने विचारों से जगा, तो देखा कि मुगलसराय जंक्शन आ गया है। जब गाड़ी जंक्शन से चलने वाली ही थी, एक वृद्ध सज्जन ने हमारे डिब्बे में प्रवेश किया। उसके पास कोई सामान नहीं था। उसकी दाढ़ी विशाल व सफेद व मुंह सुख था। उस की बायीं आंख में चमक थी, पर दाहिनी आंख उसी प्रकार बन्द थी जिस प्रकार हर इतवार को हमारे पड़ोसी की दुकान बन्द रहती है। वह मेरे बराबर आकर बैठ गया और चुपपी तोड़ते हुए बोला,

“कहिए! आप कहाँ जा रहे हैं?”

“दिल्ली”, मैंने कहा।

“क्या आप वहाँ रहते हैं?”—

दूसरा प्रश्न हुआ।

“जी नहीं।” मेरा उत्तर था।

“तो आप किस कार्यवश वहाँ जा

# दुर्घटनाओं से बचने के बारे में कुछ नियम

[ श्री बी. डी. माथुर दुर्घटना निवारण समिति ]

अक्सर दुर्घटनायें मनुष्य की लापरवाही और जल्दबाजी के कारण होती हैं। जैसे कि किसी चीज को हथौड़े से ठोकना है और ठोकने वाले के हाथ में रिच या चाबी है तो वह जल्दी में उसी से ठोकने लगता है। नतीजा यह होता है कि वह औजार खराब हो जाता है और कभी-कभी टूट भी जाता है, जिसके कारण चोट लग सकती है। इसलिये हर एक कारीगर को चाहिए कि उसे जिस औजार से काम करना

रहे हैं?”

एक अपरिचित से इस प्रकार एक के बाद एक इन प्रश्नों की बौछार से मुझे कुछ आश्चर्य सा हुआ, पर मैंने जब उसकी ओर एक दृष्टि डाली तो न जाने क्यों मुझे उत्तर देना ही ठीक जंचा और अपनी सारी करुण-कथा मैंने उससे कह डाली।

मेरी दुःख-पूर्ण कहानी सुनकर वृद्ध कुछ गंभीर सा हो गया और बोला, “आखिर किस कारण, इतने योग्य होते हुए भी, आपको इतनी यातनाएं

( शेष पृष्ठ ८ पर )

हो उसकी पहले अच्छी तरह जांच कर लें और काम करते समय किसी ओर ध्यान न दें। इस बारे में नीचे लिखी बातें विशेष ध्यान देने के लायक हैं—

(१) ग्राइंडिंग मशीन पर काम करते समय चश्मे का प्रयोग करें।

(२) किसी वस्तु को काटते या छेद करते समय किसी ओर ध्यान न दें।

(३) चैन-ब्लॉक और गाड़ी को काम में लाने से पहले उसकी जांच कर लें।

(४) भारी मशीनों की पेटियों और लट्ठों को उतारते या चढ़ाते समय मजबूती से बांध लें।

(५) हर तरह का वेल्डिंग करते समय चश्मों का और फेस शील्ड का प्रयोग करें।

(६) आरे की मशीन पर काम करते समय भी चश्मों का प्रयोग करें।

(७) वेल्ड करने से पहले वेल्डिंग रेग्युलेटर्स और गैस प्लांट को चेक कर लेना चाहिए।

(८) वेल्ड किये हुए सामान को ध्यान से उठायें।

(९) विजली के काम करने वालों को रबड़ के दस्ताने पहिनने चाहिए।

(१०) विजली की वेल्डिंग करते समय स्क्रीन बोर्ड की मदद लें।

(११) चालू मशीन के किसी भी अंग की सफाई न करें।

(१२) चालू रोलर में से वेस्ट काट कर निकालने की कोशिश न करें।

(१३) मशीन चालू करते समय उसकी जांच करें कि वह बन्द क्यों है, और चालू करते समय यह देखना जरूरी है कि मशीन के इधर-उधर कोई आदमी काम तो नहीं कर रहा है। फिर भी आवाज लगा कर मशीन चलायें।

(१४) खाते के फर्श पर कोई वस्तु न गिरने दें, क्योंकि उस पर पैर फिसलने का भय रहता है।

(१५) बुनते खाते के रोलर से कपड़ा उतारते समय जल्दबाजी न करें और खाली बेलन भी सावधानी से उतारें।

पृष्ठ ३ की पहेलियों के उत्तर  
१. साइकिल २. रात-दिन ३. हवा

# चारों ओर सफाई

[ श्री पी० आर० बिलगी सुपरवाइजर बीविग २ ]

पत्रिका के सभी पाठक जानते होंगे कि क्या मिल में और क्या रहने के मकानों में, सफाई रखने के लिये सभी की तरफ से कोशिश की जाती है। लेकिन मन की प्रसन्नता अपने मकान की चार दीवारी के अंदर ही सफाई रखने से नहीं हो सकती। दीवारों के बाहर का वातावरण भी साफ रहना चाहिए।

अपने यहाँ जो रामलीला उद्यान है, उसमें सभी लोग आकर बैठते हैं और बच्चे भी खेलते हैं। कोई भी मनुष्य बैठने से पहले जहाँ बैठा है उस जगह की सफाई देख लेता है। लेकिन अपने पार्क में इस चीज का ख्याल, बैठने वाले कम करते हैं। मिल के अलावा और बहुत से बाहर के लोग भी अपने यहाँ मिलने के लिये आते हैं। उन्हें हमारी गंदी आदतें देखकर अफसोस होता होगा।

खुली जगह में कुछ पेड़ लगे हुए हैं। क्वार्टरों में रहने वाले कारीगरों

के बच्चे पेड़ों की रक्षा के लिये बनायी हुई दीवारों पर चढ़कर इनको तोड़ देते हैं। सभी को चाहिए कि जिसके मकान के सामने पेड़ लगा हुआ है, उसकी हर प्रकार से हिफाजत करे। जब ये पेड़ बड़े हो जायेंगे तो हमें छाया देंगे। शहरों में खेलने के लिये ऐसे बड़े पार्क कम होते हैं। यदि इस पार्क का हम उचित इस्तेमाल नहीं करेंगे तो ऐसे पार्क से क्या लाभ उठा सकते हैं?

एक बात और है। सरदी के मौसम में सभी लोग धूप में बैठते हैं, और बाहर बैठकर गन्ना भी चूस लेते हैं। गन्ना चूसना तो बुरी चीज नहीं, लेकिन उसके छिलके सड़क पर फेंकना ठीक नहीं। जमादार सबेरे ही सफाई कर जाता है लेकिन सुबह के १० बजे तक ऐसा दृश्य दिखलाई पड़ने लगता है जैसे सुबह से सफाई नहीं हुई है। अगर हर एक मनुष्य इन बातों का ख्याल करे तो हमारे क्वार्टरों के चारों तरफ सफाई अच्छी रह सकती है।

( पृष्ठ ६ का शेष )  
है। ये बातें इस मंडप में देखने को मिलती हैं।

## कठपुतलियों का आकर्षक नृत्य

प्रदर्शनी के द्वार नं० २ से घुसते ही दर्शक का ध्यान दो विशाल कठपुतलियों की ओर जाता है, जो लगातार बड़े ही आकर्षक ढंग से नाच कर दर्शकों का मनोरंजन करती रहती हैं। पूछताछ करने पर मालूम हुआ कि पुरुष वाली कठपुतली अपनी कला द्वारा कर्नाटक की एक कथा के “यक्षगण” कथानायक को प्रस्तुत करती है जिसमें गदा, रूमाल किरीट, (मुकुट) वेशभूषा मुंह से बाहर निकले दांत ज्यों के त्यों रखे गये हैं। दूसरी स्त्री कठपुतली भारत नाट्य की नर्तकी को चित्रित करती है। बड़ी कठपुतली के बायीं ओर ऊपर गरुड़ की पुतली भी है। साधारण व्यक्ति इन कठपुतलियों को प्रायः रावण, सीता और जटायु समझ लेते हैं, जो ठीक नहीं है।





**HISSAR TEXTILE MILLS, HISSAR**

Proprietors :  
Delhi Cloth & General Mills Co. Ltd. Delhi.

No. \_\_\_\_\_

261

HISSAR,  
17. JAN. 1959

Dated \_\_\_\_\_ 195.

The Labour Commissioner,  
Punjab,  
Ambala Cantt.

27 JAN 1959

Dear Sir,

We are indeed very thankful to you for deputing Shri Joginder Singh, Labour & Conciliation Officer for conciliation on 15-1-59.

