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No.8(15)/68-NCL(C)
Government of India
National Commission on Labour,
D-27, South Extension, Pt. II,
New Delhi

Dated April 22, 1969.

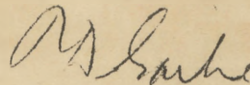
The Chairman and Members of the
National Commission on Labour.

Sub:- Notes on observation visits of Chairman to
Varanasi on April 9-10, 1969.

Sir,

I am directed to forward notes on observations
visits of the Chairman to Varanasi on April 9-10, 1969.

Yours faithfully,



(P.D. Gaiha)
Deputy Secretary

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NATIONAL COMMISSION ON LABOUR

Camp : Varanasi
9.4.1969.

8-30 A.M. to 10.15 A.M.

Visit of the Chairman, National Commission on Labour to the Weavers Colony (work place and Welfare Centre); Sri Silk Mills (Powerloom factory) and Old Handloom Weavers Colony and workplace.

The Chairman was accompanied by Shri Raja Ram Shastri, Member, National Commission on Labour and officers of the Labour Department.

(A note submitted by the Labour Commissioner's Office in this behalf is enclosed).

Handloom Industry: (Weavers' Colony)

Majority of the workers are Muslims.

Children about 8 years old and onwards are also employed. Parents cannot afford to give them education. The daily wage of a child is about Re.1/-.

The looms are put in residential quarters. There are two handlooms in a small room.

They wanted that they should be given a shed where they can put up their looms, so that they may not be required to do the work in their houses. It has not been possible to get such a separate shed because of disputes between the Co-operative Societies.

Handloom silk sarees were being produced in the quarters visited.

A visit was paid to another house in the same colony where Jari work was done on handlooms.

The raw material is supplied by the owner.

The worker (who works on his own handloom) gets about Rs.20/- per saree. The person who supplies the raw material is entitled to purchase the finished

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product at his own price. The producer does not get the advantage of a free market.

The roofs (cement sheets) of some quarters had been blown off by storm. The inmates were put to great inconvenience. They pleaded for stronger constructions.

Water tax of Rs.41 per year is levied. This was said to be too high.

Visit to Government Labour Welfare Centre

There is a Government Labour Welfare Centre in this colony. There is a reading room, library, dispensary, sewing and embroidery class for women, Aakhada for wrestling practice, etc. The doctor in charge of the dispensary said that 30 per cent of the patients suffer from T.B. The percentage is more among the ladies. The people are undernourished.

About 250 patients come to the dispensary every day. The grant is only Rs.4000/- per year which is hardly sufficient for 3 or 4 months.

Visit to Sri Silk Mills

The output is 700 sarees per month: Rs.5 lakhs per year.

Powerlooms working. . . .

Each worker gets a minimum of Rs.1.55 per day; above that, it depends on the work he turns out; there is a piece-rate fixed.

There is no labour problem at present.

The relationship between employer and employees is good. They talk across the table and settle disputes.

There is an A.I.T.U.C. union.

Total number of workmen employed are 70.

The factory works two shifts.

A worker can earn a maximum of Rs.175/- per month.

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The factory pays 50% d.a.

The workers consist of both Hindus and Muslims.

The factory was started in 1951; it is a family concern.

Handlooms at Madanpura

The average earning of a worker per month comes to about Rs.60/-.

Children of tender age (about 8 years old) work on these looms.

Sometimes the workers have to remain unemployed; when that happens, they get even less than Rs.60/- per month. It depends on the demand.

A child labourer is paid Re.1/- or 12 annas per day.

A family has 2 or 3 looms and all members work on those looms.

The houses are very old and some of them are in a dilapidated condition.

SA/-

NOTE REGARDING M/S, SHRI SILK MILLS, VARANASI
SUBMITTED BY THE LABOUR COMMISSIONER'S OFFICE

The concern is engaged in manufacturing sarees through power looms. The concern was established in the year 1951 and has 23 looms installed. The total employment in the concern is 70 workmen, and the monthly production is 1700 sarees per month.

