

ALL - INDIA TRADE UNION CONGRESS

4 Ashok Road, New Delhi

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TRADE CIRCULAR No.T/1/60

March 11, 1960

To all affiliated unions  
in Textile Industry

ON REPORT OF TEXTILE WAGE BOARD

Dear Comrades,

The Report of the Central Wage Board for Cotton Textile Industry has been published and also the resolution of the Government of India, accepting the Board's recommendations on March 2, 1960.

The question is: what should the textile workers and their unions do?

Reports are coming to us that millowners in several centres are finding excuses to delay the implementation of those clauses, which are required to be implemented immediately. Some mills are refusing to implement anything. The main attack of the employers is said to be hinging on two points. Those who are already paying sliding scales of dearness allowance in full or in part do not want to move in the matter of wage increase unless workers agree beforehand to rationalisation and a scheme to that effect is worked out.

The other set of millowners, who are not paying D.A. adequately but are required to do so by the Board are refusing to do anything either on the question of D.A. or the wage increase.

In short, there seems to be a general reluctance to give the workers the increases that are due.

We do not intend to give here our analysis and opinions of the Board's report. We will do it later. At present, we want to find out what the unions can do to get the wage increase implemented.

The first is that in every unit, the minimum wage must be raised by Rs.7 in mills of Class I area and by Rs.5 in mills of Class II area.

These increases are unconditional, and have nothing to do with the question of rationalisation, D.A., workloads, etc., which questions come in when the whole wage structure is to be revised in relation to rationalisation, etc. The average wage increase and the minimum are due from 1st January 1960 and must be paid as such.

It is true that the Board says that its recommendations are an integrated whole, which includes rationalisation. But rationalisation to be worked out, according to the 15th Tripartite formula accepted by the Board, is a process that will require time. Do the employers say that the average and minimum wage increase as well as D.A. has to wait till then? That would be an absurd position. The need-based minimum is need-based and not based on rationalisation or anything else and as such must be paid at once. So also the average. Then alone

and on that basis, can the later ratios and adjustments of rationalisation be discussed. The minimum and average are not a part of the rationalised wage, which is bound to be a far higher wage than the present one including the Board's new increases.

Moreover, it is not advisable to discuss the rationalised wage and workload before the 75% D.A. is consolidated in the existing wage.

Hence all unions should move the employers to decide those questions first.

1. The minimum of Rs.7 and Rs.5. This is flat for all minimum wages.
2. The average of Rs.8 and Rs.6, which is to be distributed by agreement.
3. Sliding D.A., adequate D.A. and its consolidation (75%) with basic wage.

Where employers refuse on the ground that they want the D.A. question to be taken to the National Tribunal as provided for in Clause 5 of the Government resolution, unions should ask them to implement the flat minimum and average wage increase immediately.

Where employers are obstructive, demonstrations, explanatory meetings and other actions according to the position in each area should be undertaken in a peaceful manner. For explanatory campaign, all unions should read the Government resolution and the recommendations carefully.

If the unions do not move, just as the report took two years to come out, it will take an year or two to get it implemented even on the smallest point. The key point of the employers in this tactic of theirs is to make even the minimum and average wage increase and the D.A. conditional upon rationalisation. By all means, we will discuss rationalisation but we will not wait for the normal wage increase which is overdue. Such should be the approach of the unions.

Send us reports as to what is happening.

Our overall criticism of the Report will be given later on after hearing from the unions.

Yours fraternally,

  
(S.A. Dange) M.P.  
General Secretary

Copy to: STUCs

PLEASE NOTE (1) The meeting of representatives of textile unions referred to in our circular No. STUC/7/60 will now be held at LONAVALA on April 14 and 15, 1960 instead of March 30 and 31, 1960.

(2) Copies of the Textile Wage Board report and our Memorandum are available with PPH Bookstall, 190-B Khetwadi Main Road, Bombay-4. The price is Rs.4 only. Affiliated unions which place order with us will get a discount of 25%.

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4 Ashok Road, New Delhi

TRADE CIRCULAR No.P/1/60  
To All Unions in Plantations Industry

April 13, 1960

Dear Comrades,

At the General Council meeting held at Bangalore, a decision was taken to hold a meeting of representatives of plantation unions belonging to AITUC, to prepare for an all-India conference and discuss the formation of an All-India Federation. For many organisational reasons, this could not be implemented. At the last General Council meeting held at Delhi, this decision has been taken by the General Council itself. We had hoped to hold this meeting in the beginning of May but due to various other commitments, Com.S.A.Dange will not be free to attend such a meeting till the middle of June.

The meeting is therefore fixed for June 18 and 19, 1960. The venue of the meeting will be intimated by the middle of May.

All major plantation unions should arrange for at least two representatives to attend this meeting without fail. The names should be intimated to AITUC by 27th April 1960.

The agenda of the meeting will be as follows:

- 1) Reports from various Unions.
- 2) All-India Conference
- 3) Formation of all-India Federation of Plantation Workers' Unions.

We enclose a questionnaire on plantation problems. Kindly reply the same and send to the AITUC to reach not later than May 15, to enable us to prepare the Report for the meeting.

With greetings,

Yours fraternally,

*Parvathi Krishnan*  
(Parvathi Krishnan)  
Vice President

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QUESTIONNAIRE

1. What are the wage scales at present existing in plantations in your State, for tea, rubber, coffee and spices? (Please give wages for men, women and children. If there is any difference according to acreage, such details should be given.)
2. Are wages paid weekly, fortnightly or monthly?
3. Since when are present wages in operation?
4. What were the previous wages?

5. Is there a Minimum Wages Committee in your State?
6. If so, is the AITUC represented on the Committee?
7. When did the Committee meet last and what were the Minimum Wages prescribed?
8. Are there any cases of violation of the Minimum Wages Act? If so, what are they?
9. Are there any grain concessions existing? If so, what are the details.
10. What is the size of the average family unit? What is the average of family members who are earning members?
11. Which provisions for amenities prescribed under the Plantation Labour Act have so far been provided and how far:
  - a) Housing - Number constructed, Estate-wise, since 1956.
  - b) Medical
  - c) Creches
  - d) Canteen
  - e) Sanitation

(N.B. Give as many details as are today readily available and collect others for the meeting.)
12. What are the existing prescribed workloads? When and how were they fixed? What is the Union's demand in regard to these workloads?

Part II

1. What is the total number of workers employed in plantations in your State in -
    - (a) Tea
    - (b) Coffee
    - (c) Rubber
    - (d) Cardamom
  2. What are the registered trade unions in your State and to which trade union centre are they affiliated?
  3. What is the respective membership claimed by each union?
  4. What is the verified membership for the last year?
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