

THE ENGINEERING WORKERS' MOVEMENT IN WEST BENGAL

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ENGINEERING WORKERS' MOVEMENT IN WEST BENGAL

THE Engineering workers (numbering about 1,55,000 mainly in firms controlled by British Capital) of this State have always taken an active part in all major political and economic struggles. They began to organise themselves mainly after the last war, when a number of strike struggles were launched on various demands like increase in basic wages, bonus, leave with pay etc. These struggles were so widespread that the Government had even to resort to firing in many places in order to suppress them, but such repressive measures failed in their purpose. Ultimately a tribunal had to be set up in 1948 to go into the various demands of the engineering workers. This was the first major industry-wise tribunal, and its appointment undoubtedly indicated a partial victory for workers. However, most of their basic demands were turned down by the Tribunal.

At this time, most of the engineering workers' unions were well organised and affiliated to the A.I.T.U.C., so much so that, though employers refused to recognise these unions in writing, in practice they had to do so because of the tremendous influence of these unions among the majority of workers.

In order to crush these militant unions, a two-edged policy of setting up tribunals and, through these tribunals, boosting up the H.M.S. and the I.N.T.U.C. unions on the one hand, and resorting to repressive measures against the AITUC unions on the other, was adopted by the Government in collaboration with employers. Many militant workers and their leaders were arrested and kept in detention without trial. Union activists were harassed inside factories in various ways. Chargesheets were framed, or suspensions and dismissals were resorted to on the slightest pretext and often on false prettexts.

This was followed by retrenchment on a large scale although there was no decline in the volume of work. Consequently, the workload on those in employment increased considerably.

The following rough estimate will show the extent of retrenchment:

Name of Factory	No. of workers employed before 1948	No. of workers employed now
1. Burn & Co., Howrah	7000	5000 (1500 permanently in temporary employment)
2. Guest Keen	5000	3500
3. Shalimar Works	2200	1200 (daily & contract)
4. Port Engineering	1500	800
5. Garden Reach Works	7000	4500
6. Hooghly Docks	2000	1200
7. Jessop	4500	3000
8. India Fan	3000	2000

Besides this list, we may also cite other big factories (Belur Iron and Steel, Angus Engineering, Texmaco, Braithwaite, etc.) where retrenchment was carried out on a large scale.

Retrenchment, along with an increase in workload has naturally increased profits enormously, as is to be seen from the examples cited below.

* Jay Engineering reaped a profit of Rs. 20 lakhs in 1953, compared to only Rs. 1 lakh in 1947.

* Burn & Co. earned Rs. 12.5 lakhs before 1951 and Rs. 36 lakhs after 1951.

* Shalimar Works (Turner Morrison): Rs. 17 lakhs in 1948 and Rs. 25 lakhs in 1951-52.

* Burnpur Iron and Steel Co. earned Rs. 56 lakhs in 1953 which is twice the amount earned in the previous year.

* Guest Keen Williams earned three times more in 1951-52 than in 1948, 1949 and 1950.

These examples can easily be multiplied. The engineering workers however have been boldly defending their interests against all repressive measures adopted by employers and the Government.

A.I.T.U.C. Unions Revive

4,500 workers of a ship-repairing factory belonging to Mackinnon Mackenzie launched a hunger-strike and stopped all work. In the Port Engineering Workshop, 1,500 workers fought heroically (in 1951) against retrenchment of 250 of their colleagues.

The movement became more widespread early in 1952 when, due to intense pressure of public opinion, the Gov-

ernment was forced to release many of the worker leaders (who were arrested previously), and after a convention of the A.I.T.U.C. had showed a correct perspective for the movement. Subsequently, many of the erstwhile defunct unions began to revive and new unions came into existence due to the workers' tremendous urge for organising themselves and fighting unitedly against all oppression.

Rally for Wages Begins

From early 1952, workers in some factories began to raise demands for wage increase and bonus. While fighting for these demands and from their past experience, workers gradually began to feel the necessity of forming a federation consisting of all engineering workers' unions. It was felt that, in the present circumstances, it would be difficult for individual unions to succeed in their struggles if they fought in an isolated way. Hence the demand arose for the formation of a Federation under whose leadership, workers could jointly fight against employers who themselves were highly organised.