It is really a matter of regret that inspite of best efforts on the part of Shri Joginder Singh and all the possible goodwill gestures on the part of the Management, the conciliation proceedings could not bear any fruit and ultimately broke down. Neither the Conciliation Officer nor the Management could help it because of the uncompromising attitude of the representatives of the Union. Shri Joginder Singh did his very best to impress upon the representatives of the Union that their present attitude would not lead them anywhere and also tried to explain to them their constitutional rights and obligations but unfortunately they were adamant not to listen to any reason.

It will not be out of place to mention here that the general attitude of the Union towards the Industry has been very damaging and they have been indulging in nefarious and uncivilised activities during the last one year or so. Indiscipline, impertinence, refusal to work, wilful damage to the important and expensive parts of the machinery, unlawful demonstrations and constant threats to go on strike have become a daily routine with the workers. This is of-course done at the instance and instigation of a few outsiders with the collaboration of about half a dozen of workers. It was entirely due to the efforts of Shri Joginder Singh that the one hour stay-in strike on 13-1-59 was avoided. All such indecent, unlawful and illegal acts of the Union have been condemned even by the Works Committee and a copy of their resolution dated 12-1-59 is enclosed herewith for your reference. The Union has not paid any heed to any advice from any quarter and in fact after the break-down of the conciliation proceedings on 15-1-59, Shri Kanahi Ram, Office Secretary of the Union again delivered a rather provocative and threatening speech at 11 P.M. on the said date.

We are afraid that unless better sense prevails upon the representatives of the Union it may not be possible to run the industry on the proper lines.

P.T.O.

HISSAR TEXTILE MILLS HISSAR

In the end we would request you to kindly use your good offices and deal with the Union in a manner which may be useful to the workers, the industry and the Nation.

Yours faithfully,

*[Signature]*  
GENERAL MANAGER.

Copies to:

1. The Labour Officer, Bhiwani.
2. The Secretary, Labour Department, Chandigarh.
3. All India Trade Union Congress, G.T. Road, Jullundur.
4. *HL/7/12707* ✓ All India Trade Union Congress, New Delhi.  
*Ashoka Road, Delhi*
5. Ekta Union, Kishan Ganj, Delhi.
6. The Deputy Commissioner, Hissar.
7. The Superintendent of Police, Hissar.
8. Textile Commissioner, Kanpur.
9. Textile Commissioner, Bombay.
10. Union Ministry, Labour & Employment, New Delhi.
11. All India Organisation of Industrial Employers, Peroze Shah Road, New Delhi.
12. Northern India Chamber of Commerce, Ambala Cantt.
13. The Managing Agents, D.C.M., Delhi.

EO/BE.  
16/1.



87-120  
**MILL MAZDOOR UNION**  
(RED FLAG)

261  
**BAPURAO JAGTAP**

President

, M.L.A.

Dalvi Building,  
Parel, Bombay 12.  
Tel. 63674

**S. G. PATKAR**

Gen. Secretary

, M.L.A.

January 16, 1959.

Shri Y.B. Chavan,  
The Chief Minister,  
Government of Bombay,  
B O M B A Y.

Dear Sir,

We enclose herewith a copy of our Memorandum submitted to the Commissioner of Labour (Administration) Bombay on 2nd inst. On December 26th earlier we had submitted another Memorandum to the Union Labour Ministry, New Delhi concerning conditions in the Madhav Mills. A copy of this was sent to the State Labour Minister as well.

We are not aware of any action taken on these, and the situation bids fair to deteriorate even further.

After the above was submitted wages for November 1958 were paid. But the Mill has again committed default in payment of wages for December 1958. The employment position has deteriorated even further, and now the Mill turns away over 60 per cent of its compliment.

We have therefore to draw your urgent attention to the demands voiced in the memorandum, and emphasise upon you the need to take immediate action thereon.

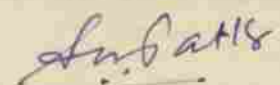
If you take any action on this, please let us know.

Thanking you,

c.c. to:

The General Secretary,  
All India Trade Union Congress,  
& Ashok Road, NEW DELHI.

Yours faithfully,

  
(S.G. Patkar, M.L.A.)  
GENERAL SECRETARY.



WORKERS UNITE

# HISSAR TEXTILE MILLS WORKERS UNION.

Regd. No 40

(A.T.U.C.)

NAGORI GATE,  
HISSAR.

Dated 6.1.1959 195

Ref. No. 11/59  
To

The Labour Officer,

Balsoni Camp Rohtak.

Subject:- Domestic enquiry

Sir,

Few days back the Management of Hissar Textile Mills Hissar has suspended Sh. Gopi Ram helper & along with two others workers on baseless and flimsy grounds. He was called for enquiry today at 3 P.M. but when he comes to know that master Shanti Sarup spinning Master is holding inquiry he pointed out to Masterji that you have your mind in charge-sheet, therefore, kindly ask some else to do inquiry. But master ji refused. He presented two applications, copied enclosed. But they refused to receive them.

In this inquiry I feel that when an official has given his mind and he is directly connected with the dispute, he cannot have open mind. The insistence of the management on selection of particular office is against the natural justice.

I, therefore, request that company may kindly be advised on the following points :-

1. They should appoint another officer as inquiry officer.
2. They should allow a Union representative to attend enquiry and defend the worker.
3. The worker should be provided copies of the statements at the end of every sitting.

I hope you will take an immediate step in the matter.

Yours faithfully,

Roohfal Sp

General Secretary.

HISSAR TEXTILE MILLS  
WORKERS UNION

A.T.U.C. New Delhi

WORKERS UNITE

HISSAR TEXTILE MILLS WORKERS UNION,

Regd. No. 40

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

NAGORI GATE,  
HISSAR.

Ref. No. 15/59

Dated 6.1.1959 195

The General Manager,  
Hissar Textile Mills,  
Hissar.

Subject:- Violation of code of discipline by the Management.

Dear Sir,

Reference your letter No. 11066, 11188, and 11606 dated 25.12.58, 27.12.58 and 3.1.58. The charges levelled against our Union workers in all the three letters are false baseless and incorrect. My enquiry reveals that no ~~offence~~ <sup>offence</sup> was burnt nor any abusive language was used for any officer by any worker. Your charge sheeting of Sh. Banarai Dass and Kishan Chand active Union workers is not correct. In this way you cannot stop their Union activities which is a legal right of every worker.

As regards demonstrations, they were completely peaceful and the workers were within their trade union right. They have not used abusive language at all. Please instruct your men whose duty is to report you ~~to give~~ correct picture of the things.

In your letter dated 3.1.59 an interesting thing is written that 'three ring helpers refused to do their normal duties at the instigation of Union leaders'. In this connection I may point out that helpers have not refused to work but instead they are not given work. The action of the management is totally illegal and against the spirit of code of discipline. Thoroughly I am convinced that in this <sup>way</sup> Industrial peace cannot be achieved. So I request that all the charge-sheets which in my opinion are baseless should be withdrawn and suspended. Workers should be allowed to work as they were doing before.

I hope you will consider my request in a proper manner.

Yours faithfully,

*Rachpal Singh*

General Secretary.

HISSAR TEXTILE MILLS  
WORKERS UNION, HISSAR

— A.I.T.U.C. Newsclips

# HISSAR TEXTILE MILLS, HISSAR

Proprietors :

Delhi Cloth & General Mills Co. Ltd. Delhi.

HISSAR.

No. \_\_\_\_\_

261

Dated 14 JAN 1959 195.

The Labour Commissioner,  
Punjab,  
Amritsar Cantt.

Subj:- Refusal to perform normal duties by  
Gurdial Singh, Pump Attndt.

Dear Sir,

We confirm having sent the following telegram to you  
on 12-1-59:-

" Gurdial Singh Pump Attndt. again disobeyed Mistry and  
refused cleaning Ducts of Air Conditioning third time stop Forms  
part of his normal duties stop Management has to take disciplinary  
action "

Cloth.

In this connection we may write that at the instigation  
of the Union the pump Attendants have been refusing to clean the  
Ducts and Defusers of the Air Conditioning Plant. They have been  
doing the cleaning of the above previously as well and this forms  
part of their normal duties. It is the third time that the above  
worker refused to clean the above.

The Labour and Conciliation Officer in conciliation  
meetings requested that status-quo be maintained and no such action  
be taken which may precipitate events. But inspite of the con-  
ciliation proceedings pending and his advice the Union conducted the  
strike on 3-1-59, served notice for slowing down and strike for one  
hour in each shift in Ring Section on 13-1-59, and delivered pro-  
vocative and abusive speeches, slogans and intimidated officers and  
Mistries.

They are instigating workers for indiscipline and using  
pressure tactics. It is having very bad effect on the entire dis-  
cipline in the mills. Unless action is taken against those involved  
in acts of gross misconduct like above it is very difficult to pull  
on with the day today working of the mills.

