

# The Plantation Labour Association (1659)

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

PRESIDENT:  
PARVATHI KRISHNAN, M. P.

GEN. SECRETARY:  
P. VRIDDHAGIRI.

Ref: Date: U. C.
25 NOV 1961

COONOOR, R. S.

(NILGIRIS.)

22nd November 1961

Dear Comrade KGS, Valparai, Palani, .....

Your letters. Thanks for the same.

Please be kind enough to let me know whether you are meeting the W.B at Calcutta on 28-11-61 if so please let me know the outcome at an early date.

The position is like this. Kerala talks have failed. So Tamilnad agreement is of no use. Kerala minister has promised to revise the minimum wages and the Unions have withdrawn the notice. In Tamilnad the M.W is due to be revised in 1962.

It appears that the planters have met the Central L.M. last Oct and it seems he is strongly against taking up wage issue during the pendency of W.B or any agitation on the same by the workers as agreed to in the tripartite committee. So Kerala talks (Nov 2) failed.

But the L.M. is not strong about the non implementation of decisions as agreed such as abolition of contract system, housing etc. etc. by the planters.

What I feel about this is : why cannot we agitate on the agreed issue in addition to the wage question. Some agitation in ~~the~~ the month of January may have effect. please reply.

We have received an intimation from the Supreme Court in civil appeal 541, 542, 543 which says "Take notice that the appeal in the 3 appeals above mentioned have been authenticated on 23-10-61 and that you should take necessary steps in accordance with the rules of the Court." Please let me know what should be done in this connection. Copy of this notice has been sent to Janardhan Sharma and KSK Sastri, advocates.

Copy to:-

Parvathi,  
Valparai

Yours fraternally

*P. Vriddhagi*

P.T.U.

Cocubor Rg.

1. 12. 61.

My Dear Comrade,

I hope you would have received my letter.

1) please send your suggestions with regard to Supreme Court appeal.

2) W.R. - Calcutta meeting.

I learn from Papers that Com. Ramaswami of Valparai (Cocubator) has appeared before the Wage Board. Please be kind enough to send me detailed information regarding the same. As per paper news, something may come out - indirect ways - please treat this urgent & important.

Yours faithfully

P. Prudhraj

1. 12. 61	U. C.
1. 12. 61	5/11
For Com. ...	...

# The Plantation Labour Association (1659)

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

PRESIDENT  
PARVATHI KRISHNAN, M. P.,  
GEN. SECRETARY:  
P. VRIDDHAGIRI.

Ref:  
Date:

COONOOR, R. S.  
(NILGIRIS.)

7th Dec. 1961.

My dear KGS.

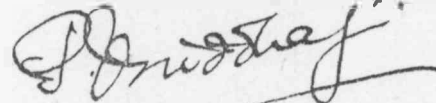
My letters dated 22-11-61 and 1-12-61.

Find enclosed a letter addressed to the Chairman of the Police WB.

I hope you know that the Tea WB has recommended something for the tea workers. In spite of the fact that the AITUC is aware of the meeting of the WB for this, no arrangement has been made to send an official representative. I do not know the way of it. The INUC which has not raised a finger in this connection not only made much before the board but also they have brought out a handbill as if they had done everything. But we fellows who were creating a lot of noise and fuss over the issue were nowhere in the picture when the issue is being settled. Should this happen at all? In my last letter I have mentioned about the SC appeal and agitation for the abolition of contract system etc. Will you be kind enough to send a reply on these.

I most humbly request you that what had happened to Tea WB should not happen with regard to the Coffee and Rubber. At least for the final hearing some SAD should appear. Will you please look into it and do the needful.

Yours Fraternally,



A. I. T. U. C.	
I.R. 4292	Date.....
File No. ....	Replied on.....

P. Vriddhagiri

# The Plantation Labour Association (1659)

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

PRESIDENT:  
PARVATHI KRISHNAN. M. P.,

GEN. SECRETARY:  
P. VRIDDHAGIRI.

Ref:  
Date:

COONOOR, R. S.  
(NILGIRIS.)

6-12-61

The Chairman,  
CMB for Coffee Plantations,  
CALCUTTA.

My dear Sir,

I am glad that you had used your good offices in bringing about a settlement on the question of interim wages for tea workers.

As the impediment has been removed I feel that we can go ahead with the Coffee.

Therefore I request you to be kind enough to call for the meeting for a copy of ~~AMMAS~~ by the third week of this month (as has been tentatively agreed to earlier) for this purpose.

I need not impress you of the urgency as a section has already got something.

With regards,

Yours sincerely,

*P. Vriddhagiri*

Copy to:-

*Narasimhan*  
Shri S.C. ~~Chiyandandam~~  
M.L.A.  
Shri Lakshman Gowder,  
M.L.C., Nilgiris

December 21, 1961.

Dear Com.Vriddhagiri,

Your letter of 7th December I saw on return from W.F.T.U.Congress yesterday.

Com. Manoranjan Roy was informed and I take it for granted that he represented AITUC before the wage Boards. It was not possible for Com. Parvathi Krishnan to go there. No other arrangement was feasible.

Unions were at liberty to go and appear before the board. They have all submitted Memoranda and can pleade it personally also.

Com. S.A.Dange is not free for 3 months.

AITUC unions have to be represented before the Coffee and Rubber Wage Boards by the respective Unions.

With Greetings,

Yours fraternally,

*V.K.G.*  
(K. G. ERIWASTAVA)  
SECRETARY.

Com.P.Vriddhagiri,  
General Secretary,  
The Plantation Labour Association,  
Coonoor, R.S.(Nilgiris).

Copy to:- Com. Parvathi Krishnan, M.P.

# Coorg District Estate Workers' Union

(AFFILIATED TO AITUC) REGD. NO. 238

BY REGISTERED POST (AD)

160-C4 PIONEER ROAD,  
MERCARA,  
COORG.

No. 549/61-52.

To

1. Shri. H. M. Channa Basappa,  
Minister for Home,  
Government of Mysore, BANGALORE.

2. Shri. B. Vaikunta Baliga,  
Minister for Law and Labour,  
Government of Mysore, BANGALORE.

A. I. T. U. Date 19th Nov. 1961.  
I.R. No. 1188 Date 22 NOV 1961

Sirs,

Subject:- Police Repression against Plantation Workers.

The resolution passed in regard to Police repression against the plantation workers, at a meeting of the Executive Committee of the Coorg District Estate Workers' Union held at Mercara on 12-11-1961 is given below:-

"Police repression against the common people and particularly against the plantation workers in Coorg District is a common occurrence. Plantation workers in Coorg have fought bitter struggles against this repression in the past. As a result of this, there was considerable improvement in the behaviour and attitude of the Police since 1958. Now, once again police atrocities have become intolerable. The Police, majority of whom are themselves drunkards, harass innocent plantation workers in the name of enforcing Prohibition Law. The Police make money by extracting 'Memools' from Illicit Distillers and Bootleggers and enable these anti-social elements scotfree to prosper. The Police unlawfully intervene in industrial disputes on behalf of the employers. An aggrieved pregnant woman worker of Sandakad Estate was forcibly removed by the police in the employer's car to Mercara Jail on a false case of trespass, refusing even bail, and got her convicted on fabricated evidence. When she was an undertrial prisoner, General Cariappa in the course of his Jail visit expressed horror at a pregnant woman worker confined in jail without being let on bail. Thereafter, she was enlarged on bail on her own surety. This atrocious action of the police was only to please the employer who is the father-in-law of one of the Deputy Ministers of our State. The Sub-Inspector of Police at Kushalnagar has foisted numerous false criminal cases against our Union members. The general public and the plantation workers have been agitating against this corrupt police officer for his conduct in 'Sivarama Murder Case' in which the murderers are still at large. This police officer, finding that our Union members are an obstacle to his corrupt methods of making money in league with Illicit Distillers, Bootleggers, Professional Gamblers and other bad characters, has in a spirit of vindictiveness been foisting false criminal cases against a large number of members of our Union on flimsy grounds. The perverse attitude of some of the officers of the Judiciary helps the corrupt and unscrupulous police in denying justice. In these circumstances, the plantation workers would have to launch struggles against police repression. Therefore, this meeting of the Executive Committee of the Union urges upon the Minister for Home, Government of Mysore and other authorities to intervene and take necessary action to put an end to the abuse of the police in Coorg District."

We would request you to take appropriate action to put an end to police repression against plantation workers in Suntikoppa area.

Yours faithfully,

*R. Kuttappa*  
Secretary.

Copies submitted to:-

1. Shri. Lal Bahadur Shastri, Union Home Minister, New Delhi.
2. Shri. Gulzarilal Nanda, Union Labour Minister, New Delhi.
3. The General Secretary, AITUC, New Delhi. ✓
4. The Inspector General of Police, Mysore, Bangalore.

# KERALA PLANTATION LABOUR FEDERATION

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

President: P. BALACHANDRA MENON,  
B. A. B. L., M. L. A.

General Secretary: P. RAMALINGOM.

PLANTAIN GROVE

TRIVANDRUM-1.  
17th NOV., 1961.

To

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

PLANTATIONS (Kerala) - report on-

Dear Comrade,

In continuation of my report dated Oct., 1961 I am sending this further report on the subsequent development in the situation in the Plantation Industry in Kerala.

A Tripartite conference was held at Trivandrum on 2nd Nov. 1961 to settle the dispute on the question of Wage increase. But the conference failed. The Employers made two alternative proposals, viz., (1) A long term agreement outside the Wage Board, or (2) an interim increase through the Wage Board. Both the proposals were rejected by Labour. The Govt. inspite of requests from our side did not make clear at that time what they would do, whether steps would be taken to revise the Minimum Wages as agreed before Sri Nanda at Bangalore.

Just after the Tripartite Conference was over the representatives of all the State Units of the Central Organisations of T.U.s except the I.N.T.U.C. met together and decided to call for a ~~strike~~ one days strike on the 10th if the Govt. did not take steps to revise the Minimum Wages within the time and formed an ~~xx~~ united action council to conduct the strike. There was good response from the workers all over the State and if the strike had ~~been xx~~ not been postponed 80 per cent of the total workers would have gone into action inspite of all the propogandha by the I.N.T.U.C. against the Strike. On 11th Nov. the Govt. announced that they are taking steps to revise the Minimum Wages and made a request the Central T.U. organisation of the State not to precipitate action. The Govt. which significantly kept silent all over till that day was definitely prompted to make the above announcement on that day because of the strength of the movement for the strike inspite of I.N.T.U.C. keeping away from it. Consequent to the Govt. announcement the United action Council decided to postpone the date of the strike. Apart from Wages, Gratuity, Bonus, reduction of Tasks also were the issues on which the Strike was proposed.

Even though the Strike was withdrawn and our Unions informed of it through Telegrams, strike ensued in Devikulam Area. Nearly Thirty-thousand workers of the KannanDeval Hills Produce Co. and The Malayalam Plantations in that Area went on strike on the 13th. It is estimated that more than 80 per cent of the total labour force in Munnar area struck work on that day. Some of the workers so struck were of the I.N.T.U.

The Govt. have already referred the question of revision of the Minimum Wages to the State Minimum Wages Advisory Board which is meeting on the 28th to discuss the matter.

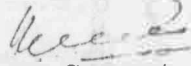
Continued.



WAGE BOARD

The Wage Board (Rubber Plantation Industry) could not transact any business in its first meeting on 27th and 28th Oct. at Madras because of the absence of Mr. C.H.S. London 'one of the Employers' representative. The next meeting is to be held on 24th and 25th of this month at Calcutta to finalise the Questionnaire and other preliminary matters.

Yours sincerely

  
Gen. Secretary.

17 NOVEMBER 1961

The Chairman,  
Evaluation & Implementation Committee,  
(Hon. Minister for Labour & Transports)  
Government of Kerala,  
Trivandrum.

Sir,

Sub:- Recognition of Unions.

The multiplicity of the trade unions in the same industry and sometimes in the a single concern of the same industry, has resulted in weakening the bargaining capacity of the workers. While the trade union Act empowers formation of any number of unions, there is no provision for the recognition of any. The 'Code of Conduct' has suggested certain criteria for the recognition of unions. Even those suggestions are not yet implemented in our State with the result that a large number of mushroom trade unions spring up.

During the period of the previous ministry, certain suggestions were made by the State Industrial Relations Board for the recognition of unions. A Bill was drafted for the same, but it could not be passed in the Assembly. Even without legal sanction, when a dispute arose in the Jumna Thread Mills, Koratty, the employers' and workers' representatives agreed for the recognition of the majority union for a period of two years after ballot.

I suggest that recognition of unions be taken up immediately either on the basis of majority after a ballot or on the basis of the suggestions given in the 'Code of Conduct'.

In case the above suggestions are found difficult, the Government can atleast, on the basis of verified membership, grant recognition - industry-wise in the case of certain industries, unit-wise in certain others where the industry does not have a statewide character, and industry-cum-areawise in industries like plantations Etc. Only recognition of unions can help stabilise trade union movement and secure industrial peace.

#### REPRESENTATIONS TO TRIPARTITE COMMITTEES.

In some of the recently constituted Industrial Relations Committees, representation for AITUC has been very inadequate. In the IRC for Navika Thozhilali, our important unions (the Aikya Kerala Navika Thozhilali ~~xxx~~ union and the Akhila Thiruvithamcore Navika Thozhilali Sanghom) have been left out and we have been given only one seat out of eight and that itself from Calicut. We can confidently assert that in this industry, we are the dominant representative organisation. In the Plantation Labour Committee, we have only two members, while INTUC is given three seats. The verified membership of AITUC in Kerala is more than double of that of INTUC and even in Plantations, we have much more membership as per Central Governments' verified figures. It is on the basis of verified membership that representation is given to the four central trade union organisations by the Central Government in the labour committees constituted by them. Even in the recently constituted Minimum Wages Advisory Board, we are given lesser representation than the INTUC.

In Kerala State, UTUC is the second biggest organisation, but its representation is almost equal to that of HMS, which according to verified figures has only a very nominal membership.

I suggest. representation

We are pained to note that Government, while they constitute committees, though they consult the Central Organisations for the panel of names, they do not accept the names given by the Central Organisations. This will creat disruption in the Trade Union movement and the organisation is made responsible for the decisions taken in such committees by people who are not their authorised representatives. In certain cases, the central ogganisations are not at all consulted.

We have been repeatedly pointing out that certain Government-owned industries and Departmental Heads have never cared to implement the Code of Conduct. In the State Transport, there have been instances of violation of the Code which were taken up by this Committee. I have now received representation from the Hospital Workers Union, Travandrum regarding withdrawal of recognition which the union enjoyed since 1953. It is suggested that definite instructions be given to the heads of Departments and Chief Executives of Government-owned industries to abide by Trade union legislations, practices and conventions etc., and that the 'Code of Conduct' implemented. It is also felt necessary that Trade Union classes be conducted for the beifit of the above section of officers, who in their normal course of work have to deal with workers and their problems. It is also necessary that there should be proper co-ordination between the Labour Wing and other departments of the Government dealing with workers problems.

I am forwarding copy of this letter to the members of the State Evaluation and Implementation Committee and request that the matter be taken up by the Committee in its next session.

YOURS FAITHFULLY,

*P. Balachandra Menon*

(P. Balachandra Menon)  
General Secretary, Kerala State  
Trade Union Council (AITUC) &  
Member, E & I Committee.

Trivandrum,  
17th November, 1961.

Copy forwarded to: The Special Officer,  
Evaluation & Implementation Committee,  
Glass House, Panavilla Junction,  
T r i v a n d r u m.

# KERALA PLANTATION LABOUR FEDERATION (A. I. T. U. C.)

P. B. No. 112, TRIVANDRUM-1.

Phone: 2622

The Hon. Minister for Labour & Transports,  
Government of Kerala,  
Trivandrum.

Sir,

The token strike of the Plantation Workers proposed to be held on the 13th of this month was postponed on the advice of the Government which was communicated to us by the Additional Secretary to the Government (Health & Labour Department) in his letter dated 11--11--1961.

The remaining issues apart from the Wages Increase, such as Bonus, Gratuity, and the reduction of Work Load etc., have not yet been taken up for settlement.

BONUS. The plantation workers in the neighbouring State of Madras have already been paid at the rate of 11% of the total wages as Bonus and the workers under the E & S Co., Wynads have already received the same quantum of Bonus. We suggest that the Government call a meeting of the Plantation Labour Committee immediately to finalise the question of Bonus.

GRATUITY. Though a good deal of discussions have been held on the question of Gratuity for the plantation workers, the scheme has not yet been finalised. Unfortunately, the plantation owners have been adopting an unhelpful attitude, with the result the scheme could not be finalised. We suggest that a final attempt may be made at the next meeting of the Plantation Labour Committee, and if we are not able to come to any agreement, let the workers at least know where they stand. The unions affiliated to all the Central Trade Union Organisations are discontented with the present mode of functioning of the Plantation Labour Committee, and unless something definite is done, there is very little purpose in continuing such committees.

WORKLOAD. There has been unilateral increase in workload in almost all categories of employment in the plantations. The vague term "Customary workload" has become very elastic and it is the employer who decides the quantum of workload and who gives the final interpretation for 'Customary workload'. The Calcutta agreement prohibits any change in the condition of work or increase of workload; but the employers pay scant respect for the terms of the agreement. Any refusal by any worker for giving increased workload, results in summary dismissal. Victimization has been on the increase during the past two years. In the rubber industry, the tapping system itself is undergoing a change with the introduction of the LADDER TAPPING in the major plantations. It is necessary to define what exactly should be the number of trees that should be tapped in the case of ladder-tapping and also the number of panels or cuts to be performed.

I suggest that these issues also be taken up and settled so that the gathering discontent in the plantations is avoided.

YOURS FAITHFULLY,

(P. Balachandra Menon)  
PRESIDENT.

Copy to:-  
The Labour Commissioner

16 ✓  
KERALA PLANTATIONS

Strike move postponed - Statement of Joint Action Council

The following statement was made by Prakulam Bhasi, Convener, Joint Action Council on 11th November at Trivandrum.

\*

A letter has been received from Government stating that steps are being taken for wage revision of the plantation workers and that for this purpose, an immediate meeting of the Minimum Wages Advisory Board is being convened.

Government has been forced to move in terms of wage revision only because of the joint action of the trade unions and workers and the preparations for the general strike. But it has to be regretted that the Government has not as yet moved in the matter of settling the other pressing issues of the workers such as bonus, gratuity, conditions of service, etc.

In view of the request made by Government, it has been decided to postpone the proposed State-wide token general strike which was scheduled for November 13. This is being done in order also to enable Government to create conditions for settling other pressing issues of the workers by Governmental initiative.

Future programmes would be decided on 15th November at the meeting of the Joint Action Council to be held at Ernakulam.

File

MA.  
18721

TAMILNADU PLANTATION WORKERS

UNION

VALLAPARA  
27.11.67

Dear Comrade,

Workers have been called  
for by the tea wage board to  
present the case of the labour.  
I am going over there.

The W.P. meets from  
28th instant.

I have thought I & you  
will be required to present  
their case first.

I do not know what  
we have to do there. Please  
advise. I will be there  
at the P & T office.

I have also written  
to Com. Purvak to-day.

Please to reply to  
B.P.U.C., Calcutta address  
immediately.

WITGreeting  
Campi  
Mehras }  
E.T.N.T.V.E } A Kamranchi

4254 T. U. 128 NOV 1967  
I.R.N. Date

Line No. f. Replied on

पोस्ट कार्ड  
POST CARD

केवल पता  
ADDRESS ONLY



K. U. Srivastava  
AITUC  
Ashoka Road  
NEW DELHI

A. RAMAMATHAN  
(of Valparai)

✓ Calcutta  
20.11.61

A. T. U. C.  
I.R. No. 4297 Date 5 DEC 1961  
Filed  
Dear Com. K. S. Replied on.....

I am here attending the wage Board meeting which started on the 28th instant and concludes to-morrow.

The wage Board took the question of intermin wage increase ~~and~~ first and heard the arguments of the parties from the South. As it is itself or fits to-day to hear the case of the M.E. India for intermin increase.

I am alone attending from the South. Some others like from Kerala or from Mysore or from Madras.

I argue the case for intermin. intermin will case on behalf of the ATUC. Com. Manojan is also attending but unfortunately he is not equipped with the problems of the South and my attending has helped very much.

The wage Board will decide about I.W.I. to-morrow. I hope something positive is to be decided in favour as regards South (for Kerala and Madras). I am doubtful for the North.

The INTUC is making a good show.

The general issues were opened by Amhekar, M.V. Shavanna etc.



I am leaving for Valsparai tomorrow.

I am sorry to state that I received no instructions from the ACTIVE.

If I had not come and attended the meeting then there would have been no representation of the case by ACTIVE in its proper form. I hope these things may kindly be avoided in the future.

With regards

A Ramani

I shall write further on reaching Valsparai.

अन्तर्देशीय पत्र  
INLAND LETTER



Care of Mr. S. S. Srinivasan

ACTIVE

A, Ashok Road

NEW DELHI

← तीसरा मोड़ Third fold →

भेजने वाले का नाम और पता :- Sender's name and address :-

A Ramani

इस पत्र में अन्तर कृपया न रखिये NO ENCLOSURES ALLOWED

← यहाँ काट कर खोलिये To open cut here →

U. C.  
I.R. No. (107) | Date 15 NOV 1961  
Hyderabad, | ed on.....

Trust now received your letter. I fail to understand as to how can I represent South & also Assam, when we have failed to submit any reply covering the whole country - both South & the North. I have collected some materials only so far as West Bengal tea estates are concerned. So if some <sup>important</sup> ~~one~~ <sup>issues</sup> from South does not come with all the materials & it is reply to questionnaire, (which I have not received as yet) it will not be possible for me to represent the South. It will not even possible for me to press for interim relief without

any material whatsoever.  
I hope you will realize  
my difficulties & do the  
needful. I think Com  
Parvati should try to  
come if possible.

with greetings -  
truly yours  
Honorary

पोस्ट कार्ड  
POST CARD  
जवाबी  
REPLY  
केवल पता  
ADDRESS ONLY



Com K. G. Sinwasara  
Secretary, A. I. T. U. C.  
4, Ashok Road  
New Delhi

278  
November 18, 1961.

Dear Com. Manoranjan,

Your post-card undated. Thanks for the same.

You are representing us on the Industrial Committee for Plantations on behalf of A.I.T.U.C. It is true that along-with a representative from the South, you will be able to do better. But otherwise as the decisions of Industrial Committee are for the whole of Plantation Industry, you have represented sometimes the whole of Industry and not of West Bengal. As the particular decision of no-agitation was taken in the Industrial Committee and it is for the whole of Industry in the North, South, East etc. that this particular case of Tamilnad Plantation Workers requires representation before Shri Nanda as Chairman of the Plantation Industrial Committee and before the Wage Board also, which has got its Headquarters in Calcutta.

I have written to Com. Parvathi and other Comrades from Tamilnad to go to Calcutta. They met the Chairman of the Wage Board at Madras last month.

But what about representation from you, as representative on the Industrial Committee which took this particular decision. Broad points are there in the memorandum submitted by them to Shri Nanda, copy of which has been sent to you. Please represent on that issue. That would have good effects.

*From*  
From details Comrades from Tamilnad will furnish you when asked for. Please write to Com. Ramanathan, Valparai in addition to Com. Parvathi.

With Greetings,

Yours fraternally,

(K.G. SRIWASTAVA)

November 29, 1961

276



Dear Com.Parvathi,

Thanks for your letter of 30th October, which I saw on my return from Bombay, where we had the AIDEF Conference.

2. Now that the Kerala talks have failed, what is the position of negotiations in Tamilnad? I presume it will affect adversely. So we have to press and rely on the Wage Board.

3. The Wage Board has written to us to appear before them on 28th November at 10.30 A.M. No evidence will be recorded but the case has to be presented.

*it should be presented*  
I think ~~it~~ your delegation appears before the Wage Board. If you agree, we will write to them.

We are reminding Nandaji.

Arrangement re. Valparai and Coonoor is agreed.

With greetings to you and NKK.

Yours fraternally,

*K.G.*

(K.G. Sriwastava)

Copy to: Com.P.V.Giri, Coonoor

Com.Ramanathan, Valparai

12

The Tamil Nad Plantation Workers'  
Union, Regd. No. 1491, VALPARAI  
Coimbatore District. 17th Oct. 1966

Dear Com. K.G.S.,

Your letter dated 13th instant.

I enclose herewith copy of the Agreements in respect of Bonus and wages. The express understanding as regards wages, that whatever increase has been decided for Kerala will be implemented here in Tamil Nadu that the negotiations will relate only on details of implementations.

The hurdle has been removed to some extent, without loosing ground of ours.

Please reply.

With greetings,

Yours fraternally,

*A. Ramanathan*  
(A. Ramanathan)  
GENERAL SECRETARY

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

cc. Com. Parvathi Krishnan, M.P., Coimbatore  
T.N.T.U.C.

✓

MEMORANDUM OF SETTLEMENT REACHED, BETWEEN THE ASSOCIATION OF  
PLANTERS OF THE STATE OF MADRAS, AND THE UNIONS WHO ARE SIGNATORIES  
OF THIS AGREEMENT. ON 11th OCTOBER 1961. AT COIMBATORE

-----

It is agreed that if the proposed meetings of the Kerala  
Plantation Labour Committee to be initiated on the 2nd November 1961  
result in an increase in wages in Kerala, the parties who have  
signed below will initiate bipartite talks on the question of wages  
in Madras.

The Unions who are signatories to this Agreement shall hereby  
withdraw the strike notices they had issued.

Representative of the  
Association of Planters  
of the State of Madras

(Sd) E.J.C. Menzies

(Sd) C.V. Subbu

(Sd) N. Bhaghavandas

(Sd) M.S. Rajes

(Sd) J.N.A. Hobbs

(Sd) P.L. Perumal  
1. President, Neelamalai Planta-  
tion workers' Union,

(Sd) A. Ramanathan  
2. Secretary, The Tamilnad  
Plantation Workers' Union

(Sd) P. Vriddhagiri  
3. Secretary, Plantation  
Labour Association

(Sd) P.M. Sherieff  
4. Secretary, South Indian  
Plantation Workers' Union

(Sd) R. Muthuswamy  
5. Secretary, Thozhilalar  
Munnetra Sangam

✓

MEMORANDUM OF SETTLEMENT UNDER SECTION 12 (3) OF THE INDUSTRIAL DISPUTES ACT, 1947, BEFORE THE COMMISSIONER OF LABOUR, MADRAS, ON THE 11th OCTOBER, 1961 (Camp at Coimbatore)

Name of the Parties:           Workers and the Managements of  
  Plantations in the State of Madras

SHORT RECITAL:

The Industrial Dispute over the payment of bonus to the plantation workers for the year 1960 is settled ~~xxx~~ on the following terms in conciliation before the Commissioner of Labour, Madras.

TERMS OF SETTLEMENT

1. The Managements agree to pay bonus to the workers employed in all the Tea Estates in the Madras State who are members of the Association of Planters of the State of Madras at the rate of 11% (Eleven percent) of the earnings during the year 1960 less the amounts already paid in respect of that year.
2. The Managements agree to pay to the workers employed in all Coffee estates in the Madras State who are members of the Association of Planters of the State of Madras, except in the Shevaroy's, with 150 acres and above, a bonus at the rate of 5% (Five percent) of the earnings during the year 1960 less the amounts already paid in respect of that year. The workers in coffee estates with less than 150 acres and the coffee estates in the Shevaroy's ~~xxxx~~ shall be paid a bonus of 4% (Four per cent) of their earnings during that year less the amounts already paid for that year.
3. The payment of the above bonus under this agreement will be made on or before 30-10-1961.
4. ~~The~~ parties agree that this Agreement shall be in full settlement of the claims for bonus for the year 1960 and that there are no outstanding disputes on this issue upto and inclusive of the year 1960.
5. Mixed estates who are members of the Association of Planters of the State of Madras, having acreage of 25% and over of tea will pay the bonus for the 1960 as is applicable to Tea Estates.

For the employers

For the employees.

COMMISSIONER OF LABOUR

Coimbatore  
Dated 11-10-1961

(True Copy)



BANGALORE 9th Oct, '61.

Memorandum submitted by the Plantation Workers' Unions of Madras State to  
The Hon'ble Shri. Gulzarilal Nanda, Union Minister for Labour and Employment.

Honoured Sir,

We the undersigned Representatives of the Plantation Workers' Unions of  
Madras State submit the following for your sympathetic consideration and  
favourable action.

1. Wage Board for Plantations has been appointed in Decembr, 1960. and  
on the basis of previous experience, we can be certain that the report and  
benefits accruing on it may take three to four years.

2. In the State of Madras, the last wage increase for the Plantation Workers  
was given in 1956, while the COL was 350.

3. In 1960 the COL has risen to 496 and could not be expected to step at  
that.

4. Under such conditions an immediate wage increase is overdue. The mere  
appointment of the Wage Board cannot solve this urgent problem.

5. A meeting was called by the State Governments at Trivandrum, to negotiate  
on the question of immediate wage increase but, there both the Employers and  
the Government of Madras insisted the workers side to opt out of the Wage  
Board, on which condition alone they would be prepared to discuss the question  
of Wage increase. But, we did not think it just to opt out of the Wage Board  
and as such, there could be no settlement on wages.

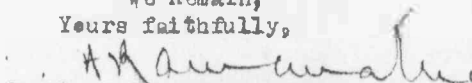
6. In the case of the State of Kerala, we learn that you had used your  
good offices to recommend the re-opening of the issue of wages pending the  
report of the wage Board.

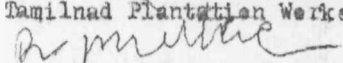
7. As the rise in the COL has been steep (150 points) and has not been  
compensated the workers are much agitated and are urging some action to  
secure immediate relief.

8. In these circumstances we earnestly appeal to use your good offices  
and recommend the issue of interim wage increase being taken up and resolved  
expediously.

  
Neelamalai Plantation Workers' Union.

  
South Indian Plantation Workers Union.

We Remain,  
Yours faithfully,  
  
Tamilnad Plantation Workers Union.

  
Thezhilath

October 13, 1961

Com. A. Ramanathan,  
Valparai.

Dear Com. Ramanathan,


I saw news in Madras about your agreement  
on Bonus, postponement of the strike and continuation  
of further negotiations regarding wages.

Is it all correct?

Please keep us informed of the position?

With greetings,

Yours fraternally,

  
(K.G. Sriwastava)

CHAH MAZDOOR UNION.

Ref. No. 201  
Affiliated to A. I. T. U. C.

Ref. No.

A. I. T. U. C.  
110 001 1961  
L.R. 554/

MALOW ALL.  
P. O. JORHAT

Date 3/19/61

To

The Editor, T. U. Records New Delhi  
New Delhi

Dear Sir,

I have the honour to send herewith the following news item of our union for publication in your esteemed paper. Hope you will kindly arrange to publish the same in your latest issue.

Thanking You.

Yours Faithfully

*C. M. U.*  
General Secretary  
C. M. U.  
MALOW ALL, JORHAT

✓

The 8th annual conference of the Chah Mazdoor Union was held on 30/9/61 and 1/10/61 at Bahant under the presidency of Sri Mori Dasak.

The delegates session was held on 30/9/61 almost all the delegates numbering 50 representing 14 branches of the Union were present and participated in the deliberation of the session. The session adopted several resolution on wage ~~minimum~~ of tea workers plantation wage Board, amendment of P.L. Act so far housing Sick leave, maternity leave provisions are concerned, Industrial dispute Act and Code of discipline and action of discriminatory treatment to the Union, on implementation of the provisions of factory act, P.L. Act in the garden and other individual and local grievances of the workers of the tea estate.

The open session of the conference was held at Namrupia School premises under the presidency of Sri Mori Dasak, Sri Gokul Gowala, Sri Sitaram Kabar, Sri Tekheswar Barai, and other spoke in the meeting, on the demands of Union, urging the managements of the gardens and authorities of the Govt to settle the long standing and justified grievances of the workers.

The conference elected Sri Mori Dasak as president, Sri Giridhar Nagal, Sri Manuranjan Das Gupta as vice president Sri Shah Sayeed Hussain, General secretary, Sri Jadu Boruah and Sri Sitaram Kabar as Joint Secretaries and Sri M. K. Phukan as Treasurer with 24 members of the executive committee of the Union.

THE TAMIL NADU PLANTATION WORKERS' UNION,  
(Regu. No. 1491)

VALPARAI,  
Coimbatore Dist.

6th Oct. 1961

A. I. T. U. C.  
L.R. No. 357 dated 1 OCT. 1961

M. Com. K. G. Srivastava,  
All-India Trade Union Congress,  
New Delhi

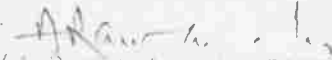
Dear Comrade,

Herewith enclosed Resolution of the meeting of the representatives of Plantation workers held at Palghat. I have already sent a copy of Resolution held at Coimbatore. We were really awaiting for the Centre's advice in this, but regret to have not received anything.

The Unions have issued a Notice of Strike to the effect from 14th October. (Our copy enclosed). Please advise.

Thanking you,

Yours faithfully,

  
(A. Ramaswami)  
GENERAL SECRETARY

THE INTER STATE PLANTATION WORKERS' COORDINATING  
ACTION COMMITTEE,

VALPARAI  
Coimbatore District

6th October, 1961

From

A. Ramnathan,  
Convener of the Committee, &  
General Secretary,  
Tamil Nad Plantation Workers' Union,  
VALPARAI. Coimbatore District

Dear Sir,

I enclose herewith copy of the Resolutions adopted at the Meeting of the Representatives of workers in Plantations of the Southern States, held at Palghat on 2nd October, 1961, under the chairmanship of Shri P. Balachandra Menon, after having considered the developments since the last meeting held at Coimbatore, the Resolutions of which have been already forwarded to all concerned.

Please take immediate actions and do the needful in the matter.

Thanking you,

Yours faithfully,

  
(A. Ramnathan)

To  
The Planters' Associations of the States of Madras, Mysore &  
Kerala  
The Secretary, United Planters' Assn. of Southern India, Coonoor  
The Secretaries (Labour Department) to the State Governments of  
Madras, Mysore & Kerala  
The Labour Commissioners of the States of Madras, Mysore & Kerala  
The Hon'ble Ministers of Labour, Madras, Mysore & Kerala State  
Governments  
Copy to: The Wage Board, Plantation Industry, Calcutta  
,, The Tamil Nad Trade Union Congress, Madras-1  
,, The All-India Trade Union Congress, New Delhi

RESOLUTION

The Representatives of the Plantation Trade Unions in Southern States met on 2nd Oct. 1961 at Palghat under the chairmanship of Shri P. Balachandra Menon, M.L.A., and adopted the following Resolutions:

"Since the meeting of the plantation unions' representatives of the Southern States held in Coimbatore last month, no action has been taken by the managements ~~of the~~ or the Governments of Southern States regarding an immediate increase in the wages, settlement of bonus for the year 1960, uniform plucking and tapping incentives and in Kerala a gratuity scheme.

"The plantation owners refuse a wage increase on the plea that the matter is pending before the Wage Boards. Since the last revision of wages in Madras in 1956, there has been a rise in the cost of living by 140 points; in Kerala the wages were not revised since 1952 and the cost of living is still higher, though an interim increase was allowed in 1958 when the Govt. gave a definite assurance that the question of wages would be decided at a tripartite conference after the receipt of the Maman Tharakan Committee's report. The assurance was not carried out. In Mysore the wage increase recently given is ridiculously low and does not conform to any principles of wages fixation. The question of wage increase is a pending issue, because the award of the Special Industrial Tribunal, Coimbatore was not implemented and is still pending in the Supreme Court and in Kerala the issues are pending before the Plantation Labour Committee. The Agreement reached in 1957 with certain sections of trade unions ~~irrespective~~ in Madras State has expired. The 1958 agreement in Kerala has been terminated by all the trade unions irrespective of affiliations. So the issue of wages in plantation industry in the South has been a pending issue requiring immediate increase even before the wage boards were set up.