The concern works in two shifts. The first shift starts from 7.30 A.M. to 4.00 P.M. and the second shift is from 4.00 P.M. to 12.30 night. The number of employees in various departments are as under :

1 - Loom Workers.	43
2 - Twisting	18
3 - Warping	6
4 - Others	3

The wages in the concern are on piece rate with guaranteed wage of Rs. 1.55 paise per day. The workers also get D.A. of 15% as per mutual settlement between the parties. The average wage of loom workers comes to Rs. 4/- to Rs. 5/- per day.

The financial year of the concern is from July to June each year and the concern has paid bonus at the following rate during last four years.

1964-65	15½ days wages or Rs. 40/-
1965-66	6½%
1966-67	7½%
1967-68	8%

There is one trade union of workers in this industry, (Textile Workers Union) which is affiliated to A.I.T.U.C. and about 50% of the employees are members of this union.

WEAVER COLONY, NATI IMLI

This colony consists of 100 single room quarters and was constructed in 1962 with the assistance of the Industries Department. Co-operative Society was also formed to help weavers in supply of raw-materials and to solve other problems of the weavers but due to constant litigation the society has not been able to

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function properly as yet.

In each of these quarters an average family consisting of four adults and 5 children resides. There are about 200 looms in the colony which provide employment to about 400 persons 50% of them being loom holders themselves.

The loom-owners are themselves the weavers and on average produce 5 to 6 yards per day. These persons get the raw-material from the shop-keepers to whom the finished goods are supplied. These loom-owners also employ some assistants who are paid wages on piece rate basis. The average earning of these persons ranges between Rs. 2/- to Rs. 3.50 per day.

All the persons of this area are Muslim weavers and the records of Labour Welfare Dispensary which is situated in this area show that about 40% to 50% of them are suffering from T.B.

LABOUR WELFARE CENTRE

Besides the weavers colony, ^{an} Industrial Housing Colony has also been constructed at Nati Imlu under the Subsidised Industrial Housing Scheme of Government of India. There are 192 single room quarters and subsidised rent of the same is Rs. 13.50 paise. The industrial population around this area is estimated at over 10,000 employees and for the welfare of the working class population, a Labour Welfare Centre has been opened at Nati Imlu which provides facilities of reading room, library, games, music, child and women welfare, sewing class and Dispensary. The following figures give the average daily attendance of the workers in the various activities of the Centre:-

1- Library Membership.	134
2- Average daily attendance in the Reading Room	120
3- Sewing Class trainees.	45
4- Average daily attendance in the Dispensary.	200
5- No.of special programme organised.	44
6- Daily average attendance of out-door games.	65
7- Daily average attendance of in-door games.	52
8- Akhara	33

HANDLOOM WEAVERS OF MADANPURA

The locality of Madanpura is situated in the eastern part of the city and is mostly a Muslim populated area. It is estimated that over 12,000 weavers work in this area. The looms are fitted in the residential houses of the weavers which are generally in dilapidated condition lacking in ventilation and other amenities. These workers are engaged in this trade from the childhood and have a family tradition of weaving sarees. The loom weavers employ other workers as well and employing most of child labour is also not uncommon. The wages of the employees are paid on piece rate basis and the working condition has so far not been regulated in the industry. The average earnings of the employee ranges from Rs.2.00 to Rs3.50 paise per day and in case of helper- weaver who is often a child the wages come to Rs. 25/- per month. These workers work more or less independently on their looms and 10 to 12 hours working each day is not uncommon.

An important feature of this industry is indebtedness of the weavers to the business houses who supply the raw-material as well as finance. A weaver is perpetually in debt and when he leaves the work of one business house, the entire debt money is transferred to the next business house and all his products as such remain pledged to the business house. The business house treats this debt money as security for the continuance of the job of the weavers.

M/S

NATIONAL COMMISSION ON LABOUR

Camp : Varanasi.

10th April, 1969.

5-30. P.M.