In order not to give any chance of complaint of precipita-  
ting events on our part we are keeping pending suspension of Mr.  
Gurdial Singh but in case the situation begins deteriorating further  
we shall march against our wishes have to take disciplinary action

(Contd. on back page)



HISSAR TEXTILE MILLS. HISSAR

Delhi Club & General Mills Co. Ltd. Delhi

against the above workmen or any other workman responsible for acts of indiscipline.

Yours faithfully,

GENERAL MANAGER.

- c.c. 1. The Labour Officer, Bhiwani,  
in continuation of our telegram dated 12-1-59.
- 2. The Secretary, Labour Department, Jullundur, Chandigarh.
- 3. The Deputy Commissioner, Hissar.
- 4. All India Trade Union Congress, G.T. Road, Jullundur.
- 5. All India Trade Union Congress, New Delhi.  
*Ashoka Road, New Delhi*
- 6. Ekta Union, Kishan Ganj, Delhi.
- 7. The Managing Agents, D.C.M., Delhi.

HL/7/12425 ✓



# MILL MAZDOOR UNION

(RED FLAG)

BAPURAO JAGTAP, M.L.A.  
President

S. G. PATKAR, M.L.A.  
Gen. Secretary

Dalvi Building,  
Parel, Bombay 12.  
Tel. 63674

January 21, 1959.

Shri R.L. Mehta, I.A.S.,  
Joint Secretary to the Government of India,  
Ministry of Labour & Employment,  
NEW DELHI.

Dear Sir,

We are in receipt of your Shri S.B.L. Nigam's No.E & I-12(9)/59 of 19th January 1959 and thank you for the same.

You have suggested that as regards matters falling within State sphere "the proper form to approach would be the State Government".

We may state here that all these cases of violation have already been brought to the notice of the State Government. Copies of all communications addressed to you in this behalf have been addressed to the State Government. In addition several other cases have been taken up with them. Hardly ever, however, we have heard any thing in this behalf from them, except that some of our recent communications have been acknowledged by the Department.

We have explained at length to you in our interview with you in October last in connection with the enquiry you conducted in the Bombay General Strike of 25th July 1958, the approach of the State Labour Department and of the Labour Minister in particular towards unions affiliated to national centres other than INTUC. We regret to have to state that the approach has not changed in the least since then. The recent demonstrations of the petroleum workers and the B.E.S.T. workers - the latter owing allegiance to a union affiliated to H.M.S. - against the crudely partisan approach of the State Labour Minister are a proof positive of this.

Under such conditions we wonder whether you are helping in any way the solution of the issues raised by us, and which confront the trade union movement here by referring us again to the State Government for the redressal of our grievances.

We have pointed out to you the instances in which the State Government themselves have trampled under foot the spirit of the Tripartite agreement. One and a half year has rolled by since the Delhi agreement concerning the code of Discipline was agreed to. But in spite of the clear cut policy of the Union Government and our many protests the State Government have not set up even to this date any tripartite implimentation machinery at the State level. The State Labour Advisory Board has been ~~xxx~~ rendered virtually defunct and despite our many demands and deteriorating employment position in the State, its meeting has not been convened in some two years past.

What we expect of the Union Government is that they enlighten the State Government as regards the approach to trade unions whose policies may not be to their liking, and urge them to observe the rules of the game.

Any suggestion to trade unions therefore, we submit, to turn to the State Government without ensuing that the State Government change their present approach to the Labour organisations, cannot yield the desired result.

Thanking you,

c.c. to:

- 1) Shri B.B. Brahmabatt,  
Under Secretary to the Govt. of Bombay  
Dept. of Labour & Social Welfare,  
Old Secretariat, Fort, Bombay-1.

Yours sincerely,

  
(S. G. Patkar, M.L.A.)  
GENERAL SECRETARY.

- 2) The Secretary, AITUC, New Delhi.

Copy of:

No. E & I-12(9)/59.

Government of India

Ministry of Labour & Employment.

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From Shri R.L. Mehta, I.A.S.,  
Joint Secretary to the Government of India.

To

The General Secretary,  
Mill Mazdoor Union,  
(Red Flag), Dalvi Building,  
Parel, Bombay.

Dated New Delhi, the 19 Jan. 1959.

Subject:- Code of Discipline - Unfair Labour Practice -  
Victimisation of Shri Bhagwan Tawade of Madhav  
Mills, Bombay.

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Dear Sir,

I am directed to refer to your letter No. nil dated the 26th December 1958 on the above subject and to say that the complaints mentioned therein are being investigated in consultation with the Government of Bombay. As the case falls in the State sphere you will appreciate that the proper forum to approach would be the State Government. While this Ministry has taken up the matter with the Government of Bombay it may expedite matters if the union also writes to Shri B.B. Brahmhatt (Under Secretary to the Government of Bombay, Department of Labour & Social Welfare) who has been designated by the State Government as their Implementation Officer. The case of Shri Gomes cited in your above quoted letter is already under investigation and a separate communication will be sent shortly.

Yours faithfully,

Sd/- S.B.L. Nigam

for Joint Secretary.

d.a.nil  
sps 17.1.

87-124  
7 JAN 1953

Copy of the telegram sent:

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TEXTILE LABOUR ASSOCIATION

BHANDRA

AHMEDABAD

EXTREMELY GRIEVED TO HEAR SUDDEN DEATH OF  
SOMNATH DAVE STOP TRADE UNION MOVEMENT HAS  
SUFFERED LOSS IN HIS DEATH PLEASE CONVEY  
CONDOLENCE TO HIS FAMILY

DANGE AITUC

S.A. DANGE,  
All India Trade Union Congress,  
R.L. Trust Building,  
55, Girgaon Road, Bombay-4.

9 JAN 1959

## HISSAR TEXTILE MILLS, HISSAR

Proprietors :

Delhi Cloth &amp; General Mills Co. Ltd. Delhi.

HISSAR,

No. HL/7/11089

Dated -7. JAN. 1959

The All India Trade Union Congress,  
New Delhi.

Dear Sirs,

In continuation of our endorsement No.HL/7/11089 dated 27.12.58, on letter addressed to the Hissar Textile Mills Workers Union, Hissar, we have further to write that on 27.12.58 the Hissar Textile Mills Workers Union through their office bearers, M/s. Ram Lal, Benarsi Das and Kishan Chand, organised a gate meeting at 11 O'clock in the night and led the workers uttering abusive and provocative slogans and slogans for going on strike on 3.1.59, in the form of a procession to the private residences of the Assistant Spinning Master, Mr. Darshan Singh and Mr. Yash Pal. There they made ugly and non-peaceful demonstrations.

On 30th December, 1958, Mr. Kanshi Ram, the Office Secretary, and Mr. Ram Lal made very serious and false allegations against the Spinning Master and the undersigned.

On 26th, 27th and 29th December, 1958, three Ring Helpers, M/S. Ram Lal, Gopi Ram and Ram Nath, at the instigation of the Union refused to do their normal daily duties. Persuasion proved to be of no use to them and they remained persistent not to do their work and kept squatted in the section all the time. We may also bring to your kind notice that on 18.1.58 while acceding to the demand of Bonus inspite of the huge losses the Union agreed not to take any joint action but to take the recourse to constitutional means on any matter of dispute. Moreover in a later agreement the Union agreed to abide by the provisions of the Code of Discipline but in actual practice they themselves do not adhere to the Code of Discipline and on the contrary propagate non-observance of the same by the Management. Should better counsel prevail upon them industrial peace cannot be maintained and atmosphere of good will and harmony cannot be created.

We may also write for your information that Shri Tek Chand, who is an outsider and is not connected with our Mills, has been delivering provocative and high abusive speeches and organising non-peaceful demonstrations and sit Dharna at the houses of Mistries and Officers in the Colony. It is, therefore, requested that Mr. Tek Chand be advised to desist from such unlawful activities and necessary disciplinary action may be taken against him.

In the end we once more request you to please advise the office bearers of the Hissar Textile Mills Workers Union to follow the Code of Discipline in the right spirit, otherwise the peace and tranquility in the industry is bound to suffer.

Thanking you,

Yours faithfully,

  
GENERAL MANAGER.

