

BAN-BANDHU & IFBWW
NATIONAL WORKSHOP

7 - 9 NOVEMBER, 1987
SARNATH (U. P.)

BAN-BANDHU
1ST TRIENNIAL CONFERENCE

9TH NOVEMBER 1987
SARNATH (U. P.)

INDIAN FEDERATION
OF BUILDING AND WOOD WORKERS

2ND TRIENNIAL CONVENTION
10TH, 11TH & 12TH NOVEMBER 1987
ALLAHABAD (U. P.)



BAN BANDHU

NATIONAL WORKSHOP ON
PROBLEMS OF FOREST DWELLERS,
WORKERS AND ADIVASIS
7, 8, 9 November, 1987
Sarnath (Near Varanasi) U.P.

FIRST TRIENNIAL CONFERENCE

9th November, 1987
Sarnath, (Near Varanasi) U.P.

INDIAN FEDERATION OF BUILDING AND WOOD WORKERS

NATIONAL EXECUTIVE BOARD

10th November, 1987
Allahabad, U.P.

SECOND TRIENNIAL NATIONAL CONVENTION

11th & 12th November, 1987
Allahabad, U.P.

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INTRODUCTION

Collected in this Cover in four sections is some background material for each of the four consecutive events, planned to take place at Sarnath and Allahabad between 7th and 12th November, 1987. These events, although distinct from each other are yet so intimately interrelated that it was decided to hold them in close succession even if it entailed a lot of silent and patient work for the young men and women, whohave worked to gather and produce the material. I would like to thank them for their labour.

FIRST SECTION

National Workshop on Problems of Forest Dwellers

The Ban-Bandhu and the Indian Federation of Building and Wood Workers had jointly organised a National Seminar in February, 1986 and adopted a detailed statement which has been included in this section. It is primarily to examine the policies and strategies enunciated in the said resolution that this national workshop is being held. It is expected to evolve a clear cut action oriented programme for Ban Bandhu and also devote itself to the various problems of structure, methods and means encountered in building up an organisation capable of achieving the goals set in that programme. It is indeed heartening to note that various action groups and authorities are also taking up the issue of life and work in the forests in right earnest and are trying to contribute in their own ways to the amelioration of the conditions of both. The International Labour Organisation too has started work on modification of its old convention on the subject and introduction of necessary changes after a thorough examination of the issues involved and conditions obtaining in different parts of the world. It is to be hoped that our friends in the developed countries of the world shall not only impress upon the world organisation the need to secure prompt and effective implementation of universal standards laid down by the International Labour Organisation from Governments in the developing countries but also extend their helping hand to organisations and people in the developing countries who are trying to build up pressure towards that end.

SECOND SECTION

1st Triennial Conference of Ban Bandhu

The First Triennial Conference of Ban Bandhu has become over due mainly because of resource constraints. Taking advantage

of the presence of all its affiliated and friendly organisations at Sarnath and to save the affiliates from additional expenses, this conference has also been planned to take place at Sarnath on the afternoon of Monday, the 9th November, 1987.

We are happy that a senior member of Parliament Shri RAM NARESH KHUSHWAHA (M.P.) has accepted our invitation and shall address our Conference. Shri Khushwaha has taken keen interest in the problems of Adivasis and Forests and has assured us of his active co-operation. The single biggest need in this field is that forest dwellers educate and organise themselves to bring about an early end to their illiteracy, ignorance, disease and poverty and to acquire and upgrade their skills. The Conference may decide on an action programme for the next three years as also elect a leadership capable of lending vigour and direction to their functioning.

THIRD SECTION

Execution Board of Indian Federation of Building and Wood Workers

The meeting of the Executive Board of the Indian Federation of Building and Wood Workers has been fixed for Tuesday, 10th November, 1987 at Sangeet Samiti Hall, South Malaka, Near Rambaug Railway Station (Metre Gauge Line) Allahabad. The Executive Board shall discuss all the documents of the Conference, confirm the agenda and all other arrangements of the "2nd Triennial Conference of the Indian Federation of Building and Wood Workers" and prepare the draft resolutions to be placed before the conference.

FOURTH SECTION

2nd Triennial Conference of Indian Federation of Building and WoodWorkers

The "Second Triennial Conference of the Indian Federation of Building and Wood Workers" will be held on 11th and 12th November, 1987. About 200 delegates from all over India are expected to attend the Conference. The Conference has to deliberate on many burning problems faced by the construction, wood and forest workers in the country. It is primarily a fight for survival and an effort to bring these toiling millions above the poverty line. As yet there is no legal protection for the safety and job security of construction workers. The Minimum Wages are totally insufficient to cope with the sky rocketting prices that prevail in the country. The Conference will have to devote its attention to these problems and ask for their redressal through

the framing of a safety law, the introduction of a suitable scheme for registering a large number of contractors and workers to implement the social security schemes through a Tripartite Board and the linking of Minimum Wages to the Consumer Price Index.