Accordingly, 1,000 representatives, representing about 42,000 workers in 52 engineering concerns, met on 28th December 1952 and, amidst great jubilation and enthusiasm, the Federation of Engineering Workers' Unions was formed with a view to organising and leading workers in the struggles against retrenchment, suspensions, fines and involuntary unemployment. The formation of the Federation was a great step forward in the history of the struggles of the engineering workers.

Against Unemployment

One of the most important issues during this period was unemployment. Workers began to fight tooth and nail against it. 3,000 workers of Belur Iron and Steel fought successfully on this issue in 1953, while 4,000 workers of Guest Keen Williams launched a five-hours' stay-in strike and succeeded in forcing the employers to give work to 9 workers.

They also compelled the employers to declare 1 May as a holiday with pay. In the same year, workers of Jay Engineering Co. won a big victory when, following a 48-hour stay-in strike, five workers' leaders had to be reinstated. Engineering workers took a leading part in the great movement that was launched in the whole of West Bengal against retrenchment and unemployment.

Towards the end of 1952, a new chapter in the engineering workers' struggles was written when all the workers and employees of the Guest Keen Williams Factory launched a united struggle demanding back pay for three hours' extra work per week which they had had to do since October 1948. Workers of the Jay Engineering Co. succeeded in getting some of their dismissed leaders reinstated.

From the middle of 1952 to the middle of 1953, the workers carried on struggles on two fronts, viz. to defend their rights and to build new, militant unions belonging to the 'A.I.T.U.C. by discarding the leaderships of the H.M.S. and I.N.T.U.C. who compromised with the managements over their vital demands and who refused to defend their struggles.

By 1953, most of these company unions had become defunct and were replaced by militant unions seeking to unite all sections of the workers on their common and immediate demands. Notable in this connection are the unions in Jay Engineering, India Fan, Shalimar Works, Hooghly Docks, Port Engineering, Guest Keen Williams, Belur Iron and Steel Works, A. J. Main, National Iron and Steel Works, Braithwaite & Co. etc.

Fight for Bonus 1953

The next phase in the workers' struggle came towards the end of August 1953, during the pre-Puja days. This phase saw workers organising for Puja (the biggest festival of Bengalees) Bonus. Spontaneous struggles broke out in many factories (viz. Hind Motors, Braithwaite, Angus Engineering, Texmaco, Guest Keen Williams, A. J. Main etc.) over this issue. Workers and employees of Guest Keen Williams organised a stay-in strike before the Managing Director on 20th August and 4th September for four and a half and six hours respectively.

In order to co-ordinate the sporadic and isolated bonus movement, a Bonus Convention was held on 6th September, 1953 in which about 900 delegates and visitors representing 50,000 engineering workers of West Bengal participated. This Convention decided to launch a joint campaign in various forms like wearing 'bonus badges' by workers inside all factories, observing a 'bonus week' from 11th September, stay-in strikes, holding meetings and demonstrations, etc.

The bonus campaign took a new turn after this convention, when workers began to implement the above-men-

tioned decisions. Thousands of meetings and demonstrations were held. Mass deputations waited upon the Labour Commissioner. Stay-in strikes began from 11th September. During this Convention, 1,500 workers of Hindustan Motor Works organised a stay-in strike for a whole day. They dispersed when the Labour Commissioner and the Management (Birla Bros.) asked for three days' time for the consideration of the demands. But at the end of three days, the workers were forced to resort once again to a stay-in strike as none of their demands was conceded. In order to crush this strike, about 500 armed police were sent to the factory, where the police lathicharged the peaceful workers. Subsequently, about thirty-five leading workers and union leaders were arrested. Cases against some are still pending.

Bonus demands were also put forward by workers in other industries, notably by the jute workers under the leadership of the B.P.T.U.C. This spreading of the movement naturally helped the engineering workers tremendously.

In the face of such consistent and united struggles, employers of engineering industries had ultimately to bow down and declare a bonus even in those factories where no bonus was paid in previous years. Even in factories where bonus was in vogue, the amount had to be increased as demanded by the workers.

Burn & Co. at first refused to pay the yearly bonus on the plea that workers were already getting a production bonus. But ultimately they had to declare a bonus equivalent to five weeks' pay. Greaves Cotton had to declare five months' bonus, Jay four months', Braithwaite two months' and Guest Keen Williams two and a half months' bonus. For the first time, Garden Reach Workshop declared one month's bonus. Almost all engineering factories had to declare bonus by the third week of September and some factories which had emphatically refused to pay any bonus had ultimately to agree to sending their cases before a tribunal.

