

अखिल भारतीय ट्रेड यूनियन कांग्रेस  
ALL-INDIA TRADE UNION CONGRESS  
4, ASHOK ROAD, NEW DELHI.

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COMRADES

ATTENDING COMMISSION ON PROBLEMS OF WOMEN WORKERS  
-----

ANDHRA PRADESH

- 1) Pentiah
- 2) G. Parvathamma
- 3) N. Seshamma
- 4) . Venkita Rao

MAHARASHTRA

- 1) C.C. Mendes
- 2) Kasurkar
- 3) G.N. Bakave
- 4) S. M. Jayadeb

BIHAR

- 1) P. Majundar
- 2) Ali Jan
  
1. Ramananda Misra.

COMRADES

ATTENDING COMMISSION ON PROBLEMS OF WOMEN WORKERS  
-----

ANDHRA PRADESH

- 1) Pentiah
- 2) G. Parvathamma
- 3) N. Seshamma
- 4) A. Venkata Rao

MAHARASHTRA

- 1) C.C. Mendes
- 2) Kasurkar
- 3) G.N. Bahate
- 4) S. M. Jayadeb

BIHAR

- 1) P. Majumdar
- 2) Ali Jan
1. Ramananda Misra.

COMRADES

ATTENDING COMMISSION ON SOCIAL SECURITY.

---

- GUJERAT \*10x  
1) Ratilal Dave  
2) Babulal Trivedi  
3) Hemat Joshi
- BIHAR  
1) Tulsi Chatterjee  
2) Dr Mishra  
3) Rowell Haj  
\*1
- M. P.  
1) Govind Srivastava  
2) Ram Singh
- Assam  
1) M. Subba Rao
- U. P.  
1) Ram Asrey  
2) Babu Khan

MAHARASHTRA

- 1) K.N. Joglekar
- 2) M.H. Gaithadke
- 3) Govindrao Kadve
- 4) M.B. Vhanekar
- 5) Sharad Shelar
- 6) A.G. More
- 7) Michel D'Souza
- 8) S.G. Malankar
- 9) J.H. Shaikh
- 10) V.S. Lachke
- 11) G. Fernandez
- 12) Mayekar
- 13) Afzar
- 14) R.T. Disle
- 15) S.Y. Kolhatkar

- DELHI  
1) Natha Singh  
2) B.V.V. Rao  
3) Bhagat Singh  
4) Jatin  
5) Prem Sagar Gupta  
6) G.N. Tandon

- KARNATAK  
1) Shanta Ram Pai  
2) \* J. Janardhanan  
3) S. Soames  
4) Balakrishna Shetty  
5) M. Vasantha Shetty  
6) A. Ramesh Swarna.  
7) Manjunath  
8) K.B.T. Nair  
9) Kalady Mohammad  
10) K.V.K. Gurikkal  
11) Raman  
12) Kannan  
13) Padavattam  
14) Sikkamony  
15) D.V. Singh  
16) A.K. Viswanath  
17) K. Munuswamy  
18) M. Gopal  
19) G. Shankar  
20) Rama Rao  
21) R.G. Rao  
22) Muniswamy Ayya

ANDHRA PRADESH

- 1) Vittal Rao
- 2) Abraham
- 3) Anandam
- 4) Benjamin Paul
- 5) Devraj
- 6) R. Subba Rao
- 7) K. Venkiteswarlu
- 8) G. Balayya
- 9) Meghboob

MADRAS

1. P.G.KUnjukrishnan
2. S.Krishnamurthy
3. S.Sandaram
4. M.Narayanaswamy.

Punjab.

1. Vir Bhar
2. Ram Sahai

BENGAL.

1. Shyam Brhari
2. Krishnapada
3. Sisir Misra
4. Rabin Sen
5. T.Sindhanta
6. Hrishi Banerji
7. Gour Pasumal
8. Govinda Ganguly.
- 9.
10. Bhupen Majumdar
11. Abul Basar
12. S.G.Roy.
13. Maskandu Jha.
14. Anil Dutt.
15. Ganesh Roy.
16. Usharanjan Dey.
17. Sahul Sen.
18. Ajit Roy.
19. Manimay Bose
20. Biren Majumdar.
21. M.L.Dutt.
22. Kanak Sen.

COMRADES ATTENDING  
ON TRADE UNION AND DEMOCRATIC RIGHTS ETC.

BIHAR:

1. Ali Amjad.
2. Muneshwar Prasad.
3. Ramlakhan
4. Rameshwar.
5. K. Gopalan.
6. Ambalal Bhavsar.
7. P. D. Gandhi.
8. Tulsidas Poria.
9. Babu Lalji.
10. Trikumbhai.

DELHI.

1. A. C. Nandi.
2. R. C. Shama.
3. N. N. Manva.
4. Banta Singh.
5. M. Shekhar.
6. Madhoa Koi.
7. Ram Singh.
8. Jai Pal
9. Basu Lal.
10. Paduval.

KARNATAKA.

1. S. Suryanarayana Rao.
2. B. Sheena.
3. A. Rama Gatti.
4. Souza D' Souza.
5. U. Sheena.
6. B. N. Kaliappa.
7. S. S. Thevor.
8. Savri Doss.
9. Meshak.
10. C. Marf.
11. Eruchappan.
12. Nathan S. T.

UTTAR PRADESH:

1. Ram Chandra Rai.
2. S. C. Dutta.
3. Samir K. Dhar.
4. Shom Prakash.
5. N. D. Sundriyal

MADHYA PRADESH:

1. P. K. Thakur.
2. Mustaque Hussain.
3. Sarvate.
4. Hair Singh

ASSAM:

1. Barun Ghosh.

MAHARASHTRA:

1. Murthy.
2. Bandekar.
3. Charlie Misquita.
4. K. G. Naik.
5. G. V. Chitnis.
6. Kashyap.
7. V. G. Padmanabhan.
8. G. Sundaram.
9. Ram Naresh.
10. K. Vasoo.
11. Vishno Manaji.
12. M. Paraman.
13. K. V. K. Naik.
14. S. G. Jadhav.
15. Sheikh Kaka.
16. R. N. Phadtare.
17. B. S. Dhume.

PUNJAB:

1. Sadhu Singh.

KARNATAKA (Contd).

13. K. Balalish.
14. N. Suniswamy.
15. S.A. Jabbar.
16. Sundaram.

ORISSA:

1. Nityananda Panta.

BENGAL:

1. Prabhat Mullahi.
2. Bibu Ganguly.
3. Sishil Ghosh.
4. Farhaqni.
5. Sanjib Chakravorty
6. Rajdeo Gowala
7. Bikash Chowdhury
8. Shankar Mahato
9. Usharanjan Das Gupta
10. Sitaran Gope
11. Pankaj Banerjee
12. Anadi Das
13. Vishnu Pramanik
14. Jamini Saha
15. Akbar
16. Ashit Chatterjee
17. Girija Mukherjee
18. K.C. Das
19. K. Sinha
20. Dilip Mitra
21. Usha Gupta
22. Dwijen Chakravorty
23. Abul Basar
24. Sukumar Chowdhury
25. Shanti Banerjee
26. Pingskha Mazoomder
27. Mahabir Singh

W. Bengal (Cont)

28. Mohini Das
29. Sitaram Gupta
30. Arabindh Ghosh

~~BRITISH~~

31. Sanlar Chatterji
32. Nirmal Bhandary
33. Nityagopal Roy
34. Ashoka Das
35. Kalyan Chanda
36. Nambahal Singh
37. H.M. Misir
38. Md. Ismail

MADRAS

1. B.V. Srinivasan
2. K. Balakrishnan
3. W. R. Vasu

ANDHRA

1. K.L. Mahendra.
2. Itesky.
3. Mohd. Shaifuddin.
4. H.M. Illiah.
5. Muzaffer Hussain.
6. K. Hanarao.
7. A.Ch. Muni.
8. V. Subba Ramiah.
9. M. Appa Rao.
10. G. K. Naidu.
11. K. Venkata Rao.
12. Mosam Ch. Narasiah.
13. C.C. Subbiah.
14. Raghaviah.
15. E. Penchaliah.
16. Venkiah.
17. M. Sathyanarayana Reddy.



COMRADES  
ATTENDING COMMISSION ON PRODUCTIVITY, BONUS AND WAGES.

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Comrades attending from GUJARAT

- |                   |                    |
|-------------------|--------------------|
| 1. Hanuman Sing   | 6. Himat Sing      |
| 2. S.D. Rathod    | 7. Bashiruddin. J. |
| 3. Shantilal Vasa | 8. K.S.Patel       |
| 4. Sumar Hussein  | 9. P. Ram Rao.     |
| 5. Mohanlal       |                    |

Comrades attending from DELHI

- |                     |               |
|---------------------|---------------|
| 1. J.D. Sharma      | 5. R.S. Madan |
| 2. Chandrabhan Hero | 6. S.N.Sharma |
| 3. Shyam Lal        | M.P.Sharma.   |
| 4. D.N.Baghir       |               |

Comrades attending from ANDHRA PRADESH

- |                       |                          |
|-----------------------|--------------------------|
| 1. A.Ranlu            | 16. Vutta Venkateshwarlu |
| 2. Ranga Rao          | 17. V.G. Doraiswamy      |
| 3. Laxminarayan       | 18. A.Saiveswara Rao     |
| 4. Nageshwara Rao     | 19. P. Venkiteshwar Rao  |
| 5. Amalok Ram         | 20. A. Aidukudaloo       |
| 6. Mekhdoom Mohinddin | 21. T. Subba Rao         |
| 7. J. Satyanarayana   | 22. N. Ganniraju         |
| 8. P. Parthasarathy   | 23. G. Bheemiah          |
| 9. Balan              | 24. L- Laloo             |
| 10. V. Srikrishna     | 25. V. Rajeshwar Rao     |
| 11. N.V.Ranga Rao     | 26. Syed Anwar           |
| 12. P.Hussain         | 27. A.N. Ramiah          |
| 13. B.Laxmiah         | 28. Veera Raju           |
| 14. T.Appalkonda      | 29. Seetha Raju          |
| 15. K.Nagaiah         | 30. Salaam Shanidi       |

Comrades from ASSAM

- |                         |                |
|-------------------------|----------------|
| 1. Kalyan Bhattacharjee | 2. S.K. Singha |
|-------------------------|----------------|

Comrades from MADHYA PRADESH

- |            |                |
|------------|----------------|
| 1. Diwakar | 3. Pyarelal    |
| 2. Sanyal  | 4. Kanak Singh |

Comrades from UTHAR PRADESH

1. Bhudeo Sharma
2. Charan Pal Gupta
3. S.S. Yusuf
4. Nizamuddin
5. Mughal Beg
6. Raghbir Prasad.

Comrades from Maharashtra

1. Namdir Dharma
2. Din Dayal Varma
3. Ambika Prasad Varma
4. Madan Padnis
5. Haribhan Garud
6. G.D. Jadhar
7. A. Raghavan
8. K.K. Maridal
9. Habib
10. A.S. Nagapurkar
11. V.M. Jagdab
12. N.K. Sirkar
13. Laxman Sabhi
14. A.D'Costa
15. Venus Kaskar
16. Ramachandra Valsankar
17. K. Nainar
18. Hajan Kanat
19. Julius Naresh
20. T. Gopalakrishnan
21. S.G. Yardi
22. R.A. GUJerati
23. Bajaj
24. Bagedoo
25. Lobo
26. Jaimuddin
27. Madhukar Bhise
28. Rambhan Nagari
29. R.B. Rant

Comrades from BIHAR

1. Lalit Burman
2. Barin Dey
3. Loknath Kumar
4. K.K.Sinha
5. B.N.Bagchi
6. Manohar Singh
7. Gurbex Singh
8. Shafique Shan
9. Khaleel

Comrades from KARNATAK.

1. H. Umanath Naik
2. U. Krishna
3. Shivappa
4. B.K. Krishnappa
5. U. Garurappa
6. B.N. Venkitaramanan
7. B.B.Achappa
8. V.R. Achuthan
9. M.A. Kutty
10. Pabkar
11. M.V. Bhasker
12. A.Nagesh
13. Venkitaswamy
14. M.S. Rama Rao
15. T.V. Gopal

- MADRAS. 1. S. Ramaswamy.  
2. T. Sankaran  
3. S. Deenadayalu.  
4. A. Chittibabu.  
5. K. J. Sankaran.  
6. Bhoomulingam.  
7. K. Rajaratnam.  
8. M. Balakrishnan.

- BENGAL. 1. D. Ghosal.  
2. Amer Majumder  
3. Haripad.  
4. B. Chalia.  
5. Sitaran Singh  
6. Basarat Husen  
7. Dhiben Majumder.  
8. G. Mustafa.  
9. Biswanath Chaliya  
10. Lakshman Bagli  
11. S. Bhattachari  
12. Md. Sahidulla.  
13. Hasudhan Roy.  
14. Sa. Hudu.  
15. Hriday Chand Biswa.  
16. Sachin Ghosh  
17. Biswanath Das.  
18. Bistu Mukherji.  
19. Panchu Das.  
20. Ram Sen.  
21. Subrata Dutt.  
22. Balen Majumdar.  
23. Niresh Thakur.  
24. Dinen Bhattachari.  
25. Anu Chakravarty.  
26. Nihar Mukherji.  
27. Sushovan Roy.  
28. Bankim Mukherjee  
29. Sukumar Dutt.

- PUBJAB. 1. Tejendra  
Singh.

Bengal (Contd).

29. ~. K. Hussain  
30. Lakshminarayan Singh  
31. Sudha Roy.  
32. Pitambar Muni.  
33. Lakshmidas Biswas.  
34. C. Ali.  
35. S. Paul.  
36. Chitta Guha.  
37. Sad-Imani-Beg.  
38. Dibi Ghosh.  
39. Manik Sen.  
40. Biren Bhattachari.  
41. D. Adhikary.  
42. Micheel Mitta.  
43. Panna Dutt.  
44. Sitaran Gour.  
45. Phani Baguli.  
46. Bankim Mukherji.  
47. Taher Hussien.  
48. Manorajan Roy.

COMRADES  
ATTENDING COMMISSION ON ORGANISATION

BIHAR

- \*  
1) Ratan Ray
- 2) Chaturanan Mishra
- 3) Ali Amjad
- 4) Purnendu Majumdar
- 5) Lalit Burman

ASSAM -

- 1) Santosh Kr. Singha
- 2) Barin Chowdhurry
- 3) Kalyan Kr Battacharjee
- 4) Barin Goch
- 5) M.S. Rao

M. P. -

- 1) Homi Daji
- 2) Diwakar
- 3) P.K.Thakur
- 4) Mustaque Hussain
- 5) R.A. Sarwate
- 6) Govind Shriwastava

Punjab

- 1. Kartar Singh
- 2. Tejender Singh
- 3. Vir Bhar
- 4. Ram Sahai

1. P.Balachandra Menon.
2. N.Madhavan
3. K.Appukuttan
4. P.Unni
5. P.Bhaskaran
6. P.L.Lawrence
7. N.Madhavan
8. K.P.Thankappan.
9. C.K.Viswanathan
10. K.A.Razzaque
11. P.K.Madhavan
12. C.K.Bhaskaran
13. P.K.Kesavan.
14. K.C.Prabhakaran
15. S.L.Jose
16. K.P.Namboodri
17. T.C.N.Menon.
18. P.P.Mukundan
19. M.V.Krishnan Nair
20. K.P.Kumaran.
21. P.P.Kesavan
22. Kanthalot Kunhambu.
23. P.Chathu Kutty.
24. P.P.Krishnan.
25. Krishna Das
26. Yousuf A.N.
27. E.C.Bharathan.
28. K.Padmanabhan.
29. M.K.Kunhiraman.
30. I.Imbichikkan.
31. P.K.Sridu.
32. N.Gopalan.
33. Raru.
34. T.P.Hassan.
35. Kallatt Krishnan.

I Commission on Tripartites, Code of Discipline,  
Labour Participation in Management Etc.

KERALA.

- 1) P. Bala chandra Menon.
- 2) N. Madhavan.
- 3) K. Appu Kuttan.
- 4) P. Unni.
- 5) P. Bhaskaran.
- 6) P. L. Lawrence.
- 7) N. Madhavan.
- 8) K. P. Than Kappan.
- 9) C. K. Viswanathan.
- 10) K. A. Razzaghe.
- 11) P. K. Madhavan.
- 12) C. K. Bhaskaran.
- 13) P. K. Keeravan.
- 14) K. C. Prabhakaran.
- 15) S. L. Jose.
- 16) K. P. Nambodini.
- 17) T. C. N. Menon.
- 18) P. P. MUKUNDAN
- 19) M. V. Krishnan Nair.
- 20) G. P. Ramesan.
- 21) P. P. Kesavan.
- 22) Kanthathil Kanthamban.
- 23) P. Chathi Kutty.
- 24) P. P. Krishnan.
- 25) Krishna Das.
- 26) Yon Suf. A.S.
- 27) K. C. Bharathan.
- 28) K. Padmanabhan.
- 29) M. K. Kunhidasan.
- 30) J. Jambhikkar.
- 31) P. K. Sridu.
- 32) N. Gopalau.
- 33) Razu.
- 34) T. P. Dasan.
- 35) Kallath Krishnan.