We have added to the document on Shelter a paper by Shri Dalbir Singh as also another paper by Ms. Christine Nathan, Treasurer of Indian Federation of Building and Wood Workers in April, 1987 presented at Nairobi, Conference of the United Nations Commission of Human Settlements on behalf of International Confederation of Free Trade Unions (ICFTU) and International Federation of Building and Wood Workers (IFBWW) and Indian Federation of Building and Wood Workers (IFBWW). Shri Datye and a few other experts have contributed a lot to the preparation of the document. The theme of the paper was "Perspective planning for Reduction of Construction cost of ousing and Employment Generation and training in Construction Industry both in Urban and Rural Areas".

Shri Sangam Tripathy and Shri Pratap Shikhar have each contributed a paper on different aspects of forest life. Hope the participants of the National Workshop will find these papers useful in their deliberations.

Mention must be made of the invaluable services rendered to the Federation by our President Shri Thampan Thomas M.P. who championed the cause of the construction workers i the Parliament and gave able guidance to all our activities in the field.

We are grateful to Shri K.K. Kanta, Hon'ble Labour Minister, State of Karnataka for agreeing to inaugurate the National Workshop. Shri Kanta has been devoting considerable attention to the forest workers and such other section of workers who are still considered as sweated labour. We are gratefeul to Shri K.R. Datye for accepting our invitation to address the workshop on "Water Management specially in areas of rain shortage, in the forest areas." Shri Datye is a well known Consulting Engineer on Water Management, famous both nationally and internationally. We have also invited Shri Chandi Prasad Bhatt, well known the world over as a "friend of the forest". He has accepted our invitation to deliver the Valedictory address. He is a leading authority on Indian Forests and environmental matters and is consulted by the Indian Planning Commission.

It will also not be out of place here to record our sincere thanks and appreciation for the unfailing consideration, interest and assistance that we have received from a number of friends within the country and outside specially the International Federation of Building and Wood Workers. The Nordic Federation of Building and Wood Workers and the Norwegian and Swedish LOs. A delegation of nine members from Nordic countries has accepted

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our invitation to witness the events mentioned. A representative of L.O. Norway and a young journalist interested in wood and forest may also be our guest at the workshop and other events.

The Construction, wood and forest workers in India stand at the lowest rung of the ladder and have received a very raw deal. The task of organising these workers, scattered throughout the length and breadth of the country, is essentially difficult and painstaking. The Federation and its affiliates are persevering in their efforts to fight against injustice and oppression.

K. A. KHAN
General Secretary
Indian Federation of Building &
Wood Workers

&

Vice - President
BAN - BANDHU

SECTION - I

BAN BANDHU

AND

INDIAN FEDERATION OF BUILDING AND WOOD WORKERS

NATIONAL WORKSHOP

ON

PROBLEMS OF FOREST DWELLERS, WORKERS AND ADIVASIS

7, 8 & 9 NOVEMBER 1987

SARNATH

(NEAR VARANASI)

UTTAR PRADESH

Resolution adopted at the Forest Section conference

Jointly organised by the

INDIAN FEDERATION OF BUILDING AND WOOD WORKERS

A N D

BAN - BANDHU

At Janta Kendra, Tardeo, Bombay on 25-26 February 1986.

Plainly visible in the present Indian Forest scene are the makings of a grim national tradegy. On the one hand, with the continually shrinking area and increasing degradation of the forest cover, the ominous symptoms of ecological collapse are becoming more pronounced with each passing year and the incidence of floods, droughts, soil erosion, salination, water-logging, desertification, ravination and siltation have assumed frightening proportions. On the other, the forty million people inhabiting the forest areas whose lifestyles, culture, sustenance and survival has for ages been deeply interlinked with the forests are now being systematically deprived of their customary rights to use the forests for the satisfaction of their bare needs and condemned to fight a losing battle for survival as wage slaves, bonded labourers and plain destitutes. As an inevitable result their alienation and estrangement are growing and their desperation is building up tensions that have all but reached the flash point.

