

276

Camp: Bangalore
January 18, 1959

Com.D.P.Ghose,
Secretary,
Zilla Cha Bagan Workers Union,
P.O. MAL, Jalpaiguri.

Dear Comrade,

Thanks for your letter.

2. The enclosure with your letter is the agreement about Labour-Participation in Management in the Tripartite Committee.
3. Its actual implementation in each factory or establishment is to be decided by the management and the trade unions, with such modifications as warranted by the local situation.

Our efforts in this should be to improve upon this agreement in favour of workers as far as possible.

In general while there should not be any illusion about labour-participation in management, we must try to work out the agreement honestly, clearly bearing in mind our role as defenders of the working class.

We should be glad to hear reports in this respect and developments from time to time.

With greetings,

Yours fraternally,

(K.C.Sriwastava)
Secretary

1 FEB 1959

Zilla Cha-Bagan Workers' Union

(Affiliated to the A. I. T. U. C.)

REGD. NO. 2785

Head Office : MALBAZAR, JALPAIGURI

President :

Satyendra Narayan Mazumder,
M. L. A

General Secretary :

Debprasad Ghose
Member Tea Board

Ref. No.

Date 29/1/1959

Com K.G. Srivastava,
Secretary,
All India Trade Union Congress
x 4, Ashok Road, New Delhi.

Dear Com,

I am in receipt of your letter dt 18 Jan '58
Reg- Workers participation in Management. A copy of the rules as
as have been sent to us by the management was also sent to
you for your examination and ~~verification~~ necessary amendments
if any, but in that respect nothing we have as yet received
from you, it is for this reason that the required Agreement
is being delayed.

You are therefore requested to extend your help
in the matter at your earliest convenience.

den
Another point requires your clarification on or
before the 14th Feb. Here we have faced a peculiar position
regarding membership of union. There is a big union of teagar-
clerical staffs, in the union the medical men are also members.
But the medical men have got some other grievances which
cannot be ventilated by the above ~~union~~ union. Under the
circumstances the medical men have framed another union to
achieve their partial demands which cannot be fulfilled by the
above union. But the members of this medical union have not
deviated from their membership of the former union. Now the
question arises whether constitutionally they can remain
members of both the unions or not.

You are therefore requested to ~~ex~~ intimate the
Trade Union constitutional position at an early date.

With greetings
Comradely yours

D.P. Ghose
(D.P. Ghose)
Secretary.

2nd February, 1959

Dear Comrade,

Thanks for your letter of 29th January.

As stated in my earlier letter it will not be possible for us to suggest you from this distance the amendments in the agreement. This depends upon local conditions. What we have to try is to get more and more powers for the representatives of the unions in the check up and a real say in management affairs. To what extent this can be done will differ from installation to installation depending on several factors including our own ability and organization.

Further I would suggest if you are unable to make up your mind on the issue please consult the BPPUC leadership at Calcutta.

We have agreed in the Manilal Indian Labour Conference under the code of conduct to discourage the practice of dual membership by the workers.

What confuses me is why it is not possible for the clerical staff union to take up the grievances of the brethren of medical section. If it is not a considerable difficulty; we must try to fight it inside the union in a democratic manner.

Multiplicity of unions in the same installation based on section of workers is not a good Trade Union principle.

With greetings,

Yours fraternally,

K.G.
112
(K.G.Srivastava)
SECRETARY

Com. D.P.Ghose, Secretary,
Zilla Cha-Bagan Workers' Union,
Malbazar, Jalpaiguri.

17-MAR 1959

चाय-मजदुर युनियन, आसाम ।

CHA MAZDUR UNION ASSAM.

(Regd. No. 236)

Santi para

Head Office :- Chowkidingher

P. O. REHABARI.

Dibrugarh, Assam.

Registered to
India
to Union Congress.

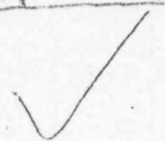
Under Certificate of Posting

No.

Date

9th March, 1959.

1276



To The ~~Labour Office~~ General Secretary,
All India Trade Union Congress, 4, Ashok Road, New Delhi.

Dear Com.
Sir,

originally

Please find enclosed herewith copies of two letters addressed to the
Managers, Ethelwold Tea Estate, Dibrugarh and Ganagabari, P.O. Makum Junction
respectively for your information and necessary actions.

Yours faithfully,

B. Chowdhury

General Secretary.

चाय-मजदुर युनियन, आसाम ।
CHA MAZDUR UNION ASSAM.

(Regd. No. 236)

Affiliated to
All India
Trade Union Congress.

Head Office :- Chowkidinghee
P. O. REHABARI.
Dibrugarh, Assam.

Ref. No. GMU/D/1/122/59.

Under Certificate of Posting.

Date 9th March, 1959.

To
The Manager,
Ethelvold Tea Estate,
P.O. Dibrugarh.

Dear Sir,

We have been informed by reliable persons that on the morning of 20th February, 59, the Chowkidar of New Line, while giving Kamjari call announced that anybody joining the Red-flag Union or participating in its meeting would automatically be deprived of 1957 Bonus and other facilities, like rice at concession rate etc. The next day taking advantage of the panic and fear result of the above announce, some of the Sirdars forced the labourers to enlist themselves members of another Union against their will and coerced them to pay subscription.

We can not but register our emphatic protest againsty these activities which are nothing but clear violation of Code of Discipline and depriving the workers of their right to join any Union of their choice. We also feel that the actions of the Chowkidars as well as Sirdars are results of inspiration drawing from the management's open propoganda against Red Flag Union (affiliated to A.I.T.U.C).

We demand that steps should be given taken and assurances should be given immediately to stop such method of intimidating the workers to leave Red Flag Union and join another Union under threat of pecuniary loss.

Your faithfully,

Copy to:

General Secretary.

REHABARI The Secretary, Labour Department, Govt. of Assam, Shillong,
The Labour Commissioner, Assam, Shillong,
The Labour Officer, Dibrugarh,
The General Secretary, All India Trade Union Congress, New Delhi.

The General Secretary, Assam State Committee, All India Trade Union Congress, Tinsukia for informations and necessary actions.

R. Bhosmick.
General Secretary.

चाय-मजदुर युनियन, आसाम ।
CHA MAZDUR UNION ASSAM.

(Regd. No. 236)

Affiliated to
All India
Trade Union Congress.

Head Office :- Chowkidinghee
P. O. REHABARI.
Dibrugarh, Assam.

Under Certificate of Posting.

Ref. No. GMI/C/1/123/59.

Date 9th March, 1959.

To
The Manager,
Gangabari Tea Estate,
P.O. Maxam Junction.

Dear Sir,

We have been informed by reliable persons that you are interfering with the right of workers to enroll or continue as the members of our Union, also discriminating, restraining or coercing the workers because of recognised activity of our Union. Further you victimised some workers in violation of the provisions of Standing Orders.

We can not but register our emphatic protest against these practices which are nothing but clear violation of the Code of Discipline and depriving the workers of their right to join any Union of their choice.

We demand that assurances should be given immediately to stop such practices.

Yours faithfully,

General Secretary.

Copy to:

The Secretary, Labour Department, Govt. of Assam, Shillong,
The Labour Commissioner, Assam, Shillong,
The Labour Officer, Dibrugarh,
The General Secretary, All India Trade Union Congress, New Delhi,

The General Secretary, Assam State Committee, All India Trade Union Congress, Tezuka for information and necessary actions.

R. Chowdhury
General Secretary.

14 MAR 1959 Reception Committee of the
Second Conference of the Coorg Plantation Workers.

(Under the auspices of Coorg District Estate Workers Union
Regd No. 238 A. I. T. U. C.)

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SUNTIKOPPA, P. & T. O.,
(COORG).

Date 11th March 1959.

To
SRI. S. A. DANGE, M.P.,
GENERAL SECRETARY, A-ITUC,
NEW-DEHRI.

Dear Comrade,

The Second Conference of the Coorg Plantation Workers will be at Suntikoppa on 20, 21 & 22 March 1959 and I request you to attend the same as a "Fraternal Delegate" and guide its deliberations to help the delegates to take proper decisions in order to better the living and service conditions of the plantation workers in Coorg and also for the progress and prosperity of the Plantation Industry.

The organised workers in the plantations strongly feel that the time has come to "Nationalise Plantations" as one of the many steps towards the goal of establishing Socialism in our country.

In the event of your inability to attend the conference please send us your message.

Thanking you,

Yours fraternally,

(N.T. Anthony)
Chairman,
Reception Committee

276

March 14, 1959

Chairman,
Reception Committee,
Second Conference of the Coorg
Plantation Workers,
Suntikoppa.

Dear Comrade,

Your invitation to Com. Dange for the Second Conference of the Coorg Plantation Workers to be held at Suntikoppa on March 20, 21, and 22, 1959 to hand today. We thank you very much for the same. But, it is regretted that he will not be able to attend the Conference owing to other pressing preoccupations. However, he has asked me to convey to you his best wishes of success to your conference.

With greetings,

Yours fraternally,

Mary
Secretary.

8 JUN 1959

KARNATAKA PROVINCIAL PLANTATION WORKERS' UNION

(Regd. No. 146)

President : M. C. NARASIMHAN, M. L. A.
Secretary : M. V. BHASKAR

MAHATMA GANDHI ROAD,
CHIKMAGALUR

Ref. No. KPL 151 / 189-60;

Date 29th May '59.

To,

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

*HELP THE KARNATAKA PROVINCIAL PLANTATION WORKER'S UNION

Dear Friends,

The Karnataka Provincial Plantation Workers Union registered a good advance in the previous year in organising the plantation workers for their trade union rights and other demands. Sometime ago all the union militants and workers met in a conference and decided to double the membership of the union this year and strengthen it organisationally. Also it gave a call for a day token strike for bonus and other demands. More than twenty thousand workers responded to this call.

The above union developments have not pleased the plantation owners and other vested interests. Victimization of union activists and harassment of workers have become the order of the day. All efforts are made to suppress the progress of our union.

At this juncture many of the union activists are involved in ^{several} criminal cases and recently Com. J.M. John Taylor the Vice-President of the union and 3 other workers are arrested and charged with murder case and are facing trial. This is a serious situation for the trade union movement in this area and it is imperative that proper defence ^{should be} arranged for the comrades who are involved in the murder case and other cases if safeguarding and further strengthening of the union is to be ensured.

Get full report
(not by mail) seems
they have overstepped
at the very first step? P.T.O.
I had talked to be
careful, because by
proceeding with
in the air
SAP

8 JUN 1958

KARNATAKA PROVINCIAL PLANTATION WORKERS' UNION

CHIKMAGALUR

all this involves large expenditure of money and the union single handed is unable to shoulder the burden. Therefore, we appeal to all the workers, working class organisations and well wishers to donate liberally and without delay so that proper defence is arranged for the cases.

Amount to be sent to

M. V. Bhasker,
 General Secretary,
 Karnataka Provincial Plantation Worker's Union,
 Mahatma Gandhi Road,
 Chikmagalur.

Yours faithfully,
 SD / - M. V. BHASKER.
 SECRETARY.

June 17, 1959

General Secretary,
Karnatak Provincial Plantation Workers Union,
Mahatma Gandhi Road,
CHIKMAGALUR, Mysore State

Dear Comrade,

We have noted the contents of your letter of 29th May in connection with recent developments. We however find that the report should be in greater detail in order to correctly understand the situation.

It is therefore suggested that a detailed report on the situation, the developments before and after the token strike, details of the repressive measures unleashed against us, the cases foisted on our cadres, etc., be sent to us as early as possible through somebody coming to Delhi.

With greetings,

Yours fraternally,

K.G.
17/6
(K.G. Sriwastava)
Secretary

Copy to: Karnatak Pradesh Trade Union Congress,
Bangalore

AGR/59/47

8 JUN 1959

AGRADOOT

Agradoot Karyalaya,
P. O. Darjeeling

*Tell them
meet me in
Calcutta at time
of Congress*

Editor—

Ananda Prasad Pathak

Dated 4th June 1959.

15/6/59

Com. S.A. Dange,
General Secretary,
All India Trade Union Congress,
New Delhi.

*What exactly
does he
want?
What plans
have they?*

Dear Comrade,

It is well known to you that we are publishing a fortnightly journal, viz. "Agradoot" in Nepali language since 1953. But due to various reasons it has never been regular as ought to be.

During your visit to Darjeeling in the year 1954, we had a prolonged discussion about the peculiar problems of this district in general and the problems of tea gardens in workers in particular. You then emphasised the need of bringing out a journal in the simple language understood by a vast majority of tea workers and assured your help for the same.

As assured, you had been kind enough to help us a lot to regularise the publication of "Agradoot" and your financial and moral help of that time helped us in popularising the slogan of unity and the demands of tea workers, whom the "Agradoot" inspired and organised to conduct a historic struggle in the year 1955.

...P.T.O.

AGRADOOT

(II)

Editor—

Ananda Prasad Pathak

Agradoot Karyalaya,
P. O. Darjeeling

Dated 4th. June 1959.

But since we ceased to get help from any other source, the "Agradoot" has been facing an acute difficulty and at present we have not been able to publish it regularly.

During the recent Tibet-troubles the tea planters in tea gardens helped the reactionaries and imperialist agents, to propagate against Peoples' China and the Communist Party. But we could not do much to counteract such propoganda excepting to bring out a Special Number of "Agradoot". (A copy of the same is sent per separate post for your information).

Similarly on all other issues of national importance the Catholic Missionaries aided and abetted by tea planters, spread slanders among tea workers.

These days, the local presses also have become the victim of these powerful magnet and refuge to print even an ordinary trade union pamphlets.

Moreover you are fully conversant with the topographical and geographical position of this place as well as the peculiar problems of a backward nationality

.....P.T.O.

AGRADOOT

Editor—

(III)

Agradoot Karyalaya,
P. O. Darjeeling

Ananda Prasad Pathak

Dated 195

of this area and the important role that has to be played by our journal "Agradoot" in the midst of all ^{these} odds.

Under the circumstances, we have only an alternative to establish a small press of our own to regularise the publication of our journal and it can only be materialised if you please extend financial help from your end.

We hope you would certainly consider these problems of ours and do the needful to help us in establishing a small press of our own.

With greetings.

Yours Comradely,

Pathak

Editor,

(ANANDA PRASAD PATHAK)

8 JUN 1959

PHONE : DARJEELING 385

DARJEELING DISTRICT
CHIA KAMAN MAZDUR UNION

(Registered No. 2256)

DARJEELING

Ref. No. TU/CONF-VIII/59/2

Date... 2nd. June. 1959.

The Secretary,
A-11 India Trade Union Congress,
4. Ashok Road; New Delhi.
Dear Friend,

Many thanks for your fraternal
message to the Eighth Annual Conference of
Darjeeling District Chia Kaman Mazdur Union.

Enclosed please find herewith copies
of resolutions on various problems passed by the
conference, for favour of your information.

With greetings.

Fraternally yours,

B. B. B.

Secretary,

Darjeeling District Chia Kaman Mazdur Union,
Darjeeling, West Bengal, India.

June 15, 1959

Com. Patak,
Agradoot Karyalaya,
P.O.Darjeeling.

Dear Com.Pathak,

Yours of 4th June.

Please meet Com.Dange at Calcutta at the time
of the All India Engineering Workers Conference
from 10th to 12th July 1959 and discuss the
issue with him.

Woth greetings,

Yours fraternally,

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

18 JUL 1959

AGRADOOT

Editor—

Ananda Prasad Pathak

Agradoot Karyalaya,

P. O. Darjeeling .

Dated 15th July, 1959.

Comrade S. A. Dange,
General Secretary,
All India Trade Union Congress,
1, Ashok Road,
NEW DELHI.

Dear Comrade,

We heartily congratulate you for your sympathetic assurance for helping us for setting-up of a small press for our journal "Agradoot" in Nepali. Com. N. K. Sinha, who met you in Calcutta, reported about the conversation he had had with you.

On our part we shall do our best to collect the half part of the money and let you know the position when we complete the collection and arrangement for buying the press.

With greetings,

Comradely yours,

A. Pathak
Editor,

On behalf of the Editorial Board.

*Yru
18/7/59*

22 JUN 1959

Telephone : DARJ. 385

DARJEELING DISTRICT
CHIA KAMAN MAZDUR UNION

(REGD. NO. 2256)

President —Ratanlal Brahman
Gen. Secretary —Ananda Prasad Pathak

CHOWK BAZAR.
DARJEELING.

Ref. No. TU/3/8/59/131(11)

Date 18th June 1959.

The Assistant Labour Commissioner,
Government of West Bengal,
Secretariat Buildings,
DARJEELING.

Sub : Illegal snatching away of the Union Membership Receipt
Books 2 by Munshi Padmay Rai of Glenburn Tea Estate,
(Sumbong Division) in or about the 1st week of June 1959

Dear Sir,

The subject at the top speaks for itself although the details are to be submitted to you for necessary action. The most regrettable fact is that the old attitude of the planters in dealing with legal trade unionism, has seldom abated but the old legacy of the planters to pounce upon the trade union activities in a subtle manner, has assumed a new form. The present incident is a serious eye-opener to the Govt. itself because the right to carry on legal trade union activities, is a statutory right conferred upon all the registered unions by virtue of the Indian Trade Union Act of 1926. The planters still dozing in the stagnant cess-pool of their ignorance about the all-embracing grip of the world-trade-union-movement, may be playing upon the cheap premium of the backwardness of the gullible workers who have been unfortunately made the pawns and chattel of easy exploitation since a long time.

The present incident at Sumbong Division of Glenburn Tea Estate, clearly exposes the internal policy of those planters who are still labouring under the hallucination of mid-summer madness to suppress legal trade union activities of a registered union. However, the most vindictive attitude of Munshi Padmay Rai in snatching away 2 books of Union Membership Receipt as mentioned at the top, is a clear manifestation of the policy of the management towards this registered union.

The management may raise the plausible plea that it has no knowledge of this incident but the fact remains that the Munshi cannot take such illegal and drastic action against this registered union without the connivance of the top-bosses of the management.

Now this incident has raised the following issues :

(I) Whether ... P.T.O.

PAGE TWO

(1) Whether the Munshi has taken this illegal step unilaterally? If so, what punishment may be expected from the management against this Munshi?

(2) Whether the management has secretly authorised this Munshi Padmay Rai to suppress our union there?

(3) If so, will the management explain the background of such illegal action of their Munshi?

(4) As this action is highly illegal, will the Govt. take necessary legal action against the Munshi named hereinabove?

(5) Will it be presumed that the Munshi deliberately launched this offensive against our union to provoke the workers there to fish in the troubled water?

(6) Will the Govt. be judicially prone to set up an impartial enquiry to find out the actual motive of this Munshi behind this illegal action of snatching away Union-Membership-Receipt book etc. as set out hereinabove?

In the circumstances stated above, would you kindly take prompt action in this matter and oblige.

Thanking you.

Yours faithfully,

B. B. Hamal

(B. B. HAMAL), MIA,
Vice President,

Darjeeling Dist. Chia Kaman Mazdur Union.

Copy to :

1. The Hon'ble Labour Minister,
Government of West Bengal.

✓ 2. The Secretary,
All India Trade Union Congress.

4 JUL 1959

Telephone : DARJ. 385

DARJEELING DISTRICT
CHIA KAMAN MAZDUR UNION

(REGD. NO. 2256)

President —Ratanlal Brahmaan
Gen. Secretary —Ananda Prasad Pathak

CHOWK BAZAR,
DARJEELING.

Ref. No. TU/ 62/59/140(III)

Date 30th June, 1959

The Assistant Labour Commissioner,
Secretariat Buildings,
Darjeeling.