30th September Strike

But workers in other industries had not yet got any bonus. So the B.P.T.U.C. called for a general strike for one day on 30th September 1953 in order to secure bonus for these industries, especially for the jute workers.

The engineering workers responded magnificently to this call reflecting a sense of solidarity with workers of other industries, and although the former had got their bonus, on the day of General Strike about 1 lakh and 15 thousand engineering workers struck work.

Another outstanding event of this period occurred on 28th September, during the peasants' rally for food. Engineering workers stood by the peasants in their struggle and helped the latter in many ways, specially in providing food and shelter for those who came from distant villages.

The most glorious of all struggles of this period was the Burnpur Engineering workers' prolonged struggle in the face of bitter provocation and repression. The engineering workers of Howrah, Calcutta and 24 Parganas did not fail to stand by their brother fighters of Burnpur, and actively supported their cause.

Works Committees Change

Previously, the Works Committees were generally manned by the managements' stooges and ordinary workers hardly took any interest in the affairs of these committees. But in the recent period, things began to change and a large number of workers began to participate in elections to these committees with the result that the latter came to be manned by genuine workers' representatives. In recent times, most of the representatives who have been elected are workers of the AITUC unions. This is a significant fact in the life of engineering workers.

The Move for a United Charter

Immediately after the bonus campaign, the different engineering workers' unions started another campaign for basic wage increase and change in the existing grade system. Though, generally speaking, engineering workers start a campaign for wage increase almost every year towards the end of the year, movements were sporadic and spontaneous. But this year, it started on a large scale and in an organised manner, embracing almost the entire industry. One of the major reasons for this widespread movement lay in the fact that since 1948 (when the first major Tribunal for the engineering industry declared its award) there have been no increases in basic wages. The Tribunal itself had agreed, that the minimum basic pay must not be below Rs. 40/- but as it felt that many of the factories would not be able to

pay this amount, it finally recommended that the minimum basic wage must not be below Rs. 30|-. Simultaneously however, the Tribunal hoped that those factories which were in a better economic position, would pay Rs. 40|-. As was to be expected, no factory ever paid it. Consequently the minimum remained at Rs. 30|-.

Replacing the existing grade system by a new one had been a long-standing demand of the engineering workers. The 1948 Tribunal recommended that an Expert Committee consisting of representatives of employers, workers and Government should be formed to go into this question. But this was never implemented, with the result that workers are not paid fully in accordance with their skill. A skilled labourer is arbitrarily classified as a semi-skilled worker and paid accordingly, whereas many of the employers' favourites enjoy higher pay by virtue of yet another arbitrary classification.

Due to a low minimum wage and a wrongful system of gradation, the standard of living of engineering workers is going down day by day. Most of the workers in a majority of the factories draw a total monthly remuneration of Rs. 61|- only, including dearness allowance. And there are many small factories where even this pay is not given as the Tribunal award is yet to be implemented in these factories. Here, it is not uncommon to see a worker drawing only Rs. 30|- to 40|- as total emoluments.

It is therefore quite clear that the average engineering worker cannot buy even the minimum daily necessities. He has, therefore, to borrow money at exorbitant interest from moneylenders and remains in debt throughout his life.

Due to deterioration in the living standards on the one hand; and increase in intensity and load of work on the other, the health of an average engineering worker has gone down very much and he is prone to catch any infection at any time. Tuberculosis has now become as common a feature of industrial life, as, say, malaria. Lack of good and sufficient food, and horribly unhygienic and cramped dwelling houses—this is the horrible picture of engineering workers' living conditions. Such a situation just cannot continue.

The urge for building militant unions and launching struggles comes from the conviction that the present miserable life must be changed and that, in order to do so, workers must organise themselves under genuine, united and militant unions. Hence the fight for wage increases which started on a large scale in December 1953.

Workers in the Indian Fan factory started a go-slow movement; so also did workers of a few departments in Guest Keen Williams. Braithwaite workers surrounded their Manager. Jay Factory workers compelled the management to meet their demands partially. M.M.C. factory workers won their demand of wage increase. The Federation of Engineering Workers' Unions appealed to all the engineering workers to come forward unitedly with their demands for wage increases. The charter of demands adopted at a Conference of Engineering Workers of West Bengal on 28th December, 1952 was put forward by the Federation as the main pivot round which to start struggles. At three extended meetings of the Executive Committee of the Federation (attended by representatives from 54, 60 and 65 factories respectively) held on 8th and 20th March and 15th April 1954, it was decided to start campaign for realising the demands raised in the Charter of Demands. In order to give the final shape to this campaign it was also decided to hold a conference of engineering workers of West Bengal on 9th May 1954.