The Chairman accompanied by Shri Raja Ram Shastri, Member of the Commission, received the deputation ~~met the representatives~~ of the All India Carpet Manufacturers' Association and discussed some problems concerning their industry. The following were present:-

1. Shri Abdul Samad,
M/s. Samad Carpets,
Bhadohi.
 2. Shri J.K. Khanna,
M/s. Kishore Chand
Khanna & Sons,
Bhadohi.
 3. Shri Gulabdhhar Misra,
M/s. Kashi Prasad and Sons,
Gopiganj,
 4. Shri Abdul Qayum,
M/s. Abbas Wazir (P) Ltd.,
Bhadohi.
 5. Shri Sanwaramal Patodia,
M/s. General Fibres
Dealers,
Bhadohi.
 6. Shri Mohd. Mustafa Khan,
M/s. A. Aziz Khan & Sons,
Bhadohi.
 7. Shri R.K. Sahgel,
M/s. R.K. Sahgel & Co.,
Bhadohi.
 8. Shri S. Shukla,
Jagat Ganj,
Varanasi.
- Representing
Carpet Manu-
facutrers'
Association.

OFFICERS OF THE LABOUR DEPARTMLNT.

1. Shri J.N. Srivastava, Assistant Labour
Commissioner, U.P. Allahabad.

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2. Shri B.N. Singh Additional Regional Conciliation Officer, Varanasi.
3. Shri L.S. Govil, Inspector of Factories, Varanasi Region, Varanasi.
4. Shri M.K.Mitra, Labour Inspector, Varanasi.

The following is a summary record of the said discussions:-

Mr. Shukla, the spokesman of the representatives from Bhadohi, Gopiganj and Mirzapur, stated that in all there are about 150 carpet exporters, big and small. The exporters supply raw material to the loom owners. Loom owners weave the carpets. Some times they give the carpets directly to the exporters for export; sometimes they give the carpets to the finishing houses. Finishing houses deal with the weavers as well as with exporters. The carpets that need finishing /

/are given to finishing houses.

Loom-owners are agriculturists; they are not exporters' employees. The wages are fixed according to yardage. The lowest monthly income of a weaver would be Rs.80/-; the highest would be about Rs. 250/-. Most of these weavers are agriculturists; they work on their fields and do carpet work during off-season or leisure time. This is a sort of part-time job for them. Weavers in the abovementioned areas are both Hindus and Muslims. The exporters are also both Hindus and Muslims.

About a lakh families are engaged in this work. There are four unions; Hind Mazdoor Panchayat affiliated to the S.S.P. is the leading unions. Next is A.I.T.U.C. INTUC does not function in this area at all. Bharatiya Mazdoor Sangh has also come up a bit.

The effort of the workers recently has been to somehow get more than 20 persons in one unit, so that they may get the benefit of the Bonus Act and other industrial legislation. This effort is directed mainly against the exporters, because the unions feel that the exporters can meet their demands. Even persons employed by the finishing houses seek to claim the benefit of the Bonus Act and other benefits from the exporters. With this object, they have already started agitation which takes the form of strikes and gheraos; coercive methods are being employed.

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Till 1966 the carpet industry was getting subsidy both in cash and kind. But after devaluation those concessions have been withdrawn. 98 per cent of carpets produced in India are meant for export. Out of these, 95 per cent are accounted for by this area. In regard to carpet exports, Pakistan has increased its export tenfold within the last three years.

The Association's case is that if the carpet exporters have to compete successfully with the rest of the world and the export trade has to increase, it is essential that the Government should give them assistance as before. This assistance would enable the exporters to improve the lot of the workers also. Having regard to the nature of the industry, it should be declared intermittent industry.

(Mr. Shukla handed over a communication annexed dated 10th April 1969, setting out the case of the Association. The Chairman suggested to the Association that a copy of the communication should be given to the Labour Commissioner. The Labour Commissioner will get the comments of the important Unions on the said communication and also give his own note. The Unions' comments and the Labour Commissioner's note will be submitted by the Labour Commissioner to Mr. Rajaram Shastri, and the Chairman will receive the same when he comes to Banaras for the next sittings of the BHU Inquiry Committee. The entire matter may be then considered by the National Commission on Labour).

A note submitted by the Labour Department is also annexed (Annexure II).

ANNEXURE I

ALL INDIA CARPET MANUFACTURERS' ASSOCIATION
Post Box No.63
Bhadohi, Distt.Varanasi.