COMRADES OF KERALA PARTICIPATING IN  
SOCIAL SOCIETIES COMMISSION.

- |                           |                       |
|---------------------------|-----------------------|
| 1. A.George Chadayammury. | 26. M.Anandan.        |
| 2. R.Prabhakaran.         | 27. Chadayan Govindan |
| 3. Karthikeyan Nair.      | 28. E.S.Raghu Veeran  |
| 4. Sadasivam.             | 29. W.Razack.         |
| 5. Padmalochanan.         | 30. S.Mariappan.      |
| 6. K.A.George.            | 31. Kesavan.          |
| 7. M.Ravindran Nair.      | 32. M.Shanmugham.     |
| 8. T.Balan.               | 33. T.Ramanunni.      |
| 9. R.Chellappan.          | 34. E.Kanaran.        |
| 10. M.C.Cherian.          | 35. C.Kumaran.        |
| 11. V.K.Bhaskaran.        | 36. A.K.Kunhiraman.   |
| 12. E.Balanandan.         | 37. C.K.Mammu.        |
| 13. T.V.Ramesan.          | 38. P.Bhaskaran.      |
| 14. K.Krishnan Kutty.     | 39. Balan Nair.       |
| 15. K.V.Soolapani.        |                       |
| 16. P.O.Kuttappan.        |                       |
| 17. N.Sivan Pillai.       |                       |
| 18. P.S.Namoodri.         |                       |
| 19. K.K.Raman.            |                       |
| 20. Vasu.                 |                       |
| 21. Ramaswamy.            |                       |
| 22. C.M.Velayudhan.       |                       |
| 23. O.Bharathan.          |                       |
| 24. M.V.Raghavan.         |                       |
| 25. P.V.Kunhiraman.       |                       |

- 1) A. George Chadayammuz.
- 2) R. Prabhakaran.
- 3) Karthikeyan Nair.
- 4) Sada Sivan.
- 5) Padmalochanan.
- 6) G. A. George.
- 7) M. Ravindran Nair.
- 8) T. Balan.
- 9) R. Chellappan.
- 10) M. C. Chouan.
- 11) V. K. Bhaskaran.
- 12) E. Balanandan.
- 13) T. V. Ramesan.
- 14) G. Krishna Kutty.
- 15) G. V. Sootapam.
- 16) P. O. Kuttappan.
- 17) N. Sivan Pillai.
- 18) P. S. Nambodri.
- 19) K. K. Raman.
- 20) Vasu.
- 21) Rama Swamy.
- 22) C. M. Velayudhan.
- 23) O. Bharathani.
- 24) M. U. Raghavan.
- 25) P. V. Kunhidasan.
- 26) M. Anandan.
- 27) Chadayan Govindan.
- 28) H. S. Raghuvaran.
- 29) W. Razaq.
- 30) S. Mariappan.
- 31) Kesavan.
- 32) M. Shanmughan.
- 33) T. Ramamoni.
- 34) E. Kanaran.
- 35) C. Kumaran.
- 36) A. K. Kunhidasan.
- 37) C. K. Maniappan.
- 38) P. Bhaskaran.
- 39) Balan Nair.



COMRADES OF KERALA ATTENDING THE  
COMMISSION OF PRODUCTIVITY, BONUS & WAGES.

- |                       |                                 |
|-----------------------|---------------------------------|
| 1. K.V.Surendranath.  | 26. T.U.Ramunni.                |
| 2. N.S.Menon.         | 27. N.Abdulla.                  |
| 3. Kassim S.M.        | 28. M.Narayanan Nair.           |
| 4. Baby.              | 29. V.M.Sulaiman.               |
| 5. G.Gopinath Pillai. | 30. G.James.                    |
| 6. P.S.Prabhakaran.   | 31. Siddique.                   |
| 7. T.K.Jacob.         | 32. V.Shivananda Rao.           |
| 8. P.P.Chacko.        | 33. M.Chathu.                   |
| 9. C.K.Vasu.          | 34. T.K.Chandra Sekharan        |
| 10. A.K.Paraman.      | 35. N.Subramania -<br>Panicker. |
| 11. K.K.Lal.          | 36. P.Eramu.                    |
| 12. A.K.Sreedharan.   | 37. P.Koram                     |
| 13. P.Ravindran.      | 38. N.Gopalan.                  |
| 14. M.R.Ramachandran. | 39. P.Vijayan.                  |
| 15. T.S.Reghavan.     | 40. E.V.Velayudhan              |
| 16. T.M.Aboo.         | 41. T.Ayyappan.                 |
| 17. Subbiah.          |                                 |
| 18. J.Thobias         |                                 |
| 19. K.A.Paul.         |                                 |
| 20. P.Kunhali.        |                                 |
| 21. Arumugham.        |                                 |
| 22. A.M.Paraman.      |                                 |
| 23. William Srelux.   |                                 |
| 24. P.Bharathan.      |                                 |
| 25. K.Kunhiknaran.    |                                 |

- 1) R. V. Suren dranath.
- 2) N. S. Menon.
- 3) K. Asim. S. M.
- 4) Babu.
- 5) G. Gopinatha Pillai.
- 6) P. S. Poabhakaran.
- 7) F. K. Jacob.
- 8) P. P. Chacko.
- 9) C. K. Vasu.
- 10) A. K. Paraman.
- 11) K. K. Lal.
- 12) A. K. Sreedharan.
- 13) P. Ravindran.
- 14) M. R. Ramesh Chaudhan.
- 15) T. S. Raghavan.
- 16) T. M. Abou.
- 17) Subbiah.
- 18) J. Tobias.
- 19) G. A. Paul.
- 20) P. Kunhali.
- 21) Ananthan.
- 22) P. M. Paraman.
- 23) William Inelux.
- 24) P. Bharathan.
- 25) K. Kunhikannan.
- 26) T. V. Ramanni.
- 27) N. Abdulla.
- 28) M. Narayanan Nair.
- 29) V. M. Sulaiman.
- 30) G. James.
- 31) Siddique.
- 32) V. Shivamanda Rao.
- 33) M. Chathu.
- 34) T. K. Chauda Sekharan.
- 35) V. Subramania Panicker.
- 36) P. Esannu.
- 37) D. Kottu.
- 38) N. Gopalau.
- 39) P. Vijayau.
- 40) E. V. Velayudhan.
- 41) T. Ayyappan.

COMRADES OF KERALA ATTENDING TRADE UNION  
& DEMOCRATIC RIGHTS.

---

1. R.Sugathan
2. O.J.Joseph.
3. Sridharan Nair.
4. N.Arivindan.
5. A.R.Rasheed.
6. Arjunan.
7. K.J.Daniel.
8. N.Krishnan Nair.
9. K.I.John.
10. K.K.Kunhan.
11. K.G.Sivaraman.
12. P.K.Prabhakaran.
13. K.Sankoo.
14. P.Ravindran.
15. T.M.Aboo.
16. S.L.Jose.
17. Antony.
18. P.K.Kunjachan.
19. K.K.Gangadharan.
20. V.S.Sreedharan.
21. K.A.Subramanian.
22. K.R.Vijayan.
23. C.Kannan.
24. P.V.Kutty.
25. T.C.Kumaran.
26. V.N.Narayanan.
27. P.Vijayan.
28. Puthalath Narayanan
29. C.K.Abdullah.
30. Viswanathan.
31. K.S.Subramanian.
32. Nadukandy Md. Koya.
33. V.N.Sivaraman.
34. M.P.Vasudevan Nambisan.
35. C.Chayichan.
36. T.Kunhan.
37. Chandrasekharan (Feroke).
38. N.Mammoo.

IV. Trade Union & Democratic Rights :- KERALA.

- 1) R. Sugathan
- 2) O. J. Joseph.
- 3) Sridharan Nair
- 4) M. Aravindan
- 5) A. R. Rasheed.
- 6) Arguman
- 7) K. J. Daniel.
- 8) N. Krishnan Nair
- 9) G. J. John.
- 10) K. K. Kunhan
- 11) K. G. Sivarajam.
- 12) P. K. Poakkaran
- 13) K. Sankar.
- 14) P. Ravindran
- 15) T. M. Aboo
- 16) S. L. Jose.
- 17) Anthony
- 18) P. K. Kungachan
- 19) K. K. Gangadharan
- 20) V. S. Sreedharan
- 21) K. A. Subramanian
- 22) K. R. Vijayan.
- 23) C. Kannan
- 24) P. V. Katty.
- 25) T. C. Ramaran
- 26) V. N. Narayanan
- 27) P. Vijayan
- 28) Puthalath Narayanan.
- 29) C. K. Abdulla.
- 30) ~~C. K.~~ Viswama Nair
- 31) K. S. Subramanian.
- 32) Nadukandy Mohan ed Koya
- 33) V. N. Sivarajam.
- 34) M. P. Vasudevan Nambisan.
- 35) C. Chappi Chappi.
- 36) T. Kunhan.
- 37) Chauda Sekharan (Feroke)
- 38) N. Mammoo.

Comrades of Kerala attending.

1. K.V.Parameswaran Pillai.
2. K.C.Mohamed.
3. M.M.Sundaram.
4. N.D.Varkey.
5. M.X.Lawrance.
6. J.Thobias.
7. M.A.Dominic.
8. V.j.Narayanan.
9. C.P.Achuthan.
10. K.Govindan.
11. K.Sekharan.
12. K.Damodaran.
13. A.V.Kunhappan.
14. K.Padmanabhan.
15. Sankaran.
16. P.C.Muthu.
17. Mangala Raj.
18. M.Kanaran.
19. P.Kunhikannan.
20. T.V.Damodaran.
21. T.K.Karunakaran.
22. B.Hassan.

# V Problems of Women Workers.

RERACA.

- 1) K. V. Parameswarar Pillai
- 2) K. C. Mohanar.
- 3) M. M. Sundarar
- 4) N. D. Varkay.
- 5) M. X. Lawrence.
- 6) J. Tobias
- 7) M. A. Dominic.
- 8) V. J. Narayanar
- 9) C. P. Achuthan.
- 10) K. Lovindar
- 11) K. Sekharar
- 12) K. Damodarar
- 13) A. V. Runkhappan
- 14) K. Padmanabhan
- 15) Sankaran
- 16) P. C. Muthu
- 17) Mangala Raj
- 18) M. Kanarar
- 19) P. Kanthi Kannan
- 20) T. V. Damodarar
- 21) T. K. Karunakaran
- 22) B. Hassan.

Wages,

- (1) G. Sudalai muthu (Tirunelveli)
- (2) A. Paul Raj "
- (3) S. Narayanan "
- (4) Meenakshi Sundaram "
- (5) G. Samuel Salem Dist.
- (6) R.S. Mani North Arcot "
- (7) Soosainathan "
- (8) Somasundaram Trichchi "
- (9) G. Narayanan "
- (10) Swaminathan "
- (11) Kumaraavel "
- (12) T.N. Kothandapani "
- (13) Rama moorthi "
- (14) P.M. Ramaswami Ramned "
- (15) T. Meyyappan "
- (16) A. Srinivasan "

# Code of Discipline

- (1) S. Balasubramanyam - Tirunelveli Dist.
- (2) A. Sankaran " "
- (3) N. Guruswami " "
- (4) M. Kalyanasundaram Salem Dist.
- (5) M. Krishnan - Ramnad Dist.
- (6) G. Alagar " "
- (7) Dharmalingam " "
- (8) K.R. Subbiah Tiruchi Dist.
- (9) Michel " "
- (10) Mariappan " "
- (11) P. Kasinathan " "
- (12) B.T. Govindan " "
- (13) B.R. Venkatesan " "
- (14) V. Kannan - North Arcot Dist.



On T. 2. & Democratic Rights

- (1) S.A. Muruganandam - Tirunelveli Dist.
- ~~(2) N. Shunmugam - " "~~
- (3) S.S. Khan " "
- (4) C. Veeraswami - Ramnad Dist.
- (5) Jagendran " "
- (6) S. Appasami " "
- (7) K. Krishneswami North Arcot Dist.
- (8) S. Nyayaswami Tiruchi Dist.
- (9) Alagar " "
- (10) T.S. Srinivasan " "

## On Women Workers' Problem

- (1) Muthuganapathi - Tirunelveli Dist
- (2) S. Arumachelam " "
- (3) S. Natarajan " "
- (4) A. Kannan North Arcot Dist
- (5) M. Natarajan Tiruchi "
- (6) Muthavel " "
- (7) Swambulingam Ramnad "
- (8) R. H. Nathan " "
- (9) P. Shunmugavelu " "

# Social Security

- (1) A. Nallaswami - Tirunelveli Dist.
- (2) Alagusunderam " "
- (3) T. Paramaswami " "
- (4) Srinivaswami Tirunelveli Dist
- (5) P. C. Perumel " "
- (6) C. K. Rengaswami " "
- (7) Somu (K. S. Rameswami) " "
- (8) S. Manickam - North Arcot Dist
- (9) Shunmugavelu - Ramnad "
- (10) Sadacharam " "
- (11) Veluchami " "

South Arcot - Madras.

Delegates Participating in Commissions

1. On Triparties, Code of Discipline etc:-

K. Venugopal.

2. Social Security:

R. Nagarajan.

P. Selvaraj.

3. Productivity, Wages, & Bonus:

S.B. Govindan.

4. T. R. & Demo. Rights:

P. Anithalingam.

5. As there is no women delegation we are not able to send a delegation.

S.B. Govindan

समापति -

हमारे तरफ से हमारे जो दो जन्म हैं। वह मैं  
आपको यह लिखकर देता ताकी आपका बच्चा भी ज्यादा  
न जाय

(१) कोशिश एक आदमी उखावा दीन ज्यादा काम  
करने से शरीर को शकावट आती था खूनारसे एक दो दिन  
काम पर नहीं जाता तो जुगको बेनीफिट मिलता नहीं वह  
बेनीफिट मिलना चाजिया और पेनल डॉक्टर कोइ होस्प  
टलमें खूनकी इस्कानामिनेशनके लिये और एस्ट्रोजेन  
निकालने के लिए एक, एक दिन जैसे पहिलेमे दो-बात  
ककल जानेसेकी काम नहीं होता जब जब वह जाता तब  
खनफिकेट मिलतेगी जुन्हे बेनीफिट नहीं मिलता तो वह  
बेनीफिट मिलना चाजिए।

(२) डॉक्टर (पेनल) खून आदमी बिपार होना है  
तब पेनल डॉक्टर जुनके तरफ रखात नहीं करता  
की डॉक्टर से दुसरे सब पेडाट होने के बाद इश्युरस  
के पेडाट को देखता है। दो गिन पेडाट बँककर जुन्हे काम  
लकालिक होती है। जिस बरदेन की आप रखात करे

सम्बन्ध डेलिगे

प्रिन्स काउन एम्पाथज यूनिभर्सिटी

Commission Meeting no 2.8

From Maharashtra delegate, (N.S.E. Co.)  
(1) Mr. Miguelinho  
India. ~~Andhra~~

Comrade M. Anandji  
street  
K.T.K.

- I All workers, in every where must get 1 month Privilage leave, because they are hard workers and they want rest. Companies are giving this 1 month P. leave only for staffs, why? - workers also must get. Some Companies are paying as dayly rate and some as monthly rate (wage) i.e. 30 days why? - All workers must get a full month pay (30 days)
- II Paid Holidays. - In some Companies workers gets some 3, 4, & etc Paid Holidays, why like this? There must be at least one limit i.e. at least must get 8 Paid Holidays
- III Housing Allowance, must be given to all or Companies own Room. The room must be given for ever once, and not up to service life, even he is dismissed from the service.

(2)

V Classification. We know that there are formulas or in Wage Scales, but there is no in working class. Therefore there must be a limit in work (job) 3rd. gradis workers must do so much job or this kind job, 2nd gradis worker this job and number of production etc. and so on.

VI Insurance local office must be kept open on all Sundays, by closing any other working day. Then Ins. & Co-operation Companies must accept any doctors certifi-  
cates, when a worker <sup>brings</sup> it from his native place, and must be give Sick Benefit, without any objection as now. In my Company N. S. E. there is a man who is not properly

(3)

treated in Medicines aid. since 12/12/1959.  
At this time he had one accident  
whiles working and one of his leg  
was cut off, and was told that one  
new leg will be replaced, but there  
is no replacement yet. Doctors  
or Insurance Co. operation are calling  
him in every month but no effect.

Foundry. VII Regarding foundry, all workers  
in All Companies Foundries hot  
metal pourous, hammerman, welders,  
so on must get milk, dresses, boots,  
soaps etc.

VIII Safety Spectical for Turners etc  
must be given to each one by  
the Dr Examination.

IX In some Companies or Government is giving  
back or paying Provident Fund after 6 months  
from the date of workers dismissal.



(4.)

or retired life. Why? What he will do, if he doesn't get a new job and so on. This is no good. Such workers must get his whole total P. Fund at least after one month.