Subject : Illegal resistance to legal trade unionism
/at Thurboo T.E./

Dear Sir,

The growth of legal trade unionism in Darjeeling Hill area has been producing a corresponding nightmare in the minds of some planters. They never think that history has taken to a new path of human development. The Govt. of the land, has promulgated various laws to facilitate the growth of legal trade unionism whereas the planters have been prompted by their age-old phobia of trade unionism to place obstacles in the path of any registered trade union.

This has been amply demonstrated in the recent incident at Thurboo Tea Estate in Kasdal and Sianay villages of the old tea estate on 6.5.59 and 7.6.59.

On the above dates, when some workers held trade union meetings in these villages, one Sirdar named Manikarney came there with a group of volunteers to intimidate them and nefarious tactics to defame these workers were adopted by the man. This sirdar went to the extent of organising a group of outsiders to attack these trade union workers who were forbidden to hold any trade union meeting in that tea estate. This fact was quite known to the management who must have been given his non-official consent to this action of this Sirdar Manikarney.

If this be the case, it is quite clear that the fate of legal trade unionism in this hill area, will be faced with a serious problem of illegal resistance from the management and their stooges.

It is therefore hoped that you would take immediate action in this matter.

Thanking you.

Yours faithfully,

Abanish
SECRETARY.

Copy to :

1. The Hon'ble Labour Minister,
Government of India.
2. The Hon'ble Labour Minister,
Govt. of West Bengal.
3. The Secretary, A.I.T.U.C.,
New Delhi.

18 JUL 1959

TELEPHONE : DARJ. 385

DARJEELING DISTRICT
CHIA KAMAN MAZDUR UNION

(REGD. NO. 2256)

PRESIDENT :—RATANLAL BRAHMAN
GEN. SECRETARY :—ANANDA PRASAD PATHAK

CHOWK BAZAR
DARJEELING

Ref. No. TU/4/5/59/98(KU)

Date 14th July, 1959.

The Hon'ble President,
Indian Republic,
Rastropati Bhawan,
NEW DELHI.

Dear Sir,

It is to confirm the following telegram sent to you
by this organization on 13th July 1959 :

"SIXTY THOUSAND TEA WORKERS DARJEELING
DISTRICT SUPPORT KERALA GOVERNMENT STOP
PRAY FOR CENTRAL INTERVENTION"

Thanking you.

Yours faithfully,

A. B. Pathak
SECRETARY,

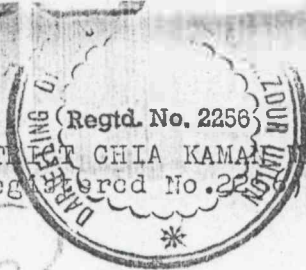
Darjeeling District Chia Kaman Mazdur Union.

Copy to :

1. The Hon'ble Prime Minister, Govt. of India, New Delhi;
2. The Hon'ble Home Minister, Govt. of India, New Delhi.
3. The Hon'ble Chief Minister, Govt. of Kerala, Trivandrum
4. The General Secretary, All India Trade Union Congress

27 JUL 1959

DARJEELING DISTRICT CHIA KAMAN MAZDUR UNION
(Registered No. 2256)



STRIKE NOTICE

Chowk Bazar,
Darjeeling.
Dated 25th July, 1959.

NOTICE TO THE EMPLOYERS OF TEA GARDENS IN DARJEELING HILL AREA AND THE GOVERNMENT OF WEST BENGAL UNDER SECTION 22 I. D. ACT TO NOTIFY THE DECISION OF A GENERAL STRIKE TO BE LAUNCHED ON AND FROM 10TH AUGUST 1959 BY THE DARJEELING DISTRICT CHIA KAMAN MAZDUR UNION.

TO :

This is to draw your attention to the fact that the above mentioned union representing the tea workers in Darjeeling Hill area, has decided in the Extended Meeting of its Executive Committee held on 19th July 1959, that the workers in tea gardens concerned will go on strike on and from 10th August 1959 in case the employers and the Government fail to take immediate measures to settle the demands incorporated in the Charter of Demands unanimously passed at the Eighth Conference of the Darjeeling District Chia Kaman Mazdur Union and which has been already transmitted to the authorities concerned, but the employers and the Government as yet fail to arrive at a settlement with us.

Besides the general demands already set out in the Charter of Demands aforementioned, the following main demands constitute the nucleus for settlement and consequent implementation thereon :

1. Setting up of a National Wage Board and pending such decision, an ad-interim increase of wages be granted.
2. Revision of pay scale of subordinate staffs.
3. Abolition of Pro-rata and introduction of leaf-pice at 8nP. per seer.
4. Minimum Guaranteed Bonus for tea workers and the staffs.
5. Abolition of the practice of dismissal and consequent eviction of all members of a family on the dismissal of the head of the family by means of legislation.
6. Employment for dependants of workers and the staff.
7. Revision of the current Standing Orders to amend the section whereby the employers are entitled to play the dual role of the prosecutor and the Judge in deciding the charges against a worker in a tea estate under the said Standing Orders.

It is hoped that the tea planters and the Government concerned will take appropriate measures to settle the disputes amicably before the 10th August 1959.

Hence for the reasons clearly set out hereinabove, this Union has issued instructions to tea workers concerned to go on strike on and from 10.8.1959 if the settlement fails. The Extended meeting of the Executive Committee of Darjeeling District Chia Kaman Mazdur Union has authorised the undersigned to serve the notice.

22 JUL 1959

PHONE : DARJEELING 385

DARJEELING DISTRICT
CHIA KAMAN MAZDUR UNION

(Registered No. 2256)

DARJEELING

Ref. No. TU/3/9/59/98 (vi)

Date.....19th July.....1959

The Secretary, Indian Tea Association, Calcutta.
The Secretary, I. T. P. A., Jalpaiguri.
The Secretary, D.B. I.T.A., Darjeeling.
The Labour Commissioner, W.Bengal, Calcutta.
The Deputy Labour Commissioner, W/B, Calcutta.
The Assisst. Labour Commissioner, Darjeeling.

Dear Sirs,

Please find herewith a copy of resolution passed by the Extended Executive Committee Meeting of Darjeeling District Chia Kaman Mazdur Union held on 19th July 1959 under the presidency of Sri Ratanlal Brahma for favour of your information and necessary action.

Yours faithfully,

Abanish

SECRETARY,

Darjeeling Dist. Chia Kaman Mazdur Union.

Copy to :

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

The Secretary, West Bengal Committee, AITUC,
249 Bow Bazar Street, Calcutta.

RESOLUTION.

An Extended Meeting of the Executive Committee of Darjeeling District Chia Kaman Mazdur Union was held on 19th July 1959 under the presidentship of Sri Ratanlal Brahma and the following resolution was unanimously passed :

"In view of the fact that the repeated requests and representations of Darjeeling District Chia Kaman Mazdur Union consequent on the various demands passed from time to time in their annual conferences since 1956, having failed to evoke proper response from the employers and the Government it has now been decided unanimously in the above mentioned extended executive committee meeting of Darjeeling District Chia Kaman Mazdur Union that a general strike be started from 10th August 1959 if the Government and the employers do not come down from their ivory tower to negotiate and settle the demands already submitted previously and reiterated in the last 8th Conference of this Union. This Extended Executive Committee Meeting of this Union feels that the participating employers in the meeting of the 26th June and 2nd July 1959 convened by the Deputy Labour Commissioner, West Bengal in Calcutta were not in a frame of mind to see their reasonable way to come to settlement with the unions concerned and again another meeting is scheduled to be held on 20th July 1959 on the same issues and hence this Union firmly desires that the employers and the Government would try their level best to come to settlement with all the representatives of the various unions attending the said meeting without compelling the ~~various~~ unions concerned to resort to strike."

Sd/- Ratanlal Brahma,
President of the Meeting.

✓

DARJEELING DISTRICT CHIA KAMAN MAZDUR UNION
REGISTERED NO. 2256

Chowk Bazar, Darjeeling.

Strike Withdrawal Decision

Dated 23rd August, 1959.

To

..... Secy, All India Trade Union Congress,
..... Cat. New Delhi.

Dear Sir,

I forward herebelow the resolution passed by the Executive Committee of Darjeeling District Chia Kaman Mazdur Union in its meeting held on 23.8.1959 for favour of your information :

"In view of interim-settlement arrived at in Calcutta on various disputes and demands incorporated in our Strike Notice dated 25.7.1959, we hereby ratify the declaration of Labour Representatives participating in the negotiation in Calcutta to withdraw the general strike with immediate effect."

Yours faithfully,

Abanish

(A: P. Pathak),
SECRETARY,

Darjeeling District Chia Kaman Mazdur Union.

*For T.D.A.
Wants to collect
Bom. Office find how much
115 stamps has been done
26/8/59*

19
Page 8
August 29, 1959

General Secretary,
Darjeeling Dist. Chia Kaman Mazdoor
Union, Chowk Bazar,
Darjeeling.

Dear Comrade,

Thank you for a copy of a resolution passed
in the Executive Committee meeting of your union
held on 23rd inst.

We wholeheartedly congratulate you and your
union for the success you have won in the struggle
we hope that the united strength of the workers
will enable you to win ~~the~~ further successes.

Now that you are relieved for the time being
from the heavy pressure of work we would request you
to pay attention to the task of collecting AITUC
Building Fund.

Please ~~write~~ ^{is to write} to us what ~~can be~~ done by your
union in this connection.

With greetings,

Yours fraternally,

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

P. VRIDDHAGIRI.

THE NILGIRIS BRANCH OF THE

The Nilgiris Plantation Workers' Union.

21 AUG 1959

The Plantation Workers' Union,
Coonoor R.S. 20-8-59.

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

Dear Com.

I give below the details of issue for which I wish to have your advise and help.

When the General Council was meeting at Bangalore, there was a strike in an estate in Nilgiris viz. The Woodbriar Estates Ltd., Deversole Post, Nilgiris. The immediate reason for the strike was the dismissal of two leading workers. The other major demand was that 100, and odd temporary workers should be made permanent. The planters have been saying that they employ at the 1.25 workers per acre of Tea and that the workers are employed in families.

But in this estate which is more than 400 acres the workers number about 97 permanent and more than 100 temporaries. These temporary workers were working as such for years on end.

After 12 days strike, the state Government promised to take up the issues and the issue of dismissal of two workers was referred for adjudication.

The police cases lauched against the workers were not withdrawn.

Inspite of representations to the Government, till date no action has been taken on the main issue. But the management have dismissed 48 workers on the allegation that they were absent for more than 10 days - taking strike days also as days of absence.

In the meanwhile, the Labour Court Coimbatore ordered the two workers to be reinstated with backwages. But the management have appealed against the order before the High Court Madras.

As the conciliation failed, the issue of dismissal of 48 workers, the labour officer, coonoor sent an report accordingly.

On 11-6-59 the Labour Department passes an order that the issue cannot be referred for adjudication, whereas the Labour Commissioner, Madras ~~says~~ informs to await orders of the Government thru his letter dated 13-6-59.

It can be seen (from the dates) that there had been some foul play. The INTUC has got the order for the management.

In these circumstances I am left with no other alternative but to restart agitation as from 1-9-59.

Please do what you can in the matter and send me your advise.

Yours fraternally,
G. Vriddhagiri

26 SEP 1959

Telephone : DARJ. 385

DARJEELING DISTRICT
CHIA KAMAN MAZDUR UNION

(REGD. NO. 2256)

President —Ratanlal Brahman
Gen. Secretary —Ananda Prasad Pathak

CHOWK BAZAR.
DARJEELING.

Ref. No. TU/2/1/59/1150

Date 21st. September 1959.

To
Sri K.G. Shrivastawa,
Editor, "Trade Union Record",
All India Trade Union Congress,
4/1 Anaf Ali Road,
NEW DELHI.

Dear Comrade,

This is to draw your attention to the "Trade Union Record" dated 5th. September 1959 under the caption "Victory for Darjeeling Plantation workers" wherein you have wrongly put "Darjeeling District Chai Kaman Mazdur Sangha" whereas our union bears the registered name as "Darjeeling District Chia Kaman Mazdur Union-Registered No. 2256".

The name "Darjeeling District Chai Kaman Mazdur Sangha" relates to the Congress-led union at Darjeeling. So, you are requested to rectify this error.

Secondly, as regards the interim wage increase, this increase of two annas, was given to the plantation workers of Dooars and Terai and not to the workers of Darjeeling Hill area.

The Minimum Wages Advisory Committee for finalising the wage increase of Darjeeling area (Hill area only) will sit at Darjeeling from 21st. Sept. 1959 and the Govt. will issue its notification by the 1st. week of October 1959.

Would you kindly rectify the errors in your "T.U.R." dated 5th. September 1959 and oblige.

With greetings,

Comradely yours,

Ananda Prasad Pathak
(Ananda Prasad Pathak).

14 SEP 1959

The Tamilnad Plantation Worker's Union.

தமிழ்நாடு தோட்டத் தொழிலாளர் சங்கம்

பதிவு எண் 1491

வால்பாறை

Ref. No.....

12 செப்டம்பர் 19 59

அன்புள்ள தோழரே,

இத்தொடர் பத்திரிகை ஆசிரியருக்கு அனுப்பிய கடிதம் நகல் ஒன்றை அனுப்பியுள்ளேன். இது விடயத்தில் தாய்ணி தலைமீட்டு நகை நடவடிக்கைகள் எடுக்கக் கோருகிறேன்.

வாழ்த்துக்கள்.

இப்படிக்கு,

கட்டுத்தாசியநிதி

கு.

1. எம். கல்யாணசுந்தரம், எம்.எல்.ஏ., சென்னை.
2. காசியநிதி அவர்கள், தமிழ் நாடு தொழில் சங்க காங்கிரஸ், சென்னை.
3. காசியநிதி அவர்கள், அமை இந்நிய தொழில் சங்க காங்கிரஸ், திரு. கலை

குறிப்புக் கடிதம்

ஊர்,

வால்பாறைப் தொழில் சங்க உரிமைகள் பறிக்கப்படுகிறது

ஆலமலையப் பிரதேசத்தில் கம்சலி தேவன் கம்பெனியாருக்குச் சேர்த்த செலாணிப்பறை எய்டேட் இரண்டிற்கும் இடிக் தொழிலாளர்கள் சகல ஸ்திரீவாதார உரிமைகளுக்கீ பறிக்கப்படுகின்றன.

குறிப்பாக, செலாணிப்பறை எய்டேட்டில் தொழிலாளர்களின் விடுமுறைச் செலியம் ரோடு மார்க்கெத்தில் புத்தாக கேட் / Aali / கடந்த ஒரு வருட காலமாகப் போடப்பட்டிருக்கிறது. அந்த வழியாகத் தற்சமயம் தற்சமயம் மாசெட்டிரெயின் கார் நவீன மறித காரின், ஊசலிவின் செல்ல அழகறிக்கப்படுகின்றன.

நான் நயித் தாடு தோட்டத் தொழிலாளர் கட்டி காரியாதலிப்பறை வேலை செய்ற வருகிறேன். தொழில் சங்க வேலைகளுக்காக தொழிலாளிகள் குடிசுகளில் பிரதேசங்களுக்கு அடிக்கடி செல்ல வேண்டியவர்களாக. அமுக்கம் போல் 8-9-1959 நேர்ப்பிற காலையில் செலாணிப்பறைக்கு ஊசலிவின் போய்க் கொள்கிறுந்தேன். அங்கு கேட் / Aali / பூட்டப்பட்டிருந்ததால் இறங்கி நடந்து ஊசலிவின் தங்கின் கொள்கு போய்க் கொள்கிறுந்தேன். அது சமயம் அங்கு இருந்த கேட் காலந் ஈரல் எய்டேன் ஊசலிவின் அந்த ரோடி செல்லக்கடாது எய்ற தடை செய்ற விட்டு. எய்டேன் ஊசலிவின் பிடுக்கி கொள்க்டான்.

இற விடையமாக அருகிலிருந்த ஆலமலையப் பிளாண்டிங் அசோசியேஷனில் - முதலாளிகள் சங்கத்தில் உட்கா போய் புதாரி செய்றேன். தெரிந்தும் அவர்வின் எய்டேன் அழகறிக்கலில்லை உடனடியாக போலிஷியை, பிளாண்டிஷியை இயல் பெட்டிக்குக் புதாரி செய்வப்பட்டிருக்கிறது.

மாசெட்டிரெயின் நடந்து கொள்பவரை தோட்டத் தொழிலாளர் சட்டத்தின் விதிக்குக் குறைந்தும் தோட்டக் கார்டுகளில் வேற எந்த இடத்திற்கும் இறந்த விதமாக தடைகள் விதிக்கப்படுகின்றன என்பது குறிப்பித்தக்கது.

செலாணிப்பறை மாசெட்டிரெயின் நடந்து கொள்கின்ற குறைவானது, பல வருடங்களுக்கு முன் பிளிட்டிஷாள் இறந்த தடைகள் ஆகிய போது, தொழிலாளர்கள் குயிற சேர்த்து, விதாய சித்தியாகத் திறக்கக்கொண்ட தருக்க கையாடல் பழைய குறைகளை நுகும். செலாணிப்பறை மாசெட்டிரெயின் இய்தும் ஊசலிவின் திருப்பி கொள்குகலில்லை. சம்பந்தப்பட்ட சர்க்கரை அறிவாளிகள் துதல் தலை விட்டு ஆலம செய்வறயில், இம்மாதிரி சம்பவங்கள் மலிகுக் குற்படாவணம் நடவடிக்கை கள் எடுக்கப்படுமென எதிரி பார்ச்சிக்கப்படுகிறது.

வால்பாறை,
12-9-1959

(Signature)
தே.சா. ஸ்பரிட்.
கட்டி காரியாதலி.

தயித் தாடு தோட்டத் தொழிலாளர் சங்கம்
வால்பாறை.

Case of fresh work on union functions in Valparai
- beaver striking

274
Immediate

No. LC-10(17)/59
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

.....

Dated New Delhi, the

EXPRESS LETTER

6 OCT 1959

To

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

REFERENCE THIS MINISTRY'S LETTER DATED THE 21ST
SEPTEMBER 1959 (.) PLEASE EXPEDITE NAME(S)^{of} YOUR DELEGATE(S) AND/
OR ADVISER(S)/ OBSERVER WHO WOULD BE ATTENDING THE NINTH SESSION
OF THE INDUSTRIAL COMMITTEE ON PLANTATIONS AT CALCUTTA ON THE
23RD & 24TH OCTOBER 1959 (.)

T. C. Gupta
(T. C. Gupta)
Section Officer.

தமிழ்நாடு தொழிலாளர் சங்கம் (1491)

(Affiliated to A. I. T. U. C., and W. F. T. U.,)

(தலைநகரம்:- மதுரை, சூர்ணர்.)

சூர்ணர், R. S.

Ref. No.

85/59/8

19

12th October, 1955.

Hon. Minister for Labour,
Government of India,
New Delhi.

Hon. Sir,

We while enclosing a note on "Wage Structure in
plant" to be taken into consideration by the Industrial Committee
on , plantations to be held on 22.10.55, wish to record our strong protest
against the discrimination shown against the A.I.T.U.C., in the matter
of representation on the said committee, and urge that equitable repre-
sentation is given.

Thanking you,

Yours faithfully,

P. V. V. V. V.
P. V. V. V. V.
S. V. V. V. V.

Copy to
Secretary, A.I.T.U.C., New Delhi.
Secretary, A.N.T.U.C., Madras.
Smt. Pravatikrishnan, M.P., Madras.

பயிற்சாலை வேலாட்சி தொழிலாளர் சங்கம் (1491)

(Affiliated to A. I. T. U. C., and W. F. T. U.)