"In this connection it is also to be pointed out that interim wage increases were allowed in the plantations of Assam and Bengal States when the wage boards were set up. The Governments of the South have not used their influence to safeguard the interests of the plantation workers and to persuade the managements to compensate the abnormal rise in the cost of living.

"The Hon'ble Minister for Labour, Government of India has not taken into consideration that the issue of wage increase in the South is a pending issue. It is necessary that an immediate wage increase is accepted so that industrial unrest in the plantations of the South is avoided. It is gratifying to note that even in his statement, the Hon'ble Minister has not ruled out a short term settlement through direct negotiations and we urge upon the Governments of the South to persuade the planters for a short term agreement in wages and settlement of other issues pending wage, board recommendations.

"We view with grave concern the attitude of the planters who stand on technicalities and formalities just to refuse wage increase thus precipitating terrible discontent and unrest among workers.

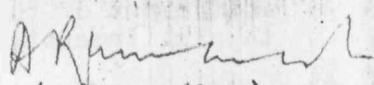
"Under these circumstances it is necessary for the Governments of the South to take a correct and bold stand to safeguard the interests of the workers for an appropriate immediate wage increase to offset the rise in the cost of living and to settle the other issues.

"We are happy to note that the plantation workers in the South have taken up the challenge of the employers and have unitedly moved into actions. We appeal to the INTUC and its workers to stand together in this joint action.

"We are glad that the representatives of various Central Organizations and independent Unions have come together to safeguard the interests of the Plantation workers.

"We call upon all such unions which have not yet served Strike Notices to serve notices of Strike on the managements to take effect from 14th October, 1961."

(TRUE COPY)

  
(A. Ramanathan)

The Tamil Plantation Workers' Union  
(Regd. No. 1491), VALPARAI

The South Indian Plantation Workers' Union,  
(Regd. No. 702), High School View, VALPARAI

The Thozhilalar Munnetra Sangam,  
(Regd. No. 2800), VALPARAI.

6th October, 1961

To

All Managers of Estates  
in Anamallais

Dear Sir,

NOTICE OF STRIKE

Please take notice that the workers of your estate will go on in a Strike from the 14th October, 1961 to have their issues settled in a just and reasonable manner.

As all forms of representations, etc., have not resulted in the redress of the grievances of the workers yet, we are driven to this course of final action. The responsibility of which only lies upon the Planters.

The issues:-

1. Immediate wage increase to compensate the abnormal rise in the cost of living;
2. Settlement of Bonus in a just and a principled manner;
3. Revision of plucking and picking incentives;
4. The other items contained in the Notice of Strike dated 10th June, 1961 by the Tamil Nad Plantation Workers' Union, Valparai; and
5. No workers should be charge sheeted, punished, work changed, etc., for the reason of his/her having organised, or taken part in this and in connection with this Strike.

The Planters have not moved as requested in the Resolution dated 13-9-1961 and forwarded to the concerned, requiring a settlement of these issues on or before 30th Sept. 1961. The Planters have been so far taken a stand on the basis of formalities and technicalities and thus try to avoid settlement of these issues which is highly unjustified and unreasonable and they have failed to take a ~~realistic~~ realistic attitude.

Therefore the Meeting of representatives of workers in Plantations in the Southern States held at Palghat on 2-10-61 considered carefully all the aspects of these question and decided to call upon the workers to go on in a Strike from 14th October, 1961.

*[Signature]*  
GENERAL SECRETARY - T.N.P.W. Union

*[Signature]*  
GENERAL SECRETARY - S.I.P.W. Union,

*[Signature]*  
SECRETARY - T.M. Sangam

cc. The Conciliation Officer, Pollachi  
The Commissioner of Labour, Coimbatore  
The Secretary



# The Plantation Labour Association (1859)

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

PRESIDENT:  
PARVATHI KRISHNAN, M. P.,  
GEN. SECRETARY:  
P. VRIDDHAGIRI.

Ref: A. I. T. U. C.	COONOOR, R. S.
Date: 2/9/60	(NILGIRIS.)
I. R. No: 2693	Date: 6/60
File No: .....	3. 10. 1961

My Dear Comrade,

I hope that the industrial committee on plantations has met. Please let me know what were talked out in the meeting.

I was expecting your letter and was waiting to go for the meeting. But I did not hear from you at all.

What about the Plantation Tea Wage Board - within wage increase nothing is heard from any quarters.

I am informed by you that I have been taken on coffee wage Board but nothing is heard from the Govt side, so far.

Will you be kind enough to let me know on all the

Oct. 9, 1961

Com.P.Vriddhagiri,  
Coonoor.

Dear Comrade,

Thank you for your letter of 3rd inst.

We were under the impression that you would have got intimation about the revised date of the Plantations Industrial Committee meeting directly from the Ministry. As we had informed the Labour Ministry that you are the Adviser to the delegate, in the normal course, all changes in dates of meeting, etc., are informed by the Ministry directly to the persons concerned. We are surprised as to how you failed to get this intimation.

The main decisions of the Committee have been reported in the current issue of the Trade Union Record.

The position with regard to the working of the Wage Board for Tea and the other two Boards is not yet known to us. The Boards for Coffee and Rubber would start work soon, we hope. We shall however try to ascertain the position and let you know.

A deputation of representatives of Plantation unions in the South along with the AITUC delegation to the Indian Labour Conference was to have met the Union Labour Minister in Bangalore early this week. Perhaps you would have got news about this meeting directly from Bangalore by the time you receive this letter.

With greetings,

Yours fraternally,

  
for Secretary

# The Plantation Labour Association (1659)

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

PRESIDENT:  
PARVATHI KRISHNAN, M. P.

GEN. SECRETARY:  
P. YRIDDHAGIRI.

Ref:  
Date:

COONOOR, R. S.  
(NILGIRIS)

Under Certificate of Posting.

The Manager,

..... Estate,

..... The Nilgiris.

Sir,

## Notice of Direct Action - Issued.

Ref: Resolution of the Inter State meeting held on 11-9-61 at Coimbatore and Resolution of the Inter State meeting held on 2-10-61 at Palghat.

In accordance with the decision taken at the Inter State meeting of Plantation Workers' representatives, we hereby give notice that the workers employed on your estate would go on direct action on 14-10-1961 or any day afterwards for the following demands:

1. Immediate wage increase.
2. Settlement of the Bonus for the year 1960.
3. Uniform plucking incentive.
4. Finalise the gratuity scheme.

Yours faithfully,

*[Signature]*  
General Secretary.

Copy to:-

The Secretary, UPASI, Coonoor.  
The Secretary, AIM, Coonoor.  
The Labour Officer, Coonoor.  
The Labour Commissioner, Madras.  
The Non-Minister for Labour, New Delhi.  
The Non-Minister for Labour, Madras.  
The District Collector, Ooty.  
The Supdt. of Police, Ooty.  
The Secretary, AITUC, New Delhi.  
The Secretary, TNTUC, Madras.  
MLAs and MPs.

p. Vriddhagiri.

The Plantation Labour Association,  
Cash Bazaar, Coonoor R.S. (Nilgiris.)

To  
The Secretary,  
The AITUC. New Delhi.

A. I. T. U.  
L.R. No. 2087 Date 29.9.1961  
File No. .... Reply on. ....

Dear Comrade,

I hope that you would have received my letter dated 25th August, (Ref.No. 35/61) regarding Tripartiate talks at Trivandrum on 30th. on Plantation wages. By now, the news has appeared in the papers that the talks have failed. But the very attempt is to be objected. please let me have your opinion on the same. I wrote to everybody including the AITUC on the subject, but no body reacted. That is the position in the plantation of the south.

Re. Industrial Committee on plantations. You informed me that it is on 14th. I learn that it is to be held by the 21st or so. please be kind enough to inform by return post the exact date of the meeting and the arrangements that have been made for my ~~xxxx~~ attending the same.

please treat this as urgent and reply,

yours fraternally,

*P. Vriddhagiri*

L.XI

we had discussed this with  
the union on 25th at Coonoor  
and for further info I have the  
letter written to you on our behalf.  
Info about date of meeting

no.  
419

THE INTER STATE TRADE UNIONS REPRESENTATIVES. COIMBATORE.

From  
Sri. A. Ramanathan,  
Convener and Secretary  
Tamilnad Plantation Workers Union.

Valparai  
Coimbatore Dist.ict.  
Dt.13-9-61.

276

Dear Sir,

Sub: Plantations workers in the South & Grievances  
Inter State Representatives conference-  
Resolution & forwarded - immediate actions -  
requested.

I enclose herewith copy of resolution adopted at the  
conference of trade union representatives of the various trade  
unions in the State of Mysore, Madras and Kerala, held at  
Coimbatore on 11-9-61.

It is requested to kindly take immediate steps to consider  
the demand contained in the resolution before 30-th instant of ~~xxx~~  
this month and do the needful.

Thanking you,

Yours faithfully,

*A. Ramanathan*

(A. Ramanathan.)  
Coimbatore.

To

The Hon'ble Ministers of Labour of Madras, Mysore, and Kerala.  
The Secretaries to the Government of Madras, Mysore and Kerala.  
The Labour Commissioners of Madras, Mysore and Kerala.  
The Planters Association for Madras, Mysore and Kerala.

C.C. Trade Union centres in Madras, Mysore and Kerala.  
All individuals.

## RESOLUTION

The Representatives of the Plantation Trade Unions in the South met at Coimbatore on 11-9-61 and passed the following resolution:

"This meeting considered the various problems facing the ~~the~~ plantation workers and the actions taken so far on the same. In spite of the fact that there are long pending grievances, the wages of the workers has not risen in proportion to the rise in the cost of living. Since the last wage increase the cost of living has gone up by 30%. The meeting protests that in the name of the wage board immediate wage increase is being denied by the planters as was done in the meeting held at Trivandrum, which has led to increased unrest among the workers. This is manifested by the fact that the Kerala I.N.T.U.C. has already decided to go on action.

"Without giving immediate wage increase, attempts are being made in Tamilnad to settle bonus issue, that too without any relation to profits. This meeting appreciates the unions which took the stand at Madras that both bonus and wages issue should be settled simultaneously.

"This meeting views with concern that the State Government have not taken effective action to settle issues of bonus and immediate wage increase. This meeting also condemns the attempts to bypass the wage board and bonus adjudication as irregular. So also this meeting condemns the attempts of the Tamilnad INTUC to have an agreement on bonus alone without settling the issue of immediate wage ~~xx~~ increase.

"This meeting stresses on the planters that both the issues of bonus and immediate wage increase should be settled simultaneously and urges the Government to take steps in this direction, by initiating negotiations. The meeting warns that either refusal to come to simultaneous settlement on both the issues or any attempt to have settlement on any one of the issues and with one section of the trade unions will only help to aggravate the unrest among the workers.

"This meeting decides that the unions participating in this meeting should take to direct actions if these issues are not settled before 30-9-61. It is further decided that the participant unions should meet again to finalise the details.

"This meeting appeals to all the workers to jointly fight for these just demands and defeat the adamant attitude of the planters and the disruptive action of the Tamilnad INTUC.

"This meeting while welcoming the decisions of the Kerala INTUC to go on action appeals to them to forge united stand with other sections of the plantations workers".

Coimbatore.  
11-9-61.

Sd. A. Ramanathan.  
Sd. P.L. Perumal.  
Sd. P. Stanley.  
(Conveners.)

/True Copy /

276

From:-

Chai Bagan Mazdoor Union,  
Palton Bazar, Dehra Dun.

To

*Ministry of Labour  
& Employment*

The Secretary,  
Evaluation & Implementation Committee, *Division*  
(Central) New Delhi.

Sir,

I have to bring to your kind notice the following facts for your sympathetic consideration and early action.

1. That in Dehra Dun District there is an important Unit of Tea Industry called "Mohkampur Tea Estate".
2. That this Estate admeasures 250 acres and employs about 80 permanent and 200 seasonal workers. These workers have continuous service upto as long as 40 years and in fact have been in employment for generations together.
3. That the said Tea Estate is one of the best Unit of the Tea Industry and is most prosperous.
4. That, however, the Government has decided to acquire the land on which the Tea Estate is situated under the Land Acquisition Act. The Acquisition proceedings are well under way.
5. That, initially, the workers represented to the Government not to acquire this particular land as it would mean ruination of an important Industry without due care and throwing into the streets of hundreds of workers whose only means of livelihood has been this Tea Industry for generations together.
6. That, however, all the repretations in tr were in vain.
7. That, in the circumstances, the workers the management as well as the Institute author asked them to pay the retrenchment compensation before throwing them in the streets, under Section of the Industrial Dispute Acts.

8. That, however, both these parties have refused to pay the compensation. The old owners say that they are handing over a running concern to the Government and as such they are not required to comply by the Provisions of section 25-F. The Government says that it took over the "land" only and not ~~required~~ the undertaking "Mohkampur Tea Estate" as such. Therefore they cannot pay any compensation to the workers.

9. That, in this connection, we may point out that under the Land Acquisition Act the definition of "land" covers the Tea bushes, Tea Factory and other physical counter parts of the Mohkampur Tea Estate, which are involved in Tea growing and manufacturing. <sup>the</sup> The Govt. is bound to pay compensation for all such counter-parts.

10. That thus the Tea Estate may also be taken to be transferred under section 25-FF, and in that case too the workers would be entitled to the protection of the Provisions of Section 25-F.

11. That, in any case it is but just that the poor workers who are being deprived of their only means of livelihood should get protection of the provision of section 25-F and the paid retrenchment compensation.

12. That, therefore we are approaching you herewith kindly to advise the management and/or the Petroleum In Authorities to pay the workers full compensation under Section 25-F and/or 25-FF and to serve them one month's prior notice or in lieu to pay them one month's wages before throwing the workers on the streets for absolutely no fault of their's.

13. That, it may be stated that the management has claimed and is likely to get full compensation for all the physical counter-parts and other assets, whatsoever, of the Tea Estate and for any losses incurred by them due to the acquisition.

14. That there are about 12 workers...



Tea Estate and if the compensation to the workers is not paid before the distribution of compensation to them, (the Owners) it will be nearly impossible for the workers later to realise their dues.

15. That, therefore, we would request you kindly ask the Government to with-hold the payment of compensation to the owners of Mohkampur Tea Estate before they have paid the compensation to their workers under Section 25-F of the Industrial Disputes Act.

16. That, it is a most serious matter concerning the life and livelihood of hundreds of poor workers and if nothing effective is immediately done in this matter, it may well become too late.

17. P R A Y E R

Therefore, it is prayed that you may kindly take immediate action in the matter to save the workers from utter ruination by compelling the Proprietors of the Tea Estate to abide by law and do justice to the workers.

Yours faithfully

Dated:- Sept. 14, 1961.

( Mela Ram )  
General Secretary.

Copy to:-

The Secretary,  
All India Trade Union Congress,  
New Delhi, for information and necessary action.

under Postal Certificate

A. I. S. C.

L.R. No. 3196 Date 18/9  
File No. .... Replied on .....

From

Chai Bagan Mazdoor Union,  
Palton Bazar, DEHRA DUN. &

Mohkampur Udyog Raksha Samiti,  
DEHRA DUN.

To

Hon'ble K. D. Malviya,  
Minister for Oil & Natural Gas,  
New Delhi.

Sub:- Mohkampur Tea Estate - Acquisition of -

Sir,

I am directed to approach you in connection with the serious matter. I am doing so, not only as it concerns the prosperity of our District, but also as it is a grave question of principle.

The matter, about which I am taxing your valuable time, concerns the Acquisition of Mohkampur Tea Estate by the Government for utilization by the Petroleum Instt. I may state, before I proceed further, that ~~the~~ we and all the people of Dehra Dun positively welcome the establishment of this Institute in our District. We know its key importance for national development. We also know that it will employ a big number of men and will serve to better the economic conditions of our District.

But, the question is, is it necessary to build this National asset, howsoever important, on the grave of another? The Tea Industry, a unit of which is being acquired, is no ordinary industry - it is an Industry of key importance, as it earns foreign exchange, the maximum procurement of which is a matter of life and death for the success of our development plans. The Mohkampur Tea Estate is an important and one of the best units of Tea Industry of Dehra Dun. It adds to the income of the Central Exchequer ~~is~~, annually by about Rs.38,000/- (See Annexure 'A'). It provides Foreign Exchange to the Government

equal to about Rs.2 Lakhs annually. ✓

Then why is it being destroyed by this acquirement? Was it and is it so dictated by national interests? We have tried to find answers to these important questions, which would satisfy the conscience of any responsible citizen. But in vain.

There can be no justification at all, in any case, to build an asset by destruction of an equally, if not more, important national asset. But, let us assume for argument sake that the building of the Institute is more important than the maintenance of the Tea Industry. Even if it is taken to be so, certainly it does not mean that the Tea Industry is of no importance. It only means that if it is destroyed, this should be done if this is entirely unavoidable for the construction of the Institute. No one can push the argument further in justification for the acquisition. Besides the question of desirability of destruction of an important unit of the Industry, there is also an important financial question involved in this. The Government will have to bear the heavy burden of an avoidable and additional expenditure amounting to Rs.20 Lakhs for building the Institute at its present site. (See Annexure 'A' <sup>It will also lose Rs.38,000 annually</sup>) Thus the question which can be put most favourably to the demand for acquisition is whether the Institute could not be and cannot be constructed anywhere else with the like or lesser expenditure.

The Institute could well be built near Doiwala, Chhiderwala, Sansardhara, near the Rispana Railway Bridge, or even adjacent to the Mohkampur Tea Estate and at so many other places in the District. The Government could build the institute at the site of any of the forests at

the above mentioned places or anywhere else. In that case it would not have to suffer loss of a single penny by way of compensation etc. It would save on the contrary the expenditure and loss of Lakhs of rupees involved in the present acquirement.

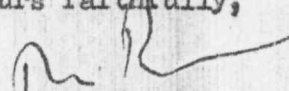
In connection with the building of the Institute, on the site of a forest the question may be raised that the Government forest is a valuable national asset. Certainly it is so. But certainly also, it is less so than Tea Industry. Besides, the Tea Planation itself is full of trees and is thus a Forest too. Even, however, if this is not so and the Government Forest is as much a national asset as the Tea Planation, it may be reminded that the Government has to pay a huge amount for the latter, whereas the former can be got free, of course. *Non-forest lands are, however, also available at above mentioned and many other places.*

Lastly, we may state, that, if cornered, the Institute authorities may put up a vague argument on "Technical grounds" for justifying their unjustifiable act or arbitrarily deciding to acquire the present site for building the Institute. So called "technical" people <sup>usually</sup> ~~really~~ take refuge behind "technical ground". Such an argument should be thoroughly looked into before it is accepted. To the best of our knowledge, the Institute authorities did not make any serious efforts at all to find out other sites for building the Institute. Indeed, even when a few suitable sites appeared before their very nose, spontaneously, these were not given any consideration worth the name. We say this with utter soberness and full responsibility, fully realizing these serious aspects of what we say. But, unfortunately, such seem to the best of our knowledge, to be the naked facts. And we deem it our sacred duty to draw your kind attention this serious matter.

The thousands of Tea Garden workers of the District in particular and the people of Dehra Dun District in general are gravely concerned at the arbitrary destruction of an important Unit of the Industry of our District by acquirement by the Government. Nowhere in the country at any time, has such a thing happened before. Here and there the Government acquired an Industry, but it was always for its improvement, never for its destruction.

Probably the highest authorities have been kept in the dark about these facts. So we are approaching your honour for your immediately personal intervention in the matter. Even yet is is not too late. The physical possession of the Tea State is proposed to be taken not before November, 1961. If effective action is taken immediately, the grave mischief can be nipped in the bud. Otherwise, it will be too late. A scandalous, reprehensible and absolutely unpardonable wrong to the National interest, justice and principle will have been done.

Yours faithfully,

  
( MELA RAM )  
GENERAL SECRETARY.

Dated: 12.9.1961.

c.c. to:-

1. Shri S.A.Dange, MP, Leader of the Communist Group in the Lok Sabha.

Certain facts regarding the acquisition  
of Mohkampur T. Estate for petroleum Institute.

1) Details about the Tea Estate.

Acerage - 250 250 Acres.

Annual Production - One Lakh lb.

Number of Tea Bushes - Six lakhs.

Workers employed: 80 Permanent and  
150 seasonal.

Note: It is one of the best Tea Estates as regards  
the quality of bushes, productivity and compact-  
ness.

2) Loss to the Government by this acquisition:

Recurring

Excise duty ( at 5 NP per lb.)	Rs. 5,000/-
Large land holding tax	Rs. 14,000/-
Income Tax	Rs. 2,000/-
Sales Tax (Total multipurpose)	Rs. 15,000/-
District Board Tax:	Rs. 500/-
Land Revenue:	Rs. 1,200/-
Total:	<u>Rs. 37,700/-</u>

Besides, this, the Government will loose  
a valuable foreign exchange equal to Rs. 2 lakhs  
annually.

Other than recurring.

Approximate additional compensation  
to be paid by the Government for the  
Tea Factory: Rs. one lakh.

Approximate compensation to be paid  
by the Govt. for 6 lakhs tea bushes: Rs. six lakhs

Approximate compensation to be paid

Expenditure to be incurred by the  
Government for uprooting the 6 lakhs  
tea bushes with roots from 6 to 8 feet  
deep.

Rs. 12 lakhs

For levelling the place to build the  
quarters.

Rs. 50,000/-

Total:

---

Rs. 20 lakhs.

---

4 Ashok Road

New Delhi.

1 Sept. 1961. ✓

276

Dear Com. Manoharan,

Your letter to Com. K.G. I am very sorry to hear the news of your wife's health. I hope she will be alright soon and that the operation goes through successfully.

1. Before I left Coimbatore for Delhi, I had sent you a copy of the memorandum that we from Tamilnad had submitted for interim increase. Did you not receive it? We would like to know what your stand on the matter is? It is true that in the Industrial Committee there was an understanding that interim would not arise - but the delay in setting up the wage Board, in its starting work, etc. all make it imperative to raise this demand and mobilise a Campaign in support of it.

2. We had also sent to you a copy of the reply of the Tamilnad unions to the wage Board Questionnaire. We had a meeting of representatives in the Southern region,



and after a number of meetings finalised the answer and sent it by Aug. 5, the date specified by them. I now see from your letter that your reply is now near ready, and you do not even indicate by what date you will be submitting it. I cannot understand why there is this delay. Are we, or are we not, serious about the Wage Board? One of our complaints regarding the Wage Boards is the question of delay, and in this case we are being responsible equally for the delay by not submitting a reply in time.

3. As for preparing the ACTIVE answer, this cannot be done so casually - there are many points that have to be discussed and a common stand evolved (we have only given indications of these and not finalised opinions in our reply). As for instance, regarding composite wage or otherwise. There is the question of tasks - how

they are to be fixed, all-wise or unwise,  
 or etc. Then whether basic wage is to be  
 calculated on current cost of living index  
 with neutralisation for future rise, or  
 with 1949 as base, or 1952 or 1957 etc.  
 Capacity of the industry has to be taken  
 with both ITA or VPAI figures together.  
 These are some of the many points to be  
 discussed. The reply has to be submitted  
 by Sep. 15 now. So either you should  
 send another Comrade from Darjeeling  
 or Dooars area immediately to help  
 in this work, or send immediately  
 your answer to the questionnaire with all  
 extra details you may consider necessary  
 for the All India reply. There should be ~~no~~  
no further delay if you are serious about  
 the wage Board.

With greetings,

Yours

Pasarthi

A. I. T. U. A.  
I.R. N. 2983 Date 26 AUG 1961  
File No. .... Referred to .....

276



(True copy of letter from the office of the Commissioner for Labour, Madras -- Ref. No. 56272/61 dated 22-8-1961).

Sub: Labour- Plantation Labour in South India -  
Settlement of Wages - Conference at Trivandrum  
to be held on 30-8-1961 - invitation of -

It has been proposed to convene a conference of the Labour Ministers of Madras, Kerala and Mysore and the representatives of employers' associations and Labour Unions in the Plantation Industry in these three states to discuss the question of settlement of wages in plantations on the 30th August 1961 at 3 p.m. in the Kanakakunnu Palace, Trivandrum. I am to request you to make it convenient to attend the conference.

Arrangements for accommodation are being made by the Additional Secretary to Government, Health and Labour Department Kerala in the Legislators' Hostel at Trivandrum. You may write to him direct in this regard to his address given below:

Sri. K.C. Sankaranarayanan, I.S.S.  
Additional Secretary to Government  
Health and Labour Department  
West Cliff, Manthencode, Trivandrum.

(Sd) P.V. Viswanathan  
Commissioner for Labour and ...

To ATTUE

Com K. U.S.

T. P. W. M. V.  
Valparai

yesterday I met the Commissioner and he told me, during the informal discussion that in case any decision or agreement on wages is arrived at as a result of these negotiations it will not adversely affect any benefits that may be awarded by the wage board and that whichever is beneficial will stand.

The Plantation Labour Association (1659)

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

PRESIDENT:  
PARVATHI KRISHNAN, M.P.  
GEN. SECRETARY:  
P. VRIDDHAGIRI.

Ref. No.	10.8.61	T. U. COONOOR	R. S.
Date	10.8.61	(NILGIRIS)	
I. P. No.		Date	
File No.		Registered	

Dear Comrade,

Find enclosed a copy of the letter addressed to L.M. Please take necessary action ~~the~~ the same & inform.

Planters have applied for the modification of the standing orders in the plantations, will you please kindly send your suggestions. If you have any model standing orders prepared by the A. I. T. U. C. please be kind enough to send the same.

Can you please ask our Comrades in Bungalow plantations to send me a copy of their standing orders. Hoping to be responded early. Thanking you,

P. Vriddhagiri

# The Plantation Labour Association (1659)

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

PRESIDENT:  
PARVATHI KRISHNAN, M. P.  
GEN. SECRETARY:  
P. VRIDDHAGIRI.

Ref: 34/61  
Date:

COONNOOR, R. S.  
(NILGIRIS.)

9th August 1961

The Hon Labour Minister,  
Government of India,  
NEW DELHI.

Sir,

## PROVIDENT FUND RULES : LIBERALISATION REQUESTED

We wish to place the following for your kind consideration and necessary action.

The Plantation workers are the lowest paid compared to any worker in any industry. Because he is paid low, he is not able to make both ends meet without running into debts. Invariably almost all the Plantation workers are in debt to some one or other. He has also to pay high rate of interest. It also at times happens that he is not able to pay the debt back. Some are even forced to retire immaturity so that they can pay off the debts with the gratuity amount they may get on retirement. Some self seekers take advantage of this position to hold the worker in bondage.

His pay is further reduced because of the deduction made towards Provident Fund account. No doubt the worker is benefited after his retirement by the contribution he makes to provident fund (if he retires before the prescribed period he will not get the full benefit.)

In the background, the plantation worker should have the facility to get loan from the Provident Fund account to meet his urgent needs. We suggest that the grounds on which a loan can be advanced be as put down in the Income Tax Act.

Here it will not be out of place to point out that certain of the private Provident Fund schemes approved by the Government make provision for such an advance of loan.

P.T.O.





the Karnatak Pradesh Trade Union Congress (by holding protest meetings on 9-8-1961 and by hunger strikes by Trade Union Leaders on 4-9-1961 and by general strike on 8-9-1961) and to strike work from 1-11-1961 for the following demands:-

- 1) For Plantation Labour Act to be made applicable to plantations with an area of 10 acres or more and employing ten or more persons;
- 2) For an interim increase of 25 per cent of the wages immediately pending implementation of the recommendations of the Plantation Wage Board;
- 3) For appointment of Conciliation Officer for Coorg District only;
- 4) For strengthening the Conciliation and Adjudication machinery as well as the Enforcement Inspectorates;
- 5) For enforcing Code of Discipline properly;
- 6) For Minimum Guaranteed and Profit Sharing Bonus;
- 7) For a Gratuity Scheme;
- 8) For paid weekly Holidays and for ten paid Festival Holiday in an year;
- 9) For two way expenses and for two cumblics;
- 10) For increased Maternity and Sickness Allowances;
- 11) For work to dependents of permanent workers;
- 12) For abolition of Changooli and Contract systems;
- 13) For eradication of corrupt practices and leisurely methods of work in Government Departments;
- 14) For opening of Fair Price Shops; and
- 15) For re-instatement of wrongfully dismissed workers and for negotiating and settling pending disputes."

The living and working conditions of the plantation workers have become intolerable. We appeal to the Government and the Plantation Owners to take steps to concede the demands and redress the grievances of the workers.

Yours faithfully,

*B. K. Kulkarni*  
Secretary.

Copy to:-

- 1) The Minister of Labour,  
Government of India, New Delhi.
- 2) The General Secretary,  
A-ITUC, New Delhi.
- 3) The Secretary,  
Karnatak Pradesh Trade Union Congress,  
Bangalore.



Coimbatore.

3 August 1961

Dear Com. K. G.,

✓  
Enclosed herewith is a copy of the draft memorandum on interim wage increase. The quantum has been decided on after consultation with the Kerala Comrades. I will be bringing a copy of reply to the Wage Board Questionnaire with me when I come to Delhi.

With greetings,  
Yours fraternally,  
Ravathi.

A. I. T. U. C.
I. R. No. 2643 Part - 5 AUG 1961
File No. ....

File  
No. 1/5/61

Draft on Interim Wage Increase

To,  
The Chairman and members of the Central Wage Board for  
Tea Plantations,  
Calcutta 27

Respected Sirs,

Memorandum on behalf of the workers  
represented by the undersigned Unions

On Interim Wage Increase

We place before the Board and its members for consideration the following and request them to take the necessary decisions at an early date.

The Plantation workers in India are the lowest paid in the industrial world. It has been their lot since they came into existence. In days of old they were paid six annas and four annas; even in the year 1950 their wages were about Re. 1/- inclusive of all allowances (while all other unskilled manual workers were receiving Re. 1/- per day as basic pay alone in addition to some dearness allowance).

The National Government after its advent considered the plantations as a sweated industry and included the same in the Minimum Wages Schedule.

But the Government of Madras reduced the comprehensive minimum rate recommended by the Minimum Wages Committee, i.e. from Rs 1-7-0 to Rs 1-5-0 per day. Though the Minimum Wages Committee recommended for raise in wages with the rise in the cost of living, it was never implemented. By no means, in correct sense of the word as defined by the Fair Wages Committee or by the standards of the 15th Indian Labour Conference, this wage be called a Minimum Wage.

An Industrial Tribunal (Special) for plantations was set up by the Government of Madras in 1952, to go into the question of wages etc. The Planters used all possible methods to see that either the tribunal was done away with altogether or at least the proceedings delayed. They were able to delay the proceedings of the tribunal by two years by way of writ before the High Court of Madras.

But the agitation among the workers was so great that the Industrial Tribunal thought it just to award an interim wage increase of annas two per day. In 1957, the Industrial Tribunal gave an award fixing the wages at Rs 2.4.0 and Rs 1.12.0 a day for Grades 1 and 2 respectively. Though the wage fixation was defective in its way, because of the fact that the tribunal did not give full neutralisation for the rise in the cost of living, did not take 3000 calories as basis, nor the principle of one wage carrier, and make any provision for the rise in the cost of living, the agreements were not prepared to implement the award and took to the appeal to the Supreme Court which is still pending. In this background, a section of the Trade Union Movement thought it fit to have a settlement with the planters and agreed to reduce the wages by 25% below the awarded wages and the said agreement lapsed on 31 March 1961.

In 1957, when the wages were last fixed the Cost of Living Index was 350 and it has now gone up to 492. There is no provision now for the plantation workers to meet the rise in the cost of living.

The workers were naturally agitated over the award and all the Unions were forced to

Board is expected to have its sitting in the month of August.

We are aware of the fact that because of the complicated nature of accounting, as many of the Companies have their head offices in London, the large area to be covered and the vast materials to be gathered, it will take a long time for the Wage Board to complete its deliberations. It has also been our experience during the investigations of the Industrial Tribunal (Special) for plantations which was confined only to the main plantations in the South.

Therefore, we urge upon the Wage Board to take up the question of interim wage increase at its next sitting and give its recommendation at the earliest.

At least a raise of 50% per day over the existing wages should be given (which would be equivalent to the rates fixed by the Special Tribunal when the Cost of Living Index stood at 350 points).

In conclusion, we urge upon the Wage Board to take into consideration the long injustice done to the workers in the plantations, the phenomenal rise in the cost of living, and the growing discontent amongst the workers on this question, in the interests of social equity and justice, in order to ensure industrial peace in this vital industry, and recommend an interim wage increase until such time as the final conclusions are arrived at.

To Remain, -

X It will not be out of place here to point out that other Wage Board as Jute and Sugar have recommended such interim wage increases.

C.R. No. 2602 Date 1-3 APR 1961

Dehra Dun 2/8/61 ✓

File No. .... Dehra Dun

Get your letter and your copies to Ministers .

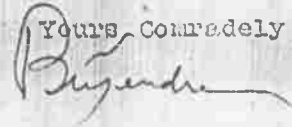
These gardens have implemented the Min. Wage Act. But they have not increased the wages of other categories as has been done by the remaining other gardens .

Of course the loss of tea crop shall be tremendous if the strike goes on for another few days . Perhaps a loss of Rs 15 lacs. But the workers have no other way .

A Citizens Negotiating Committee was formed last evening and they are trying to negotiate, but there are scanty hopes .

Please write and wire further to the State Govt for immediate intervention in the matter .

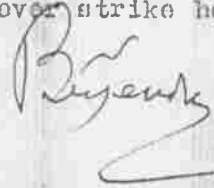
Yours Comradely ,



P.S. We have sent telegrams to the Prime Minister , Union Minister , Com Dange and Nath Pai today .

The negotiating Committee has also done the same . Letters have also been sent .

So if Com Dange could personally write, it shall be really useful . Please do contact him immediately wherever he is . Please remember that this is the biggest ever strike here and the longest in the country perhaps .



Com K. G. Swasthwa  
All India Trade Union Congress  
4, Ashok Road  
New Delhi



Coimbatore.  
2 August 1961.

Dear Com. K. G.,

Your letter - with  
enclosures to hand. I will be  
reaching on the 5th or 6th. As  
regards Com. Gini attending the  
Industrial Committee I will consult  
the Comrades when they come here  
tomorrow to sign the answer to  
the Wage Board Questionnaire.

With greetings,

A. I. R. S. P. S. P.

I.R. No. 2638 Date: 4 AUG 1961

FBI No. .... Registered .....

Full  
u.l.  
5/11

276

July 29, 1961

Dear Brijendra,

Thank you for your reports. The copy of your earlier letter was sent to your President and this one is also being sent.

As far as I remember, the three estates were prepared to negotiate on 14th July and you wanted postponement but could not do so as workers did not agree to it. I do not know if they were prepared to abide by Minimum Wages Act but not to increase wages of other categories proportionately. Please correct me if I am wrong.

Com.Parvathi sitting in Coimbatore cannot intervene and even the letter will reach the Ministry late.

Plantation is a state subject and so is the implementation of the Minimum Wages Act. However, we are writing to the State and Central Labour Ministers.

Loss of the whole season of the tea will affect workers also - in what manner and to what extent. Let us know.

With greetings,

Yours fraternally,

*K.G.*  
/K.G.Srivastava/

Com.Brijendra,  
District Trade Union Council,  
14 New Cantt Road,  
DEHRA DUN.

UPTWCC Regional Office Memo  
A. I. Com Parvati Krishnan M.P.  
I.R. No 2412 Date: JUL 1961

File No. .... Replied on... General Strike in Dehra Dun Plantations

This is the 7th of the general strike. I am sorry that we could not write to you earlier. Reason being that Com Moh-Ram is busy touring & I have been laid on bed due to a sprain in the foot on the next day of the strike.

The strike is unprecedented - very much beyond our own expectations. This is the first united, all garden district wide strike of tea workers & has proceeded for a greater number of days than <sup>even</sup> any single garden strike in the part. You must have read reports in the papers & heard the news on the A.I. Radio.