The crisis of Indian forests is, in fact, rooted in the thoughtless continuation, with added vigour and rigour, of the old colonial policy whose sole aim was the maximum exploitation of the Indian forest wealth to boost colonial profits. In order to achieve this aim, British colonial policy sought to isolate the forests and their tribal population from the rest of the country and created the Indian Forest Service to administer the forests with an iron hand. Naturally, this policy has no regard for the interests of the forest people and in fact, encouraged their exploitation at the hands of landlords and contractors so as to render them powerless to resist the plunder of the forests. The forest dwellers ceased to have any rights and only some concessions were allowed so as to prevent them from being completely driven to the wall.

Forest policy during the post-independence period has made no significant departure from its course during the colonial times. It has neither changed its anti-people orientation nor shedded the colonial character of its administration and legislation. Now as before, it serves the interests of neither the forests nor their dwellers. If earlier it served 'the larger public interest' which in the colonial context meant the profits and requirements of forest produce of the ruling power, today it seeks to serve the 'national interest' which in the present context has become a euphemism for the interests of industry and commerce. In any case, a total unawareness of the basic needs and even the existence of forest dwellers continues to

be the hallmark of our forest policy.

The administration of the forests and the relevant laws, similarly, continue to be directed solely against the forest dwellers and turn a blind eye towards the depredations of commercial and individual interests. If anything, the oppressive nature of the laws and their administration is being forfeited and even the concessions enjoyed by the forest dwellers during foreign rule like free grazing and entitlement to forest produce for personal consumption have been whittled down. Forest officials now enjoy much more power and its misuse to harass the simple forest people has also increased. Corruption is rampant and the collusion between forest officers and contractors in illegal deforestation for mutual benefit has assumed frightening proportions. In effect, the forest policy has become an instrument of enrichment of the state and the trades at the cost of impoverishment of the forest dwellers who have been reduced to the position of trespassers in their own habitat.

In 1947, 40% of the total land area of the country was still under forest cover. Wanton deforestation during the intervening years has now brought this percentage down to 20% out of which only half has adequate tree cover. Experts opine that a minimum 33% of the land area (66% in the case of hilly areas) must be covered by forests in order to avert the environmental crisis. But at the rate we are going, we may find ourselves without any forests within not more than forty years. According to one estimate 71% of this reduction in forest areas was due to agricultural expansion and 11% due to river valley projects. This clearly shows that most of the deforestation during these years was a direct result of government policy. This view is also reinforced by the fact that government revenues from the forests have risen more than twenty times during the last 35 years or so, thus manifesting a direct relationship between the enormous rise in government revenues and the depletion of the forests. In this situation, the accusation that it is the forest dwellers alone who are responsible for the destruction of forests merely shows the anti-people mentality of those who make it. The fact remains that the forest dwellers have lived off the forests for ages and yet kept the forest well stocked. The depletion and degradation of the forests began in earnest only with their commercial exploitation.

However, none of this is meant to detract from the fact that the grinding poverty and survival needs of the forest dwellers also contribute in no mean measure to the felling of the forest trees. It is rather to underscore the futility and idleness of a policy that refuses to take note of the fact that 70% of the country's domestic fuel needs are met by firewood as also the fact that the survival needs in respect of food, fuel, fibre, fodder and shelter of fifty million resourceless people cannot for long be denied even in the name of national

interest. It is a matter of regret that the present forest policy fails to perceive the essential interdependence of forest economy and the economy of the forest dwellers. This has already resulted in an indifference of the people to the well being and future of the forests. The forest administration's efforts to police and protest the forests from the inhabitants while giving a free hand to the contractors and industrialists are bound to turn this indifference into hostility.

Although the sobering scenario of life under a hostile environment has pushed the need of afforestation to the forefront, official afforestation policies betray the same industrial orientation which has largely been the cause of large scale deforestation. If the main victims of the denudation of forests have been the forest dwellers whose life supporting systems have been cruelly cut off, the programmes of afforestation that are under way seem to have been designed to leave them and their needs even more in the cold. In the first place, the afforestation schemes do not even contemplate a role for the forest dwellers in their implementation and are not informed with any clear objective of providing them employment or catering to their daily needs, or in any other way creating a stake for them in afforestation. In the second place, they are propelled by the same motivation of fulfilling raw material and revenue needs that was behind the felling of trees they seek to replace. Thus pine is replacing the natural forests in the Himalayas, teak is being preferred to sal in Madhya Pradesh and eucaplyptus is driving out all other varieties of trees in the South and elsewhere too. The species of trees that provide for the necessities of the forest dwellers' life have received no attention.