श्रीमान जनरल मैनेजर साहिब,  
हिसार टेक्सटाइल मिल, हिसार।  
श्रीमान जी,

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सेवा में निवेदन यह है कि यूनिपन ने इससे पहले भी दो बार आपका ध्यान F ब्लॉक में रहने वाले कारीगरों की कठिनाइयों की तरफ दिलाया था, परन्तु अत्यन्त दुःख की बात है कि आपने आज तक उनकी ओर ध्यान नहीं दिया। कम्पनी A, B, C और F ब्लॉक के क्वार्टरों का एक-एक जैसा विराया लेती है परन्तु F ब्लॉक के क्वार्टरों में सुविधाएं बहुत ही कम हैं। जैसे आपसे स्पोर्ट्स, गुसलखाने का दरवाजा, अलमारी और दरवाजे के कुंडे ठीक करवाने की प्रार्थना की गई थी, परन्तु सब धरम। ऐसा प्रतीत होता है कि कारीगर जिस बात की मांग करते हैं वह जायज होते हुए भी आप पूरी करने की तरफ ध्यान नहीं देते। अब यूनिपन आपसे आशा करती है कि आप शीघ्र ही इस ओर ध्यान देकर इन कठिनाइयों को दूर करवाने का प्रयत्न करेंगे।

यूनिपन के ऑफिस में एक और इसी ब्लॉक के तमाम कारीगरों की तरफ से शिकायत पहुंची है जिसमें उन्होंने कहा है कि वे आपसे भी मिले हैं, परन्तु आपने उन्हें भाड़ दिया। ता. 4-1-59 को कम्पनी के ओवरसिपर श्री गोबिन्द राम जी ने कतई गैर कानूनी तौर पर क्वार्टरों में घुस कर तलाशी ली, जबकि अधिकतर कारीगर उस समय झूठी परगने, उनकी स्त्रियों को धमकाया गया। हम इस कार्य के लिये कम्पनी ओवरसिपर की कड़ी निन्दा करते हैं और जोरदार प्रोटैस्ट करते हैं। हम कभी भी इस बात की इजाजत नहीं दे सकते कि बिना इजाजत कारीगरों के क्वार्टरों में कोई घुसे।

आपके ओवरसिपर ने सबसे बड़ा निन्दनीय कार्य यह किया कि इसी ब्लॉक के कारीगरों के शौच बनाने के चूल्हे तोड़ डाले। इस काम को भी हम कड़ी निन्दा करते हैं और साथ ही प्रोटैस्ट भी करते हैं कि यह साहिब बिना आज्ञा चौके जैसी पापेत्र जगह लुसे।

यूनिपन को उम्मीद है कि आप इस ओर शीघ्र ही ध्यान देंगे और F ब्लॉक के कारीगरों की कठिनाइयों को दूर करवाएंगे। यह जो 4-1-59 को घटना हुई है उस पर शीघ्र ही उचित कार्रवाई करेंगे, ताकि भविष्य में ऐसा न हो सके। सधन्यवाद।

7/ 8.1.1958

आपका:—  
K. Kaush

आफिस सेंक्रेट्री।

HISSAR TEXTILE MILLS  
WORKERS UNION, HISSAR.

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Award in the dispute between Mohan Lal Labourer of the Doubling Department, Hissar Textile Mills, Hissar and Shri R.S. Arghuvan, Spinning Master of the same Mills referred for arbitration by the parties on 4.1.1958.

Present :-Parties, with Shri H.C.Jain General Manager of the Hissar Textile Mills, Hissar and Shri T.S. Subramaniam, President of the Hissar Textile Mills Workers Union, assisted by Shri Rachhpal Singh, Labour Leader.

Award.

Shri H.C.Jain General Manager of Hissar Textile Mills, Hissar and Shri T.S. Subramaniam, President of the Hissar Textile Mills Workers Union, have referred for arbitration, the alleged dispute between Shri R.S. Raghuvan, Spinning Master and Shri Mohan Lal, Labourer of the Doubling Department, consequent on the complaint of the latter of the mis-behaviour on the part of the former.

The case of Mohan Lal Labourer is that he came for work on 3.1.58 at 2-45 p.m. and having checked up the machine was ready to start work at 3.0 p.m. At 3-13 p.m. Shanker Mistri came and informed him that Shri Raghuvan, Spinning Master wanted him to see him. Mohan Lal then went to Shri Raghuvan, who asked Mohan Lal whether he had any objection to his transfer to the night shift. Mohan Lal objected to it on the ground that the notice was short. Shri Raghuvan is then alleged to have threatened Mohan Lal saying that the Mill did not belong to 'his father' and asked Shanker Mistry to call the Watch and Ward to turn Mohan Lal 'Sala' out. Mohan Lal came back to his machine but was called by Shri Shanti Sarup, Spinning Master, and met him in



his room in the presence of Shri Raghuvan. Both these gentlemen then took Mohan lal to the gate and showed him the way out and on refusal of Mohan lal, he was pushed out by Shri Shanti Sarup.

Shri Raghuvan has denied having told Mohan lal that the Mills did not belong to 'his father' or having abused him 'Sala' and stated that under orders of Shri Shanti Sarup Mohan Lal was transferred from the evening to the night shift and that Mohan lal was given an assurance by him that he would get the same machine and further that if still Mohan lal found any difficulty, he would try to remedy the same. However, Mohan lal continued to work on the machine and he called him again through Shanker Mistry when Mohan lal came to him second time, he became unruly and stated that he (Shri Raghuvan) could do whatever he wanted to, but that he (Mohan lal) would not leave the machine. Shri Raghuvan then informed Shri Shanti Sarup who called Mohan lal to his office. Mohan lal met Shri Shanti Sarup and Shri Raghuvan when they had come out of the office and the three went towards the Labour Office. There Shri Shanti Sarup explained things to Mohan lal and suggested to him not to raise unnecessary objections for a simple transfer. Shri Shanti Sarup put his hand on the shoulder of Mohan lal and patting him asked him to go and take rest. Mohan lal then went away.

On behalf of Mohan lal, three witnesses, including himself, were produced. Shri Raghuvan produced two witnesses including himself.

The undisputed fact is that Mohan lal labourer stood transferred on 3.1.53 and notwithstanding the order of transfer conveyed to him, he persisted in continuing to work. Mohan lal was twice summoned by Shri Raghuvan who gave him all the assurances yet on Mohan lal's persistence, he was called for the third time by Shri Shanti Sarup and

and showed the way out of the factory. It is clear that both Mohan Lal Labourer and Shri Raghuvan had heated discussion, the former persisting to work and the latter insisting on on obeidnce of orders. It was contended before me that the Standing orders of the Hissar Textile Mills provide for transfers such as the one involved in the present case, even at short notice. Be that as it may, the fact remains that Mohan Lal labourer had no prior intimation of his transfer and it seems that he felt aggrieved consequently and probably lost balance and disobeyed orders and as a matter of that anyone would have done the same in the circumstances, without meaning any intentional disrespect or disobedience to orders. The action of the management in transferrng Mohan Lal Labourer from the Second to the third shift may be legal but it certainly lacked personal touch. The attitude of Shri Raghuvan in trying to enforce orders could not in any way, be described as unreasonable, having regard to the cordial relations between the workers and the management of the Hissar Textile Mills, It may be that in doing so Shri Raghuvan may also have become agitated in mind and may have uttered a word or two, not exactly of the type alleged by Mohan Lal and other two witnesses produced by him, which words probably Shri Raghuvan would not have spoken ordinarily in his daily contact with the labourers in the Mill. At any rate, this appears to have been unintentional and witho t any malice towards Mohan Lal Labourer. The parties are agreed that their relations have been excellent on the personal level and that the Hissar Textile Mills as also its labour force and Labour Union can boast of a place amon st the best in the country and I have no reasons to doubt this claim of

the parties viewed against this back-ground the whole incident involved appears to be the result of a misunderstanding throughout without any intentions or motives. In the result my finding on the dispute is :-

That Mohan Lal labourer did not mean disrespect to his superiors or dis-obedience to their orders, nor did Shri Raghuvan mean any insult to or malice against Mohan Lal. This being so, I do not see any reason to believe that Shri Raghuvan abused Mohan Lal in the alleged terms. Also I am satisfied that by his persistence to work in the second shift, Mohan Lal did not mean to disobey orders or to show any dis-satisfaction over his transfer at short notice.

The parties deserve my thanks for the confidence reposed in me and for the conduct of the arbitration proceedings in a calm, peaceful and cooperating manner and it is hoped that the above award will be interpreted in the same spirit in which it has been made and this dispute shall be treated as closed both the management and the labour, in the interest of cordial management labour relations.

Award be now submitted to the parties.

Sd. Sukhraj Bahadur,  
P. C. S.

City Magistrate, Hissar.

Arbitrator.

Hissar:

7.1.1958

Dated the 7th January, 1958.

4. Vellala street  
Pondicherry

261

23rd January 9.

The Manager  
Swadeshi cotton Mills Co. Ltd.  
Pondicherry.