We have already sent you reports of the joint movement. The strike which was served on all the tea estates. Main demands were :- 1) Implementation of min. wages of Re 1.44 per day as revised by U.P. Govt 2) Proportionate increase in the wages of other workmen not affected by this revision, 3) Proportionate increase in the rates of plucking leaves. There were numerous other demands incl. impl. of P.L. Labour Act. In the 3 biggest gardens - Harbanuwala, Arcadia & East Hope Town there were addl. demands of restoration of sick leaves with wages as per St. Orders & provision of a proper blanket for 1960-61.

The following gardens agreed to the demands before the date of strike :- Goodrich (R), Udizyabagh (R), Mokkampur (R), Raipur (R), Nityayanpur, Gyorakhpur (R = red Union).

Ambain (R) agreed after one hour of strike & Banjarawala (R) after 3 days.

The following are on strike: Harbanuwala (R+non R), Arcadia, E.H. Town, Dakhanwala (R), Herbutpur (R), Anafield, Tiwmpark & Waliabagh & Malukawala (R). Of these the 3 gardens Harbanuwala, Arcadia & E.H. Town together cover about 40% of tea area & workmen. They are the most haughty employes (Delha Dm Tea Co. Ltd). Part the strike is the most organized & determined there. They have implemented the revised min. wage but refuse to give increase to others & to restore sick leaves. The other intransigent employer is one L. Jain Prakesh Jain owner of Dakhanwala, Herbutpur & Tiwmpark. He refuses even to implement the revised min. wage. In fact out of all the gardens he is the only one who is doing so. He is candidate for Congress ticket for Assembly seat & thinks himself a great leader. The workers' resentment is the strongest against him. He tried to recruit black legs but failed.

The workers' determination is apparent from this fact that Delha Dm Tea Co. started talks on 14th evening & said that the Chairman of their Bd of Directors wanted to talk. In strike

ZILLA CHA BAGAN WORKERS' UNION, JALPAIGURI,  
Regd. No. 2785,  
H.O. Mal,  
P.O. Mal,  
Phone No. Mal 43.

Ref. No. F/T.E.2(3).

Dated Mal the 7th July'61.

Sri S.N. Roy,  
Dy. Labour Commissioner, West Bengal,  
in charge of implementation and enforcement of agreement and  
Code of Discipline etc.  
1, Hastings Street,  
Calcutta.

Sir,

This is to bring to your notice a case of violation  
of the Code of Discipline.

That the Manager Lakhipara T.E. P.O. Banarhat of The  
Assam Doors Tea Co. Ltd. Managing Agents Duncan Bros and Co.  
Ltd. 31, Netaji Subhas Road, Calcutta-1, belonging to D.B.I.  
T.A, Jalpaiguri P.O. Binnaguri has not implimented an award  
by the Sixth Industrial Tribunal West Bengal (Case No. VIII-  
281 of 1960). published in The Calcutta Gazettee, June 1, 1961

That the afore mentioned award ordered reinstatement  
of 18 workers within thirty days from the date of publication  
of this award, and to pay them wages and allowances for six  
months each.

That all the workmen concerned reported themselves  
in duty and prayed for the wages and allowances as awarded.

But none of them has been reinstated nor the awarded  
compensation has been paid to any.

So the Manager of the said Company has violated the  
Code under clause (III) (iii) (b). (Implimentations of  
Settlement, award, decisions and orders).

I therefore pray relief under clause (III) (IV) of  
the Code, which recommends proper disciplinary action against  
the officer concerned.

1. Name of the Establishment- Lakhipara T.E.  
31, Netaji Subhas Road, Calcutta- 1. ( H.O. )
2. Affiliated to D.B.I.T.A.
3. Breach of the Code began from 1st June'61 and  
continuing to-date.
4. Breach of Clause (III) (iii) (b).
5. The Manager of the said Tea Estate is responsible  
for the breach.

ZILLA CHA BAGAN WORKERS' UNION, JALPAIGURI,  
RI, Regd. No. 2785,  
H.O. Mal/Jalpaiguri.

Dated the 7th July'61  
P.O. Mal Dt. Jalpaiguri.

( D.P. Ghose )

General Secretary,  
ZILLA CHA BAGAN WORKERS' UNION, JALPAIGURI,  
RI. Affiliated to A T U



# CHAH MAZDOOR UNION.

Regd. No. 269.

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

P. O. Bebbha, (Jorhat) MALOW ALI

Ref. No. Tu/59/168-12

Date 30/8/61.

To

A. I. T. U. C.  
I. R. No. 2167 Date... 2.2.61. ...  
The Labour Commissioner,  
Govt of Assam, Shillong.

Sub-

Sri R. K. Boragohain, Labour  
Inspector of Golaghat.

Sir,

Regarding the above subject, I beg to  
enclosed herewith few copies of correspondence between  
the workers of Nambardi T.K., Borpathar T.K. and  
the Labour Inspector, Golaghat, Sri R.K. Boragohain.

The copies are self explanatory and  
require no comment. It seems that said Boragohain has  
reported to have done such manipulation to cover his  
ulterior motive, against general procedure and rules.

We do fervently request you to see to  
the plight of the workers and request your intervention  
against such action of the Labour Inspector of Golaghat,  
making proper enquiry into the matter.

We solicit an early favourable reply.

Yours Faithfully  
Shah Sarajit  
General Secretary  
C. H. J.  
Jorhat

Copy to :-

The Secretary Labour Dept. Assam, Shillong  
The General Secretary, A I T U C New Delhi ✓  
The General Secretary ? A P T U C Tinsukia.  
The Labour officer, Jorhat.  
For favour of their information and early  
necessary action.

Encls:- 12 sheets



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৩য় প্রস্তাব:- (১) কিছু মান পাঠনত মনুষ্য জাতি আৰু মানী যোগ্য লোকসকল  
 অসুবিধা আঁতৰি আনিব আৰু তেওঁলোকৰ মনোযোগ যি ১০ নং পাঠনত  
 আছে তেওঁলোক পাঠনত সুখী হৈ উঠিবলৈ দিৱাল ব্যৱস্থা কৰিব  
 লাগে। (২) কাম কৰা মানুহৰ অৱস্থা কাৰণে আৰু সাধাৰণ  
 বহিবলৈ কাৰণে যি মানুহে দিয়াছে তেঁও আৰু মানুহে কাম  
 হেৰুৱাবলৈ কামত মনুষ্য জাতি আৰু যোগ্য লোকসকলে  
 আঁতৰি লাগে আৰু জনসাধাৰণে কাম লাগে। আঁতৰি আনিব  
 আৰু কাম কৰা মনোযোগ যি মনুষ্য জাতিত আছে তেওঁলোক  
 মানী যোগ্য বীৰ মানুহে লিখিবলৈ কৰিব লাগে।

৪য় প্রস্তাব:- আঁতৰি আনিবলৈ কাম যি পাঠনত বহুখণ্ড -  
 এতিয়াও অৱস্থা কৰিবলৈ বাকী আছে। আঁতৰি আনিব  
 মনোযোগ যি যি কাম কৰা যত্ন আছে তেওঁলোক  
 যি যি কাম কৰা যত্ন আছে তেওঁলোক যি যি কাম  
 কৰা যত্ন আছে তেওঁলোক যি যি কাম কৰা যত্ন  
 আছে তেওঁলোক যি যি কাম কৰা যত্ন আছে

৫য় প্রস্তাব:- (১) আঁতৰি আনিবলৈ কাম যি আঁতৰি আনিবলৈ  
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(২) আঁতৰি আনিবলৈ কাম যি আঁতৰি আনিবলৈ  
 আঁতৰি আনিবলৈ কাম যি আঁতৰি আনিবলৈ  
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 আঁতৰি আনিবলৈ কাম যি আঁতৰি আনিবলৈ

৬য় প্রস্তাব:- আঁতৰি আনিবলৈ কাম যি আঁতৰি আনিবলৈ  
 আঁতৰি আনিবলৈ কাম যি আঁতৰি আনিবলৈ  
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 আঁতৰি আনিবলৈ কাম যি আঁতৰি আনিবলৈ

୧୦୫ ପ୍ରସ୍ତାବ:- ଆନିତ ଆପଣଙ୍କ ମାଧ୍ୟମରେ ଏ ବହି  
ସାମ୍ବଲପୁର ଜିଲ୍ଲାରେ ବଡ଼ ସଂଖ୍ୟାରେ ବାଣୀଜୀବ  
କାମ କରି ଆଉ କିଛି ଆନିତ ଆନିତ ଆନିତ ଆନିତ  
କାମ କରି ଆଉ କିଛି ଆନିତ ଆନିତ ଆନିତ  
ଏ ବାଣୀଜୀବ ସଂଗ୍ରହ ଆନିତ ଆନିତ ଆନିତ  
ଏକ କାମ କରି ଆନିତ ।

୧୦୬ ପ୍ରସ୍ତାବ:- ଆନିତ ଆପଣଙ୍କ ମାଧ୍ୟମରେ ଏ ବହି  
ବାଣୀଜୀବ ସଂଗ୍ରହରେ ଆନିତ ଆନିତ ଆନିତ  
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ଏ ବାଣୀଜୀବ ସଂଗ୍ରହରେ ଆନିତ ଆନିତ  
ଆନିତ କରି ଆନିତ ।







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(10) ...

...

ZILLA CHA BAGAN WORKERS' UNION, JALPAIGURI,

Regd. No. 2785,  
H.O. Mal,  
P.O. Mal,  
Dt. Jalpaiguri  
Phone No. Mal 43.

A. I. T. U. C.  
I.R. No. 224 Date: 10/11/1961  
File No. .... Replied on.....  
Dated Mal the 21st June '61.

Ref. No. F/T.E. 3(3).

Sri S.M. Roy,  
Dy. Labour Commissioner, West Bengal,  
in charge of implementation and enforcement of agreement and  
Code of Discipline etc.  
1, Hastings Street,  
Calcutta.

Sir,

This is to bring to your notice a case of violation of the  
Code of Discipline.

That the Manager Maenglas T.E. of the Maenglas Tea Co. Ltd.  
affiliated D.B.I.T.A. Jalpaiguri, P.O. Sainihat has not implemented  
an award by the Seventh Industrial Tribunal, West Bengal (Case No.  
VIII-303/60), which has been published in Calcutta Gazette, May 4,  
1961.

That the afore mentioned award ordered reinstatement of the  
nineteen workers to their services in Maenglas Tea Estate within a  
month from the publication of this award in the "Calcutta Gazette".

That all the workmen concerned, reported themselves in duty  
and prayed for the awarded compensation. But none of them has been  
reinstated nor compensation has been given to any workman.

So the Manager of the said Company has violated the Code  
under clause (III) (iii) (b) ( Implementation of Settlement, awards,  
decisions and orders ).

I therefore pray relief under clause (III) (IV) of the  
Code, which recommends proper disciplinary action against the  
Officer concerned.

1. Name of the Establishment:- Maenglas Tea Co. Ltd.  
Head Office 31, Netaji Subhas Road, Calcutta-1.  
Calcutta West Bengal.
2. Affiliated to D.B.I.T.A.
3. Breach of the Code began from 4th June 1961 and continues.
4. Breach of Clause (III) (iii) (b)
5. The Manager of the said Tea Estate is responsible for the b

ZILLA CHA BAGAN WORKERS'  
JALPAIGURI,  
Regd. No. 2785  
Head Office: Mal/Jal, 31/

Dated the 21st June 1961  
P.O. Mal Dt. Jalpaiguri.

( D.K. Ghose  
General Secy:  
ZILLA CHA BAGAN WORKERS'  
JALPAIGURI,  
Affiliated to All India Trade U.  
Congress.

copy

GOVT. OF ASSAM  
LABOUR OFFICE      COLACHTAT

---

NO. 10. 65/61/1938-00

Dtd 2nd June/41.

FROM,

MR. R. N. DONOHAIN,  
LABOUR INSPECTOR, COLACHTAT,

TO

Secretary  
Chak Bandoor Union, Borpathar T.S.

Subj-

Verification of membership

Dear Sir,

In view of the rival unions formed at Borpathar T.S. it has become necessary to verify the membership of your union in the garden before any complaint is taken up by this office.

You are therefore requested to produce before the undersigned the following records on the 10th June, 1941 at 12 noon at his office :-

1. Counterfoils of membership cards.
2. Membership registers.
3. Cash Book.
4. Any other record or document relating to membership in the garden.

Yours Faithfully  
Labour Inspector, Colachtat.

# Coorg District Estate Workers' Union

(AFFILIATED TO AITUC) REGD. NO. 238

No. 107/61-62.

U. C.  
HR. No. 255  
Date 26.6.62  
File No. 255

160-C4, PIONEER ROAD,

MERCARA,

Date 26th June 1962

To  
Shri. G. L. Handa,  
Minister for Labour and Employment,  
Government of India,  
NEW DELHI:

Sir,

Subject:- Maternity Benefit Act, 1960.

1. In the proposed legislation, as per "Bill No. 84 of 1960" (hereinafter referred to as "Bill") introduced in Lok Sabha on 6th December 1960, seeking to repeal the provisions relating to maternity protection provided for, at present, under various enactments including Plantation Labour Act, 1951 and the Mysore Maternity Benefit Act, 1959, there is in Clause 5 a provision regarding qualifying condition which is employment for 240 days in the 12 months immediately preceding the expected date of delivery. This would result in total denial of payment of maternity allowance to almost every women worker employed in plantation establishments in Mysore State.
2. As per Rule 73 of the Mysore Plantation Labour Rules, 1956, the qualifying condition for payment of maternity allowance is employment for 150 days, either continuous or interrupted, in the 12 months immediately preceding the expected day of delivery. And, as per Section 4 of the Mysore Maternity Benefit Act, 1959, the qualifying condition for payment of maternity allowance is employment for at least 150 days whether continuously or intermittently during the period of 12 months, or if the women worker has been in rolls for a period of nine months immediately preceding the date on which she gave notice of claim of maternity benefit and payment thereof.
3. The ~~man~~ owners and managements of plantation establishments, in order to evade the provisions of law relating to maternity protection, resort to the unfair labour practice of engaging women workers for work without entering their names in any rolls meant for permanent, temporary, casual or other type of workers. Even those women workers whose names are found in rolls are made to work on ~~contract~~ contract basis without marking their daily attendance for work and as ~~rolls~~ rolls they would not have worked for 150 days in the 12 months immediately preceding the date of delivery, the qualifying condition for entitlement to maternity benefit in accordance with "Mysore Plantation Labour Rules, 1956". And, if the qualifying condition is raised from, employment for 150 days to employment for 240 days, not a single women worker in plantations would be entitled to any maternity protection. In view of the unfair labour practices prevailing in plantations there should be no restriction as to entitlement for maternity protection and every women worker employed in plantations either as permanent, temporary, casual or otherwise should be eligible for maternity benefits
4. In the said "Bill" the period of benefit of 12 weeks is divided into 6 weeks prior to and 6 weeks after the expected day of delivery. But it is advantageous to have it as 4 weeks immediately preceding and 8 weeks following the day expected day

of delivery.

5. We request that Clause 5 of the said "Bill" in respect of qualifying condition and period of benefit be altered to conform at least to what is contained in this regard in the Mysore Maternity Benefit Act, 1959.

Yours faithfully,

*R. N. Kulkarni*  
Secretary.

- Copy to :-
- 1) The General Secretary, A-ITUC, New Delhi.
  - 2) The Minister for Labour, Govt. of Mysore, Bangalore.

**DARJEELING DISTRICT  
CHIA KAMAN MAZDUR UNION**

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

President — Ratanlal Brahma  
Gen. Secretary — Ananda Prasad Pathak

CHOWK BAZAR,  
DARJEELING.

Ref. No. TU/3/9/61/171 (X)

Date 20th. June 1961

The Hon'ble Labour Minister,  
Government of West Bengal,  
Writers' Buildings,  
Calcutta.

A. I. T. U. C.  
I. R. No. 1966. Date. 24.6.61  
File No. .... Replied on.....

Dear Sir,

While drawing your kind attention to this Union's letter No. TU/3/9/61/171 dated the 7th. June 1961, I am sending herewith a copy of the Notice dated 19th. June 1961 for the General Strike in tea gardens served on the employers of all tea gardens and the ~~and~~ authorities concerned.

In spite of your categorical assurances and the Govt.'s directions to the management, the employers in tea gardens have been continuing the practice of dismissing and evicting entire family members on the dismissal of any one of the family members working in the garden with impunity. We already explained to you the necessity of passing a legislation to abolish this practice, but in vain.

The employers are misusing the provisions of the Standing Orders to victimise the workers and the very provisions of the Standing Orders especially Section 13 is in need of amendment. Our suggestions have already been submitted to the Govt. long ago. But the Govt. has not yet been able to persuade the employers to accept our amendment.

Similarly there are other vital issues like speedy submission of the recommendations by the Wage Board, granting of an ad-interim increment in the wages of tea workers, speedy disposal and settlement of all claims for the Provident Fund accumulations, filling up of vacancies caused by death and other reasons etc.

All our attempts to get these demands settled through correspondence, discussions etc proved fruitless and hence we have been compelled to choose this way as our final recourse.

We still hope that you would be able to intervene into the matter and effectively and bring about a reasonable settlement before the workers go on strike as and from the 3rd. July, 1961.

Yours faithfully,

*Abahat*  
SECRETARY.

Copy to:

1. The Hon'ble Labour Minister, Govt. of India, New Delhi.
2. The Under Secretary to the Govt. of India, Labour Deptt., New Delhi.

(11)

4. The Labour Commissioner, West Bengal, New Sectt. Buildings, Cal.
5. The Deputy Labour Commissioner, West Bengal, New Sectt. Bldgs, Calcutta.
6. The Regional Provident Fund Commissioner, West Bengal, Tripura the Andaman & Nicobar Islands, 24 Park Street, Calcutta-16.
7. The Chairman, Central Wage Board for tea plantations industry 22 Raja Gantosh Road, Alipore, Calcutta-27.
8. The Assistant Labour Commissioner, Govt. of West Bengal, Darjee.
9. The General Secretary, All India Trade Union Congress, New Delhi
10. The General Secretary, West Bengal Committee, AIRUC, Calcutta.

together with a copy of the strike notice.

*Under Govt of West Bengal*

*[Handwritten signature]*

Darjeeling District Chia Kaman Mazdur Union  
(Registered No.2256)  
Chowk Bazar, P.O. & Dist.Darjeeling

19th. June, 1961,

NOTIICE FOR GENERAL STRIKE IN TEA GARDENS  
IN DARJEELING HILL AREAS.

Notice is hereby given that the Darjeeling District Chia Kaman Mazdur Union has decided to go on a general strike as and from 3rd. July <sup>1961</sup> from early morning on that day on the following issues :

1. Abolition of the practice of evicting and dismissing the entire family members on the dismissal of the head of the family or any member thereof as this practice was already declared illegal by the Government of India and the State Government.
2. The Wage Board for Tea Plantation Industry must submit its recommendations forthwith and pending finalisation of such recommendations, an ad-interim increase in wages be granted for the tea workers in hill areas in the district of Darjeeling.
3. Amendment of the present Standing Orders, especially Section 13, thereof.
4. Speedy disposal of all claims for the refund of Provident Fund Accumulations pending for a long time and immediate arrangement for the distribution of the Account Slips of the Provident Fund to all members of the Provident Fund Scheme in tea gardens.
5. Vacancies caused by death, migration, matrimonial change-over, retirement and other reasons be filled in by the residential unemployed family members and the dependants of the workers in all tea gardens where such practice is not in vogue or has been stopped in recent years.

This strike is proposed to be launched for the reasons enumerated hereinaabove in accordance with the unanimous decision of the representatives of the tea garden workers in the Executive Committee Meetings of the Union held on 3rd. June and 18th June 1961. This notice is given according to the provisions of the I.D.Act 1947, ~~this 19th day~~ of June 1961.

*ASB*  
SECRETARY,

Darjeeling District Chia Kaman Mazdur Union.

To  
The Manager, ..... Tea Estate, P.O. ....  
Darjeeling.



THE TAMIL NADU PLANTATION WORKERS' UNION  
(Regd. No. 1491)

Anamallais Branch,  
VALPARAI,  
Coimbatore District

10th June, 1961

TO

All Managers of Estates in Anamallais

Dear Sir,

Sub: NOTICE OF STRIKE

Please take notice that workers of your estate will go on one day Token Strike on or after 10th June, 1961, to have the issues in the annexure conceded in a just and reasonable way. As all forms of our representations have not yielded so far, we are to resort to this course of action.

Yours faithfully,

SECRETARY

Copy to:

The Labour Conciliation Officer, Pollachi  
The Labour Commissioner, Chempak, Madras-5  
The Labour Commissioner, (Central), Vopary, Madras-7.  
The District Collector, Coimbatore  
The Circle Inspector of ~~Labour~~ Police, Valparai  
The Asen. of Planters for the State of Madras, Coonoor  
All Group Managers

ANNEXURE - List of issues

1. The sixteen out-standing issues of the Plantation workers which have already been referred to have not been complied with yet. The Tripartite Conference, which initiated the discussion on some of the issues was not continued and was being delayed unnecessarily and did not also include the 16 demands in its agenda. The Tripartite Committee proposed to be formed, was also not formed, so far. The attitude seems a delay and ~~it~~ thus deny the benefits for workers, substantially. If these issues are not conceded with at an early date, the workers will have to launch a general strike, which please note. They are -

- i) Introduction of new scales of wages on the basis of a new structure, viz., Basic wage and dearness allowance;
- ii) Bonus for 1960, and Evolving of a formula;
- iii) Work-load and norms are also to be determined;
- iv) Plucking and picking incentives are also to be revised;
- v) Provision of 7 yards hessian cloth to pluckers;
- vi) Payment of 2 way expenses, and supply of Tea at concessional rates;
- vii) Revision of wages scales for supervisors and Kolo maistricks;

(Page Two)

- viii) Institution of a revised gratuity scheme by way of improvement over the present one;
- ix) Contract system of working in estates which is of a new introduction in plantations should be abolished;
- x) Quality: Uniform rates for each district and also of quality to be decided. Also a procedure to fix up the variety is to be determined;
- xi) Provision of firewood, or firewood allowance may be paid;
- xii) Fixing of service conditions to Tapalman and hospital workers and provision of uniforms to sweepers;
- xiii) Umbrella instead of cumbly for those engaged other than in field work;
- xiv) Provision of over coat to spraying workers and protection;
- xv) Regularising the artisans;
- xvi) Preference to Kola Maistries in appointment of Supervisors.

2. The cost of living, since the last increase for Plantation workers has gone up by 1200 points and it may take two or more years for a Report of the Wage Board, and hence the Wage Board should give interim increase in wages immediately and with no delay.

3. The Plantation Appeal before the Supreme Court is pending disposal for the last 4½ years. Justice delayed is Justice denied. The Planters are also following delaying tactics, in this. Hence the Supreme Court should see the appeal disposed of without further delay.

4. And, no worker should be victimized, punished, or work changed for the reason of his organized, or taken part in this strike.

SECRETARY

AR/Jaa

**DARJEELING DISTRICT**  
**CHIA KAMAN MAZDUR UNION**

President — Ratanel Brahma  
 Gen. Secretary — Ananda Prasad Pathak

(REGD. NO. 2256)	CHOWK BAZAR, DARJEELING
I.R. No. 1910/348-190-6-61	Date 10th June, 1956
File No. ....	Date 10th June, 1956

Ref. No. TU/ 5/2/61/13 (11)

The Assistant Labour Commissioner,  
 Government of West Bengal,  
 Darjeeling.

Dear Sir,

1st reference to your Memo. No. 1312/102 dated 10th June 1961 in reply to this Union's letter No. TU/3/9/61/171 dated 7th June 1961 and TU/KV-61/61/142 dated 24th May 1961 and TU/ML-55/61/120 (12) dated 10th May 1961, this is to draw your kind attention to the following facts :

That, our letter No. TU/3/9/61/171 dated 7th June 1961 addressed to the Hon'ble Labour Minister, Govt. of West Bengal, incorporates a general issue, to wit, the practice of evicting and dismissing all family members on the dismissal of the head of the family and the Govt. was pleased to send several letters to this Union stating that this practice is illegal and it must discontinue as there was a bipartite conference of the planters and the Government at Writers' Buildings, Calcutta but surprisingly this practice is still continuing in the hill regions and that letter referred to above incorporates various vital issues of the Provident Fund, Standing Orders, Speedy recommendations of the Wage Board, Interim increment of wages etc. So, this letter was sent to the Hon'ble Labour Minister, as such, this is not a particular issue of Talasay Pahare Tea Estate and Doctorial and Palej Valley Tea Estate but these are instances of violation of the directives of the Govt. as stated hereinabove.

Hence it seems that there is some misunderstanding in the conception of the letters of this Union mentioned at the top of this letter.

Would you kindly let us know whether it would be feasible for you to take up these general issues and the issue of "Battabakar" for its abolition by legislation as was urged by our MLAs on the floor of the West Bengal Legislative Assembly.

Yours faithfully,

*Asah*  
 SECRETARY.

Copy to :

1. The Hon'ble Labour Minister,  
Govt. of West Bengal, Calcutta.
2. The Labour Commissioner, W/B, Calcutta.
3. The General Secretary, AITUC, New Delhi.
4. The General Secretary, WBC AITUC, Calcutta.

Annexure

ANNEXURE

1. Increase in wages (w.e.f. 1-1-1961 for all workers.
2. Setting up of wage board for other plantations.
3. Bonus for 1960 on profit basis.
4. Implementation of tripartite decision on employment.
5. Uniform, enhanced incentive rates for pluckers.
6. Enhanced rate of Maternity Benefit.
7. Finalisation of gratuity scheme.
8. Setting up of Tripartite Committee, as promised by the Government on the 4th November, 1960.
9. Reference to adjudication the case of dismissed workers in Kumbhari, Guernsey, etc.

THE SECRETARY TO THE GOVERNMENT OF INDIA,  
MINISTRY OF LABOUR AND EMPLOYMENT.

Ref no. 11/61  
11th June, 1961.

To

The Manager,  
..... Estate,  
.....

A. I. T. U. C.  
1340 ... ..  
.....

Sir,

Notice of Direct Action.

As per the decision of the annual General Body of the Union, we are issuing this notice of Direct Action.

As the demands mentioned in the annexure are pending since long, the workers employed on your estate would resort to direct action on the 19th June, 1961 or any day after.

Yours faithfully,  
*(Signature)*  
General Secretary.

Copy to:-

- The Hon. Labour Minister, New Delhi.
- The Labour Commissioner, Madras.
- The Labour Officer, Coimbatore.
- The Secretary, A.I.T.U.C. Madras.
- The Chairman, Wage Board.
- The District Collector, Coimbatore.
- The Superintendent of Police, Coimbatore.
- The Secretary, A.I.T.U.C. and T.N.T.U.C. for information

*Secy W.P.A.S. & A.P.M. Coimbatore*

சமீப நாடு தோட்டத் தொழிலாளர் சங்கம்,  
பதிவு எண் 1491

இலங்கை அரசு,  
வாஷிங்டன்.

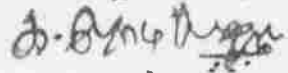
11 ஆகத்து, 1951

அன்புள்ள ஐயா,

சமீபத்தில் வெறு வரலாற்று மகா சபைக் கட்டிடம் வாஷிங்டனில்  
சென்ற 4-6-1951 தேதியில் நடைபெற்ற பொது தீர்மானம்  
பிரமாணங்கள் இறியடக்க உள்ளது.

பிரமாணத்தில் கட்டுள்ள தோட்டிகளையெல்லாம் உடனடியாக தீர்மானம்  
படியாகக் கட்டித் தொழிலாளர்களும்.

இப்படிக்கு,



தொழிலாளர்

மா/மா/ஆ

கனம் தொழிலாளர் இலங்கை மத்திய அவர்கள், சென்னை சர்க்கார்  
கனம் தொழிலாளர் மத்திய அவர்கள், இந்திய சர்க்கார்  
கனம் லேபர் கமிஷனர் அவர்கள், சென்னை-2  
லேபர் யூனியன் அவர்கள், பொள்ளாச்சி  
சென்னை மாநில தோட்ட முதலாளிகள் சங்கம், குண்டூர்  
எல்லா குறும் மாண்புமிகு கமிஷனர்  
கமிஷனர் சங்கங்கள், சீர்தர தொழில் சங்கங்கள்

தமிழ் நாடு தோட்டத் தொழிலாளர் சங்கம், ஆலமலையில் சி.என்.சி. 94ல்  
 வரலாற்று மகா சபையில் கூட்டம் வரலாற்றையிற் 6-1961 தேதியில்  
 நடைபெற்ற போல நிறைவேற்றப்பட்ட தீர்மானங்கள்.

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**தீர்மானம் 1.** தோட்டத் தொழிலாளர்களுக்கு சம்பள போர்ட்  
 யிலும் கால தாமாதமாக அமைக்கப்பட்டுள்ளதை இம் மகாசபை கண்டிக்கிறது.  
 மேலும் 1959வது வருஷம் தோட்டத் தொழில் முக்கூட்டு மகாநாட்டில் முடிவுப்படி  
 இரண்டாம் சம்பள போர்ட் அமைக்கப்படாததையும் இம் மகாசபை வன்மை  
 யாகக் கண்டிக்கிறது. அத்துடன் இந்திய தொழில் சங்கங்கள் அனைத்திற்கும்  
 பிரதிநிதித்துவம் அளிக்கப்படாத வகையில் சம்பள போர்ட் அமைக்கப்பட்டுள்ளதும்  
 ஒரு பாரபட்சமான செயலாகும் என இம் மகாசபை கருதுகிறது.

சம்பள போர்ட் தனது முடிவுகளை தெரிவிக்க இரண்டு, மூன்று ஆண்டுகள்  
 பிடிக்கும் என கருதுவதால், விவகாரம் வெகுவாக உயர்ந்துள்ளது. மேலும்  
 ஏரிச் கொண்டு வருவதால் தமிழகத் தோட்டத் தொழிலாளர்களுக்கு சம்பளம்  
 நான்கு ஆண்டுகளுக்கு முன்பு நிர்ணயமாக்கப்பட்டு -- தீர்த்தப்பட வேண்டியுள்ளதால்  
 சம்பள போர்ட்டானது தோட்டத் தொழிலாளர்களுக்கு இடைக்கால உயர்வு  
 உடனடியாக வழங்கப்பட வேண்டுமென்ற இம் மகாசபை சம்பள போர்ட்டை  
 கேட்டுக் கொள்கிறது.

இடைக்கால உயர்வு சீர்திருத்தமாகக் கிடைக்காத பட்சத்தில் தோட்டத்  
 தொழிலாளர்கள் நேரடி நடவடிக்கைகளில் இறங்கத் திட்டமிட்டுள்ளனர் என்பதையும்  
 தெரியப்படுத்துகிறது.

**தீர்மானம் 2.** தமிழ் நாடு தோட்டத் தொழிலாளிகளின் கீழ்க்  
 கட்ட 16 உட்கட்ட பிரச்சனைகளைத் தீர்த்து வைக்கும் சர்க்காருக்கும்,  
 முதலாளிகளுக்கும் ஏற்கனவே தெரிவிக்கப்பட்டுள்ளது. அவையாவன:

- /1/ 1960வது வருஷம் போலஸ்- தீர்த்தல் கொடுப்பதில்
- - போலஸுக்கு ஒரு நியதி உதவாக்க வேண்டும்.
- /2/ சர்வீஸ் காசு /கிராஜுடி/ பற்றி புதிய திட்டம்
- - உதவாக்குவது.
- /3/ சம்பளத்தை அடிப்பட சம்பளம், பஞ்சப்படி என்ற
- - அடிப்படையில் 15வது முக்கூட்டு மகாநாடு முடிவு
- - பிரகாரம் தீர்த்தல் அமைப்பது.
- /4/ ஸ்டிரைக்கர்கள், கோல்மேஸ்திரிகள் ஆகியோருக்கு
- - சம்பளத்தைத் தீர்த்தல் அமைப்பது.
- /5/ கொழுந்திற் காசு, பழக் காசு ஆகியன உயர்த்திக்
- - கொடுக்கப்பட வேண்டும்.
- /6/ வேலைப் பழுவும், ஸ்டிரைக்கிற் எந்தென ஆள் என்ன
- - நிர்ணயிக்க வேண்டும்.
- /7/ இரண்டு வழிச் செலவு, என்டெட்டிங், மலிவு விலக்குத்
- - தேய்லைத் தீர்த்தல் - ஆகியன கொடுக்கப்பட வேண்டும்.
- /8/ கொழுந்திற் எடுக்கும் தொழிலாளிகளுக்கு வருஷத்திற்கு
- - 7 கெஜம் தாட்டு கொடுக்கப்பட வேண்டும்.
- /9/ கம்பிளியின் தரத் நிர்ணயிக்கப்பட்டு, ஒரே மாதிரியான
- - கம்பிளி எல்லாநாட்டும் கொடுக்கப்பட வேண்டும்.
- /10/ காண்டிராக்ட் முறையில் வேலை கொடுப்பது தீர்த்தப்பட
- - வேண்டும்.
- /11/ கிறகு, அல்லது கிறகு அலவங்கல் கொடுக்க வேண்டும்.
- /12/ தபால்காரர்கள், ஆஸ்பத்திரி ஓட்டிகள் ஆகியோரிற்
- - வேலை நிலைமை உள் நிர்ணயிப்பதில், ஸ்டீப்பிங்குக்கு
- - யுக்பாரம் கொடுக்கவும் வேண்டும்.

- /13/ காட்டு வேலை செய்வதற்காக கம்பளிக் குப்பை பதில் குடை கொடுக்க வேண்டும்.
- /14/ மாநில அடிக்கும் தொழிலாளிகளுக்கு ஓவர் கோர்ட் கொடுக்க வேண்டும்.
- /15/ சூர்டிசான் தொழிலாளிகளின் நிறத்தாமாக்கி வேண்டும்.
- /16/ சூப்பரவைசரிகள் வேலைக்கு கோல் மேஸ்திரீஸ்களுக்கு முதலிடம் கொடுப்பது.

சர்க்கார் மேற்கண்ட 16 பிரச்சனைகளில் முதல் 7 பிரச்சனைகள் சீரமைப்பைப் பேசுவ வார்த்தைகளில் நடந்த அமைத்தல் முதல், இரண்டு பற்றி மட்டுமே - போலீஸ், சர்க்கார் - பேசுவ வார்த்தை நடந்தது. அதுவும் இடையாக முடியவில்லை. மேலும் இரண்டாவது வாரத்தில் மேலும் அனுப்பதாகக் கூறிய சர்க்கார் இன்னும் பேசுவ வார்த்தைகளை தொடரவில்லை.

இந்த நிலை, முதலாளிகளின் காலம் தாழ்த்தும் போக்கு, சர்க்காரின் அடீய தன்மை ஆகியனவும், தொடர்ந்து ஏன் வரும் விசுவ வாகி கொடுமையும் தொழிலாளிகள் மத்தியில் அமைதியை வெகுவாக இழக்கச் செய்துள்ளது. அத்துடன் கொஞ்சம் காசு, பழக்க காசு உயர்ந்தவறு பற்றி ஒட்டுமொத்த ஆண்டுகளுக்கு முன் சர்க்கார் ஆவன செய்வதாக வாக்குறுதியளித்து அப்படி செய்யாத முதலாளிகள் குகந்த வகையில் நடந்து கொண்டதும், சூத்திரத்தை அதிகப்படுத்தியுள்ளது. இந்நிலையில் சர்க்காரும், முதலாளிகளும் உடனடியாக மேற்கண்ட 16 பிரச்சனைகளின் நியாயமான முறையில் தீர்ந்து வைக்காத பட்சத்தில் தொடர்ந்து தொழிலாளிகள் பொது வேலை நிறுத்தம் உட்பட நேரடி நடவடிக்கைகளில் ஈடுபட வேண்டியது அவசியம் ஏற்படும் என்றும் இம் மகாசபை கருதுகிறது. ஆவன செய்யுமாறும் சம்பந்தப்பட்டவர்களைக் கேட்டுக் கொள்ளுகிறது.