Telephone: 352, Bhadohi

Telegram:AICMA,
Bhadohi.

Dated 10th April, 1969.

Sri P.B.Gajendragadkar,
Ex Chief Justice of India,
Chairman, National Commission for Labour,
Camp Varanasi.

Our Most Repected Sir,

We were overwhelmed when we learnt of your maiden visit to Varanasi as the Chairman of the National Commission for Labour and we were all the more anxieted over the expectation of availing the opportunity to receive you at Bhadohi with a view more particularly to present before your Honour, our humble efforts for the advancement of the carpet industry, which occupies an important position in the graph of foreign exchange earning industries of the country. We are sorry for the conincidence of extrmely hot weather with your kind visit that has restricted the honour we would have availed of your personal but we are, nevertheless, grateful to you for the kindness you have bestowed by extending to us the courtesy of presenting before you some of the very many problems that the industry is confronted with, despite your extremely busy programme, and that we most respectfully, beg to lay here-under:

Carpet weaving in our country is believed to have been carried on since times immemorial. The earliest account of the manufacture of carpets in India is available in the Ain-e-Akbari of Abul Fazal which reveals that the industry reached its highest excellence during the Mughal periods and that Indian carpets could compare with those made in Iran and Turkey. But even before Akbar the industry had already made its headway into Agra, Allaha- bad, Jaunpur, Fatehpur, Lahore and Srinagar. In Kashmir it is stated to have appeared during the reign of Zainul Abdin, sometimes in the middle of fifteenth century. His son Shah Khan is stated to have brough carpet manufacturers from Samarkand. The industry flour- ished for sometime but almost disappeared later, and

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it was again revived by Akhun Rehnuman who went on pilgrimage to Mecca during the reign of Ahmad Beg Khan, Emperor Jehangir's Governor in Kahmir. Akhun Rehnuman is said to have learnt the art of carpet manufacture on his way back from Mecca at Andi Jehan in Iran. The industry flourished largely as the result of the generous patronage of Mughal Emperors, and with their downfall, it met with a natural set back. However, it again received stimulus with the entry of Europeans in the field of manufacture. Mr. M. Devergne was the first European to further the cause of carpet manufacture and later M/s C.M. Hadow & Co. and the East India Carpet Co. took over the trade which subsequently saw its growth in various other parts of the country. The last decade of the nineteenth century accounted for the growth of carpet industry in the eastern U.P. particularly Mirzapur and Bhadohi.

Ever since the manufacture of carpets has been on the increase in this region.

The wool used in the manufacture of carpets is mostly of coarse type which is indigenously available but for the carpets of superior quality, and of artistic pattern, whose demand is on the increase, finer quality of imported wool is used.

The raw wool is obtained from the sheep's backs and is processed before it can be used for the manufacture of carpets. Wool of different colours is sorted out and the various extraneous substances carefully picked up. After such separation and sorting, it is dried and carded, the work being done by carders. After carding the process of spinning is carried on mostly by womenfolk. All these processes are done by the persons involved in their respective homes.

The thus spun yarn is taken by the weavers who are also the loom-owners to their homes for weaving, after it is dyed in cases where so required. These weavers are more interested in weaving at their homes rather than preferring to work in else's premises particularly because their main vocation is agriculture and they adopt carpet weaving to substantiate their earnings at times when they are free from their fields. In so doing they also have the opportunity of engaging their inmates including children for the work of carpet weaving whose energy would have, otherwise, been a waste. The experiment of weaving carpets and carrying on their allied processes under one roof in compact factories has precariously failed for this reason.

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The designs and pattern of carpets are made on graph papers where each kind of colours are shown and it is with the help of these graph papers that the weavers weave the carpets to suit the requirements of the foreign buyers on whose behalf actually the exporters of carpets get them made out here and then export to them, that is, the foreign buyers.