Needless to say, such afforestation schemes can inspire neither hope for confidence among the people. The activities going on in India under the attractive label of social forestry are actually neither social nor forestry. Since they lack any social purpose there is also no participation or involvement of the community. Social forestry has in fact become a business of production of industrial raw material and its proclaimed objective of producing for the needs of the forest and village people has been sidetracked by the greed for profits. Today the symbol of social forestry is eucalyptus which offers neither food nor fodder nor even shade. The high price of its wood precludes its use as firewood. Far from protecting agricultural lands from soil and wind erosion, its farming is usurping good agricultural land at the cost of food crops, and also in the process severely curtailing employment opportunities. Its impact on the environmental situation is, to say the least, dubious. But the highly pernicious effects of its monoculture on the various ecological systems are quite patent.

The fact must be realised, and sooner the better, that only the co-operation and active participation of the forest people can lead to the enlargement and conservation of forests.

Any attempt that excludes these people is bound to fail. Obviously it is not by denying the genuine needs of the forest dwellers but by increasing their stake in the preservation of the forests that these people whose links with the forests are deep and intimate can be made to serve the interest of the environment, of the national economy and their own well being.

The blind pursuit of rapid economic growth regardless of social consequences has led to a most unfortunate situation. Natural resources are being depleted, inequalities and exploitation are increasing and large number of people are being marginalised. In the case of the forests also the workings of an elitist policy has resulted in absolute neglect of conservation and reforestation. The only people who could have a natural vested interest in preserving the forest cover because of their dependence on it for the fulfilment of their needs, namely the forest dwellers, have been dispossessed and deliberately excluded. The industries who are getting their supply of raw materials from the forest at highly subsidized prices have naturally no interest in shouldering the heavy cost of afforestation. The contractors are only interested in immediate profits and sadly enough, the government also seems to be interested in rapidly raising its revenues.

No one suggests that industries should be denied their raw material requirements of forest produce. But industries must be made to realise that forests are not mines and they should be made to treat them as renewable resources for whose replacement also they are fully responsible. The policy of allotting prime forests for industrial exploitation should be immediately stopped and industry should be required to grow their own raw materials on degraded lands which may be made available to them.

The need of the hour is a new forest policy which strikes a balance between the industrial, environmental and forest dwellers' needs and makes forest dwellers the chief instruments of its implementation. The new policy will have to adopt an integrated approach which will tackle simultaneously all present causes of deforestation and will initiate schemes for reforestation based on productive employment of the forest people. Some of the main features of the new policy can be enumerated:

a) It will seek to conserve and protect the forests and thereby the environment by creating in it a vested interest of the forest people by putting them to work in forest-related activities and reversing the present situation where deforestation provides the only avenue of employment.

b) It will end the present preference from mono-culture in favour of mixed forest and the growing of trees which, even if less profitable, are more life-sustaining and which meet the needs of the people.

c) It will democratise forest administration, end the monopoly of the forest department on forestry in favour of the people and put suitable checks on the excessive powers of the forest and police officers.

d) It will effectively put a stop to the clear felling of forests and the cutting of trees except dead ones and in cases of absolute necessity it will require advance arrangements to be made for afforestation in alternate areas and the full rehabilitation of the forest people involved.

e) It will bring about a complete elimination of contractors and middlemen from the forests and their replacement with workers' co-operatives and other suitable peoples' institutions in order to remove the chief cause of exploitation and misery in the forest.

f) It will abolish all subsidies and concessions to industries in the matter of forest-produced raw material.

g) It will ensure that all expansion of forest-based industry will be in the small sector and properly decentralised to offer real employment to the rural people and will also make arrangements for sharing of the profits between forest-based industries and workers and producers of raw material.

h) It will make suitable arrangements to make the forest people the major beneficiaries of the trade in minor forest produce.

i) It will accord due recognition to the rights of the forest dwellers to forest produce for personal use.

j) It will introduce appropriate changes in the ownership pattern in forest areas and bring about the restoration of community rights in a suitable form, and lastly,

k) It will seek expansion in a big way of the various anti-poverty schemes and ensure top priority for forest dwellers in the matter of employment.

There is every reason to believe that under a forest policy based on the active participation of the people and the prudent use of resources, our forest resources will be able to meet the demands of our economy in full and for a long time. But it cannot be said that the adoption of such a policy will prove an easy task in the face of determined opposition of those who stand to reap immediate profits from the continuation of the present policy and of a government under the complete sway of these elements. Experience in every field of economic activity confirms that a struggle against poverty and for the uplift of the poor cannot be sustained through charity. The forest people too cannot get their due by depending on the various sops offered to them in the form of welfare schemes. They will have to get together and agitate for their rights and their involvement in national economic development. A primary requisite for this to hapen is a powerful organisation which commands their loyalty, symbolises their unity and acts as a credible spokesman of their interest.

