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National Commission on Labour

Tour note of Member-Secretary's Observation Visit  
to Visakhapatnam from 5.8.68 to 7.8.68

5th Aug., 1968

I

Hindustan Shipyard

Hindustan shipyard is located at Gandhigram, a small township adjacent to Visakhapatnam. Initially the construction of yard was started in 1940 by the Scindia Steam Navigation Co., on a 56 acre site, and had to be carried out in difficult conditions. The Company ran into serious financial difficulties and approached the Government of India for taking it over and on the strength of the recommendations of the Estimates Committee in 1950-51, the Government decided to take over the company and the Hindustan Shipyard Ltd. as a private limited company was formed in Jan. 1952, with share capital participation by the Government and the Scindia Steam Navigation Co. Later, in 1961, the Scindia interests in the Company were also acquired by the Government. The Yard completed 100,000 Gross Registered Tonnage in July, 1958. It won the President's award of 'certificate of honour' for satisfactory performance in 1961-62.

2. The total number of employees in the yard are about 5700 in 1967-68. Most of the labour force is local. Their annual wage bill comes to about Rs. 153 lakhs; average earnings work out to be Rs. 5 to 6 per worker per day.

3. In the Shipyard's Graving Dock, which is under construction about 1000 workers are employed. The work in the Graving Dock is being executed through two contractors and 40 sub-contractors appointed by the principal contractors. The labour force here too has been drawn from the Visakhapatnam and its surroundings.

4. The average earnings of a worker, working in Graving Dock ranges from Rs.3 to Rs.5 per a day.

5. The Shipyard has been a unit with labour disputes plaguing it for some time. Last year there was a prolonged strike, the posters of which are still seen in the city. It is true that it is a pioneering unit in the time and is now keyed up for expansion in a big way. It has been able to reduce the import content of the Ships built gradually, it is only the engine which is yet to be assembled in the country. How it has got in a bad patch of industrial relations, one

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not know. There seem to be rigid attitudes on both sides. A possible reason could be the high wage rates in neighbouring plants but too much of impersonal management was also reported to be the cause.

## II

### Caltex Oil Refinery:

The Caltex Oil Refinery, Visakhapatnam, is one of the smaller oil refineries in India. The geographical location of the town and the increasing internal demand for petroleum and its products facilitated the starting of this Refinery. Crude oil required by the Refinery is being imported from Iran, Iraq and Saudi Arabia. The main products of the Refinery are: Petrol, Naphtha, Kerosene oil and Diesel oil. Naphtha is being supplied to Coromandel Fertilizers located adjacent to refinery through a direct pipeline. Last year the production of oil touched 1.5 million tonnes, an increase of about 300 per cent over 1962. The market for the refinery is confined to Andhra Pradesh, Madras State and part of West Bengal. About 50 per cent of the Refinery's products are transported by ship and another 40 per cent by road. The importance of road in transporting oil is increasing because of growing demand within the State itself.

2. Total number of workers employed by the Refinery is 299. Because of high level of mechanisation, most of the workers are trained and highly skilled. 75 per cent of the workers belong to Andhra Pradesh and another 12 per cent belong to Kerala. During discussion with the Management it was revealed that in recruitment local persons are given preference and only if suitable persons are not available, people from the neighbouring districts, State and Region are preferred. This explains the high percentage of persons in service coming from the State. It was also revealed by the Management that there have been no cases of retrenchment since the inception of the Refinery. However, if any case of dismissal arises the General Manager is the final authority. According to a study conducted by the management sometime back, 51 per cent of the employees are matriculates and above in the Refinery.

3. There is only one Union, CORIL Employees Union, functioning in the Refinery from 1958. More than 95 per cent of the employees are members of this union. It collects a monthly subscription of 0.50 paisa. The union is affiliated to National Federation of Petroleum Workmen. The leadership of the union rests with the employees of the Refinery only.

4. Workmen in the Refinery have been classified in seven grades for the fixation of wage scales. The lowest grade, Gr.I, gets a pay packet of Rs.204, including Basic Pay, D.A. and other allowances. An employee in the highest grade gets a pay packet of Rs. 1014. More than 60 per cent of the employees are in grade 6 and 7. The average pay comes to about Rs.400.