**தீர்மானம் 3.** தமிழ்நாடு தொடர்ந்து தொழிலாளிகளுக்கு சில சலுகைகளை வழங்கிய தொழிற் கோர்ட்டின் தீர்ப்பு சுப்பிரீம் கோர்ட்டால் தடை அளிக்கப்பட்டு 4-1/2 ஆண்டுகளுக்கு மேல் ஆகியும், சுப்பிரீம் கோர்ட்டு விசாரணை செய்து முடிந்த தரவில்லை. இப்படி காலம் தாழ்த்துவது தொடர்ந்து முதலாளிகளின் நலன்களுக்கு உகந்ததாக உள்ளதாக இம் மகாசபை கருதுகிறது. காலம் தாழ்த்தப்பட்ட நியாயம் - மறிக்கப்பட்ட நியாயத்திற்கு ஒப்பாகும் என்பதை சுப்பிரீம் கோர்ட்டு உணர்ந்து உடனடியாக இக் கேளை பைசல் செய்து, தொடர்ந்து தொழிலாளிகளுக்கு நியாயம் வழங்கும்படி இம் மகா சபை கேட்டுக் கொள்ளுகிறது.

**தீர்மானம் 4.** தொடர்ந்து தொழிலாளிகளை வாழ்க்கைத் தரம் ஏன் வரும் விசுவவாகிகளின் விசுவவாகி தொடர்ந்து பாதிக்கப்பட்டு வருவதாலும், தொடர்ந்து தொழிலாளிகள் சம்பளம் எந்த நாள்களில் தேசத்திலும் இல்லாத ஒன்றுடன் தொடர்ந்து இல்லாத இரண்டு வருவதாலும், அவர்களது மற்றும் பல நியாயமான கோரிக்கைகளை வழங்கப்படாமல் மறுக்கப்பட்டு வருவதாலும் - இவ்வாறு தாமதிகப்பட்டு அமைக்கப்பட்டுள்ள சம்பளப் போர்ட் தனது முடிவுகளை தெரிவிக்க வந்ததற்கு ஆகும் ஆகாலும், இடைக்கால உயர்வு வேண்டும் என்ற கேட்டும் இது வரை கிடைக்காததாலும், தொடர்ந்து தொழிலாளிகளின் 16 கோரிக்கைகளை வழங்காமல் முதலாளிகளும், தமிழக சர்க்காரும் காலம் தாழ்த்தி மறந்து வருவதால் சில சலுகைகளை வழங்கிய தொழிற் கோர்ட்டின் தீர்ப்பு தடை செய்யப்பட்டு இரண்டு வருவதாலும் - இவை மூலம் லட்சம் தொடர்ந்து தொழிலாளிகளுக்கு இழந்தல் வரும் மாபெரும் அநீதியை எதிர்த்து கண்டனம் தெரிவிப்பதில் வேண்டி இம் மாநிலத்தில் ஒரு நாள் தமிழகத் தொடர்ந்து தொழிலாளிகள் அடையாள வேலை நிறுத்தம் செய்ய வேண்டும் என இம் மகா சபை அறை கூவல் அமைக்கிறது. இவ்வாறு தொழிலாளிகளை கோரிக்கைகளை தொடர்ந்து தாமதப்படுத்தும்படி பொது வேலை நிறுத்தத்திற்கு தயார் செய்ய வேண்டும் என்றும் இம் மகாசபை ஒரு மனதாக முடிவு செய்கிறது.

**தீர்மானம் - 5.** கவர்ன்மென்ட் சிவகோடு தொட்டித் தொழிலாளி பல்வேறு பிரச்சனைகள் நீண்ட நாட்களாக தீர்க்கப்படாமல் கடந்த சில வாரங்களாக இம் பிரச்சனைகள் தொடர்ந்து கேட்டு வந்தனோம். சர்க்கார் சாதகமாக கவனிப்பதான குறிப்பிட்ட சில பிரச்சனைகளை கூட தொழிலாளிகளுக்கு வழங்கப்படவில்லை. உடனடியாக பிரச்சனைகளை தீர்க்கப்பட வேண்டுமாய் இம் மகா சபை கேட்டுக் கொள்ளுகிறது. தொடர்ந்து தாமதப்படுத்தி பட்சத்தில் தொழிலாளிகள் தொடர் நடவடிக்கைகளுக்கு இறங்க வேண்டும் என்று இம் மகா சபை முடிவு செய்திருக்கிறது.

**தீர்மானம் - 6.** காப்பித் தொழிலாளிகளுக்கும், தேயிலைத் தொழிலாளிகளுக்கும் ஒரு ஒன்றிப்பில் பிரதேசத்தில், ஒரு அளவு வேலை செய்தும், சம்பளம், போனஸ், பிராண்டிங் பண்டி ஆகியவற்றில் வித்தியாசங்கள் இருந்து வருவதை அங்கீகரிக்க இம் மகா சபை கண்டிக்கிறது. ஆல் வித்தியாசங்கள் வேறு போலவே ஒரு சம்பளம், போனஸ், பிராண்டிங் பண்டி சட்டம் ஆகியவை அங்கும் படி இம் மகா சபை கேட்டுக் கொள்ளுகிறது.

அதனுடன் காப்பித் தொழிலாளிகளுக்கு சம்பள போர்டி அமைக்காமல் இது வரை காலம் தாழ்த்தப்பட்டு வருவதை இம் மகா சபை வகீமையாகக் கண்டிப்பதுடன், சம்பள போர்டி உடனடியாக அமைக்கப்பட வேண்டுமென்று இம் மகா சபை கேட்டுக் கொள்ளுகிறது.

**தீர்மானம் - 7.** குறுக்கு விற்கலில் அடிப்படையில் வாக்கெய்யிப் பில் மூலம் இம் பிரதேசத்தில் ஒரு தொழிற் சங்கம் தனித்தனியாக அங்கீகரிக்க முன் செய்யும்படியான சர்க்காரை இம் மகா சபை கேட்டுக் கொள்ளுகிறது.

**தீர்மானம் - 8.** தொழிற் சங்க இயக்கங்களில் ஈடுபட்ட ஷோலையார், முனி, கைப்பாட்டி, செலாசிப்பாரை, பாரதன் ஆகிய எட்டுக்களில் தொழிலாளிகள் சிலரை பல்வேறு காரணிகள் காட்டி, மேல் கண்ட நிர்வாகிகள் பழி வாங்கியுள்ளதை இம் மகா சபை வகீமையாகக் கண்டிக்கிறது.

பழி வாங்கப்பட்ட தொழிலாளிகளின் கேளை கோர்ட்டுக்கு விட சர்க்கார் மருத்து வறுவதையும் இம் மகா சபை கண்டிக்கிறது. ஷோலையாரில் பழி வாங்கப்பட்டவர்கள் சம்பந்தமாக பேர் அபிஷன் பேச்சு வார்த்தை நடந்த காலம் தாழ்த்தி வறுவதுபற்றி இம் மகா சபை வறுவதுகிறது. பழிவாங்கப்பட்ட தொழிலாளிகள் உடனடியாக தீர்ப்ப வேலைக்கு ஈடுதலி கொள்ளப்பட வேண்டும் என, அதற்கு ஒரு செயல்பட வேண்டும் என, சர்க்காரையும், முதலாளிகளையும் இம் மகா சபை கேட்டுக் கொள்ளுகிறது.

**தீர்மானம் - 9.** தொழிலாளிகள் வகிலும் பாடிசன் உள்ள பிரதேசங்களான பெர்லிச் சொத்தாக வகில வேண்டும் என்று இம் மகா சபை கேட்டுக் கொள்ளுகிறது. அதனுடன் தொழிலாளிகள் வகிலும் பாடிசன்களுக்குச் செல்வம் போலாகுள்ள சர்க்கார் எழுத்துக் கொள்ள வேண்டும் என்றும் இம் மகா சபை கேட்டுக் கொள்ளுகிறது.

தொழிலாளிகள் வகிலும் பிரதேசங்களுக்கு கீட்சார விவகாரம் போர்டுக் கொடுக்க வேண்டுமாய் இம் மகா சபை கேட்டுக் கொள்ளுகிறது.



தீர்மானம் 10. பட்டிகை விடுமுறை சட்டத்தில் பல உண்மைகள் தெரிவிக்கின்றன. அப்படிப்பட்ட இயலாமைகள் முதலாளிகள் வியாபாரிகள் செய்யும் வகையில் இம் மகாசபை கட்டிக்கிறது. சர்க்கார் கொண்டு வந்ததாக உள்ள திருத்தத்தை விவரத்தில் கொண்டு வரும்படியாகவும், அத் திருத்தம் அசல் சட்டம் அமலான 1959ம் வருஷத்திலிருந்து அமல் நடத்தப்படவும் முதலாளிகளது - அநீதியான வியாபாரிகளின் காரணமாக பாதிக்கப்பட்ட தொழிலாளிகளுக்கு சம்பந்தமிருந்து சம்பளம் அடைக்க வேண்டுமாயும் இம் மகாசபை கேட்டுக் கொள்ளுகிறது.

தீர்மானம் 11. வால்பாறை பஞ்சாயத்தில் ஊழல்கள் லஞ்ச, வாலாஜம், லட்சுமி கட்டில் பஞ்சாயத்தின் பணம் விரயம் செய்யப்பட்டுள்ளது, பஞ்சாயத்தின் ஊழல்களுக்கு குறிப்பிட்ட தேதியில் சம்பளம் கொடுக்காமல் இரண்டு வரும் நிலைமை, பஞ்சாயத்தின் நடவடிக்கை குறிப்புகள் /மில்டி/ திருத்தப் பட்டுள்ளது. பஞ்சாயத்தின் கார்ட்டர்கள் வேண்டிய சில-நபர்களுக்கு மட்டும் வழங்கப்பட்டு வருவது - போன்ற உள்ள ஊழல்கள் பற்றி ஒரு பொது விசாரணை செய்ய சம்பந்தப்பட்டவர்களைத் தண்டிக்க வேண்டும் என்ற தொடர்ந்து கேட்டு வந்தும் மலையாளிகள் சுவை செய்ததாகத் தெரியவில்லை. இது மேற்கொண்டு ஜனங்கள் மத்தியில் சந்தேகத்தை ஏற்படுத்தி வருகிறது. சுகலே உடனடியாக ஒரு பரிசீலனை பொது விசாரணை நடத்தி குற்றவாளிகளைத் தண்டிக்க வேண்டும் என்ற இம் மகாசபை சர்க்காரையும், சம்பந்தப்பட்ட அதிகாரிகளையும் கேட்டுக் கொள்ளுகிறது.

**DARJEELING DISTRICT**  
**CHIA KAMAN MAZDUR UNION**

( REGD. NO. 2256 )

President :—Ratanlal Brahmam  
 Gen. Secretary :—Ananda Prasad Pathak

CHOWK BAZAR,  
 DARJEELING.

Ref. No. TU/DIM-55/61/173

Date 12th. June 1961.

The Manager,  
 Balasun Mahore Tea Estate,  
P.O. Tung.

Dear Sir,

. U. C
I.P. 1879 : 20.6.61...
File No. ....

In view of your uncompromising attitude in the joint conference held at the Labour Directorate, Darjeeling, on 12.6.1961 in settling the following dispute amicably, it has been decided that the workers of Balasun Mahore Tea Estate would strike work with effect from the 20th. June 1961 till their demands are conceded to:

1. That, all the dismissed workers be reinstated in their respective services with immediate effect.
2. That, all the notices of discharge and eviction served on the family members of the dismissed workers be withdrawn at once and they should be reemployed with full compensation for the period of their discharge from their respective services.

Please, therefore, take this notice of strike and note that the workers of Balasun Mahore Tea Estate would go on strike on and from the 20th. June 1961 till their demands are conceded to.

Yours faithfully,

*Abhaya*  
 SECRETARY.

Copy to:

1. Copy to The Assistant Labour Commissioner, Darjeeling.
2. The Hon'ble Labour Minister, Govt. of West Bengal, Cal.
3. The Deputy Commissioner, Darjeeling.
4. The Superintendent of Police, Darjeeling.
5. The General Secretary, All India Trade Union Congress, New Delhi.
6. The General Secretary, Bengal Trade Union Congress, AITUC Calcutta.

118 (1)

**DARJEELING DISTRICT  
CHIA KAMAN MAZDUR UNION**

President — Hetalal Brahma  
Gen. Secretary — Ananda Prasad Pathak

CHOWK BAZAR,  
DARJEELING.

Ref. No. TU/3/9/61/171(VI)

A. I. T. U. C.  
Received 1276 / 10.6.61 Date 7th. June 1961

The Hon'ble Labour Minister,  
Government of West Bengal,  
Writers' Buildings,  
Calcutta-1.

(276)

Dear Sir,

The Executive Committee of this Union has directed the undersigned to communicate the decision of the said committee taken in its extended meeting held on the 3rd. June 1961 :

That, the Govt. has totally failed to honour its assurance and declaration in respect of the abolition of "HATTABATAR" and dismissal and eviction of entire family members on the dismissal of any one of the family members. This Union has repeatedly been demanding of the Govt. to abolish this hated practice by legislation but in vain. Consequently, the employers are continuing this practice in full swing with impunity.

That, this Union has repeatedly been urging the Govt. to persuade the employers to accept the amendment on the present standing orders in force in tea gardens to ensure natural and impartial justice before awarding any punishment to the workmen. In this connection this Union has already submitted its amendments therefor to the Labour Commissioner, Govt. of West Bengal, Calcutta vide its letter No. TU/6/1/60/603 dated 12th. August 1960. But no tangible result has yet come out.

That, after a prolonged agitation and movement, the Govt. conceded to set up a Wage Board for tea plantation. But the work of Wage Board is progressing ~~very~~ the very very slowly. In this connection we have been repeatedly urging the Wage Board to expedite the submission of its recommendations but in vain. We have also been demanding that the Wage Board should immediately recommend an interim increment in the wages of tea workers pending full pledged and final recommendation of the Board. This too has yet not been conceded to.

That, the nominees of the dead workers and other ex-members in many tea gardens have not yet received back the refund of the accumulations of provident fund in their credit and no account slip has yet been supplied in many tea gardens ever since the introduction of the provident fund scheme inspite of series of correspondences exchanged between the authorities concerned and this Union.

legitimate demands.

To begin with this movement, stage by stage, the committee has decided to observe "AMEL-NATTABAHAR" and "DEMAND DAY" on 10th. June 1961 in all tea gardens.

Even after this, if the Govt. prefers to keep silent and unconcerned the Committee has decided to go on a General Strike within a fortnight's time.

It is hoped that the Govt. would take ~~an~~ appropriate action to redress these grievances and demands before it is too late.

An early ~~re~~ reply is solicited.

Yours faithfully,

*Basak*  
SECRETARY,

Copy to:

1. The Under Secretary to the Govt. of India,  
Labour Department, New Delhi.
2. The Joint Secretary to the Govt. of West Bengal,  
Writers' Buildings, Calcutta.
3. The Labour Commissioner, West Bengal,  
Calcutta.
4. The Regional Provident Fund Commissioner,  
Govt. of West Bengal, Calcutta.
5. The Assistant Labour Commissioner,  
Govt. of West Bengal, Darjeeling.
- ✓ 6. The General Secretary, All India Trade Union Congress,  
4 Ashok Road, New Delhi.
7. The General Secretary, Bengal Committee,  
AITUC, Calcutta.

June 3, 1961

Dear Com. Parvathi,

SAD feels that he will have no time at Bangalore after the NC meeting for plantation meetings. Things are uncertain and taking this commitment is not advisable.

We are nominating Coms. Vriddhagiri and Narasimhan for Coffee Wage Board. Re. Rubber, I am still awaiting reply from Com. Balachandra Nairon.

With greetings,

Yours fraternally,

*K.G. Sriwastava*

(K.G. Sriwastava)

ENCL: Letter from Chai Bagan Workers Union,  
Dehra Dun

**DARJEELING DISTRICT**  
**CHIA KAMAN MAZDUR UNION**

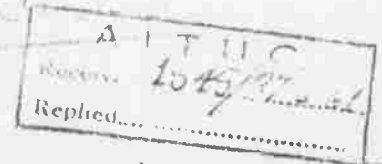
President — Ranabai Dasgupta  
Gen. Secretary — Ananda Prasad Pathak

CHOWK BAZAR,  
DARJEELING.

Ref. No. TU/ KV-61/61/142(4)

Date 24th. May, 1961.

The Hon'ble Labour Minister,  
Government of West Bengal,  
Writers' Buildings,  
CALCUTTA-1.



Subject : Dismissal and eviction of entire family members on the plea of dismissal of the head of family or any other member of the family at Kalej Valley Tea Estate.

Dear Sir,

When we met last at a Conference at Kurseong Dak Bungalow on 10th May 1961, I drew your kind attention to the uncooperative and callous attitude of the managements of tea gardens towards the request of the Government to discontinue the above practice. I put forward a concrete instance of the recent practice of the management of Ba-lasun Mahore Tea Estate. You had then been kind enough to assure us that you would look into the matter.

But inspite of all your assurances we find that the managements of tea gardens care a fig for the request of the Government and continuing this out-moded and hated practice with impunity. To cite another glaring example, I enclose herewith a copy of the notice of dismissal and eviction of entire family members issued by the management of Doosteriah and Kalej Valley Tea Estate (Private Limited, Darjeeling on five workers and their family members of Kalej Valley Tea Estate. In this connection your attention is drawn to your categorical declaration on the floor of the West Bengal Legislative Assembly stating that this practice would be discontinued but even after this declaration, several concrete instances were cited before you but no action has been taken by the Government. It is also known to you that on the floor of the West Bengal Legislative Assembly, a proposal was placed by Sri S.N. Mazumdar, M.L.A. and Sri B.B. Hamal, M.L.A. to pass a legislation banning this practice but unfortunately the said bill was dropped but you assured for the discontinuance of the said practice.

However, the said practice is going on in full swing. Inspite of repeated reminders with concrete instances of the said practice no action has been forthcoming from the Government side.

This has practically taxed the patience of the labourers who do not find any way out from the grip of this octopus and as such discontent may flare up at any time if the Government fail to comply with their own written and categorical assurances as pointed out hereinabove.

An early action is solicited for keeping the Industrial peace.

Thanking you.

Yours faithfully,

*Abanindranath*  
SECRETARY, ✓

Encl. 1.

Copy to :

Darjeeling District Chia Kaman Mazdur Union.

TRUE COPY.

DOCTERIAN & KALEJVALLEY TEA ESTATE (PRIVATE) LIMITED.

Kalej Valley Tea Estate,  
T.O. Darjeeling,  
P.O. Ghoom.

REGISTERED A.D.

Dated 11th. May, 1961.

Birkhlay Tamang,  
Milling Division,  
Kalej Valley Tea Estate,  
P.O. Sonada.  
Darjeeling.

You are hereby informed that certain charges were framed against you as per Charge Sheet dated 14th. April, 1961 and you were afforded full opportunity to submit your written explanation and defend yourself in an open enquiry which was arranged under intimation to you whereby, you were given a chance to adduce any evidence in your support.

The management has given a thoughtful consideration to your explanation as well as to the proceedings of the enquiry conducted into the matter and the charges as enumerated in the aforesaid charge sheet are fully established and proved beyond any reasonable doubt.

You are, therefore, hereby informed that you stand dismissed from the service of this estate with effect from to-day as per provisions of the Standing Orders.

You are further informed that a statement of account is attached herewith and the balance if any may be collected by you from the garden office within a week from the receipt hereof.

As your service with this garden is terminated you are required to vacate the estate's house so far occupied by you as an incident of your employment together with all your family members, workers and non-workers to whom discharge notices are being issued, within a month from the receipt of this notice failing which legal proceedings shall be instituted against you in the court of law for your eviction from this garden without any further notice to you. You will also cease to be eligible to draw any rations or to receive any facilities whatsoever from this estate on and after 11th. May, 1961.

You are also further required to vacate and hand over your possession to the management khet land measuring 70 tonga which were permitted to cultivate as an incident of your employment which is now not permitted to be cultivated on and after 11th. May, 1961. You will be paid a suitable compensation for any standing crop on the aforesaid khet land.

Sd/- x x x x  
Manager.

c.c.for information to :-

1. The Assistant Labour Commissioner, Darjeeling.
2. The Labour Adviser, D.B.I.T.A., The Club, Darjeeling.

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Notices of similar nature have been issued to Chursay Mongar, Tulay Mongar, Kahar Singh Mongar, Jalay Chhetri alias Jal Kumar Chhetri.

श्री अणुबन्धु म. उ. इन्डियन

अन्तर्गत संस्था देहरादून

29/5/61

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

Dear Com.,

A. I. T. U. C.  
Received 16.06/31.52

Ref. our previous communications regarding the tea garden workers joint movement here.

As you already know the Taken Strike of 25/4 was an unprecedented success. The 5,000 strong demonstration in the town of Dehra Dun (there was another 1,500 strong in the town of Choharpur) went to the bungalow of the D.M. and intimidated the latter of the demands and the intemperance of the employers and the callousness of the Labour Department who had not moved a finger to intervene in the long struggle. He agreed to make an effort of conciliation.

So on 18/5/61 he called all the employers and all the T.U. leaders. Discussions from both sides were carried on. We succeeded in pleasing down the employers, but no conclusion was reached. The D.M. advised for starting of mutual negotiations, estate wise.

However no response to that advice of the D.M. has come forward. So a general meeting of the workers of the plantations was held yesterday. The copy of the resolution passed therein is being herewith enclosed for your information.

The next stage now is GENERAL STRIKE, which is fixed from 15th of July or thereabouts and we are making preparations for it.

Yours faithfully,

(Moha Ram)  
General Secretary.

*Handwritten notes:*  
The matter to be kept  
B.H.D. to be kept up  
copy to :-  
M.R.  
7/11

1. The National Union U.P.S.N.G., 2 Nos.

2. Com. P. O. of the P. O. P., President and Secy  
Garden Union Dehra Dun.



June 10, 1961

General Secretary,  
Cha Bagan Mazdoor Union,  
Paltan Bazar,  
DEHRA DUN.

Dear Comrade,

Thank you for your letter of 29th May with regard to the joint movement for the realisation of workers' demands. We are happy to know about these developments and we wish you further successes in forging greater unity and the preparations for action.

We would suggest that you may also approach the Evaluation and Implementation Board of the U.P. Labour Ministry in this connection, apprise them of the situation and ask for the Board's intervention.

We hope you will keep us informed of the developments from time to time.

Your letter to Com. Parvathi Krishnan has been forwarded to her Coimbatore address.

With greetings,

Yours fraternally,

*(K.G.)*

(K.G. Srivastava)  
Secretary

Chai Bagan Mazdoor Union,  
Paltan Bazar,  
Dehra Dun  
26/6/61

Shri Com. Parwati Krishnan, M.P.  
President, Chai Bagan Mazdoor Union, Dehra Dun.

Dear Com,

This is in continuation of our letter of 29/5/61.

As reported therein, strike notices have been served in all the tea estates in the district for the general strike to begin from 15/7/61. There was a marked hesitation in the other leadership than ours which is now in the Joint action committee with us, as you already know. But we went ahead with our own gardens which are in majority & at the same time warning our ranks against possible ~~betrayal~~ betrayal by that leadership, but most sedulously functioning the Joint Committee. The result was that that leadership has also had to take strike ballot in its own gardens, though very late, and to serve strike notices. We are again on guard against possible sabotage by that leadership.

The main demands are :

1. Implementation of the revised minimum wage notified by the U.P. Govt. as a result of our joint struggle and token strike.

The revised Min. Wage has been fixed at Re 1.44 a day instead of the old Re 1.00. w.e.f. 1st May. However only 5 gardens have implemented this revised min. wage; the rest have not.

The revised min. wage does not provide such a marked increase (of 44%) as appears on the surface, because for 8 months in the year, the women workers whom it mainly affects, pluck leaves on piece rates and in that it does not affect, for they already ~~pluck leaves~~ earn more. Yet the increase is very significant and is a big victory *helps to get women workers in the industry*

2. As the min wage (revised) has only affected those getting the past min. wage of Re 1.00, we demand that those already getting more than Re 1.00 a day should also get the same increase of 44%.

3. Rates of plucking leaves should also be increased by 44%.

Besides these all the other demands are those of the last token strike, which concern mostly implementation of Standing Orders, and Plantation Labour Act and Factories Act.

The Labour Department is sitting mum as usual.

The preparations for the general strike are on and we shall have an unprecedentedly united movement this time.

With greetings,

Fraternally,

(Mela Ram),  
General Secretary.

Copies to :

1. A.I.T.U.C.,

2. U.P.T.U.C., Regional Office at Meerut.

*File*  
*1/10/61*

Form E

Notice for the disposal of application.

Whereas under the Payment of Wages Act, 1936 (IV of 1936), a claim against you has been presented to me in the application of which a copy is enclosed, you are hereby called upon to appear before me either in person, or by any person duly instructed, and able to answer all material questions relating to the application, or who shall be accompanied by some person able to answer all such questions, on the \_\_\_\_\_ day of \_\_\_\_\_ 19 \_\_\_\_ at \_\_\_\_\_ o'clock in the ~~fore~~ after noon to answer the claim; and as the day fixed for your ~~application~~ appear

DISTRICT TEA GARDEN WORKERS

JOINT ACTION COMMITTEE,

22A, 1st Cross Chowk,

Dehra Dun, 22/5/61

To:—

- (1) The District Magistrate,  
Dehra Dun,
- (2) All the Members of the Tea Estates in Dehra Dun,
- (3) The Hon. Minister for Labour,  
Uttar Pradesh,  
Lucknow.
- (4) The Labour Commissioner,  
Uttar Pradesh,  
Lucknow.
- (5) The Assistant Labour Commissioner,  
Dehra Dun.
- (6) The Addl. Regional Conciliation Officer,  
Saharanpur.
- (7) The Labour Inspector,  
Dehra Dun.
- (8) The Plantation Inspector,  
Dehra Dun.

Dear Sir,

A General meeting of the workmen of the tea estates of District Dehra Dun was held under the auspices of the Joint Action Committee on 25/4/61 under the Presidency of Sri J.M. Goyal.

The resolution passed therein unambiguously is hereunder being referred for your kind consideration and necessary action.

RESOLUTION

" The General meeting of the workmen of the tea estates of District Dehra Dun being held under their Joint Action Committee expresses thanks to the District Magistrate, Dehra Dun, Sri J.M. Goyal, that at the request of the Token Strike demonstration that met him on 25/4/61, he kindly intervened in the dispute and invited the the representatives of the workmen and the employers at a joint meeting on 18/5/61 with a view to finding avenues for an amicable settlement.

" The meeting regrets that despite the well considered advice of the District Magistrate given by him while standing up the meeting, no employer has yet come forward to negotiate with the workmen on the demands concerned.

" The District Magistrate had, after carefully listening

advised both the employers and the workmen that the former should implement all the existing legislations pertaining to the workmen such as the Plantation Labour Act and the Government notifications, including the recent one fixing the Minimum Wages at Re 1.44 a day and continue the existing privileges and facilities and that for the rest of the demands, ~~such as~~ the one regarding the increase of the wages of other workmen ~~whom~~ who already receive the new minimum ~~wage~~ <sup>on the whole</sup> both the employers and the workmen should negotiate and settle up the demands amicably ~~is~~ and avoid the harmful path of a general strike.

" Although in the meeting of the 18th day, both the employers and the workmen heartily accepted this advice of the District Magistrate, but from the total lack of any concrete response as yet from the side of the employers, it appears that the employers have not in fact imbibed the spirit of the advice.

" The workmen on their part have not only truly accepted the DM's advice but have all along been following the policy of extending the hand of mutual settlement. The token strike, so successful, peaceful and disciplined, that it created a record in the history of T.U. movement in our district, was undertaken only to provide one more chance to the employers and to give them a warning against their intransigence. Even the kind <sup>of it</sup> intervention was also obtained by the workmen themselves with the same objective in view.

" The meeting once again requests the employers to act up to the advice of Sri J. N. Goyal and start negotiations with workmen for an amicable ~~the~~ settlement within a week, otherwise the workmen shall have no alternative but to start proceedings for a general strike.

" The meeting assures of full reasonableness on the part of the workmen if the employers take to the path of amicable settlement, and hopes that they shall heed this last minute appeal. "

(Brijendra Kumar),  
Plantation Committee.

copy

GOVT. OF ASSAM,  
LABOUR OFFICE. GOLAGHAT

NO. 10 . 22 46/61/1577-8

Dtd 19th June /61.

FROM,

SHRI R.K. BORGOMAIN,  
LABOUR INSPECTOR, GOLAGHAT.

TO

SHRI GAKUL CHANDRA GOALA,  
SECRETARY, NAMBURNADI T. E. CHAH MAZDOOR UNION,

SUB:-

UNION MEMBERSHIP & ENTERTAINMENT OF  
COMPLAINTS.

Ref.

This office letter No. 10. 46/61/1440  
Dtd 31st May /61.

D/Sir,

In continuation of this office letter above I am to say that you had failed to satisfy me as to the number of members your union commands at Namburnadi T.E. whereas the Assam Chah Mazdoor Sangha, which was also called upon to produce the membership records, appeared with relevant records and documents. On scrutiny, it was found that the Assam Chah Mazdoor Sangha, Lolghat Branch, commands a membership of 525 labourers out of a total of 700. It is therefore clear that the Assam Chah Mazdoor Sangha has the largest membership.

In view of this, it is not possible to entertain any dispute raised by your union.

Copy to General Secretary

Chah Mazdoor Union.

Malow Ali, Jorhat. This has a reference to his letter No. 31/61/73-69  
Dtd 1.6.61.

Yours Faithfully

Labour Inspector, Golaghat.

The Plantation Labour Association (20592)

The Nilgiri Branch of  
The Tamilnad Plantation Workers' Union

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

COONOOR, R. S.

Ref:

Dated 16-5-61. 19

To

A. I. T. U. C.  
Received 1473/225501  
Replied.....

Dear Comrade,

Last March the plantation workers all over India conducted the Demands Week on certain demands. You had the Joint Commissioner XXXXXX meetings, held a conference of the representatives of both labour and the management but no settlement has been reached. The wage board though it is months since was constituted has not so far taken the question of interim wage. The wage board for coffee and rubber so far

In this background informed discussions were held with com. Parvathiprisadhan, J.P. vice president of the A.I.T.U.C. and came to the conclusion that the agitation should be taken a step further by way of one day strike by about the 4th June.

Please be kind enough to consider this proposition and let me have your views. If you are agreeable to the same I suggest that you call the workers meeting and announce the decision (no doubt after consulting the executive) and issue strike notice to the managements concerned.

Early reply would be much appreciated.

Thanking you,

com. Parvathiprisadhan,  
Ramanathan, Valparai

A.I.T.U.C.  
A.I.T.U.C.

Yours fraternally,  
*P. Prudhose*

P.P.

May 24, 1961

Gen. P. Vriddhachari,  
Plantation Labour Association,  
Coimbatore.

Dear Sirs,

Yours of 16th inst.

We are trying to hold a trade meeting of comrades from plantations at Bangalore in the third week of June and we are of the opinion that your proposal may first be discussed there.

Wage Boards for Coffee and Rubber are being constituted. AITUC has been given both the seats on Coffee and one seat on Rubber Wage Board.

With greetings,

Yours fraternally,

(K.G. Sriwastava)



**DARJEELING DISTRICT**  
**CHIA KAMAN MAZDUR UNION**

President — Ratental Brahma  
Gen. Secretary — Ananda Prasad Pathak

CHOWK BAZAR,  
DARJEELING.

Ref. No. TU/ BEI-53/61/128 (7th)

Date 10th May, 1961

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

*Complaint re. Balamun Bahore*

*Re. Balamun Bahore*  
*10/5/61*  
*File*

Subject : Dismissal and eviction of family members on the dismissal of the head of the family and recent practices of the management of Balamun Bahore Tea Estate to dismiss and evict even the head of the family on the dismissal of the junior members of the family.

Dear Sir,

Perhaps it may be irksome for you to go through the volumes of correspondence transpired between this Union and the Government of West Bengal and the Central Government on the first part of the subject matter as mentioned hereinabove and as such, the Hon'ble Labour Minister of the Government of West Bengal, was pleased to declare the above practice as illegal on the floor of the West Bengal Legislative Assembly and that the discussions with the planters in this hill area, had produced some tangible result to stop this practice. Even after the above declaration made by the Hon'ble Labour Minister, several conferences were held at Calcutta with the Hon'ble Labour Minister who assured our U.M.s. that the planters were apprised of this fact to stop this practice and as such, this practice declared illegal by the Central and the State Governments must discontinue.

But, the most tragic part of this practice is that the assurances of the Government, has only maintained the formality of the dignity of the Constitution and the current labour laws of the country whereas the planters are continuing the same practice in a subtle manner when they get an opportunity.

Recently in Balamun Bahore Tea Estate, the management has served notices upon several workers and their heads of the family either to face dismissal and eviction or to cut off all connections with their blood-relations who are involved in some cases still pending before the Court and the following notices were served upon respective workers etc. :

1. Notice on Jasbir Rai, brother of Jasdhan Rai involved in a case still subjudice to quit the garden or to cut off all connections with Jasdhan Rai - notice dated 26.4.1961.
2. Notice on Gauri Saha Kamini w/o Dilliman Kamal to quit the garden - notice dated 20.4.1961.

The above two notices are quoted as samples but there are several other notices of the same type lying with us and those will be submitted to you at the time of discussions.

The said illegal and heinous practice has again found a new lease of life in total defiance of the above quoted assurances from the Central and the State Governments respectively. It is curious indeed that the employers are empowered to defy the orders of the Government with impunity whereas a minor non-compliance on the part of the worker, creates a tempest in a tea-pot. If the planters can formulate their own laws in defiance of the orders and laws of the Government, it will definitely go to show that the Government is playing the role of a benevolent spectator to see its own orders defied and dishonoured by a handful of planters.

This kind of behaviour of the planters if given indulgence by the Government, the workers will be constrained to decide some other course which may spell disaster for all concerned. Patience has its limits and when it is taxed to the end of its tether, the rebuff will recoil on the head of those who grind the axe in a reckless manner. If the Government feel itself committed in some manner to the planters, the communications and assurances quoted above, becomes a hoax. The only purpose served by the above communication and assurance can be legally and morally equated with the well-known maxim, "The operation is successful but the patient died."

True copies of the notices is enclosed herewith for your perusal and immediate action.

It is hoped that you would kindly take necessary action so that this injustice may be set aright without further delay for industrial peace.

Your attention is also drawn to this Union's letter No. TS/E-59/60/672 dated the 12th September, 1960 on the above subject.

Yours faithfully,

*Secretary*  
SECRETARY,

Darjeeling District Chinaman Mazdur Union.

Copy to :

1. The Hon'ble Labour Minister, Govt. of West Bengal, Calcutta.
2. The Asstt. Secretary to the Govt. of West Bengal, Labour Dept.
3. The Secretary, All India Trade Union Congress, New Delhi.
4. The General Secretary, West Bengal Committee, AITUC, Calcutta.
5. Sri Satendra Narayan Mazumdar, M.L.A., Siliguri.
6. Sri Shadra Bahadur Hamal, M.L.A., Darjeeling

676

WEST BENGAL COMMITTEE

# All India Trade Union Congress

249, BEPIN BEHARI GANGULI STREET, CALCUTTA-12

Ref.....

Date 13/5/1961

Tea Bonus Agreement

Dear Comrade Dande

A. I. T. U. C.
Received 13/5/1961
Replied.....

Com: Manojan is  
 away to Darjeeling + Dooars.  
 A copy of the agreement that you  
 have asked for is being  
 herewith.

Yours Comrade

T. M. Saha

file  
in tea

4/5/61

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

A. I. T. U. C.  
Received 12/07/5-5-61  
Replied.....

Dear Com. :

Dear

We are proud in informing you that the ONE DAY  
STOP WORKS of the tea garden workers of our District  
on the 17th April was the completest success ever achieved.  
About 5,000 workers of ALL THE 19 TEA ESTABLISHMENTS went on  
strike at midnight and there was not a single worker all  
through the day either in the fields or in the factories.