M. Dandrade  
Bombay 9/1/61.

N.B. Regarding in Medicine Aid, All Unions must collect a list from the Government.

## Kerala

- 1) Doctors at the rate of One for every Thousand insured persons.
- 2) Extension to families ~~or~~ granting the same kind of Medical Aid as workers.
- 3) ~~the~~ good Medicines.
- 4) Contribution exemption up to Rs 70/- a month.
- 5) Abolish the ~~2 da~~ waiting period of 2 days.
- 6) Hospitals for each ~~set~~ Centre.
- 7) ~~to~~ The difficulties of getting cash benefit for sick and watering because the two of the qualifications of minimum contribution to be renewed.

Suggestion of S. V. Chandran, on E S I C  
The East Asiatic Co. Employees Union,  
12/13, Angappa Naicker St. Madras. 1.

i. In each industrial area,  
where the scheme is in force, and  
~~there are~~ <sup>where</sup> 10,000 or more employees  
are covered there should be a hospital  
with 100 beds.

ii. The sick leave of 56 days for  
a continuous period of twelve months  
from the first sickness, should be  
changed as follows:

56 days leave for a calendar year  
with a right to accumulate to 112  
days.

iii. Each hospital should have two  
Ambulances.

iv. In all cases of accidents  
while on duty, irrespective of the  
fact that the accidents happened  
due to the negligence of workers or

154

employees, the accident benefits should be given. Whenever there is a major accident, there should be enquiry on the spot before the Trade Union representatives ~~and~~

S.V. Chandran.

9.1.61.

~~Points on  
E.S.I~~

Soak point

1. In respect of glass factories  
 with tonnage of production  
 of less than 5 tons a  
 month, ~~the~~ such factories  
 are kept out of the  
 purview of the Act. There  
 should be amendment in  
 this respect so as to  
 cover all glass factories  
~~which~~ having employ-  
 ment of 20 persons or  
 more, the tonnage  
 restriction be waived.

2. At present for having

loans (advances), loan applications are required to be attested by the manager of a factory. That creates complications particularly in respect of factories where industrial relations are bad. ~~Since~~ Provision for funding applications, is necessary with attestation by regd. Trade Union in that factory should be there.

g. Employees' Contribution should be available

to the worker ~~is~~ even  
in the event of  
dismissal under  
major misconduct.

T. W. Swinton  
W. Bengal.

{ Regarding in Privilege } Mignuelimbo Pindrade  
leave. Bombay N.S.E. Co.

I Privilege leave should be given to  
all workers whose working days  
accounts less than 240 days, only  
due to sickness & accident ~~and~~  
according the Doctor certificate.



9-1-1961

~~A con~~

(A company having different establishments  
having only a manufacturing process in one establishment)

Act is only applied to the Est-estab-ment where  
there is manufacturing process. It is not applied  
to other Est-estab-ment.

Hing

Written Suggestions re:  
Social Security Measures.

---

Vin Bhan - Punjab.

- Campaign for inclusion of families.
- scheme should be made applicable to all registered factories.
- service system is better.

Paoni - Treatment to families had  
we get treatment to families  
improved from Panel doctors.

Madhian committee recommends  
polyclinic should be <sup>good</sup> there.

- Conference should be called
- Wings should be supplied as per need of
- Shombihari, Bengal. disease of other  
for solution

D. Alternative evidence not accepted.

Mayekar + No dental treatment.

D.V. Singh

North Course: Ferro-Manganese  
disease -

Dangerous occupational diseases in  
Ferro-Manganese Plant at Dandeli  
should be investigated.

✓ Exemption 8.22  
10,35000.

67R

Verheerent

Vu Bohan - Punjab.

. Goin) Shrivastava (Bhopal)

# Commission on Social Security

- ✓ (1) E. S. I. scheme
- (2) Provident fund scheme
- (c) Maternity benefits.
- (d) Workmen's Compensation
- (e) Gratuity.

—XOX—

## Formakulam session Resolution.

- (1) [We should have an integrated social security scheme
- (2) No contribution from employees
- (3) Reserve Provident.
- (4) Madaliam Committee Recommendations
- (5) Study group scheme.
- (6) .

T. B. Vittaldas.

- 1) Those getting less than Rs. 100 or less should be exempted.
- 2) Hospitalisation to families.
- (3) Special conference on F.S.I. ~~examine~~
- 14) Polyclinics should be established.

R. Banerji Bengal.

- (1) Hospital → Madras cement is not available.
- (2) There should be check on Panel Doctors.
- (3) Polyclinic should have diagnostic centre plus X-ray.
- (4) Clarification of Sec. 73 by F.S.I.
- (5) Sanatoriums for invalid - workers.

See 173. Loop-hole.

Non-deposit of contributions  
by employers - workers  
are ~~dis~~entitled. The

E. S. I. <sup>Act</sup> cannot stop this.  
Prosecution should be launched

- special treatment of all  
diseases should be included,

Sick person - should be fit  
person to move about.

Dual control should be  
<sup>removed</sup>

Clash between State & Centre  
should be done away with.

L. U. S. should be associated  
with medical benefit

## Falsi - Chalderji.

Workers lost old benefits when F.S.I was introduced.

Exemption should be given where benefits are better

Scheme should not be introduced till hospitals & other benefits are ready.

Panel system is better since service doctors not qualified.

A.I. Conference should be called

Charter of Materas

service NO ambulances.

T. N. Siddhanti - alternative

- (1) evidence of accepted
- (2) whether change over is possible on the basis of workers opinion

Local Committee does not include  
#ITUC.

H. Gopal Kannur

E. S. I. should be extended to all  
countries.

Benefit should be extended  
to families with full hospital  
treatment.

He is denied benefit =

George, Kerala.

E. S. I. patients not treated  
properly.

medicines not available -  
few doctors -

Angurvedic treatment

E. S. I. should be extended to  
Mauritius

=



W  
(3) Control over dispensary  
& local office.

## Ramsingh

Workers feel Panel system is better  
than service system. 5000  
signatures taken. When families  
are brought in service system  
with full hospital treatment.

No lady doctor - only one doctor  
now is here. estate funds

Manage 60M. Till 12 contributions  
are no maternity benefit paid

Unless 18 contributions are paid  
no benefit is paid - if there  
is abortion conception after one year

No eye or teeth treatment <sup>no 17-7, her</sup>

Drugs prescribed few, no hospitals  
Drugs not available. Auricular  
treatment be allowed.

# • Harishchandra Bhattaraj

- (1) — Provider fund regularly
- (2) Loans from Provider fund
- (3) Rate of interest on  
accounts
- (4) Loans for housing.
- (5) Action against Employees  
who misuse P.F. fund
- (6) P.F. money ~~should be paid~~  
after retirement.

M. G. J. at - Karnataka

1) Provident Fund should cover almost all ~~and~~ Registered Industries, ~~simultaneously~~.

2) There is a provision in the P.F. that an employer can borrow labour from his sister industries which are separately registered but both factories are <sup>built</sup> in the same compound.

This provision has empowered and enabled the employer to bypass the very statutory binding nature of P.Fund. ~~He can~~ ~~has~~ The employer indulges in shady practices like that of borrowing labour from the sister concern and then runs an industry with, say, 150 in the muster roll, but while during inspection he shows that only 49 are his permanent employees and rest are borrowed labour. This very provision should be removed. Because in our (P.F.O.)

⑧ state there are many industries  
which have successfully  
evaded the P.F for more  
than 3 years.

## Certain Suggestions for Considerations

### 1) Maternity Benefit Act

As per the provisions of Kerala Maternity Benefit Act, worker who has got 150 days work in the year are eligible for maternity benefits. This provision may be retained in the proposed Central Act.

2) As per the provisions of the Maternity Benefit Rules, 6 weeks leave before and 6 after delivery are allowed. But there are so many cases of depriving 6 weeks leave before delivery as the Medical Officers are not certifying the ~~the~~ expected date of delivery. In such cases workers are getting benefits only for 6 weeks after delivery. This difficulty may be taken into consideration.

### E. S. I. Scheme

According to the Factories Act a worker

who has got 240 days work in a  
calendar year are eligible for leave  
with wages

When the F.S.I. schemes are introduced  
the workers are getting sickness leave  
with  $\frac{1}{2}$  pay for 58 days. These medical  
leaves are not counted for computing the  
240 days. So the benefits entitled under  
the Factories Act are deprived in  
so many cases. Therefore the authorised  
Medical leave may be counted for  
counting 240 days.

P. S. Namboothiri

## Suggestions by Com. Gobindo Ganguly from W. Bengal.

- 1/ All amendments in P.F. Scheme 1952.  
must be compulsorily be applicable  
in ~~no~~ exempted Factories.
- 2/ When a workman being dismissed  
has challenged his ~~dismissal~~  
dismissal. And when his case is  
pending in Labour Court or in Tribunal,  
he should then remain as a  
member of P.F. until his case is  
final. And if he during this  
period applies for loan, he should  
get it.
- 3/ For special Fund compulsory  
levy must be changed upon the  
employer, because of the fact that  
it is due to their dishonesty &

~~So~~ of the such Fund is being  
created.

4. For failure on the part of employer  
to deposit contributions, some sort of  
punishment, both fine and imprisonment  
should be there in the act.



बर्कि मेन्स. कम्यून सेशन एनर.

०. दुकान. व. होटल. कपड़े वाली म (बागना चाहेपै).
०. दात टूटने, व नाक कटने पर कास आयेपै  
शिथेन्सी हू इतरना चाहेपै।
०. मेरहानिरी बेनी फिरी गर साहाह - इरा बेतन  
पिदाना चाहेपै. जिसने कामाह नाप कर  
दिआ है।
०. बर्कि मेन्स. कम्यून सेशन - एनर. मे जनने म पर  
"जला जाने" पर व बहरा होने पर भी बिचक  
कास ऐ फिथि मेन्सी - मानना चाहेपै।

शपासिट उज्जेग.  
म०.प०





E. S. I. பற்றிய இயல்பு வலிமை கொண்டிருக்கிறது. உண்மையில் உயர்ந்த  
 உயர்ந்த சம்பளம். இயல்பு வலிமை கொண்டிருக்கிறது. உண்மையில்  
உயர்ந்த சம்பளம் கொண்டிருக்கிறது. E. S. I. பற்றிய உயர்ந்த  
சம்பளம் கொண்டிருக்கிறது.

~~E. S. I.~~ உண்மையில் உயர்ந்த சம்பளம் கொண்டிருக்கிறது. E. S. I. பற்றிய உயர்ந்த  
 சம்பளம் கொண்டிருக்கிறது. உயர்ந்த சம்பளம் கொண்டிருக்கிறது.  
உயர்ந்த சம்பளம் கொண்டிருக்கிறது. உயர்ந்த சம்பளம் கொண்டிருக்கிறது.  
 உயர்ந்த சம்பளம் கொண்டிருக்கிறது. உயர்ந்த சம்பளம் கொண்டிருக்கிறது.  
 உயர்ந்த சம்பளம் கொண்டிருக்கிறது. உயர்ந்த சம்பளம் கொண்டிருக்கிறது.

Swagurunathan  
 9/1/61

Swagurunathan - Tahed - Matru  
Local ESI matter. - Synopsis of his speech \*

1. Service system is preferred
2. Family should be included, Tribute of force  
 provided over by Matru Labor Min decided for  
 Family + Hospital - program slow.
3. NO wages for 2 days should go
4. Profit should be 75% and 50%
5. Plug loopholes of 73
6. TB patients exclud both have been  
 dismissed before new regulation. That  
 should be part with  
 7. Ayurvedic health should be included

8. There should be provision for  
dental (false teeth) + eyeglasses  
(spectacles)

9. Effective cap for family  
inclusion

# Commission on Social Security

9. 1. 61.

Commission presided over by T. Kolkattkar and Indrajit

Present: English & K. K. Tangamani Convenors

Total: one hundred & thirty five

NAME

STATE

1	Bishnu Pramanick	W. Bengal
2	A. K. Unowamah	Mysore state
3	A. E. Keslaven	
4	Shankar S. Shetty	Maharashtra
5	Miguelinho Andrade	Maharashtra
6	A. F. <del>...</del>	Maharashtra
7	A. F. S. A. R.	Maharashtra
8	H. B. Chandra	Maharashtra
9	D. V. Singh	Mysore
10	Saileendra Nath Sarbadajy	Calcutta
11	Babul Khan	U. P. Lucknow
12	Bhupen Majumdar	West Bengal
13	H. B. <del>...</del>	of J. M.
14	<u>...</u>	<u>...</u>
15	Aleml Basare	W. Bengal
16	N. Mallesha	Karnatak
17	Jattan Singh	Delhi
18	M. Narayana	M. E. H. W. D.
19	U. S. <del>...</del>	MADRAS
20	A. Raju	Delhi
21	M. Ponnusamy	Madras
22	Shankaram	Madras
23	T. V. S. <del>...</del>	
24	M. Ponnusamy (C) w B. N. K. H. T.	Tamil Nad.
25	S. Narany	Tamil Nad
26	S. Palani	
27	M. Srinivasan	



59. M. S. S. S. S. Madras  
 60. S. S. S. " "  
 61. S. S. S. " "  
 62. S. S. S. " "  
 63. A. Rama \_\_\_\_\_

64. C. K. Nagesan \_\_\_\_\_ Tamil Nad.  
 65. K. K. Krishnakulley \_\_\_\_\_ Kerala State  
 66. P. O. Kuttappan \_\_\_\_\_ Kerala State  
 67. \_\_\_\_\_ Kerala State  
 68. \_\_\_\_\_  
 69. \_\_\_\_\_  
 70. \_\_\_\_\_

Uthpal Bhaderi (Swadhinata)

71. R. S. Maniadas \_\_\_\_\_  
 72. R. Chellappan \_\_\_\_\_  
 73. Thondar S. Duraisamy, Press workers' union, Sivakasi.  
 74. K. Velu \_\_\_\_\_  
 75. P. \_\_\_\_\_  
 76. R. \_\_\_\_\_  
 77. \_\_\_\_\_  
 78. A. \_\_\_\_\_  
 79. \_\_\_\_\_  
 80. G. \_\_\_\_\_  
 81. M. C. CHERIAN, STATE TRANSPORT, T. N. P. W. Union poll  
 82. A. George Chadayam, Kerala State Trade Union Council, Kerala.





113 மாவட்டம் திண்டிவனம்

114 மாவட்டம் \_\_\_\_\_

115 க. ப. சிவசாமிநாயகர் \_\_\_\_\_

116 KTK Jangamalai

117 Gupta.

118 P. Krishnakumar

மாவட்டம் திண்டிவனம்

மாவட்டம் திண்டிவனம்

திண்டிவனம்

மாவட்டம் திண்டிவனம்

Tahsil.

W.B.

Madras

119. T. K. Chinnaiyandi - West Bengal

120 ~~H. C. Gopal~~ ~~KARNATAKA~~

121 G. K. Kulkarni Maharashtra

122 K. K. Kulkarni Jammagar, Gujarat.

123 Babulal M. Trivedi Jammagar, Saurashtra.

124 A. D. Kundharam

Madras

124. K. Kulkarni Nair - Trivandrum District Trade Union Council

125. R. P. Parameswara Nair - Trivandrum Kerala. Textile workers union.

125. P. Sadasivan, P.W.D. N.M.R. workers union Trivandrum, Kerala.

126. G. Samuel. President, District Trade Union Council, Salem & president of various unions. Tamilnad.

127. M. S. Aiyemperumal Dharmapuri Salem Dist.

128 P. Peter Morais, Tuticorin, Tirunelveli Dist.

129. T. Unnikrishnan - Salem Dist. Salem Dist.

NAME

STATE

P. S. S. S. S.

சென்னை

சென்னை

131. S.V. Chandren. E.A.C. Employees Union

Madras.

132. S. V. Chandren

137

138

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COMRADES

ATTENDING COMMISSION ON SOCIAL SECURITY.

