

INDUSTRIAL PEACE  
IN  
INDIA

K. N. SRIVASTAVA.

**INDUSTRIAL  
PEACE  
IN  
INDIA**



INDU

prosperity of :  
if it is not re  
before in the in  
of industrial u  
today. The pol  
it was already  
unforeseen and  
country and the  
continuous and  
living made the  
class, intoler  
the war-time e  
raise their voi  
they were subje  
proved too hard  
revolt. Indus  
assumed alarmi  
industrial mac  
Jawahar Lal Neh  
December 18, 19  
us that all manne

## PREFACE

TRIAL peace is vital to the progress and  
society. Modern industrialism is apt to collapse  
leaved of the disease of industrial unrest. Never  
ustrial history of our country did the disease  
not assume so much seriousness as it has done  
leal freedom came to the country at a time when  
the midst of an economic crisis. Circumstances  
prepared for happened in quick succession in the  
economic crisis became more and more acute. The  
ogressive rise in the prices and the cost of  
ife of the people, particularly of the working  
e. Workers exhausted of their patience to bear  
omic misery were compelled in desperation to  
and protest against the economic plight to which  
ed. The rapidly deteriorating economic conditions  
or the working class and it stood in organised  
al unrest, too frequently culminating in strikes,  
proportions and endangered the working of the  
lery of the country. The Prime Minister Pandit  
addressing the Industries Conference on  
, said, "Nevertheless, the major fact confronts  
of perils face us in India today. And although

## CONTENTS

	Page
PREFACE .. .. .	1
 <b>PART I - LABOUR MOVEMENT AND INDUSTRIAL DISPUTES</b>  	
<b>CHAPTER</b>	
I      LABOUR MOVEMENT IN INDIA .. .. .	1
II     INDUSTRIAL DISPUTES IN INDIA .. .. .	81
III    THE PROBLEMS OF STRIKES AND LOCKOUTS .. .. .	116
 <b>PART II - PREVENTION OF INDUSTRIAL DISPUTES</b>  	
IV     TRADE UNIONISM AND PROTECTION OF WORKERS' RIGHTS .. .. .	171
V      WAGE PROBLEMS .. .. .	257
VI     EMPLOYMENT AND WORKING CONDITIONS .. .. .	339
VII    WELFARE AND HOUSING .. .. .	432
VIII   SOCIAL SECURITY IN INDIA .. .. .	494
IX     INDUSTRIAL DEMOCRACY .. .. .	542
 <b>PART III - MACHINERY FOR DISPUTES SETTLEMENT</b>  	
X      SETTLEMENT OF INDUSTRIAL DISPUTES .. .. .	614
CONCLUSIONS .. .. .	684
BIBLIOGRAPHY .. .. .	703

other perils may for the moment be at the forefront, the ultimate peril is the slow drying up of the productive capacity of the nation that affects us politically, economically and every other way. And gradually, our strength goes down to resist those very perils that face us. Therefore, you have to stop this drying up of our productive capacity." Maintenance of industrial peace for taking the country safely out of the economic crisis became an urgent necessity of the day. A concerted attempt commenced for peace in industry and all sorts of measures, preventive, persuasive and repressive began to be taken to achieve it. Labour leaders began to be dubbed as mischief mongers, self-seekers, anti-social and anti-national and strikes began to be regarded as an unnecessary evil to the community deserving complete illegalisation. Undoubtedly few economic problems today are of so vital importance to the country as the problem of Industrial Peace. The problem has, however, now to be so tackled as not to find out some palliatives but a sure and ultimate cure for the disease of industrial unrest. What the country needs today is not only a temporary but a lasting industrial peace.

An attempt has been made in the present work to study the problem of Industrial Peace in India in as comprehensive a manner as possible so as to throw light on the real and fundamental issues involved. The problem has been dealt with

in a historical setting and the basic forces which have made it so alarmingly serious have been critically examined. Suggestions have also been offered not only for the prevention but the cure of the disease.

The work is divided into three parts. Part I deals with the Indian Labour Movement and Industrial Disputes; Part II deals with Prevention of Industrial Disputes and Part III relates to Machinery for Disputes Settlement. At the end conclusions are given. In all there are eleven Chapters.

My interest in the labour problems dates since 1937, when I was at Kanpur and did some work for the Kanpur Mazdoor Sabha in connection with the Kanpur Labour Enquiry Committee. During the progress of this study, I made personal investigations into the conditions of labour in different industrial centres of India. I visited Kanpur, Gorakhpur, Ahmedabad, Bombay, Nagpur, Dalmia Nagar, Bihta, Batanagar, Birlapur and several jute mill centres in the suburb of Calcutta and a big paper mill near Calcutta. I also visited the collieries at Asansol, Raniganj, and Jharla and mica mines near Hazaribagh. In all these centres, I made personal enquiries from the workers and the mill and mines authorities. I roamed in workers' bustees and attended their meetings and processions and closely observed the course of some major strikes. In particular, I had an opportunity of watching and studying the daily

developments of the upheavals that took place in Kanpur in 1937 and in 1946 and 1947. I also watched the labour strike at Dalmianagar during December, 1948, and followed the whole course of some recent strikes at Benares and Gorakhpur, having attended a number of meetings of workers on strike at these centres.

The present work deals with labour conditions in factory industries and mines and contains materials based on first hand investigation, experience and observation. And if some of my statements in the text have been somewhat severe on the employing class, it is just because of this personal acquaintance with the deplorable conditions of the workers and the apathy with which they are treated by their 'masters.'

I can perhaps claim that the present work is the first comprehensive study of industrial relations in our country, and I do hope that the facts and figures presented here will help towards an understanding of this basic problem of our economy, even though there may be differences as regards its solution.

I should like to take this opportunity to express my deep sense of gratitude to Dr. A. K. Dasgupta, M.A., Ph.D.(London), University Professor of Economics and Head of the Departments of Economics and Commerce, Benares Hindu University, under whose able guidance I could complete this work. I also wish to express my gratefulness to all the Mill and Mine owners who accorded me permission to visit their concerns and gave me the informations asked for.