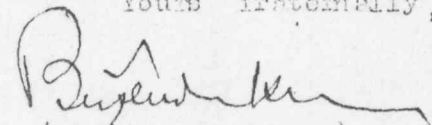
In the afternoon one procession of workers paraded  
the streets of Dehra Dun Town. It was a huge procession  
like of which has never been witnessed in the Town's  
history and the papers reported a demonstration of over  
5,000. The procession went to the residence of the District  
Magistrate, where it placed the demands of the workers. It  
ended in a meeting held on the Clock Tower where Sri Brijendra  
Kumar and Sri L.R. Ulfat addressed a big meeting. A resolution  
was passed there announcing that if no response was yet  
received from the Govt and the Employers, then notices shall  
be served for general strike in ALL the gardens.

Another demonstration equally unprecedented in its  
dimensions paraded the streets of MOURNPUR a town 24 miles  
from Dehra Dun. The papers reported a demonstration of  
over 2,000 there. This ended in a meeting addressed by Sri  
Kola Ram, General Secretary of the Chai Bagian Mazdoor Union  
and Sri Surari Lal of the Chai Bagian Mazdoor Parishad.

As there has till now been no response from the  
employers, it seems incumbent that a general strike has  
to be undertaken.

We shall intimate further developments.

Yours fraternally,

  
( Brijendra Kumar ) ,

For General Secretary .

General Secretary  
CHAI BAGAN MAZDUR UNION

TELETYPE

To  
SRI GANDIRUKAYA KAMINI,  
Woman Worker.

On 27th. July 1960 your husband Dilliman Kamini was found guilty of a gross misconduct in as much as he in conjunction with others took part in riotous conduct as a result of which two members of the subordinate staff received serious injuries, and in which the Manager, and the assistant manager were assaulted and wrongfully confined in the factory; he was dismissed and was instructed to vacate the Company's quarter which he was occupying as an incident of his employment. As he cannot be denied access while you reside on the estate, it will be necessary to terminate your services with this Company. However, before any final orders are issued, I will be pleased to hear anything you may wish to say why your services should not be terminated, and I will therefore grant you an interview for this purpose at the garden office on 4th, May 1961 at 9.00 hrs. I.S.E.

Malayan Tea Estate,  
Date 20th. April 1961

\_\_\_\_\_  
Manager,

Certified that the above notice has been served on .....  
and read out to her in a language she understands.

Witness (1).....  
Witness (2).....

\_\_\_\_\_  
Malayan Tea Estate,

TRUE COPY

SHOW CAUSE

Sra/ Sanja Tamangeni ( Woman Worker)

On 29th. July, 1960 your husband Sudhiman Tamang, was found guilty of gross misconduct in as much as he in conjunction with others took part in riotous conduct as a result of which two members of the subordinate staff received serious injuries, and in which the Manager, and the Assistant Manager were assaulted and wrongfully confined in the factory ; he was dismissed and was instructed to vacate the company's quarter which he was occupying as an incident of his employment. As he cannot be denied access while you reside on the Estate, it will be necessary to terminate your services with this company. However, before any final orders are issued, I will be pleased to hear anything you may wish to say why your services should not be terminated, and I will therefore grant you an interview for this purpose at the garden office on 4th. May, 1961 at 6 hrs. P.M.

Balasan Tea Estate,

Date 20th. April, 1961.

Ed/- Manager.

)))

---

Certified that the above notice has been served on ..... and read out to her in a language she understands.

witness (1)...

..... Manager

witness (2) .....

Balasan Tea Estate.

THIS COPY

SIDE COPY

M. Nati Nathi (Woman worker)

On 29th. July, 1960 your husband Harbo Nathi was found guilty of gross misconduct in as much as he in conjunction with others took part in riotous conduct as a result of which two members of the Subordinate Staff received serious injuries, and in which the Manager and the Assistant Manager were assaulted and temporarily confined in the factory; he was dismissed and was instructed to vacate the company's quarters which he was occupying as an incident of his employment. As he cannot be denied access while you reside on the estate, it will be necessary to terminate your services with this company. However, before any final orders are issued, I will be pleased to hear anything you may wish to say why your services should not be terminated, and I will therefore grant you an interview for this purpose at the garden office, on 14th. May, 1961 at 10 hrs. P.M.

Malayan Tea Estate,

Date 20th. April, 1961.

SD/- Manager,

-----  
Certified that the above notice has been served on .....  
and read out to her in a language she understands.

Witness (1).....

Witness (2) .....

Manager,  
Malayan Tea Estate.

TRIAL COPY

PROSECUTION

Mr. Thomas Kerkel ( Town Worker )

On 29th. July, 1966 your husband Makerey was found guilty of gross misconduct in as much as he in conjunction with others took part in riotous conduct as a result of which two members of the subordinate staff received serious injuries and in which the manager and the Assistant Manager were assaulted and wrongfully confined in the factory; he was dismissed and was instructed to vacate the Company's premises which he was occupying as an incident of his employment. In order to be denied access while you reside on the Estate, it will be necessary to terminate your services with this Company. However, before any final orders ~~can~~ are issued, I will be pleased to hear anything you may wish to say why your services should not be terminated, and I will therefore grant you an interview for that purpose at the garden office on 4th. May, 1967 at 3-30 P.M.

Belarus Ten State,

Date 21st. April, 1967.

Yd/- Manager

-----  
Certified that the above notice has been served on .....  
and read out to her in a language she understands.

Witness (1).....

Witness (2) .....

Manager

Belarus Ten State.



TRUE COPY

SHOCK CAUSE

En. Metall Chhetrini (Woman Worker)

On 29th. July, 1960 your husband Manabohakar Mangar was found guilty of gross misconduct in as much as he in conjunction with others took part in riotous conduct as a result of which two members of the Subordinate Staff received serious injuries, one in which the Manager and the Assistant Manager were assaulted and wrongfully confined in the factory; he was dismissed and was instructed to vacate the Company's quarters which he was occupying as an incident of his employment. As it cannot be said & access while you reside on the Estate, it will necessary to terminate your services with this company. However, before any final orders are issued, I will be pleased to hear anything you may wish to say why your services should not be terminated, and I will therefore grant you an interview for this purpose at the garden office on 12th. May, 1961 at 9-30 hrs. P.M.

Kalasin Tea Estate,

Dated 20th. April, 1961.

Yours/- Manager.

Certified that the above notice has been served on .....  
and read out to her in a language she understands.

Witness (1).....

Witness (2) .....

Manager,  
Kalasin Tea Estate.

THE DARJEELING CONSOLIDATED TEA COMPANY LIMITED

Balasan Tea Estate,  
Tung P. O., N.E. Rly.,  
24th. April 1961.

To

Simme ko Amma,  
Mother of Attibal Darzee,  
Balasan Tea Estate.

Attibal Darzee, your son, and his wife, Pampha Damini, were found guilty of gross misconduct on 29th. July 1960 in as much as they in conjunction with others took part in riotous conduct in which the Manager, the Assistant Manager and two members of the subordinate staff were assaulted, and as a result of which the two subordinate staff members received serious injuries. This amounted to a grievous offence under Section 15(c) viii of Standing Orders in force on this estate for which your son, Attibal Darzee, and your daughter-in-law Pampha Damini, were dismissed from the service of the Company and will be evicted from the garden (together with any children they may have at the time).

You, Simme ko Ama, are offered the option of moving into another house separate from your son, Attibal Darzee, and your daughter-in-law, Pampha Damini. In the event of your accepting the offer in writing and of moving to a separate house as per the Management's order you will not be ~~joined~~ joined to the eviction suit.

If you do not agree, the Company regrets that it will have to join you to the eviction proceedings, in which case you will be paid compensation of Rs. 420.00 after which ~~subsidance~~ payment you will no longer be entitled to receive the subsistance allowance heretofore granted you by the company so that you may leave the garden on eviction with your son, Attibal Darzee, and his wife, Pampha Damini.

You are given from the date of this notice till 11th. May 1961 (17 days) to consider this offer and to give your written reply, for which purpose you may see me at the Company's office at 0900 hrs. I.S.T. on 11th. May 1961.

In the event of no reply being received or an adverse reply being received the Company reserves the right to take action accordingly.

Accepted/Refused by the addressee

Witness (1).....

Witness (2).....

SD/ XX XX XX  
Manager,  
Balasan Tea Estate.

THE DASHI LING ORGANIZED TEA COMPANY LIMITED

Balasan Tea Estate,  
Tung, P.O., N.E. Rly.,  
26th. April, 1961.

To

Jasbir Rai,  
Brother of Jashwan Rai,  
Balasan Tea Estate.

Jashwan Rai, your brother, was found guilty of gross misconduct on 29th. July 1960 inasmuch as he took part in riotous conduct in which the Manager, the Assistant Manager and two members of the Subordinate staff were assaulted, and as a result of which the two subordinate staff members received serious injuries. This amounted to a serious offence under section 13(c)viii of Standing Orders for which your brother was dismissed from the service of the Company and will be evicted from the garden (together with any wife and/or children he may have at the time).

You, Jasbir Rai, are ordered to move with your father, or in the event of your father refusing to move as per the Management's order, alone into another house to be allotted you by the management, separate from your brother Jashwan Rai, so that you may not become involved in the eviction proceedings. Should you fail to obey this order, you are hereby warned that you will be dealt with under standing orders.

You are given from the date of this notice till 11th. May 1961 (15 days) to consider this, and to give your written reply for which you may see me at the Company's Office at 0930 hrs. 1.00 P.M. on 11th. May 1961.

In the event of no reply being received or an adverse reply being received the Company reserves the right to take action accordingly.

Accepted/ Refused by the addressee.....

Witness (1).....

Witness (2) .....

Sd/ x x x x x x x  
Manager,  
Balasan Tea Estate.

A.I.T.U.C.  
Received 958/22-4-61  
Rephed.....

The Tamil Nad Plantation Workers'  
Union, Regd. No. 1491, VALPARAI  
Coimbatore District

17th April, 1961

Com. Parvathi Krishnan, M.P.,  
New Delhi

Dear Comrade,

There is a strong rumour here that the  
Plantation Appeal in the Supreme Court will come  
up in the course of next month and we do not have  
any official, or authoritative information about  
the same. We have been requesting ~~at~~ you at a  
number of occasions, that the hearing of the Appeal  
may be expedited.

I request you to kindly look into this ~~and~~ and  
confirm whether it was true, if not, it may please  
be expedited.

With greetings,

Yours fraternally,

*A. Ramanathan*  
(A. Ramanathan)

AR/Jsa

cc. The All-India Trade Union Congress, New Delhi

COIMBATORE DISTRICT  
P.O.  
TO THE SECRETARY  
A.I.T.U.C.  
VALPARAI

April 10, 1961

General Secretary,  
Chai Bagan Mazdoor Union,  
Phalton Bazar,  
DEHRA DUN

Dear Comrade,

Thanks for your letter of 6th April.

2. Your reply in detail giving the steps taken by you to utilise the governmental machinery and approach the employer for the settlement of the issues and that you got no response from them has been noted. This is a good reply for the violation of the Code of Discipline.

You can endorse a copy to the Central EMI Machinery, Government of India, also.

Ask the Labour Inspector to talk about the demands and not only about violation of Code.

Com. Parvathi is not in station. She is expected back only by about 18th April or so.

With greetings,

Yours fraternally,

*K.G.*

(K.G. Sriwastava)  
Secretary

Copy to: UPTUC - *Handwritten signature*

Com. Parwati Krishnan K.P.,  
President, Chai Bagan Mazdoor Union,  
Dohra Buzurg,  
New Delhi.

Noted 8/4/61

AITUC  
737/10-61

Dear Com.,

In continuation of our letter of 30/3/61, we have to inform you that a notice of strike for one day's ~~TOKEN~~ STRIKE on 25/4/61 has been served on ALL the Tea Estates of the District consequent upon the almost unanimous verdict of the secret ballot taken under the auspices of the Joint Action Committee.

A copy of the strike notice has been sent by us to the AITUC. We would be very thankful if you ~~use that~~ use that for your reference.

We are eagerly waiting for your reply to our previous letter.

With greetings,

Fraternally

(Mela Ram)  
General Secretary.

Gen. Regional Secretary,  
All India Trade Union Congress,  
New Delhi.

Recd. 735/10-4-61  
Replied.....

Dear Com.,

Enclosed herewith please find copy of a strike notice served by the Union for a one day token strike on one of the Tea Estates of our District. Such notices have been served on ALL the 19 Tea Estates of the District.

In this connection please refer to our letter dated 10/3/61 addressed to Smt Sucheta Kripalanai, Minister for Labour U.P. and others ~~and others~~ accompanying copies of resolutions of the All Gardens' Representatives' Meeting of 5/3/61 and the letter dated 27/3/61 addressed similarly and accompanying the resolution passed by the All Gardens General Meeting of 26/3/61 held by the Joint Action Committee. Copies of both these letters were duly sent to you as well as the UPTUC ( Meerut Regional Office ).

While forwarding the first of the letters referred to above we ~~had~~ had sought yours and UPTUC's advice also. But it is so regrettable that we have not yet heard anything from both of the Centers.

We wrote a letter to Com. Parwati Krishnan, who fortunately happens to be our President too, giving her a full report of the movement now going on jointly in tea plantations here, but have not heard from her too.

We are now sending you this copy of our latest ~~strike~~ notice, hoping that we shall after all hear something from you in this context.

From the previous communications sent to you, you might have already inferred that a joint front of all the Unions and tea estates has been formed here to conduct this movement. The main demand, as you might have seen, is one of interim wage increase. Along with this are demands pertaining to the implementation of the Plantation Labour Act.

In the 3 biggest Estates viz. Harbanswala, Arcadia and East Hope Town another major demand is the restoration of the 15 days' sick leaves with full wages as per the Certified Standing Orders of these Estates. These leaves were discontinued more than 3 years back.

Another important demand in these 3 gardens is that of the distribution of the blanket for 1960-61 winters in accordance with the criterion generally accepted.

Now today we have received a letter from the Labour Inspector Dehra Dun, warning us that if we insist on the Token Strike, it shall mean violation of the Code of

PTO

discipline .

We are scheduled to hold the meeting of the plenary session of the Joint Action Committee tomorrow and so we would consider ~~this~~ letter of warning therein and reply to the Labour Inspector accordingly .

However , let us explain the position to you.

1. As you might have yourself seen, the resolutions of the All Gardens' Meeting of 5/3/61 were sent to all the employers and the Govt. and their attention was specially drawn to the last resolution, which said that if the employers and the Govt. failed to respond within 15 days, we would have to decide for a token strike.

No one responded .

2. Again in the general meeting of 26/3/61, the resolution was passed not for the strike itself but for the ballot thereof to be held in one week . The resolution again made appeals to the employers and the Govt.

No response again.

3. Again after the sending of the present strike notice for only one day's token strike, no talk of negotiations but threats of breach of Code.

4. The workers were pressing very much for an outright general strike, but we held them back only to give the Govt and the employers a chance . But if this is how our gesture is interpreted, there shall be no way but g.s.

5. There is no so called constitutional way for the implementation of the Plantation Labour Act . The matter is not dealt with under the Industrial Disputes Act and the Plantation authorities have been refusing to move a finger for the last THREE years .

Regarding workers' housing the final recommendations of the Plantation Advisory Board have been notified 1 1/2 years back . In every meeting of the Board there are resolutions, but not a single new house has been built and the Plantation authorities are keeping absolutely mum .

Where, therefore, can we go to seek redress?

We have no way except this manner of protest.

6. Take the case of blankets in the 3 gardens referred to above .

Before the P.L. Act workers got an yearly blanket worth Rs 15/- . ~~Fixes~~ After the Act, the employers got 'approval' for a blanket worth Rs 10/- . This year the Chief Plantation Insp. gave approval for TWO YEARS for a blanket worth only Rs 13/- .

All methods of representations have been tried both by us and the Labour Deptt's good boy Pent . But the authorities are adamant. The matter has been going on since the month of December .

What other way, then is left for us.

7. Then take the case of sickness leaves as per the Standing Orders . The matter is going on for more than 3 years. ALL Labour Deptt authorities are resentful of the employers' action . But nothing is done to punish the criminal employers and restore the leaves .

What way are we left with ?

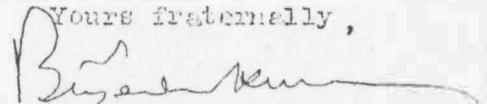


So, the talk of violation of the Code by us is mischievous. It is the employers and the Govt. who is the worst criminal in this respect.

We request you to take up our matter with the Government and make them intervene in ~~our~~ favour as our demands are absolutely justified.

We shall be waiting for a response from you,

Yours fraternally,



for General Secretary.

Copy to : UFTUC, Secret Regional Office.



wages, unlawfully deducted on this account for the last three years and more i.e. since June 1957, when the said leaves were discontinued.

15. Immediate distribution of blankets for 1960-61 winters to all workers according to the criterion laid in demand no. 7 above.

16. Grant of annual leaves with wages when required and without any condition.

17. Stoppage of illegal deduction of half day's wages in picking.

18. Grant of full festival holidays to chowkidars cartmen, malis, sweepers and workers engaged in bhungalow work.

19. Distribution of 12 lbs of good quality tea to all the workers per year.

The workers have decided for a token strike of one day only for the present, keeping in view the interest of the industry. But in case the demands are still not conceded, the workers have further decided to prepare for a general strike.

We may also point out that since the demands of the workmen are fully justified, the one day token strike, if precipitated, shall be entirely legal and justified and so the responsibility for any loss caused to the industry or the workers shall be solely of the management.

The Union hopes that the demands of the workers will be conceded in time to avoid needless deterioration of the situation.

Yours faithfully,

SL

Sd. S. N. Pant

(Mela Ram)  
General Secretary.

Secretary,  
Harbanswala Tea Estate  
Mazdoor Union.

Copies to:

1. The Secretary, Government of Uttar Pradesh, Labour (A) Department, Lucknow.

2. The Labour Commissioner, Uttar Pradesh, Rampur.

3. The Assistant Labour Commissioner, Meerut.

4. The Addl. Regional Conciliation Officer, Saharanpur.

5. The Labour Inspector, Dehra Dun.

Copy to: (1) UPTUC (Meerut Referral Office)

(2) AITUC

CHAH MAZDOOR UNION

Regd. NO. 269.

Replied.....

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

P. O. ~~Bombay~~ (Jorhat)

slow all,  
Jorhat.

Ref. No. 13/12-19

Date 4th April '61.

To

- The Labour Inspector, Jorhat.
- The Labour Officer, Jorhat.
- The Labour Commissioner, Assam, Shillong
- The Labour Minister, Assam, Shillong
- The Union Labour Minister, New Delhi.
- The General Secretary, A.I.T.U.C., New Delhi.
- The General Secy. A.I.T.U.C., Tinsukia

Subject: The views of the workers of the Jorhat, T. U. C. in respect of...

... I have the honour to state that it is the general feeling of the workers of Jorhat T. U. held on for favour of your kind information and early notice of the situation.

The resolution requires that when it is held in respect of you will kindly arrange to be the needful to represent the views of the workers of Jorhat, a company which is liable to be a part of their strict and illegal actions.

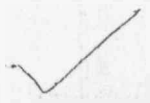
Yours faithfully,  
*Shah Dnyanesh*  
General Secretary,  
C. M. Jorhat.

Copy to: The Manager, Bahani T. U. C. Assam, for favour of his information.

General Secy.

Copy

LABOUR GOVT2 OF ASSAM. OFFICE. COCHINAT



No 10. 40/01/70/

Dtd 10th March/61.

FROM . SHRI R. K. BORCHHAIN, LABOUR INSPECTOR, COCHINAT,

SUB:- SRIMATI HIRESWARI IN GOALA, NAMBURNADI T. E. TERMINATION OF SERVICE.

Ref. Your complaint dtd 1.3.61.

With reference to the complaint above I am to say that your case cannot be entertained in view of the fact that it does not constitute an industrial dispute.

Yours Faithfully  
Labour Inspector, Cochinat.

Dated 10/3/61

To:-

- (1) Shri Bachieta Kripaloni,  
Min. Minister for Labour, Uttar Pradesh, Lucknow.
- (2) The Secretary, Labour (A) Department, U.P.,  
Lucknow.
- (3) The Labour Commissioner, Uttar Pradesh,  
Kanpur.
- (4) The Assistant Labour Commissioner,  
Meerut.
- (5) The Addl. Regional Conciliation Officer,  
Baharainpur.
- (6) The District Magistrate,  
Dehra Dun.
- (7) The Labour Inspector,  
Dehra Dun.
- (8) The Chief Inspector of Plantations, U.P.,  
Kanpur.
- (9) All the Employers of the 19 Tea Estates of the District.

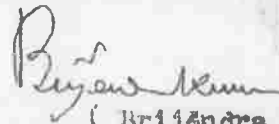
Dear Sir,

A meeting of the representatives of the workmen of all the 19 Tea Estates of District Dehra Dun as well as of all the Unions functioning among them was held on 5/3/61. The resolutions passed therein are being herewith forwarded to you for your serious consideration and necessary prompt action.

We would specially draw your kind attention to the last resolution and add that the workmen concerned have grown extremely restless and impatient owing to lack of any action on their representations for the last so many years.

Yours faithfully,

- (1) (Sd) (G. S. Pant)  
Secretary, Chai Bagh  
Mazdur Panchayat.  
Secretary, East Hope  
Town Tea Garden Union.  
Secretary, Arcadia Tea  
Estate Mazdur Sabha.  
Secretary, Harbanawala  
Tea Estate Mazdur Union.  
Secretary, Doon Tea Plan-  
tation Staff Assn.

- (2)   
(Brijendra Kumar)  
for General Secretary,  
Chai Bagh Mazdur  
Union, Dehra Dun.

Copy  
AITUC

RESOLUTIONS OF THE ALL CALEDNIS' REPRESENTATIVES'  
MEETING HELD ON 5/3/51:

ON INTERIM WAGE INCREASE & U.P. MINIMUM WAGES REVISION COMMITTEE :

WHEREAS the cost of living has increased tremendously during those years and it has become almost impossible for Tea Plantations workers, the lowest workers in our land, to exist ;

WHEREAS there has been no increase in the wages of Tea Plantations workers for the past 10 years, which period is marked for the steepest dearness.

WHEREAS the Uttar Pradesh Government Minimum Wages Revision Committee itself has recommended a minimum wage of Rs 60/- p.m. for these workers and whereas the Government of India has also appointed a Wage Board for Tea Plantations workers in realisation of the need to revise their wages, and WHEREAS this Wage Board is bound to take some time to prepare its recommendations,

THIS MEETING OF THE REPRESENTATIVES OF ALL THE TEA ESTATES OF DISTRICT DEHRA DUN JOINTLY SPONSORED BY ALL THE UNIONS FUNCTIONING AMONG THEM, DEMANDS :-

1. An interim increase of rates of plucking to 6 Naya Paisa per pound immediately, subject to a minimum daily wage equal to the time wage.
2. An interim increase of 50% in the time wages of the workmen immediately and
3. Immediate publication of the report of the U.P. Minimum Wages Revision Committee and acceptance ~~thereof~~ by the Government of the recommendations thereof.

ON DISTRICT BOARD C&P TAX :

The meeting regrets that the U.P. Government is reported to have rejected the unanimous recommendations of the Antaria Zila Parishad, Dehra Dun fixing the lowest limit of income taxable for C&P Tax at Rs 1,000/- per annum.

This recommendation of the A.Z.P. had been given after the joint representations of the tea garden workmen and after the said body had realised the plight of the workers and their need to save them from starvation and harassment.

This meeting once again wishes to draw the attention of the Government to the fact that if this limit of Rs 1,000/- is brought down, it will very adversely affect the tea garden workers whose condition, it is very well known, is one of the worst in this Country and who already are heavily burdened by the debts of money lenders and many other direct and indirect taxes including the Panchayat Tax.

The meeting therefore urges upon the Government to accept the recommendations of the Antaria Zila Parishad, Dehra Dun and to fix the taxable limit of income at Rs 1,000/- annually.

ON TEA WORKERS' HOUSING :

The meeting expresses concern that although 10 years have gone by since the Plantation Labour Act was brought on the Statute Book, 4 years since the Rules thereunder were notified by the U.P. Government and 3 years since the Housing Advisory Board has given its recommendations regarding housing for plantation workers, yet not a single new house has been as yet completed by the Planters.

The meeting regrets that although the employers are continuously refusing to implement the Act and Government Notifications in this respect, the Government is not taking any

effective action to compel the employers to implement the same.

The employers are required to construct new houses @ 5% every year and remodel @ 20% every year, but today after 4 years of the Rules framed, nothing has been done in this respect.

Further it was decided by the Housing Board that workers who had not been provided with houses and who were desirous of getting houses would be provided with the same, but this decision has also remained a dead letter.

On the contrary, the meeting observes with great concern, the employers have even stopped with the annual repairs of the existing quarters which they used to do and which they are under the Act required to undertake. The result is that their century old quarters are in ruins and source of danger to the workers' lives.

THEREFORE the meeting demands that the Government should compel the employers to fulfil immediately the quantum of new quarters and remodeling of existing houses at the specified rates every year, in future undertake annual repairs, white-washing painting etc. and to provide houses to those workers who have not yet been provided with the same, or else to pay them an appropriate house allowance.

#### ON DISTRIBUTION OF BLANKETS :

The Meeting expresses grave concern at the growing deterioration in the quality of the blankets distributed annually to the workers.

Before the Plantation Labour Act, the workmen used to get a blanket of quality worth about Rs 15/- annually. After the Act came into force, the employers got approval for a Binny blanket, half cotton half wool, worth about Rs 9.50, affecting thus a cut of 37% in this right. And now they seek to hand over for 2 years a blanket worth about Rs 13/-, thus defrauding the workmen of as much as 63% of their right.

In Harbanawala, Arcadia and East Hope Town Tea Estates, they want to distribute this Rs 13/- worth blanket which does not even tally with the sample approved. Not only this, but there are employers who have been and are refusing to distribute any blanket at all and nothing is being done to make them respect law.

The MEETING demands that a blanket worth at least Rs 10/- should be distributed to every workman of the tea gardens and the same should be made available to them well in advance of the winters every year.

This MEETING also demands that the dispute in this connection in Harbanawala, Arcadia and East Hope Town Tea Estates should be immediately settled by distributing blankets to the workmen for the winters of 1960-61 in accordance with this criterion and that all arrears of blankets in any garden whatsoever must be distributed to the workmen forthwith. The meeting urges upon the Government to undertake immediate steps to get this legal demand of the workmen fulfilled.

#### ON RESTORATION OF SICK LEAVES WITH FULL WAGES IN HARBANAWALA, ARCADIA & EAST HOPE TOWN TEA ESTATES :

The meeting regrets very much that despite continued representations to every competent authority and despite repeated assurances, the 15 days' sick leaves with full wages allowable to the workmen of the above three tea estates under certified Standing Orders of these concerns, which sick leaves with full wages stand illegally discontinued by the management for the last three years, have not been yet restored, nor has any action been taken against the concerned managements for this blatant breach



In the last meeting of the Plantation Advisory Board held on 14/11/60, it was once again decided that this matter shall be settled by reference to the Government Counsel, but again nothing has been done in concrete so far.

THE MEETING THEREFORE demands that those sick leaves with wages be restored forthwith and arrears of wages for the period of discontinuance be paid to the workers concerned.

ON LEAVES U/A 30 OF PLANTATION LABOUR ACT & LEAVE BOOKS :

This meeting regrets that leaves under section 30 of the Plantation Labour Act are not being allowed, nor leave books under Rule 35(2) have been issued to the workers.

The MEETING demands that this leave should be given to all workmen as under Law, leave books issued to them and arrears of wages for unavailed leaves be paid for the year 1960.

ON DISCRIMINATION BETWEEN WORK DONE IN FACTORY AND IN PLANTATION IN CALCULATING LEAVES :

The meeting opposes the practice of the employers of depriving the workmen of their annual leaves with wages by making an unfair discrimination between the work done by a workman in factory and that done by him in the plantation.

The meeting wishes to point out that the work in the plantation and in the factory is absolutely interlinked and a proof thereof is that the same worker is called upon to work partly at both the ~~same~~ places. So there should be no reason for making this discrimination while allowing leaves.

The meeting therefore demands that this unfair practice be stopped and workers be allowed leaves on the reckoning of their total number of workdays, either in the factory or in the plantation. However, if the employers wish to stick to their unreasonable stand, the meeting demands that these workers working in the factory should be made permanent factory workers so as not to deprive them of their legal rights.

ON ENTITLEMENT TO MATERNITY BENEFIT :

The meeting wishes to draw the attention of the Government to the fact that the provision of counting 150 days continuous number of days in the preceding 12 months for entitlement to maternity benefit by a woman worker has deprived a large number who go on working regularly all the year round in the Estate, but whose services are deliberately interrupted by the employers by laying them off in between for the purpose of depriving them of a number of benefits, including the maternity benefit.

Therefore the meeting demands that a total number of 150 days work in the preceding year, even if broken by lay offs and not continuous number of 150 days should be deemed to entitle a woman worker to maternity benefit.

ON GRATUITY SCHEME :

The meeting demands that a gratuity scheme on the basis of one month's pay for each year of completed year of service be forthwith enforced. This shall not only give some relief to the regular and old workmen in their days of need, but also ensure more stable and disciplined work in the industry.

ON GROWING DIFFICULTY OF FIREWOOD :

The meeting expresses grave concern at the growing difficulty of the tea workers in respect of firewood. The right of workmen of getting their full requirements of firewood is almost a century

old established right. The employers have also time and again advanced this right in the course of numerous disputes specially those pertaining to wage increases. However, for the last few years in their greed of making quick profits, the employers have started selling shade trees on large scale and squeezing out this right by threatening, chicanery and penalising the workmen.

The meeting demands unequivocally that the workers are not prepared to forego this well established right of theirs which is a matter of their very existence and demands of the employers to go on providing for the full firewood requirements of their workmen gratis as of old and cease all victimisation of the workmen in this respect.

ON THE DISCRIMINATE FELLING OF SHADE TREES :

The meeting notes with concern that despite protracted and continuous representations by the workmen nothing has been done by the Government to check the growing cutting down of shade trees in the plantations, as a result whereof 4 or 5 tea gardens have become altogether extinct and 1 or 4 already well advanced towards extinction. Even in the last meeting of the Plantation Advisory Board this issue was raised but nothing was done in the matter.

The Government was also approached, vide joint representation of the plantation workers dated 17th Sept. 1960, which was acknowledged by Forest (II) Department of the U.P. Government, vide No. D 5685/IV-4911/60 dated 30th Nov. 1960 but so far no action has been taken.

The meeting once again urges upon the Government to take immediate legislative action to save this most important foreign exchange earning industry from total extinction in this district and stop indiscriminate felling of shade trees forthwith.

ON INCLUSION OF ALL TEA ESTATES WITHIN THE PURVIEW OF P.L. ACT

The meeting observes that as a consequence of the amendment in Plantation Labour Act 1951, all the tea estates of this district become coverable by the said Act. Therefore the meeting demands that the provisions of the Act and Rules be forthwith enforced on the tea estates which were till now exempt from this.

ON PROVIDENT FUND :

The meeting demands that as all tea estates till now exempt from the enforcement of P. Fund Scheme have become coverable as a consequence of the amendment made therein, all such exempted tea estates be made to implement the scheme forthwith.

The meeting also demands that as tea estates workers are very low paid, no contribution for the fund be deducted from their wages, the same be got deposited by the employers themselves.

ON STEPS FOR REALISING THE ABOVE DEMANDS :

The joint meeting of all the representatives of tea garden workers and their unions decides that that the resolutions passed in this meeting be sent up for redress to the employers and the appropriate authorities and if no satisfactory step is taken by the employers and the Government within a fortnight, a general meeting of the workers of all tea estates of the district be called jointly by all the Unions of the workmen and a date for ONE DAY'S TOTAL STRIKE decided therein, followed by preparations for a General strike, in case no satisfactory step is taken even after the total strike.

It is also resolved to form an Action Committee consisting of representatives of all the Unions and one representative from every Tea Estate to carry on and conduct this movement for the realisation of the workers' most urgent and long pending legal and justified demands.

602/31-3-61  
602/31-3-61

602/31-3-61 Dated 27 /3/61

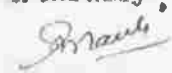
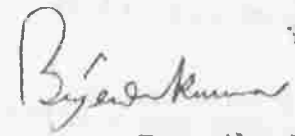
270

- (1) Smt. Sucheta Kripalani,  
Hon. Minister for Labour, Uttar Pradesh, Lucknow.
- (2) The Secretary, Labour (A) Department,  
Uttar Pradesh, Lucknow.
- (3) The Labour Commissioner, Uttar Pradesh,  
Kanpur.
- (4) The Chief Inspector of Plantations, Uttar Pradesh,  
Kanpur.
- (5) The Assistant Labour Commissioner, Meerut.
- (6) The Add. Regional Conciliation Officer, Saharanpur.
- (7) The District Magistrate, Dehra Dun.
- (8) The Labour Inspector, Dehra Dun.
- (9) All the Employers of the 19 Tea Estates in Dehra Dun.

Dear Sir,

We would refer you to the last resolution sent by us under our letter dated 10/3/61 and inform you that as decided therein, a General meeting of all the workmen of the 19 tea estates of Dehra Dun was held under the auspices of the Joint Action Committee and under the presidentship of Sri Nageshwar on 26/3/61 at Harbanswala. The resolution passed therein is being reproduced below for your information and kind necessary action.

Yours faithfully,



For the Joint Action Committee

RESOLUTION

" The General meeting of the workmen of all the 19 tea estates of District Dehra Dun being held under the auspices of the District Tea Garden Workers' Joint Action Committee, unanimously ratifies the resolutions passed by the Garden Representatives' meeting held on 5/3/61 and regrets that the employers and the Government have shown no response as yet.

" The meeting therefore declares that the workers have been left with no other alternative but to go on a token strike as decided. So the meeting decides that a secret ballot for one day's token strike be taken within a week in all the 19 tea estates.

" The meeting directs the Joint Action Committee to take this strike ballot, to decide for the token strike and the date thereof in accordance with the result of the ballot and to give notice to all concerned of the same.

" The meeting, even at this stage, hopes that the employers and the Government shall concede the workers' just demands and not force them to a direct action."

DISTRICT TEA GARDEN WORKERS' JOINT ACTION COMMITTEE,  
Dehra Dun.

Copy to AITUC.



*The Plantation Labour Association (1955)*

The Nilgiri Branch of  
The Tamilnad Plantation Workers' Union

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

COONOOR, R. S.

Ref: 86/60/G

Received 4.01/16-3-61 Dated 14-3-1961-19

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

Sir,

Interim Wage Increase & Tripartite  
Committee Urged.

DEMANDS WEEK.

In pursuance of the call given by the AITUC  
to observe demands week meetings were held at the  
following places on 12-3-61 at which the enclosed  
resolutions were passed.

It is also proposed to hold workers rallies on  
19-3-61 and continue the agitation for the whole  
week.

Meetings were held on 12-3-61 at  
O'Valley and Neversole -- Gudalur.  
Donnington -- Coonoor.  
Thanking you,

Yours faithfully,

Copy to  
Chairman, Wage Board,  
Hon. Minister for Labour,  
Madras.

The MPASI, Coonoor.

The AITUC & TN-UC.

President.

405/16-3-61

पुस्तक प्रकाशन मंत्रालय युनियन

पुस्तक प्रकाशन विभाग

15/3/61

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

Ref. Trade Circular No. 4 of 1961.

Dear Com. ,

Ref, as above. We are already agitating for interim wage increase in the tea plantations here.