The task of creating such an organisation of forest people is also not so simple as it appears. The extensive area over which the forest population is scattered including far-flung and isolated pockets, the lack of accessibility and of communications, the diversity of their occupations, their poverty, illiteracy and backwardness, and, above all, their present alienated and apathetic state of mind, all raise questions with regard to the nature, structure and form of the organisation which must be satisfactorily answered.

Some conclusions are too obvious to be missed:

1. Organisation must aim to create the capacity for a four-fold functions :

a) peaceful but effective protests and agitation to demand change in policies, legislations and administrative methods;

b) servicing both by way of representing the interest of the forest people on governmental and non-governmental bodies concerned with planning, resource-raising, etc. and by way of mobilising and providing institutional supports and infra-structural facilities for production;

c) ensuring that the resources made available by the state for welfare, assistance, relief and rehabilitation of the forest dwellers actually reach them and are properly utilised; and

d) social services, such as education and health care.

2. Organisation should be so structured that maximum importance and autonomy is given to the local or area unit as the case may be.

3. The organisation should not merely be for the forest people, but of them, that is to say the basis should be membership with howsoever nominal a subscription.

4. Stress should be on the forest people themselves running the organisation and outside leadership which may be necessary to start with should aim to make way for the local people as soon as possible.

5. Education should be non-formal and all-purpose and should aim at imparting consciousness of rights and duties, the solidarity, the will to overcome superstition and harmful traditions and rituals, occupational skills, general knowledge and literacy.

6. Appropriate social and cultural activities should be undertaken with a view to develop loyalty, sense of belonging and commitment to the organisation.

In the situation that obtains today the task of creating a grassroot organisation of the toilers in the Indian forests who are also its poorest people has to start from scratch. Indeed there are numerous social action groups engaged in various kinds of activities in the forest areas which also involve the people. But so diverse are their motivation, interests and approaches and so limited their operations both in size and extent, that they can never hope to add up to a peoples' movement or even a genuine mass organisation. Besides, they have also to function under several constraints particularly of resources and government regulations. This, however, is not to question the usefulness of what they are doing or to minimise the role that they can play in strengthening the movement of the forest people. But in no way they can become a substitute for an organisation of and by the forest people. In fact they themselves need such an organisation in order to bring co-ordination and relevance to their activities.

In fact there does not appear to be any quarter from which an initiative for organising this sector of the poor can

emerge except the trade union movement. Undoubtedly, the labour movement with its resources contributed by the organised working class of the country and the international solidarity of workers has the capacity to undertake this daunting task. Also, there are compelling reasons why it must do it as a matter of duty. The moral strength of the trade union movement is entirely derived from its role as the spokesman of the poor, and to bring credibility to that role it must extend its fold to include these poorest of the poor. Then also large numbers of forest dwellers are employees, mostly of the forest department, who as a matter of right deserve trade union protection. They are at present largely unorganised although at places efforts have been made to unionise them. These workers do not enjoy even the minimum standards of wages and working conditions. The labour movement cannot disown the responsibility of organising these workers. But by far the most convincing reason for the intervention of the labour movement arises out of the need to take effective action before the inflow of unskilled and uprooted forest dwellers swamp the urban and rural areas and disrupt the labour market. In such an eventuality, which the present forest policy is hastening, the labour movement will be faced with difficulties which will be much greater than those involved in organising these people in the forests now.

It is true that the traditional trade union structure based on an employer - employee relatioship cannot cope with the problems that will arise in a situation where relations of production differ from occupation to occupation. An appropriate structure will have to be evolved. Although it is not very difficult to find a suitable structure, it will perhaps be better to bypass this problem by having two organisations instead of one - one for those who are employed and the other for the rest. Thus in each locality or area there can be a trade union for the employed people and another organisation sponsored by and working in tandem with the trade union. These local organisations can then federate to form the national organisations.

It is a matter of deep satisfaction that the Indian Federation of Building and Wood Workers has taken the initiative to move into the forest areas and organise trade unions. It has also sponsored another organisation the Ban Bandhu to similarly organise the other people of the forests who are not in direct employment. It is hoped that both these organisations will receive the full support of the national and international trade union movements. Between themselves, the two organisations can serve most of the interests of the forest dwellers, offer them protection against injustice and oppression and also raise a powerful voice for a new and more equitable dispensation for Indian forests and their people.

Before it is too late, it is necessary to prepare these people for a determined effort to throw off the yoke of oppres-

sion. For this a sustained programme of education and leadership training is the first requirement. Agitative and protest action should also be organised simultaneously to demand reforms and corrective action - particularly. priority in jobs for forest dwellers, ownership rights on degraded and waste lands for afforestation together with maintenance allowance for the period taken by the forests to grow and the elimination of contractors and middlemen from the forests, specially from operations relating to Minor Forest Produce.