(செயல் திட்டம் :- கட்டிடம், துறைகள்.)

சு. வி. இ. சி. R. S.

Ref. No.

19

AGE STRUCTURE IN PLANTATIONS

Due to the peculiar nature of the industry, i.e. located as it is in far off hills and the workers have to be brought from the plains, the workers were employed in family gangs.

The above had been the general theme of arguments by the planters whenever the question of wage came up for discussion. They were able to make others also accept such a position. Though as far back as 1947 the Regge committee has said - "A system of wages which requires the worker to depend upon the earnings of his wife and children can scarcely justify its existence." Regge report.

In 1952 before the minimum wage committee also the planters maintained the same position. The Labour representatives also agreed to that one of the Labour representatives on the Madras N.W. Committee was the present Hon Labour Minister of Madras. "with regard to the composition of the workers' family i.e. the number of consumption units and the number of wage earners.....it was decided by a majority that 2.25 wage earners per family should be taken....." Report of the N.W. Committee.

Even before the Spl Tribunal for plantations, the planters put forth the same contention.

To be short the plantations have been insistantly contending that

1. They employ workers in family gangs;
2. There are more than one earning member in a family; and
3. 1.25 per acre of Tea, 0.9 per coffee and .26 for other products are employed.

Though the Hon Spl Tribunal for plantations, Madras, found out that in practice there are not 2.25 wage earners, fixed the wages only on that basis i.e. 2.25 wage earners.

Thus both according to the ~~plantations~~ basis of N.W. fixed for plantations and the Spl Tribunal for plantations it has been accepted that there are 2.25 wage earners in a family of plantation workers and the wages are fixed accordingly.

According to a news item appeared in "NAVA INDIA" (Coimbatore Mill Owners' daily) under their new heli date line dated 4.10.59, the planters have once again advocated the above stand in their memorandum to the Industrial Committee on plantations to be held on 22nd of the month, (shamelessly against the accepted principles laid down by the 15th Labour conference.

தமிழ்நாடு வேலைத் தொழிலாளர் சங்கம் (1491)

(Affiliated to A. I. T. U. C., and W. F. T. U.)

(நலநிதி அமைச்சர்:- காலியூர், தூத்துக்குடி.)

ச. சி. குமார், R. S.

Ref. No.

19

2

but in reality the position has changed; recruitment in family gangs is a thing of the past, when plantation was coming into existence, when the workers were not sure of sticking on to the plantations. But now at the present stage plantation population is a settled one. So the planters need no more worry of workers running away. Instead of scarcity of labour there is surplus labour force.

This surplus labour position has made planters take to unfair labour practices such as reducing the permanent strength, increase temporary and contract labour. They refuse to enroll permanent workers even the partners and dependents of permanent workers so that there can be 2.25 wage earners in the family.

In our interview on this subject with Hon. Minister for Labour, Madras at Coimbatore in May '59, he completely agreed with us and some steps have to be taken to stop this unfair practice and evasion of law. He also further learnt that the local labour office has been asked to gather materials on the subject and forward. But for reasons not known to us no action has been so far taken.

Thanks to the High Court of Madras which has laid down that industrial dispute does not involve 'social' justice over and above 'legal' justice. 'Non privilege' the working class won by battle and blood has been thrown overboard. Taking the clue from this, Labour Courts and tribunals refuse to go into question of recruitment of permanency which according to them is purely a managerial function.

Agitation for the enrollment of dependents and maintain 1.25 workmen per acre of Tea and for permanency of temporary workers has started in estate after estate (led by goodbrill workers) resulting in victimisation and further agitation.

Therefore the refusal by the planters - thanks to the legal stand maintained above - to maintain 2.25 wage earners in the workers family results in real wage cut.

It is encouraging to note that the 15th Labour Conference has accepted that the minimum wage should be "need based" and in calculating the wages 3 consumption units and one wage earner should be the basis and the earnings of dependents being disregarded.

Therefore it has become an urgent necessity to revise the basis of fixation of wages for plantation workers.

In conclusion it has been our contention and plea before the tribunal that this structure should be changed. Thanks to the decision of the courts and the stand taken by the planters, the demand for revision of wages and the basis is strengthened.

J. Prudhraj

தமிழ்நாடு சோசலிச தொழிலாளர் சங்கம் (1491)

(Affiliated to A. I. T. U. C., and W. F. T. U.)

(தலைநகரம் :- சென்னை, குன்னூர்.)

சென்னை, R. S.

12th Oct. '59

Ref. No. 86/59/G

To All Concerned.

Sir,

Resolutions of committees.

We are forwarding the resolutions passed by the Coonoor and Gudalur Branch Committees for necessary action.

Thanking you,

Yours faithfully,

G. Venkatasubramanian

Secretary.

10

- The Labour Dept, Madras.
- The Labour Commissioner, Madras.
- The Labour Officer, Coonoor.
- The District Collector, Cooty.
- The Secretary, UP ASI Coonoor
- The Secretary, A. ITUC. New Delhi.
- The secretary, INTUC Madras
- The Hon. Labour Minister, New Delhi.

1. " This committee urges that all the workers be paid an Interim Bonus before the usual advance, as it is the practice since long."

2. " This committee urges that arrangements be made for the supply of rice at fair price, by the managements concerned as was done during retuning and as is being done in the ghazals and relieve the distress of the workers."

3. " This committee calls urging the early setting up of a "Grievance Board" for the plantations, as has been agreed to, protest against the discrimination shown against the I.I.C., in the matter of representation on the Industrial Committee on plantations to be held."

4. " This committee urges that early action is taken to see that in plantations the proper number of permanent hands per acre is employed and put a stop the unfair labour practice and evasion of law by keeping many as temporary for years on end.

5. " This committee vehemently condemns the attitude of the Madras State Government for discrimination shown towards the IITUC Union, by even refusing even recognition, as in the case of the other unions, and decides to keep on the agitation till impartial justice is rendered, towards which to take all steps to mobilise all resources."

21 OCT 1959

The Tamilnad Plantation Worker's Union.

தமிழ்நாடு தோட்டத் தொழிலாளர் சங்கம்

11.10.59 எண் 1401

சென்னை.

17th October, 1959

Ref. N505/59 (A).

The Commissioner of Labour,
Chennai, Madras -5.

Dear Sir,

Sub: Labour Plantations - Government Cinchona
Plantations - Anamalais - Recognition of
Tamil Nad Plantation Workers' Union, Valparai -
Code of Discipline - Contravention of - Re.

We are to inform that the Government Cinchona Plantations has 600 cultivated area of 7270 acres in Anamalais, and we expect the labour strength to be about 1500.

Here we regret to inform that the elementary rights of trade Unions are not availed to the workers. The workers in Govt. Cinchona Plantations have joined this Union since the inception and this was not liked by the management. This Union has got vast majority of members at Cinchona at present.

But they t.u. activities are being restricted by the managements attitude and here they are attaching certain conditions, in that the recognition of Union is the major one. But there is no criterion to fix the qualification for trade unions to get the recognition. Further there is at present no law to do so.

We are to report that the representation of this Union was responded at the bying and after some times only they have estopped giving response to our representations.

Also we are not allowed to hold public meetings in the estate on the flimsy ground that this Union is not a recognised union by the management.

Even though we are not bound to seek for recognition under law, we have been making representations for recognition and so far no reply is received. On their request this Union has submitted its membership list twice and these were all verified. While the verification was made by the Labour Officer on 30-3-1959, the union which is being recognised by the management had not even produced the Registers as requested for.

In this connection, I may like to add that the management purports to have recognised, the South Indian Plantation Workers' Union and it seems G.O. No. Ms. 1887, dated 6-4-1949 from the Development Department has also been issued. This Union is not at present employing the support of the workers.

This fact has been revealed in the election to the Valparai Panchayat where Cinchona estate alone is a constituency, and in that the nominees of this Union have returned with majority Votes.


The management has been acting in a strange manner and their action is against the principles of Code of Discipline.

We are to record that this Union alone has stood for verification and it has been the only Union accepted

We request you therefore to enquire into the matter and use your good offices to recognise this Union in the Cinchona Plantations early and oblige.

Thankung you.

Yours faithfully,


JOINT SECRETARY.

CC. The Secretary to the Government, Evaluation and Implementation,
Ministry of Labour, New Delhi.
The Labour Officer, Pollachi.

A/P.

Dear Comrades,

As you are aware the Industrial Committee on Plantations met in Calcutta in the last week of October. The AITUC was represented by Com. Manoranjan Roy of Bengal. Com. P/ Shankar of Kerala was appointed as the Adviser but he neither wrote nor turned up. ~~which~~

~~The exacting reports of the discussions~~ Reports of the discussions and decisions of the Committee have appeared in TUR of November 5 and November 30. Comrades should go through these two reports.

As will be seen, the most important of the decisions was that of setting up a Wage Board for the plantation industry. The details about this are :

- 1) That one Wage Board with 2 sections, one for North and the other for South India will be appointed with a Chairman, 2 independents (economists), 6 Labour (3 for each section) and 6 from employers (3 for each section). *(The AITUC has already written to the Labour Ministry regarding representation on the Wage Board)*
- 2) Terms of reference was to determine a wage structure for Plantation workers on the basis of the Fair Wages Committees report as far as possible, keeping in mind the peculiarity of the industry and the advisability of extending "payment by result" method. etc.

The question of gratuity and bonus were also discussed and the Labour representatives particularly from West Bengal wanted them to be included in the terms of reference. But the Deputy Labour Minister Sri Abid Ali assured the sub-committee that the question of pension and gratuity were being discussed separately by another Committee for all industries, so it might be dropped here. The Sub-Committee agreed to his proposal.

The issue of Bonus was kept out of the reference to the Wage Board and we also felt that it would not help us in any way, so the question was kept for the Bonus sub-committee itself.

In view of the this decision of the appointment of a Wage Board, it now becomes imperative that our unions should no longer delay in sending in the reports that were discussed at Bangalore. We must begin from now to collect and collate the materials necessary for preparation for the Memorandum to be submitted to the Wage Board. So we enclose herewith a short note on the lines on which such reports should be prepared. While it is true that many may not have all the details asked for, please arrange to send such material as is available with you immediately by December 15 at the latest. Meanwhile, other materials can be collected and sent as and when ready. ~~after~~

It is now over ten months since representatives from plantation unions met together at Bangalore General Council meeting in January and took the decision to prepare a report and arrange for a meeting of representatives to plan for the formation of an All India Federation. We are no nearer our objective than we were at the time. Now with these new tasks before us and the imperative necessity for coordination of work in order to do our best to capitalise on the gain of getting the Wage Board set up, we hope comrades will wake up and set down to serious work in this direction.

As soon as the first reports are received we will prepare a draft report and arrange for an early meeting of representatives from all Unions to discuss further steps in organisation and campaigning on all India basis.

Points of report

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The report should be in three separate sections, where all three plantations exist : Tea, coffee and rubber. Where cardamom plantations exist, that should also be covered.

Points to be covered should be as follows :

1. details and position of the industry. This should cover:

- a) where situated.
- b) Total acreage under each crop, increase or otherwise since 1949
- c) Size of average estate.
- d) Biggest companies : i) British owned, ~~xxx~~ ~~Indian~~ ~~sterling~~ sterling companies; ii) British owned rupee companies; iii) Indian companies, with details of investment, etc.
- e) Quality of tea and coffee, etc.
- f) Annual production figures for past ten years.
- g) Total earnings of the industry, annually, company wise.
- h) Chief brokers and those that are linked with the biggest tea companies.
- i) Other figures relating to Managing Agency Commissions, salaries etc. of Managers, company wise.

Total

2. Labour / No of workers, engaged in the industry, with figures of men, women and adolescents.
- b) wage scales at present existing, gradewise and categorywise.
 - c) estimated total earnings of family units.
 - d) Other amenities: housing, creches, schools, etc. etc.
 - e) ~~Details of workloads~~ Details of workloads.
 - f) Details of demands in regard to wages, workload, etc.
 - g) Details of agreements where they exist, of tribunal awards, Minimum Wages, etc.

3. Trade Union movement :

When it first came into being, under whose leadership. Trace the history briefly upto present position. Various struggles ~~conducted~~ conducted, present position. Percentage of workers who are now organised. Activities of ICFTU

Position of trade unions vis-a-vis the employers. Harassment of trade unions, and violations of the Plantation Labour Act. Whether the employers attend conciliations and defy even the Labour Officers, etc. Glaring instances of violation of labour rights and legislation should also be collected. Non-implementation of awards.

Present organisational ^{position} problems/ and proposals for formation of All India Organisation. This should be dealt with in detail covering both financial and cadre ^{position} also.

1 NOV 1959

THE NILGIRIS BRANCH OF THE
TAMILNAD PLANTATION WORKERS' UNION,

Coonoor R.S.

29.10.59.

Dear Comrade,

Some time back I sent you a copy
of the protest note against the discrimination
shown by A.I.T.U.C in the case of representation
by "Industrial Committee of Plantations"

Along with it I have also sent a
note on "Wage Structure in Plantations"
I would like to have your comments
on the same.

Further, I learn from papers
that the Committee has decided upon a
"Wage Board" for plantations. I would
like to have details about the same.

I also wrote to you about
Building fund of Sent by Nilgiri
mine workers' union, Cheimabadi
I hope you would have made the
necessary connections.

Re: Woodbriar Estate - Discrimination
by the State Govt & Madras: I
sent the copy of the letter from E+1
Officers along with my reply. Please
let me know what has been done
further in the matter.

Yours faithfully
P. Prudhraj

I think we
have taken
this up. If
not.

Refer to
T.O.P.
More details
next issue

Did we send
the memo?
J.S., M. Ach.

Handwritten note

Handwritten note

November 3, 1959

Com. Vridhagiri,
The Nilgiris Branch of the
Tamilnad Plantation Workers' Union,
Coonoor.

Dear Comrade,

Yours of 29th October. We have read your note on Wage Structure in Plantations. Now that a Wage Board for plantations is to be appointed, it would be of great use if you prepared detailed notes on the basis of factual material. If we prepare sufficiently ahead, such materials could be useful in discussions which we have to hold among our cadres before submitting our memorandum to the Wage Board.

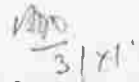
Details about Wage Board as far as it is known, have been published in the Trade Union Record of November 5. There will be only one Wage Board for the industry. But the Board will have two branches, one for North and one for South. The composition of the Board will be six representatives each from workers and employers, two independent members and a presiding Judge. The names of the Board members are yet to be finalised.

Regarding the corrections to be made in respect of Nilgiris Mine Workers Union, we had asked the Union to return the Affiliation fee receipt, so that we may send them a receipt for the Building Fund. The union has not returned the receipt so far. Please do needful.

We have represented your case regarding the Woodbriar Estate to the Union Labour Ministry. On hearing from them we will write to you again.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

(276)

To
The Different Organisations of the Tea Industry in
North-East India,

Through:

The Regional Labour Commissioner (C),
12, Chowringhee Square, Calcutta.

Dear Sirs,

Bonus Agreement for Tea Plantation
workers in the North-East India.

In pursuance of the recommendation of the Eighth Session of the Industrial Committee on Plantation, the Government of India in the Ministry of Labour & Employment set up a sub-Committee charged with the responsibility of effecting an Agreement for the payment of Bonus by the Tea Industry in North-East India to its workers. Accordingly, a preliminary sitting took place on the 11th November 1959 in the course of which the representatives of the Industry asked the representatives of labourers for a concrete proposal to be worked out in a corresponding formula for the payment of Bonus.

2. In compliance with this request, basic outlines of a formula are laid down hereunder. The same embodies the unanimous conclusion of the different organisations of workers; and it is requested that the same be accepted to formulate the Bonus scheme for the Tea workers from 1957 onwards.

3. Bonus is regarded to be a claim as of right, to enable the workers concerned to make up for, at least to some extent, the gap which exists between the wages actually paid and the living-wage. It is considered necessary to effect an Agreement governing payment of Bonus to the workers of the Tea Industry which although has been an established Industry has been unfortunately paying wages below the required equitable minimum.

4. The Delhi Agreement provided for Bonus payable for 1955 in areawise manner, on the basis of the ratio of the profit made by ten picked up companies of a particular area, in the years of Bonus concerned, to the lump sum payment made in respect of 1953 & 1954. It has since been recognised by all concerned that the above provision had its inherent defects inasmuch as the burden of payment did not fall evenly on all concerned. It is found that while some companies making large profits had to pay only a very small fraction of their profits under the provision of the current formula, several others showing a loss or small profits would not have to pay anything at all, while the workers have ~~neither~~ neither any control on the disbursement and heads of accounts for expenditure nor even a knowledge of the intricacy of accounting system and its details, not to speak of any effective check. Moreover, trade unions being organised on industrywise basis, non-payment of Bonus in a particular concern understandably causes grave dissatisfaction and tension amongst the affected workers leading to an industrial unrest.

5. The labour representatives for the sub-Committee have, therefore, given serious thought over the matter to remove these real difficulties and anomalies in the Bonus scheme for the tea industry which has been so far enjoying a period of peace and prosperity compared to many other established industries; and this should not be disturbed in any way. The representatives, therefore, suggest for consideration of the Industry that the new Agreement should cover :-

(a) Payment of Bonus at a progressively higher rate subject to a minimum guaranteed amount equivalent to one month's wages to each worker irrespective of profit or loss of the concern in the year of the Bonus (as agreed upon by the Textile Mills of Ahmedabad).

(b) This above ---

(b) This above guaranteed minimum bonus should be linked with the dividend payable to the Shareholders upto 6% .

(c) Out of the balance from the gross profit after provisions for taxations and 6% dividend (against one month's guaranteed Minimum Bonus as mentioned above) 50% of the amount should be distributed as Bonus to workers in addition to the guaranteed minimum of one month's Bonus.

(d) The Agreement shall cover all wage-earners including members of the sub-staff, and other workers employed in the Industry.

6. An Agreement governing the Bonus of the clerical, medical and technical workers revising the existing one shall immediately be concluded along with the Agreement covering the manual workers and subordinate staff as above.

7. It is requested that the Industry may examine the above proposals as early as possible and communicate their decision to the members of the sub-Committee representing workers at an early date.

Yours faithfully,

SD: M. N. SHARMA (INTUC)

" J. N. MITRA (HMS)

" M. ROY (AITUC)

" Mrs. M. BOSE (INTUC)

.....

Dated, Calcutta,
the 2nd December 1958.

Example

Profit	1,00,000	Tax	-	40,000
		6% dividend		24,000
		Depreciation, etc	-	16,000
		<u>Balance</u>	-	<u>20,000</u>

out of the balance 10,000 goes for bonus & 10,000 remains for the Company.

GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT.

276

Office of the Regional Labour
Commissioner (Central), No. 12,
Chowringhee Square, Calcutta.

No: Cal. 77(1)/58/Pt. I.

Dated the 17th November, 1958.

To
Shri Monoranjan Roy,
C/o. Terai Branch of Darjeeling Dist.,
Chia Kaman Mazdoor Union, Mahanandapara,
Siliguri, Darjeeling Dt.

Dear Sir,

Sub:- Meeting of the Bonus Sub-Committee
of the Industrial Committee on
Plantations, 1958.

A copy of the minutes of the meeting of
Bonus Sub-Committee held in my office on the 11th
November, 1958 is enclosed for your information.

Yours faithfully,

Sd/-

(G. S. AHLUWALIA).

For Regional Labour Commissioner(C), Calcutta.

Encl:- As above.

Record of the meeting of the Bonus Sub-Committee (Tea gardens in Assam, West Bengal and Tripura) held in the Office of the Regional Labour Commissioner (Central), Calcutta on the 11th Nov., 1958.