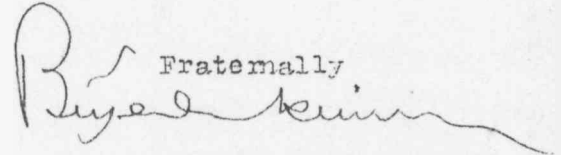
In this connection, for the first time we were able to bring with us the only other T.U. leadership on the plantations here, one of Sri Pant and Sri Ulfat, independent Trade Unionist with a bias towards the employers. The pressure of the demand for wage increase is so great that they had to come with us after we had adopted very patient and careful u.f. tactics.

On 5/3/61 a meeting of representatives of all the tea estates here was jointly called by us. The resolutions passed therein are being sent to you for your information. Please note the last resolution in which we contemplate one day's token strike in the month of April.

The Assistant Labour Commissioner, Meerut Region has already discussed the resolutions with us. On interim wage increase, which is by far the most important demand, he has offered adjudication. What do you advise?

With greetings,

Fraternally



for General Secretary.

Copy to:

The Regional Office of the U.P.T.U.C. at Meerut with  
a request for advice.



110 FEB 1961

276  
20  
Coimbatore  
8 February 1961

Plantation file

Dear Com. K.G.,

Both your letters to hand. I shall be leaving here on the 10th and reaching Delhi on the 12th so I am not sending anything now on the Maternity Bill but shall give it to you when I get there.

Re. the demands day, we have decided to observe March 12th to 19th as Demands week. This to enable us to cover as many estates as possible having meetings in groups of estates on each day and ending with a central meeting. The main demand that will be focussed is that of interim increase from the Wage Board and the speedy appointment of Wage boards for rubber and coffee.

Home work is going on alright. Thank Sachin for the photograph and tell him that I am making arrangements for sending it on to the volunteer from Tirunelveli.

With greetings,

Yours fraternally,

P. Krishna



FEB 1961

(276)

**DARJEELING DISTRICT  
CHIA KAMAN MAZDUR UNION**President —Ratanlal Brahman  
Gen. Secretary —Ananda Prasad Pathak

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

CHOWK BAZAR,  
DARJEELING.

Ref. No. TU/ 5/2/61/

Date 3rd. February. 1961.

The Chairman,  
Central Wage Board for  
Tea Plantation Industry,  
22. Raja Santosh Road,  
Alipore, CALCUTTA-27.

Dear Sir,

Please find herewith a copy of the resolution passed by the Executive Committee of the Darjeeling District Chia Kaman Mazdur Union in its meeting held on 28th. January, 1961 under the presidentship of Sri. Bindra Bahadur Hamal M.I.A. for favour of your information and necessary action.

Yours faithfully,

*Abanish*

SECRETARY.

Copy to:

1. The Secretary to the Govt. of India,  
Labour Department, New Delhi.
2. The Joint Secy. to the Govt. of West Bengal,  
Labour Department, Calcutta.
- 20(100) 3. The Secretary, All India Trade Union Congress,  
New Delhi.
4. The General Secretary, WBC, AITUC, 249. Bepin  
Behari Ganguli Street, Calcutta-12.

RESOLUTION

The following resolution was unanimously passed in the meeting of the Executive Committee of the Darjeeling District Chik Kaman Mazdar Union held on 28th. January, 1961 under the presidency of Sri. Bhadra Bahadur Ramal MIA.

"While strongly protesting against the non-inclusion of the representative of the All India Trade Union Congress in the recently constituted Wage Board for Tea Industry, this meeting of the Executive Committee of the Darjeeling District Chik Kaman Mazdar Union demands that the Wage Board should finalise its work as speedily as possible and submit its recommendations within six months. This meeting considers that the six months' time is quite sufficient for coming to a decision for the said Wage Board.

"This meeting further demands that the Wage Board should immediately recommend an interim increment in the wages of tea workers pending final recommendations of the Wage Board.

"In the event of failure of the Wage Board to recommend an interim increment in the wages of tea workers immediately and to submit its final recommendations within six months, this meeting resolves to reserve the right to agitate for the speedy conclusion of the work of the Wage Board."

Sd/- BHADRA BAHADUR RAMAL MIA,  
President of the meeting.  
28th. January, 1961.

February 3, 1961

Dear Comrade,

There is a suggestion that a call should be given for the observance of a day demanding interim relief for plantation workers.

Please let us know if you agree to this suggestion or not. If you do agree with it, what date do you suggest for the same?

Also please let us know when a meeting of the representatives of plantation unions would suit you best.

With greetings,

Yours fraternally,

*K.S.*  
(K. S. Srivastava)  
SECRETARY.

Com. N. K.  
P. S. M.  
D. B. S. M.  
B. S. M.

21 JAN 1961

P. VRIDDHAGIRI.

The plantation Labour Association,  
Coonoor R.S. (Nilgiris) 18-1-61.

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

Dear Comrade,

Visit of foreign delegates to Nilgiris.  
Your letter dated 15-12-1960.

I wrote to you as far back as 13-12-60 requesting you to be kind enough to see that some of the foreign delegates visit Nilgiris during their stay at Coimbatore. You were kind enough to reply me. But to my utter disappointment nothing has been done in the matter. But on the other hand those who had some pull were able to arrange of ~~with~~ their own. I should also add that those on whom I depended thinking that they would help have let me down. In short Nilgiris movement could not take advantage of the visit.

Everybody admits on principle that in plantations we are weak and we have to take it up seriously if we are sincere in fighting the foreign monopolies - in plantation. But when it comes to brass tacks, ~~nothing~~ next to nothing is being done to strengthen the T.Us in the plantations.

Please excuse me. I am neither complaining nor grumbling. But I want only let you know that atleast henceforward some attention is paid to plantations especially Nilgiris where it is admitted in the report on plantations, the INTUC continues to be the leading.

In conclusion, to the pride of the AITUC workers in Nilgiris, they have fulfilled all their quota; A.I.T.U.C. Building Fund, Affiliation Fee, Conference Fund etc., What surprises me is that even after discharging the responsibilities, one is not able to get the patronage to further the movement. For anyone who is in the know of things, the reason for the position may be comprehensible, but for me it is not.

Thanking you,

Yours fraternally,

*P. Vriddhagiri*

Spec Resolutions of the General Committee

1. Com. Solinda Khowe, President.
2. " Tora Muddi, Vice-President.
3. " Chakkindat Jola, Secretary.
4. " Lutah Chong Ash, Secy. Insp.
5. " Washongh Tansi, Secy.
6. " Tora Muddi, Treasurer.

A resolution was moved in respect of the 41 members of the Working Committee and it was resolved that the other 17 members will remain in the Committee, presided and function as before.

Passed unanimously.

Copy to the Manager,  
Hoardings, P.O. for use.



Sd/ M. Khosla  
President  
28/9/61

Copy to  
Sd/ J. S. Sanyal  
Sd/ C. M. S. (Assam)  
28/9/61

Copy to A. I. T. C. New Delhi (India)

bonus agreement, bonus payable to workers 1959 should be paid before Pongal festival with out making any deduction in the form of the national savings certificate. The Conference further resolved that the balance sheet including the statement of payment of bonus and the total number of mandays earned by the workers in the said year be shown to the General Committee of the Union.

On Wage.

(3) This 1st Annual Conference of the Hachchuvu General Committee of Athil Khasra, Chh. M. Road, Sankar (Akkur) unanimously resolved that an interim wage be offered forthwith by the Wage Board so to meet the present burning high price of the consumer goods etc. of the workers. If the interim wage can not be increased by the Board then, the Board high price of consumer goods of the workers be brought down. The Conference further draws the attention of the Management and the Govt. to tackle the above mentioned grievances as early as possible.



Spec Resolutions of the Garden Committee

1. Com. Gobinda Khowl, President.
2. " Boma Moudi, Vice-President.
3. " Chakindar Dola, Secretary.
4. " Lutak Hong, Asst. Secretary.
5. " Washing Nensi, etc.
6. " Horu Muddi, Treasurer.

A resolution was moved in respect of the H.C. members of the Garden Committee and it was decided that the other 17 members will remain in the committee unchanged and a motion was passed unanimously.

Copy to the Manager,  
Horticulture Dept. for record.



sd/ M. Blossain  
President  
27/9/61

sd/ J. J. J. J.  
General Secy.  
A.S.C.M.S. (Assam)  
27/9/61

sd/ A. I. D. W. New Delhi (India)



✓

"Resolution was Unanimously adopted in the extend General Body meeting of Akhil Bharatiya Mah Mazdoor Sangh (Assam) held on 12th September 1961. Com. Patiga Sena was in the chair. More than forty some members including the workers of the different Golden Units of A.B.C.M.S. (Assam) participated in the meeting. The agenda of investing bonus money in N.S.C. was produced in the meeting and seriously discussed in the point of view of N.S.C. It was decided that no any amount of bonus should be deducted and invested in N.S.C. prior to its payment to the workers."

Forwarded by: →

Shri Ram Kosta  
 Secretary, A.B.C.M.S. (Assam)  
 Ho. P.O. Rangapara  
 (Assam)

Sd/- P. Sena  
 President  
 12/9/61



→ 12/9  
 Acting General Secretary,  
 A.B.C.M.S. (Assam)

12/9

The representatives of the Plantation Workers Unions in Southern States met today under the presidency of Sri P. Balasubrahmanyan, M.L.A. at Palghat and issued the following statement:

"Since the meeting of the Plantation Union representatives of the Southern States held in Coimbatore last month, no action has been taken by the management or the government of the Southern States regarding an immediate rise in the wages, settlement of bonus, uniform plucking and housing incentives and in Kerala a gratuity scheme.

The plantation owners refuse a wage increase on the plea that the matter is pending before the Wage Boards. Since the last revision of wages in Kerala in 1950, there has been a rise in the cost of living by 140 points; in Kerala the wages were not revised since 1952 and the rise in cost of living is 170 or higher, though an interim wage increase was allowed in 1954 when the Government gave a definite assurance that the question of wages would be decided at a tripartite conference after the receipt of the Human Resources Committee report. The assurance was not carried out. In Mysore, the wage increase recently given is ridiculously low and does not conform to any principle of wage fixation. The question of wage increase is a pending issue, because the award of the Special Industrial Tribunal Coimbatore was not implemented and is still pending in the Supreme Court and in Kerala the issues are pending before the Plantation Labour Committee. The agreement reached in 1957 with certain sections of the Iron Unions in Madras has expired. The 1958 Agreement in Kerala has been terminated by all the Iron Unions irrespective of affiliation. So, the issue of wages in plantation industry in the South has been a pending issue requiring immediate increase even before the Wage Boards were set up.

"In this connection it is also to be pointed out that interim wage increases were allowed in the plantation of Assam and Bengal States when the Wage Boards were set up. The governments of the South have not until now refused the interests of the plantation workers and to persuade the managements to compensate the abnormal rise in the cost of living.

"The Hon. Minister for Labour, Government of India has not taken into consideration that the issue of wage increase in the South is a pending issue. It is necessary that an immediate wage increase be accepted, so that industrial unrest in the plantations of the South is avoided. It is gratifying to note that even in his statement, the Hon. Minister has not ruled out a short-term settlement through direct negotiations and we urge upon the governments of the South to persuade the planters for a short-term agreement in wages and settlement of other issues pending Wage Board recommendations.

We view with grave concern the attitude of the planters who stand on technicalities and formalities just to refuse wage increase, thus precipitating terrible discontent and unrest among workers.

Under these circumstances it is necessary for the governments of the South to take a correct and bold stand to safeguard the interests of the workers for an appropriate immediate wage increase to offset the rise in the cost of living and to settle the other issues.

We are happy to note that the plantation workers in the South have taken up the challenge of the employers and have unitedly moved into actions. We appeal to the IJFUC and its workers to stand together in this joint action.

We are glad that the representatives of various central organizations and independent Unions have come together to safeguard the interests of the plantation workers.

We call upon all such unions which have not yet served strike notices to serve notices of strike on the managements to take effect from 14th of October.

P. Balachandrasekhar

2nd Oct. 1961.



**B. COLLEGE EDUCATION (ARTS, COMMERCE, SCIENCE)**  
**Including Post Graduate Courses**

Basic pay of parent/guardian per month.	Percentage of marks at the last annual examination.	Tuition fee.	Hostel charges.
Upto Rs. 100/-	Irrespective of merit (Provided the candidate is promoted).	FULL	FULL
Above Rs. 100/- & upto Rs. 200/-.	40% and above	FULL	HALF
Above Rs. 200/- & upto Rs. 300/-.	45% and above	FULL	HALF

**C. TECHNICAL AND VOCATIONAL**

Basic pay of parent/guardian per month.	Tuition fee.	Hostel charges.
Upto Rs. 100/-	FULL	FULL
Above Rs. 100/- & upto Rs. 300/-.	FULL	HALF

**D. PHYSICALLY HANDICAPPED CHILDREN**  
**FROM PRIMARY STAGE OF EDUCATION**

Basic pay of parent/guardian per month.	Tuition fee.	Hostel charges.
Upto Rs. 300/-.	FULL	FULL

2. General welfare Schemes :- A sum of Rs. 70,000/- to the "Poor Home Hospital" in Kerala State where free services would be available such as Bed fees, Physician charges, Nursing care, Screening charges, Injection charges, Standard medicines including injection, Laboratory charges etc. to the T.B. patients from the tea estates.

The Committee also sanctioned grants for development of Scouting activities in the plantations in Anamallais, South India as also for holding a District Sports for the workers of the tea estates in Terai.

It is hoped that liberal grants that are now being approved by the Tea Board would go a long way for spreading the education among the children of the low-paid workers, as provision has been made for payment of full tuition and full hostel charges.

MODEL FOR T. CHAIR.

PART I. (A)

1. Name of the Company or Estate.
2. Whether registered in India or abroad.
3. Year of commencement of working of the Company.
4. (a) Acreage at the first crop or nearest available date.  
(b) Acreage as on 1957.
5. Installed capacity of factories if any at start and on 1-1-1957.
6. 1. Number of workers at the first crop or nearest available date.  
ii. Number of workers on 1-1-1957.
7. i. Paid up capital at start.  
ii. Paid up capital on 1-1-1957.
8. Whether any bonus shares were issued; if so, give particulars and date of issue.
9. Particulars of reserves shown in the Balance Sheets- as on 1-1-1957 or last available balance sheet (end of last financial year).
10. Percentage of dividend declared for the last 10 years.
11. 1. In terms of the original cash paid up capital.  
2. In terms of the paid up capital including bonus shares. year  
3. Amount of dividend paid on all types of shares for the last 10 years
11. Particulars of investment if any made in other companies in which:  
1. The managing Agents or Directors are interested.  
2. Not interested.
12. The particulars of returns received by the company or such investments during the last 10 years separately for each category 1 and 2 referred to above (Form attached)
13. Long term borrowings of not less than one year.
14. Please furnish copies of your latest Balance Sheet and Profit and Loss statement.
15. Has any part of the depreciation reserve been utilised during the last 10 years and if so give particulars.
16. Please give an objective picture of the financial position of the industry in your region.

(B)

17. What is the Yield per acre - crop-wise: (Form attached)  
(a) At the first crop. (b) In 1935. (c) In 1940. (d) In 1950/45.  
(e) In 1950. (f) And thereafter from each year till 1960.
18. What is the worker per acre employed for the period mentioned above.
19. Percentage of labour costs to the total cost of production for the years above period crop-wise. (Explanation:- Labour cost means wages, etc., paid to labour and should not include supervisory and managerial personal).

(continued.)

20. Trend of selling price per lb. for Tea, Rubber and Coffee for the above period.
21. Describe your selling machinery and the incidence of selling commission if any for the above periods.
22. How is the Company managed - whether by Managing Agents, Directors, etc.
23. How are they remunerated. Please furnish copies of the relevant contract now in force.
24. The expenditure incurred on supervisory and managerial personnel for the above periods as in item 12-17.

Part II

25. What in your opinion is the impact of the present productivity of labour on the question of the quantum of fair wages?
26. Do you consider that the productivity of labour is lower than what it should be? If you consider that the productivity of labour is poor, what do you suggest as the means for improving the position?
27. In your estimate, has there been an increase/<sup>or decrease</sup> in the productivity of labour in 1958 and 1962 as compared to the years 1947 to 1949? Please give details in support of your conclusions.
28. In this connection, please also give a list of the factors for which you had to make allowances, like change in character of production, introduction of new machinery, etc.,.
29. Do you favour the assessment of workload by the time and motion studies of an independent body?
30. As regards payment by results, are you in favour of a study being undertaken by qualified industrial engineers in respect of all occupations, both time-rated and piece-rated?
31. Do you consider it feasible to carry out such time and motion studies while the workmen are conscious that such study is being made?
32. If you are not in favour of time and motion studies, have you any alternative ~~suggest~~ method to suggest for the assessment of work load?
33. Have you any agreed basis as between employer and workmen for assessment of work-loads of your workmen?
34. Do you consider that the wages which are being paid in your region are the prevailing rates of wages in the same or similar occupations in the region or in the neighbouring localities. If there are differences, how are they accounted for? Please give details.
35. Have your wages been fixed as a result of collective bargaining with labour organisations which are in a position to secure a fair deal? Please give particulars as to date etc.
36. Please give details of the labour organisation in your area, the membership which they have, and the influence which they have been able to exercise in the formation of a wage structure.
37. Have your wages been fixed as a result of any award? If so, please attach a copy.
38. What is your view about the place of the plantation industry economy of the country and to what extent should its impact on the economy affect the fixation of a fair wage?

(continued)

39. What are the present trends in the industry in your region and what is its reasonable future?
40. What is the extent of disparity, if any, which exists between the agricultural wages and wages in your region?
41. What in your view are the essential needs of this industry in a developing economy?
42. What are the most promising lines of export in your production? What difficulties, if any, are you experiencing in increasing your export?
43. The Second Five-Year Plan has laid down certain targets for export. In your opinion is there any danger that the industry may not be able to achieve those targets in view of international competition if wages increases are given?
44. Do you subscribe to the view that in determining the capacity of the industry regard must be had to a fair return on capital and remuneration to management and a fair allocation of reserves and depreciation so as to keep the industry in a healthy condition. Please state your views fully on this subject.

(B)

45. Do you accept the industry's obligation to pay a fair wage to its labour?
46. Explanation: Fair wages means as defined by the Fair Wages Committee set up by the Government of India.
46. According to the Fair Wages Committee's Report the objective of fixation of a fair wage is not merely to determine wages which are fair in the abstract, but to see that employment at existing levels is not only maintained, but if possible increased. Viewed in this light, will any upward revision of existing wage levels in your region affect the present or future level of employment or the capacity of the industry to maintain production and efficiency. Please give full reasons for your answer.
47. Are you giving a time scale or pay to your clerical staff?
48. (1) Are you giving a time scale of pay to the manual labour?
49. (2) If not, do you think it is fair to give time scale to manual labour?  
(3) If you are in favour of giving a time scale to labourers, give details of the scheme. What were the different rates of wages in Plantations to men, women, and adolescents before 1952 and after 1952 to 1960. (If different rates are paid to different category of work, please give those rates also)
49. How would you classify labourers in the plantations? i.e., whether is it sufficient to have three qualifications such as unskilled, semi-skilled and skilled or with further additional or sub classifications such as men women and adolescents?
50. What according to you would be a fair differential in wages for workers doing semi-skilled and skilled jobs?
51. Even for the unskilled workers, would you agree to a higher start to compensate for any extra strain.
52. Do you agree that life on plantations is more arduous than living on the plains and that therefore there should be additional Calories provided in food, additional clothing and additional miscellaneous expenses.
53. Do you favour the continuance of the present system of piece-rate work? /
54. Would you prefer all employments in the State to be time-rated or r
- 55.

(continued)



55. If certain occupations should be on time-rate and certain others on piece-rate, name them and give your reasons.
56. In the case of piece rated occupations would you agree that there should be a fall back minimum?
57. Would you agree: (a) for the fixation of a consolidated wage; (b) for the fixation of a basic pay and Dearness Allowance.
58. If you agree to (b) above, how should the Dearness Allowance be fixed whether flat rate or linked with the cost of living index number.
59. Do you agree that the lowest paid worker must have 100% neutralisation of the rise in the cost of living index.
60. Whether the basic wage should be fixed at 100 points or above 100.
61. Does your factory work for more than one shift.
62. Are you paying any night allowance for work beyond 10 P.M.
63. If your factory works three shifts, give the shift-timings.
64. How should the working hours be calculated.
65. Please give detailed statement with regard to 1) Extensions, 2) Replacements, 3) Replanting, 4) Areas abandoned, 5) Net increase in area during the years 1939 and from 1943 to 1960.
66. Please give details of the present cost of planting one acre and tending to maturity (actual cost ~~₹xxxx~~ for the first year and estimated cost for later years to be given. Details as to the cost of land and material and the expenditure on ~~₹~~ (1) Wages, 2) Administrative 3) Supervisory and the expenditure on Roads and Buildings. Any other expenditure incidental to planting ~~with~~ should be also given with ~~with~~ full details. The expenditures should be separately given for each year up to the eighth year or the year of maturity.
67. Please give a statement showing details of the expenditure for Replanting with details as to the expenditures on different items such as 1) cost of material, 2) Wages, 3) administrative, 4) Supervision 5) Roads, 6) Buildings and 7) incidental to planting for every year up to the eighth year or year of maturity.
67. Please give a statement showing the acreage in production during 1939 1959 and 1960 with the number of workers employed in each month for the three years giving the number separately for men, women and adolescents. Also give the average wages of men, women and adolescents for each month during the years specified.
68. Please give a statement showing the distribution of workers according to plucking average for 1959 and 1960. Also give the number separately for the lean months and peak months.
69. Please give a statement regarding Acreages and Finance for the last five years. ( Taxes, Profit before tax and after tax, Capital expenditure on labour and staff housing, factories, machinery etc.,)
70. Please give details about the task works in your estate with details
71. Please give details of the amenities provided by you to workers with their cost per day to ~~₹xxxxxxx~~, each of the Men, Women, and adolescents
72. Please give a statement showing the yield per acre.
73. Please give details of investments for the last 10 years showing ~~₹~~ in companies in which the Managing Agents ~~xxx~~ or Directors are ~~fr~~ and in which they are not interested.

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BONUS PROPOSAL FOR THE WORKERS IN NORTH EAST INDIA.

1. The workers representatives feel that so long as wages do not attain the living wage standard, Bonus must be regarded as a payment to enable a worker to make up for, at least to some extent, the gap between the wages actually paid and the living wage. In view of this and also from the point of view of the necessity of keeping the workers contented for industrial peace, bonus to plantation workers is to be justifiably regarded as a deferred wage which should have precedence over all other claims.
2. Keeping the above points in view the workers representatives first suggested for a minimum guaranteed bonus equivalent to one month's wages to each worker irrespective of profit or loss of a concern. This suggestion did not receive consideration from the Industry's representatives; although it was accepted by a section of the Industry. The second suggestion put forward by the worker's representatives was for the creation of a pool with profits earned by a group of Companies in a particular area from which a uniform rate of payment was proposed under the supervision and control of a Special Committee. This suggestion was made in order to obviate wide variations in payment of bonus on the basis of individual company's profits, which might defeat the purpose of payment of bonus. This was also not entertained by the Industry's representatives. Subsequently, the workers' representatives suggested that from the profit earned by individual Companies' 20% should be distributed to the workers as bonus and 5% contributed to create a company-wise pool for making minimum payments to workers in years of loss or inadequate profits. The industry's representatives however put up a proposal basing on the last suggestion of the workers representatives, but it was worked out in a manner in which it was found wholly unacceptable to the workers. The following proposal is made in the hope that the Industry's representatives will realise the necessity of the amendments suggested in the proposal in order to make it acceptable to workers.
3. This proposal known as North East India Bonus proposal covers workers employed in the Tea Industry in the Zone. The proposal, if accepted, will have force for three years namely 1959, 1960 and 1961, but by mutual consent of the parties the period can be further extended.

4. The terms embodied in the proposal are defined as follows:-

"Area" means the area of respective States.

"Company" means a Tea Company or a Company's gardens within a State and includes Tea estate proprietors where there is no Company.

"Wages" means the total cash earnings of an individual worker.

"Worker" means members of clerical, medical, technical, supervisory, sub-staff, schoolmasters, and daily wage earners whether directly or indirectly employed in a Company for more than six months including domestic servants. Supervisors belonging to the Executive Staff are however excluded from the definition of workers.

"Profits" shall be gross profits of a Company minus depreciation but before deduction of Tax, Capital Expenditure, expenditure of capital nature, or any payment of bonus/commission in respect of any year in the past.

N.B. When a company has interests in more than one State the allocation of statewise profits together with statement of a/cs of each group of gardens should be supplied to the workers together with a copy of the published Balance Sheet of the Company.

"Working Capital" means the difference between the Current Assets and Current Liabilities and Provisions which is actually employed in running a company in the year in question.

"Year" means the year to which the bonus related and not the year of payment.

5. Out of the profits of a Company a sum equivalent to 20% shall be distributed to workers after reserving a return of 4% on paid up capital and 2% on working capital.
6. If the provisions made for paid up capital and working capital reduce the workers percentage of bonus, such reduced percentage shall be distributed, but in no case the payment in any one year shall fall below the minimum stipulated in paragraph 13 below.
7. The amount of bonus shall be distributed in proportion to wages

9. If any worker, previous to acceptance of the proposal, is paid any bonus or advance in lieu of bonus in respect of the year of bonus under this proposal such payments shall be deducted from his dues, but advance bonus paid in respect of any of the previous years shall be adjusted against the Bonus Fund mentioned in paragraph 12 below.
10. If any worker dies his bonus shall be paid to his heirs upon identification.
11. The proposal shall not in anyway effect the customary payment of bonus in respect of Purna and Durga Puja where it is used to be paid. It may however be adjusted against bonus payment or bonus Fund as the case may be.
12. For making payments to workers in years of loss or inadequate profits, each Company shall set aside in respect of each year of profit a sum equivalent to 5% of its profits, which shall constitute a Bonus Fund. But contributions to the Fund shall be made only after reserving returns to the paid up and working capital and meeting the dues of workers in respect of bonus in the year in question.
13. A minimum bonus at the following rates shall be paid from the Bonus Fund in years of loss or inadequate profits.
  - (a) To daily paid workers - not more than Rs.10/- to each adult worker whose wages do not fall below Rs.250/- in the year, with proportionately less payment with lower wages.
  - (b) To monthly paid workers - a sum equivalent to  $\frac{1}{4}$  months wages of each individual employee.
14. If and when the amount in the Bonus Fund reaches a total equivalent to Rs.20/- for each daily paid and one month's wages for each monthly paid worker, further contribution to the Fund shall cease. Any amount left in the Fund after the expiry of the agreed period shall revert to the management, if it is not extended by mutual agreement.
15. In all cases before payment of bonus is made a company shall declare its profits. Such a declaration bearing the signature of the Manager shall be supplied to workers.

15.

In the event of workers asking for a copy of the published Balance Sheet with break-down figures of any items appearing in the Balance Sheets the company shall supply it to its workers within a reasonable time, preferably before payment is made.

16. Minors will receive half the amount to which an adult worker is entitled.

17. Worker who has not put in at least six months service in a Company shall not be entitled to receive any bonus.

18. For the resolutions of doubts and the removal of difficulties the interpretation of the agreement shall be referred to a committee consisting of the Regional Labour Commissioner, Calcutta, and the two representatives each from the employers and the workers.

INTUC .....

INTUC .....

HMS .....

INTUC .....

\*db\*

## Plantations

The major plantation commodities in India are tea, coffee and rubber. The tea plantations are situated in Assam, West Bengal, Madras, Kerala, while coffee and rubber exist in Kerala, Madras and Mysore.

The tea industry is very important as it constitutes one of the major commodities earning foreign exchange. North India produces the largest quantity, while that of the South is mainly exported.

The tea industry, should not however be equated with other normal commercial ventures as its main feature is that it represents most clearly the origin and development of the whole system of imperialist oppression and exploitation. When the East India Company lost their monopoly in China, they started investing money in laying out tea gardens and reaped a rich harvest in India. At every stage of development, prior to independence, British rule in India ruthlessly helped British investors in the industry. Gardens were far removed from populated areas and the British ~~employers~~ were not merely employers but had wide powers over the life and liberties of the labourers - magisterial, executive, etc. Labour was purely slave labour recruited through the notorious 'kangani' (contractors or sirdars) system. Workers died like flies from lack of sanitation, plague, malaria, etc., and deserters were brought back and punished severely.

The report of the Plantation Inquiry Commission reveals the true picture of the industry. Its salient features are that the position of foreign capital is predominant. Out of a total of 897 estates from whom particulars were obtained, 449 were sterling Companies, 168 were either non-Indian rupee companies, or companies controlled by non-Indian agency houses. Total capital invested in the industry amounts to Rs 100.16 crores, of which foreign ownership accounts for 78.6 crores (78%). Despite the accent on Indianisation between 1939 and 1953, the figures of shareholding reveal a fall of only 10.4% in the shares held by non-Indians.

The second feature is concentration of the ownership, purchase, sale and distribution of the product. Thirteen leading agency houses in Calcutta all foreign, control 75% of the tea production in North India. The same percentage exists in the South also. Out of these seven companies, control more than 80% and five companies as 36% of the production. The retail distribution of tea in India is still controlled to the extent of 85% by the leading British firms. Brooke Bond and Linton.

From the above it is clear that the production, sale and purchase and distribution of tea is all concentrated in a few hands, and those foreign. One of the consequences of this concentrated control of foreign interests, is the high cost of production which is due primarily to the high percentage of Managing Agency commission and top-heavy managerial services. The wage structure is perhaps the lowest in any industry and the working and living conditions of labour are of the lowest standard. The cost of production is much less than the selling price of tea. This is due to this top-heavy expenditure. At present out of Rs 3.2.6 per lb of tea paid by the consumers, only 12 annas goes to the workers. Rs 1.11.6 is absorbed in payment of warehousing charges, brokerage, packing and distribution. The average cost of production of tea has been estimated to be not more than Rs 1.8.0 per lb. The Commission has estimated that if this top heavy expenditure on administration and other incidental charges are reduced and the monopoly in trading is broken, the trading cost of tea can be reduced and also the conditions and wages of the workers improved.

The coffee industry exists mainly in South India. Unlike the tea industry, the small growers (owning less than 100 acres) hold a place of importance in this industry. The major part is held by Indian companies, sterling ownership forming less than 10% of the area under coffee cultivation. But their production is comparatively larger, being about 25% of the total production of the Indian estates. Further, one of the reasons for this is that the bulk of the increased acreage under coffee during the past few years has been under Indian ownership and since 1946 quite a few estates have been bought up by Indians, ~~which~~ unlike the tea industry. However, the establishments for processing coffee and preparing it for the market have largely continued to be in the hands of non-Indian concerns and the greater part of India's coffee is processed by these non-Indian companies. The regions where coffee is mainly grown are Hassan and Chickmagalur districts and Coorg in Mysore State, the slopes of the Western ghats in the Nilgiris, the Anamalais and Shevaroy in Madras state and areas in Travancore-Cochin and Wynad areas of Kerala State. The yield per acre is the highest in Coorg while the quality of coffee grown in Coonoor and Gudalur in the Nilgiris is said to be some of the best types in the world.

The picture that emerges from the Plantation Inquiry Commission Report is

... a large number of small growers. (98%

smaller number producing the remaining 3/5th. These are all organised under the Coffee Board, which markets the produce besides conducting propaganda and research. But while the Board is responsible for the marketing, it has no control over production.

~~Moreover~~ In coffee plantations, as in tea and rubber, it is the estates under non-Indian managing agencies where the percentage of old trees and bushes are the greatest (44.6%) In Indian concerns, the figure is only 19.47%.

#### Labour Conditions and Legislation

Prior to independence, the plantations were hardly touched by the general stream of national consciousness. It is only from about 1946 that the trade union movement first came into existence in certain parts of Assam, Nilgiris and Travancore regions. There was no labour law operating in the plantations and mostly the labour was dealt with at the sweet will and pleasure of the planters. The Labour Investigation Committee recommended in 1946 the enactment of a separate Labour code for the plantations. This recommendation was put forward by the Industrial Committee on Plantations which the Government set up for the first time in 1947. It was from this onwards also that the trade union movement began to gain strength in the plantations in spite of great odds. The employers sought at all stages to prevent the growth of the movement, resorting to terror tactics, beating up workers, foisting false police cases on them, etc., etc. In June 1951, the Plantation Labour Bill was introduced in Parliament, and in October it was passed. For the first time conditions of work and employment of plantation workers were regulated by this Act and its provisions were largely based on those of the Factories Act of 1948. It applied, however, only to those estates which consisted of 25 or more acres or employing more than 30 workers. The State Governments, are however, empowered to extend the provisions of the Act to other estates with the consent of the Central Government. The Act enjoins on all employers to provide welfare facilities to be in accordance with the



the most urgent needs in the plantations today, the planters have been twelve years to fulfil the scheme - they can hardly said to have begun as yet. Similarly the rules pertaining to medical and educational facilities have been shelved and are to be implemented when Government notifies the same. According to the existing scheme, maternity benefit is to be paid for twelve weeks, but the provisions regarding medical facilities etc., are not sufficient and it is only the monetary benefit that can be enforced.

#### Wages

Due to the peculiar nature of the plantation industry, i.e. located as it is in far off hills and workers have to be recruited from the plains, the workers have so far been employed mainly in family groups. The above had been the general theme of arguments by the planters whenever the question of wages came up for discussion. They were able to make others also accept such a position. Though as far back as 1947 the Roge 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".

In 1952 in the Minimum Wages Committee in the South, the planters maintained the same position. The labour representatives (at that time only the INTUC unions were represented) also agreed with them. The report of the minimum wages committee arrived at the conclusion that "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~~ 2.25 wage earners per family should be taken..."

A Special Tribunal set up in the Madras State to fix wages for the plantation workers again awarded wages on the basis of 2.25 wage earners per family, although the Tribunal itself made a comment that this was not the true position. The United Planters' Association of South India have been maintaining that :

1. They employ workers in family gangs,
2. there are more than one earning member in a family,
3. they employ 1.25 workers per acre of tea, 0.9 for coffee and .25 for other products.

But in reality the position has changed : recruitment in family

existence for the first time, when workers were not sure of sticking on to the plantations. But now the "plantation population" might also be said to be a settled one. Instead of scarcity of labour there is a surplus labour ~~force~~ force. This surplus labour position has made the planters take to unfair labour practices such as reducing the permanent strength, increasing temporary and contract labour. They refuse to enrol permanent workers even and dependents of permanent workers so that there can hardly be said to be 2.25 wage earners per family.

The problem of wages is ~~the~~ one of the main issues facing the plantation labour. Wages in plantations are for the most part composite and the labour do not have the benefit of dearness allowance to enable them to meet even partially the rapidly rising cost of living. Prices in these areas since they are situated in far-off places are very often higher than in the plains and yet the wages are far less. The AITUC, along with other unions has for long been campaigning for the setting up of a Wage Board for plantations. The decision to set up the Wage Board was taken unanimously at a Tripartite Industrial Committee on Plantations in November last year. But again and again there were delays from the side of the employers in ~~submit~~ sending names of representatives, in discussing the terms of reference, etc. But now the Wage Board has been announced. The AITUC has been denied representation in the Wage Board - the main task before all AITUC Unions now is to campaign for the demands to be put before the Wage Board, in preparing the memorandum to be presented to the Wage Board. A questionnaire had been sent to all Unions and some have sent the replies but yet many have not done so. It is necessary to have these figures in detail in order to prepare the memorandum. ~~These~~

~~These~~ The issue of bonus has always been a key one for the plantations. The question of settling the quantum of bonus has always been more complicated than in many other industries, because the planters have not as a rule been producing their balance sheets, on the plea that these are not readily available. ~~and~~ In recent years, however, in all the regions because of the growing strength of the organised trade union movement, bonus settlements have been arrived at on a bipartite basis, and outstanding issues have been settled in all regions. This question also will have to be tackled by the unions in the coming months and be put before the Wage Board.