5. The Refinery has constructed two housing Colonies - one for the lower income group and the other for higher income group. There are 98 quarters in the lower income group and 68 quarters in higher income group colony. Co-operative Housing Scheme is in operation in the Refinery and workers are encouraged to enlist themselves as members of co-operative by extending interest free loans, upto a maximum of four months pay.

6. A well furnished canteen with modern cooking equipment is run inside the Refinery. The canteen serves both vegetarian and non-vegetarian food at cheap rates to workers ( a Veg. meal costs 40 paise and a non-veg. meal costs 0.50 paise; it includes rice, chapaties, vegetable, Dal, pickles, chatni, curd). The canteen is opened only between 12 noon to 1 P.M. It was reported that workers in other shifts do not need this facility. It is being run by a Private contractor who owns a restaurant in the town. The canteen is reported to be heavily subsidised by the Management. On inquiry it was found that the so called 'heavy subsidy' is worked out on the basis of the difference between what the contractor charges for the plate of food he supplies in the town and the charges which he is allowed in the canteen. Canteens are usually run by managements on a 'no profit no loss' basis and since contractors profits are included in the subsidy 'heavy subsidy' can be the result.

7. The Management is running a house journal. Workers are represented on the Editorial Board. It goes without saying that the journal like all other house journals is meant more for playing up the social events of the senior staff than for understanding the problems of workers. There is one Recreation club in each of the housing colonies. They receive regular grants from the management. Nominal subscriptions are collected from the workers. The club facilities available for the senior staff can be eyesore for persons in the same Social Group in the town. The colony provided for this staff is exclusive and well appreciated. The cost of providing the colony of about 70 quarters in a place like Visakhapatnam is over a crore of rupees. This explains how lavish the surroundings are. There is a consumer's cooperative for officers. Life is expected to be, and perhaps is gay but out of tune with the surroundings.

8. Throughout our discussion with the management, a union representative was with us. He is an insider but did not utter a single word in the presence of officers. It should not be surprising if one got the impression that the union was just a show piece.

III

Coromandel Fertilizers:

The plant is an Indo-American Collaboration. It is located on a 500 acre site adjacent to the Caltex Refinery and  $2\frac{1}{2}$  miles from the Visakhapatnam Harbour. The site has been leased out by the Visakhapatnam Port Trust for 50 years with renewal options. At the Port, the Coromandel operates its own bulk cargo raw materials unloading berth. The plant has a rated capacity of 80,000 tonnes of nitrogen (N) and 73,000 tonnes of Phosphate ( $P_2O_5$ ) per year in the form of complex fertilisers and Urea.

2. The factory employs 734 persons, of which 50 are officers. Eighty-seven per cent of workmen (including officers) belong to Andhra Pradesh. Here also preference was given to people belonging to Visakhapatnam area. Of the workers belonging to Andhra Pradesh, they constitute about 75 per cent.

3. There are nine categories of employees in the factory. Their basic pay ranges from Rs. 100 to Rs. 441.

4. The D.A. for the bargaining group of employees is linked to the local consumer price index with 1960 as base year. D.A. rates are as follows:

Basic Pay	Variable D.A. for every one point
For the 1st Rs. 150	1.03%
For the 2nd Rs. 150	0.52%
For the remaining	0.25%

No D.A. is payable if the Visakhapatnam consumer price index touches 86 points or less.

5. The Factory works round the clock with three shifts. Maximum number of workers attend the day shift.

6. Subsidised bus transport is provided by the company to and from work spot by arrangement with a private contractor.

7. A well furnished canteen with modern cooking equipment is being run by the management within the factory premises. Subsidised food and refreshments are served during the lunch interval.

8. A subsidised Group Medical Expenses Insurance Scheme covers all employees who are not covered under ESI Act.

The scheme covers employee's wife and dependent children, and the employees contribution works out to roughly 50 per cent of the cost of the premium.