P R E S E N T :

- 1) Sri L. T. Carmichael - Indian Tea Association.
- 2) Sri P. C. Chatterjee - Tripura Tea Association.
- 3) Sri M. N. Sarmah - Indian National Trade Union Congress.
- 4) Sri Monoranjan Roy - All India Trade Union Congress.
- 5) Mrs. Moltreyee Bose - Indian National Trade Union Congress.
- 6) Sri G. S. Ahluwalia - Regional Labour Commissioner (Central), Calcutta.

The Regional Labour Commissioner (Central), Calcutta pointed out that the meeting had been convened by him in terms of Ministry of Labour letter No. LC/55(5)/58 dated 5.6.58. He also stated that Sri. B. C. Ghosh, the nominee of the Indian Tea Planters Association had written to inform that owing to previous engagement it was not possible for him to attend this meeting.

The R. L. C(C) initiated the discussion by saying that in terms of the Delhi agreement the basis on which bonus agreement had been settled in respect of the years 1954, 1955 and 1956 was "area prosperity". It was for consideration now whether the same basis should be followed for the year 1957 or some other formula should be adopted.

Sri Carmichael on behalf of I.T.A. remarked that payment of bonus in tea industry was inappropriate. It was stated that even though a part of the amount had gone into the Provident Fund, the rest of the amount had been more or less wasted. However, he suggested that the labour leaders might have some

P.T.O.

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proposals as to the payment of bonus for the year 1957 onwards which they would like to have.

It was stated by Sri Monoranjan Roy (AITUC) that the I.T.A. had, generally been making out the proposals regarding payment of bonus in previous years. Anyway, since they wanted to have proposals from the labour side this time, he might refer to the discontent created in certain gardens by nil payment or smaller payment in some gardens as compared to higher payment in other gardens. He referred to the disputes cropping up in tea gardens in West Bengal when employers had shown losses but workers had pointed out lacune in the same.

Sri Roy stated that to avoid such discontentment, the remedy was payment of a guaranteed minimum bonus.

Sri Mitra (HMS) stated that gardens making high profits paid bonus which were not commensurate with the amount of high profits as against the garden which had incurred a loss and as such had paid no bonus. It was rather an anomalous position and he suggested that some sort of slab system should be followed.

It was stated by him that a minimum guaranteed amount should be fixed, on the basis of 'area prosperity'. This minimum amount could be added to according to higher profits.

Sri Roy stated that to the minimum guaranteed payment of bonus should be added the same percentage as percentage of dividend in case of a company. He also stated that the minimum should be applicable to North-East India as a whole and that it should be equivalent to one month's wages. Sri Sarmah (INTUC) stated that fair wages should be the first charge on the tea industry as in the case of other industry. Hence bonus should be paid to make up difference between minimum wages and

3

living wages. Questioned as to what would happen if the minimum wage was raised, it was stated on behalf of labour representatives that in the existing condition a guaranteed minimum bonus should be paid as was done in the case of Travancore and Madras (four percent).

In the opinion of the I.T.A., the anomaly pointed out by Sri Mitra with respect to the payment of nil or small amount as against high profits in some gardens would seem to have been met to some extent by the formula of 'area prosperity' in that more prosperous garden had paid more.

Sri Sarmah (INTUC) stated that so far as he could see area wise figures might be said to have worked well but anomalies arising out of unclear account should be removed. He also pointed out that I.T.A's circular regarding certain amounts such as taxation etc. to be added back to profits had not been implemented by all the companies. While inclined to favour area wise figures, he commended the idea of formation of 'pool' of profits out of which the minimum guaranteed bonus could be paid. He also said that a ceiling limit might be fixed in accordance with the recommendation of the Profit Sharing Committee.

On the whole the labour representatives thought that it was for the employers to find out the amount of minimum guaranteed bonus. Formation of a pool was just by way of a suggestion.

Mrs. Bose (INTUC) generally endorsed the views of Sri Sarmah and said that there were two questions viz. (a) *whether bonus should be paid despite profit or no profit;* (b) whether bonus should be paid on the basis of area prosperity as previously.

The consensus of opinion of the labour representatives seem to be that there should be a minimum guaranteed bonus and based on area prosperity this

- : 4 : -

minimum bonus could be enhanced in case of areas concerned. Sri Sarmah suggested consideration of prosperity being linked with profits, production or acreage.

The labour representatives, however, expressed that they would meet amongst themselves and propound definite proposals to enable the employers to consider the same.

The next meeting of the Sub-Committee was proposed to be held on 2nd and 3rd December, 1958 by which time the employers should be able to consider the proposals of the labour representatives or suggest their own.

Sd/- G. S. Ahluwalia.

Regional Labour Commissioner(C)
CALCUTTA.

7 JAN 1959



C.-3



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____ H. _____ M.

O PA KUNNAMANGALAM MBR 6

2431

S A DANGE NEWDELHI..

... FATIMA ESTATE MANAGEMENT WITH SAINTMARYS GUNDAS TREACHOROUSLY
ATTACKED SATYAGRAHI WORKERS OF LOCKOUT ESTATE DANGEROUS WEAPONS
AND GUNS USED MANAGEMENT INTEND TAKING NEW WORKERS SITUATION GRAVE
PRAY IMMEDIATE INTERVENTION AND PROTECTION.

WORKERS UNION SECRETARY.

QGSTQ222CHRS.

The sequence of entries at the beginning of this telegram is—class of telegram, time banded 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.

5 DEC 1959



D.O.No.WB- 3(12)
MINISTER FOR LABOUR
INDIA.

New Delhi, the 5th December 1959.

My dear *Dange*,

Kindly refer to your D.O.No.276/D/59, dated the 6th November, 1959, urging representation for All India Trade Union Congress on Wage Boards for Plantations and Jute Industries. The question of setting up a Wage Board for the Jute industry is under consideration. We are finalizing arrangements for setting up a Wage Board for Plantations as recommended by the Industrial Committee on Plantations at its meeting held at Calcutta in October last. As usual the labour seats on this Board will be allotted to the different organisations on the basis of their verified membership. For this purpose the Northern & Southern regions will be considered separately. One of the three members to represent workers on the Wage Board from the Southern region may be nominated by the All India Trade Union Congress. A formal letter in this connection is being sent separately.

Yours sincerely,
G.L.Nanda
(G.L.Nanda)

Shri S.A.Dange,
All India Trade Union Congress,
4, Asoka Road,
New Delhi.

TRUE COPY

THE GREAT GOPALPUR TEA COMPANY LIMITED
REGISTERED OFFICE- JALPAIGURI

The 30th December 1958

Shri D.P.Ghose,

Secretary,
Zilla Cha Bagan Workers Union,
P.O. Mal (Duars)
Jalpaiguri

Dear Sir,

SUB: WORKERS PARTICIPATION IN MANAGEMENT.

We like to introduce the scheme of 'Workers participation in Management' in an experimental way in the Hahaipathar tea estate, on and from January 1959.

We have a good relation with yourself and therefore feel that such scheme of above would be successful in this tea estate.

Before introducing such scheme it is necessary that an agreement between yourself and ourselves (i.e., between trade union and Employer) shall have to be entered upon.

Herewith we are enclosing a summary of the rules and regulations with powers and functions of the joint council, so to be formed for the working of the scheme, with the 'Draft Model Agreement'.

We hope and believe that your union would agree to participate in the scheme.

We shall be very glad to receive your reply and decision in the matter at an early date, so that we might sign and execute the agreement within the first week of January '59.

Yours faithfully,

Encls:

Sd/- Illegible . Secretary.

INTRODUCTORY.

The Second Five-Year Plan has explained the philosophy of worker-management relationship in the following terms:-

A socialist society is built up not solely on monetary incentives, but on ideas of service to society and the willingness on the part of the latter to recognise such service. It is necessary in this context that the worker should be made to feel that in his own way he is helping to build a progressive state. The creation of industrial democracy, therefore, is a pre-requisite for the establishment of a socialist society:

"For the successful implementation of the Plan, increased association of labour with management is necessary. Such a measure would help in,

- a) promoting increased productivity for the general benefit of the enterprise, the employees and the community,
- b) giving employees a better understanding of their role in the working of industry and of the process of production, and
- c) satisfying the workers' urge for self expression, thus leading to industrial peace, better relations and increased co-operation.

This could be achieved by providing for councils of management consisting of representatives of management technicians and workers. It should be the responsibility of the management to supply such a council of management a fair and correct statement of all relevant information which would enable the council to function effectively. A council of management should be entitled to discuss various matters pertaining to the establishment and to recommend steps for its better working. Matters which fall within the purview of collective bargaining should, however, be excluded from the scope of discussion in the council. To begin with, the proposal should be tried out in large establishments in organised industries. The basis of advance should be regulated and any extension of the scheme should be in the light of the experience gained".

These recommendations express, in general terms, the approach towards the problem of worker-management relationship which Government and Parliament have accepted. The approach is pragmatic and flexible. It avoids discussions of doctrine but takes into account the human desire to take part in decisions concerning what one is doing and the practical necessity of recognising this desire in interest both of productivity and of industrial peace.

INDIAN LABOUR CONFERENCE.

At the 15th session of the Indian Labour Conference held at New-Delhi on 11th and 12th July, 1957 the following conclusions and recommendations were passed on the above issue.

(1) As the employers were willing to introduce schemes of worker participation in selected industrial units on a voluntary basis, it was not considered necessary to undertake any legislation for the purpose for a period of two years. If, however, this experiment did not succeed, Government might take steps to bring in legislation.

(2) A small sub-committee of 4 persons each from the employers' group and the workers' group and Government should be set up within a fortnight for considering the details regarding the scheme of Workers Participation in Management. The sub-committee would also select the undertakings in which the scheme was to be introduced in the first instance. The following recommendations set out in the Report were accepted.

- i) The main functions of the Councils may include provision of means of communication, improvement of working and living conditions, improvement in productivity, encouragement of suggestions and assistance in the administration of laws and agreements. It may be desirable to consult the Councils regarding matters like alterations in standing orders, retrenchment, rationalisation, closure, reduction in or cessation of operations, introduction of new methods and procedures for engagement and punishment. They may also have the right to receive information about the general economic position of the undertaking, methods of manufacture and work and the annual balance sheet and profit and loss statement and connected documents and explanations and such other matters as may be agreed to by employers and employees.
- ii) It would be preferable to exclude wages and bonus and individual grievances from the purview of the joint bodies, but otherwise, the list of functions should be left flexible enough to be settled by joint consultation between the management and the representative trade union.
- iii) To reduce the danger of apathy, Councils of Management may be entrusted with some administrative responsibility, such as administration of welfare measures, supervision of safety measures, operation of vocational training and

training and apprenticeship schemes, preparation of schedules of working hours and breaks and of holidays and payment of rewards for valuable suggestions.

- iv) There should be a strong self-confident trade union, closely connected with the machinery of participation and with a reasonably clear separation of functions. It would be advisable to devise some methods for closely associating the trade unions in the selection of workers' representatives.
- v) It is necessary to enlist the willing co-operation of management at the middle and lower levels such as junior managers, supervisors and foremen.
- vi) Joint consultation should be 'in-built' and for this purpose, Government should provide an advisory service on personnel management on the lines of the U.K. Ministry of Labour.
- vii) While Government should accept leadership for organising a sustained educational campaign for creating the necessary atmosphere, it should not be made a departmental affair but effort should be made to build up a tripartite machinery of direction by utilising employers' organisations, trade unions, non-official bodies, etc.

SEMINAR ON LABOUR MANAGEMENT CO-OPERATION.

Government of India, Ministry for Labour and Employment invited representatives of employers & workers to a seminar on Labour Management Co-operation held on 31st January and 1st February 1958 to discuss and consider the various problems concerning the constitution functions and administration of Joint Councils in the line as recommended by the Indian Labour conference at its last session. The following are the outcomes

I. SIZE OF THE JOINT COUNCIL.

(1) The Joint Councils, to be effective and manageable should consist of equal number of representatives of management and employees, not exceeding twelve in all. In the case of smaller undertakings, however, the membership should not be less than six.

(2) The quorum should be four, two on each side.

(3) Decisions should be taken unanimously.

II. REPRESENTATION TO DIFFERENT DEPARTMENTS ETC.

(1) As one of the essential criteria for the formation of Joint Councils is that the undertaking should have a well established and strong trade union functioning, the rule should be-

(a) where there is a representative union registered under a statute, that representative union should nominate the employees' representatives on the Council;

(b) where there is no law for the registration of unions as representative unions, but there is only one union well established that union should nominate the employees' representatives on the Council;

(c) where there are more than one well established and effective union, the Joint Councils should be formed when the unions among themselves agree as to the manner in which representation should be given to the employees.

(2) There should be no bar to the members of the supervisory and technical staff being nominated as employees' representatives on the Council.

(3) Employees' representatives should be employees themselves; but, if the trade union so feels, it can appoint non-employee members to the extent of not more than 25% of the quota. If the employers have no objection, the number of non-employee members may be raised to two.

(4) The Joint Council should be set up at the unit level, where there are a number of departments in an undertaking, having separate identity of their own, the Joint Council may set up subsidiary Departmental Joint Committees to deal with the problems at the departmental level and also to secure proper and effective functioning of the Joint Council itself. Where there are a number of units under the same management in the same area having separate Joint Councils of their own, a Central Joint Council might also be established for the group of undertaking

(5) The Ministry of Labour might request the Ministry of Finance to agree to the formation of Joint Councils in the life Insurance Corporation of India; for this purpose, a Zone may be treated as a unit.

(6) The Ministry of Labour might request the Ministry of Communications to include not only the posts and Telegraphs Workshops (as recommended by the Sub-Committee on Worker Participation in Management and Discipline in Industry), but also other units functioning under the P. & T. Department.

III. OFFICE BEARERS OF THE JOINT COUNCIL

(1) The question of procedure for appointing a chairman and a vice-chairman should be left to the council itself.

(2) In case the Joint Council fails to come to an agreement on the above, the offices of Chairmanship and Vice-Chairmanship should be made rotating. Again, if for one term the Chairman is selected from the employers' side, the Vice-Chairman should be from the employees' side and vice versa.

(3) The term of office of a Chairman and Vice-Chairman shall be one year and that of the Council shall be two years.

(4) There may be two Joint Secretaries, one from the employees' side and the other from the employers' side, both having equal status. They may be elected by the members of the Council from among themselves.

(5) The employers should provide such secretariat and other assistance as may be necessary for the smooth and efficient functioning of the Joint Councils. If the employees' representatives agree, the Labour Welfare Officer of the unit may be associated with Joint Council for purposes of secretariat work.e.g., circulation of minutes, notes, etc.

IV. CONSTITUTION OF SUB COMMITTEES

(1) It is desirable to appoint Sub-Committees.

(2) For welfare activities etc., a standing Sub-Committee may be appointed.

(4) These Sub-Committees shall submit their reports to the Joint Council.

(5) There should be a parity of employer-employee representation on the standing Sub-Committees. On the ad-hoc Sub-committees, however, parity need not be insisted upon.

(6) The Sub-committees might also include in their membership, persons other than members of the Joint Council.

(7) The Sub-Committees shall be working under the general supervision and guidance of the Joint Council. Reports made by the Sub-Committees will be considered by the Joint Council which will take the ultimate decision.

(8) The agenda for the joint Council meetings should be prepared and circulated in good time, so as to give sufficient publicity to it amongst the employees and invite points for discussion from them. The preparation of the agenda should be the primary responsibility of the Chairman who might make such arrangements as may be necessary for this purpose.

V. SCHEDULE FOR THE MEETINGS OF THE JOINT COUNCILS.

The periodicity of the meetings of the Council is essentially a matter to be decided by agreement by the Council itself. The Council should, however, meet at least once a month.

VI. MINIMUM QUALIFICATIONS PERTAINING TO EDUCATION ETC.

No qualifications should be laid down for membership of the Council. The parties are expected to nominate persons who have sufficient knowledge and understanding and who are in a position to deliver the

VII. LIASON BETWEEN THE JOINT COUNCILS AND THE MINISTRY OF LABOUR & EMPLOYMENT.

The Government of India should make a definite arrangement for liason between the Joint Councils and the Ministry of Labour & Employment by designating a separate cell for the purpose and giving it all facility. Adequate arrangements should also be made to associate State Governments with the working of the Joint Councils in their respective areas.

VIII. GUIDANCE FROM PANEL OF EXPERTS.

Having regard to the fact that the experiment is initiated at a few places in the initial stage, an All India Panel should be appointed composed of persons (a) who are nominated by organisations of employers and employees, (b) whom the organisations consider suitable for guiding Joint Councils and (c) who are willing to under take this responsibility. The advice of the experts shall not be binding on the Joint Councils.

IX. TRAINING PROGRAMMES IN UNITS EXPERIMENTING WITH WORKER PARTICIPATION IN MANAGEMENT.

The representative of both management and workers on the Joint Councils should continuously keep in mind their joint responsibilities and rights. Towards this end, it should be necessary to ensure that they acquire the requisite attitude and back ground. Education of a general nature, especially in the issues relating to the satisfactory working of an enterprise must be imparted. A programme for such education should be carried on through different agencies. The representatives of management should be persuaded to actively participate in professional management associations. The trade Unions may undertake the education of the workers. The workers' education scheme which is to be launched shortly by the labour management relations. The Joint Councils at the unit level should also consider the possibility of organising the joint education of all the members of the Council.

X. DISSEMINATION OF INFORMATION TO WORKERS.

The Joint Council should have the right to receive information on the various subjects outlined under Clause 6 of the Model Agreement. All arrangement should be made for documentation and dissemination of information to members of the Joint Councils as early as practicable. The technical details in this ...

connection should be worked out. On certain specific matter, information should be given every quarter. The right to receive information also includes the right of discussion. The undertaking having a Joint Council shall also establish a library and a reading room.

XI. INFORMAL MEETINGS.

All efforts should be made to increase informal contacts between the members of the Joint Council and top officials of both sides, namely, management and the trade union.

The Seminar also discussed other related issues. The conclusions thereon were as follows:-

A. JOINT COUNCILS AND WORKS COMMITTEES.

(1) Since Joint Councils are working at the policy level, they can function separately without encroaching upon the functions of the Works Committees.

(2) Where Works Committees are already working in units where Joint Councils were to be set up, the Works Committees shall continue.

B. RESPONSIBILITIES OF THE COUNCIL.

(1) The Joint Council shall exercise supervisory, advisory and administrative functions on matters concerning safety, welfare etc. as have been indicated in the Model Agreement, though the ultimate responsibility shall rest with the management.

(2) The unanimous decisions of the Council should be implemented without any delay. If they are not implemented in time, reasons should be given for the delay.

C. DRAFT MODEL AGREEMENT REGARDING ESTABLISHMENT OF COUNCILS OF MANAGEMENT.

The Seminar suggested the following amendments to the Draft Model Agreement regarding establishment of Councils of Management, approved by the Standing Labour Committee.

1. Under Clause 5, sub-clause (i) the word 'generals' may be introduced before 'administration'.

2. Sub-clause (ii) & (iii) of clause 5 may be replaced by a new sub-clause (ii) to read 'introduction of new methods of production and manufacture involving re-deployment of men and machinery'.

3. Sub-clause (iv) of Clause 5 may be read as sub-clause (iii) of Clause 5.

4. Under Clause 6, the words 'the right to receive information' may be substituted by the words 'the right to receive information, discuss and give suggestions'.

5. The phrase 'administrative responsibility' under Clause 7 may be amended to read 'responsibility'.

6. Sub-clause (vi) of clause 7 may be amended to read 'any other matter as may be agreed to by the Joint Council'.

DRAFT MODEL AGREEMENT REGARDING ESTABLISHMENT OF COUNCILS OF MANAGEMENT.
(as modified by the Seminar).