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- GUJERAT \*10x  
1) Ratilal Dave  
2) Babulal Trivedi  
3) Hemat Joshi
- BIHAR  
1) Tulsi Chatterjee  
2) Dr Mishra  
3) Rowell Haj
- M. P.  
1) Govind Srivastava  
2) Ram Singh
- Assam  
1) M. Subba Rao
- U. P.  
1) Ram Asrey  
2) Babu Khan

MAHARASHTRA

- 1) K.N. Joglekar
- 2) M.H. Gaithadke
- 3) Govindrao Kadve
- 4) M.B. Chanekar
- 5) Sharad Shelar
- 6) A.G. More
- 7) Michel D'Souza
- 8) S.G. Malankar
- 9) J.H. Shaikh
- 10) V.S. Lachke
- 11) G. Fernandez
- 12) Mayekar
- 13) Afsar
- 14) R.T. Disle
- 15) S.Y. Kolhatkar

- DELHI  
1) Natha Singh  
2) B.V.V. Rao  
3) Bhagat Singh  
4) Jatin  
5) Prem Sagar Gupta  
6) G.N. Tandon

- KARNATAK  
1) Shanta Ram Pai  
2) \* J. Janardhanan  
3) S. Soames  
4) Balakrishna Shetty  
5) M. Vasantha Shetty  
6) A. Ramesh Swarna  
7) Manjunath  
8) K.B.T. Nair  
9) Kalady Mohammad  
10) K.V.K. Gurikkal  
11) Raman  
12) Kannan  
13) Padavattam  
14) Sikhamony  
15) D.V. Singh  
16) A.K. Viswanath  
17) K. Munuswamy  
18) M. Gopal  
19) G. Shankar  
20) Rama Rao  
21) R.G. Rao  
22) Muniswamy Ayya

ANDHRA PRADESH

- 1) Vittal Rao
- 2) Abraham
- 3) Anandam
- 4) Benjamin Paul
- 5) Devraj
- 6) R. Subba Rao
- 7) K. Venkiteswarlu
- 8) G. Balayya
- 9) Meghboob

MADRAS 1. P.G.KUnjukrishnan

2. S.Krishnamurthy
3. S.Sandaram
4. M.Narayanaswamy.

Punjab. 1. Vir Bhar✓

2. Ram Sahai

BENGAL. 1. Shyam Brhari

2. Krishnapada
3. Sisir Misra
4. Rabin Sen
5. T.Sindhanta
6. Hrishi Banerji
7. Gour Sasymal
8. Govinda Ganguly.
- 9.
10. Bhupen Majumdar
11. Abul Basar
12. S.G.Roy.
13. Maskanda Jha.
14. Anil Dutt.
15. Ganesh Roy.
16. Usharanjan Dey.
17. Sakul Sen.
18. Ajit Roy.
19. Manimay Bose
20. Biren Majumdar.
21. M.L.Dutt.
22. Kanak Sen.

## SOCIAL SECURITY

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The Indian TU movement has been since quite some time past, demanding a fullfledged social security system, without any contribution from the employees. Except for the Workmen's Compensation Act and ~~also~~ lay-off, closure and retrenchment benefits under the Industrial Disputes Act, such social security<sup>as</sup> is there is on the basis of payment by workers as well as contribution by employers. Thus so long as the worker~~s~~ pays and is in employment, he can claim sickness, medical and a few other benefits. Even these schemes are full of defects and the AITUC, though welcoming ~~even~~ such meagre provisions as have been enacted, has all along been pointing out the various defects and demanding changes.

The details of each of these measures (ESI, PF, maternity benefits, workmen's compensation, etc.) and their working is familiar to all trade unionists and it is not the purpose of this note to discuss these or to point out in detail their merits, drawbacks and shortcomings. Here we shall focus attention only on developments since the Ernakulam Session of the AITUC.

### I. E.S.I. SCHEME

The ESI Scheme now covers 17,13,650 workers in 13 States. The details are as follows:

	<u>No. of workers</u>	<u>Families covered in</u>
1. Andhra Pradesh (10 centres)	... 48,000	9 centres
2. Assam (4 centres)	... 4,150	4 centres
3. Bihar (7 centres)	... 25,000	4 centres
4. Maharashtra (Greater Bombay)	... 590,000	...
5. " (Vidarbha - 3 centres)	... 35,000	...

6. Delhi	...	66,000	Families c
7. Kerala (9 centres)	...	52,000	...
8. Madhya Pradesh (8 centres)	...	89,000	" in 8 centres
9. Madras (12 centres)	...	180,000	...
10. Mysore (2x centres)	...	66,000	Families covered
11. Orissa (5 centres)	...	23,000	...
12. Punjab (7 centres)	...	46,000	7 centres
13. Rajasthan (10 centres)	...	30,000	10 centres
14. Uttar Pradesh (15 centres)	...	165,000	15 centres
15. West Bengal	...	300,000	...
	.....		
TOTAL	...	17,13,650	4,47,550

Since Ernakulam session, two reports have been presented on the ESI. The first was the Report of the Government of India's Study Group which dealt not only with the ESI but also with PF, Workmen's Compensation Act, etc. The ~~second~~ second is the Report of Shri A.L.Mudaliar, the one-man commission appointed by the Government to report on the working of the ESI Scheme.

The General Council of the AITUC, in its meeting at Bangalore, on January 14-18, 1959, discussed the Report of the Study Group on Social Security and passed the following resolution:

"The AITUC has repeatedly demanded a comprehensive system of social security but the report of the Government of India's Study Group on this subject unfortunately confines its study to the integration of some of the existing schemes.

"Though the recommendations of the Study Group to integrate some of the existing schemes of social security and conversion of the Provident Fund scheme into a pension scheme<sub>x</sub> is, in principle, unobjectionable, the ~~workers'~~ workers' <sup>bitter</sup> experience of the unsatisfactory working of the

Employees' State Insurance Scheme and lack of response to the suggestions for improvement are bound to evoke spontaneous opposition from them.

"Before any scheme of integrating the existing benefits into a pension scheme is discussed, the Government must first carry out in full, the measures promised under the ESI, viz., giving medical benefits to the families of the insured, realising the full contribution from the employers, building hospitals, etc. Unless this is done, there can be no question of the workers consenting to allow the Government and the employers to play with their provident funds and contributions.

"Hence the AITUC urges upon the Government ~~and~~ to take immediate steps to fulfil these demands and restore confidence among the workers."

The same meeting of the General Council also discussed in detail the working of the ESI and reiterated its criticism and demands namely that "During the last few years, the AITUC, from time to time has repeatedly demanded (a) extension of the scheme to the families; (b) construction of hospitals for insured workers, at the centres; (c) reduction of workers' contribution, and (d) removal of administrative defects."

Since then certain developments have taken place which partially meet these demands and the Mudaliar Report has considered the points raised and made certain recommendations.

The major developments are firstly the extension of the medical benefits to families of the employees in nine States. This, in principle, concedes a longstanding demand of workmen and now the trade unions are continuing to demand that in the case of the remaining workers also, their families should be immediately covered.

The arrangements for the treatment of families are however far from satisfactory and this is true of the Panel areas as well as the Service areas. In the Panel areas, there still is no provision for lady doctors



and, in the absence of this, <sup>women</sup> are to all practical purposes yet outside the purview of the benefits.

The second major development is the decision of the Government~~s~~ concerned and the Corporation to change over from the panel system to the Service system at a number of places. Through the Panel System has its own shortcomings and drawbacks and has therefore aroused considerable discontent among the insured workers, still compared to the service system, it is on the whole better. The AITUC has repeatedly declared itself in favour of the Panel system. At the Madras Session of the Indian Labour Conference, it was agreed that the Government will consult the workers as to which system they wanted in a particular area. In the Punjab, the workers have especially expressed themselves in favour of the panel and both the INTUC and the AITUC has supported this. Still the Government and the Corporation have switched over to Service system at one city and plans are afoot for the rest. The Madras tripartite agreement is sharing the fate of the other tripartite agreements. The answer given by the Punjab Government is typical of the attitude of all bureaucracy - the agreement provides only for consultation and that has been done. The decision rests with the Government!

The Mudaliar Report has made a scathing criticism of the Panel System and has recommended the setting up of polyclinics, each having panel doctors and at least two service doctors, one of whom should be a lady doctor. This suggestion is worth considering. At the same time, the criticism of the AITUC against the Service System has to be borne in mind that in this system, the insured worker will have no choice of or control over his doctor.

The Mudaliar Report has at the same time expressed itself against extension of the scheme to families so long as suitable improvements have not been made for the treatment of workers themselves. This argument is quite weighty and merits serious thought. However, the legitimate demand of

workers for extension of medical benefits to families should not be held back on the plea of improvements. As a matter of fact, inclusion of families will increase the pressure for rapid improvement of treatment.

The third point to be noted is regarding the provision of hospitals. Though conceded in principle since years, construction of separate hospitals has been long delayed. Now, in a few places like Kanpur, Madras City and Bangalore, separate hospitals have been provided while wards and annexes exist at Delhi, Hyderabad, Nagpur and Coimbatore. <sup>on</sup> But/the whole, the demand still remains unfulfilled. Even the number of beds provided under the Scheme is ~~is~~ very inadequate.

The Mudaliar Report has sharply noted this failure and has advocated priority for this work. The trade unions should <sup>immediately</sup> ~~similarly~~ take it up and demand immediate steps. <sup>Hyderabad</sup> <sup>this question</sup>

The following are the figures regarding the number of beds provided under the Scheme, whether in reserved beds or beds in wards constructed:

TABLE

Workers have demanded revision of the scale of contribution by raising the exemption limit, reducing the percentage charge and by making ~~up~~ the actual earning instead of average earning the basis of calculation. The Mudaliar Report has recommended that deduction should be made on monthly averages on the slab system. The arguments advanced are firstly of economy because lesser staff, etc., will be required for calculation and secondly that it will not on the average make much difference in the incidence of deductions.

This suggestion is against the interests of workers because in each slab, unless the rates are revised, the lowest paid will have to pay more and though the average will remain the same, the incidence on the lowest is bound to increase. At present, the workers are contributing far more than the employers towards the cost of the Scheme. For the year ending March 31, 1960, the employers' share of the contributions amounted to Rs.3,18,53,731 while that of the workers was Rs.4,08,04,251. There was a proposal to enhance the rate charged from the employers from 1½ per cent to 3½ per cent in implemented areas and from ¾ per cent to 1½ per cent in non-implemented areas. However, so far this has not been done. Though there are plenty of funds with the Corporation, yet if the decision about building hospitals is to be seriously and speedily implemented, and if medical and sickness benefits have to be improved, then the enhanced rates must be enforced. At the same time, the genuine demand of the workers about reduction in their share can then be easily met.

A recommendation made by the Mudaliar Report which merits full support of the workers is regarding provision for industrial housing. The Report points out that unless adequate housing facilities, with provision for playgrounds, schools, etc., are provided, health schemes lose much of their benefits. The suggestion is made that permission for new industrial ventures should ~~be~~ not be given unless a satisfactory method of provision for housing for labour is also forthcoming.

PROVIDENT FUND

The Report of the Study Group on Social Security, mentioned earlier, posed the question of merging the ESI and PF together and of substituting PF with pensions. The views of the AITUC on this as expressed by the General Council at its Bangalore Session have been noted above.

Two important developments have taken place in connection with provident fund. The first is the extension of the Act to all factories employing 20 or more workers as against the earlier limit of 50 or more and to all transport undertakings employing 50 or more workers. The TUs have been demanding that the Act should cover all registered factories and all transport undertakings. Thus the extension has practically conceded our demands. The second development is that permission has been given to raise the contributions to 8-1/3 per cent instead of the previous 6-1/4 per cent. But this has been left to the wishes of the employers and employees and thus deprived of much meaning. The TUs must continue to demand that the larger rate of contribution must be made compulsory and not left to the sweet will of the employers.

## The Commission on women workers

In Bombay especially  
in the Pharmaceutical  
Industry women workers  
were removed from  
service after marriage.  
In some cases con-  
sideration was taken  
from them they should  
not marry during service.  
Consequently ~~to~~ married  
women workers even  
after having children  
continued in service  
surreptitiously as Miss  
So and so.

S. T. yard  
Bombay

## REPORT OF COMMISSION ON WOMEN WORKERS

.....

The Commission on Women Workers arrived at the conclusion that by and large AITUC Unions had not taken up the ~~xxxxxx~~ specific problems affecting women workers during the past few years, nor paid adequate attention to the organisation of women workers in trade unions. There has been a tendency to think that the problems affecting women workers are only those of equal pay for equal work and maternity benefit. But this is not the only thing. While these may be the common issues before women workers in all industries, each industry has different problems arising out of the special peculiarities of the industry itself.

The question of equal pay for equal work was debated and the majority of comrades agreed that this was an issue that should be taken up and campaigned for vigorously immediately on an all-India plane. Though as a result of earlier agitation the ILO Convention on Equal Pay for Equal Work has now been ratified by the Government of India, the principle has been adopted only by a few industries, notably Coal, where the Tribunal awarded equal pay for equal work. In many cases, as for instance in the plantations in Tamilnad, the employers have circumvented the question by putting men and women in different categories, and even if they do the same work, the women are put in the lowest paid category and paid less than men who do the same work. Even in the public sector, as in Bhilai, women are not paid equal wages, the difference sometimes being as much as 100%. Differences are being maintained even by the Minimum Wages Committees set up by Governments.

With regard to maternity benefit the urgent need for central legislation was stressed and there should be a campaign for the speedy enactment of the bill that is now before Parliament. The draft bill requires certain amendments, notably these of qualifying period and the exemption clause. It was felt that 120 days' work should be the limit for entitling a woman worker to maternity benefit and the bill should also cover women working in seasonal factories. There are the cases of these women as in tobacco industry in Andhra and in the tea and coffee curing establishments

who even after twenty years of service are denied maternity benefit on the plea that the days of work during the year ~~xxx~~ do not entitle them to these benefits. Further, the State Governments are to be given power to exempt certain establishments. This clause should be opposed. The bill provides for a payment of a medical bonus of Rs 25/- in cases where a woman worker on maternity leave is not given pre-natal and post-natal treatment free of charge. This medical bonus is totally insufficient, and the bill should provide for either compulsory medical benefits or for the payment of medical bills from authorised practitioners or government hospitals.

It was felt that while maternity benefit was an important issue to be taken up, ~~the~~ it should not be considered as the only vital issue as it is not so universally vital as the issue of equal pay for equal work, which affects all women workers equally.

The Commission discussed the question of family planning, and it was felt that this should be taken up seriously by all trade unions. Family planning amongst the women workers is a vital issue. The burden of large families amongst the working class is felt most by the women themselves. Both from the point of view of the family budget and from the point of view of increased burdens at home for the woman worker have to be considered. Apart from this, frequent pregnancies affect vitally the health of the woman worker, who is already on an under-nourished diet and this in turn affects her work and her capacity to earn. The manner in which the Government and other non-official bodies were handling the question was totally ineffective and no practical aid was being extended to the working women. Comrades from all centres reported that wherever any little work was being done by the trade unions in this sphere the women workers, contrary to the propaganda that is being made, welcomed the work as they felt it was of help to them in their lives and in their work.

Apart from these general problems, the problems of different industries were also posed. Today the phenomena that is seen

in certain industries where women have been traditionally employed as in textiles, is that women were being thrown out of employment in large numbers. The percentage of women employed in textiles has gone down considerably. Comrades from Bombay and Tamilnad pointed out that where women were superannated men were being recruited in their place, and in new mills in those departments that have been usually manned by women, such as reeling, no women were being recruited. In fact, in some Mills men were being trained by women workers and then the men are made permanent while the women are sent out. In other Mills, where automation is being introduced and they are changing from hank to con yarn, women are being retrenched on the plea that the reeling department is to be closed down. In Coimbatore a women workers' conference was held and some pressure has been brought to bear on the Government and the mill-owners to see that the employment of women is safeguarded as far as possible. But the issue that remains to be taken up is that women can and should be absorbed in other departments also. In the past women have worked in the winding department and at the looms, and they have proved their capacity to work in these departments. Apart from this, women working in technical jobs in telephone and radio factories have shown that they can do more technical work. Therefore the traditional stand that women can only do certain type of work should be combated and a vigorous campaign taken up for a certain percentage of jobs to be reserved for women in those industries where they have been employed hitherto. The strange paradox that is before us is that these very laws that have been passed to protect women workers are now being put forward as the main causes for their removal from employment. One of the lags of our trade union movement has been the inability to rouse class consciousness amongst women, and to move trade unions as a whole to campaign for the rights of women workers, especially their right to work. ~~There is~~ The recent Conference in Coimbatore district was taken up by unions very seriously, but although the Conference was itself successful, insufficient work has been done to consolidate the gains registered.



Another general factor that was noted is that in all those industries where women are predominantly employed as in cashew, coir, ginning, match, bidi the general wage pattern is very low. This shows how the employers exploit the women workers as the most backward social section to the fullest extent. In many cases they are engaged through contractors and have no safeguards whatsoever. Therefore, this question of wages in these industries has to be taken up seriously and ~~run~~ a vigorous campaign for a living wage in these industries taken up.

From the organisational point of view the picture that emerged from the discussion showed how in all trade unions no special attention is paid to recruitment of women workers, to educating women cadre and promoting them to positions of responsibility. There is a tendency to neglect enrolling of women as members of trade unions, of helping them to ~~take~~ participate in the day to day work of the unions. The fact that they have to fulfil a double role of earning their livelihood and of running their homes is used as an excuse to evade this difficult task. Rather than work out methods whereby they can combine their home, factory and trade union work, comrades are inclined to assume that since they have their homes to run and to work 8 hours a day they cannot be "expected" to do much for the union. This attitude will have to be fought and women workers drawn more and more into trade union activity. Where there is a large or active membership of the trade union it is in those industries where they are in very large numbers or where they predominate as in plantations, cashew, coir, ginning, match industries, etc. But the very fact that from all these industries where women are in large numbers, not a single woman delegate has been elected to this session, with one or two exceptions, is an index of the pattern of work amongst working women. One woman comrade from Mangalore drew special attention to this fact. It is encouraging to see that comrades working in these unions appreciate the problems of the women workers and have lent thought to them, but unless and until they change their method of work and draw more and more working women into active trade union work, the problems

facing the women workers, particularly that of retrenchment, will be difficult to solve.