After weaving the carpets undergo clipping, embossing, knotting and repairing etc. These jobs can be bifurcated as the finishing processes which are carried on mostly by independant shopkeepers who execute the finishing work of carpets of various exporters at a time. It is worthy to submit at this stage that the weavers as also these finishing shopkeepers are not necessarily bound with any one exporter only. They work for many at a time and in that way a new pattern of business has evolved wherein the loom owners and the finishing shopkeepers or finishing houses have come up to be businessmen very much like carpet exporters even though for the present they have not been able to enter into export trade themselves, may be for want of finance or lack of education. The day is not far off when these persons may add a new dimension in the export trade of carpets by becoming exporters themselves just as many weavers and other craftsmen of the industry have already, of late, entered the export trade independantly.

Your Honour will thus appreciate that the prevalent pattern of the industry is an example of the socialistic pattern whereby the opportunity, as also the avenues, of progress are open to any and every person engaged in the industry as distinct from the capitalistic approach wherein the trade is monopolised by capital under one roof and the benefits are extracted by the capitalists for his own ends. This peculiar pattern, it may be respectfully submitted, is the main cause for progress of this industry in this region whereas in Punjab, as also in Rajasthan and partly in Kashmir, the industry could not develop because of its functioning under compact system of capitalistic control. The number of exporters in this industry was approximately 25 in the year 1959-60 which has risen to approximately 150 at present. Out of 150 exporters, 93 are the members of this Association.

It has, however, been equally unfortunate that the industry has not been able to expect progress in this area, despite the fact that the carpets made here account for 95 % of the total exports of carpets from

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India, mainly due to the reasons that a step motherly treatment has been imparted by the Government in dealing with the problems that the industry has been and is even today confronted with.

We have only overseas markets for the labour we do because approximately 98 % of the carpets manufactured in the country are meant for export and the competition that we have to meet from other carpet manufacturing countries is so acute that it is hardly feasible for the industry to survive without State Protection. The market is really wide and the scope undoubtedly great because the Indian Carpets are able to meet presently even less than 1 % of the world demand, but countries like China, Pakistan, Afghanistan, Persia, Bulgaria, Rumania, Morocco, Iran, Turkey with the active support of their respective Governments are doing their best to oust us from the world markets even from the meagre exports that we are able to execute. There has been unprecedented rise in the cost of raw materials and the everyday increase of weaving and finishing costs has led to unimaginative enhancement in the cost of production. To compete with the other countries attractive prices have to be quoted and the use of improved materials is equally necessary. The rise in import duties forbears the use of imported dyes and better qualities of wool whereas the use of indigenous materials which is the compulsion of circumstances is all the more fatal.

The export figures as detailed in annexure 'A' will reveal that in the year 1960, 17,27,000 sq. meters of carpets were exported but since the exports have been deteriorating mainly due to the above reasons and for want of proper State Protection. It may not be out of place to submit that the neighbouring Governments of Pakistan and China who are our keenest competitors in the world markets both commercially and politically, are extending such protection to the trade that their exporters feel encouraged to export as much as they can without the consideration of the cost of production., and in turn they are heavily subsidised by their exports almost fold within a span of 3/4 years will establish the protection the Only one industry is getting at the hands of the Governments example there, for a cut throat competition against us.

The foreign buyers who place orders for the manufacture of carpets as per their designs and specifications are equally interested in cheaper products but in better qualities and if their requirements are competitively met by others, they divert their business to those countries from us.

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The industry did get a little breathing time with the export of BERBER quality of carpets to West Germany during the last two years but even that market is on the sharp decline due to competition. The trend of the requirements in foreign countries particularly of Indian carpets as submitted in Annexure 'E' reveals the sharp decline and the stoppage of exports to African countries has been a great set back to the industry.