Agreement between

..... (Name of employer).....

and

..... (Name/Names of Trade Union/Unions)..

1. The Company and the Union appreciate that an increasing measure of association of employees with the management of the works would be desirable and would help (a) in promoting increased productivity for the general benefit of the enterprise, the employees and the country, (b) in giving employees a better understanding of their role and importance in the working of the industry and in the process of production and (c) in satisfying the urge for self-expression.

2. It is, therefore, agreed that a Council/Councils of Management consisting of representatives of the management and of the employees be set up.

3. The constitution of this Council/these Councils and the procedure to be followed by it/them would be as set out in the Annexure.

4. It would be the endeavour of the Council/Councils to improve the working and living conditions of the employees, (ii) to improve productivity, (iii) to encourage suggestions from the employees, (iv) to assist in the administration of laws and agreements, (v) to serve generally as an authentic channel of communication between the management and the employees and (vi) to create in the employees a live sense of participation.

5. The Council/Councils would be consulted by the management on matters like:-

தமிழ் நாடு தோட்டக் தொழிலாளர் சங்கம்

(தோட்டக்காடு தொழிலாளர் சங்கம்.)

நீலகிரி ஜில்லா கிளை.

(Affiliated To A. I. T. U. C. & W. F. T. U.)

கிளை ஆபீஸ்: குன்னூர்.

Ref. _____

தேதி 12.1.59

Dear Com,

276

I am enclosing a note on
Plantation Wages for the contribution
of the General Council. (a copy to Com
Mondragan is also enclosed)

I could not come ~~as I~~
in spite of my wishes because
of the strike in a Estate, on
the issues mentioned in the note.

I wish that the General
Secretary would find time to
take up the issues of Tamilnad
Plantation Workers Union, and
complications connected with it

WAGE STRUCTURE IN PLANTATIONS

Due to the peculiar nature of the industry, i.e. located as it is in far off hills and the workers have to be brought from the plains, the workers were employed in family gangs.

The above had been the general theme of arguments by the Planters whenever the question of wage came up for discussion. They were able to make others also accept such a position. Though as far back as 1947 the Rege Committee has said - A system of wages which requires the worker to depend upon the earnings of his wife and children can scarcely justify its existence - Rege report.

In 1952 before the minimum wages committee also the planters maintained the same position. The labour representatives also agreed to that. One of the Labour representatives on the Madras M.W. Committee was the present Hon Labour Minister of Madras: "With regard to the composition of the workers' family i.e. the number of consumption units and the number of wage earners it was decided by a majority that 2.25 wage earners per family should be taken " Report of the M.W. Committee.

Even before the Spl Tribunal for Plantations, the Planters put forth the same contention.

To be short the planters have been insistently contending that :-

k. 1.25-per-acre-of-Tea, 0.9-for-coffee-and-.26-for-other-product

1. they employ workers in family gangs;
2. there are more than one earning member in a family; and
3. 1.25 per acre of Tea ; 0.9 for coffee and .26 for other products are employed.

Though the Hon Tribunal found out that in practice there are not 2.25 wage earners, fixed the wages only on that basis i.e. 2.25 wage earners.

Thus both according to the basis of the N.W. fixed for plantations and the Spl Tribunal for plantations it has been accepted that there are 2.25 wage earners in a family of plantation workers and the wages are fixed accordingly.

But in reality the position has changed; recruitment in family gangs is a thing of the past, when plantation was coming into existence, when the workers were not sure of sticking on to the plantations. But now at the present stage 'plantation population' is a settled one. So the planters need no more worry of workers running away. Instead of scarcity of labour there is surplus labour force.

This surplus labour position has made planters take to unfair labour practices such as reducing the permanent strength, increase temporary and contract labour. They refuse to enroll permanent workers even the ~~workers~~ *Partners* and dependents of permanent workers so that there can be 2.25 wage earners in the family.

Thanks to the High Court of Madras which has laid down that Industrial Dispute does not involve 'social justice' over and above 'legal justice' - a privilege the working class won by battle and blood has been thrown overboard. Taking the clue from this, Labour courts and Tribunals refuse to go into question of recruitment of permanency - which according to them is purely a managerial function.

Taking advantage of such stand, the planters have emboldened themselves to go back on their own words about 'family gangs' and disown their long standing professions and the position taken so far repudiate the basis of the fixation of wages by the M.W. Committee.

The following factors are also worth taking into consideration :-

The INTUC has made an agreement for 5 years setting aside the award of the Spl Tribunal, agreeing to a lower rate of wages (for 5 years) and also the fact the rise in prices of food grains etc.

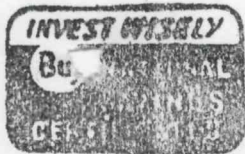
Therefore the refusal by the planters - thanks to the legal stand mentioned above - to maintain 2.25 wage earners in the workers family results in real wage cut.

Therefore it has become an ~~urgent~~ urgent necessity to revise the basis of fixation of wages for plantation workers.

In conclusion it has been our contention and plea before the Tribunal that this structure should be changed. Thanks to the decision of the Courts and the stand taken by the planters, the demand for revision of wages and the basis is strengthened.

P. Krishna f

D. C. Chander & Co. - P1 67A/55-56 - (Part III) - 8.3.58 - No. 11 P-178-29.7.55 - i. 00,000 Bks.



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INDIAN POSTS AND



TELEGRAPHS DEPARTMENT

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Prefix } 0 Code IF

No. C.



Recd. from	Sent at _____ H. _____ M.
By	To _____ By _____

Handed in at (Office of Origin)	Date.	Hour.	Minute.	Service Instructions	Words.
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TO Dange 15 A Arcot
Srinivasa char St Bg.

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woodbriar estate strike twelveth
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ingured sixteen admitted
hospital including women

N.B.—The name of the sender, if telegraphed, should be written after, but sepatated from the text.

twentysix arrested women also
one forty four = Giri

14 NOV 1959

276

Resolution adopted in a General meeting held on 4.11.59 at Rangapara by the Tea workers of Darrang District at 6 p.m. under the Chairmanship of Com. Patiga Sona. The meeting was opened by Com. Dhani Ram Kosla, the Secretary of Akhil Bharatiya Chah Mazdoor Sangha (Assam) Rangapara. Com. Santosh Kumar Singha, the General Secretary of the Sangha was the Main speaker of the meeting more than 2000 Tea workers participated in the meeting.

RESOLUTION.

" After a lengthy struggle of more than 9 months launched by the workers in the Plantation, the Bonus agreement reached on 24th October 1959 in Calcutta and accordingly the said amount was passed in the Bonus Sub-Committee and as the amount was passed in Zone wise for Assam, the Tea Workers heartily supported this agreement though A.I.T.-U.C. was intentionally kept out of the agreement by the Government But, the decision adopted in the Committee with regard the investment of one-third amount of the Bonus in N.S.C. even above Rs.40-00 (Rupees-forty only) cannot be supported by the workers if the N.S.C. is sold to them by force, Therefore, this meeting of the workers unanimously resolves that, the entire cash of Bonus whatsoever amount payable to the workers, be paid to them at first and after that, the N.S.C. may be sold to the workers on their free will to purchase it if they like."

Passed unanimously.



(Sd/-Patiga Sona.)
President.
4/11/59.

Copy to:-

The Sey. A. T. S. e. 4 - Ashok Road
New Delhi (India)

Forwarded by:-

S. K. Singha.
General Secretary,
A.B.C.M.S.

5 DEC 1959

✓

Resolutions adopted in a General Meeting of of Rangapara Cut Garden Workers held on 16th November 1959 at 6 p.m. Sri Karam Singh Munda was in the chair. Sri Santosh Kumar Singha, the General Secretary and Sri Dhaniram Kosla, the Secretary of Akhil Bharatiya Chah Mazdoor Sangha (Assam) were invited as the main speakers. About 200 workers participated in the meeting.

RESOLUTIONS.

" This meeting of the workers of the Rangapara Cut Garden unaniously resolves that, the entire Plantation Labour Act 1951 and it's Rules prescribed under 1956, be fully implemented in the Garden by giving all facilities as provided under Rules such as housings, water supply, Radio-Set and other facilities. The workers protest about the behaviour of the Asst. Manager of the Garden for refusing letter of Sri Ugra Bahidas who went to him with a letter regarding his disablement compensation to be paid by the management satisfactorily in accordance with the provision laid down under the Workmen Compensation Act, 1923. As per the agreement of Bonuses reached in Calcutta on 24th October 1959, this meeting of the workers unaniously resolves that, any amount of Bonuses payable to the workers be paid with entire Cash to them at first and afterwards, the National Savings Certificates be sold to them in their free choice either to purchase or not to purchase. It was further resolved that, if any one-third amount of the said Bonuses invested in NSC by force prior to undertaking then the workers will be compelled to protest against it. This meeting also unaniously protests against the discrimination policy of the Govt. and the Employers for intentionally keeping out the AITUC from the agreement that which was reached in the old formula 1956 separating Assam from the All-India Bonus Committee under the Industrial Committee on Plantations of India. This discriminating policy is a very bad policy which is degrading the working class people in many parts and deteriorating the Country ".

Passed unaniously.

(Karam Singh Munda),
President,
16.11.1959.

Forwarded by:-

[Signature]
General Secretary, ADGMS, (Assam).



RESOLUTION ON CHARTER OF DEMANDS

RESOLVED that the following Charter of Demands as formulated at the Eighth Conference of the Darjeeling District Chha Kaman Mazdur Union, held on 22nd, 23rd and 24th May 1959 and passed unanimously by the conference be forwarded to the Government and the Employers for their necessary action.

Further it is resolved that the workers and staffs in tea gardens be called upon to unitedly raise their voice for the fulfilment of these demands and prepare themselves to launch a broadbased united movement, if the planters and the Government refuse to fulfil the demands within a reasonable time.

And, it is further resolved that all Trade Unions functioning among tea garden workers and staff be fervently approached to come forward for united action for the realisation of these reasonable demands of the workers and staff.

Charter of demands :

1. That a guaranteed bonus equivalent to one month's wages and salaries irrespective of profit and loss be given to the workers and the staff every year and in cases of huge profits, proportionate shares thereof be granted as bonus.

2. That, the wages and salaries of the tea workers and staff in Darjeeling Hill area be brought to the level of the wages and salaries drawn by the workers and the staff at Terai and Doars tea estates.

3. That equal wages for equal work be granted irrespective of sex.

4. That statutory provisions be promulgated to abolish the hated practice of dismissing and evicting all members of a family of a worker on the dismissal of the head of the family.

5. That, the provisions for granting reasonable pensions to old workers and employees of the clerical and other staffs, be made to meet the exigencies of super-annuation.

6. That the surplus fallow lands under the tea estates be given to the unemployed workers and residents of the tea estates with legal rights thereon.

7. That, in order to solve the problem of mounting unemployment, the Government should take proper measures to open small factories and devise means and ways to set up cottage industries, to prohibit the planters to retrench workers, to absorb the unemployed workers of the garden in Bigha-Thikka and other works and to fill up the vacancies by the unemployed workers from the garden.

8. That the exempted provisions of the Plantation Labour Act should be progressively brought into force and those provisions which are already in force should be immediately implemented.

This conference further urges upon the Government to take suitable action as provided by the Act against the planters who are refusing to implement the Act and thus flagrantly violate the provisions of the Act itself.

9. That the tea gardens which are closed down frequently and which are already inoperative, should be taken over by the Government.

10. That the relevant section of the current Standing Orders, whereby the management plays the dual role of the prosecutor and the judge, should be amended suitably.

11. That, the responsibility of imparting primary education to the children of workers in tea gardens should be taken over by the Govt.

RESOLUTION ON JOINT AND COMMON DEMANDS OF THE WORKERS
AND STAFF IN TEA GARDENS IN DOOARS, TERAI & HILL AREAS
IN THE DISTRICT OF DARJEELING

The Eighth Conference of the Darjeeling District Chia Kaman Mazdur Union held on 22nd, 23rd and 24th May 1959 unequivocally supports the joint demands as formulated by the representatives of different trade unions including all such trade unions as are functioning in Dooars, Terai and Darjeeling Hills in their meeting held on 6th May 1959 at Jalpaiguri and calls upon the workers and staffs of all tea gardens to launch a united campaign to popularise and realise these demands :

1. Wages to the tea workers in tea estates in Dooars, Terai and Darjeeling Hill area, be paid at the rate of Rs.2/4/- pending the final decisions of the National Wage Board to be set up immediately.

2. Uniform pay scale for all monthly rated staff (including Technical and Medical) belonging to I.T.A. and I.T.P.A. be introduced.

3. Employment for dependants of the workers be given priority and no recruitment be made from outside till all employable workers of respective tea gardens, are fully absorbed in the garden.

4. Vacancies in cases of clerical and medical staff should be filled up from among the dependants of the employees or the workers of each tea estate as far as possible.

5. Leave with wages for festival holidays be granted for the workers and employees.

6. Weekly holidays as well as festival holidays be granted to all employees including technical and medical staff.

7. Eight hours' work for all employees including technical and medical staff be introduced.

8. Minimum Guaranteed Bonus equivalent to one month's wages and salaries be granted for all categories of workmen.

ON MOUNTING RISE OF PRICES OF FOOD COMMODITIES

The Eighth Conference of Darjeeling District Chia Kaman Mazdur Union having regard to the mounting rise of prices of ~~xxxxxx~~ consumer goods in the market as well as to the scarcity of stock of rice in different markets in the towns and villages of West Bengal and the acute crisis of cereals, draws the attention of the Govt. of West Bengal and urges upon the Government to adopt measures to curb the tendencies of sky-rocketting prices and to maintain adequate stock of rice and atta in the Government stock in the district of Darjeeling.

RESOLUTION ON REGIONAL AUTONOMY & NEPALI LANGUAGE

The EIGHTH Conference of the Darjeeling District Chia Kaman Mazdur Union held on 22nd, 23rd and 24th May 1959 firmly supports the demand for Regional Autonomy for the hill areas in the district of Darjeeling, within West Bengal, where the Nepali speaking people are in majority with full guarantees to the rights of other minorities and it resolves to mobilise the entire working people in tea gardens to fight shoulder to shoulder with other democratic forces, parties, groups and individuals for achieving this demand.

This Conference also unequivocally supports the demand for the introduction of the Nepali language as official language in this Hill areas of Darjeeling which has gained ground among the people of this area and on the floor of the West Bengal Legislative Assembly also this demand has gained momentum through the speeches of several M.L.As. irrespective of their political affiliation and through the assurance of the Chief Minister of the Government of West Bengal and as such, this Conference firmly pledges itself to devote its efforts to mobilise the people to draw the attention of the Government to take immediate steps for its introduction as speedily as possible.

This Conference further resolves to protest against the manipulation of Census figure of 1951 with a view to deny the just right of autonomy of Nepali Speaking People. Some of the Nepali castes, e.g. Tamangs, Rais and Sherpas have been described as Non-Nepalis. This is a deliberate attempt of interested quarters to divide the Nepali people. The number of Nepali Speaking people in three sub-hill-divisions is 95 percent of the total population of the district. Therefore, this Conference firmly demands of the Government to undo this injustice and hold a fresh Census in this district in co-operation with all public bodies and organisations to ascertain the fact.

GREETINGS TO THE KERALA GOVERNMENT

The Eighth Conference of the Darjeeling District Chia Kaman Mazdur Union hails the Kerala Communist Ministry established in the southern part of Kerala as a result of the democratic movement of the working class and the democratic masses and which has brought about progressive reforms during the last 2 years for the good of the working class, the peasants and the common people within the ambit of the Constitution of India even in the face of ruthless opposition, non-co-operation and aggressive policy of the opposition parties and various other crisis.

This Conference also fervently calls upon the people of India and all the democratic elements as well as the tea workers to stand by the Kerala Government to foil the nefarious efforts of the Nayer Seva Samity, the Catholic Party, the popes, the Kerala Congress Committee, the P.S.P., R.S.P. and other opposition parties who have made one united front to sabotage the famous Education Act of the Kerala Ministry. Once again this Conference sends its heartiest greetings to the Kerala Government and its Ministers because it is this Government of Kerala that has, first of all, protected the interests of the working class and because of this, the 8th Conference of the Darjeeling District Chia Kaman Mazdur Union supports the United struggle of the militant working class and the common people of Kerala to protect the Kerala Government.

IN SUPPORT OF THE DEMANDS OF PEASANTRY

The Eighth Conference of the Darjeeling District Chia Kaman Mazdur Union supports the demands of the peasants throughout the country that the Government should distribute the fallow lands and such other lands as may be taken over as a result of Ceiling among the poor peasants and farm-labourers and to impose ceilings on all lands including big plantations, to confer proprietary rights of the lands on the peasants, and restrictions be imposed on benami-transfer and lands as are made over under such benami-transfer be taken over by the Government and be distributed among the landless peasants.

In the context of these demands, this Conference hails the heroic struggle of the peasants this year in the sub-divisions of Siliguri and assures the peasants in the hill areas of Darjeeling to extend fraternal co-operation in their struggle for achieving their demands for their rights on the lands, the distribution of Khas lands among the peasants and adult franchise rights to form panchayats on the basis of election and also for their demands for construction of bridges, hospitals, roads and wells.

Agricultural loans and the

RESOLUTION ON THE PRESERVATION OF TEA INDUSTRY.

The Eighth Conference of the Darjeeling District Chia Kaman Mazdur Union reiterates the resolutions passed by the Sixth and Seventh Conferences of this Union and demands of the Government of India to consider the demands incorporated in the Memorandum submitted by the West Bengal Committee of All India Trade Union Congress on the major recommendations of the Plantation Enquiry Committee.

This Conference notes with concern that the Plantation Enquiry Committee has stated in its report that the conditions of Tea Industry, especially in Darjeeling are most appalling where 79% of Tea bushes are older than 50/70 years and hence this conference demands that the Government of India should set up a Special Committee to investigate into the conditions of Tea Industry in Darjeeling and to recommend the ways and means to save this tea industry from total ruination.

Though this Conference feels that the Tea Industry, one of our biggest national assets, may be saved from doom by nationalisation of the industry, which will also augment our national income by hundreds of crores of rupees every year, yet it feels that, atleast the modest recommendations be immediately accepted and implemented which will curb the foreign monopoly control over the industry and save it from the total ruination.

RESOLUTION ON WORLD PEACE & AGAINST WAR MENACE

The menace of the third world war is being daily aggravated by the machinations of the imperialists headed and guided by the present Government of the United States of America, it has become imperative for all peace loving, democratic forces, parties, groups and individuals irrespective of ideological and political variations, to accelerate the peace-efforts as against the war manoeuvres of the predatory forces of the imperialist camp aided and abetted by U.S.A. In view of this context, the Eighth Conference of the Darjeeling District Chia Kaman Mazdur Union solemnly affirms that all its efforts be devoted to strengthen the camp of peace headed by the working people of U.S.S.R. and all peace loving forces be urged to rally round the banner of Peace to foil the conspiracy against peace, democracy and socialism.

This Conference further condemns the hated Pak-U.S. Military Pact which is endangering the security of our country and desires to strengthen the bond of friendship between the people of Pakistan and India to foil the games of the imperialists and their stooges.

This Conference while congratulating the Afro-Asian people for their firm struggle for freedom, views with great concern the continued effort on the part of the Anglo-U.S. and French Imperialists to keep the people of different states in Africa in perpetual bondage and their conspiracy against the independence of Asian countries.

The Conference further expresses its full solidarity with the fighters for freedom in various states of Africa and Asia.

This Conference also demands the ban on nuclear weapon of various types which are meant for the destruction of mankind and calls upon the tea workers to mobilise their ranks in support of peace movement throughout the world.