There is generally resentment amongst the women workers that they are not treated on a par with the men, and that they are neglected as members of the trade unions. This is a factor that should be considered and a proper method of approaching them worked out and they should be helped to be more active in the unions. All comrades were of the opinion that there was an urgent need for more women cadre to be recruited to the trade unions where women workers were present in large numbers, as that would help considerably to bring forward militant ideas from amongst the workers themselves - today this is one of the major lags - that although the women worker, when once roused, came forward to participate fearlessly in working class actions, because of this organisational lag, there were no signs of their becoming organisation conscious or of their coming forward to participate in day to day work.

Comrades agreed that AITUC should demand the appointment of a Commission to go into the problems affecting women workers particularly, and also that the issue of employment of women should be taken up at tripartite committees. The figures that were given tend to show that the employment of women is going down, and therefore this was a question that posed itself when we are on the threshold of the Third Five-Year plan - when the country is progressing, are one half of the population to be left out of the task of building the nation's economy, are they to be driven out of their existing jobs, or are they also to be protected and helped to participate in this work? It is in this context that the Commission felt that the AITUC should raise the slogan of protecting a certain percentage of jobs in various industries for women, the percentage to be in relation to already existing percentage, varying from 10 to 80%. The AITUC had already demanded 25% before the Textile Wage Board. But for all other industries, this demand is yet to be formulated.

Uncorrected

## COMMISSION ON SOCIAL SECURITY

### INTRODUCTION

The Commission met under the presidentship of Com.S.Y.Kolhatkar. There were 132 delegates present. Discussion took place between 9 and 1 and 3 and 7.45 p.m., that is, nearly nine hours. 28 comrades participated in the discussion. More comrades wrote their views and handed to chair.

The discussions were initiated by Com.Indrajit Gupta. Comrade Kolhatkar who is our representative in the ESI Corporation spoke on ESI. Com.Sudhir Mukhoti our representative on the P.F.Board spoke on provident fund. Com.Tangamani, member of the Select Committee on Maternity Benefit Bill spoke on maternity benefit.

Discussion took place under two chapters: (1) ESI; (2) P.F., Gratuity, Workmen's Compensation, Maternity Benefit and other allied matters.

It was decided that Coms.Tangamani, Indrajit, Vittal Rao and Kolhatkar should prepare the report and submit it through the Secretariat to the plenary session tomorrow or day after.

### RESOLUTION ON SOCIAL SECURITY

The Indian trade union~~s~~ movement has been all along demanding a comprehensive social security system without any contributions from the employees. Except for the Workmen's Compensation Act and certain provisions for lay-off, closure and retrenchment benefits under the Industrial Disputes Act, such social security as is there is on the basis of payment by workers as well as contribution by employers. Thus so long as the worker pays and is in employment, he can claim sickness, medical and a few other benefits. Even these schemes are full of defects and the AITUC, though welcoming such meagre provisions, as have been enacted, has all along been

pointing out the various defects and demanding changes.

1. E.S.I.

The Study Group on Social Security appointed by the Government of India suggested in its Report made in January 1959 that some of the existing schemes of social security should be integrated and that the P.F. scheme should be converted into a pension scheme. Though welcoming some of the suggestions in principle, in view of the bitter experience of the unsatisfactory working of the ESI scheme and the continuous refusal to concede legitimate demands of the workers, to extend the scheme to the families, to construct hospitals for insured workers, to reduce workers' contribution and to remove administrative defects, the AITUC declared its unwillingness to agree to the suggestion till confidence was restored by fulfilling these demands.

Since then restricted medical benefits to families of insured workers have been extended in a few centres in States. This, in principle, concedes a longstanding demand of the workers but early steps must be taken to cover families in the case of all workers in the remaining States also.

The arrangements for the treatment of families are, however, far from satisfactory and this is true of the panel areas as well as the service areas.

Shri A.L.Mudaliar, the one-man commission appointed by the Government of India to report on the working of the ESI scheme has expressed itself against the extension of the scheme to families so long as suitable improvements have not been made for the treatment of workers themselves. This argument is weighty but the legitimate demand of workers for extension of medical benefits to families should not be held back on this plea. As a matter of fact, inclusion of families will increase the pressure for rapid improvement of the scheme.

The position with regard to provision of hospitals continue to be very unsatisfactory. Separate hospitals are being constructed in some major centres like Kanpur, Madras City, Bangalore and Bombay, while annexes or wards have been provided at Delhi, Hyderabad, Nagpur and Coimbatore. The number of beds provided is extremely inadequate. The Mudaliar Report has sharply noted this failure and has advocated priority for this work.

A major development is the decision of the Governments concerned and the Corporation to change over from the panel system to the service system at a number of places. The changeover is being effected in the face of clearly expressed opposition of the workers and in gross violation of the unanimous recommendation of the ILC session at Mainital.

The Mudaliar Report has made a scathing criticism of the panel system and has recommended the setting up of polyclinics, each having panel doctors and at least two service doctors, one of whom should be a lady doctor. This suggestion will be worth considering provided the polyclinics are equipped with X-ray plants and are combined with diagnostic centres and specialised treatment.

Workers have been demanding revision of the scale of contribution by raising the exemption limit, reducing the percentage charge and by making the actual earning instead of average earning the basis of calculation. The Mudaliar Report has recommended that deduction should be made on monthly averages on a slab system, instead of present method of computing on weekly averages.

At present, workers are contributing more than the employers. The proposal to enhance the employers' contribution from 1-1/4% to statutory limit of 4-3/4% in implemented areas has not been enforced though in principle the Corporation has accepted it. If this is

done, the decision about building hospitals and clinics can be speedily implemented and medical and sickness benefits improved. At the same time, the genuine demand of the workers, about reduction of their share can be easily met.

A recommendation made by the Mudaliar Report which merits full support of the workers is regarding provision for industrial housing. The report points out that unless adequate housing facilities, with provision for playgrounds, schools, etc., are provided, health scheme lose much of their benefits. The suggestion is made that permission for new industrial ventures should not be given unless a satisfactory method and provision for housing for labour is also forthcoming.

The AITUC therefore demands:

- i) Immediate extension of the scheme to all registered factories, including the seasonal factories;
- ii) Immediate extension of the scheme to families of insured workers with provision for full medical benefits including hospitalisation.
- iii) Immediate construction of hospitals in all major centres and adequate reservation of beds in places without ESI hospitals.
- iv) Raising of the employers' contribution to statutory limit of 4-3/4% on unimplemented areas.
- v) No changeover from panel to service system or service to panel except with the prior approval of workers.
- vi) Implementation of recommendations made in the Mudaliar Report regarding provision of poly-clinics and industrial housing.
- vii) Waiting period of 2 days should be ~~dispensed~~ ~~with~~ dispensed with.
- viii) Increase the cash benefit to 75% from 50% and increase from Re.1 per day to 100/- per month.
- ix) Adequate representation to AITUC in ESI in ~~the~~ Corporation, Standing Committee of the Corporation, the Regional Boards and local committees under ESI, in view of present discrimination made against the AITUC.

- x) The scheme should be extended to employees drawing Rs.500 per mensem instead of the present level of Rs.400.
- xi) Right to continued employment in cases of

## II. PROVIDENT FUND:

The P.F. Act has been extended to cover all factories employing 20 or more workers as against the earlier limit of 50 or more workers and to transport undertakings, mica mines, as well. This concedes in part the demand of workers to bring within its purview all registered factories and transport companies.

Provision has also been made in the Act to raise the contribution to 8-1/3% instead of the previous 6-1/4%. But it has been deprived of much of its practical value by making it dependent upon the assent of workers and employers in each particular undertaking.

The AITUC therefore demands that:

- i) The P.F. Act should be extended to all registered factories and to all transport undertakings, and
- ii) The rate of contribution should be compulsorily raised to 8-1/3%;
- iii) Benefit should be extended to employees drawing upto Rs.1000 per mensem.
- iv) No exception to infant units.
- v) Interest should be at 4% and so also in exempted factories.
- vi) No forfeiture after three years.
- vii) Extend to seasonal factories and works charged.
- viii) Procedure for ?

### III. MATERNITY BENEFITS

The Maternity Benefit Bill 1960, now referred to Select Committee has some good provisions. These are:

- (a) The benefit period is retained at six weeks before and six weeks after confinement;
- (b) the cash benefit <sup>sum</sup> is fixed at a ~~max~~ equivalent to the average daily wage or 75 nP whichever is higher;
- (c) In addition, a bonus of Rs.25 will be given at the time of confinement;
- (d) Depending upon the doctor's report, full wages will be paid for one month.

The rate of cash benefits is too low and should be a minimum of Rs.2 per day. The bonus, meant as lumpsum relief is also low and raised to at least Rs.100 and period should be reduced to 150 days.

(e) The State Governments have been empowered to extend the provision of the Act to commercial establishments

While these provisions are good, they do not go far enough. At the same time, the Act has certain retrograde features:

(a) Only those workers who are in continuous employment for 240 days before the date of confinement will be eligible for benefits.

(b) The State Governments have been empowered to exempt seasonal factories.

#### GRATUITY:

Gratuity is a benefit to be given to the workers at the time of retrenchment in a lump sum for the work done and for the retirement period. This is different from other benefits like P.F. which is in the nature of saving with incentive. This view has been expressed even by Mr. the Madras Industrial Tribunal. AITUC demands that a legislation should be brought fixing gratuity at the rate of one month's wages for every year of service.



**WORKMEN'S COMPENSATION:**

It is necessary to have suitable and complete enactment as suggested in 1953 and it should dispense with waiting period of three days, schedule of occupational diseases should be enlarged and procedure simplified, rate of compensation doubled and Schedule IV amended.

**UNEMPLOYMENT BENEFIT:**

There must be statutory provision for unemployment relief

?

## REPORT OF COMMISSION ON WOMEN WORKERS

.....

The Commission on Women Workers arrived at the conclusion that by and large AITUC Unions had not taken up the specific problems affecting women workers during the past few years, nor paid adequate attention to the organisation of women workers in trade unions. There has been a tendency to think that the problems affecting women workers are only those of equal pay for equal work and maternity benefit. But this is not the only thing. While these may be the common issues before women workers in all industries, each industry has different problems arising out of the special peculiarities of the industry itself.

The question of equal pay for equal work was debated and the majority of comrades agreed that this was an issue that should be taken up and campaigned for vigorously immediately on an all-India plane. Though as a result of earlier agitation the ILO Convention on Equal Pay for Equal Work has now been ratified by the Government of India, the principle has been adopted only by a few industries, notably Coal, where the Tribunal awarded equal pay for equal work. In many cases, as for instance in the plantations in Tamilnad, the employers have circumvented the question by putting men and women in different categories, and even if they do the same work, the women are put in the lowest paid category and paid less than men who do the same work. Even in the public sector, as in Bhilai, women are not paid equal wages, the difference sometimes being as much as 100%. Differences are being maintained even by the Minimum Wages Committees set up by Governments.

With regard to maternity benefit the urgent need for central legislation was stressed and there should be a campaign for the speedy enactment of the bill that is now before Parliament. The draft bill requires certain amendments, notably those of qualifying period and the exemption clause. It was felt that 120 days' work should be the limit for entitling a woman worker to maternity benefit and the bill should also cover women working in seasonal factories. There are the cases of these women as in tobacco industry in Andhra and in the tea and coffee curing establishments

who even after twenty years of service are denied maternity benefit on the plea that the days of work during the year ~~xxx~~ do not entitle them to these benefits. Further, the State Governments are to be given power to exempt certain establishments. This clause should be opposed. The bill provides for a payment of a medical bonus of Rs 25/- in cases where a woman worker on maternity leave is not given pre-natal and post-natal treatment free of charge. This medical bonus is totally insufficient, and the bill should provide for either compulsory medical benefits or for the payment of medical bills from authorised practitioners or government hospitals.

It was felt that while maternity benefit was an important issue to be taken up, that it should not be considered as the only vital issue as it is not so universally vital as the issue of equal pay for equal work, which affects all women workers equally.

The Commission discussed the question of family planning, and it was felt that this should be taken up seriously by all trade unions. Family planning amongst the women workers is a vital issue. The burden of large families amongst the working class is felt most by the women themselves. Both from the point of view of the family budget and from the point of view of increased burdens at home for the woman worker have to be considered. Apart from this, frequent pregnancies affect vitally the health of the woman worker, who is already on an under-nourished diet and this in turn affects her work and her capacity to earn. The manner in which the Government and other non-official bodies were handling the question was totally ineffective and no practical aid was being extended to the working women. Comrades from all centres reported that wherever any little work was being done by the trade unions in this sphere the women workers, contrary to the propaganda that is being made, welcomed the work as they felt it was of help to them in their lives and in their work.

Apart from these general problems, the problems of different industries were also posed. Today the phenomena that is soon

in certain industries where women have been traditionally employed as in textiles, is that women were being thrown out of employment in large numbers. The percentage of women employed in textiles has gone down considerably. Comrades from Bombay and Jamshed pointed out that where women were superannuated men were being recruited in their place, and in new mills in those departments that have been usually manned by women, such as reeling, no women were being recruited. In fact, in some Mills men were being trained by women workers and then the men are made permanent while the women are sent out. In other Mills, where automation is being introduced and they are changing from hand to con yarn, women are being retrenched on the plea that the reeling department is to be closed down. In Coimbatore a women workers' conference was held and some pressure has been brought to bear on the Government and the mill-owners to see that the employment of women is safeguarded as far as possible. But the issue that remains to be taken up is that women can and should be absorbed in other departments also. In the past women have worked in the winding department and at the looms, and they have proved their capacity to work in these departments. Apart from this, women working in technical jobs in telephone and radio factories have shown that they can do more technical work. Therefore the traditional stand that women can only do certain type of work should be combated and a vigorous campaign taken up for a certain percentage of jobs to be reserved for women in those industries where they have been employed hitherto. The strange paradox that is before us is that those very laws that have been passed to protect women workers are now being put forward as the main causes for their removal from employment. One of the legs of our trade union movement has been the inability to rouse class consciousness amongst women, and to move trade unions as a whole to campaign for the rights of women workers, especially their right to work. ~~There~~ The recent Conference in Coimbatore district was taken up by unions very seriously, but although the Conference was itself successful, insufficient work has been done to consolidate the gains registered.

Another general factor that was noted is that in all these industries where women are predominantly employed as in cashew, coir, ginning, match, bidi the general wage pattern is very low. This shows how the employers exploit the women workers as the most backward social section to the fullest extent. In many cases they are engaged through contractors and have no safeguards whatsoever. Therefore, this question of wages in these industries has to be taken up seriously and ~~xxx~~ a vigorous campaign for a living wage in these industries taken up.

From the organisational point of view the picture that emerged from the discussion showed how in all trade unions no special attention is paid to recruitment of women workers, to educating women cadre and promoting them to positions of responsibility. There is a tendency to neglect enrolling of women as members of trade unions, of helping them to ~~xxxx~~ participate in the day to day work of the unions. The fact that they have to fulfil a double role of earning their livelihood and of running their homes is used as an excuse to evade this difficult task. Rather than work out methods whereby they can combine their home, factory and trade union work, comrades are inclined to assume that since they have their homes to run and to work 8 hours a day they cannot be "expected" to do much for the union. This attitude will have to be fought and women workers drawn more and more into trade union activity. Where there is a large or active membership of the trade union it is in those industries where they are in very large numbers or where they predominate as in plantations, cashew, coir, ginning, match industries, etc. But the very fact that from all these industries where women are in large numbers, not a single woman delegate has been elected to this session, with one or two exceptions, is an index of the pattern of work amongst working women. One woman comrade from Mangalore drew special attention to this fact. It is encouraging to see that comrades working in these unions appreciate the problems of the women workers and have lent thought to them, but unless and until they change their method of work and draw more and more working women into active trade union work, the problems

facing the women workers, particularly that of retrenchment, will be difficult to solve.

There is generally resentment amongst the women workers that they are not treated on a par with the men, and that they are neglected as members of the trade union. This is a factor that should be considered and a proper method of approaching them worked out and they should be helped to be more active in the unions. All comrades were of the opinion that there was an urgent need for more women cadre to be recruited to the trade unions where women workers were present in large numbers, as that would help considerably to bring forward militants from amongst the workers themselves - today this is one of the major lags - that although the women worker, when once roused, came forward to participate fearlessly in working class actions, because of this organisational lag, there were no signs of their becoming organisation conscious or of their coming forward to participate in day to day work.

Comrades agreed that AITUC should demand the appointment of a Commission to go into the problems affecting women workers particularly, and also that the issue of employment of women should be taken up at tripartite committees. The figures that were given tend to show that the employment of women is going down, and therefore this was a question that posed itself when we are on the threshold of the third Five-Year plan - who the country is progressing, are one half of the population to be left out of the task of building the nation's economy, are they to be driven out of their existing jobs, or are they also to be protected and helped to participate in this work? It is in this context that the Commission felt that the AITUC should raise the slogan of protecting a certain percentage of jobs in various industries for women, the percentage to be in relation to already existing percentage, varying from 10 to 80%. The AITUC had already demanded 25% before the Textile Wage Board. But for the other industries, this demand is yet to be formulated.