All found, Your Honour, the industry is a major foreign exchange earning cottage industry, of the country. It occupies the second position next only to Precious and semi precious stones in handicrafts exports and the total exports account for approximately Rs. Ten crores. It is, therefore, only expedient that this major foreign exchange earning industry is given the protection and the incentive, it deserves. The withdrawal of all incentives in the form of cash and kind with the devaluation of Indian currency, in June 1966, had its natural effect and the exporters, in many cases, have started diverting their business to better prospects in other trade. One of the more important reasons for a change in the outlook of the exporters is due to the recurring labour unrest coupled with the attitude of the authorities on that front. The loom owners and the finishing houses who are independent for all intents and purposes, as already submitted hereto above, are mistakenly considered as contractors, even though they employ their own labour, pay wages to their employees, regulate their timings and have full supervision and control over their employees without any interference, whatsoever, from the exporters. Yet the employees of such establishments are by misinterpretation of legal position, thrust upon the exporters as if such employees have been employed through some other agencies and this misconceived situation gives birth to perpetual labour unrest leaving no moment of peace to exporters for thinking and planning in terms of progress. At times the same sets of persons is reported to claim as the employees of different exporters and even co-ercive methods have been resorted to by such elements for the fulfilment of their demands and desire irrespective of the legality or otherwise of the situation.

As submitted earlier the pattern of working in the industry, in this region, while being peculiar accounts for the progress both of the trade and of the individuals engaged therein in its various processes.

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Your goodself will kindly appreciate that per capita income is the lowest in Utter Pradesh and it is still lower in this region, of the State. The present pattern of carpet industry has a very wide room open for the progress of all those who make efforts in that direction.

Any diversion from this pattern or any imposition of the system whereby the carpet industry may be compelled to be run under one roof or under the direct control and supervision of one person or his appointed officers will only result in monopolising of the trade in a few hands and in that event the capitalistic tendencies will get encouragement, the quality will deteriorate because psychologically as also to suit their convenience the craftsmen engaged in the industry with a feeling of freedom and independence, as it is today, will not like to come under one roof. The consequence whereof will be decrease in exports whose natural corollary is the loss of the foreign exchange earning.

We beg, therefore, to confine our approach for the moment to you, with the request that the industry be decentralised as far as be possible, the loom owners be declared independants as also the finishing houses and the implementation of various industrial statutes be done in such a manner that the persons employed at various stages by the loom owners the finishing houses or the exporters get the benefit that accrue to them from their masters who really supervise and control their work.

The exporters as your kindself will agree, have their own financial limitations which are on increase every day and they can not be compelled to increase their cost because they are not all independent/on their foreign buyers. There have been frequent changes in the minimum wages compelling the rise in the cost of production and, ironically enough, the exporters have been made a party for determination of wages of weavers even though the weavers have been admittedly in the employment of the loom owners. If you, your Honour, we have got the right person who can suggest rather recommend to the Government that on all such occasions, when the condition of employment are to be determined the loom owners and shopkeepers of the finishing houses be treated at par with the exporters as the employers of their respective contingent. It may not be out of place to mention that these exporters occupy no better position factually because of the dependence they are subjected to at the

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hands of their foreign buyers. The exporters have to make carpets only according to the specifications and requirements given to them by the foreign customers who place such orders and that being so we are only the agents or contractors of such foreign customers. The exporters can not alter this position because of the peculiarity of the industry and the trade.

Being dependent on foreign customers, the exporters can not regulate their programme evenly throughout the year. Sometimes the orders are so heavily placed and that too with the bondage of executing the same within a limited period of time that all processes have to be expedited and greater strength is required to fulfil the commitments and sometimes due to dearth of orders this strength has to be considerably minimised. This situation alone of sharp variation of strength which is entirely on the mercy of the foreign buyers is beyond the control of the exporters and for that reason it is only expedient that the industry may kindly be declared as INTERMITTENT INDUSTRY.

May we hope with the above submissions, Your Honour, that custodian of industrial and social justice as your Honour has always been, you will very kindly protect the industry from deterioration by bestowing mercy upon us and safeguarding socialistic approach, we are all dedicated to.

We beg once again to express our gratitude for your generosity of having accorded to us the privilege to put forth before you the very acute problems we are facing with the expectation that you will envisage methods of relief to us and help thereby the industry engaging almost 1 lac families in this area of about 500 sq. miles and encourage us thereby to put in our heart and soul for earning the maximum foreign exchange for the country which is so badly needed at this juncture.

Thanking you,

Yours faithfully
for ALL INDIA CARPET MANUFACTURERS'
Association

Sd/-
(R.K. Sehgal)
Hony. Secretary.

10th April, 1969.