Sir,

We are in receipt of your closure notice dated 3rd January, 1969. As stated in our letter dated to-day, we are considering deeply and discussing your closure notice still; our union committee after its meeting this week-end, would give its considered and finalised opinion.

However, we are giving our provisional opinion on this matter with a view to enabling you to know something of our mind on the matter ~~xxx~~ so that we might mutually be benefitted by each other's mind and loud thinking and without undue delay.

We note that you have decided to "close down the mills for a period of one year in the first instance with effect from 1st Feb. 69. If the situation does not improve, the management against their wishes may be forced to consider closing down the mills permanently and to terminate the services of all the workers". We also bear in mind what your labour officer, Mr. Purohit, told Mr. D.K. Ramanujam, the general secretary of the trade union council, Pondicherry on 22nd January, 1969. He told that swadeshi cotton mill workers could seek job in Rodier Mills and that the management have no objection to their seeking.

We have in our letter of today, requested you to give the workers the benefit of the provision of art. 39 of the labour code. Though you gave the closure on 3rd January, 1969, you did not give the workers that paid off referred to in that art. i.e., the above obligations under the article, have not been respected by you; as such they cannot be enforceable on the other party. It is needless to say that had you given that off, most of the workers would have gone to Rodier and registered their names with that mills before the last date of 18th January, 69 as laid down by the mills.

We therefore request you to kindly treat that notice as not enforceable and not valid; give a fresh notice with one day off with full wages for each week upto the total period of notice which should be as per that ministerial circular, in proportion to the length of service of the individual worker, or full wages in ~~lieu thereof~~

Coming next to the actual closure notice, we note that you have in your closure notice stated that it "has not been possible for you to run the mills on economic basis". We also note that according to your notice, the first reason is "frequent illegal stoppages of work and stay-in-strikes resulting in interruption of production, poor out put and efficiency".

It is needless to say that the statement about the so-called

29 JAN 1969

reasons, are bogus; because, there has been no stoppage of work in the last three years and much less any strike in the mill, even despite the violations of the delegates' rights to continued employment, violations about working hours, over-time limitations, standing orders, classifications about workers, confirmations, minimum wages, festival holidays, national holidays, casual leave etc. by your management. Even the other about the poor output and efficiency, is not a fact. As a matter of fact, your efficiency, even according to your own labour officers, is quite high. They have said that it has reached 81 - 82% in automatic weaving and 75% in ordinary weaving while even the better kept and newer machines of Rodier mill with all their more-skilled and service uninterrupted technical personnel, Rodier has not been able to reach this percentage.

We therefore feel that your citation against the workers, strikes, stay in-strikes, lower output and efficiency, is untrue. As a matter of fact we are led to feel that it is not only not true; but mala fide, evidently with the object of mentally harassing the workers unnecessarily and forcing the workers to keep quiet and submit, without murmur, to all violations by your management in the future also, as was openly suggested by your labour officer Mr. Devadoss. Perhaps, even your threat of closure, coming as it does with the citation against the workers at the first instance, is only a prelude to yet another wave of new violations of the service conditions of the workers in the coming days.

Coming next to your statement of not being able to run the mills on an economic basis, we feel that that also is, most likely, not true. I am led to feel so because, you have no accumulated stocks; and the fact of any loss, is to be seen primarily from the accumulation of stocks, due to inability to sell at or above cost. As a matter of fact, our report is, you are not able to produce fast enough; this report is strengthened by the fact of your having got the second shift workers, last Saturday, to work the third shift also. That your statement about inability to run the mills on an economic basis, is, most likely, not true, is strengthened by the other fact told from reliable people in the trade that you are able to compete at an advantage over the other established mills of Rodier as well. For you employ quite a few hundreds of workers, placed in your own category and pay them nothing or far below the award-minimum.

We therefore feel that it is not likely to be true when it is said that it has not been possible to run the mills on an economic basis. If it be, can we make a suggestion. Do not mistake us when we make it. If you should be making only losses and if it should be impossible for you to run the mills on an economic basis, it would not be just to ask you to run the mills indefinitely at a ~~loss~~ loss even the capital invested in it. The suggestion is this:

As the present employer, you owe to the workers and pensioners about 15 lakhs as gratuity and pension claims for the services before the year '56. Further, our PF accumulations and the statutory contributions on that account by the last three years, should be about Rs. 6,75,000. Thus our claims and accumulations alone, not to speak of wages, leave-wages etc., should be more than 22 lakhs. We know from very reliable quarters, that you have made a cash payment of only Rs. 4 lakhs on the price of the mill. May we suggest that you deduct that amount of 4 lakhs and pay the balance of Rs. 18 lakhs and hand over the mill to us or to the Govt. on our behalf. We assure you that we are prepared to make arrangements to pay the balance of sale price to savana. We request you to consider this proposal without attributing any motives to us in this matter. We are prepared to discuss, on the basis of this proposal, if it should be such that you cannot but close down the mills.

Yours faithfully,

General Secy.

Copy: The Chief Commissioner, Pondicherry  
The Labour Inspector, Pondicherry  
Sri. Gulzarilal Nanda, Central Lab. Minister, NEW DELHI  
S.A. D. Nge. MP. General Secy. AITUC.

President du syndicat des  
Ouvriers de l'usine savana.



Phone No. 149

WORKERS UNITE

# HISSAR TEXTILE MILLS WORKERS UNION

Regd. No. 40

NAGORI GATE,

HISSAR

Ref. No RS/58

Dated 14.8.1958

زیر بیان خیر خدین صاحب حصار ٹیکسٹائل ملز حصار۔

وود بانڈ ڈیزائننگ ڈپارٹمنٹ حصار میں ریٹنگ کے Ist پالی کے دوروں کی فراہمی کی رپورٹ  
14.8.58 حکومت اگلے اس بیج رہے ہیں کر پانچ کے اس دوروں پر اسی طرح پانچ نر تال  
کرنے کو کہ ٹیکسٹ انتظام کیا جاوے اور دوروں کی یہ صورتوں کی دوروں کے ٹیکسٹ روٹ  
افتیاریہ دور ہیں تاکہ صورتوں میں کوئی رکاوٹ پیدا نہ ہو۔

سریا بھیل

اسکا  
ٹیکسٹ  
انتظام  
کرنے  
کو

12-8-58

श्रीमान् जी मैनजर साहब.

H. T. M. दिनांक !

पुश्चिन्ना सेवा में निवेदन है कि हमारी इस पाली में मिस्त्री जिमका  
 और लक्ष्मी चक्र अपना प्यांपली बाजी यजा कर काहीगो,  
 को तंग कर रहे है। साथे खाते में कुछे अपने आदमीयां को  
 जैरे कानुनी पापदा पहुँचा कर (जैसा माल में गडबड कलना)  
 (नाजायज बिना वारी के माल चलवाना द्वारा उ पार से  
 माल दिलवाना और दुसरे कारीगरो से उर के लिए माल  
 लेवाना या *any other condition* में से जतर माल  
 दिलवाना इत्यादि 2) पापी बाजी बना लेवा है। और  
 उला हम बल नाम करते है कि तुम ने सपली बाजी  
 बना लेवा है। जब हम कोई शिकायत करते है-तो  
 हमारी सुनाई नही होगी - अजबसे माल में *distribution*  
 होने लगा है। उस समय से उर से आदमीयां को कुछ  
 वैचनी हो रही है। क्या कि इस तरह से सबको बलाव  
 माल मिलता है। और उर को प्यांपली बाजी नही चलती - साथे कारीगरो  
 में बहुत वैचनी फैल ली है और इस समय भगडे होने का समय रहता  
 है। इस लिए हम आपसे प्रार्थना करते है कि इस चीज में  
 पूरी पूछ लाय करके कारीगरो की वैचनीको इराफिया  
 जाय। उफारना के तौर पर हम आपके नाँव में एक पा  
 शिकायत लिखते है।

1. श्रीमान् जी बकरी.
  2. कारीगरो की मातरी गडबडी.
  3. मिस्त्री के साथ लीए 12-8-58 का भगडा.
  4. कुछ कारीगरो के साथ साथ दिपपत इत्यादि.
- आ हम आपसे आशा करते है कि हमें जल साथ मिलेगा इकवरी जल्दी से जल्दी करवाइ जाय. नही

आपके हुद है  
 8-4  
 4/1/58



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IN

AGREEMENT BETWEEN THE HISSAR TEXTILE MILLS WORKERS UNION & THE MANAGEMENT OF THE MILLS

✓  
the appendices containing the details

Below is given the full text (excluding about the

Grievance Machinery, and the Procedure for Enquiry) of

an agreement between the management of the Hissar Textile Mills and the

Hissar Textile

Workers Union, Hissar (AITUC). The agreement was signed on 11th February 1959 by Coms. Bikram Singh, Rachpal Singh and Sat Narayan on behalf of the union and by Lala Bansi Dhar, managing Agent and Shri M.C. Jain, General Manager, on behalf of the management, in the presence of the Labour Inspector and Conciliation officer, Camp Hissar.