RESOLUTION ON INDIA CHINA FRIENDSHIP AND PANCHAL SHEEL

L bring
The Eighth Conference of the Darjeeling District Chia Kaman Mazdur Union calls upon the working class in particular and the progressive forces of our country and the people in general to foil the sinister efforts of the stooges of imperialism aided by U.S.A. to embitter our friendly relations with People's China on Tibetan problem and to democratic pressure upon the Government of India to take all possible measures to improve our friendly relations with People's China in order that peace in the world must be maintained by completely crushing the conspiracy of all reactionary elements and black-legs of imperialism.

This Conference firmly supports the principle of Pancha Sheel and hopes that the relationship between the people of our country with the people of all countries of the world and especially with the people of Asia and Africa will be guided by this Principle.

RESOLUTION ON THE DEMANDS OF DIFFERENT EMPLOYEES
AND THE PEOPLE.

The Eighth Conference of Darjeeling District Chia Kaman Mazdur Union supports the demands of different sections of people and employees and the people in general as follows :

1. That the non-gazetted Government employees be given 25% hill allowances and temporary employees in different Government Departments be made permanent.

2. That the Minimum Wages Act for the Municipal Employees as well as their demands for extra D.A. be implemented in full.

3. That the plan for setting up one 88-bed T. B. Hospital in Darjeeling be speedily translated into action.

4. That proper and adequate maintenance of medicine in Victoria Hospital, Eden Hospital in Darjeeling Sadar and in other Hospitals and Centres in the district, be undertaken by the Government.

5. That free and compulsory primary education upto Class VI be speedily introduced.

6. That a plan for setting up one Residential University at Darjeeling be undertaken as quickly as possible.

7. That a Public Play ground be constructed at Darjeeling.

8. That the report of the Darjeeling Enquiry Committee be published immediately.

9. That the R.T.A. should undertake measures to issue route-permits for drivers and mechanics only.

10. That there is acute scarcity of water in Darjeeling Town as there are only two ponds and as such it is demanded that one more pond be dug for facilitating the supply of water throughout the town.

NOTE :

Besides the demands already incorporated in the Charter of demands and in the resolution on joint and common demands of the workers and the staff in tea gardens in Duars, Terai and Hill areas in the district of Darjeeling (~~copy attached~~) previously submitted to the employers and the Government, the following new demands are also to be considered along with those those demands :

1. Extra Leaf pice should be given at the rate of 8 np. per seer and the practice of pro-rata should be abolished.
2. Provisions for supplying ration at concessional rate for the dependants of the workers in tea gardens should be made.
3. The pay scale of all subordinate staff and other monthly rated employees should be revised.
4. Uniform pay scale for all employees in all tea gardens should be introduced.
5. The Plantation Housing Scheme of the Government should be implemented.
6. Vacancies in managerial and clerical posts should be filled up by the sons of the soil, born and brought up in the garden concerned, provided requisite qualifications are available in them.

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You should know
SOME FACTS ABOUT TEA.

With the compliments of
INDIAN TEA PLANTERS' ASSOCIATION
JALPAIGURI, WEST BENGAL.
APRIL, 1959.

1. Tea's Proud Position As Foreign Exchange Earner :

The following figures will show the eminent position that the Tea Industry holds as an earner of foreign exchange.

Year.	Production in Million lbs.	Export in Million lbs.	Foreign exchange earned in crores.	Export price for lb.	India's total exports.
				(Rs.)	Value in crores.
1954 ...	651.5	448	130.95	2.92	...
1955 ...	678.4	367.5	113.61	3.09	...
1956 ...	680.6	523.6	142.82	2.75	619*
1957 ...	680.6	442.6	123.39	2.78	605*
1958 ...	711.4	507.6	137.40	2.70	576*

(Source—Tea Board #F. I. C. C.—I. Report).

It will be noticed that in 1958 when there were all out efforts to boost exports—India's overall exports went down by 29 crores compared to 1957 and export of commodities other than tea diminished by 43 crores but tea improved by 14 crores. If tea shared the general decline in exports—the total foreign exchange earning of India in 1958 would have gone down by more than 50 crores.

2. Incentive To Tea As The Biggest Earner :

In the above back-ground one may ask what are the incentives that the Tea Industry had? If a straight reply is given 'none at all'—it would sound blunt—so let the position be examined.

(1) When a pound of tea leave the factory, it has to pay excise at varying rates in different zones. Differential rates of excise means nothing. Buyers pay for tea in the auction a price best on World Market, and then the Brokers split up the price and inform the sellers of the break up. (Suppose a tea is sold at 1.90 nP. the broker would split it at 2 nP. Excise and 1.88 price, if the tea happens to be from zone I, similarly a tea which fetches 2.10 nP. will be notified as 12 nP. Excise and 1.98 price—if it be of zone IIIa). Excise Duty is now none returnable to the producers.

(2) If the tea travels through land or water—whether by road or rail or steamer in the State of Assam even for a few miles it has to pay to Assam Government at 6.25 nP. per lb. as “Assam Carriage Tax”.

(3) When the tea enters the port of Calcutta for sale for Export at Auctions, it has to pay an “Entry Tax” at 6.25 nP. per lb. levied by West Bengal Government.

(4) When the tea leaves the port, it has to pay an export duty at the flat rate of 26 nP. (—recently reduced to 24 nP. per lb.)

(5) In 1958—the Agricultural Ministry cut down the Sulphate of Ammonia which is badly needed by the Tea Industry as a fertiliser both for quantity and quality production, by 50%—forcing the Industry to pay 50% more for manure mixtures **for the same Nitrogen content per unit.**

(6) In 1958—the Rice price soared high—and as the planter has to sell rice to workers (which constitutes 50% of their ration) at a fixed rate varying from Rs. 15/- per md to Rs. 20/- per md. in West Bengal and Assam—he lost heavily when he had to buy at rates varying between Rs. 25/- to Rs. 30/- per md. from open market. No supply comes to the Industry at a price at which the Government sells to the public through controlled shops.

(7) The Tea Industry of West Bengal must have coal by **Via Pakistan** rail route,—because railway will not accept it for Transport by All India Rail route and will not allow it the benefit of telescopic rates of freight ; the result is that a ton of coal costing Rs. 19/- at Colliery siding reaches the Tea Garden at Rs. 55/- to Rs. 60/- a ton.

(8) The railway freight on tea has been increased in 1958 ; further the Railways carry only 20% of tea of North East India, and the rest has to move to Calcutta by the river route through Pakistan. The proposal of an alternative Assam Chord Rail Link through more stable territory in North Bengal to provide a strong additional route and increase the carrying capacity of Indian Railway—though accepted in principles, has been kept in the cold storage. Recently, some steamers going to Assam from Calcutta were detained in Pakistan for no reason whatsoever. “The morning shows the day”.

(9) The cost of diesel oil, high speed oil and petroleum has been increased—the tea estates get no concession.

(10) In West Bengal—the tea planter has to cater the wood-fuel to the workers throughout the season—but even half the requirement does not come from Government forests, the rest has to be bought at high cost from villages.

(11) Due to restrictions in imports of “White metal strips” from U. S. A.—the price of this material which is very largely required for tea chest fittings—has increased in 1958.

(12) In announcing "Concessions on Export Duty" in September 1958 the Government apprehended a loss of 1.58 crores in tea export and excise duties recently, but the Government has not lost a money due to higher production and exports. On the other hand the producers have lost and are still losing a good deal for 1958 teas, as due to world over-production of tea the prices are going down ; the following figures would show this :

(a) London averages for India Tea (Calendar Year)

	Assam S. — D.	Dooars S. — D.	Cachar S. — D.	South India S. — D.
1955	5 — 9.49	4 — 2.07	3 — 10.39	4 — 5.63
1956	5 — 11.13	4 — 11.13	4 — 4.09	4 — 5.11
1957	5 — 11.35	3 — 9.80	3 — 4.17	3 — 9.07
1958	5 — 5.79	4 — 1.82 *	3 — 5.70	3 — 9.85

Season

(b) Calcutta averages

(c) Cochin average

1956/57	2.71	Rs. 2.14	1.96	...
1957/58	2.40	Rs. 1.85	1.74	1.93
1958/59	2.38	Rs. 1.92	1.79	2.09

Source :— (a) London market report.

(b) Calcutta Tea Market Report (for 33 sales only).

(c) Cochin Tea Market Reports.

On the basis of 1957/58 Tea Sale Averages, the Government conceded that "Common Tea" of India had some difficulty—and agreed to grant relief. The 1958/59 averages are nearing the same figures—as due to glut of common tea in the world, prices are rapidly going down and will very soon reach the 1957/58 level. The index of availability of tea is the stock of tea in warehouses of London—the biggest market for tea. The figures of this stock including teas afloat and teas entered in customs (in million lbs.) for last 3 years will illustrate the position.

	1953	1957 (corresponding date)	1956 (corresponding date)
1st week of January ...	185.00	173.20	154.00
„ „ „ February ...	176.50	181.69	145.25
2nd „ „ March ...	173.50	221.41	148.64
„ „ „ May ...	151.25	208.06	143.23
„ „ „ August ...	156.25	189.17	156.44
1st „ „ November ...	203.25	180.23	167.26
„ „ „ December ...	215.75	181.64	159.17
„ „ „ January, 1959 ...	227.75	189.12	183.80
„ „ „ February, 1959 ...	226.75	176.54	191.70

The London stock from May to October, 1958 was not very high, so at that time a large quantity of Indian teas were **shipped direct** for London auctions. The world crop increase has however been felt in the subsequent months for the stock, instead of going down, has been mounting up since November, 1958. The effect is reflected in **Lower shipment from N. E. India in first two months of 1959.**

(Shipment to U. K.)

	1958-59.	1957-58	1956-57
January— (3rd-31st.) ...	16.974.101	31.331.211	23.134.524
February— (upto 21st) ...	6.069.647	17.151.102	28.586.330

(Shipment to All Markets.)

January— (3rd-31st) ...	29.036.486	31.145.030	30.010.472
February— (upto 28th) ...	18.535.449	30.332.884	42.286.109

When making zonal divisions—the Government of India arbitrarily took an average price of Rs. 1.75 per lb. in Indian Auctions the ceiling for “common tea”, Rs. 1.76, to Rs. 2.00 per lb. as the range of average price of “medium tea” and any area having price above Rs. 2.00 as “quality tea”. Therefore according to the averages obtained in Calcutta or Cochin auctions in 1957 the districts were classed as Zones I, II & III respectively. Though the district of Duars is a common tea area, it fell by the aforesaid arbitrary standard in Zone II (medium tea).

Though Duars has got a higher price than Rs. 1.75 which is the present day assessed cost of production—its costs are higher due to (1) higher emolument of labour per acre (2) higher loss in foodgrains distribution and (3) higher wages as the following figures would show :

Area	Employment of worker per acre.	Cost on labour per day.	Cost per lb. of tea on labour. (Rs.)
Duars	1.4	2.06	.87
Assam	1.2	1.88	.65
Cachar	0.9	1.59	.73
Terai	1.17	2.03	.99
South India	1.1	1.63	.80
(a) Source	—	Plantation Inquiry Commission Report,	
(b) „	—	Calculations by Indian Tea Planters' Association, Jalpaiguri.	

3. Investment Of Foreign Capital :

In the context of Five Year Plans and country's developing economy it is recognised by all, that climate must be created for Foreign Capital to “flow in” for starting new enterprises in India. But what is the picture in tea—the Sterling Companies operating in India are gradually and slowly selling out their gardens of Duars and Cachar. Why?—the reply is given by Mr. Carmichael, Chairman, Indian Tea Association in the annual speech delivered on 6. 3. 59.

“What is worrying us is that British Capital is running away from tea, because we know how greatly it helps us in the sales of tea to our best customer to have the double connexion of buyer and of investor. Destroy that link, and the special place which Indian tea has in British markets will be endangered. There are too many other places in the world

where tea can be grown, where capital is wanted, and where developments are possible. Remittances of profits to shareholders in the U. K., which were naturally good as a result of 1954, are falling off badly, and though in recent years there have been satisfactory payments to overseas investors, such payments have been largely on account of previous seasons, and do not represent the present economic position."

4. Promotional Effects For Export Of Tea :

The Director-General of Export Promotion is taking all possible steps to popularise Indian products in the markets abroad. In that context what is the picture in the tea industry ?

(a) In October 1952 for no reason whatsoever India came out of the International Tea Market Expansion Board leaving this valuable organisation virtually in the hands of its biggest competitor Ceylon. Many a declaration was made by the Government of India that it would set up its own promotional activity in U. K., a market which takes 2/3rds of India's exports ; but though 6½ years have rolled on, nothing has been done.

(b) The machinery for public relation work which was set up by the joint funds of India, Ceylon, Pakistan and Indonesia was left also in the hands of Ceylon in other big markets viz., U. K., Australia and Egypt.

(c) No doubt India contributes to the Tea Councils set up by the Distribution Organisations of the country concerned in U. S. A., Canada, Ireland, Holland and West Germany ; but India's duty is apparently finished by making her quota of contribution and the work is left virtually on the trade of the respective countries. There are occasional contacts, but no sustained effort by having in the Tea Council an Indian representative who has a good knowledge about the Industry. The people in the Embassies who are supposed to take interest have their hands full and they have no specialised knowledge in Tea.

(d) Occasionally tea is one of the exhibits in the international Fairs where India participates, but nothing is done to establish contact between the probable Importers and India's Exporters. No arrangement is made to give a taste of India's tea in liquid form to the people visiting such fairs.

(e) India decided two years back to set up Public Relations Organisation in Australia. Rooms have been rented for the purpose at Melbourne since last two years and the Tea Board is paying rent, but nothing is being done because the Government cannot make up its mind.

(f) Similarly for a promotional centre a site at Cairo was selected ; months are rolling on but Government does not give its approval.

(g) Theoretically the Tea Board is responsible for promotional activities abroad, but there is interference by the Government at every step and Tea Board virtually has no power to do anything on its own initiative.

5. Finance For Tea Industry :

The tea industry in North East India has got a peculiar norm of financing. The preparatory works start from the beginning of January, the crop is not harvested before April and tea sale proceeds do not come before July. By this time 65% of the season's expenditure has to be incurred. Therefore the tea gardens hypothecate "the crop to be produced" in advance to Banks. There being an element of uncertainty, the Banks press for a deposit of the Title Deeds as co-lateral security. Banks are not prepared to advance on block account even on medium-term repayment basis for development purposes. So, funds required for expansion of factory, replacement of machinery or addition of new and improved machinery and replanting of old tea after uprooting, cannot be raised. If there was some finance organisation who would stand guarantee to the Commercial Banks for ultimate recovery of funds advanced on crop hypothecation (and in fact the Banks had not to suffer on any occasion in the past a loss worth mentioning on this account) then, the industry could pledge its assets and have loans from State Finance Corporation, State Bank or other Financing Agencies for other development purposes.

Unfortunately though many declarations have appeared in the press about setting up of a "Tea Finance Guaranteeing Fund" by the Government, nothing has happened actually.

6. Problem Of Finance For Plantation Labour Housing :

An obligation of constructing pucca labour houses with all modern amenities and maintaining them in a fit condition of repair with owner's money but for occupation by workers free of rent has fallen on the tea industry under the Plantation Labour Act, though **no other Industry in India has been subjected to such one sided obligation.** Governments, both Central and State, are paying substantial subsidies to the cost of housing of labour by other Industries, but Tea Industry must find the money from any source it can, wherefrom nobody can say. The magnitude of the problem will be understood if it is considered that the Plantation Inquiry Commission itself thought that the requirements will not be less than 60 crores. Actually however, the total requirements would be something like 100 crores—but where and how to find this money ?

In the Second Five Year Plan some provisions were made for loan to planters having small gardens, but as far as our information goes, no planter was able to get this loan as the terms were such, that no tea garden could take such loans without seriously prejudicing its chance of getting the required finance for crop production.

The Housing Ministers in their Darjeeling conference in 1958 suggested giving long term repayable loans to planters on the strength of their promisory notes if a "Pool Guaranteeing Fund" could be set up, but who is to pay to this Fund? When the matter comes to brass tags, the Central and State Governments back out.

7. Certain Matters For Consideration :

The above is the picture of the Tea Industry in the context of exports. The Tea Industry can function and contribute its quota of foreign exchange earning, provided the producers of tea and particularly those of common tea are allowed reasonable facilities to run their estates and to make reasonable profits. If losses mount year after year, as has happened in the working of 1957 and 1958 in some Companies of Dooars and Cachar, Terai and Tripura, sooner or later crisis would come forcing large scale closure. Already the signs on lbs. horizon of Cachar, are ominous; for want of funds to run the gardens 20,000 workers have been laid off under I. D. Act for 45 days; the workers on the other hand have threatened stoppage of the most important work of "plucking leaf" for 45 days during the peak flushing season. Therefore if the Government really means taking suitable steps for export promotion (there is no objection certainly of helping new items of export) this biggest exporting industry has to be kept "alive" for at least 2/3 more "plan periods" to come.

8. Certain Suggestions :

In the background of world over-production of tea, and particularly of common tea, if India has to maintain her export norm from tea, certain steps are urgently needed to help "common tea" in particular and industry in general. The following suggestions are given for your consideration :

1. Export Duty should be abolished and the State impositions on tea of West Bengal and Assam must also go.

2. If that is not possible, then at least the operation of all these taxes should be suspended for 6 months so as to allow more export and reasonable price to the producers to cover their cost and to make a profit.

3. If none of these are possible for the Government, then it should try to revive the International Tea Agreement which existed from 1933 to 1955 and which controlled exports according to world demand. (The participants were India, Ceylon, Indonesia and Pakistan). If this is also not possible, even a limited Indo-Ceylon agreement would be helpful.

4. Though the Government wanted to sacrifice 1.58 crores in 1958 for common tea by reducing and adjusting export and excise duties respectively, there was no loss even of a farthing due to higher production and higher exports. Let that money be utilised for starting a "Pool Guaranteeing Fund" as security for loans to be given to planters for labour house construction.

5. A "Tea Finance Guaranteeing Fund" should be started forthwith, so that those who had losses in the recent years may not suffer for want of working capital and may also take up improved measures for rehabilitation.

6. Helping the industry in the matter of supplies, transport and marketing with special facilities and freight rates, is essential.

7. Let the Government take upon itself the responsibility of conducting promotional measures abroad entirely or let it make the Tea Board fully responsible for the work without any interference, or let it be entrusted on the shoulders of the Industry alone.

May 14, 1959

General Secretary,
Shilla Cha-Bagan Workers Union,
Jaipalguri.

Dear Comrade,

Accept our congratulations for the agreement regarding workers participation in management.

If possible please send a copy of the agreement to us.

With greetings,

Yours fraternally,

W.S.
(K.G. Srivastava)
Secretary

14 MAY 1959

Zilla Cha-Bagan Worker's Union

(Affiliated to the A. I. T. U. C.)

Regd. No. 2785

Head Office :—Malbazar, Jalpaiguri

President : Satyendra Narayan Mazumder,
M. L. A.

Secretary : Debprosad Ghose,
Member Tea Board.

Ref. No. F/T.U.1

Dated 12-5- 195 9.

To

The Secretary All India Trade Union Con-
-gress.

Dear Comrade,

We have the pleasure to inform you that we have entered into an agreement regarding (Workers participation in Management) with Mahai Patha T.E.-P.O.-Mal Dt -Jalpaiguri. This garden belongs to the Great Gopalpur Tea Company, Jalpaiguri . It has been signed for one year only for exocriminal purpose, on 4/5/59.

With greetings

Comradely yours
Debprosad Ghose
Secretary.