9. There is a Worker's Training School located within the factory premises. The new recruits, unskilled workers and others are given training here. For the Junior staff orientation classes are also conducted. Model equipment of the type in the factory is located in the class room itself and trainees are taught with its help. There is one regular supervisor to look after the arrangements for the training programme. Senior staff members take the lectures at regular intervals.

10. The training arrangements at the Coromandel Fertilizers appear of be the high watermark of the unit. Such of it as could be seen show some imagination on the part of organisers. ~~There was some imagination on the part of organisers.~~ There was some enthusiasm, and for valid reasons, to explain the training arrangements.

11. The other attractive feature of the unit, and this could be said about the refinery also, was the pleasant appearance that the factory gave. This may be partly because it is a new unit and partly because it is capital intensive. Operations are based mainly on turning the Knobs, watching indicators etc. most of the heavy work is mechanised. Here also the talk was of more people recruited than was necessary; a baseless talk because the factory went into production only recently.

12. The time when the factory was visited coincided with a strike on that section of Indian Railways. The effect of it could be seen in the godown of the factory. Hectic activity was going on in the Packing department because otherwise there could be no space for storing the normal production. An example of how the economic activity is interlinked!

#### IV

#### Visakhapatnam Port Trust:

Record of informal discussions with the following persons of the Port Administration:

- |      |                   |                              |
|------|-------------------|------------------------------|
| i)   | Mr. Narasimham    | Secretary, Port Trust.       |
| ii)  | Mr. C.S. Anand    | Labour Officer.              |
| iii) | Mr. Suryanarayana | Labour Officer.              |
| iv)  | Mr. Parthasarathy | Asstt. Secretary (Personnel) |

The Visakhapatnam Port was declared as a Major Port in Oct., 1933.

2. The total volume of traffic has increased from 708 thousand tons in 1947-48 to 5939 thousand tons in 1966-67. This increase in the traffic can be substantially attributed to Iron ore handling for export to Japan and the imported crude oil handling.

3. The labour force employed in the Port Trust increased from about 2000 in 1947-48 to about 7000 in 1967. Of the 7000 in 1967 stevedore labour accounted for about 1400. The labour efficiency over the years has increased because of mechanisation.

4. Most of the strikes in the Vazag. Port are confined to cargo handling labour. The years 1958-59 and 1963-64 were two bad years. The increased volume of traffic and changes in the administrative set up of the Port Administration raised new hopes among workers.

5. The entire labour force in the Port Trust is organised. There are in all 5 unions, 3 for Class III and Class IV staff and 2 for cargo handling labour. No discrimination is made in regard to extension of facilities to different unions. The leadership of unions rests with outsiders.

6. Removal from service or dismissal cases are rare. Normally dismissed workers are not reinstated. So far unions have not taken up any such case. Unions are not consulted in cases of dismissal.

7. Grievance procedure is being formulated. It may come into force within next 3 or 4 months. The present arrangement for redressal of grievances is that the unions take up the issues directly with Chairman.

8. There are two representatives of workers on the Port Trust Board.

9. 600 Quarters have been constructed for Class III and Class IV staff. For other workers house rent allowance is paid.

10. Unlike other ports labour at this port was mostly local. Two cargo handling workers and one Dock worker selected at random were interviewed; they said that though there have been increases in the pay packet and regular work is available, they have not benefitted in real terms because the gains have been eroded by rising prices. They were union members organised by Mr. Narasinga Rao which has leanings towards INTUC. All of them were desirous of sending their children for school.

11. Another Dock worker was also of the same opinion. He, however, expressed, the opinion that their living conditions can be improved by providing more Housing facilities, and better wages.

12. One of them had a large family. He felt now that raising a large family is difficult. Another had a larger depending in the sense all his relatives were staying with him. Among the white collar staff whom we interviewed there were some whose incomes in the last twenty years had gone up ten times, not an unusual phenomenon. Even so there was considerable dissatisfaction in them because of the increase in family responsibilities and also because of price rise. Those who had more or less the same family size (in the early stage parents, brothers and sisters and in later stages children) appeared to be somewhat happy. All of them however said that their children are receiving better education than they had been fortunate to have.