SHORT RECITAL:

It is felt by the representatives of the workers and the Management of the Hissar Textile Mills that in order to foster good relations between the Management and the workers and to keep the workers satisfied and to improve the efficiency of the Mills, it is desirable that there should be complete mutual understanding, and disputes, if any, should be settled mutually without recourse to any outside agency as far as possible, If, however, it is not found possible to come to any mutual understanding on any matter of dispute, in such matters recourse may be taken only to constitutional means.

The most important matter, which is likely to create friction every year, is the question of bonus, and, therefore, it is felt that an agreement be first arrived at on this important issue.

With the above object in view, while the Management is prepared to give a bonus despite losses and without any precedence for future, the workers on their part also assure the management that they will work towards

धो प्रलय स्मिथिंग, विथिंग अंड मॅन्युफॅक्चरिंग कंपनी लि. अक्टो २,  
५-२वा. च्या भागीदारोंच्या ता. १९ जानेवारी १९५९ रोजी आलेल्या  
चोपड्याच्या सर्वसाधारण सभेत मंजूर आलेल्या ठरावांची नोंद

७) स्पेशल ठराव -

" आपल्या कंपनीचे मॅनेजिंग (अंडर हॉल्डिंग) मासकीचे चोपडे येथील  
भावाळचंद रतिराम ह्या गांवाचे जिथिंग फॅक्टरीत आपले मीलची कपारा रान  
१९५८-५९ चे कमाडीचे हंगामांत ता. १५-१-१९५९ पासून ३१ जुलई १९५९  
आखेर पावेतो चोपडे येथील पाच जिथिंग फॅक्टरीत, फॅक्टरीचे जाईमध्ये ठरलेल्या  
दराने म्हणजे दर बोवारा रुपये १४-२-० (अदीस रुपये चौदा आणे दोन मास)  
प्रमाणे लोडण्यास परवाने देण्यांत येत आहे - "

८) स्पेशल ठराव -

" रान १९५८-५९ चे कमाडीचे हंगामांत लागीरान १५-१-१९५९  
पासून लागीरान ३१ जुलई १९५९ पावेतो चोपडे येथील मोलीलास भावाळचंद  
दराने फॅक्टरीत आपले मीलच्या रुई गांवी चोपडा दराने प्रति अठोसरी (१५०)चे  
रान १९५८-५९ सालावरील आपले मीलसाठी ठरविलेल्या सर्वसाधारण  
दराने म्हणजे दर गांवीरान रुपये ९-१२-० (अदीस रुपये नऊ रुपये चौदा आणे मास)  
प्रमाणे दराने करण्यास परवाने देण्यांत येत आहे - "

९) स्पेशल ठराव -

" चोपडे येथील आपले मीलचे कपारा व रुई यांचे स्वतंत्रदोकरिता  
लागवणा-या रकमा आपले मील कंपनीत रान १९५८-५९ चे कमाडीचे हंगामांत  
आपले कंपनीचे मॅनेजिंग (अंडर हॉल्डिंग) मासकीचे दुकान श्री. भावाळचंद रतिराम  
दुकान चोपडे यांचेकडे मॅनेजला व मीलचे कॅरान परमिटरचे लाकपट्टी कपारे  
आखर मीलचे भागवो कपारे ह्यांच्या वरवी वरून जसेजसा व्यवहार होईल, लागवारा  
जमावरून ठेवावा व (वढ्या लाभाकरिता आपले मील कंपनीत भावाळचंद  
रतिराम दुकान चोपडे यांना रान १९५८-५९ चे कमाडीचे हंगामांत लागीरान  
१५-१-१९५९ पासून लागीरान ३१ जुलई १९५९ पावेतो जेवढा खर्च होईल  
त्यावर दर अंकात रुपये ०-८-० (अदीस आठ आणे मास) प्रमाणे मेहनताना  
(शॉफेज) देण्यास परवाने देण्यांत येत आहे - "

१०) रवेराळ ठराव -

॥ आपले मिल्स कंपनीचे मॅनेजिंग (जॉर) यंत्रणा मालकीचे  
चोपडे बेबील माणकचंद रातेराव तांबाचे दुकानचे दौन गोडाऊनमध्ये  
आपले मीलच्या मालकीची कच्ची कपाडी, रुई आणि/अथवा सरकी देण्या-  
साठी वरील दौन गोडाऊनसोबत प्रत्येकी दरमहा रु. १२५/- (अक्षरी रु. ५५ (पंचास  
पंचवीस मात्र) जमाणे माडे साकारून तारीख १५-१-१९५६ ते ३० जून १९५६  
अखेर पावेली माड्याने देण्यास परांगी देण्यात येत आहे. "

११) रवेराळ ठराव -

॥ सन १९५६-५७ चे व्षाशीचे हंगामांत तारीख १५-१-१९५६  
पारून तारीख ३१ जुलई १९५६ पावेली चोपडे बेबील कॉरन मॉर्कमध्ये  
आपले मीलची जी कपासची रचरेकी होईल ती चोपडे बेबील मेगरी  
रजाहोउलगात मोहनलगात अंडे बदरी सांचेरी अउलीत ज्या गाड्या देतील  
त्यांपैकी आपले कॉरन पॅन्सेर ज्या गाड्यांचा माल परांग वरगील १  
भाव ठरविलील ह्या गाड्या दर मणारां रुपये ०-०-६ (अक्षरी पै  
७३) मात्र) जमाणे अउता देऊन रचरेकी कण्यास परांगी देण्यात येत आहे. "

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12 DEC 1958

राष्ट्रीय मिल मजदूर संघ, मुंबई.

## ‘ एक युनियन ’च्या जाळ्यांत सांपडूं नका.

कामगार बंधूना.

काही महिन्यापूर्वी उठलेली पण मध्ये थंडावलेली ‘ सर्व कापड गिरणी कामगारांची एक युनियन ’ची घोषणा नुकतीच पुनः जोराने हवेंत घुमू लागली आहे. समितीतील भाई डांगे, साथी एम. एम. जोशी आदिकरून निरनिराळ्या पक्षाच्या प्रमुख नेत्यांनी ही एक युनियनची घोषणा दिली आहे. कामगारांतील बेकारी नष्ट करण्यासाठी आणि कामगारांचे प्रश्न प्रभावीपणे सोडविण्यासाठी अशी एकजूट करणे जरूर आहे. असे या नेत्यांनी जाहीर केले आहे. प्रजा समाजवादी पक्षांनी या एक युनियनमध्ये न जाण्याचा समजस निर्णय घेतला आहे. राष्ट्रीय मिल मजदूर संघ नसलेली एक युनियन म्हणजे केवळ मधविरोधी अशी आघाडी वनेल, असे प्रजा समाजवादी पक्षांनी जाहीर केले आहे. लालभाईच्या आहारी गेलेले साथी एम. एम. जोशी हे प्रजा समाजवाद्यांनी या एक युनियनमध्ये यावे म्हणून जंगजंग पळाडत आहेत. पण प्रजा समाजवादी अद्याप तरी आपल्या खंबीर भूमिकेला चिकटून आहेत.

### संघाची कार्यपद्धति

कामगार बंधूना. खुद्द राष्ट्रीय मिल मजदूर संघाची आपणांस माहिती आहे. संघाच्या कार्यपद्धतीवर विश्वास असणाऱ्या कोणत्याहि राजकीय पक्षाच्या सभासदास संघाचे सभासद होता येते. संघ ही वस्तुतः कामगारांचे औद्योगिक प्रश्न सोडविण्याची संयुक्त आघाडी आहे. ज्यांना खरेखुरे कामगार हित व्हावे, असे वाटते, त्यांनी कामगाराना संघाने जाण्याचा सल्ला द्यावयास पाहिजे होता. पण कामगार हितापेक्षा राजकीय पक्षबाजीने पळाडल्यामुळेच समितीतल्या पुढाऱ्यांनी हा ‘ स्वतंत्र ’ युनियनचा डोळ्याग उभारण्याचा घाट घातला आहे.