This decision created great enthusiasm among workers. Almost in every factory, in every department, discussions started amongst workers on the Charter of Demands. Besides, mass meetings, a mass signature campaign, demonstrations, deputations to the Labour Commissioner, etc. were also organised.

On 28th March last, at an unofficial meeting of leading members of the Burnpur Action Committee, it was decided to launch a movement among Burnpur workers in support of the Charter of Demands. This decision was also taken at another meeting (on the same day) which was attended by workers' representatives of Sen Raleigh Co., J. K. Aluminium Co. etc. of Asansol and Raniganj. These two latter unions have also decided to affiliate to the Federation.

Taking advantage of disunity among the workers of Burn & Co. (Howrah) due to existence of two rival unions (affiliated to INTUC and HMS), the employers succeeded in the past in curbing many of the workers' rights and about 1,500 have been permanently kept in the temporary grade for the last six or seven years. Even now, there are about 600 workers under involuntary unemployment. The Federation repeatedly approached the two Unions to launch a campaign on the basis of its Charter of Demands but without success. Thereupon, on the initiative of the workers, the Federation called a meeting at the factory gate attended by about 2,000 workers, where the Charter was

fully approved. Leading workers and Union militants themselves took the lead to form a Unity Committee and departmental committees to co-ordinate their campaign. Tremendous enthusiasm and an urge for united militant action have been created here for the first time after six or seven years.

Though the Union of the Beni Engineering Co. belongs to the I.N.T.U.C., most of its workers (about 500) have approved the Charter and decided to launch a struggle to realise its fulfilment. The Secretary of the Union, Sanat Mukherjee (who is a nephew of the Labour Minister, Shri. Kalipada Mukherjee) who did not approve of the workers' action resigned in protest. His resignation was, however, accepted by the workers.

Workers of the Associated Battery Co., Shyamnagar (about 700 or 800) have also accepted the Charter and expressed their desire to join the Federation in spite of the fact that the Union belongs to the I.N.T.U.C. and its President is Mr. Jaman who has consistently opposed all militant actions.

The employers of the Texmaco factory (Birla Bros.) thought that their workers would never again be able to form a militant union after their leaders, Subodh Sarkar and Santi Sardar, had been murdered right in front of the factory gate by hired goondas in 1949. But they soon learnt that their calculations had gone wrong. In spite of the irreparable loss in the death of Subodh Sarkar, the workers are again on the march, and they have already rebuilt their union and joined the Federation.

In this way, new unions are being formed where none existed before and these are joining the Federation in increasing numbers. Unity in the ranks of workers is growing which, in its turn, is boosting the workers' struggles.

The influence as well as the popularity of the Federation and its Charter of Demands is growing rapidly. It can be claimed without any exaggeration that about 81,000 workers in seventy-three engineering factories (big and small) of West Bengal, have almost entirely accepted the Federation as their only central and leading body. They are going ahead towards realising their most basic demands incorporated in the Charter, like increase in wages, revision of the grade system etc.

It was being felt by everybody connected with engineering workers' movements that in order to co-ordinate these struggles and to popularise the basic demands, the Federation must come out with a paper of its own where all

important problems connected with the workers' life and movement could be dealt with. Accordingly, at an extended meeting of the Executive Committee of the Federation held on 20th March, it was unanimously decided to bring out a paper, and the first issue came out on 27th April 1954 in the form of a bulletin named *Engineering Sramik*. About 3,000 copies were printed—2,000 in Bengali and 1,000 in Hindi.

The appearance of this bulletin is of historic significance, and it is going to be a powerful weapon in the hands of engineering workers in all their future struggles. The workers have hailed its publication, and are showing great enthusiasm for it.

The struggles of engineering workers for a wage increase are creating a new chapter in workers' struggles in West Bengal. Never before in our country was the entire working class in a single industry united and mobilised on certain common demands as it has been today in the Bengal engineering industry.

A few words should now be said on the problems of small engineering factories. These small factories are passing through a great crisis. Unable to face competition from the bigger ones, many of these factories are gradually closing down. About 10,000 workers used to work in the different small factories in and around Belilious Road, Howrah, till 1947-48. Recently a number of them closed down and there are now only about 1,500 workers working, which means about 8,000 have been thrown out of employment.