# Report On The work of Commission on Productivity, Wages, Bonus

President: Dr. Satya Narayan Reddy & Ankur.

1. The work of the Commission was divided into 3 sections on Productivity, on Bonus & on wages. ~~There~~ <sup>About 50</sup> 36 members took part in the general discussions on these issues, while many more took part in the discussions in language groups.

## I - Productivity

2. On the question of Productivity the Commission has unanimously agreed <sup>on</sup> the following proposition which will serve as a guiding line to AITUC ~~concerns~~.

The Commission is of the firm opinion that the material gathered during discussions should be collected & the AITUC Secretariat should make proper use of it, in any way in which it deems fit.

3. The Commission ~~opines~~ <sup>is</sup> of the opinion that productivity drives are a part of capitalist technique & increase the exploitation of the workers. In India

too, since capitalist relations of production exist, productivity drives are essentially of this nature. However, we are an under developed country & therefore the working class is interested in the economic and industrial development of our country, while at the same time safeguarding <sup>its own</sup> the essential class interests & bettering its economic, social & cultural position.

Therefore we have to adopt a differentiated approach.

The AITUC ~~without demand~~  
~~introduction of productivity techniques.~~  
~~shows where they are introduced~~  
 it will judge each scheme <sup>on its</sup> merits.

The AITUC will not extend its support to any scheme unless it has been introduced as a result of collective agreement with the duly representative union of workmen. This is the prime condition which cannot be waived & it is the <sup>only</sup> guarantee to ensure that workers' interests will be safeguarded.



The following are some of the preconditions necessary for any acceptance of a scheme:-

- i) The tripartite agreement on rationalisation extended to all producing methods as per the charter of M.P.C., will be implemented. This agreement says that as a result of rationalisation & producing drive  
ii) no worker will be retrenched  
iii) the earnings of any worker will not be adversely affected.  
iv) gains will be equitably shared between the employer, the employee & the consumer.

b) ~~The~~ As a result of the Com should be taken to see that employment opportunities are not curtailed. This is very necessary because of the vast problem of unemployment which is ~~too~~ being aggravated despite all plans.

c) Increased production will not lead to closure of units, scaling of machinery & such other methods of curtailing production.

d) Gains of production will go in a large measure to raising the living wages of workers because the living wage or fair wage is now the need-based

minimum has not yet been achieved.  
The second priority should be the improvement  
of working conditions.

Along with these general propositions,  
the Commission would like to draw ~~the~~  
attention to this that special care  
should be taken to scrutinise schemes  
of the kind of work in factories with  
old machines.

On the basis of this approach  
~~the Commission has~~ ~~not~~ ~~yet~~ ~~forwarded~~ ~~the~~ ~~following~~  
tasks:

4. On the question of piece rates, ~~the~~ the  
Commission is of the opinion that we  
should strive to secure the following  
guarantees :-

- a) introduction of minimum fall-back  
wage -
- b) standardisation of products, methods  
pattern materials along with standard rates for  
standard jobs.

5. On the question of incentive bonus schemes we must judge each scheme on its merits. There also ~~is~~ the essential condition is agreement with the really representative union of workers. While judging an incentive bonus scheme we must see the level of work loads, & fatigue loads involved and surely that such bonus does not become a means of keeping the basic wage and rate depressed.

In this background, the tasks are:-

- 1) Participation in the work of NPC + LPLs with a view to <sup>improving workers' interests</sup> ~~expressing~~ <sup>in all</sup> matters in their territories. & to avoid of facilities under it to gather technical knowledge of production techniques. (USSR - Czech.)
- 2) An ~~urgent~~ opinion of fixing <sup>high</sup> standards ~~that~~ it for improvement of territorial decisions.
- 3) Fighting for collection agreement before any production techniques is introduced.

4) Demanding <sup>more</sup> full-back wages +  
standard 2 jobs, rates, pattern,  
materials, etc. in case of piece-rate  
jobs.

5) Start resistance to slogan of  
linking wages to production. +  
fight for ~~the~~ raising level of basic  
wages, linking D.A. with cost of living  
& control of prices.

## II Bonus.

Discussion involved - and six points:-

- i) What should be the formula for bonus
- ii) Should we demand a minimum bonus in loss-making concerns i.e. a floor
- iii) Should the bonus be factory to factory, or industry - cum - region -
- iv) Should there be a ceiling on bonus
- v) Should it apply to Govt & municipal undertakings employees?
- vi) Should there be a legislation on this question?

i) ~~Broadly~~ Broadly speaking there ~~are~~ ~~two~~ ~~views~~ ~~that~~ were ~~two~~ ~~views~~ on the question of formula:

- a) Modification of LAT formula
- b) Rejection of this formula & a new formula on the basis of the Nagpur formula of AITUC or the Kerala Transport formula or some other formula.

Though the issue was not firmly checked, & the suggestion was to refer the matter to ATUCC Sectt. for final decision, majority of those participating favoured modification of LAT formula on the following lines:-

i) We should demand that the Balance sheet should be open to be audited, & Union should have the right to challenge validity & justification of <sup>items of</sup> expenditure. ~~also~~

ii) In the provision charge to be deducted from gross profit before arriving at available surplus the following modifications should be made:-

a) Retention in reserves should be restricted.

b) No provision should be allowed ~~for~~ on account of rehabilitation.

Only statutory normal depreciation as per I.T. Act, <sup>if charged,</sup> without allowing initial or additional depreciation ~~and~~ a development rebate, should be allowed. Modernisation etc. should come out of new capital provision.

- c) Income Tax should not be deducted as a prior charge.

Those comrades who wanted a new formula mainly based their arguments on two grounds firstly the LAT formula is thoroughly discredited among workers generally and so we should have nothing to do with it, and secondly that the balance sheet is totally unreliable as an index of true profits.

The suggestions for alternatives included

- a) basis to be based on ~~working~~ of on profits
  - i) Noyes formula for AITUC
  - ii) Kanda Transport formula of a floor, and graduated slabs related to profits
- b) the after without calculation or deduction of prior charges in any form or shape.

ii) On the question of floor for loss making concerns, there was unanimity that there should be a minimum floor

of at least one month, <sup>higher</sup> ~~longer~~ where it is customary.

iii, On the question of ceiling, there was unanimity that there should be no ceiling whether directly or in the shape of a wage board or in the shape of giving away a portion above the limit in the shape of National Savings, Certificates etc.

iv, ~~that~~ The Commission was generally of the opinion that the basis should be factory wise, but some expressed view of the view that in regional industries like cement, sugar etc where conditions approximate an all-India level, industry-wide regional basis may be explored. This should also be explored in view of the fact that we are demanding a floor bonus in case of loss making concerns.



v) On the question of application to Govt & municipal employees the consensus was that it should apply to all ~~and~~ such undertakings which are not purely private undertakings. Some concerns were of the view that it should apply to all to ensure the provisions of Industrial Disputes Act applied.

vii) Further, on the question of legislation the view was that legislation is necessary in ~~the~~ the case of flow boxes for ~~non-profit~~ loss making concerns, while for profit-making concerns it should be in the shape of recommendation.

As pointed out earlier, the deliberation of the Commission on the nature of tentative suggestions to be presented by the AITUC itself, with <sup>such</sup> ~~the~~ help as they may need.

111

Wages

On the 2nd issue the ~~same~~ discussion was undertaken

On the question of wages the discussion  
hinged on two questions:-

- a) What is the trend of real wages
- b) What we should expect in  
the demand of D.A. linked to cost of living  
index or the need-based minimum.

a) On the first issue, generally comments  
expressed with the formulation given in  
the General Secretary's Report viz. real  
wages are static & stand about 1939 level.

However there is a section of  
opinion that in the total index of  
T.Nad, real wages have not ~~fallen~~  
risen.

b) The Commission could not have  
detailed discussion on this issue nor on  
other issues raised in the General Report  
in the Commission due to lack of  
time at our disposal. It was the

was agreement that the slogan was  
being advanced of limiting wages &  
productivity must be steadily resisted.

The Commission requests the Grand  
Society to clarify these<sup>2</sup> issues while  
~~soon~~ giving his reply to the discussion.

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Salix Hoover.

Y. D. Brown.

Bonus.

- S.L. has placed 6 ps. for discussion. Very discuss  
but under pt. 8 v.

- In LAT formula numbers of discussion -  
ACC<sup>SE</sup> appears - in work under well -  
- we don't agree. S.A.D's view.

- By way of formula = divide 50% - but we  
will accept - so should attend to  
part of LAT.

Main ps -

- In the oxygen - reduced to 2 units -  
by respiration since we have  
agreed to 4 units for 6 yrs

- Formula will not be set aside lightly -  
which is common. I am just  
insensitive.

- We may suggest an alternative -  
but while in attacking certain obstacles -

Price change -

6% reduction in capital: should not suggest  
attempt to upon it since  
but not in up.

Return on assets - must appear  
not over the 29%.

Rehabilitation - must appear  
nothing more than  
stability dependent

Income Tax : should not be taken in calculation.

Loss making : one month.  
- Proj. in Budget.

No ceiling : already in practice  
- in this way.

In oil : if formula applied 48 months basis.

In major industries - industry wise basis, sps. cost, etc.

In major items like engineering unit basis.

Govt. & local bodies : Concept of profit, basis should be there.

Integration - would be to be found.

Items not in gov. report to challenge expenditure.

New Sec (Budget)

Detailed discussion in a smaller committee of ATMC with + min experts.

- On one hand - report to be done, on the other - price changes.

Area in W 4 D not multiplied in LAT

Area being divided on principle of equity  
& depreciation = bonus.

Steps in the plan: Initial, additional,  
& de. subst - as in S.C. journal

So Initial & additional added.

Subst under Sec 10(2) of IT Act  
should not be allowed.

No I.T.

No ceiling - Only new long period  
& up to 100% as per  
rule.

Loss : 45. 1 in W.B. minutes  
was more than in min. While  
Wage. ~~for~~ min : no min.

Indy use in indy use:  
understanding - you object  
is to restrict growth.

Cost & W.B. basis: -  
work ~~to~~ ~~full~~ for full work  
or not, should be made part of all

Butter by deposit taking for loss, monthly  
revenue.

N.S.C. should not be made & stored  
optional.

L.V. Stambur (T.N.)

T.N. LAT. can be averted  
 ATTUC for 2 reasons: i) based upon  
 balance sheet of employees. wife in  
 living documents. condition is not difficult  
 not paper on not real paper of year.

ii) main demand is rehabilitation -  
 in an underdeveloped country, where  
 living wage is a target, rehabilitation  
 can not be out of employees.

The present system of multiplication  
 of LAT. it should be scrapped - this  
 will result in changes.

This demand is big view of  
 the entire -

- Bonus is to related not to net  
 profit but gross profit which alone  
 is basis of real index of prosperity &  
 - cost.

- No ceiling -

- N.S.C. voluntary -

Bonus in law - 1/3 of cost to be decided  
 legislation: yes.

extended to Public Ltd where  
 emp. aff. + labour union.

Zainuddin (Bombay) 45-

we get Bonus 4 times a year = Good all time  
bonus - Privately, you = Good all time  
is decided as usual, with how it is  
papers. Bonus not to worry at

Madar Phelan (Bombay)

Generally accepts share's system  
+ some more: -

i) Ceiling: to be in Bombay now  
the 5 million not awarded.

Bonus should not be at good rate  
but on - to fill gap between  
his wages + living wage.

Attack: Dividend - Bonus share -

Response: No relation <sup>between</sup> ~~with~~, some of  
up 20% in bonus used as  
working capital.

No claim of rehabilitati - but can give  
high depreciation.

Jumara Nati (Kerala)

- Agree with T.N.

- LAT very much dis-liked in  
eyes of workers.

- Nagpur formula + ATUL can be  
as a basis - in the multi-faceted



Since 1946 in T. Garman's <sup>as defined</sup> major  
- capital - & paid as a prior charge -  
in the trust fund -

was 7 1/2% of capital in 1947  
1 unit & total

7 labels date 1/4 unit for more.

No prior charge -

was in prior.

At time should put forward. No other out  
LAT.

2) Balance sheet in present state is  
a mess. Can't get down - so we  
will not set up the present in terms  
of gross profit results.

3) In production of miscellaneous  
accounts: same as present.

4) Depreciation: In flow acceptance  
re: Profit sharing: not clear.

5) Ent. applies: In books in all  
non-administrative dept. get down  
Q. is not of profit sharing - All under  
of I.D.A. - all get.

# Production basis

v. done added.

Conclusion:-

- Equity - dividend 60%
- Reserve 20%
- stability dep

= Av. surplus

50% of this

MSC. volatility -  
early ops found

## M.C. Nazariwan

2 aspects in the data: history & view  
w. profits dividends -  
v. diagrams.

2) T.N. = Share + T.N.  
Q. & degree int. & growth.

N. capital formula: also says return on  
capital.

Area in formula with 4D.

Diff. says also what is from profit

In LAT ~~is~~ ; difficulties : sale of assets deducted. Govt - profits would be - really so.

Rate on Capital : 4% as in N.Y.P.A.

No return on loans -

Normal dep. excluding the dep.

Rehabilitation : we may not succeed.

||

Make says : Rehab. from new capital in all countries - so this program should be broad.

||

Loss making : also compelled to meet loss.

||

of deposits : this will not be needed.

Being in loss making is linked in the early. If we advance a line in region even in difficulty, then possibility of S.C. days in case of a thing. Necessary from the view of w.c. stability.

Hygiene Income groups: we should not allow  
this for AITUC. Disruptive

N.S.C. voluntary.

Municipalities: limit also in service  
in the future - Profit making org.

Allocation: 80% of Av. surplus.

|| Temp. nature of appointments should be  
attached to bonus.

Bonus should: Right to 2. all  
employees in I.T. Act = commercial  
necessity.

TCN Mumbai : No basic difference with V.D.

It is not wrong about LAT. This  
has been to regard it.

|| 2. Flow: As 6% rate for  
change, we can say 10% of should  
be part of a firm change in flow level.

3. Council terms for bonus.  
participation.

4) All employees in industrial & com.  
Sector

Amulak Bar (Aulha)

Mr. Mr. with large eyes -  
for etc. - common understanding

~~The price changes -~~  
shown.

In regard to duties - in duty  
one: in duty - c - - - -

All-India Council Day -

Munimayin Roy.

W.B. suggestion: I will guarantee  
min. basis min. profit saving.

T. in matter of Statute Board - to  
be ~~statute~~ - work

Post - on basis of price  
control - out of this marginal +  
was making will be getting some  
more.

Cross - (Sub - Post) After dep. 30% to others  
Belin - 20% to employees.

Belin - paid up capital.

Nagpur journal.

Bonus.

- 11 -

Chuti Ali

No leaves in Juti -

of 2/3 municipalities at 189  
leaves.

Wags

1) Banking Malaysia: Mini wage + <sup>sliding</sup> D.A.

2. put in a curious way - I can't be  
taken up in this way of paper.

1. Account policy & Govt. - so simple for  
to: public need bond → P, Govt. need →  
Govt. stocks & C.G.E. Now need freezing  
ways is not used - but linked to productivity  
shift dangers. ATTU should withdraw  
against it. Attach - this is a virtual  
level. Demand Mini. wage not be  
need - bond -

Sliding - scale of D.A. is as imp.  
we if we get Mini. need - bond  
it is rising prices would soon wipe it  
off.

Capacity of industry etc. would  
come later on. even if lower wages  
Mini, need policy would be better.

Top priority to this Mini wage.

30 yrs ago we doubled <sup>to</sup> 30%  
acc. to prices it would come to 120%  
which is need bond today -

But in July: Before was Mini wage 18  
~~AVT~~ was 22

On Wednes prices came to <sup>B</sup> 78-80 but getting  
67- so still at pre-war level.

Textile 20 up from Summer  
84 now but getting 62

There 2 getting below pre-war. & there  
are many others. Some begin to  
in engineering - but plantations & etc  
level very low till huge tribune  
arrives.

During war unemployment was  
practically wiped out. Unemployment  
has fallen - employed.

During 1930s & 1940s: decline  
in total productivity, prod. now up,  
ret. not met.

This wages & Agri. workers.  
In recent yrs. fallen. This forces  
wider spread workers - so it's in their  
own interests.

Q. & implementation. On industrial  
w. required basis will be in possible.



Def of mutual fund we can get it. Central  
 cell should be there 2: Main way +  
 sliding - scale D.A. Must be entirely  
 carried out. An all-inclusive  
 Gov. style.

2) Mutual Products

Banks:

1. Agree with Bank.
2. Main demand used - how much  
 sliding scale will link to the days wages  
 and demand (supply) sliding  
 scale of D.A. This will grow  
 style should be D.A. linked  
 to Basic wages
3. Way to Production = fight it.  
 No freezing of wages -
- 4.