ज्या कारणाकरिता समिती पुढाऱ्यांनी एक युनियनची घोषणा केली आहे, ते कामगारांचे प्रश्न संघच परिणामकारकपणे सोडवीत आहे. संघानेच कामगारांचा सामाजिक दर्जा उंचावून त्यांचा कोट्यावधि रुपयांचा फायदा करून दिला आहे. कामगारांची बेकारी घालविण्यासाठी आणि त्यांचे प्रश्न प्रभावीपणे सोडविण्यासाठी ‘ एक युनियन ’ची घोषणा करणाऱ्या या पुढाऱ्यांना स्पष्ट विचारांचे की त्याबाबतीत आपण आतापर्यंत काय दिवे लावलेत : आतापर्यंतचा इतिहास असे सांगतो की कामगारांची बेकारी घालविण्याकरिता आणि त्यांच्या प्रश्नांचा बट्ट्याबोळ करण्यासच त्यांचा हातभार लागला आहे. हे पुढारी दिग्वाचू घोषणा आणि निदर्शने करित असता संघच कामगारांचे प्रश्न खऱ्या निष्ठेने, कळकळीने सोडवित आहे. असेच दिसून येईल. गेल्या काही महिन्यांतील घटना पाहिल्यावर याची प्रचिती येईल.

( मार्गे पहा )

## अलिकडचे कांही कार्य

कामगार बंधूनी, संघाच्या प्रयत्नामुळेच सेक्सरिया मिल पूर्ण पगारावर सरकारने चालवावयास घेतली. एम. एम. जोशी प्रभृति पुढारी कितीहि गप्पा मारोत, संघाने ठाम भूमिका घेतली नसती तर ही गिरणी इतक्या लौकर मध्यांच्या स्थितीत चालली नसती. विरोधकांनी ही गिरणी दोन तृतीयांश पगार चालविण्याची तयारी दाखविली होती. पण संघाने त्यांचा डाव हाणून पाडून मुंबईत पगारकपातीचे भूत येऊ दिले नाही.

धनराज कामगारांच्या जीवनाशीहि विरोधकांनी असाच खेळखेळांचा चालविला. पण धनराजच्या कामगारांनी त्यांना दूर लोटून संघाचे नेतृत्व स्वीकारण्याचा मूजपणा दाखविला. त्याचा परिणाम ही गिरणी लौकरच पुनः पूर्ववत चालू होण्याची सुचिन्हें दिसू लागली आहेत.

म्हजेशी मिलच्या कामगारांच्या दोनसचा डोकेदुर्गी प्रश्न बरेच महिने लोंबकळत पडला होता. पण संघाने सदर कामगारांच्या सन १९५३, १९५४, १९५५ व १९५६ च्या दोनसचा प्रश्न नुकताच लवादामार्फत समाधानकारकपणे सोडवून घेतला आहे.

ज्युबिली मिल आगीत जळाली. पण या कामगारांचे गिरणीकडून सर्व येंणे संघाने मिळवून दिले आहे. तसेच या कामगारांना इतरत्र काम मिळवून देण्याचीहि संघाने स्वतःपट चालविली आहे.

विरोधी पक्षाप्रमाणे संघ मणा भीमदेवी धाटाच्या घोषणा करित नाही की प्रक्षोभक कृति करित नाही. संघाचे कार्य नंदादीपाप्रमाणे किंवा झिमझिम पडणाऱ्या पावसाप्रमाणे आहे. संघ जरूर तेथे लढा देण्यास मार्ग पाहणार नाही. पण लढ्याकरितां लढा हे संघाचे ध्येय किंवा कार्य नाही. संघ विरोधकांच्या 'एक युनियन'च्या घोषणेने मुळीच विचलीत झालेला नाही. पण कामगारांना मात्र या बाबतीत इपारा देणे जरूरीचे वाटते. कामगारांनी हे लक्षात घ्यावे की ही एक युनियनची घोषणा त्यांच्या हिताकरित नसून त्यामागे राजकीय बनावणी आहे. या दृष्टीने सार्थी दंडवते यांनी या एक युनियनची केलेली मिमांसा बरोबर आहे. ही कामगारांची एकजूट नसून केवळ संघाविरोधी आघाडी आहे. कम्युनिस्ट या आघाडीचा फायदा घेऊन तांतील इतर पक्षीयाना खाऊन टाकतील व या बाबतीत इतरत्र आलेल्या अनुभवार्थीच त्यांना येथेहि प्रचिति येईल.

कामगारबंधूनी हा धोक्याचा इपारा लक्षात घेऊन या तथाकथित 'एक युनियन' पामून दूर राहवे आणि संघाच्याच मार्गे एकदिलाने उभे राहवे. संघ हीच त्यांची खरी ताकद आहे व ही ताकद त्यांनी वाढवावी. संघाची ताकद वाढणे म्हणजे स्वतः त्यांचीच ताकद वाढण्यासारखेच आहे.

आपला नम्र

नि. शा. देशपांडे

अंत्रिया सरविटणीस

राष्ट्रीय मिल मजदूर संघ.

मजदूर मंजील

परळ, मुंबई नं. १०

ता. ११/२/१९५८

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PATKAR

BOMBAY GIRNI KAMGAR UNION

DALVI BUILDING

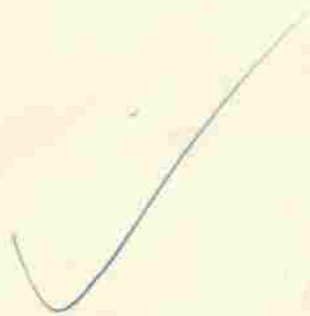
PAREL BOMBAY

ASK CHITNIS GIVE FIFTYTHOUSAND PRINT TO RAJHANS AND FIFTYTHOUSAND  
TO CHAVAN OF FIRST SERIES WHITE PAPER STOP DELIVERY MUST BE  
MADE ON FIRST MARCH STOP GIVE TENTHUSAND PRINT OF THREE  
RUPEES TO RAJ PRINTERS COLOUR GREEN

DANGE



नोट:- मोटिंग के दौरान में डैबर गेट के सामने वाली बुझानों की तरफ  
से राई पकने लगे । एक ती यौंती को के सामने गिरा । यौंती को ने  
यह कह कर ज्ञापित कर दिया कि फिट्टे जोग सेवा करे । दूसरा राई  
गेट के ऊपर बिजुटा जाफ़ीवर दरदार दानीवर धिर् के सीने पर जग  
राई कपड़े में छिपा गया । ती बाद लण्ड बाई में जाता है ।



## ২৬শে জানুয়ারী কেশোরাম শ্রমিক শোভাযাত্রার উপর হামলার পিছনে

# বিড়লা কোম্পানীর উদ্দেশ্য কি ?

বঙ্গগণ,

গত ২৬শে জানুয়ারী প্রজাতন্ত্র দিবস উপলক্ষে গার্ডেন-রীচে টেক্সটাইল ওয়ার্কাস্ ইউনিয়নের নেতৃত্বে কেশোরাম কটন মিলের ছয় সহস্রাধিক শ্রমিকের শান্তিপূর্ণ অশুভাল শোভাযাত্রার উপর বিড়লা কোম্পানী পরিচালিত অপর একটি শোভাযাত্রার পক্ষ হইতে অতর্কিতে আক্রমণ শুরু হয়। ফলে প্রায় একশত শ্রমিক কম-বেশী আহত হন এবং সর্বাপেক্ষা মর্মান্বন ঘটনা হইল যে ঘটনাস্থলের নিকটে ১-বৎসরের বৃদ্ধ দক্ষি জনাব মহিছুদ্দিন আহত হন এবং প্রায় সপ্তে সপ্তে তাঁহার মৃত্যু হয়। আমরা এই হত্যাকাণ্ডের তীব্র প্রতিবাদ করিতেছি এবং নিহতের শোক সমস্ত পরিবার-বর্গকে গভীর সমবেদনা জানাইতেছি।

প্রজাতন্ত্র দিবসের ত্রায় পবিত্র দিনে শ্রমিক শোভাযাত্রার উপর এইরূপ হীন বর্ধরোচিত আক্রমণের প্রস্তুতি ও ব্যবস্থা মিল কর্তৃপক্ষের পূর্বপরিকল্পিত। তাহাদের শোভাযাত্রার মধ্যে শুধু যে দুইশত লাঠিধারী গুণ্ডা উপস্থিত ছিল এবং শ্রমিকদের শোভাযাত্রার মুখোমুখি দাঁড়াইয়া ছুকার ও আক্ষালন করিতেছিল তাহাই নহে—কোম্পানীর লেবর অফিসার গুলিভরা পিস্তল লইয়া তাহাদের শোভাযাত্রা পরিচালনা করে এবং নিরস্ত্র শ্রমিকদের উপর গুলি বর্ষণ করে।