### Treble Union Organisation

In the state of Assam, the INTUC is the principal organisation amongst the plantation workers. AITUC Unions have started work only in recent years, but the INTUC continues to be fairly strongly entrenched and commands the confidence of the majority of the organised workers. The INTUC has also in this region been active in getting day to day demands settled and in taking up wider issues such as replanting, the problem of the exhausted gardens, etc. In West Bengal, the AITUC has now grown into the most influential union and the most widely organised. The AITUC have been given representation in the tripartite committees and have been in a position to win certain demands. In the Bonus Committee, the AITUC representative played a significant role in bring about the agreement for the years 1957-59. In Madras State, in the Nilgiris region the INTUC continues to be the leading force, and the AITUC Union has been gradually gaining strength in the past year. There is here also an independent Union which has some hold amongst the workers. In the Valparai region, in Madurai and Tinnevely, however, the AITUC Unions are the only ones that exist. In Kerala State while the AITUC Unions have wielded influence, however, they have not stood the test of verification and ~~increased~~ the fall in membership figures due to this has been one of the contributory factors in AITUC being left out of the Wage Board. Although the AITUC has its influence and could also show it at the time of the Munnar strike and during the elections, the organisational position is not strong enough. In Karnatak, AITUC Unions have come into being most recently, but have already gained sufficient strength to be represented on the State tripartite bodies dealing with problems of plantations.

The organisational position of AITUC in this important industry is not very strong. While from region to region the Unions do exist and are carrying on their tasks, there is no coordinated activity of an all-India or even a regional character. Many attempts have been made to organise a meeting of representatives from all unions to discuss the formation of an all-India federation, but as yet these have not fructified, which itself shows the weakness of organisation. A tentative attempt was made to prepare a report at the time of the Bangalore session of the General Council, but no headway has been made since then. As a result there have been no

the appointment of the wage board, bonus, equal pay for equal work, etc. During this session discussion on those organisational problems and a common programme of action should be held and the formation of ~~an all-India Organisation~~ an all-India Organisation decided upon. The need for such an organisation is very urgent. The question becomes all the more important in the context of the appointment of the Wage Board and the need to ~~eradicate~~ eradicate the differences existing from region to region. While in the past few years important struggles have taken place in different regions, there has been no attempt at coordinated action or even at fraternal actions of solidarity amongst the plantation workers. ~~The~~

The other task that is before the plantation unions is the education of the workers. There is a higher percentage of illiteracy amongst these workers than in other industries. Social and cultural backwardness is also greater because of the historical background. This task also has not been undertaken sufficiently by the unions, though sporadic attempts may have been there from time to time. The experience has not been of a large number of worker cadre coming forward to shoulder responsibilities but the existing functionaries being over-worked. This shortage of cadre is also one of the reasons for the delay in taking firm steps to set up an all-India machinery.

~~The question of plantation~~ During the years of the Second Five Year Plan, although production has gone up of tea, coffee and rubber, the trade unions have not been successful in campaigning in a sustained manner for certain demands arising out of the conclusions drawn by the Plantation Inquiry Commission. These demands, particularly relating to the abolition of Managing Agencies, the taking over of the auctions by the State, re-planting, etc. have also to be studied by the unions and effective campaigning done to improve the condition of the industry. ~~While~~

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1. This Agreement shall be known as the North-East India Tea Plantations Bonus Agreement of 1961.

2. It shall apply to all tea estates in West Bengal, Assam and the States of Tripura.

3. It shall relate

(i) to the bonus if any payable for the years 1959, 1960 and 1961 to all tea garden employees, other than to the managerial staff; and

(ii) to the creation, management and distribution of Bonus Funds.

4. It may by mutual consent be extended for a further period.

5. Definitions for the purposes of this Agreement:

(a) "Area" means the Assam Valley or Cachar or Tripura or the Terai or Darjeeling or the Dooars.

(b) "Board" means the Board set up by the signatories to this Agreement to supervise the management of the

(d) "Company" means the tea estates of a company within one of the areas as above defined, and shall include the estates of proprietors where there is no Company.

(e) "Day" means a day upon which not less than the minimum wage has been earned by work; or upon which the workman has worked for the full working period.

If less than the minimum wage has been earned or less than the full working period has been worked, then half a day shall be counted.

(f) "Managers" means the Company in respect of Company Bonus Funds, the Agency House in respect of Agency House Bonus Funds and the Trustees to be constituted by the Board in respect of Central Bonus Funds.

(g) "Profits" means the profits earned by the Company in the area in the year on account of which Bonus is payable, minus depreciation as permitted by the Income Tax Authorities and minus all charges which are allowed by the Income Tax Authorities but without deductions for payment of income tax, for previous losses, for capital expenditure (which shall include monies spent in making New Extensions) and for any bonus charged in 1959, 1960

and 1961 on account of a previous year.

Note (1). The signatories recognise that this definition is not the definition which appears in the Companies' Act, and that the method of calculating the figure upon which bonus is payable differs from methods used in other Agreements. It is nevertheless the signatories' view that the present definition and the manner of its application will properly fulfil the intention of this Agreement.

Note (2). "Profits" for the purpose of this Agreement would be calculated in the following manner:

(a) For 1959

(i) Balance after meeting Company's revenue expenditure permitted as a charge by the Income Tax Authorities which do not vary with the profits of 1959, say	1,000
(ii) Add back Bonus for 1958 or any previous year paid in 1959, say	100
	1,100
(iii) Less depreciation as permitted by the Income Tax Authorities, say	75
(iv) Balance	1,025
(v) Company's obligations which vary with the profits earned in 1959, and which have not been allowed for in reaching the balance in (i)	
x% of (1025 - 15 $\frac{1}{2}$ %) say	60
(vi) Sum upon which 1959 Bonus and Bonus Fund payments will be calculated @ total of 15 $\frac{1}{2}$ %	965

(b) For 1960

As above save that the years are advanced by one and that 15½% becomes 15%.

(c) For 1961

As for 1960, save that the years are advanced by one, and that 15% becomes 14½%.

(In respect of Cachar and Tripura, the provisions of Clause 6(i)(b) may be noted)

(h) "Workman" means an employee of the Company whether a member of the Labour Force or of the Sub-Staff and Monthly-Rated workers or of the Clerical and Medical Staff, as such terms are generally understood in West Bengal and in Assam.

(i) "Year" means the financial year of the Company in question.

6. (i)(a) In each of the years of this Agreement in which it makes a profit, the Company shall allocate for distribution amongst those of its workmen who are entitled to bonus under this Agreement sums equal to the following percentages of its profits

	<u>in West Bengal &amp; in Tripura.</u>	<u>in Cachar</u>	<u>in the Assam Valley</u>
Labour.	11%	12%	12%
Sub-Staff & Monthly-Rated Workers.	13%	-	-
Clerical & Medical Staff.*	1½%	2%	2%

(\* In the Assam Valley "Clerical & Medical" shall for the purposes of this Agreement be deemed to include "graded Artisans".

In West Bengal "School Teachers" will be included in the "Clerical & Medical" category, and will be entitled to bonus based on the portion of their salary paid by the Company.)



each area on an Agency House basis and managed by the Agency House concerned, or

- (bb) the Fund covering Darjeeling, the Terai and the Dooars as a whole and relating to all companies not in the membership of the Indian Tea Association, Calcutta, to be managed by the Indian Tea Association on behalf of the workmen of those companies.

(v) It shall be the duty of the Managers of these Funds to submit to the Board quarterly statements showing the position of the Funds under their management. The Board shall sit once a quarter, and shall examine the statements submitted to them.

(vi) Should it at any time be necessary for payments to be made from any Fund in accordance with the provisions of Clause 11 of this Agreement, it will be the duty of the Managers of the Fund in question to submit to the Board a statement of the case indicating the circumstances in which payment is to be made and the amount of payment which is recommended. No payments shall be made from any Fund except for the purposes of the Fund as set down in Clause 11, nor until the sanction of the Board has been received, nor may any payment be made from one Fund to another.

(vii) If there remains in any Fund at the expiry of this Agreement any balance, such balance or balances shall be disposed of in accordance with the directions of the Board.

(viii) It shall be open to the workman in the Assam Valley in consultation with the employers concerned to establish Agency House and or Central Funds in the Assam Valley in respect of any year before any distributions of bonus for that year have been started.

(ix) Each Company shall send to the Board two copies of the Statement of its audited accounts for the Board's records.

7. An individual workman will be entitled to a share in the bonus available under Clause 6(i):

(a) if he is a member of the labour force

based upon the number of days which he has worked in the Bonus Year, a day worked by a female worker counting as  $1\frac{1}{2}$  days for the purpose of calculating her share of bonus

Provided that in Assam no bonus shall be payable to any workman who has worked less than sixty days in the year, and that in West Bengal no bonus shall be payable to any permanent workman who has worked less than thirty days and to any temporary workman who has worked less than ninety days.

Provided further, that minors will receive half the bonus to which an adult female worker working the same number of days would be entitled.

- (b) if he is a member (i) of the sub-staff or monthly rated staff or (ii) of the clerical and medical staff

proportionate to the ratio which his basic salary on the 31st December, of the Bonus Year bears to the total salaries of those in either (i) the sub-staff or monthly rated staff or (ii) the clerical and medical staff as the case may be.

8. (i) If any workman shall leave the service of the Company during the currency of this Agreement, he shall register an address with the Company and the Company shall send to the workman at the address so registered any bonus to which the said workman shall be entitled by virtue of the terms of this Agreement.

(ii) If any workman shall be dismissed from the service of the Company he shall forfeit all claim to any bonus to which but for such dismissal he might have been entitled on account of the year in which his services were terminated.

(iii) If any workman to whom this Agreement applies has received or receives any bonus or advance in lieu of bonus or similar payment customary or otherwise which remains unpaid, then the sums payable

to the workman in terms of this Agreement shall, in respect of those particular years taken individually, be reduced accordingly.

Provided that in the District of Cachar and Tripura there shall always be left to the workman in any one year an amount equivalent to the sums if any previously paid to him in respect of that year on account of Fagua and Durga Puja Bonuses.

(iv) If any workman shall die while in the service of the Company his heirs upon identification shall be paid after discharge of all debts owed by the deceased to the Company any unpaid Bonus or balance thereof to which the deceased had become entitled in terms of this Agreement.

(v) If any workman shall have left the service of the Company before the payment of bonus under this Agreement but during the period covered by this Agreement, he will be entitled on application to the Manager of the estate within six months of the payment of bonus to his share therein. Monies not claimed shall be credited to the appropriate pool.

9. Bonuses and contributions to the Pool under this Agreement shall be payable in respect of 1959 by the 30th November, 1961, or within twelve months of the payment of bonus on account of 1959, whichever is later, and

in respect of subsequent years within twelve months of the payment of bonus on account of the previous year

\* Provided that if no bonus is payable in respect of a particular year then the interval shall be extended by twelve months.

10. If a Company in the Assam Valley shall have made a loss or inadequate profits in the year 1959, then there shall be advanced

- (a) to each member of the labour force who has worked for not less than 240 days and to each female worker who has worked for not less than 175 days in that year, and who is still on the Company's books, a sum of ten rupees with proportionately lesser amounts for minors and for those who have worked for a lesser number of days, and
- (b) to each member of the clerical and medical staff who has worked for not less than eight months in the Bonus Year and who is still on the Company's books a sum of twenty-five rupees, with proportionately lesser sums for lesser periods.

The sums thus advanced shall be recoverable from subsequent bonuses, or if they are inadequate, from the Fund.

11. If in 1960 or in 1961 a Company in the Assam Valley, or if in

any year of this Agreement, a Company in West Bengal shall make a loss, or so small a profit that the maximum bonus payable to any workman falls below ten rupees, then the Managers of the Bonus Fund as described in Clause 6(ii) shall with the permission of the Board cause to be distributed from the relevant Bonus Fund a sum which will enable the Company concerned to make a payment

(a) of ten rupees to each member of the labour force who, being a male, has completed 240 days' work and who, being a female, has completed 175 days' work, subject to the qualifications laid down in Clause 7(a);

(b) of fifteen rupees to each member of the sub-staff or monthly rated staff who has worked for eight months;

and

(c) of twenty-five rupees to each member of the clerical and medical staff who has worked for eight months

with proportionately lesser payments to those with lesser entitlements provided always that there is sufficient money in the Fund concerned, and provided that the workman is still on the Company's books.

12. (i) If an estate or part thereof shall change hands during the pendency of this Agreement, or shall have changed hands in any year the financial results of which are relevant to the purposes of

this Agreement, the Selling Company shall provide the Purchasing Company with figures of the profits and/or losses attributable to the said estate for any year of the Agreement on account of which bonus had not been paid at the time the estate or part thereof changed hands.

(ii) If there shall be doubt or dispute regarding the determination of the amount which is attributable to an estate or part thereof which changes hands, then a figure shall be used which bears to the profits or losses of the Selling Company the same relation as does the acreage under tax of the sold estate to the acreage under tax of the Selling Company as a whole.

13. Unless there is any Agreement to the contrary

- (a) the Selling Company shall be responsible for the payment of the bonuses which have fallen due before the sale of the estate or part thereof, and
- (b) any sums in the Bonus Fund of the sold estate shall be credited to the Board, and the Board shall deposit the sum in the appropriate fund in terms of Clause 6(iv).

14. Nothing in this Agreement shall prejudicially affect any member of the clerical and medical staff who is already governed by any Company

Scheme which provides higher benefits.

15. For the resolution of doubts and the removal of difficulties

it is agreed that the interpretation of this Agreement shall be entrusted

to a Committee consisting of Mr. G. S. Ahluwalia or his nominee, and of

three representatives each from the employers and the workmen.

sd/- I. V. Morris  
(I.T.A.)  
26.4.61.

sd/- M. R. Sarmah  
(I.N.T.U.C.)

sd/- H. P. Barooah  
(A.T.P.A.)  
26.4.61.

I sign the agreement in respect to Bonus payable to labour & sub-staff but not in respect to that payable to the Clerical and Medical staff in W. Bengal Estates. I agree however to the provisions relating to the Pool.

sd/- M. C. Majumdar  
(T.T.A.)

sd/- P. C. Ghose  
(I.T.P.A.)  
26.4.61.

sd/- Maitreyee Bose  
(I.N.T.U.C.)

sd/- Monoranjan Roy  
(A.I.T.U.C.)

sd/- J. N. Mitra  
(H.M.S.)

Witnesses

sd/- J. L. Llewellyn  
(I.T.A.)  
26.4.61.

sd/- S. N. Chatterjee  
Deputy Labour Commissioner  
West Bengal.  
26.4.61.

sd/- B. M. Mota  
(T.A.I.)  
26.4.61.  
(observer)

sd/- G. S. Ahluwalia  
Chairman, Bonus Sub-  
Committee of Industrial  
Committee Plantations.



REPLY TO QUESTIONAIRE  
OF  
GOVERNMENT OF INDIA CENTRAL WAGE BOARD  
FOR  
TEA PLANTATION INDUSTRY

BY  
WEST BENGAL COMMITTEE OF THE  
ALL INDIA TRADE UNION CONGRESS

Dated:

7th September 1961.

249, Bipinbehari Ganguli Street,  
Calcutta - 12.

modifications may be made as necessary to remove the differences from state to state and from region to region.

5. Yes.
6. Reply same as in No. 4.
7. Yes.

The system of employing non-residential and temporary workers should cease to exist. The apprentices and bearers must be paid with grade and skill for a schedule period, not more than 5 years.

8. All categories mentioned in No. 3.

9. The Wage Structure :

1. Decars : Unskilled labour in Garden and Factory Daily-rated or monthly rated :

		Basic.	D . A.
	Adult Male-	Rs. 1.24	0.60
	Adult Female		
	& Adolescent:-	" 1.12	0.60
	Child :-	" 0.69	0.31
<u>Terai :</u>			
	Adult Male:-	" 1.25	0.56
	Adult Female		
	& Adolescent:-	" 1.13	0.56
	Child :-	" 0.69	0.31
<u>Darjeeling:</u>			
	Adult Male:-	" 1.05	0.40
	Adult Female		
	& Adolescent:-	" 1.00	0.40
	Child :-	" 0.50	0.30
<u>Factory Labour of Darjeeling:</u>			
	Adult Male:-	" 1.10	0.40
	Adult Female		
	& Adolescent:-	" 1.05	0.40
	Child :-	" 0.55	0.30

All abovementioned wages are in accordance with the notification of 1959 under the Minimum Wages Act.

The workers are given ration (cereals only) at the following rates :-

Decars & Terai :- At the rate of Rs. 15 per maund with progressive increase in the rate depending on number of days worked per week ranging upto Rs. 23.75 per maund, if no work is done in that particular week.

In Darjeeling ration (cereals) is supplied at the rate of Rs. 20.00 per maund with progressive increase in the rate depending on the number of days worked per week.

Wages and salaries of other categories of workers and employees mentioned in reply to Question No. 3 vary from Rs. 2.05 per day or Rs. 53.30 per month to the maximum of Rs. 371.00 per month according to existing grade and scale. This again varies from region to region (Darjeeling, Decars and Terai) and also as between employees of different units under different employers' organisations. This

should also be noted that a peculiar system of Hazri and Dubli splitting up both Basic and D.A. of unskilled garden labourers of Dooars and Terai is in vogue.

10. Yes.

Wages for unskilled labour and corresponding wages of all other categories of workers must be fixed, according to the norm for a needbased minimum wage (lowest grade of Fair Wages) determined by the Fifteenth Indian Labour Conference of 1957. The wages under minimum Wages Act in the said three regions were fixed first in the year 1951 on the basis of the family Budget enquiry held in 1948. The subsequent fixation of wages was really the result of conversion of the supply of different commodities at concessional rates into cash. As such, not only there was no increase in the wages of the workers in any of the said three regions. But the wages of the workers of Darjeeling Hill area have definitely been reduced since its first fixation in 1952 in course of cash conversion. Secondly, the minimum wages were fixed in 1952 on the basis of family income instead of one earner having three consumption units and the principle of three consumption units has been accepted unanimously by the fifteenth Indian Labour Conference and was previously upheld by the Award of the Coal Tribunal in 1956. Thirdly, in calculating the wages the requirement of items other than food, ~~and~~ such as, lighting, clothing etc. was unreasonably reduced even according to the admission of the Madak Committee Report. The items, other than food, were reduced by 25% to 50% from what were the then actual requirements. Fourthly, the entire pattern of expenditure and actual expenses have since greatly changed to the higher side due to increase in prices. Fifthly, according to the Madak Committee the Minimum wages for Darjeeling Hill area should have been more due to the abnormal climatic conditions necessitating better clothing and better food. But the Madak Committee says that for "special conditions" wages for Darjeeling Hill area be reduced by Rs. 4 (four) per day per worker compared to the wages for Dooars and Terai although the said Committee further recommends unanimously that the Government should appoint an Advisory Committee under section 6 of the Minimum Wages Act to examine the question of fixation of minimum wages for Darjeeling in greater detail than is possible for this Committee in the time at its disposal, to ascertain whether the financial position of the Tea Estates in Darjeeling will make it possible for them to pay the wages recommended or wages more closely approaching the wages required . . . . ". But this recommendation was never implemented. Moreover, the gap between the wages in Darjeeling on the one hand, and Dooars and Terai on the other, has further been widened from 0.25 nP. to 0.39 nP. per day per worker. From the abovesaid observations of the Madak Committee it is obvious that the wages for Darjeeling Hill area workers were not fixed on the basis of minimum necessities, but looking into the assumed financial position of the employers. Thus, even the purpose of the Minimum Wages Act in fixing the minimum wage has been defeated.

11. (a) No.

(b) Split into Basic wages and Darness Allowance.

(i) D. A. is not really linked with the cost of living index. According to the prevailing system a rise in D.A. per point in the consumers' price index number by 2 nP. should have taken place. But it was never implemented.

(ii) D.A. is paid as certain percentage of basic pay in the case of Clerical and Medical staff only.

(iii) For all practical purposes a flat rate D.A. is paid to manual workers.

12. Piece rate system is in vogue for plucking. The piece rate system for plucking is not the same for all gardens or all regions, it varies from garden to garden, or rather from company to company.

A flat rate is fixed for plucking per seer of tea leaves plucked over and above the norm which is fixed arbitrarily.

13. (a) Reply given in No. 9.

The price of the food grains depends upon the days worked by each worker per week. In case a worker remains absent for a week the price goes above the market rate as has already been pointed out.

(b) Free housing is provided not according to the Schedule laid down in the Plantation Labour Act or Rules made thereunder. Overwhelming majority of the workers are provided with thatched houses unfit for human habitation. Moreover, not less than fourteen percent of the total number of workers employed are temporary or basti labour as they are called, are not entitled to any free housing facilities. Medical facilities are also too meagre in majority of the gardens. In a number of gardens not even qualified medical practitioners, or even passed compounders are provided with. Hospitalisation is available only in respect of a handful of gardens. There is no facility or arrangement for treatment of T. B. and Leprosy the incidence of which is most widespread in Darjeeling Hill areas, in particular.

Expenses for free Primary education are borne by the Government of West Bengal. The Indian Tea Association used to pay an extra allowance for the teachers. The employers provide for the school premises.

Supply of free fuel is too inadequate where it is at all provided for. In number of gardens no free fuel is at all supplied.

14. The wages were fixed in February 1951.

The following wages were fixed for Dooars and Terai Gardens:

	Basic.	D. A.	Total.
Ad Male Adult:-	As. 12.	As. 7.	Rs. 1 As. 3
Female Adult & Adolescent:-	" 10.	" 7.	" 1 As. 1
Employable child:-	" 6.	" 4.	As. 10

Factory Labour as above.

Darjeeling Gardens:

Male Adult:-	As. 8.	" 7.	As. 15.
Female Adult & Adolescent:-	" 7.	" 7.	As. 14.
Child :-	" 4.	" 4.	As. 8.

F a c t o r y :

Male Adult:-	" 9.	" 7.	Rs. 1.
Female Adult & Adolescent:-	" 8.	" 7.	As. 15.
Child:-	" 5.	" 4.	As. 9.

15. (a) & (b) to 18. The present total wages should be fixed according to the norm of needbased minimum wage as recommended by the Fifteenth Indian Labour Conference on the basis of 1960 cost of living index. Twentyfive percent of the total wage thus fixed should constitute the D. A. and be linked with the cost of living index. Any rise in the cost of living index should be fully compensated with 100% neutralisation at the rate of a minimum Rs 20 mp. per point of rise in the cost of living index. A high cost allowance over and above the Dearness allowance should be provided for the Clerical, Medical and other subordinate staff, such as, Dafadar, Chowkidar etc.

We are not satisfied with the present system of arriving at the cost of living index for plantation areas because of the following reasons :-

1. The weightage on different items of expenditure has

(11) As the pattern of expenditure has changed. The Government of India also proposed to hold an enquiry into the family budget of the Plantation workers.

20 & 21. As per recommendation of the Fifteenth Indian Labour Conference expenses under education, medical and other miscellaneous items should constitute 20% of the total minimum wages.

22. The total minimum wages fixed as per recommendation of the Fifteenth Indian Labour Conference should constitute the minimum fall back wages for piece-rate workers.

23(a). We prefer timescale wages for all categories of workers & employees. At present the pluckers are on the piece-rate system. In the name of incentive norm of plucking for pluckers for earning the notified minimum wages is arbitrarily fixed by the Management. In Darjeeling Hill areas and also in Dooars and Terai the norm is now 3-days being fixed on the basis of the average plucked on the previous day, thereby increasing the norm every day, increasing the workload and depriving the workers of leaf rice (extra payment for extra leaves plucked over the norm). This system has definitely lowered down the earning of the workers during plucking season compared to previous years despite increase in overall production. Moreover, the piece-rate system, instead of being an incentive for the worker to earn more has in fact come to be a means for the employers to increase the workload without corresponding increase in earnings.

(b) By Grade Scale and Promotion.

24. No different basis should be adopted.

Each adult worker should be presumed to have to satisfy the needs of 3 consumption units for reasons already stated in the foregoing.

#### W a g e s .

25(a) (i) Please see Annexure I.  
(ii) The lowest in other categories will depend on the differentials for each category over the fair wages (need-based minimum wages) for unskilled manual labour

(b) Please see annexure I.

26 (a) There is no such condition at present prevailing in any of the tea gardens that only family members or all the members of a family are to be employed. As a matter of fact, even children of employable age, mothers and other dependents are given employment. And in majority of the families dependents like children of employable age will be found unemployed.

Other proportion to be replied by employers.

(b) Employers to reply.

27. Same reply as in respect of Question 25.

28. According to the Fair Wages Committee the concept of living wage is given as follows :-

"The living wage represents a standard of living which provides not merely for a bare physical subsistence but for the maintenance of health and decency, a measure of frugal comfort and some insurance against the more important misfortunes." While the lower limit of fairwages is "the minimum wage which must provide not merely for the bare subsistence of life but for the preservation of efficiency of the worker by providing for some measure of education,

medical requirement and amenities". "While the limit of fair wage must obviously be the minimum wage, the upper limit is set by the capacity of the industry to pay."

As such the living wage will be nearly three times of what would be the "lower limit of fair wage" or the needbased minimum wage.

Women's Wages.

29, 30,  
31 & 32. Differentiation in the wages between men and women workers is there as has already been shown.. There is no such occupation in this industry which is exclusively for women and thus call for any different method of calculating the wages of women workers. Women workers do the following jobs :-

Plucking, Planting, other cultivation work as necessary, picking and practically all other jobs excepting deep hoeing and job of machineman. There is, therefore no justification for giving lower wages compared to male workers, to the women workers.

Number of women workers is about fifty percent of the total plantation workers. Other replies to be given by the employers.

Children & Adolescents:

33. Yes.

Actual Number to be supplied by employers.

34. Children are given light cultivation work and other works.

35. Adolescents - 39 hours per week  
Children - ditto

Wages for 1951 and 1960 have already been shown.

36. No. Children should have the opportunity of education. moreover, to do plantation work in early age tolls upon their health very badly. The system of employing children is against the norm of any civilised Society. at present they are compelled to earn due to consistent refusal by the employers to accept the principle of one earner having three consumption units.

Piece Rate Work.

38(a) & (b). already replied in respect of Q. 12.

(c) There is system of task work. The following jobs are given on task basis :-

- (i) Pruning
- (ii) Weeding.
- (iii) Manuring.
- (iv) Planting.
- (v) Farking.
- (vi) Clearing undergrowth.
- (vii) Uprooting.
- (viii) Hoeing.

39, 40, 41 & 42.: Reply already given in respect of Q. 12, 22 & 23(a).

Task Rates.

	Male	Female
43.(a) Pruning - light:	320	180
-da- Light shift:	300	Na
-da- Deep Shift:	300	Na
(b) Mullying	180	160
Hoeing (light):	87	Na
Hoeing (cheel):	30	24
Planting:	70	
Cleaning undergrowth:	175 bushes	
Uprooting:	25	Nil.
Sickling	450	350
44.(a) 6 to 8 hours.		
(b) 8 hours.		

45. The task rates are at present fixed by the management without any consultation with the union or workers. As a result maximum number of disputes arise on the question of task rate every year. It is therefore urgently necessary that task rates must be fixed by the Management in consultation with the workers and their unions. The employers by fixing higher rates of tasks very often deprive the workers of the even the statutory minimum wages. So the need of special stress on fixing the task rate in a way so that all the workers can fulfill the task within the scheduled time.

46. (a) & (b). It is difficult to standardise task work rate in plantations due to various factors depending upon the soil, rainfall, age of bushes etc. etc. which vary even from one part of the same estate to another.

PRODUCTIVITY OF LABOUR

47. 6 to 8 hours.

48. Unions affiliated to the A.I.T.W.C. always try to cooperate with the management for improvement of the productivity. But most of the managements in plantations still believe in thumb rule and continue to treat the workers like old days when there was no Unions of the workers. This attitude of the managements unless changed cannot help in improving the productivity.

49. It may be seen from the figures given by the Tea Board in its publication "Tea Statistics 1960" that the average number of man power employed in the tea plantations in West Bengal comes to the following :-

1956 - 3.3  
1957 - 3.2  
1958 - 3.0

The above is calculated from the following figures :-

Year -	1956	1957	1958	1959	1960
Area in Hectare -	81,312	81,636	81,949	82,290	N.A.
Labour employed -	268,671	261,384	251,145	N.A.	N.A.
Production in (.000KG)	76,361	75,397	76,193	80,107	81,363

(Source Tea Statistics 1960)

50 & 51: That the present productivity of labour in West Bengal is in no way lower can be seen from the figures given in the answer to Q 49 above. On the contrary the productivity has definitely gone up. If fair wages paid it will have its effect on the productivity too.

52. See reply to Q 49, 50, 51.

53. The work load is fixed from year to year and even from day to day. It is not at all working satisfactorily in most of the gardens as stated in our reply to "Task Rates".

54. Rarely so, see reply to Task rate.

55. No.

56. As already answered in Task rate.

57. Higher earning certainly, lead to higher productivity. This is the to-days history of the all industries and plantations can't be an exception to that.

58. Piece rate will always help the management to intensify the labour of the workers, resulting in overstrain and undue speed.

59. To be supplied by the management. It is seen that absenteeism has definitely gone down since the wages were increased by cash conversion of supply of commodities at concessional rate. The reason for the present absenteeism are :-

- 1) Sickness.
- 2) Low wages which makes workers disinterested in work.

#### CLERICAL

Q 60 to 67. The salaries of clerical staffs were fixed to either by agreement or through adjudication. Now the present wages of clerical staffs in gardens affiliated to ITA were fixed by agreement. But that of the I.T.P.A. by adjudication held in 1956. There are other gardens who are neither members of the ITA nor that of the I.T.P.A., those are mainly held by Non-Indian concerns. There the wages are fixed according to the will of the management.

The wage Board may be requested to fix up the wages of the clerical and other staffs of all other categories suitably amending the differential between the unskilled garden labour and the clerical, medical and other staffs belonging to ITA gardens. When the lower level of fair wages will be fixed for the unskilled garden labour, the present wages of the clerical and other categories of staffs and workers should be raised accordingly with a grade and scale and without curtailing other facilities that are being enjoyed by them. ~~present wages see Annexure II.~~

#### ARTISANS AND TECHNICIANS.

Q. (3 to 75. In fixing the wages of the daily rated unskilled workers, artisans and technicians' wages should be fixed with suitable modification of the prevailing differentials between the present ITA grade and scale and the present wages of the unskilled daily rated garden workers.

#### PREVAILING RATES OF WAGES

76. The present wages of the Tea Plantation Workers as has already been stated were fixed under the minimum wages Act. the object of which is to fix wages for sweated labour of unorganised industries. The wages of the plantation workers before fixation under this Act were "appealingly low" as was stated by the Wage Commission. The present wages too fall far short of the minimum wages as has already been stated. The wages of tea workers in West Bengal are lower than those obtaining in any other organised industries in the State of West Bengal. While the average annual earnings of a factory workers in West Bengal have gone upto Rs. 1300.00 in the year 1960, the average annual earnings of an adult male worker are approximately Rs. 500.00 including the cash value of food concessions. So, even if the prevailing average annual earnings for the region of West Bengal are taken into consideration, the lower limit of fair wages for Tea plantation workers are long overdue.



77. In a predominantly agricultural country the wages of industrial workers who constitute a small percentage of the working population, but at the same time producing wealth proportionately much more, cannot be determined on the basis of or in comparison with the national income which suffers from the undue weightage of income from agricultural sources. If however, the national income has to exercise any appreciable influence on the wage structure of the workers, surely profits, dividends, managing agents commission, and salary and other allowances and commissions of top executives have to come under its influence first. So although average per capita national income cannot be the basis for fixing the minimum wages of industrial workers, it would be instructive to compare the earnings of Tea plantation workers with the average per capita national income of our country. According to the estimates of the Central Statistical Organization, Government of India, the average per capita national income in 1958-59 was Rs. 330.2. But the present average annual income of a Tea plantation worker having two adult dependents in West Bengal is approximately Rs. 500.00, which means that per capita income of a Tea worker stand nearly at Rs. 166.00 which, again, is nearly half of the per capita national income.

79 to 82. Employers to reply.

WAGES DIFFERENTIAL

83. For the purpose of fixation of wages about 90% of the workers are being treated as unskilled workers. But amongst them the jobs like pruning, plucking, etc. can never be accepted as unskilled jobs. Pruning definitely requires skill and experience. Plucking also, particularly fine plucking cannot be performed by an unskilled new hand. There are other jobs also which fall under the category semiskilled job, jobs like hoeing, uprooting, manuring, weeding, etc. may be treated as unskilled heavy manual work. It may be mentioned here that barring a few percentages, more than 50% of the male labour and 100% of the female labour do the job of plucking, pruning is done both of male and female labours although men may be entrusted with heavy manual work after completion of pruning and before the plucking season starts. It is, therefore, difficult to categorise the workers as unskilled, semiskilled and skilled without finally determining the nature of jobs.

84. No. We consider that the existing differentials are not proper. Reasons have already been given.

85. Yes. The differences between lowest and highest incomes can be narrowed down by bringing down the remuneration of managerial staff. According to the Report of the Plantation Enquiring Commission, 1956 (Menon Commission) "high managerial overheads are by no means essential for efficient productivity". The said Commission further states that "the possibility of any reduction in production costs by partly in bringing down the administrative costs incurred on non-Indian managerial staff and managing agencies .....". The Commission also suggested that the Tea Board should "examine costs of disproportionately high remunerations paid to managerial and other senior staff in Tea Companies, and when necessary advise Companies concerned in this connection and exert its influence in reducing the disparities that exist at present."

The differential in earnings between the lowest and highest paid in Tea Companies is abnormally wider than in any other industries or in public services. We, therefore, suggest that the purpose of narrowing down the gap, the wages of the lowest and paid workers should be increased to the fair wages level and on the other hand, the remuneration of the highest paid staff be brought down.

87. Yes. The Board should itself fix the differentials for the various categories. It should not be left to the parties for settling by arbitration.

88 to 92. Replies to be given by the employers.

CAPACITY TO PAY

93 & 102 to 105. The financial position of the industry can be well judged from the following figures appearing in the Reserve Bank Bulletin of September 1960:

Total Gross average profits from 1951 - 1955 as percentage of capital employed in 750 companies (all industries) was only 9.2. While in respect of 113 Tea companies the percentage was as high as 16.9, the highest of all industries including Iron & Steel, Cement, etc. It may be noted that 1951 and 1952 were the years of crisis for the Tea industry. Again in 1956 while the average gross profit as percentage of capital employed in 1001 companies of all industries was 9.6, that of Tea of 167 companies was 14.6. In 1957 the corresponding figures were 7.5 and 7.3. And again in 1958 the corresponding figures were 8.0 and 9.4. Thus while even in a lean year of 1957 the Tea Companies maintained their gross profits almost at a far better. In 1959 and 1960 although the exact figures are not available, the gross profits of the Tea industry as percentage of capital employed will no doubt be much higher than the average of all industries. If we again look at the dividend paid a percentage of paid up capital, the Tea industry surpasses any other organised industry for the period of 1951 to 1955. The position in respect of years following 1955 is as follows :-

	<u>1956</u>	<u>1957</u>	<u>1958</u>
<u>1001 Companies (All Industries)</u>	9.5	8.8	9.0
<u>167 Tea Companies -----</u>	16.1	10.0	10.4

While profit before tax in respect of 167 Tea Companies has increased in 1958 compared to what it was in 1955, the wages and salaries have diminished during the corresponding period. We consider that in determining the needbased minimum of a fair wage the capacity of the industry to pay should not be considered. The wages must have the priority. If the capacity to pay is at all considered, the industry as a whole should be taken into account as we want to standardise wages for each category throughout the industry in the country.

94. Tea Industry occupies an important position in our nation economy as the largest contributor in foreign exchange earnings and also by way of excise duty to the national exchequer. The industry employs the largest number of workers about 1 million. It is also the mainstay of the plywood industry supplying tea chests. Although India, in acreage, has one third of the total acreage under tea plantation in the world, India's production and export constitute about half of the total of all other countries taken together.