V

In informal discussions with the officers of Dock Labour Board it was revealed that:

- i) Visakhapatnam Stevedore Association is the employer and the Dock Labour Board acts as an agent to it.
- ii) A Dock worker working on piece rate got on an average about Rs. 250 in 1967. He has been guaranteed work for 21 days.
- iii) The fringe benefits now extended to each worker work to be about Rs.10 per month per worker. This is about 50 per cent more when compared to 1947-48.
- iv) The Dock Labour Board is not having sufficient funds to pay bonus to workers.

We heard from the union representative, a member of the Dock Labour Board, about an interesting case which recently came up in the Board. It seems that workers were entitled to bonus on the basis of operations of the Stevedores. Stevedores challenged the right of workers to receive bonus from them, Since according to Stevedores their employees are the employees of the Board and as such the bonus should be paid by the Board. They succeeded in the court and D.L.B. has been made to go to the Supreme Court. The bonus has been paid but the point remains as to whether an agency responsible for regulating the flow of labour could be made responsible for such payments. Anyway the D.L.B. approach to the Supreme Court has given the union a handle to say that Govt. which preaches to private employees that they should not go in appeal over labour awards are themselves not practicing that restraint. A way out would have

been payment by the Board but a civil suit as between the Board and the Stevedores but there may have been some legal snags in the approach.

VI

Record of informal discussions with the Personnel Officers, Labour Officers and Welfare Officers of various industrial units in Visakhapatnam and local labour leaders represented by:-

1. Mr. Narasinga Rao President, Ports and Dock Workers Union.
2. Mr. B.S. Mallikarjuna Rao Vice-President State Branch of INTUC.
3. Mr. P.V.J. Raju Caltex Oil Refinery (Management)
4. Mr. Prakasa Rao Chief Personnel Officer, Hindustan Shipyard.
5. Mr. Lakshminaranyana Labour Officer, Hindustan Shipyard.
6. Mr. Akella Personnel Officer, Hindustan Shipyard.
7. Mr. Anand Labour Officer, Port Trust.
8. Mr. Subba Rao Personnel Officer, Coromandel Fertilizers.
9. Mr. Parthasarathy Asstt. Secretary (Personnel) Port Trust.
10. Mr. T. Gopalakrishna Labour Welfare Officer, Hindustan Shipyard.
11. Mr. J.P. Sastry Civilian Labour Officer, INS Circars.
12. Mr. Lahari Divisional Personel Officer, Railways.
13. Mr. P. Krishna Rao President, CORIL Employees' Union.

The progress of work in the Commission and the programme of future work were explained to the gathering. Such of the points as could be gathered in the day's discussions were put to the meeting. Some of the lines



on which the Commission was thinking were also indicated. Among the points which were mentioned:

- 1) Labour was getting increasingly conscious of its right.
- 2) Discipline at the plant level is getting more and more difficult.
- 3) On occasions local management is powerless in giving satisfaction to labour because of lack of authority. This annoys labour.
- 4) Some managements are too legalistic in their approach.
- 5) Outsiders cannot be done away with because insiders cannot command respect howsoever efficient they are in putting their case forward.
- 6) A clear distinction must be made between the duties of personnel Officers, Labour Officers and Welfare Officers. At present their duties are getting mixed up.
- 7) Term "Labour" and "Labourer" should be eliminated and should be replaced by words like "workmen" and "worker".
- 8) During the discussions the following unit level problems were raised. Caltex employees are demanding transport facilities from town to refinery and back. The Management, on the other hand, is encouraging them, to acquire their own transport by extending loan facilities. (To a unit like Caltex either of the two courses should be simple enough but problems will arise with other units when one company gives this facility and another equally prosperous does not)
- 9) Wage revisions have not taken place since a long time in Hindustan Shipyard Ltd. There is a good deal of bad blood because of this.
- 10) There is acute shortage of houses and there is a demand from Port Trust Workers for more housing facilities. The problem seems to be almost insoluable.