Encls:

ANNEXURE 'A'

<u>Year</u>	Sq. Metres.
1960	17,27,064
1961	12,68,093
1962	12,42,375
1963	11,32,566
1964	15,04,598
1965	12,16,057
1966	6,09,782 (For six months only).
1967	14,83,234.

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A N N E X U R E 'B'

Year	Total	UK	USA	Canada	Australia	Singapur	Other Ports.
1963	1132556	695479	141534	90275	111642	51752	41874
1964	1504598	903914	200955	148926	52045	33744	65015
1965	1216057	510814	216408	116515	141949	38085	132286
1966*	609782	154286	130705	84018	62967	24292	153514
1967	1483234	562839	246567	169392	144135	22058*	338243

Figures for the year 1966 are for Six Months only

In the year 1967, figures under Singapur are for West Germany.

NOTE ON INDUSTRIES & LABOUR CONDITIONS IN VARANASI SUB-REGION. PREPARED BY THE LABOUR COMMISSIONERS OFFICE.

The Labour Office at Varanasi looks after the problems of labour concerning the districts of Varansi, Ballia, Ghazipur and Jaunpur. The labour employed in the registered factories of this region is 13,650 working in 215 registered units. The statistics of the unorganised labour population is estimated to be near about four lakhs. The total population of the area stands over 70 lakhs of which Varanasi city itself has the population of about 8 lakhs.

Varanasi is known for its ancient industries of handloom-weaving, brocade, Zari and carpet weaving. The organised, large and small scale industries have also started coming up recently, but the ancient industries continue to occupy vital place in the economy of the area. The above unorganised industries, even though largely concentrated in the urban areas, have important impact in the rural economy of the region as the working force of the industries are by and large drawn from the rural sector. The unorganised industries, even though in existence from the remote past are still in a bad shape and the scheme for their rehabilitation, implemented in the recent years have not shown any progress and signs of improvement.

The organised labour force in Varanasi has increased from 5,900 in 1951 to over 12,000 workers at present. Among the important industries established recently are M/s. Sahu Chemicals and Fertilizers (1000), M/s. J.J.R./ (4000). Others are small units employing less than 100 workers. The total number of registered factories in Varanasi is 189 out of which 51 are engineering factories, 20 printing presses, 15 silk mills, 9 rice, dal and oil mills and the rest are miscellaneous industries.

Among unorganised industries are carpet, handloom, biri, tobacco manufacture and their details are as under:-

HANDLOOM INDUSTRY (BANARASI SILK BROCADE AND ZARI).

This is an ancient and traditional work of weaving sarees on handloom, in and around Varanasi and the work is spread in the neighbouring villages of Jaunpur and Azamgarh as well. This industry has given rise to certain ancillary work such as zari, brocade weaving, and Kala battu. The annual production in this industry is estimated at Rs. 12 crores. Though the industry is largely concentrated in the urban areas the workers are mostly drawn

from the neighbouring villages which supply 60% of the workers employed in the industry.

The total number of employees engaged in the industry is over 40,000.

A majority of the workers are however, muslims and the conditions of work are not statutorily regulated in the industry. The output per weaver varies from 2 yards to 5 yards per day yielding an income of Rs.2/- to Rs.5/- per day.

The Raw-materials are supplied to the weavers by middlemen who also provide necessary finance to the weavers for which the products are pledged to them in advance. The weaver is, therefore, not able to get a fair return of his efforts as the profits are usurped by the middlemen. Hand made 'Zari' is also facing actual competition.

2. CARPET INDUSTRY

The carpet industry is mainly a rural industry and is confined in the areas around Bhadohi and Khamaria in Varanasi district and in certain adjoining parts of Mirzapur district. All these centres are situated within a radius of 40 miles. This area produces 95% of woollen carpets manufactured in India. About 60,000 weavers are engaged in manufacturing of carpets and about 50,000 other persons are working as clippers, repairers, knotters etc., in the industry. In spite of large number of workers engaged in the industry only 12 factories out of over 70 important firms engaged in the business have so far been registered under the Factory Act, employing about 2,000 persons. Annual production of this industry here is about 18 lakhs square-meters valued over ten crore of rupees. Generally all the materials produced is for export.