3) Structure :-  
T.N.

Agree with demand in S.A.D.  
 report with modification :-  
 i) sliding scale etc : key  
 demand -  
 ii) try to look for  
 all to be done in order

in debt - Rs 60/- for unagreed.

3) Muzo w/ D.A - divided joint -  
own up. & avoid -  
yourself say  
joint - not much useful as a  
Report.

4) Real wages considerable  
diff. of opinion: on real wages  
in the Report. But on the real  
fact real wages have increased  
in past 10-12 yrs (Textile industry  
etc.).

On real wages - Demand  
for wage Board should be taken  
up seriously -

4) Asson S. K. Sankar. Typed speech.

5) Report S. Vasu.

want Real wage - not existing  
not many ~~chances~~ chances to get it  
in many industries.

(1) Implementation of ~~minimum wages~~  
For need based minimum for examining  
further productivity schemes.

(2) Guarantee against closure

(3) No question for insensi

~~Bollaram Nagar~~

Y. L. Anjath

The

Commission of Wages etc. 9/1/61  
9.15

Satish Lunkar.

- our attitude to production -
  - We cannot afford in toto.
  - should judge the application on merits.
  - Are there methods without affecting the interests of workman & management.
  - In our country there is scope.
- We can get good information by participation in production benefits etc.
- Sharing the gains - question how to measure the gains.
- Factors - better lay out, rationalization of management, <sup>machines</sup> incentives, contracts, better skill or effort of the workers.
- How to motivate the gains for improvement of working conditions or direct and indirect methods?
- Our approach, till a few

(2)

honable level of wages workers should get it directly.

— Question of wages link with productivity — extension of price ratio. — incentive bonus.

---

Aman Majumdar:

— The capital wants to increase production for profit — So incentive bonus — The management change the bonus, so the more load is increased. The firm company example of increased productivity. So we should insist on long wage. So the problem not be too important. Common & workers should also get the gains.

---

Suendha Natta 500 to 800 ~~to 1000~~  
Springs in Tamil

nad rubeas in Kerala only  
100. Now in Kerala a great  
accept in Coimbatore for  
a little less than Coimbatore  
west. So far an all India  
norm must be struck.  
Great disparity in the level  
of productivity.

---

Sincere, Prasad

— by piece rate with a  
great disparity. Appraisal  
can give less. Even effort  
makes one get less wage.  
From moment in  
Basic wage - standardized  
appraisal also necessary.

---

①  
S. Vasant (Ganapati)

Employees fix additional  
in norm. Should mention  
document. In book-bound  
document silent hours is  
taken as part of mass. Can  
incentive from work in  
considered a part of mass work.

Bayag - Bus

→ Production should be  
increased but norm. What should  
be our portion. Are we getting  
sufficient portion. Yathaling  
mass. The problem is not  
solved. Should fix living mass  
of AITAE with production should  
be maximum well beyond but  
in mind be when it leads.

→ In our wooden (Theat)

180 <sup>(5)</sup> funds.

900 - 3-8-0 (any) 13 ann  
(extra)

So on every 200 funds  
margin not managed over  
No 2-3-0

Price control. Money  
also included into this.

→ Capitalist administration  
in name of national interest

"Gujarat 120" - Price  
control important.

---

Chatur Shi:

---

- Very important problem.  
Difficult to admit at present.  
But, if increase production  
in management effects closure  
stop of staff. By silencing



(6)  
knows in motion will be  
more. This will be  
Our success for success  
Proposal - the success  
should be referred to  
the state & after that  
again in the

---

Shriwanan's Ghama-Pell:  
— Impression in 5 minutes.  
Sub-committee in each state  
should be constituted to con-  
sider: Orientation, ~~the~~ contract  
etc. Minimum service conditions  
should be standardized. The  
distribution of gain <sup>cannot</sup> ~~should~~ not  
be even evaluation without  
fixing norms

---

①  
Nageswara Rao - Mysore:

- Along committee with emphasis  
& under emphasis - Workload  
has been increased considerably in  
recent years.

Effect on it in accept / normally  
implying & under emphasis

Amlok Ram, Hyderabad.

Min. short. Different  
industrial condition different.  
Engineering & Textile for example.

In many Engineering not in  
5 or 6 than more. So

workers jump at industrial  
schemes. In textile standard  
delegation of norms on central  
level. For these norms  
are fixed unilaterally. Effort  
to introduce from norms in  
other parts. Regional dis-  
parities as Kerala Com. said.

Standard room (All-India) will be desirable for each village.

Textile, AITAC to make arrangements to effect for standard room in Gajpur.

Textile, products for spinning & for loom in Duma is higher (Textile Deptt)

— Casual & temporary workers are further against permanent workers  
Suburban Dept.

We expect more from Gumber. He may pose some questions. Confusion on production & productivity.

Since 1949 Jay Engineering introduced product 'horns'. We first approved. Then found no reference must be. Monty 200/-  
Even workers get Rs. 1000/-

Benzal Kaur: We offered sheets  
unsatisfactory - Ratio.  
To maintain my self had to  
accept.

Workers, Consumer interest.  
Conditions in S. S. Report  
We fulfilled our should.

In Jay - <sup>Engineering</sup> more work,  
worker demand.

In Jay - 30 Jan per  
hours

" Indra 9 "

" orient 20 "

We must have a policy also  
on products.

Consumer interest should  
also be kept in mind.

BNR Murthy:

Mahmudani:

— In minus mechanics, especially also means. In 8 hours 34/40 trips but when he does not get - means he cuts short his productivity. The workers also clamor for more money  
classical - over time  
pursuanti - Haki not Saboofij

---

A. Grimmon:

— Capitalist exploitation -  
~~the~~ Fear. If not - no  
condition that any after  
capitalism we can do any  
— Workers should get  
have thing which will  
help productivity.  
Share - dimension today  
according to the level - money

are taken  
unemployed. We demand 1/3rd  
of the wages of the unemployed  
not only on the basis of wage  
increase but on the basis of  
increased production.

— Yes, Kripko the should  
be also provided.

— We could come to  
some conclusion and later  
mean of us.

---

Kalyan Bhattacharya:

— Management stops increasing  
wages on the pretext of  
incentive to workers.

— Retention, layoff, acci-  
dents etc.

At the same production  
than NTUC. Films are

shown by product-owners  
no strike only conciliatory.

Chilman: Time short. State  
Council discussion and that  
in ATTAC should take a  
stand.

—Employers anxious for  
production, they don't  
fear a form of increased  
expenses.

Employer Govt.

• If the workers can get  
some advantages workers  
also should.

We also want to over-  
come our economic back-  
wardness. So we cannot  
outgrow it.





work on lead

1946 - 63 - 90 Ton

120 1,10,000

Work on 20,000.

Time & Money spent -  
Necessary being saved  
the given.

In our country of  
unemployed & an illiterate  
man power such studies  
should be carefully considered.

— price rate 50% of  
asking in reduced natural  
mass in reduced

---

Coimbatore Dated the 9th  
Jan. 1961.

To

Charade President & Comrades,

Most of our comrades have spoken and dealt thoroughly in respect of productivity and bonus for the industrial workers of the country in general and various comrades of the provinces have already enlightened the position of our demand and pointed out outlining in connection with the two subjects and now the two things productivity and bonus are waiting the commission for final decision to be made by the commission under which this meeting is holding today here in this pandal of the AITUC.

Comrades, it may be also mistake in my saying that, this is only the first time and opportunity I am allowed by the Chair to speak in mike about the daily wage of the workers in particular to make it as a final minimum standard of wage either ~~in industrial~~ or all India basis so that the workers of the other key industries and as well as the other ~~private~~ private and State sectors will get.

Particularly, I say that the half of a million of tea workers ~~xxxxxx~~ who are employed in about 1000 tea gardens of Assam are really in badly suffering on the ground of ~~economic~~ in comparison of production and the burning price ~~of~~ of the present market commodities. The maximum daily wage, in 1959 was one rupee sixtynine naya paisa for male workers, one rupee-fifty-six naya paisa for female workers and seventyone naya paisa per day for minors. But in the early ~~part~~ of the 1960, an ~~interim~~ wage of 20 nP was increased (about 50%) in the basic wage of the ~~delirated~~ workers. This 20 nP was increased ~~it~~ for Assam tea workers as the food advance or it may be ~~an~~ interim wage. But the matter of the final wage has not been settled yet to remove the ~~custom~~ of the existing interim wage as we apprehend that, there is no certainty whether any further increment will be made or it will be reduced as because, a wage board for the plantation workers has been formed about one month back and unfortunately, in that very wage board of the plantation workers of India, representatives of AITUC are not yet taken except the INTUC and that for which we really regret for the very ~~indxxx~~ discriminating policy of the notorious Government and the employers for playing such ~~role~~ and crooked diplomacy to finish the trade union rights particularly to our AITUC in India. The ~~custom~~ of Bonus, I do not like to deal because bonus is not a permanent one because the employers always deny that there is no profit saying this and that in their balance sheet duly audited by the chartered accountants of the Government of India and that balance sheet they are making after pushing the all money in the side of expenditure purchasing new machines and other materials before submitting the balance sheet to the Government of India and they are taking due approval either ~~same~~ profit or loss and they are playing this tactics so we shall ~~up~~ to fight at first about the wage and in addition to that, bonus. Because the daily wage of the workers is a permanent and serial diet which will remain for certain period and it may be for ever. But bonus is not a permanent thing rather it is an occasional thing that is being paid, according to the version of the Government, as profit sharing bonus. There is another ~~series~~ factor to be mentioned here that as soon as the minimum and interim wages ~~wagxx~~ were increased along with the increment of the wages, ~~the~~ workloads also were increased with ~~xxxxxx~~ a purpose to snatch away the daily wages of the worker by ~~raising~~ workloads. The Government's attention was several times drawn but nothing could be done so far.

*in industrialise*

*\* daily wage*

*\* matter*

*\* matter*

*\* Bonus*

*\* raising*

*P.T.O.*

It may be that in other industrial areas, the hours of work might have been increased <sup>it</sup> and thus the workers of those industries which are in India are also being deprived of their wages as it is very hard for me to say clearly about them such as coal, textile, iron & Mines, jute, coffee, and other industries, *are in India*

Comrades, before binding the wage or increasing it the Government and the employer should be asked not to increase the workload or daily hours to deprive the workers from their wages. Other-wise the very increment of the wages it may be any ~~na~~ standard wage or in all India basis, will be totally meaningless, rather the act which increases and binds the minimum wages for the workers ~~of~~ the entire country, helps the capitalist ~~man~~ in their own interest. ~~I, Kithar for~~ earnestly draw the attention of the commission today to finalise about a concrete demand for placing before the Government and the employer to bind atleast a minimum standard of wages ~~withe~~ in industrywise ~~wise~~ or countrywise ~~show~~ that the deteriorating economic conditions of the workers of the industries will be improved and the nation helped and grown in ~~astable~~ way in comparison with the other socialist countries of the world.

Comrades, it is my suggestion only before the Commission and not resolution. Further I remind you that the matter of unemployment was not ~~added~~ or brought to this Commission for discussion ~~because~~ this problem ~~also~~ was a major problem in the country now that which would have been brought to this Commission to search out the way how their burning unemployment problems will be solved, when the production is growing annually and according to that money also growing but the workers living without employment in the industries are not given jobs.

Yours comradely,

*Santosh Kumar Singha*  
Santosh Kumar Singha

Delagage, AITUC, through A.B.C.M.S.  
Assam

- 1) This meeting of the Commission of Productivity etc. resolves that the A. S. T. U. C. and its State Committees should set up commissions to go into the problems of productivity and to submit its report within three (or six) months since this conference concludes.

2) This meeting further resolves that the A. S. T. U. C. should explore the possibility - whether some of Cadres could be sent to some advanced socialist countries to study the technicalities of productivity - and the functioning of management of different industries to meet the employees more effectively in technicalities.

- 2) This meeting resolves that the owner should not be allowed to exploit all the benefits of productivity - giving only a small to the workers and therefore suggests that <sup>a ceiling</sup> ~~the~~ should be ~~not~~ imposed on profits and the rest of the ~~earnings~~ <sup>ceiling</sup> should go to the State ~~and~~ and to other labour welfare fund.

Further to avoid fatigue duty, accident etc,

there should be statutory provision as for sufficient  
check to unlimited production for any worker.

This meeting further resolves that the share  
of the worker on the production above his present  
norm should ~~not~~ in no case be less than his  
present share in the value produced.

Ponay Chatterjee  
West Bengal

The concrete proposals of comrades  
V. Karumagan and Sudadainathan  
of Tamilnad are

1) No kind of productivity  
— Scheme must be permitted in old  
machinery —

2) Time & motion study  
should not be allowed in  
old machinery in our country

Such a general line is  
necessary. Else in one area  
the capitalist may break through  
and then it will catch other areas.

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# JAY ENGINEERING WORKERS' UNION

( REGD. NO. 885 )

( ESTD. 1942 )

( Affiliated to the A. I. T. U. C. & National Federation of Metal & Engineering Workers of India. )

President : INDRAJIT GUPTA, M. P.

General Secretary : SUSHAVAN ROY.

Head Office : 392, PRINCE ANWARSHA ROAD,  
CALCUTTA - 31

Branch Office : ROYNAGAR ( Bansdroni )  
P.O. Garia, 24-Parganas.

Ref. ....

Date ..... 196 .

Guaranteed minimum bonus.

1. I feel in order to get a minimum guaranteed bonus of say one month it is essential that we press for an industrywide bonus fund, ~~this~~ as there is Labour welfare fund in boats, unemployment benefit fund under Dock Labour Board fund for the payment of to the workers during for the days, not getting job etc. Out of that fund the Pull fund should be created by contributions by all employers of a particular industry on per capita workers earnings. After the fund to be operated by a Statutory Tripartite Board. This will help the small owners from the pockets of big concerns, thus helping the workers of the marginal units.

Percentage of the profit in addition to the minimum guaranteed Bonus:

2. After deducting normal depreciation allowed

under the I. T. Act ~~to~~ from the gross profit of the amount paid to the pull fund.

30% of the profit should be distributed by ~~the~~ <sup>as bonus before distributing 30% of the</sup> each Company to its workers, ~~1% & 2% return~~ on Paid up Capital & working Capital respectively should

allowed to be kept in and if this amount reduces the amount of bonus i.e. if ~~4% of 2%~~ the amount ~~4% of 2%~~ after deduction of profit after deducting 4% + 2% of the capital respectively, less than the amount 30% of the profit, then to that extent the bonus shall be distributed.

Provided that 30% will be paid after reserving a return of 4% + 2% on capital & working capital

If the provision of 4% + 2% reduces the amount of bonus the workers will get the reduced bonus to that extent.

It may be detailed out if necessary.

Honorarium by  
West Bengal.



Surya nr. Sahib Lunkha

We have to take a position, we have been taking in various organs.

We will hand over our conclusions to AITUC & Aurohita.

— Broad agreement that we could also deal with productivity but with due guarantees.

- Tripartite agreement to be entered into
- No unemployment & increased wages and adjustment of factory level
- Collection bargaining and not on imposition
- Sharing of benefits
- Guarantee that due to increased production no machine or men should be idle.

— We shall participate in local & national productivity committees. Over 120 committees have already been set up.

— Wage increase & productivity. Linkage increase in wages with output productivity should be rejected.

— Price Ratio — Minimum fair price wage. Standardization of products, pattern, materials.

— Incentive Schemes: Depends on what the scheme is. Go on its merits only.

Improvement in the Work Conditions.

~~General~~ survey of assets

- if we delay here, distribute in State -
- So State should consider them finalize.

No Retrenchment

- Consultation with the TU's.
- We should not take any initiative in this direction.
- Payment by Government employees - incentives bonus should be in the hands of Government.

## BONUS:

Bonus mechanism will be calculated to BTUs etc.

Main questions

- In LAT formula. What should be put in alternative to it?
- If there is loss what should be the provision?
- From a certain point should it be converted into National Savings Certificate?
- Should it be on a scale to July or index-cum regions?
- Should there be deduction?
- Govt. employees, what about them?

## V) Sharma (Delhi)

It is an individual front of many.  
Various individuals have given details of  
LAT. All case Supreme Court has  
put its stamp.

— The formula also defraud and  
works

— 50% of net formula may not be  
individual. Realized  
only on basis of LAT sum value.  
These profit was made in workers  
got almost nothing.

Income tax 2 months from  
was reduced by high court to

2.  
LAT cannot be easily set aside.  
on high ground.

— 6% return <sup>on capital</sup> should not be approved.

— on reserves  
Not more than 2%  
Reserves which have not been  
in business for out less than  
5 yrs no return to business.

— Depreciation.

Same rules for income tax  
provisions.

— Income tax should not be deducted  
as prior charges.

— Minimum income to show in  
statement of profit or loss

— No ceiling to be accepted.