## VII

Panchayat Samiti; Srungavarapu Kota

6th Aug., 1968

Srengavarapu-Kota, the Samiti headquarters is about 35 miles from Visakhapatnam. The Samiti was started on 1.4.1964. It is having 92 villages, covering an area of 144 square miles. The total population of the Samiti is 1,00,274 (1961 census)

2. The main stay of the Samiti economy is agriculture. Of the total area, about 54,000 acres is cultivated annually. The area is economically backward due to lack of assured irrigation facilities. The main crops grown in the area are Paddy, Sugarcane and Ground Nut.

3. According to census data there are 11,006 (10.3%) agricultural labourers in the Samiti area; of these 7506 are in the age group 0-34 years.

4. The wage rates paid to the agricultural labour in this Samiti area vary from Rs. 2.50 for ploughing to Rs. 4.00 for puddling for men and Rs. 1.50 to Rs. 2/- for females doing transplantation. These rates are higher than the wage rates fixed under the Minimum Wages Act. On an average they get about  $4\frac{1}{2}$  months employment per year in agriculture. During the remaining period, the male labour goes to Masonary work, earth work and other miscellaneous jobs.

5. The working class in this area pursues two types of subsidiary occupations; preparation of leaf plates and manufacture of toys.

6. Though Vizag. is industrially prosperous, the hinterland on this side of Vizag. seems to be poor-judging from the wage rates for work in agriculture. This explained partly the low rates in Vizag. itself as compared to other parts - excepting units like the fertilizer and the refinery. One gets an idea of why there should be an agitation for the Steel plant. This is mainly because employment opportunities are limited. Agriculture in this area is not as prosperous as Andhra agriculture is known for. While the land-scape is picturesque the people do appear to struggle for a living.

7. Housing was better in the rural areas of A.P. as compared with similar type of housing in U.P., Bihar or Madhya Pradesh. Only Saurashtra part of Gujarat showed better housing as also some areas of Kerala and Mysore. Operations for transplanting of paddy were going on in the midst of complaints about lack of rain, failure of monsoons and the like.

#### IV VIII

In Boddam, an adjacent village to Samiti Head Quarters, some agricultural workers selected at random were interviewed. At the time of visit to the field transplantation work was going on, eight female workers and 5 males were working on a 2.5 acres paddy plot. They were paid wages at time rates. They work from 7 A.M. to 6 P.M. with about one and a half hour lunch break. All

these labourers belonged to village Boddam. Male labourers are being paid Rs. 2.50 and female labourers Rs. 1.50. These rates fluctuate during the season. An attached labourer/farm labourer is paid one bag of rice per month plus 3 meals a day, which works out to about Rs.100 p.m.

2. As one watches such operations, work in knee deep mud, with monotonous planting of saplings of paddy bending the body forward for this purpose for all the time, one gets an idea of how strenuous work can be. And inspite of such strain how many persons are available for such work all the year round. The strain has to be seen to realise how people can queue up to secure whatever work is available. It is also important to note that even such work is made to look interesting by the men and women engaged in it because of the community working. No quarrel about who works where, no argument about encroachment but spoiling cultivation by a bad rhythm of the worker is certainly frowned upon by the rest.

3. Though some of the areas where work was going on are near Vizag, it was surprising to see that many of the workers had not gone there just for the sake of seeing a large town. This of-course appeared to be an exaggeration, so was the claim that they had not seen a movie.

## IX

### Panchayat Samiti, Araku

We continued our journey to Araku a tribal village though what was once known as 'agency area'. Agency area is the forest area but whatever the reason for giving it the name, the old name continues under the new dispensation. Also old ways of life of the tribals. With adult franchise and the Panchayati Raj all that has happened is a new consciousness among them. Some of the areas which the tribals would not have bothered to work on are now under cultivation. This is also not an uncommon change. Cultivation has reached these areas both because of population pressure and advance in methods of cultivation and raising of crops.

We visited Panchayat Samiti, Araku, a Tribal Block which is about 34 miles from Srungavarapu Kota. Panchayat Samiti Araku, was originally N.E.S. Block, started in 1956. The Samiti was later up graded to M.P. Project. It is having 55 main villages, covering an area of about 210 square miles. According to 1961 census the Samiti is having a population of 35,560.