There is no basic contradiction or conflict between the activities of the trade unions and the other voluntary action group in the forests. In fact their combined energies and coordinated strategy for a new forest policy, seems desirable, in fact necessary, to call a national convention of all those who are active in this field and evolve a joint strategy for action. The trade unions may perhaps take initiative in this matter. After all, whether it is a social organisation or a trade union or even a political organisation so long as it is working for the interests of the forest people it can have only one aim - that is to put some strength in the hands of these people to overcome their predicament.

INDIAN FEDERATION OF BUILDING AND WOOD WORKERS

FOREST AND WOOD SECTION CONFERENCE

13 - 14 OCTOBER, 1984

REPORT

SUBJECT: I.L.O. Questionaire to discuss recent events in the Timber and Wood Working Industry in India. Information was required for First Session of the Forestry and Wood Industries (GENEVA) which was held in September, 1985.

INDIAN FEDERATION OF BUILDING AND WOOD WORKERS

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The Hind Mazdoor Sabha (HMS), National Centre of labour in India representing vast majority of organised workers had forwarded the questionaire, designed by the I.L.O. to assist replies from the Government, employers and labour, to the Indian Federation of Building and Wood Workers with a request to carefully examine and furnish detailed answers with regard to forest workers and workers employed in wood working industries.

The Indian Federation of Building and Wood Workers representing a large number of unions of forest and wood workers all over India had convened a conference cum seminar of some of its major affiliates at Bhopal on 13 - 14 October, 1984 to prepare the answers to the I.L.O. Questionaire.

The total land - area of India is 329 million hectares. The total population of India is around 75 crores*. 75 Million hectares of land constituting 22.80% of the total land area is recorded as forest land. Another 56 million hectares of land mostly lying in the peripheries of forests and hills constituting 17.02% of the total land area of the country is described as 'potentially productive barren land'. Nearly 10 Crores* of people live in and around these forests, hills and their peripheries which constitute nearly 40% of our land area. They are known as Banabasis and they include the vast majority of forest workers and forest dwellers. It is estimated that about 40% people in India live below the poverty line and the bulk of forest dwellers and forest workers form part of this population considered below poverty line.

The National Policy on Forest has been examined in detail and also efforts have been made to collect and collate statistical data concerning the various aspects of life in and around the forests. It has been estimated that about 100 million people are dependent on Forests. These people can be divided into two major groups vide
(1) those employed by someone and earning wages,
(2) those self employed and not earning wages but depending on forest produce for their livelihood. The economic conditions of both these groups are more or less same and similar and they are the lowest in the country. Their income derived either as wages or as earnings from self employment does not enable them to have two square meals a day, clothing to cover their body, as also enough for shelter and treatment.

The Central Government as well as the State Governments (except a few) have not covered the forest workers under the Minimum Wages Act and where they have fixed minimum wages for the workers the amount is so low and the revision is so slow that the workers are unable to get any benefit out of the same. In addition the implementation machinery of the Government for enforcing the Minimum Wages in the forest areas is virtually non existent.

It is well known that the literacy rate in the country is around 36 percent. It can safely be said that illeteracy and ignorance is so vast amongst the forest population that this entire population belongs to the illeterate section of the population. Their ignorance is exploited at every stage.

An additional point which cannot be overlooked is the fact that the city dwellers have created such conditions where the forest dweller can survive only at the mercy of the city dweller. To illustrate the point it has been established by a survey conducted by the Karnataka Council for Science and Technology that in the city

of Bangalore with 600,000 households there were 200,000 households who depended on firewood for all their cooking and heating. About 1200 tonnes of firewood is thus consumed daily. This in other words means that every year forests, the size of Bangalore city have to be chopped down to meet the city's firewood requirements. The bulk of the firewood is supplied by self employed forest dwellers who collect the fallen wood from the forests and carry it on their head to the collection centres for the cities. It is interesting to note that all governments put the blame squarely on forest dwellers.

With these preliminary remarks we proceed to answer the Questionaire in detail.

1. Questions relating to the Timber Industry

1.1 Employment promotion :

Q.1.1.1. Have adequate provisions been made in the context of national policies and has the management of forest resources been carried out with a view to improving the utilisation of fuel wood and industrial wood, to protecting and regenerating existing forests or to establishing new ones in order to meet the ecological, economic and social requirements?