*In the 1 copy of
present
14/5*

21 MAR 1959

PHONE : DARJEELING 385

DARJEELING DISTRICT
CHIA KAMAN MAZDUR UNION

(Registered No. 2256)

DARJEELING

Ref. No. TU/6/9/59/91

Date 18th March 1959

The Secretary,
All India Trade Union Congress,
4 Ashok Road,
NEW DELHI.

Dear Comrade,

We are in receipt of two bills, viz. "The All India Maternity Benefit Bill, 1958" & "The Equal Remuneration Bill, 1957" and it is to communicate you that we have no comment and suggestion on these bills at this stage because we had already expressed our views and suggestions in drafting stage especially of the All India Maternity Benefit Bill, 1958 and we find some of those suggestions are already incorporated in the bill.

As regards another bill (The Equal Remuneration Bill 1957), although we are in agreement with almost all the clauses, yet we have certain doubt as to whether the word "agriculture" would cover the definition of "plantation" also. If go suitable amendment may please be made.

With greetings,

Comradely yours,

Abanindranath
SECRETARY.

Zilla Cha-Bagan Workers' Union

(Affiliated to the A. I. T. U. C.)

REGD. NO. 2785

Head Office: MALBAZAR, JALPAIGURI

President:

Satyendra Narayan Mazumder,
M. L. A

General Secretary:

Debprasad Ghose
Member Tea Board

Ref. No.

Date 13. 3. 1959

To Com S. A. Dange

Com,

I understand that you will be going to attend Assam P.T.C. Conference.

The Bonus Committee for N.E. India on Tea has reached almost to a deadlock. It will therefore be helpful if I can talk to you on the matter on your way to Assam, so that I may inform the N.T.C. + H.T.S members in time. The next meeting will be held on 2nd April, but by 22nd we shall have to send our opinion to Planters on their proposal or about any counter proposal if we have any. So the urgency. I shall discuss the matter with Dhanraj Sanjalingh before I go to Calcutta.

on the 16th next, I am now in Kalyan,
I shall have to go to Calcutta for an
important mtg. meeting to be held from 17th.
Assam Comd asked me to
attend their mtg conference, but I am
afraid they will not be able to pay
air passage, without which I shall not
be able to reach in time, they however
informed me that they would ~~be~~ provide with
train fare.

Anyway, I was also very much
interested to go to Assam. In case you can
help in the matter then of course I
shall accompany you, otherwise I shall
go sometime in April to meet the Tea
Comd in Assam. Expecting your reply.

with greetings,
yours truly
Manoranjan Roy.

चाय-मजदुर युनियन, आसाम ।
CHA MAZDUR UNION ASSAM.

(Regd. No. 236)

Affiliated to
All India
Trade Union Congress.

Head Office :- Ohowkidinghee
P. O. REHABARI.
Dibrugarh, Assam.

Ref. No.

Date

CHA-MAZDUR UNION CONFERENCE.

DIBRUGARH, March 10;-

The 3rd Conference of the Cha-Mazdur Union, Assam was held at Dibrugarh on 7th & 8th March, under the presidentship of Dr. Benoy Bhushan Chakraverty a veteran labour-leader of Dibrugarh.

Sri Mani Bhawanick, General Secretary of the Union in his report dealt with the condition of the tea-industry and the workers, the problems facing the workers and organisational questions.

The Greetings from Sri S. A. Dange, M.P. General Secretary, AITUC and from Jamshedpur Mazdur Union, Akhil Bharatiya Cha-Mazdur Sangh, Rangapara, State Bank of India Staff Association, Dibrugarh Branch, All India Postal Employees Union (class-III), Dibrugarh Divisional Branch etc. were read in the conference.

The conference unanimously adopted a number of resolutions demanding fixation of minimum wages of tea-garden workers at Rs. 2'25 MP. a day pending formation of a national wages board, bonus for 1957 and onward at a progressively higher abhiyan rate subject to a minimum guaranteed amount equivalent to one month's wages to each worker irrespective of profit or loss, on rising prices and food situation, urging Govt. of India for acceptance of Women Commission's major recommendations on tea-plantations, introducing of pension and Gratuity Scheme, suggesting solutions to the evergrowing unemployment problem in tea-plantations, mass -literacy campaigns among the tea-labourers, trade union rights, supply of tealeaf and fire-weeds etc.

The audited statement accounts concerning year 1956-57 and 1957-58 were unanimously accepted by the Conference. The Conference also amended certain clauses of Rules and Constitution of the Union in view of the wide participation of the executive committee and decisions of the 16th Indian Labour Conference regarding minimum membership subscription of a trade union.

On March 8 a colourful procession of delegates and observers carrying banners, floats and poster paraded through the streets of Dibrugarh. The Conference ended in an open meeting held in the Paradise-Roading Boarding Maidan.

A strong Executive Committee of 41 members was elected by the Conference with Dr. Benoy Bhushan Chakraverty as President, Sri Mani Bhawanick as General Secretary, Sri Priti Bhawan Chakraverty / LK, Sri Harinath Guala, Sri Kishun Majhi as Vice-presidents, Sri Narayan Ghose as Asst. Secretary, Sri Kalidas Chakraverty as office secretary, Biswanath Roy Burman as Cultural Secretary, Sri Sukhendra Bhattacharjee as Treasurer and Sri Hari Patar, Sri Gelak Gehain, Sri Satish Roy Poddani, Sri Sripati Rajbanshi as Organising Secretaries.

For favour of publication.

Trade Union Record,

New Delhi

Mani Bhawanick
14/3/58

Problems of Agricultural Labour

The First All-India Agricultural Labour Enquiry was conducted in close collaboration with the State Governments, in about 800 fixed villages selected on the principle of stratified random sampling and covered a period of 12 months from March 1950 to February 1951. The object of the Enquiry was to collect data on employment, earnings, cost and level of living ~~and indebtedness~~ and indebtedness of agricultural labourers in the country with a view to considering what protective and ameliorative measures, including fixation of minimum wages which is the main problem of agricultural labour, should be undertaken to improve their conditions. The reports on the enquiry were published in 11 volumes in 1954 and 1955.

2. The main fact which emerged from the Enquiry was that the provision of more employment opportunities for agricultural labourers was as important as the fixation of minimum wages for them. The main findings of the enquiry were as follows:-

(i) <u>Magnitude of the problem</u>	Out of a total of 58 million rural families, 17.6 million were agricultural labour families.
(ii) <u>Subsidiary occupations</u>	21 percent of the agricultural labourers had subsidiary occupations. Of these, about only 50 percent had subsidiary occupations outside agriculture.
(iii) <u>Total number of agricultural labourers, i.e., those who are actual workers</u>	35 millions (Men- 19 millions) Women- 14 millions) Children- 2 millions).
(iv) <u>Employment</u>	<u>Days</u>
	Men
	218 (189 agricultural labour)
	29 non-agricultural labour
	32- Unemployed
	65- self-employed
	Women
	120 days- agricultural labour
	14 days- non-agricultural labour
	Children
	150 days- agricultural labour
	15 days- non-agricultural labour
(v) <u>Wages</u>	
(a) Rates	<u>As</u>
	Men
	17.5
	Women
	10.8
	Children
	11.1

(Time- 95 percent of mandays worked)

(c) Cash rates	58 percent of mandays worked)
Kind "	32 -do-
Partly in cash and partly in kind	10 -do-
(d) (Wages supplemented by perquisites)	33 -do-
(e) Wages not supplemented by perquisites	67 -do-
(f) Wage bill in agriculture	Roughly Rs. 500/- or 10.5 per cent of the National Income from agriculture for that period.
(g) Comparison with factory wages.	Factory daily wages more than three times those in agriculture.

(vi) Income :

(a) Average income of an agricultural labour family	Rs. 447 per year
Agricultural Labour	64.2 per cent
Non-agricultural labour	11.9 "
Cultivation of land	13.4 "
Occupations other than farming	8.0 "
Others	2.5 "
(b) Per capita income of an agricultural labour family	Rs. 104 as against a per capita income of about Rs. 264 for the entire population (rural and urban)
(c) Share of agricultural labour families in National Income	8.3% although they form 22.7 percent of the total number of families . (urban and rural) in India.

(vii) Expenditure

(a) Average annual expenditure per agricultural labour family	Rs 461/-
Food	~ 85.3%
Clothing and footwear	~ 6.3 per cent
Fuel & lighting	~ 1.1 per cent
House rent	~ 0.8 per cent
Services & Miscellaneous	~ 6.5 per cent.
(b) Average per capita expenditure of agricultural labour families	Rs 107.2 as against Rs 204.0 of all rural families as revealed by the National Sample Survey.
(c) Intake of cereals per day	Per capita per consumption/16.3 ozs. 20.3 ozs \emptyset unit

(viii) Nutritive value of diet

(a) Calorie intake	- Deficient by 25 per cent of the
--------------------	-----------------------------------

(b) Protein intake

-Deficient by 18 per cent.

(ix) Indebtedness

(a) Percentage of agricultural labour families in debt

- 45

(b) Debt per indebted family

- Rs. 105/-

(c) Purpose of debt

Mainly for meeting consumption expenditure.

(d) Main source of borrowing

Money lenders & employers'

(e) Total volume of debt of indebted agricultural labour families.

Rs. 80 crores.

3. The findings of the Enquiry were placed before the Indian Labour Conference, the Labour Ministers' Conference and the Labour Panel of the Planning Commission.

Second Agricultural Labour Enquiry

4. When the first Agricultural Labour Enquiry was conducted there were controls over food and clothing and the First Five Year Plan was about to be launched. Since then controls have been removed and various development schemes had been undertaken under the First Five Year Plan. With a view to ascertaining the impact of these measures on the agricultural labourers, it was decided in consultation with the Planning Commission that a second All-India Agricultural Labour Enquiry on almost identical lines should be conducted. The Second Enquiry was conducted in 3696 villages selected on the principle of stratified random sampling and staggered evenly over a period of 12 months, in close collaboration with the National Sample Survey Directorate, the Central Statistical Organisation, and the Indian Statistical Institute. Of the 3696 villages selected for the Enquiry, about 1300 were located in the Community Project, Community Development and N.E.S.Blocks. The field work was entrusted to the National Sample Survey Directorate and data on average size, composition and earning strength of agricultural labour families, employment, unemployment, under-employment, wages, income, expenditure, and indebtedness were collected in a suitable Questionnaire designed by a Working Party consisting of representatives of the National Sample Survey, Central Statistical Organisation, the Indian Statistical Institute and the

Ministry of Labour and Employment.

5. The enquiry covered a period of 12 months from the end of August 1956. The field work was completed by September 1957.
6. A tabulation programme drawn up by the Working Party was entrusted to the Indian Statistical Institute/^{which} completed the main tabulations in respect of All-India, the reorganised States and the five Zonal Council areas by the end of September 1958. The tabulations in respect of the 39 Zones into which the States were demarcated are awaited from the Indian Statistical Institute.

The main tabulations in respect of States and All-India have been examined and certain clarifications have been asked for from the Indian Statistical Institute.

7. The Ministry of Labour and Employment will draft the reports on the Enquiry. For this purpose, collection of background material which would enable the tracing of the developments which have taken place since 1950-51 in the agrarian sector of the economy is being collected.
8. It is hoped that the results of the two enquiries when viewed in conjunction will give a comparative picture of agrarian labour as obtaining in 1950-51 and as it was in 1956-57 and the incidence of the diverse ameliorative measures that have been implemented will also be known.

9. Minimum Wages

The Minimum Wages Act 1948, is applicable, inter alia, to employments in agriculture. The Planning Commission recommended in the First Five Year Plan, " that progress in the implementation of the minimum wages legislation should be reviewed from time to time at inter-State Conferences, so that experience gained in meeting common problems may be pooled and the implementation of the legislation expedited". The position regarding minimum wage fixation was reviewed at the meetings of the Minimum Wages Central Advisory Board in its sessions held in 1950, 1954 and 1956, the Indian Labour Conference in 1954 and 1955 and the Labour Ministers' Conference held in November 1955 and October 1957.

10. Minimum wages in agriculture have been fixed either for a whole State or in certain parts of a State as indicated below.

Whole State

(including Ajmer), Punjab (including

Pepsu), Kerala, the Union Territories of Delhi and Tripura.

(ii) Parts of States

Assam, Andhra (including Hyderabad), Bihar, Madhya Pradesh (including Vindhya Pradesh) ,Bombay (including Kutch), Uttar Pradesh, West Bengal, Himachal Pradesh, and Mysore (including Coorg).

(iii) Madras Government are yet to fix Minimum Wages.

(iv) Military farms etc.

Minimum wages have also been fixed by the Central Government in some of the Central Government farms.

The rates of minimum wages fixed up to the end of 1956 are given in the Appendix.

11. Fixing minimum wages for agricultural labour in parts of States satisfies the requirements of the Act. The Government of India have, however, been pressing the State Governments to fix the minimum wages for the entire States and this is receiving their attention.

12. Consumer Price Index Numbers for agricultural labourers

The Minimum Wages Act requires not only fixation but also revision of minimum wages in accordance with the movement of cost of living index numbers (now termed consumer price index numbers) for agricultural labourers. It was, therefore, decided, in consultation with the Planning Commission, to construct these index numbers on the basis of the " weights" provided by the 1950-51 Agricultural Labour Enquiry. The collection of retail prices for about 70 selected commodities from a number of villages selected on the principle of stratified random sampling was entrusted to the field staff of the National Sample Survey. The price collection started simultaneously with the conduct of the Second Agricultural Labour Enquiry from August 1956 and is now continuing with the 14th round of the National Sample Survey. On the basis of the prices furnished by the National Sample Survey Directorate, consumer price index numbers for the re-organised States, 39 Zones into which the States were demarcated and for All-India are being compiled by the Ministry of Labour and Employment.

APPENDIX

Minimum wages fixed in Agriculture under the Minimum Wages Act, 1948 up to the end of 1956

1. Areas	M I N I M U M					W A G E S			F I X E D			F O R
	Ploughing 3. Rs. As. Ps.	Sowing 4. Rs. As. Ps.	Harvesting 5. Rs. As. Ps.	Transplanting 6. Rs. As. Ps.	Weeding 7. Rs. As. Ps.	Women 8. Rs. As. Ps.	Children 9. Rs. As. Ps.	Attached Labour 10. Rs. As.				
1. Central Government:												
(a) Potato Research Institute, Kufri.	1-12-0	1-12-0	1-12-0	1-12-0	1-12-0	1- 8-0	1- 4-0 & 1- 8-0	Rs. 70 p.m. as basic wage Rs. 40/- as full time (man)				
(b) Potato Research Institute, Simla.	1- 4-0	1- 4-0	1- 4-0	1- 4-0	1- 4-0	0-14-0	0-12-0					
(c) Central Vegetable Breeding Station Pulu Valley, Punjab.	1- 8-0	1- 0-0 to 1- 4-0	1- 0-0 to 1- 4-0	1- 0-0 to 1- 4-0	1- 0-0 to 1- 4-0	1- 0-0 to 1- 4-0	--					
(d) Indian Agricultural Research Institute, New Delhi.	2- 0-0	2- 0-0	2- 0-0	1- 8-0	1- 8-0 to 2- 0-0	1- 4-0 to 1- 8-0	0-12-0 1- 0-0					
2. Andhra	1- 8-0	1- 8-0	1- 8-0	1- 8-0	1- 8-0	0-12-0	--					
3. Assam	1- 4-0 p.d.*	1- 4-0 p.d.*	--	1- 4-0 p.d.*	1- 4-0 p.d.*	--	--					
4. Bihar												
(a) Sadar Sub-Division Dhanbad & Singhbhum.	Three seers to 3 seers and 12 chnts. paddy and 1/4 seer to 1/2 seer Masuri per day for all operations.		One in 20 bundles of harvested crop.	--	--	--	--	6 to 7 ma a year as to usual				
(b) Palamau & Hazaribagh	One sr. 12 chnts. of rice & 1/2 sr. of Sattu or 2 Sr. 8 Chnts. of paddy & 6 to 8 Chnts. of Sattu.		One in 16-bundles of harvested crop.	One Sr. 12 Chnts. of rice & 1/2 Sr. Sattu p.d. or 2 Srs. ten Chnts. of paddy & 1/2 Sr. Sattu per day	Same as for ploughing and sowing. 3 Srs. & 6 Chs. Paddy per day.	--	--					
5. Bombay	1- 0-0	1- 0-0	0-12-0	0-12-0	0-12-0	--	0- 8-0					
6. Madhya Pradesh	0-12-0	0-12-0	0-14-0	0-10-0	0-10-0	0- 8-0	0- 6-0 to 0-8-0					
7. Orissa	..... Rs. 0-10-0 to 0-12-0 in different localities				0-10-0 to 0-12-0 in different localities.	0- 8-0	0- 6-6 to 0-7-0				
8. Punjab	1- 0-0 p.d. with meals to 2- 8-0 without meals	1- 0-0 p.d. with meals to 2-8 -0 without meals	1- 8-0 p.d. with meals to 2- 0-0 p.d. or 1- 4-0 one bhari of un-thrashed wheat p.d. or 5% of crop harvested.	0-12-0 with meals to 1- 4-0 without meals per Kanal	1- 0-0 to 1-12-0	0-12-0 to 1- 8-0	--					
9. Uttar Pradesh	1- 0-0	1- 0-0	1- 0-0	1- 0-0	1- 0-0	1- 0-0	0-10-0					
	..... Rs. 1-8-0 to 2-4-0 p.d. in different localities					1- 6-0 to 2- 0-0	0-14-0 to 1- 4-0	Rs. 22 two			

1.	2.	3. Rs. As. Ps.	4. Rs. As. Ps.	5. Rs. As. Ps.	6. Rs. As. Ps.	7. Rs. As. Ps.	8. Rs. As. Ps.	9. Rs. As. Ps.	10. Rs. As. Ps.
11. Hyderabad	Rs. 0-12-0 to one rupee per day in different localities.		Wages in kind			0- 6-0 to 0-10-0	0- 4-0 to 0- 6-0	Rs. 110 plus paddy or th a day to Rs. without mea
12. Himachal Pradesh			1- 2-0 to 1- 8-0	.....	For all operations		--	0-10-0 to 0-12-0	Rs. 20 to 28 240/- to 30 year.
13. Kutch		0-12-0	0-12-0	0-12-0	0-12-0	0-12-0	0- 9-0	0- 5-0	--
14. Mysore		0-10-0 plus 1 meals to 0-12-0 plus 1 meals or 0-14-0 to 1- 0-0	0-14-0 to 1- 0-0	1- 0-0 plus two meals to 1- 8-0 p.d. for coconut 2- 0-0 to 3- 8-0 for coconut	0-14-0 to 1- 0-0	0-14-0 to 1- 0-0	0-10-0 to 0-12-0	0- 8-0 to 0-10-0	Rs. 10 p.m. per annum clothing k
15. Pepsu		(i) 1- 8-0 to 2- 0-0 without meals (ii) 1- 0-0 to 1- 8-0 with meals	1- 8-0 to 2- 0-0 without meals 1- 0-0 to 1- 8-0 with meals.	Same as col. 3.	1- 4-0 to 1- 8-0 without meals 0-12-0 to 1- 0-0 with meals	1- 4-0 to 1- 8-0 without meals 0-12-0 to 1- 0-0 with meals	--	--	Rs. 250 to or Rs. 211 with meals; gains of ex value with
16. Rajasthan		1- 4- 0	.....	For all operations			0-14-0	0-10-0	--
17. Vindhya Pradesh		0-10-0 p.d. or foodgrains of equal value	.....	For all operations			0- 8-0 p.d. or foodgrains of equivalent value.	--	--
18. Ajmer		1- 0-0	1- 0-0	0-12-0	0-12-0	0-12-0	--	0- 8-0	Rs. 15 p.m. meals a (per month)
19. Coorg		1- 5- 0	1- 5-0	1- 5-0	1- 5-0	1- 5-0	0-15-9	0-10-6	Rs. 45 pe
20. Delhi		2- 0-0	2- 0-0	2- 0-0	1- 8-0	1- 8-0 to 2- 0-0	1- 4-0 to 1- 8-0	--	--
21. Tripura		1- 2-0 plus three meals a day to 1-10-0 plus existing perquisites	1- 2-0 plus three meals a day to 1-10-0 plus existing perquisites.	2- 0-0	1- 8-0	--	--	--	Rs. 130 t plus per

*The rate (which is for five hours) is in addition to existing amenities in the shape of perquisites.