2. The Samiti is at the Northern end of Andhra Pradesh, bordering Orissa. More than 50 per cent of the Samiti area is under forests. Only about 27,000 acres of the Samiti area is available for cultivation. The most important crops grown in this area are Paddy and Ragi. "Podu" cultivation (cultivation

on hill slopes) is also popular among the Tribals in this area.

3. as About one third of the population work on agriculture /in or unskilled labourers/construction/undertaken by the Railways/ work or Samiti. Wage rates vary from Re. 1.00 to Rs.3.00 generally, a low rate but more in line within rural Visakhapatnam.

4. At present most of the Tribal people are allowed to cultivate waste land. They do not have ownership rights in the land, they are cultivating. Such absence of ownership dampens the initiative of the tribals.

5. There is a Tribal Development Corporation in the Samiti area. It purchases the products like Tamarind other forest produce from Tribal people for sale in urban areas.

6. There is an agricultural farm at Samiti headquarter where experiments are being conducted regarding the suitability of crops in high altitude climate. This appears to be a neat place with plenty of experimentation, most of it in horticulture. Some of the 'out - of the way' fruits were tried out as also others which have established in the climate. The idea is to try them out on a nursery scale, show the benefits of trials and then intensive follow up.

7. During our visit to this place we were received by the Panchayat Samiti Chairman, himself an 'adivasi'. He was a young man but according to standards expected of a Samiti Chairman he did not have enough land. The standard by which the land holding is measured in this area is more or less common in other parts that is land which could be tilled by one plough. This leader had according to these standards two units of land.

8. The District officer who was with us said that he was a progressive farmer and is fairly active in the Zilla Parishad of which he is a member in his capacity as chairman of a Panchayat. That explains how he became the chairman of this unit. In an effort to understand how local leaders operate, I asked him how he got elected and how much money he had to spend. His unsophisticated answer was 'through work for the tribals'. There is not much of education among them and a person who can talk / who can make promises will always have an edge over /and others not so fortunate. I also asked him what promises he had to make to the electorate and how many of them he is able to keep. Here also he was quite frank. He did make promises and thereafter he uses his position as a member of Zilla Parishad to get some-thing for the area. In some case he succeeds. He magnifies his success and puts the blame for failures on the incapacity of the state to provide resources. All this is true to pattern elsewhere and at different levels of elected bodies.

9. About two furlongs from Samiti office is located the Sericulture farm. The farm was started in 1948 under Colonisation Scheme for demonstration purposes. During the first five years, Silk worm rearing was conducted in the Farm and plantation of Mulberry on experimental basis was taken to study whether the climatic conditions are favourable for mulberry cultivation and silk worm rearing or not. Subsequently, the farm was converted into a 'Chanski' (a full fledged unit). Rearing unit was started on 1.6.1961 with aim to rear the silk worms in the farm upto 2nd moult i.e. 10 days and effect supplies among tribal mulberry growers to rear the worms upto final stage and increase the cocoons production and also financial benefits among the tribal families as a subsidiary occupation. 150 Tribal families in 42 villages have taken up this industry. Each of these families have benefitted to the extent of at least Rs.600 to Rs. 800 per annum/acre of mulberry garden; i.e. the /per difference between what they would have ordinarily earned on an acre of land and what they can now as a result of cocoon rearing.

10. In Bosupeta village we tried to ascertain the living conditions of the tribal families. Of the two houses visited, one was a pucca house with one room and a small verandah. The room was ill - ventilated and house was very untidy and without flooring. The second one was a thatched hut with one room. The upkeep of the house was even worse. We could see how prosperous and the not so prosperous among the tribals lived together in this village. Their houses were only separated by a narrow lane. The only distinction between the rich and the poor was in the nature of the roof. They had over the house - the somewhat well to do had a double roof. Its advantage is to protect the house from heat and also incase of fire at least one roof can manage to stay. The other distinguishing mark was the arrangement for storing grain. Sartorial habits were the same but the cloth used showed some difference. Beyond this there was a fair amount of intermixture among them.