Trade Union Rights

From the point of view of the workers, the most important problem today is the absence and attempts at curtailment of trade union rights. Employers go all out to curb the unions, even to the length of closing down factories temporarily. Even when the workers express their willingness to negotiate with employers, the latter maintain a stiff attitude. The Federation is investigating separately the problems of these small factories since they require a special and separate study.

Engineering workers, by virtue of their close association with highly developed and complicated tools and machinery, have naturally better developed class consciousness and constitute the most militant section of the trade union movement of West Bengal. That is why they have always been found at the head of all politico-economic

struggles in this State. Thus, during the tram-fare enhancement resistance movement of Calcutta in 1953, the engineering workers played a leading role and responded to the General Hartal call of 4th July when 10,000 workers struck work. Again, on the 15th July General Strike, about 100,000 engineering workers struck work. This also happened on 30th September when the West Bengal Committee of the AITUC gave a call for a General Strike in connection with the bonus demand. They have also secured a holiday with pay on 1st May in many factories.

On W.F.T.U. Day, thousands of workers wore Badges in response to the call of the West Bengal T.U.C.

The engineering workers are responding to the programme which is going to be discussed at the coming International Metal and Engineering Workers' Conference to be held shortly at Vienna. A number of delegates and visitors will be sent there and preparations in this connection are going on briskly.

Preparations for the coming A.I.T.U.C. Conference to be held at Calcutta towards the end of May, are also going on well. The programme as well as the main slogans that will be considered at the Conference, are being popularised amongst workers who are showing keen interest in discussing the different problems that will be raised there.

In accordance with the decisions of the Preparatory Committee for the Conference, coupons are being sold amongst workers to raise funds. The Preparatory Committee is also raising a volunteer corps and the workers are enthusiastically enlisting themselves in the corps. They are also electing delegates to represent them, and it is hoped that the engineering delegation to the Conference will be fully representative in character. Frequent meetings are being held in different localities where the basic tasks of the Conference are popularised and, simultaneously, workers are also contributing to the Conference Fund. Already more than Rs. 350 have been collected and handed over to the Preparatory Committee.

We conclude with a few remarks about the defects and shortcomings in our work.

The first shortcoming is that our movement expresses itself mostly in campaigns and the workers' actions are organised spontaneously. That is to say, we fail to anticipate future events and take effective steps to influence them and hence our organisation lags often behind events.

Secondly, militants thrown up through struggles are not properly trained and utilised with the result that they are

often lost as soon as a struggle ends. This causes a permanent shortage of cadres which, in its turn, compels us to rely more and more on a small number of wholtime union functionaries who are, therefore, overworked. Naturally, with growing and complex forms of movement and workers' actions, it becomes impossible for such a handful of cadres to discharge all their responsibilities properly and thus the movement as a whole suffers.

Thirdly, the present stage of trade unionism demands that we pay more attention to a thorough study of the problems of the industry as a whole and set up separate machinery for conducting our agitation and propaganda, based on concrete facts. This, however, has not been done in the past, with the result that often our slogans become very general and abstract.

Fourthly, in order to make our unions function properly, we should try to study different problems in the workers' total social life and reflect them in our union functioning. In other words, our unions must genuinely reflect the different aspects and requirements of our workers' lives if they are to become real leaders of the workers. Our partial understanding of workers' socio-economic life, often, however, stands in the way of the fulfilment of this task.

Fifthly, we have yet to realise the full implication of the slogan of unity and often we put forward this slogan in an abstract way and thus fail to unite the different sections of workers in our Unions.

Sixthly, as tribunals have become a very important aspect of trade unionism today and as we have to participate in them very often, it is obvious that our union leaders must get acquainted with the basic legal enactments connected with various aspects of trade unionism. Without this, we cannot conduct our cases properly. But here also, we have not yet given the matter enough thought with the result that we fail to conduct our cases in the way they should be conducted.

Seventhly, in Parliament and in State Assemblies, we have today a very important forum which, if properly utilised, can help our unions a lot. This, however, is yet to be done correctly.

Lastly, it must be said that a section of our union leaders do not fully realise the necessity and importance of a central organisation either embracing all the leading industries (like a centralised State T.U. Centre as the West Bengal Committee of the A.I.T.U.C.) or covering the whole industry (like a State Federation). They keep themselves

concerned with trade union work of their own unions or localities and hardly consider it necessary to know and participate in movements of other unions or localities through some central organisation.