Although we do not accept the principle of reckoning the capacity to pay in determining the needbased minimum wages, the Tea industry is prosperous enough in all respects to pay the minimum of fair wages. The recommendations of the Menon Commission, if implemented, would greatly augment the internal resources of the Tea Companies. For example, the commission has observed that a limitation on dividend by half would itself have enabled most companies to increase their internal resources by about 25 percent. We have already stated earlier that the percentage of gross profits to total capital employed is highest for the Tea Industry compared to the average for all industries. Besides, the Commission has also suggested that "under the head 'general charges' there is room for reduction of costs by decreasing the remuneration paid to Managing Agents and Secretaries, by abolishing the commission paid to Manager, etc., ..... and rationalising the salary structure of the managerial cadre."

95 to 100. It may be mentioned here that India, particularly North-West India, is renowned for quality production of Tea. As such no other country in the world produces quality tea as in India. Other than quality tea, generally known as common tea, is produced by Ceylon which now stands second in export after India.

Secondly, the export from Ceylon, the only competitor of Indian tea, is always less by several million pounds.

Thirdly, one more point may be added that wages paid to workers in Ceylon, and even in Indonesia, are definitely more than those obtaining for Indian tea plantation workers. As such no question can arise that any increase in wages will or likely to affect the export trade of Indian tea.

We do not, therefore, consider that the question of export should figure prominently in determining wages. Here again we would mention certain peculiarities of the industry itself, which should be taken note of for the future of the industry.

The following have been observed by the Menon Commission:

i) "The main feature of the industry was the concentration of production. 52% of the total North Indian production was in the hands of 7 Managing agencies, to hold 36.2% of production, and 13 in all produced 371 million lbs of tea, out of 487 million lbs. in North India, i.e. more than 75%. 8 Agency-houses of producer's in Calcutta with their associate firms purchased over 50% of Tea lot. Calcutta Auction in 1954."

ii) "There is high degree of concentration of capital and there is excessive concentration of economic power in the hands of a few brokers".

This has resulted in "expansion and contraction of auctions in U.K. and Calcutta was possible by these Managing Agencies", says Sri K. G. Sivaswamy, one of the members of the Menon Commission.

This is an industry where really the demand and supply have very little effect upon the price of tea. This can be seen if we examine the total world Tea production, production of tea in India and the average export price of N. E. Indian Tea in Calcutta auction for 1951, to 1956. The production of N.E. Indian Tea went up from 1952 to 1954 by 6.6 million lbs. and that of the world out put by 130.7 million lbs., but inspite of that the average export price of N.E. Indian Tea in Calcutta auction rose from Rs. 1 - 11 as. - 7p. per lb. in 1951-52 to Rs. 2 - 6 as. - 0 p. per lb. in 1956-57.

It may also be noted here that in the year 1952, the producers raised a hue and cry of over production, when the price drastically fell, and as a result a number of gardens were closed down, throwing thousands of workers out of employment. But as soon as the Government concerned agreed to a wage cut for workers and as soon as the cut was resorted to, the price immediately began to rise. No one can explain how the market price of a commodity can go up with the cut in wages of the workers of the industry producing the commodity. We are therefore convinced that if the producers manipulation is not there, there is no reason why the export of tea should be affected in any way by any increase in wages of the workers.

We are sure the 3rd five year plan target can be fulfilled so far as this industry is concerned, provided the employers are in a mood to co-operate with the workers and take such steps as are necessary to increase the production and the export;

Q.101. There is no reason for affecting the employment position if fair wages is fixed for the tea workers. The need of the hour is to increase the production and to resort to fine plucking, which needs more workers per acre. Moreover we have shown how the cost be reduced to a substantial extent by reducing the high over head charges.

Q. 106. Yes. Also the wages of other categories should go up accordingly. But the managerial staff's salary and commissions should also be reduced in order to narrow down the differential.

107. The terms of reference itself is for fixation of fair wages as far as possible. The question of reduction of three consumption units per employed worker does not arise even on plea of 'capacity to pay' for reasons already shown in previous replies.

108 (a, b & c). (i) Employer to reply.  
(ii) -Do-  
(iii) By agreements generally.  
(iv) The Bonus have been paid since 1953 - 1954 on profit basis. The bonus for the two years 1953 & 1954 to workers were paid on an adhoc basis by agreement. During subsequent years too Bonus have been paid by agreement on the profits basis; area prosperity basis for 1955 to 1958 and 1959 to 1961 on companywise profit basis.

109. Region-cum-companywise.

110. Bonus is linked with profit. No profit, no bonus is the principle followed by the employers.

111 to 132. Reply to be given by the employers.

133. Yes. 6½%.

134. No such scheme for the workers. There are some for Clerical and Medical staff only, but that too in some of the companies only, which vary from company to company. Number of companies have no such scheme even for their Clerical and Medical staff even.

135 to 140. Reply to be given by the employer.

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Annexure I

Average cost for Deccan and Darjooling as per market rates (of the gardens) in 1960 of a family of an adult worker having 3 consumption units on the basis of Dr. Patwardhan's standard of diet.

Standard of diet per head per day as prescribed by Dr. Patwardhan is given below :

Cereals	14	oz.
Pulses	3	"
Green Leafy vegetables	4	"
Root vegetables	3	"
Other vegetables	3	"
Fruits	3	"
Milk	10	"
Sugar and Jaggery	2	"
Vegetable oil, Ghee etc.	2	"
Fish and Meat	3	"
Eggs	1	egg.

<u>Item.</u>	(In seers) Quantity per family as described in the question per month.	Present cost of column 2 at the average price from 1st. Jan. '60 to 31st. Decem. '60.
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1. FOOD:

Cereals @ Rs. 25 per md.	39. 37	24. 80
Pulses @ Rs. 0.62 nP. per sr.	8. 43	5. 26
Green Leafy Vegetables @ Rs. 1.02 nP. per sr.	11. 02	2. 24
Root Vegetables @ 0.50 nP. per sr.	9. 43	4. 22
Other vegetables @ 0.50 nP. per sr.	8. 43	4. 22
Fruits (Banana only being the cheapest) @ 0.06 nP. for one	90 Nos.	2. 70
Milk @ 0.62 nP. per sr.	28 -	17. 36
Sugar @ Rs. 1.00 per sr.	5. 6	5. 60
Sweet oil @ Rs. 2.50 per sr.	5. 6	14. 00
Ghee ) Not available		
Fish and Meat @ Rs. 2.50 per sr.	8. 43	21. 07
Eggs @ .16 nP. for one egg	90 Nos.	14. 40
		<u>115. 87</u>

2. Fuel and Lighting:

Firewood	Rs. 2. 00
Kerosene - 6 bottles @ 0.31 nP. per bottle	Rs. 1. 86
Matchbox / 4 boxes @ 0.06 nP. per box	0. 24
<b>Total</b>	<b>4. 10</b>

3. Clothing: @ Rs. 2.00 per yard

72 yards per year or 6 yds. per month

Pairs of shoes or chappals for adults. Pairs of shoes or Chappals for children, @ Rs. 4.50

4 pairs

Present cost of column x  
2 at the average price  
from 1st. Jan. '60 to  
21st. Dec. '60.

Item	Rs.	nP.
5. Miscellaneous: 20% of the total wages:-	33.	41
Provident Fund :-	11.	00
	<hr/>	
Total:-	177.	88

Abstract.

1. Food:-	-	Rs. 115. 87
2. Fuel & Lighting:-	-	" 4. 10
3. Clothing:-	-	" 12. 00
4. Footwear :-	-	" 1. 50
5. Miscellaneous including utensils, umbrella etc.:	"	33. 41
6. Provident Fund Contribution :-	-	" 11. 00
	<hr/>	
Total:-		177. 88

Resolutions. 1.

This meeting held in connection with the Semanas week, urges that steps are taken by the wage board, to grant interim wage increase for the plantation labour at an early date. The meeting also stress that representation is given to all the central Trade Unions and set up wage boards for other plantation crops at an early date.

Resolutiond. 2.

This meeting urges the Government of Madras to set up at an early date the promised tripartite committee to settle the various problem agitating the workers in every day life and to set up permanent rules for gratuity and modify the standing orders.

Resolution. 3.

This meeting strongly protests against the irrational bonus payment for plantation workers and urges that steps are taken to see the workers get bonus on a rational basis. This meeting also urges that the bonus for 1960 be settled at an early date.

✓

RESOLUTIONS adopted at the meeting of the representatives of the Plantation Labour Unions of Kerala, Madras and Mysore at Palghat on 2 - 10 - '61.

(1) This meeting directs all unions irrespective of affiliation to serve strike notices to take effect on or after fourteenth of October '61 immediately on the managements for the realisation of immediate wage increase to compensate the rise in the cost of living, bonus for the year 1960, a gratuity scheme for Kerala and a uniform plucking and tapping incentive for the plantations in Southern states.

(2) This meeting forms an inter-state plantation workers' Co-ordinating Action Committee consisting of the following with the powers to co-opt

- (1) P. Balachandran Menon, M.L.A. (AITUC)
- (2) P. Ramalingam (AITUC)
- (3) P. Sankar (AITUC)
- (4) N. Sreekantan Nair (UTUC)
- (5) Prakkulam Bhasi (UTUC)
- (6) A. Subbiah (HMS)
- (7) Capt. P.L. Perumal (President, Neelimalai Plantation Labour Union)
- (8) P.M. Sheriff (South Indian Plantation Workers' Union)
- (9) K.L. Narasimham, M.L.A. (Mysore)
- (10) M. Krishnan (AITUC, ~~Nilgiris~~ Kulasekharan)
- (11) P. Vrindhagiri (AITUC, Nilgiris)
- (12) A. Ramasathan (Gen. Secretary, Tamilnad Plantation Workers' Union - AITUC)
- (13) Kongasseril Krishnan, M.L.A. (President, Walluvanad Plantation Labour Union)
- (14) M.M. Sundaram, M.L.A. (President, Peerumede Plantation Labour Union)
- (15) William Suelex (Wynad Plantation Labour Union)
- (16) Jacob (High Range Estate Employees' Union, Mundakayam)
- (17) T. Ubaidu (Palappilly Estate Workers' Congress)
- (18) T. Kunhan (Kozhikode Taluk Estate Workers' Union)
- (19) K. Padmanabhan (North Wynad Estate Labour Union)
- (20) P. Stanley (Deviculam Estate Workers' Union, Moonar)

(3) This meeting decides to have its next meeting at Coimbatore on 10th October at 3 p.m. Representatives are requested to contact Mill Workers' Union office, Coimbatore (Phone No. 3831)

(4) This meeting decides to wait on a deputation on the Hon: Minister for Labour, Govt. of India to explain the position of the plantation workers of the South and their immediate demands. The deputation will consist of Messrs. P. Balachandran Menon, M.L.A. (Vice-President, A.I.T.U.C.), A. Ramasathan, P.M. Sheriff, Capt. P.L. Perumal, P. Vrindhagiri and K.L. Narasimham, M.L.A.



Motor transport Fed. Mechy

A. I. T. U. C.	
I. R. No. ....	Date. ....
Re. No. ....	Ref. Edn. ....

മോട്ടോർ ട്രാൻസ്പോർട്ട് ഫെഡറേഷൻ ലോഗോ

17-11-61

മോട്ടോർ ട്രാൻസ്പോർട്ട് ഫെഡറേഷൻ അടുത്ത ലോഗോ 25-11-61  
 ശനിയാഴ്ച വൈകുന്നേരം മേന്മിട്ടുതൽ ഹൈക്കോർട്ടിലൂടെ റദ്ദാക്കിയതിനെ  
 തുടർച്ചയായി ട്രാൻസ്പോർട്ട് ഫെഡറേഷൻ അടുത്ത ലോഗോ 25-11-61  
 മേന്മിട്ടുതൽ ഹൈക്കോർട്ടിലൂടെ റദ്ദാക്കിയതിനെ തുടർച്ചയായി  
 മേന്മിട്ടുതൽ ഹൈക്കോർട്ടിലൂടെ റദ്ദാക്കിയതിനെ തുടർച്ചയായി  
 മേന്മിട്ടുതൽ ഹൈക്കോർട്ടിലൂടെ റദ്ദാക്കിയതിനെ തുടർച്ചയായി  
 മേന്മിട്ടുതൽ ഹൈക്കോർട്ടിലൂടെ റദ്ദാക്കിയതിനെ തുടർച്ചയായി

കമ്മ്യൂണിക്കേഷൻ

കേരളം കൗൺസിൽ  
 KERALA STATE COUNCIL  
 (A. I. T. U. C.) TRIVANDRUM





തോട്ടം തൊഴിലാളികളുടെ ജനകീയ സംരക്ഷണ കമ്മിറ്റി  
 തിരുവനന്തപുരം, തിരുവനന്തപുരം തോട്ടം  
 ഭൂമി കയ്യടക്കം

തോട്ടം തൊഴിലാളികളുടെ ഭൂമി കയ്യടക്കം സംബന്ധിച്ച്  
 നിലവിലുള്ള ഗവണ്മെന്റ് നിയമങ്ങൾ പരിശോധിച്ചു  
 ഇവ കൃത്യമായി പരിശോധിച്ചു പരാമർശിച്ച  
 പിന്നീട് ഗവണ്മെന്റ് നിയമങ്ങൾ - 2011-12-ലെ  
 തൊഴിലാളികളുടെ കർമ്മശാസ്ത്രം ഉൾപ്പെടെയുള്ള  
 കർമ്മശാസ്ത്രം ആവശ്യപ്പെട്ടിരിക്കുന്നതായും ഗവണ്മെന്റ്  
 അതിനും തക്കതുപരിചരിക്കുന്നു.

ഇതുകൊണ്ട് തൊഴിലാളികളുടെ ഭൂമി കയ്യടക്കം  
 സംബന്ധിച്ച് പരിശോധിച്ചു ഗവണ്മെന്റ് നിയമങ്ങൾ  
 നിലവിലുള്ള തൊഴിലാളികളുടെ ഭൂമി കയ്യടക്കം  
 കോടതിയിൽ ചേർന്നു കേസുകൾ ഉണ്ടാകാതെ  
 തോട്ടം തൊഴിലാളികളുടെ കർമ്മശാസ്ത്രം  
 സംബന്ധിച്ച്, തൊഴിലാളികളുടെ കർമ്മശാസ്ത്രം  
 തിരുവനന്തപുരം തോട്ടം തൊഴിലാളികളുടെ  
 കർമ്മശാസ്ത്രം തിരുവനന്തപുരം തോട്ടം

ഗവണ്മെന്റ് പുറപ്പെടുവിച്ചിട്ടുള്ള തിരുവനന്തപുരം  
 കർമ്മശാസ്ത്രം, 13-ാം നമ്പർ നിയമ വകുപ്പിന്  
 ചിട്ടയായ നിയമങ്ങൾ ഉണ്ടാകാൻ പറ്റാത്തതായും  
 തൊഴിലാളികളുടെ കർമ്മശാസ്ത്രം ഉണ്ടാകാൻ  
 പറ്റാത്തതായും തിരുവനന്തപുരം തോട്ടം  
 തൊഴിലാളികളുടെ കർമ്മശാസ്ത്രം ഉണ്ടാകാൻ  
 പറ്റാത്തതായും തിരുവനന്തപുരം തോട്ടം

തോട്ടം തൊഴിലാളികൾ, ഇതുകൊണ്ട് 15-ാം  
 നമ്പർ കർമ്മശാസ്ത്രം ഉണ്ടാകാൻ പറ്റാത്തതായും  
 തിരുവനന്തപുരം തോട്ടം തൊഴിലാളികളുടെ

~~തോട്ടം തൊഴിലാളികളുടെ പ്രശ്ന ചർച്ചകൾ~~

~~മിന്നിപ്പം മേജർ പരിഷ്കരിച്ചു കൊണ്ടിരിക്കുന്ന നൂപ്തകൾ വാ  
സ്തിതികളിൽ തിരിച്ചു വെച്ചു കൊടുക്കുന്നതിൽ ഇരു മാസം മുൻപായി നടന്നു  
രുന്ന തോട്ടം തൊഴിലാളികളുടെ പ്രശ്ന ചർച്ചകൾ 2, 3, 4  
റവഴികൾ വായിക്കുകയും ചെയ്തിട്ടുണ്ട്.~~

*circular*

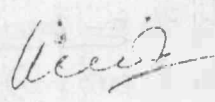
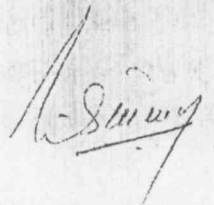
തോട്ടം തൊഴിലാളികളുടെ പ്രശ്ന ചർച്ചകൾ

നമ്പർ - 15-20-1954  
തീയതി - 11-11-54

സർക്കാർ,

ഇരു മാസം 15-20-1954 മുൻപായി നടന്നു വന്ന പ്രശ്ന  
ചർച്ചകളിൽ തൊഴിലാളികളുടെ പ്രശ്നം ക്രമേണ  
തീർക്കുവാൻ തോട്ടം തൊഴിലാളികളുടെ പ്രശ്ന  
ചർച്ചകൾ നടന്നു. തോട്ടം തൊഴിലാളികൾ 11 മാസം  
മുൻപായി തോട്ടം തൊഴിലാളികളുടെ പ്രശ്ന  
ചർച്ചകളിൽ തൊഴിലാളികളുടെ പ്രശ്നം ക്രമേണ  
തീർക്കുവാൻ തോട്ടം തൊഴിലാളികളുടെ പ്രശ്ന  
ചർച്ചകൾ നടന്നു. തോട്ടം തൊഴിലാളികൾ 11 മാസം  
മുൻപായി തോട്ടം തൊഴിലാളികളുടെ പ്രശ്ന  
ചർച്ചകളിൽ തൊഴിലാളികളുടെ പ്രശ്നം ക്രമേണ  
തീർക്കുവാൻ തോട്ടം തൊഴിലാളികളുടെ പ്രശ്ന  
ചർച്ചകൾ നടന്നു.

അഭിവാദനങ്ങൾ,



ജനറൽ സെക്രട്ടറി, K.P.L.F.



എന്നാൽ ചിത്രം ക്രിസ്തുവിനെ കുറിച്ച് മനോഹരമായ  
 ചിത്രങ്ങൾ ഇവർക്ക് തയ്യാറാക്കി. മനോഹരമായ  
 ചിത്രങ്ങൾ തയ്യാറാക്കി. മനോഹരമായ ചിത്രങ്ങൾ  
 തയ്യാറാക്കി. മനോഹരമായ ചിത്രങ്ങൾ തയ്യാറാക്കി.

തൊഴിലാളികളെ സംബന്ധിച്ചുള്ള വ്യവസ്ഥകൾ  
 നടപ്പാക്കാൻ സർക്കാർ തയ്യാറാണ്. തൊഴിലാളികൾക്ക്  
 നല്ല വേതനം നൽകാൻ സർക്കാർ തയ്യാറാണ്.

ഇതോടൊപ്പം തന്നെ 2-11-61ന് തിരുവനന്തപുരത്ത്  
 ചേർന്ന തൃശ്ശൂർ പ്രദേശീയ കമ്മിറ്റിയുടെ യോഗം  
 കൂടി. തിരുവനന്തപുരത്ത് ചേർന്ന യോഗത്തിൽ  
 തിരുവനന്തപുരം പ്രദേശീയ കമ്മിറ്റിയുടെ യോഗം  
 കൂടി. തിരുവനന്തപുരത്ത് ചേർന്ന യോഗത്തിൽ  
 തിരുവനന്തപുരം പ്രദേശീയ കമ്മിറ്റിയുടെ യോഗം  
 കൂടി.



























URG

SREEVASTAVA  
AITUCONG  
NEW DELHI

Teletyped  
3-10-61

ARRANGE MEET MANDA SOUTHERN PLANTATION LABOUR DEPUTATION  
BANGALORE WIRE BACK - BALACHANDRAN

CENTRAL LABOUR MINISTER  
NEW DELHI

Teletyped  
3-10-61

PRAY RECEIVE SOUTHERN PLANTATIONS LABOUR DEPUTATION  
BANGALORE

BALACHANDRAN MLA SECRETARY KERALA STATE  
TRADE UNION COUNCIL

Copy to: AITUCONG

From

P. Balachandra Menon, M.L.A.,  
General Secretary, Kerala State Trade Union Council,  
Trivandrum.

To

The Hon: Minister for Labour,  
New Delhi.

Sir,

In confirming my telegram dated 3-10--61 which runs  
as follows:

" PRAY RECEIVE SOUTHERN PLANTATIONS LABOUR  
UNIONS DEPUTATION BANGALORE BALACHANDRAN M.L.A.  
SECRETARY KERALA STATE TRADE UNION COUNCIL "

On behalf of the Plantation Labour Unions of Southern  
States, we are waiting on a deputation on you to present the case  
of the plantation workers for an immediate wage increase. We request  
you to allow us an interview at Bangalore during the time of Labour  
Conference.

The deputation consists of

- 1) P. Balachandra Menon, M.L.A. (General Secretary, Kerala  
State Trade Union Council and President, Kerala  
Federation of Plantation Labour Unions)
- 2) A. Ramanathan (Gen: Secretary, Tamilnad Plantation  
Workers' Union)
- 3) P.M. Sheriff (South Indian Plantation Workers' Union)
- 4) Capt. P.C. Perumal (President, Neelimalai Plantation  
Labour Union)
- 5) P. Vrindhagiri (Tamilnad Plantation Workers' Union)
- 6) K.L. Narasimham, M.L.A. (Mysore)

We also enclose herewith the statements and resolutions  
adopted and passed at the Representatives' Conference held at  
Palghat on 2nd October, '61.

Yours faithfully,

Encls: Copy of the telegram,  
statements & resolutions

Copy to:

AITUC

4, Ashoka Road  
New Delhi (5)

For information and necessary steps

M. Menon

7-10-11

RAMANATHAN

TAMILNAD PLANTATION WORKERS UNION

VALPARAI (Madras State)

MEET SRIWASTAVA IN BANGALORE STOP INTERVIEW TRYING IN COURSE  
LABOUR CONFERENCE THERE

AITUCONG

543



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at \_\_\_\_\_

O 16 1 VALPARAI 6 25 SRIVASTAVA AITUCONG NEWDELHI

REFER BALACHANDRA MENONS TELEGRAM THIRD ARRANGE INTERVIEW CENTRAL  
LABOUR MINISTER BANGALORE STOP PLEASE WIRE ACCEPTED INTERVIEW DATE  
- RAJANATHAN TAMILIAD PLANTATION WORKERS UNION

3466 6 Oct 1951

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

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1401



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at \_\_\_\_\_ H. \_\_\_\_\_ M. \_\_\_\_\_

O PB H56 DEHRADUN 2

DANGE PARLIAMENT ND...

... EIGHTEENTH DAY THOUSANDS TEA WORKERS STRIKE MANAGEMENT CRUEL  
ADJMENT SITUATION DETERIORATING IMMUTE INTERVENTION REQUESTED  
.... JOINT ACTION COMMITTEE<sup>19</sup> ANANLCHOWK

A. I. T. U. C.	
I. R. No. 2602	Date. 3 AUG 1961
File No. ....	Replied on. ....

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MCIEPAh.—GGO—1.7.59—30,210 Bks.

Editorial published in 'JUGANTAR' a Bengali Daily  
published from Calcutta on Friday, the 7th April 1961.

TEA INDUSTRY - Part 1.

The reply given by Sri Manubhai Shah, Union Minister for Industry to a question put to him on 8th March 1961 in Rajya Sabha amply shows that the Hon'ble Minister was ill advised by his subordinate staff, who supplied him with wrong informations which ultimately led him to be off the track. If not, how could he have made himself a butt of ridicule by giving such an incorrect reply to Sri Dayabhai Patel and thus bring about irreparable damage to the national interest?

The questions were:-

- 1) Whether the Indian Tea Auction and the Brokers' business for exporting tea to the foreign market are under the absolute control of the foreigners?
- 2) If so, has the Government been thinking of taking steps to ensure that the Indian Brokers shall have the legitimate quota of share in this business?

In his reply the Hon'ble Minister said that Sri Patel had been labouring under a false impression. It was not true that those business units were monopolised by the foreigners. So question of protection does not arise.

We have already pointed out that his reply is out and out a wrong statement and is quite the opposite to what the actual fact is. Because out of the seven Tea Brokers in Calcutta, which is the only market for Tea Auction in Northern India, the oldest concerns are four in number and they are the properties of the foreigners; and about 96% of the total quantities of tea put to auction are dealt with by these four foreign companies. The pioneer of the remaining three companies has hardly reached its 14th year and handles, along with two other companies of still lesser years, only the 4% of the total turn over of the Indian Teas sold through Calcutta auction. So in the face of this glaring truth will he still say that in India the Tea Auction Market, in other words the Brokers business, is not under the absolute control of the Foreigners? Or no step needs be taken to protect the interest of the Indian Brokers by safe-guarding their quota of shares in these two business units?

From what we have seen of him on different occasions and considering his democratic outlook we have the firm conviction that he would not make such a colossal mistake had not his subordinate staff were guilty of supplying him with wrong informations. On the contrary, we believe, he would have taken all possible

measures to save the National Prestige.

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The negligence of the Officers-in-charge is at the root of all evils. Such people, unless they are immediately removed from such responsible positions, are sure to sacrifice the national interest by their ignorance, foolishness and negligence. "Will the Hon'ble Minister take proper steps against these worthless Officers averted to their duties?" - is our first and foremost question. The second is, "Will he change his outlook, betrayed though unwillingly, which gave fillip to the monopolistic attitude of the Foreigners in the Sphere of Auction Market, as well as to the Brokers' business?" and if he is inclined to adopt a policy favourable to Indian interest ?

Not only for the sake of material prosperity of the Country, it is absolutely necessary to do away with this monopolistic control by the Foreigners in the Tea Trade for the well being of the nation as a whole. This is also a long advertised business principle of our National Government too. Even the British Bureaucratic Government itself, just before the transfer of Power, recommended for fixation of a Quota to the Indians as their legitimate share in the Auction Market; in the other words, in the Brokers' Business. In any Country such a recommendation is considered virtually as a mandate. But these British Brokers who wielded absolute control over the Auction Market did not care to put the least importance to this recommendations made by none else than those of their own class and set the recommendations at naught with utter indifference. Only after a few months of the installation of the National Government the mental outlook of these people had undergone a change and consequently accorded their approval to an Indian concern in 1948 as the first Indian Tea Broker. In Thirteen years after that, two more Indian concerns were also accorded their approval as such.

Tea occupies the third place among the cash crop of India. Who can deny that this continuous dependence on the foreigners, in protecting the National interest in this business having such a great potentiality in the material prosperity of our country, is a great shame. There is no room for doubt, if we study the role played by Brokers in the tea industry and trade, that this sort of dependence is harmful to the Nation too.

The procedure of selling tea in the market differs from those of other commodities. Save the nominal quantity of tea sold directly from gardens to the local buyers the major portion of tea produced in Northern India are sold in the Calcutta Auction through the approved Brokers. In this respect the



business method adopted by these Brokers are all-embracing, and they assume an important role in the tea industry in India. The interest of the producers, retailers and wholesalers, the consumers and the exchequer remains vested directly or indirectly on the Brokers. There are several stages intervening the storing of tea in brick-built warehouses down to its export; and at every stage these Brokers have their duties to perform. These are the supervision of tea, standardisation, price fixation, sale in auction, shipping, conveyance of carrying receipts, realisation of sale proceeds and other things of like nature. The Brokers are to arrange the supply of requisite working capital of considerable magnitude to run the factory in full swing in the tea season. They are to foretell the future trend of the international market. Their instructions are indispensable for the improvement of the quality of tea. The buying constituents are to depend entirely on the brokers for current price according to the standard and the rate at which different varieties of tea were sold in the previous sale through the auction. The foreign buyers are to rely upon the reports issued by the Brokers regarding the condition of the tea chest. Besides this, they always keep themselves alert so that adulterated teas and teas not fit for human consumption may not find access to the market through them.

Truly speaking these brokers have been exercising great influence on the tea industry and trade. It may also be said that this is a continuation of a system of antinational policy introduced by the British rulers in the past. The tea magnets earned three to four times of a rupee per year by exploiting the plantation labour and the consumers on the one hand and depriving the exchequer on the other. The highly paid officers lived the life of ease and luxury like princes. But no attempt has been made still now to stabilise the foundation of this industry by making proper arrangements for securing requisite working capital at proper rate of interest during the short period of tea season. All most all the gardens, foreign or indigenous, are dependents on these Brokers in this matter. Among these Brokers the influence of the oldest four foreign Companies are virtually all embracing. These Brokers stand guarantors for the industry and help them in securing necessary working capital from the banks and financiers. In return they are not satisfied with the commissions only. They make terms of agreement that those gardens taking such loans must sell their crop through the guarantor Brokers and the loan must first of all be adjusted before the sale proceeds are

disbursed. It is for this term of agreement even the indiginous gardens find it practicably impossible to sever connections with these four foreign Companies and build up business relations with the Indian Brokers. These are the fundamental causes of the monopolistic control of these foreign companies.

It may be pointed out in this connection that this trick to keep the anti-Indian Policy quite intact, is but a counterpart of the malpractice pursued in shipping business with a view to oust the competitors by forgoing freight. Our national government has not only announced its policy of stopping this malpractice; it has also issued its directive to carry atleast 25% of the tea exported, in Indian steam ships. It should be the policy of the government to safe guard the interest of the Indian Brokers by ensuring the legitimate share in tea auction and in the export trade in tea, by similar directives. If not, the national interest will be continuously trodden down. Following the history of time-worn and discredited business practice, if we still allow these foreign Brokers to exercise their monopoly power and influence the interest of the Union of India is sure to be irreparably affected.

EDITORIAL PUBLISHED IN "JUGANTAR" A BENGALI LEADING DAILY  
PUBLISHED FROM CALCUTTA ON SATURDAY, THE 6TH APRIL 1961.

TEA INDUSTRY -- Part II.

Before 1948, in absence of any Indian "Brokers" in the Calcutta Tea Auction Market the total quantity of tea offered for sale used to be transacted through the four foreign Brokers. To-day, after a lapse of long 13 years three Indian Brokers, comparatively new in the market, have had the privilege of selling only the 4% of the total turnover. If it increases at this rate it will take a little over 150 years to get even the half of the total business. How sincerely and with what faithful devotion our National Government is lending its weight for the expansion of Indian Trade will be painfully realised from these informations.

Not only in the Tea Auction Markets and thus in the "Brokers Business", this age-long system of business management still persists to a great extent in the tea industries too. In 1939 out of the total capital invested in this industry the share of the Indians were a little more than 11.75% which subsequently rose to 22.25% in 1954. But it is not a fact, we should remember, that this increase in Indian shares has been brought about by opening new gardens by the Indian enterprisers. These new-comers had their access in this industry only by purchasing existing gardens under foreign management at costs, 4 to 6 times greater than their actual value.

We are the devotees of free enterprise! But as ill luck would have it, we have been helping such a nice economic structure to function still now, in which the most lucrative branches of commerce and industry have been kept "protected" for the already well established businessmen. In some places the doors are completely shut up or in other places they have been made extremely narrow. Plantations like tea, coffee and rubber and other industries like jute mills, textiles and hydrogenated oil industries deserve mention in this respect.

However, in an industry, the quarter of which is run by the Indians, the indigenous business units at its different stages should not be cornered in this way. It may generally be hoped that the owners of Indian Gardens, at least, should be more inclined to build up business relations with the Indian Brokers, wholesalers and others dealing in tea. The reason for which we ask

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people to buy "SWADESHI GOODS", we should patronise the indigenous industries just for the same reason. But in reality the Indian Gardens are found to be quite indifferent in conducting their business transactions through the Indian Brokers.

The Central Government, too, repeatedly requested on different occasions to the Calcutta Tea Traders' Association and the Tea Merchants Association to find ways to bring about a change in this state of affairs. But from the response received from these organisations it may be said that India will have to wait for more than 150 years to have even the half of this trade. It is needless to say that no Government can take such a "SLOW COACH" management indefinitely for granted. So, it is now necessary to introduce specific and effective measures so that the Indians may play their legitimate role in the spheres of tea auction and thus in brokers' business and also in the tea export trade. But the doctrine of free enterprise being still in vogue the imposition of any restrictive measures are viewed as undesirable.

There is, however, one way to steer clear out of such difficulties on both the wings; and that is how to remove the fundamental causes of this continuous dependence of Indian Gardens on foreign Brokers. It has already been mentioned above that these four foreign brokers get the absolute right to sell the total produce of a garden as their remuneration for securing loan for such gardens. So, if the supply of working capital can be made available from other sources the Indian Gardens will not be forced to be under any obligation to any particular broker. They will be in a position to arrange the sale of their produce according to their own choice. The Government, too, admitted, some times back in the past, that such an effective measure is indispensable. But we are sorry to say that no attempts have even been made still now to materialise this proposal. Our earnest request to the Government is that the Reserve Bank and the State Bank of India be immediately directed to find means for the supply of working capital to the Indian gardens; if not, it will baffle all attempts at solution of these problems.

On the other hand we would be requesting the managements of Indian Tea Industries to become more farsighted and bolder still in their activities.

How can this be justified that these business executives would be appealing to the people for their growing patronage and asking the Government for their help, while they, themselves would remain indifferent and would not reciprocate with the Indian Brokers?

If one and all of us make it a principle of using Swadeshi Goods with right earnest the indigenous industries are sure to develop and expand even without any State help. It is our request to the owners of the Indian Gardens to be well aware of this fundamental principles. India is a poor country and not industrially advanced. If unstinted support and co-operation are not forthcoming from all classes of people and interested quarters, rapid development of this country is not possible. So let the Indian Tea Gardens be up and doing to find out means to break off the fetters of the Foreign Brokers.

The prosperity of a country will never come by shifting the blame on the Government. The proverb goes "God help those who help themselves" and it is equally true for a society as a whole as it is for individual life. Until and unless the management of Indian Tea Gardens are all attention this problem of the tea industry will hardly be solved.

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The following joint statement has been issued by representatives of AITUC; INTUC and IAS in the Bonus Sub-Committee for N. E. India Tea Plantation workers. The sub-committee was formed by the Industrial Committee on Plantations with representatives from 3 Central Trade Unions and 4 Plantation Employees Organisations.

The present agreement for 3 years is first of its kind in the history of the Plantation workers movement. The sub-committee worked hard for nearly 3 years to reach this agreement. It may be mentioned here that the Employees had been refusing since 1958 to accept the workers demand for a minimum guaranteed bonus for all workers irrespective of profit or loss of ~~company~~ any company till the last ~~hr~~ hours of the agreement, but ultimately agreed. During the discussion on bonus for 1957 and 1958, the employers also categorically refused to accept the Labour representatives' suggestion for a straight percentage of the profit to be distributed as bonus.

The present agreement is departute from all the past bonus agreements for tea workers. The following are the specific features of the agreement:

- 1) It involves 8,00,000 Tea workers.
- 2) In West Bengal all the workers and ~~and~~ employees will have a guaranteed minimum bonus, where-as in Assam in cases of loss workers will get advance.
- 3) There will be central, Agency House wise and companywise pool fund for paying Bonus to workers of companies incurring loss in any of the 3 years. *It is expected that this will have the way for the creation of a central Bonus fund with contribution from all estates in NE India.*
- 4) The profit for the purpose of the Calculation of Bonus will be gross profit, before taxation etc. and before any return on the paid up capital or working capital. This is certainly an advance to either the full Bench For-mula or Supreme Court Awards given so far on Bonus. *The lowest dec for the past year shown in the revenue account will be added to the said profit of the year for the calculation of percentage for Bonus.*
- 5) According to the figures of both Indian and non-Indian Employers organisations, the average percentage of the profits distributed as bonus for 5 years from 1954 to 1958 was only 12.5% for all categories of workers and employees whereas the present agreement gives 14% to be distributed as bonus for each of the 3 years and 1 1/2%, 1% and 1/2% to be deposited to the Bonus Fund for distribution to the workers in loss or lien years. Thus making the average percentage to 15% of the profit of the 3 years to be set apart and distributed as bonus.

The struggle inside the Bonus Sub-Committee was ~~an~~ a struggle of patience and it took more than 2 years continuous negotiations to come to this agreement.

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