The wages in the industry are regulated by the Minimum Wages Act which were last revised in November, 1966. The minimum wage for unskilled labour is Rs. 2-10 paise per day. An important feature of the industry is that workers are either self-employed or engaged in groups by the middlemen or contractors and the wages are paid on piece rate basis.

3. BIRI INDUSTRY

Biri industry in Varanasi district gives employment to about 50,000 employees but the industry is mostly carried on as a home-trade. There is no registered factory in this trade and work is distributed to out-workers who supply the finished products to the merchants. The wages in the industry are regulated under the Minimum Wages Act and the minimum rates of wages have recently been

revised in February, 1969 as Rs.2.20 paise per thousand biries.

4. TOBACCO INDUSTRY

This is also one of the old unorganised industry of Varanasi and gives employment to about 20,000 employees. The wages in the industry are regulated under the Minimum Wages Act and the minimum wages have last been revised in December 1966. The minimum wage of an unskilled worker has been fixed as Rs. 2.05 paise per day. About 50% workers employed in the industry are female. This industry is on decline at present.

5. OTHER INDUSTRIES.

A- Another important industry of Varanasi is brass-ware which is mostly an artison trade. The work is carried on mostly in the houses of Artisons who employ the workers chiefly on contract basis. Approximately over 5,000 employees are engaged in this industry but the trade is not in a flourshing state.

B- The wooden toys of Varanasi, were once upon a time famous for its artistic beauty but this trade has also suffered recently due to market competetion. This industry is mostly carried-on as a home-industry and provides employment roughly to about 3,000 persons. Recently some improvement has been made and few Cooperative Societies have been formed to re-organise the trade.

C-

HOTEL INDUSTRY

This is a developing industry in this region and is giving employment to over 700 workers whose wages were not so far regulated. This industry has now been brought under the Minimum Wages Act and the minimum wage of Rs.65/- per month has been fixed for an unskilled worker.

INDUSTRIAL RELATIONS

Although the total number of work stoppages in this sub-region have not been much but there has been constant agitation and unrest among the workers of this Sub-region and the following figures give an idea of strikes averted and called-off during last three years.

<u>YEAR</u>	<u>STRIKES AVERTED</u>	<u>STRIKES CALLED OFF.</u>
1966	7	9
1967	5	13
1968	8	11

Number of C.B. Cases filed by the parties during the last three years are as under:-

<u>YEAR</u>	<u>NO. OF C.B. CASES</u>	<u>PERCENTAGE OF AGREEMENTS</u>
1966	109	25%
1967	112	26%
1968	116	37%

Besides, formal conciliation proceedings, 58 cases were taken up for informal conciliation during 1968 out of which agreements were arrived at in 25 cases. The percentage of agreement in C.B. Cases has been 45 during 1968.

The distribution of C.B. Cases unionwise for the year 1967 and 1968 have been as under:-

(a) A.I.T.U.C.	74%
(b) H.M.P.	8%
(c) I.N.T.U.C.	3%
(d) B.M.S.	1%
(e) Hind Mazdoor Sabha	2%
(f) Independent Union	12%

The total number of trade unions registered for the various industries of Varanasi is 68, and affiliations of these unions are as under:-

		<u>Membership</u>
I.N.T.U.C.	10	1495
A.I.T.U.C.	14	2694
H.M.P.	9	1334
H.M.S.	9	1217
B.M.S.	10	1879
Independent unions	16	2131
	<u>68</u>	<u>10690</u>

There are two labour colonies in Varanasi for industrial workers as given below:-

1. Industrial Labour Colony, Sahupuri 504 Quarters.
2. Industrial Labour Colony, Nati Imli 192 Quarters.

The rent of single room quarter is Rs. 13.50 paise per month and that of Double Room quarter is Rs. 27/- per month.

LABOUR/WELFARE CENTRES.

There are also four Government Labour Welfare Centres one each at Sahupuri, Nati Imli Bhelupur and Bhadohi which provide facilities of recreation, games, library, reading room, medical and sewing classes (for women) etc.