Such a mistaken attitude towards the trade union movement must be considered to be a serious failing which must be overcome. Experience teaches us that generally, in the present context, no large-scale trade union victory is possible in isolated localities unless pressure is brought to bear on their side not only by other unions of the same industry but also by unions of other industries as well. It is not enough for a trade unionist to know the problems of his own industry (which undoubtedly is important) but, simultaneously, he must make efforts to know what is going on in other industries as well and this is possible only if proper importance is attached to central organisations.

CHARTER OF DEMANDS

(Adopted by the Federation of Engineering Workers' Unions)

1) Basic Pay

Categories	Basic Starting Pay (at 180 points cost of living)	
	Rs.	
Unskilled	—	50
Skilled 'D'	—	65
Skilled 'C'	—	100
Skilled 'B'	—	125
Skilled 'A'	—	150
Highly skilled	—	175
Darwans	—	55
Head Darwan	—	75
Peons, Sweeper, Mali etc	—	50
Car Driver	—	90
Light Truck Driver	—	125
Heavy Truck Driver	—	150
Driver & Mechanic	—	200

Dearness Allowance

Scale of D.A.
(D.A. per month on the
basis of Rs. 5|- for every
20 point rise in cost
of living.)

Pay range	Rs.
Basic pay range upto Rs. 50	45
" " from Rs. 51 to 100	55
" " from Rs. 101 to 150	65
" " from Rs. 151 to 200	70
" " from Rs. 201 to 250	75
" " from Rs. 251 to 300	80
and so on	

Clerical Staff Categories

Basic Pay Starting

Junior Clerks, Typists etc.	— Rs. 90 to 325 in 25 years
Clerks	— Rs. 150 to 480 in 20 years
Supervisory Staff	— Rs. 300 to 555 in 15 years

D.A. Dearness Allowance of clerical staff to be given on the Bengal Chamber of Commerce Scale. 50% of D.A. to be treated as part of basic pay.

Technical Staff

Apprentice — (a) allowance:

- 1st. year Rs. 40 — 6 hours work per day
- 2nd. year Rs. 50 — 34 hours work per week
- 3rd. year Rs. 60 — —do— —do—

(b) Facilities for technical education; work under skilled hands.

- 2) Replacement of daily or hourly rated system of employment by monthly rated system.
- 3) *House Rent Allowance*
Upto Rs. 55 pay Rs. 10|-
From Rs. 56 to 100 pay Rs. 15|-
From Rs. 101 to 250 pay Rs. 20
From Rs. 251 and above 10% of pay.
- 4) The piece-rate of workers should be revised in proportion with minimum basic pay of each category of work mentioned in Schedule I with the proviso that no piece-rate should be less than the basic time-rate for any one day.
- 5) 44 hours work per week.

- 6) Abolition of the contract system.
- 7) Compensation for involuntary unemployment at 75% of basic pay and D.A. for the first month and 50% of the basic pay and D.A. for the subsequent period.
- 8) Provision of uniforms and safety devices, fruits and drinks for the workers engaged in occupations injurious to health and which involve risks of bodily injury.
- 9) Proper and free medical arrangements for the workers and their families.
- 10) Cheap-meal and light-refreshment canteens.
- 11) Night duty allowance at one and a half times the rate of the wages.
- 12) Workers or other employees living on board a vessel or inside the factory as part of their duty will get an extra allowance at 25% of wages.
- 13) *Leave.* (i) 15 days' casual leave over and above the present system.
(ii) One month's sick leave on full pay and another month's leave on half pay. This leave to be treated as cumulative.
- 14) *Bonus.* Two months' wages as Puja Bonus for all. Profit Sharing bonus on the basis of gross profits.
- 15) *Retirement Benefits.* Pension Scheme as per Railway Scheme be introduced. One month's wages as gratuity for every one year of service.
- 16) *Standing Orders.* Standing orders to be revised in consultation with the workmen's representatives and unions.
- 17) *Recognition of Unions.* Every registered union of the workmen to be recognised by the Company.
- 18) *Classification of the Workers.* An expert committee to be set up to determine:
 - (i) Classification of workers,
 - (ii) Their time scale
 - (iii) To frame a scheme of promotions
 - (iv) To define apprenticeship
 - (v) To fix the period of apprenticeship training.
- 19) Re-instatement of victimised workers.
- 20) Unemployment dole at two-thirds of wages.
- 21) Reduction of workload.