- In certain industries industry-wise  
in some unit-based (not clear)
- In private sector; if there is some  
concept of profit, the same principle  
should apply.
- Proposal by legislators and not ab-  
sence of Tripartite agreement.
- The question should be to have no  
right to question the expenditure

Thought: Law Sun

- Details should come and some  
committee or groups.

concentrating our attention on some  
aspects of the LAT formula

- ? — After 6% then bonus
- Re. depreciation don't agree with  
the suggestion that we can lead

— City - no city

- one month compulsory on total earnings

— Profit bonus - difficult - include  
industry-wise or unit-wise.

- All Govt. etc. employees should get  
one month bonus

— Legislation better.

- Note Compulsion of National S.C.

R. L. Sankar (T. Nall.)

— LAT formula cannot be accepted  
because of the balance sheet - based  
the balance sheet net profit  
not to be fixed on.

— Rehabilitation - change cannot be  
should not give W-class. Now  
they are fictional.

LAT should be scrapped.

— Concept of loans as a share  
of profit should be related on  
gross profits, as results and  
track - results?

— No compulsion on NSE.

— Even when loss spread in financial  
may be 1 month or 1/2 etc.

— should be legislative.

— At least in some public sector  
enterprises where they.

Jannuddin (Prof)

— We are getting 4 ~~taxes~~  
monies in a year.

BEST 20,000 workers

It is call good attendees  
monies. Rs. 25/-

Casual leave, free leave  
etc. are not given. Every 3  
months you should mark letter  
down.

~~LAT train~~

— We should also get some

## Madam Phatnis (Bor)

— General concepts of Do  
Sugandis

— Ceiling, in any way not  
monopower & marks

— Should a worker get Rs 30/-  
and another into 600/-  
Should get in same quantum  
of difference between high & low  
Glean better award.

But Supreme Court ruled  
that it - should be uniform  
in D. A. Min in all cases.  
Different levels should be  
adopted.

— Get more than 6% - (Govt  
invested capital should get)

— Rehabilitation, depreciation and  
income tax: only to that extent.

## Suendramath: (Kerala)

Agree with Madras. LAT  
formula discredited. Go to accept  
that with certain modifications  
is not good.

Wage formula - If we  
keep with some modifications  
in 1946 in Travancore

- Rehabilitation - we must have to concede - Always from fresh capital.
- Does make concerns - doubt about in legal narrow.
- Regional Comm - Indus. But defi-  
nitions might be without.
- Different quantum for different levels should not be accepted.
- NSC whether no outright approval.
- No home municipalities etc.
- Temporary workers and apprentices should be granted bonus.

## TEN Minors (Penala)

~~It is in line to fix at LAT. Now out of date. So emphasis on the disadvantages.~~

- It is in line to fix at LAT. Now out of date. So emphasis on the disadvantages.

Floor level (Income) prior charge like prior charge on future of capital.

Courts of law have to be taken into account. Attempt to nullify.

REPORT OF COMMISSION ON WOMEN WORKERS

.....

The Commission on Women Workers arrived at the conclusion that by and large AITUC Unions had not taken up the specific problems affecting women workers during the past few years, nor paid adequate attention to the organisation of women workers in trade unions. There has been a tendency to think that the problems affecting women workers are only those of equal pay for equal work and maternity benefit. But this is not the only thing. While these may be the common issues before women workers in all industries, each industry has different problems arising out of the special peculiarities of the industry itself.

The question of equal pay for equal work was debated and the majority of comrades agreed that this was an issue that should be taken up and campaigned for vigorously immediately on an all-India plane. Though as a result of earlier agitation the ILO Convention on Equal Pay for Equal Work has now been ratified by the Government of India, the principle has been adopted only by a few industries, notably Coal, where the Tribunal awarded equal pay for equal work. In many cases, as for instance in the plantations in Tamilnad, the employers have circumvented the question by putting men and women in different categories, and even if they do the same work, the women are put in the lowest paid category and paid less than men who do the same work. Even in the public sector, as in Bhilai, women are not paid equal wages, the difference sometimes being as much as 100%. Differences are being maintained even by the Minimum Wages Committees set up by Governments.

With regard to maternity benefit the urgent need for central legislation was stressed and there should be a campaign for the speedy enactment of the bill that is now before Parliament. The draft bill requires certain amendments, notably those of qualifying period and the exemption clause. It was felt that 120 days<sup>intermittent</sup> work should be the limit for entitling a woman worker to maternity benefit and the bill should also cover women working in seasonal factories. There are the cases of these women as in tobacco industry in Andhra and in the tea and coffee curing establishments



who even after twenty years of service are denied maternity benefit on the plea that the days of work during the year ~~xxx~~ do not entitle them to these benefits. Further, the State Governments are to be given power to exempt certain establishments. This clause should be opposed. The bill provides for a payment of a medical bonus of Rs 25/- in cases where a woman worker on maternity leave is not given pre-natal and post-natal treatment free of charge. This medical bonus is totally insufficient, and the bill should provide for either compulsory medical benefits or for the payment of medical bills from authorised practitioners or government hospitals.

It was felt that while maternity benefit was an important issue to be taken up, ~~the~~ it should not be considered as the only vital issue as it is not so universally vital as the issue of equal pay for equal work, which affects all women workers equally.

The Commission discussed the question of family planning, and it was felt that this should be taken up seriously by all trade unions. Family planning amongst the women workers is a vital issue. The burden of large families amongst the working class is felt most by the women themselves. Both from the point of view of the family budget and from the point of view of increased burdens at home for the woman worker have to be considered. Apart from this, frequent pregnancies affect vitally the health of the woman worker, who is already on an under-nourished diet and this in turn affects her work and her capacity to earn. The manner in which the Government and other non-official bodies were handling the question was totally ineffective and no practical aid was being extended to the working women. Comrades from all centres reported that wherever any little work was being done by the trade unions in this sphere the women workers, contrary to the propaganda that is being made, welcomed the work as they felt it was of help to them in their lives and in their work.

Apart from these general problems, the problems of different industries were also posed. Today the phenomena that is seen

in certain industries where women have been traditionally employed as in textiles, is that women were being thrown out of employment in large numbers. The percentage of women employed in textiles has gone down considerably. Comrades from Bombay and Jamshed pointed out that where women were superannated men were being recruited in their place, and in new mills in these departments that have been usually manned by women, such as reeling, no women were being recruited. In fact, in some Mills men were being trained by women workers and then the men are made permanent while the women are sent out. In other Mills, where automation is being introduced and they are changing from hank to con yarn, women are being retrenched on the plea that the reeling department is to be closed down. In Coimbatore a women workers' conference was held and some pressure has been brought to bear on the Government and the mill-owners to see that the employment of women is safeguarded as far as possible. But the issue that remains to be taken up is that women can and should be absorbed in other departments also. In the past women have worked in the winding department and at the looms, and they have proved their capacity to work in these departments. Apart from this, women working in technical jobs in telephone and radio factories have shown that they can do more technical work. Therefore the traditional stand that women can only do certain type of work should be combated and a vigorous campaign taken up for a certain percentage of jobs to be reserved for women in those industries where they have been employed hitherto. The strange paradox that is before us is that those very laws that have been passed to protect women workers are now being put forward as the main causes for their removal from employment. One of the lags of our trade union movement has been the inability to rouse class consciousness amongst women, and to move trade unions as a whole to campaign for the rights of women workers, especially their right to work. ~~XXXXXXXX~~ The recent Conference in Coimbatore district was taken up by unions very seriously, but although the Conference was itself successful, insufficient work has been done to consolidate the gains registered.

Another general factor that was noted is that in all these industries where women are predominantly employed as in cashew, coir, ginning, match, bidi the general wage pattern is very low. This shows how the employers exploit the women workers as the most backward social section to the fullest extent. In many cases they are engaged through contractors and have no safeguards whatsoever. Therefore, this question of wages in these industries has to be taken up seriously and ~~xxx~~ a vigorous campaign for a living wage in these industries taken up.

From the organisational point of view the picture that emerged from the discussion showed how in all trade unions no special attention is paid to recruitment of women workers, to educating women cadre and promoting them to positions of responsibility. There is a tendency to neglect enrolling of women as members of trade unions, of helping them to ~~xxx~~ participate in the day to day work of the unions. The fact that they have to fulfil a double role of earning their livelihood and of running their homes is used as an excuse to evade this difficult task. Rather than work out methods whereby they can combine their home, factory and trade union work, comrades are inclined to assume that since they have their homes to run and to work 8 hours a day they cannot be "expected" to do much for the union. This attitude will have to be fought and women workers drawn more and more into trade union activity. Where there is a large or active membership of the trade union it is in those industries where they are in very large numbers or where they predominate as in plantations, cashew, coir, ginning, match industries, etc. But the very fact that from all these industries where women are in large numbers, not a single woman delegate has been elected to this session, with one or two exceptions, is an index of the pattern of work amongst working women. One woman comrade from Mangalore drew special attention to this fact. It is encouraging to see that comrades working in these unions appreciate the problems of the women workers and have lent thought to them, but unless and until they change their method of work and draw more and more working women into active trade union work, the problems

facing the women workers, particularly that of retrenchment, will be difficult to solve.

There is generally resentment amongst the women workers that they are not treated on a par with the men, and that they are neglected as members of the trade union. This is a factor that should be considered and a proper method of approaching them worked out and they should be helped to be more active in the unions. All comrades were of the opinion that there was an urgent need for more women cadre to be recruited to the trade unions where women workers were present in large numbers, as that would help considerably to bring forward militants from amongst the workers themselves - today this is one of the major lags - that although the women worker, when once roused, came forward to participate fearlessly in working class actions, because of this organisational lag, there were no signs of their becoming organisation conscious or of their coming forward to participate in day to day work.

Comrades agreed that AITUC should demand the appointment of a Commission to go into the problems affecting women workers particularly, and also that the issue of employment of women should be taken up at tripartite committees. The figures that were given tend to show that the employment of women is going down, and therefore this was a question that posed itself when we are on the threshold of the Third Five-Year plan - were the country is progressing, are one half of the population to be left out of the task of building the nation's economy, are they to be driven out of their existing jobs, or are they also to be protected and helped to participate in this work? It is in this context that the Commission felt that the AITUC should raise the slogan of protecting a certain percentage of jobs in various industries for women, the percentage to be in relation to already existing percentage, varying from 10 to 20%. The AITUC had already demanded 25% before the Textile Wage Board. But for other industries, this demand is yet to be formulated.

Report of the work of  
the Commission

ON PRODUCTIVITY, WAGES, BONUS

1. The work of the Commission was divided into three sections: on Productivity, on Bonus and on Wages. About 50 comrades took part in the general discussions on these issues, while many more took part in the discussions in language groups.

I. PRODUCTIVITY

2. On the question of productivity, the Commission has unanimously agreed on the following proposition which will serve as a guiding line to AITUC unions. The Commission is of the further opinion that the material gathered during discussions should be collated and the AITUC Secretariat should make proper use of it, in any way in which it deems fit.

3. The Commission is of the opinion that productivity drives are a part of capitalist technique to increase the exploitation of the workers. In India too, since capitalist relations of production exist, productivity drives are essentially of this nature. However, we are an under-developed country and therefore, the working class is interested in the economic and industrial development of our country while at the same time, safeguarding its own essential class interests and bettering its economic, social and cultural position.

Therefore, we have to adopt a differentiated approach.

The AITUC will judge each scheme of productivity on its merits.

The AITUC will not extend its support to any scheme unless it has been introduced as a result of collective agreement with the really representative union of workmen. This is the prime condition which cannot be waived as it is the only guarantee to ensure that workers' interests will be safeguarded.

The following are some of the preconditions necessary for any acceptance of a scheme:

a) The tripartite agreement on rationalisation extended to all productivity methods as per the Charter of the NPC, will be implemented. This agreement says that as a result of rationalisation or productivity drive: (i) no worker will be retrenched; (ii) the earnings of any worker will not be adversely affected; (iii) gains will be equitably shared between the employer, the employee and the consumer.

b) Care should be taken to see that employment opportunities are not curtailed. This is very necessary because of the vast problem of unemployment which is being aggravated despite all plans.

c) Increased productivity will not lead to closure of shifts, sealing of machinery and such other methods of curtailing production.

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d) Gains of productivity will go in a larger measure to raising the minimum wages of workers, because the living wage or fair wage or even the need-based minimum has not yet been achieved. The second priority should be the improvement of working conditions.

Along with these general propositions, the Commission would like to draw attention to this that special care should be taken to scrutinise schemes and their likely effects in factories with old machines.

4. On the question of piece-rates, the Commission is of the opinion that we should strive to secure the following guarantees:

- a) Introduction of minimum fall-back wage.
- b) Standardisation of products, methods, patterns, materials, along with standard rates for standard jobs.

5. On the question of incentive bonus schemes, we must judge each scheme on its merits. Here also, the essential condition is agreement with the really representative union of workers. While judging an incentive bonus scheme, we must see the level of workloads and fatigue loads involved and secondly that such bonus does not become a means of keeping the basic wage and rate depressed.

In this background, the tasks, are:

1) Participation in the work of the National Productivity Council (NPC) and Local Productivity Councils (LPC), with a view to safeguarding workers' interests on all matters in these tripartite committees and to avail of facilities under it to gather technical knowledge of productivity techniques.

2) Arousing opinion and forging sanctions through it for enforcement of tripartite decisions.

3) Fighting for collective agreements before any productivity technique is introduced.

4) Demanding minimum fall-back wages and standardisation of jobs, rates, patterns, materials, etc., in case of piece-rate jobs.

5) Stout resistance to slogan of linking wages to productivity and fight for raising level of basic wages, linking D.A. with cost of living indices and control of prices.

## II. BONUS

Discussion revolved around six points: (i) What should be the formula for bonus? (ii) Should we demand a minimum bonus in concerns incurring losses, i.e., a floor? (iii) Should the basis be factory to factory or industry-cum-region? (iv) Should there be a ceiling on bonus? (v) Should it apply to Government and municipal employees? (vi) Should there be a legislation on this question?

Broadly speaking, there were two views on the question of formula: (a) Modification of LAT formula; (b) Rejection of this formula and a new formula on the basis of the Nagpur formula of the AITUC or the Kerala Transport formula or some other formula.

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Though the issue was not firmly clinched, and the suggestion was to refer the matter to the AITUC Secretariat for finalisation, majority of those participating favoured the modification of the LAT formula on the following lines:

i) We should demand that the Balance Sheet should be open to be questioned and unions should have the right to challenge validity and justifiability of items of expenditure.

ii) In the prior charges to be deducted from gross profits before arriving at available surplus, the following modification should be made: (a) return on reserves should be resisted; (b) no provision should be allowed on account of rehabilitation. Only statutory normal depreciation as per the Income-Tax Act, if charged, without allowing initial or additional depreciation or development rebate, should be allowed. Modernisation, etc., should come out of new capital provision. (c) Income-tax should not be deducted as a prior charge.

Those comrades who wanted a new formula mainly based their arguments on two grounds, firstly, that the LAT formula is thoroughly discredited among workers generally and so we should have nothing to do with it, and secondly, that the balance sheets are totally unreliable as an index of true profits.

The suggestion for alternatives included: (a) bonus to be paid on gross profits; (b) Nagpur formula of AITUC; (c) Kerala Transport formula of a floor, and graduated slabs related to profits thereafter, without calculation or deduction of prior charges in any form or shape.

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On the question of floor for loss-making concerns, there was unanimity that there should be a minimum floor of at least one month, higher where it is customary.

On the question of ceiling, there was unanimity that there should be no ceilings, whether directly as in the Sugar Wage Board report or in the shape of giving away a portion above the limit in the shape of National Savings Certificates, etc.

The Commission was generally of the opinion that the basis should be factorywise, but some comrades were of the view that in organised industries like cement, sugar, etc., where conditions approximate on an all-India level, industry-cum-region basis may be explored. This should also be explored in view of the fact that we are demanding a floor bonus in case of loss-making concerns.

On the question of application to Government and municipal employees, the consensus of opinion was that it should apply to all such undertakings which are not purely service undertakings. Some comrades were of the view that it should apply to all to whom the provisions of Industrial Disputes Act applied.

Lastly, on the question of legislation, the view was that legislation is necessary in the case of floor bonus for loss-making concerns, while for profit-making concerns it should be in the shape of recommendation.

As pointed out earlier, the deliberations of the Commission were in the nature of tentative suggestions to be finalised by the AITUC Secretariat, with such help as they may need.

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### III. WAGES

On the question of wages, the discussion hinged on two questions:

- (a) What is the trend of real wages?
- (b) Whether we should concentrate on the demand of D.A. linked to cost of living index or the need-based minimum wage?

On the second issue, the discussion was inconclusive.

On the first issue, generally comrades agreed with the formulation given in the General Secretary's Report, viz., real wages are static and about 1939 level.

However, there is a section of opinion that in the textile industry of Tamilnad, real wages have risen.

The Commission could not have detailed discussion on this issue nor on other issues raised in the General Report or in the Commission, due to lack of time at our disposal. However, there was agreement that the slogan now being advanced of linking wages to productivity must be stoutly resisted. The Commission requests the General Secretary to clarify these two issues while giving his reply to the discussions.

Satish Loomba  
Reporter of the Commission

January 10, 1961