এই ক্ষত্রে স্বরণ করা যাইতে পারে যে গত ১৫ই আগষ্ট '৫৮ একই রূপ আক্রমণের প্রস্তুতি তাহারা করিয়াছিল এবং গার্ডেনরীচ রোডে শ্রমিক শোভাযাত্রার উপর হামলা শুরু করে। কিন্তু সোভাগ্যের বিষয় শ্রমিকদের অশেষ ঐর্ষ্যের ফলে সেদিন সংঘর্ষ এড়ান সম্ভব হয়। কিন্তু সেদিন সেই

গুণ্ডাদের আঘাতে গার্ডেনরীচ ঝানর ভারপ্রাপ্ত অফিসারের রক্তপাত হয়। তথাপিও কংগ্রেসের আধরণে বিরলার এই পোষা গুণ্ডাদের বিরুদ্ধে কোনও ব্যবস্থা অবলম্বিত হয় নাই; যাহার ফলে এবংসরও তাহারা বেপরোয়া হামলা করিবার সুযোগ এবং সাহস পায়।

এবারও গার্ডেনরীচ টেক্সটাইল ওয়ার্কাস্ ইউনিয়নের পক্ষ হইতে হাদামা এড়াইবার সর্বপ্রকার চেষ্টা হইয়াছিল। প্রতিবার দুইটা শোভাযাত্রার গার্ডেনরীচ রোডে সাক্ষাৎকার হয়। তাহা এড়াইবার জন্য সমস্ত অসুবিধা সত্ত্বেও নির্দ্বারিত সময়ের ৪৫ মি: পরে কোম্পানী পরিচালিত শোভাযাত্রাটি গার্ডেনরীচ রোড হইয়া মুদিয়ালী অতিক্রম করিবার পর শ্রমিকদের শোভাযাত্রাটি বাহির হয়। কিন্তু শ্রমিক শোভা-যাত্রা মারে রোড হইয়া আকড়া রোডে আসিলে দেখা যায় অপর দিক হইতে কোম্পানীর শোভাযাত্রাটি ফিরিয়া ইহার পথ রোধ করে। সামনা সামনি আসিলে শ্রমিক শোভা-যাত্রাটি রাস্তার একেবারে এক কিনারা দিয়া অগ্রসর হইতে থাকে এবং প্রায় শেষ মুহূর্ত্তে হঠাৎ কোম্পানীর গুণ্ডারা আক্রমণ শুরু করে।

কেশোরাম কটন মিলের কর্তৃপক্ষের এই উস্কানীর ও হামলার আসল উদ্দেশ্য হইতেছে দশ হাজার স্ত্রতাকল শ্রমিকদের ত্রায় দাবী আদায়ের সংগ্রামকে ও তাহাদের শক্তিশালী ইউনিয়নকে ধ্বংস করা। চুক্তি অসুযায়ী গত দুই বৎসরের বোনাসের বাকী অংশ, এই বৎসরের বোনাস, ট্রাইবুনালের রায় চালু করা, ছাঁটাই ও সাসপেনসন বন্ধ করা প্রভৃতি দাবীগুলির কোনও মীমাংসা না হওয়ার সরকারী



হস্তক্ষেপের দাবীতে গত অক্টোবর মাসে ইউনিয়নের সহ-সভাপতি অনশন ধর্মঘট করেন। ১৩ দিন অনশনের পর শ্রম মন্ত্রীর দ্রুত হস্তক্ষেপের আশ্বাসের ফলে অনশন প্রত্যাহৃত হয়। কিন্তু তাহার পর দীর্ঘ তিন মাস অতিবাহিত হইল—শ্রম দপ্তর বা শ্রম মন্ত্রীর কোনও পরামর্শই বিরলা কোম্পানী কর্ণপাত করে নাই এবং সরকার ও কোম্পানীকে আইন মানিতে বাধ্য করেন নাই। উপরন্তু ইতিমধ্যে শতাধিক নেতৃস্থানীয় শ্রমিককে চার্কসীট দিয়া মাসপেও করা হইয়াছে, একের পর এক বহুদিনের অজিত সুবিধাগুলি কাটাইয়া লওয়া হইয়াছে—কাজের চাপ বৃদ্ধি করিয়া লোক ছাঁটাইএর চেষ্টা হইতেছে। নৈনীতালে দ্বন্দ্বিত জ্রিদলীয় চুক্তি “কোড-অফ-ডিসিপ্লিন” দিনের পর দিন ভঙ্গ করা হইয়াছে। ফলে ইউনিয়ন শেষ পর্য্যন্ত শ্রমিকদের দাবী আদায়ের শেষ পন্থা ধর্মঘটের রাস্তা গহণ করিবার সিদ্ধান্ত করেন এবং তাহা একাধিক প্রকাণ্ড সাধারণ সভায় ঘোষিত হয়। ধর্মঘট সম্পর্কে চূড়ান্ত সিদ্ধান্ত ও আইন অনুযায়ী নোটিশ ইত্যাদি প্রদান করিবার দিন স্থির ছিল ২৭শে জানুয়ারী। মিল কর্তৃপক্ষ কিন্তু হইয়া প্রস্তাবিত ধর্মঘটকে ব্যর্থ করিবার জন্য এই জঘন্য চক্রান্ত করে তাহাতে কোনই সন্দেহ নাই। একদিকে শ্রমিকদের উপর সরাসরি আঘাত অপরদিকে শ্রমিক ও অন্যান্য জনসাধারণের মধ্যে বিভেদ সৃষ্টির জন্য এই জঘন্য কাণ্ড অমুষ্ঠিত হইয়াছে।

কোম্পানীর অফিসার ও গুণ্ডাদের এইরূপ প্রত্যক্ষ উদ্ধারী ও আক্রমণ সত্ত্বেও পুলিশের পক্ষ হইতে শ্রমিক কর্মী

ও নেতাদের ব্যাপকভাবে গ্রেপ্তার করা হইতেছে এবং সমগ্র গার্ডেনরীচ অঞ্চলে সন্ত্রাসের রাজত্ব সৃষ্টির চেষ্টা চলিয়াছে। শ্রমিকদের অভিযোগ খানায় লওয়া হইতেছে না এবং গুণ্ডাদের দ্বারা আক্রান্ত হইয়া শ্রমিকেরা অভিযোগ করিতে গেলে তাহাদের গ্রেপ্তার করা হইতেছে। অপর দিকে, কোম্পানীর বহু গুণ্ডাদের এপর্য্যন্ত গ্রেপ্তার করা হয় নাই এমন কি বিজয় বাহাদুর সিং, যে শ্রমিকদের উপর পুলি চালাইয়াছে বলিয়া অভিযোগ আছে তাহাকেও গ্রেপ্তার করা হয় নাই।

পুলিসী সন্ত্রাস ও কোম্পানীর চক্রান্তের উদ্দেশ্য হইতেছে কেশোরাম শ্রমিকদের সংগঠন ভাঙ্গিয়া ফেলিয়া তাহাদের শোষণ ও জুলুম বাড়াইয়া শ্রমিকদের স্ৰাব্য দাবী হইতে বঞ্চিত করা।

শ্রমিকদের কাছে আবেদন—এই চক্রান্ত ব্যর্থ করুন। ইউনিয়নের নেতৃত্বে শান্তিপূর্ণ ভাবে আন্দোলনের মাধ্যমেই আমাদের স্ৰাব্য দাবীগুলি আদায় করিতে পারিব। সর্বশেষে আহত ও গ্রেপ্তারী শ্রমিকদের জন্ম এবং নিহত দর্জিতাই মহিতুদ্দিনের পরিবারবর্গকে সাহায্যের জন্য শ্রমিক ও জনসাধারণের নিকট আবেদন জানাইতেছি।

সংগঠিত শ্রমিক ও অন্যান্য জনসাধারণের নিকট আমাদের আবেদন—দশহাজার হতাকল শ্রমিকদের পাশে দাঁড়াইয়া কুখ্যাত বিড়লার কোম্পানীর এই জঘন্য যড়যন্ত্রের জবাব দিন—১৪৪ ধারা প্রত্যাহারের এবং পুলিসী সন্ত্রাস বন্ধ করার দাবী তুলুন—শান্তি রক্ষার জন্য বিড়লার পোষা গুণ্ডাদের অবিলম্বে গ্রেপ্তারের দাবী তুলুন।

**ইন্সুরাব জিন্দাবাদ!**

**লাল বাগা কী জয়!**

ইতি—

নিবেদক—

গার্ডেনরীচ টেকস্টাইল ওয়ার্কস ইউনিয়ন

87.140

(1)

29 D All agreements entered into by the Union shall be submitted for ratification to the General Council <sup>of the Union</sup> and the general body of workers, where they ~~and~~ affect the whole industry, and to the Managing Committee of the Union and the general body of ~~the~~ workers of the mill or department or craft concerned, where ~~the agreements~~ the agreement

is not of a general  
nature and does not  
affect the whole industry