@These rates were fixed for one year only with effect from 14/7/1952.

For all house and factory wiring applications

Specify ALNO KER-AL-LITE, the new polythene-insulated polyvinyl chloride (PVC) sheathed building wire.

Manufactured to BS 1791:1956 for aluminium conductors and BS 1557:1954 for polythene insulation and PVC sheathing.

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File in Marathi

THE



INDIA'S NATIONAL

REGD. No. M. 97,
Vol. 83, No. 197.

Registered at G.P.O., U.K. & Section as a Newspaper.

MADRAS, TUESDAY, /

LIFE INSURANCE CORPORATION

MORE AMBITIOUS PROGRAMME
NEEDED: DESAI'S APPEAL

SKYSCRAPER IN CITY DECLARED OPEN

MADRAS, Aug. 24.

The Life Insurance Corporation's modern skyscraper constructed on the City's arterial highway, Mount Road, was declared open last evening by Mr. Morarji Desai, Union Finance Minister. The towering structure erected at a cost of Rs. 87 lakhs was hailed as an adornment to the City and a symbol of L.I.C.'s aspiration to provide life insurance protection to every single citizen in the country.

Mr. Morarji Desai said he shared with the public their feeling about the deficiencies of the L.I.C. and asked the Corporation to pay "greater and greater attention" to the complaints.

Mr. Desai said the progress made by the L.I.C. was good but "to my mind not as ambitious as it should be". He would like the Corporation to achieve in two years what it had planned to do in five years from 1959.

To mark the opening of the building, the Union Finance Minister used an electric button when a commemorative plaque fixed on the ground floor wall was unveiled.

While holiday crowds gathered on the pavements of Mount Road to watch the opening ceremony a large and distinguished gathering was present at the quadrangle behind the building where the function was held.

Repeated sharp showers greeted the opening of the new 14-storeyed building and punctuated the proceedings. As Mr. P. A. Gopalakrishnan, Chairman of the L.I.C., was half-way through his welcome address, a drizzle started and soon developed into sharp showers. While the gathering rushed to nearby shelter the Minister took the opportunity to go round the building. He went up by the high-speed lift to the top of the 177-foot tall building and had a panoramic view of the City.

The rain stopped in a few minutes and the gathering re-assembled, when Mr. Gopalakrishnan continued his speech. Later, when the Minister was speaking, there was a slight drizzle but it stopped after a few seconds. A heavy down-pour, however, descended on the gathering as the Minister was finishing his speech.

become an excuse, which nobody would believe. Therefore, greater and greater attention should be paid to the complaints and to their eradication.

One prominent complaint made was that complaints were not attended to as quickly and promptly as the people in a free country would expect. It was right that the people expected that their complaints should be redressed promptly, though sometimes there might be exaggeration in the matter. There was also the complaint as to why when there was more than enough room in the new building for the L.I.C. offices in the City, some of the offices were not moving into it. He would suggest early shifting of all L.I.C. offices in the City to the new building to ensure greater co-ordination and in the interests of general convenience.

The Union Finance Minister said that the initial set-back experienced by the L.I.C. was much less than what was expected. The most brilliant men could not have done better. He was, however, not satisfied with the progress now made. Of course, the Corporation had a plan and programme for the next five years. But he felt it was not quite ambitious. He would like the Corporation to compress the progress aimed at, into two years. He said he was not saying this to belittle what had already been done. On the contrary, he said, because he had been appreciating the work done so far, he expected more from the Corporation.

The L.I.C. was a national institution.

UNION GOVT. OFFICES

PROVISION OF BUILDINGS

RS. 35-CRORE SCHEME FOR THIRD PLAN

NEW DELHI, Aug. 22. Mr. K. C. Reddy, Union Minister of Works, Housing and Supply, has said that his Ministry would be asking for an allotment of Rs. 35 crores for construction of office and residential accommodation at various places in the general pool during the Third Five-Year Plan.

The Minister gave this information at a meeting here yesterday of the Informal Consultative Committee of Parliament for the Ministry of Works, Housing and Supply.

Mr. Anil K. Chanda, Deputy Minister for Works, Housing and Supply, also participated in the discussions.

Mr. Reddy said that the expenditure on meeting the requirements of residential and office accommodation at various places on the basis of the present demand would be Rs. 56 crores. He said that it was necessary to put up permanent office buildings fast, as the hutments in Delhi in which nearly two-thirds of the Government offices were accommodated, covering an area of about 18 lakh sq. ft., had long outlived their expected life.

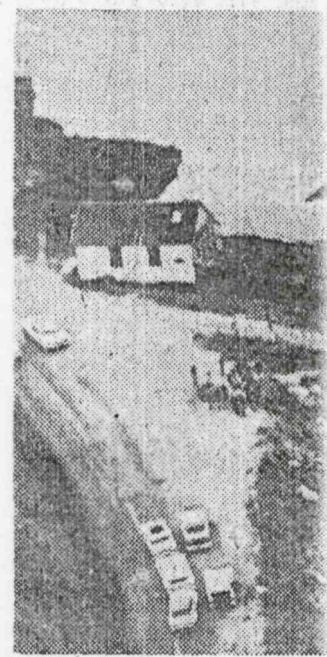
The demand of Rs. 36 crores for the construction of residential and non-residential accommodation in the Third Plan in Delhi and other places was based on the existing capacity of the Central Public Works Department which could undertake work of this value, Mr. Reddy added.

Mr. Chanda told the members that the slum clearance work in Delhi had been taken over by the Delhi Municipal Corporation. The Corporation was opening a separate wing and the work which had already commenced would be continued. The allocation sanctioned for Delhi for 1959-60 was Rs. 1.47 crores.

Referring to the progress of the setting up of printing presses at Coimbatore and Koralty, Mr. Reddy said that there were some difficulties regarding foreign exchange and they were trying to resolve them. He hoped that they would be able to make a start with the construction work before the end of the Second Plan period.

KHRUSHCHEV'S NOTE TO ADENAUER

BONN, Aug. 23.



An aerial view of the cracks 18, following a series of earth

U.P. CONGR LEADER

WORKING COM CO

(From Ou

The Congress Working Committee the "behaviour of some Legislature Party in Uttar confidence in the Government no-confidence motion move

The Committee feels that this a clear breach of the rules a conventions governing parliamentary parties and such behavior would only lead to disruption the party.

Following is the text of the solution: "The Working Committee have learnt with surprise and distress of the statement made some members of the Uttar Pradesh Congress Legislature Party expressing their lack of full confidence in the Government in the course of a discussion on the motion of no-confidence moved by Opposition."

"From any point of view, this is a clear breach of the rules a convention governing parliame

30 MAY 1959

(216)

DARJEELING TEA WORKERS RESOLVES TO FORGE BROADBASED UNITY & LAUNCH MOVEMENT.

The EIGHTH CONFERENCE of Darjeeling District Chia Kaman Mazdur Union was held on 22nd, 23rd. and 24th May 1959 at Gorkha Duhda Niwarak Sammelan Bhawan, Darjeeling.

The Conference adopted a number of resolutions and important among them are the following :

- (1) Condemning imperialists' intrigue in Tibet and upholding the prompt action of the Chinese Government to put down the revolt;
- (2) Pledging to fight for peace, progress and happiness and against war menace, nuclear weapon, Pak-US Pact, and for the promotion and flowering of the principles of Pancha Sheel, etc.;
- (3) Supporting the struggle of the people of Africa fighting for their national independence and against colonialism and urging for the unity and friendship between the people of Asia and Africa;
- (4) Against the mounting price of food commodities and demanding adequate measures to check up this mounting price and maintaining sufficient stock of rice and other food stuffs by the Government;
- (5) Demanding a Special Committee for investigating into the condition of Tea Industry especially in Darjeeling where 79% of tea bushes are older than 60/70 years according to the report of the Plantation Enquiry Committee and to suggest ways and means for saving this important industry from total ruination;
- (6) Supporting the joint demands of tea workers of North Bengal as a whole, formulated by the leaders of different trade unions affiliated to various Central Trade Unions ;
- (7) Congratulating the Kerala Government and the people of Kerala for their heroic steps to ameliorate the condition of the people of Kerala as far as possible in the midst of heavy odds and difficulties;
- (8) Supporting the demands of the peasants and Kisan Sabha for the imposition of ceiling on all lands and its distribution among poor and landless peasants and agricultural labourers and congratulating the Kisans of Siliguri and West Bengal for their recent heroic struggle against the illegal transfer of lands;
- (9) Supporting the demands of Regional Autonomy for the people of Darjeeling within West Bengal and demanding the introduction of Nepali language as the official language in three hill sub-divisions of the district where the number of the Nepali speaking people is more than 95% and challenging the 1951 Census figures whereby the Government and the interested persons have manipulated the figures by showing ~~sixty~~ 19% the number of Nepali speaking people as 19% only and demanding that the Government should hold fresh census to ascertain the number of Nepali speaking people in the district as well as in 3 hill sub divisions (hills) of the district. Such census should be held in co-operations with the representatives of all parties and communities in the district;

Charter of demands :

Apart from the above resolutions a Charter of Demands for the workers and staffs of Darjeeling Tea gardens was formulated and adopted by the conference. Of these demands the following are most important and urgent :

(a) The wages of the workers and ~~staff~~ the salary of the staff in Darjeeling tea gardens should be brought to the level of Doears;

(b) Minimum guaranteed bonus equivalent to one month's wages and salaries irrespective of profit and loss be given to the workers ~~xxxxx~~ and staff every year and in cases of huge profits, proportionate shares thereof be granted as profit sharing bonus;

(c) Statutory provisions be promulgated to abolish the hated practice of dismissing and evicting all members of a family of a worker on the dismissal of the head of family;

(d) The Government should adopt appropriate measures to open small factories and set up cottage industries to solve the problem of mounting unemployment among tea garden workers and the people of Darjeeling as a whole;

(e) The Government should take over the responsibility of imparting primary education to the children of tea workers; etc.

The Conference has called upon the workers and staff and their unions to prepare themselves to launch a broadbased united movement, if the planters and the Government refuse to fulfil the demands within a reasonable time.

Other features :

On 22.5.59, the Secretary of the Union presented the Report reviewing the activities of the Union for the last two years, its ~~xxxxxxx~~ achievements and failures, its untiring efforts for forging unity and its growing influence and strength and calling for united action in defence of trade union and democratic rights, for wage increase and bonus, against hattabahaar and retrenchments etc.

21 workers including women workers participated in discussing the report and the report was unanimously adopted with some amendments.

About 300 delegates from different tea gardens, 20 visitors and 7 guests and fraternal delegates attended the conference.

Greetings and messages from fraternal orgs:-

Sri Saroj Mukherjee, Editor, SWADHINTA (Bengali Daily); Sm. Kanak Mukherjee, Editor "GHARE BAHARE" (Bengali Women Monthly); Sri Honoranjan Roy, Secretary, West Bengal Committee of AITUC; Sri Naresh Banerjee on behalf of West Bengal Peoples' Relief Committee, and others congratulated the workers personally and wished the success of the conference.

Fraternal messages received from the following organisations were read over to the Conference amidst cheer :

- (1) Chairman, Agricultural Workers' Trade Union, China.
- (2) United Beedi Workers' Union, Ceylon.
- (3) Secretary, All India Trade Union Congress, New Delhi.
- (4) General Secretary, All India Indian Oxygen Employees Federation, Calcutta.
- (5) West Bengal Ministerial Officers' Association Darjeeling Branch.
- (6) Terai Cha Bagan Karmi Sangha, Bagdogra, Darjeeling.
- (7) Darjeeling Chiya Kaman Shramik Sangha, Darjeeling.
- (8) All India Postal Employees' Union Class III, Darjeeling Divisional Branch.
- (9) Bengal Provincial Bank Employees Association, Calcutta-1.
- (10) Sri M.N. Sharma, General Secretary, Assam Branch, AITUC.

Election of Office Bearers & Ex. Committee.

In the evening of 23.5.59, an Executive Committee consisting of 45 members (most of them tea garden workers) was elected and among them are 2 MIAs and 5 women workers. Sri Ratanlal Brahman was elected as the President of the Union and Susri Kesari Dewan and Sri Bhadra Bahadur Hamal, MIA as Vice-Presidents; Sri Ananda Prasad Pathak as Secretary; Sri Sangdopal Tepcha and Sri Harka Bahadur Rai as Assistant Secretaries and Sri R.K.Sinha as Treasurer.

Cultural Programme and Prize Distribution.

A cultural programme was organised by the workers of tea gardens and prizes were distributed by the hands of Com. Kamak Mukherjee. Prizes were given for the branch which stood first in Membership drive in the district; for the Zone which has been developing fastly in organisation in comparison to other Zones, for the branch which collected highest amount for "Agradoot" (A Nepali fortnightly local journal) and for the workers who stood 1st, 2nd and 3rd. in song competition.

Procession, Rally & Open Meeting.

On 24.5.59, processions from different tea gardens came to Town (Chowk Bazar, Darjeeling) with flags, fistoons, placards and a rally of two thousand workers was held. After that a Public Meeting was held under the presidentship of Sri Ratanlal Brahman in which Sri Ananda Prasad Pathak (Secretary), Sri Bhadra Bahadur Hamal, MIA (Vice-President), Sri Satyendra Narayan Mazumdar, MIA, Susri Kesari Dewan, Sri Monoranjan Roy, Sri R.K.Sinha and Sri Ratanlal Brahman spoke on various aspects of the conference and on the resolutions passed by the Conference.

Forwarded for favour of publication to :

The Editor, "TRADE UNION RECORD" , New Delhi.

Darjeeling,
Dt. 25.5.59.

A.B. Rai
Asstt. Secretary,

Darjeeling District Chia Kaman Mazdur Union.

212
May 28, 1959

Com. Parvathi Krishnan,
Coimbatore

Dear comrade,


This is to remind you about the decision of the General Council which met at Bangalore early this year, to prepare a comprehensive report on the Plantation Industry. In spite of the fact that individual comrades working in the plantation unions were informed about the decision, we have received no reports till date.

It will be remembered that Com. Manoranjan Roy was given the responsibility to prepare the comprehensive report. He had been waiting for reports to come from different regions all these months, but no reports were forthcoming.

I hope this letter will also not go unnoticed and you will send the report for your region as early as possible, so that the implementation of the General Council decision is not delayed any further.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

19 MAY 1959

Phone : 34-2044

WEST BENGAL COMMITTEE

All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

Dt: 17.5.1959.

President :

Sri Hemanta Kumar Bose,
M. L. A.

Vice-Presidents :

L. Ranen Sen, M. L. A.
Janab Md. Elias, M. P.
Sri Sudhir Mukhosi
Janab Md. Ismail
Dr. Sushil Bose
Sri Anadi Das

General Secretary :

Sri Indrajit Gupta

Secretaries :

Sri Manoranjan Roy
Sri Hrishir Banerji
Sri T. N. Siddhanta
Sri Saroj Ghosal
Sri Manindra Bose
Sri Sitaram Sett

Treasurer :

Sri Nirode Chakravarty

To
Com: K.G. Sriwastava.

Dear Comrade,

1. Plantations Comrades met at Bangalore and decided to compile a comprehensive report. It was also decided that comrades from different areas should send their reports to the AITUC office and then myself and Parvati would compile the same.

If anyone has sent any by this time, then please send those to my Siliguri address at your earliest.

In case no one has sent any report as yet, then can you possibly send a circular to all unions of Plantation workers reminding them of Bangalore decision and send their reports immediately? Please don't fail to do this.

2. Please note that henceforth my Headquarter will be ^{at} Siliguri, as I am going to devote entirely for plantations. So all my letters etc. including my T.U. RECORD should be sent to the following address: -
Monoranjan Roy,
Mahanandapara,
Siliguri, Darjeeling.

3. I am sending a report on Bonus sub-committee report to Com. Dange. I shall send one for T.U.R. after our next meeting to be held on the 8th June. No settlement has yet been reached and there is every possibility of a break in the next meeting. So I shall send report only after that meeting.

With greetings,

Yours comradely,

Monoranjan Roy
(MONORANJAN ROY)

May 28, 1959

Com. B.N.Kuttappa,
Mysore

Dear comrade,

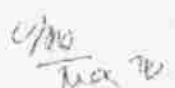
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With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

May 28, 1959

General Secretary,
Karnatak Pradesh TUC,
Bangalore

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With greetings,

Yours fraternally,

K.C. Sriwastava
(K.C. Sriwastava)
Secretary

May 28, 1959

Com. P. Balachandra Menon,
Trivandrum (Kerala)

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Withg greetings,

Yours fraternally,

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

May 28, 1959

Com. P. Shankar,
Mannantoddy (Kerala)

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Yours fraternally,


(K.C. Sriwastava)
Secretary

May 28, 1959

Com. Rossamma Punnose,
Trivandrum (Kerala)

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Yours fraternally,


(K.G. Sriwastava)
Secretary

May 28, 1959

Barin Chowdhury,
Tinsukhia (Assam)

Dear comrade,


This is to remind you about the decision of the General Council which met at Bangalore early this year, to prepare a comprehensive report on the Plantation Industry. In spite of the fact that individual comrades working in the plantation unions were informed about the decision, we have received no reports till date.

It will be remembered that Com. Manoranjan Roy was given the responsibility to prepare the comprehensive report. He had been waiting for reports to come from different regions all these months, but no reports were forthcoming.

I hope this letter will also not go unnoticed and you will send the report for your region as early as possible, so that the implementation of the General Council decision is not delayed any further.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

May 28, 1959

Com. Mani Bhowmik,
Dibrugarh. (Assam)

Dear comrade,

This is to remind you about the decision of the General Council which met at Bangalore early this year, to prepare a comprehensive report on the Plantation Industry. In spite of the fact that individual comrades working in the plantation unions were informed about the decision, we have received no reports till date.

It will be remembered that Com. Manoranjan Roy was given the responsibility to prepare the comprehensive report. He had been waiting for reports to come from different regions all these months, but no reports were forthcoming.

I hope this letter will also not go unnoticed and you will send the report for your region as early as possible, so that the implementation of the General Council decision is not delayed any further.

With greetings,

Yours fraternally,

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

June 3, 1959

Com. P. Rama Murthi
Communist Party Office,
Madras.

Dear Comrade,

Please find below a copy of a letter received from the Ministry of Labour & Employment regarding the enquiry in ~~the~~ to Kerala Plantation strike and do the needful to expedite the matter.

"I am directed to refer to this Ministry's letter of even number dated the 7th April, 1959 and the subsequent reminder dated the 18th April 1959 on the above subject and to say that we have not yet received your statement about the strike nor have the names of witnesses whom you would like to produce before the committee so far been furnished. As preliminary arrangements for conducting the enquiry have to be finalised soon I am to request you again please to send your reply immediately."

With greetings,

Yours fraternally,

P.S.

You are on the enquiry committee.
I am also reviewing the Kerala strike.

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