Ans. (A) National Policies: After independence in 1947 it was considered necessary to revise the Indian Forest Policy formulated much before Independence. Thus the revised National Forest Policy of 1952 was issued as a resolution of the Government of India. The main emphasis of the Indian National Forest Policy was on the promotion of 'National Interest'. As a result the forest worker, previously living by the forest wealth, was denied to an extent, the use of forests. Secondly while the old policy did not touch the private village & community forests of the forest dwellers and did not, restrict free grazing of cattles in the forests the new forest policy imposed restrictions on these as well. Consequently the forest dwellers, tribals, (Adivasis) and such large population depending on forests were affected adversely. In 1966 the Indian Forest Service was reviewed and the hierarchy of forest officials and functionaries was expanded. Forest legislation gradually took on an oppressive form, official deforestation through contractors also provided an opportunity to these reckless contractors to have recourse to illegal and illicit deforestation. This wanton destruction affected and destroyed tribal life.

Thus to a great extent the national policy on Forest has ignored the interest of the forest workers. The state today owns the entire forest resource base and the participant labour is backward and unorganised. The labour has no participation either in the management or in getting a share in the value added arising from the new economic activity. And now the final nail in the coffin of the forest workers has been hammered by the proposed draft Forest bill of 1980. This explains brief the repercussions that this bill will create on the already exploited forest

workers, tribals we give here below some salient features of the proposed bill.

(a) A close look at the proposed bill leads one to see it as an attempt to reduce to the minimum, the age old rights over forest produce of 10 crores tribals/ forest workers living in the forests. The justification for the proposed law is sought to be given on grounds that the forest dweller destroys the forest himself, a theory to which only the Government subscribes. The bill is in essence an encroachment over the people's right to exist and to develop themselves in the forests.

(b) The bill gives wide powers to officials and treat the rural forest dwellers, especially the tribals as potential criminals. Chapter 12 lays down penalties and procedures. It lays down a penalty of upto Rs. 1,000/- and one year of imprisonment for offences such as using dry wod as fuel, grazing cattle, collection of mahua flowers, oil seeds, cutting leaves and using bark. This stipulation automatically makes the forest workers aliens in the own habitat. Arrest without warrant is provided for under this bill. Thus it is feared that once these wide powers are entrusted to small forest officials the life pattern of the forest workers will be adversely affected.

(c) The forest workers have been recognised as workers below the poverty line. The Government has not even cared to cover them under the Minimum Wages Act till date and the proposed forest bill also does not give the forest worker any protection.

(B) <u>Utilisation of Fuel Wood & Industrial Wood</u>

The production figures for wood, forest based industries, and the increasing revenue from forests of the Government gives some idea of the process of commercialisation which today is the most dominating factor in the forests of the country. State Governments earn revenue from forests by imposing levy on the sale of some forest produce, by auctioning the right to collect some produce to private parties, by leasing out vast acres of forest land to industrial houses, and by its own collection and sale of forest produce. At present the gross revenue of the forests, has been estimated at about Rs. 473 crores per year. Though a part of this is spent back on the forests, they yield a net surplus for the Government. This surplus was Rs. 155 crores in 1980 - 81 an increase of over 11 times since 1950 - 51. About 2000 species of wood cover approx. 80 percent of India's forests. The production of

both industrial wood and fuel wood, on the whole, has increased enormously in the last three decades. Annual requirement of Industrial wood was estimated at a minimum of 25 million cubic metres in 1980 as against the estimated recorded production of 13.5 million cubic metres during 1979-80. The widening gap between demand and supply of wood has made it a valuable commodity leading to large scale and unrecorded or illegal felling and commercialization. This increasing commercialization of all kinds of forest produce has intensified over time in disregard of the environmental needs and the economic and social life of the local people. Various agencies defined and undefined carry on their business with callousness towards the people and indifference towards the forest. There are five types of defined bodies which are involved in forestry operations, forest departments, other government departments, private companies, private contractors, and the forest dwellers' own unorganised efforts. Forest departments either engage their own personnel, or co-operatives, or forest development corporation for the extraction of forest produce. In most cases they engage agents or contractors as middlemen. The state governments also lease out large tracts of forests to big business houses. For instance, bamboo forests are leased out to Birlas for a period of 99 years in Andhra Pradesh, Madhya Pradesh, and Orissa at a shockingly low rate of Rs. 6/- per tonne of bamboo, where as the market rate is Rs. 270 per tonne. Reserved forest areas are leased out to Gwalior Rayons in Kerala at shockingly low rates. In the same forest if an unemployed worker wants to be self employed by making furniture he has to purchase at the rate of Rs. 6/- per bamboo.