11. We checked up from the persons accompanying us whether there was any progress in family planning in this area. We were told that there was a healthy tradition among the local advisis that the husband and wife do not meet as long as the child happens to suck the mother, and this period of sucking can be anywhere between two to three years, though this by itself is inadequate.

12. Two social workers (ladies) attached to the Panchayat Samiti met us. They indicated the progress that was made by the villagers themselves under the guidance of Samiti officials in different aspects of community life. Many tribals are now sending their children to school but this activity has still to catch on. In many cases the boys and girls are drawn away from schools when help is needed in the chores of the house or the farm.

13. On our way back from Araku we settled down in a village for an evening chat. A large number of villagers had gathered and we exchanged views on changes which have taken place in rural areas in that part of Andhra Pradesh. The response was more or less as expected. Complaint about high prices again shows how immediate problems vitiate an inquiry like ours. This appeared to be a somewhat distressed area. Many persons stated that they had not ridden a bus. This appeared to be an overdrawn picture / when it was pointed /and out to them there was some smile /influence on them of film stars but insisted that they did not visit cinema houses.

/Women did show some

X

Caltex Housing Colony. (Some reference already at page. 3...)  
7th Aug., 1968

The Caltex Oil Refinery has constructed two housing colonies for its employees. The officers' colony, located about 5 miles from the refinery, is having three types of quarters: 3 bed room bungalows 2 bed /bungalows and 2 bed /room room flats. The colony is located on sea shore. The 2 bed-room bungalow is having, besides 2 bedrooms, one drawing-cum-dinning room, one kitchen with modern electrical cooking applicances and 2 bathrooms. The entire house is well furnished. The house area will be about 280 square yards. There is a club in the Centre of the Colony with provision of games like billiards, tennis etc. and an attached bar and swimming pool.

2. The workers' colony located adjacent to refinery is having 98 quarters. Most of these quarters are one bedroom tenements with a drawing room and a small kitchen. These houses are asbestos roofed. The house area of each quarter is about 120 sq. yards.

XI

### Industrial Estate

There are 36 units in the estate out of which only 5 are effectively working; rest are dormant due to lack of orders. The Estate Officers are trying to help the units in procuring controlled raw material. To help some dormant units the local industrial establishments are being pursued to place orders with them for their spares. Negotiations with Hindustan Shipyard are under way.

2. The "Eastern Commercial Industrial Enterprises" unit is manufacturing Aluminium furniture. An amount of about

invested in this unit and it went into production about 80 workers are employed by the unit. Most of them are unskilled and coming from Visakhapatnam town. They are paid time wages and their average daily earnings are about Rs. 5/- to Rs.6/-. The main products of the Unit are aluminium furniture, coat hangers, bolts etc. It is having selling agents in all the four big cities, Madras, Bombay, Calcutta and Delhi.

3. Some workers of Hindustan Shipyard met me. They brought out an interesting case. There are two unions in the yard one for manual employees and the other for non-manual. Since there was so much talk about outsiders in a union they tried out a variation. For the non-manual workers they have a union of insiders - controlled by insiders also. They offered help to the union of other workers - manual workers by permitting one of their office bearers to hold an office in the other union in the joint committees. The union of manual employees nominated this office bearer as their representative and the management refused to accept him (a) because he was not an insider to the union (he belonged to the clerical cadre of the Shipyard) nor was he an outsider (because he was an employee of the yard). The Joint Committee has been at a stand still since this objection was raised. This instance was pointed out to show how management wanted to bring in outsiders' in a union deliberately even when the management of a union could be effective through the insiders.

4. Another incident without which this account should not close is the stone hurled at our car. Fortunately no one was injured because the stone hit the car on the front door about 4 inches below the window. On inquiries it was found that the person who hurled the stone had gone off his 'nuts' - an ex-employee of Hindustan Shipyard. Industrial work leads to such consequences also. Poorman was wanting to work off his job dissatisfactions in this manner.

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