Industries and even the Government employ contractors for forestry operations. These contractors engage casual labour and exploit them in terms of wages and service conditions. Either way you go in the forests you will find the ubiquitous contractors. In the words of the Dhebhar Commission appointed by the Government, "Contract system has become a source of uncontrolled expoitation for the forest workers. The contractor has become a law unto himself. He has a pull with the officers in the department. The unorganised and illeterate forest workers who seldom know the rules, are at his mercy".

We can thus conclude that commercialisation in an unplanned manner as also without afforestation programmes is the real cause of deforestation and exploitation of the forest worker. The national policies of commercialisation and the management of forest resources must ensure a fair deal to the forest worker (wage earner) and other inhabitants of the forests.

(C) Establishment of new forests:

Between 1947 and 1977, the forest cover for India decreased from 40% to 20% with only about 11% of the total land area being under adequate tree cover. The pace of deforestation is so fast that it is feared that at this rate, the forests would completely disappear within the next 40 years. In recent times, strong public opinion against the wanton destruction of forests has built up, led by the environmentalists. The Governments both at the centre and in the states have begun to encourage afforestation programmes. A large part of the funds for these plantation programmes comes from Western agencies, who encourage them for their commercial needs. In fact these programmes cannot be actually described as afforestation programmes since they are destroying existing forests to plant these new forests. Such large scale plantations destroy natural forests and displace mixed forests with single species plantations. With the replacement of the mixed forests with single tree plantations as for example pine in Uttarakhand and Bastar and eucalyptus in Nilgiries, ground water reserves cannot be recharged. Similarly the controversial World Bank project in the Bastar region of Madhya Pradesh to plant pine trees in about 1000 hectares every year is also another example of the displacement process. Recommended by Ford Foundation, this project involves destruction of rich sal, mahua and fuelwood forests of Bastar to plant pine trees for the production of paper. Thus although state governments have spent more than 10 crores for such programmes the concept of social forestry or afforestation programmes need a radical change. Afforestation programmes in the Indian context must be defined as the establishment of fuel wood fodder production systems alongwith trees of commercial importance. Such a policy will improve the standard of living of the forest workers/ dwellers by increasing production on uncultivated and unforested lands, as also check the repaid deforestation.

Q.1.1.2. Have the effects of further mechanisation on employment been identified? If so, what have these been? What measures have been taken to promote appropriate technologies?

Ans. Since no sophisticated technology is being used in the Timber Industry in India there have been no effects due to mechanisation. Traditional implements like axe, hand saws which can be classified as appropriate technology,

are still used by workers employed in this industry. The experience of our country tells us that any development policy that is based on sophisticated mechanisation cannot be deemed to be a development policy at all because it cannot transform the traditional sector and therefore bears no hope for the 100 million forest based inhabitants earning their wages from the wood and forest by-products.

Q.1.1.3. Are the conditions of work and life of workers in the timber industry comparable to those in other industries?

Ans. The conditions of work and life in the timber industry are so poor that there are absolutely no grounds on which they can be compared to the conditions of work and life in other industries.

Q.1.1.4. Have conditions of work and life been improved in respect of wage levels, hours of work, rest and paid holidays, social security, workers' housing and welfare, transport to and from work facilities at logging camps?

Ans. As mentioned in the previous answer the conditions of work and life in the timber industry are absolutely miserable and poor and they continue to remain the same. In the state of Assam forest workers are made to work more than 8 hours and they are given cheap liquor as overtime wages. Intoxicated by the liquor the workers work upto 12 - 14 hours in a single day. Since most of them work on a daily basis they cannot afford to rest one day in a week, so it is a seven day working week for these workers. The same is the case in Madhya Pradesh, Orissa and Uttar Pradesh. In these states although minimum wages have been fixed between Rs. 6 - Rs. 11 per day the worker actually receives much less.

Q.1.1.5. Have changes taken place from piece work to time work or mixed wage systems?

Ans. The workers at some places are employed directly by the Government departments, at other places they are employed through co-operative societies and at a large number of places through contractors. Thus the workers are paid on a time rate basis, piece rate basis and on a mix basis of time rate plus output above norm on piece rate basis.

Q.1.1.6. What measures have been taken to ensure that older workers, with reduced working capacity, reach normal retirement age and obtain a reasonable income?

Ans. No measures either under law or any administrative order have been formulated for old workers to ensure reduced

working hours or reduced volume of work. In fact the employment is not on a permanent basis and as such the issue of retirement does not arise.

The forest worker in India works till his limbs actually stop functioning. Poverty among these workers is so widespread that older workers with reduced working capacity cannot afford to sit at home. Each member of a forest worker's family from the age of 10 - 80 or more is required to pool in his efforts and earnings to procure two square meals in a day. And of course old age benefits or any other old age welfare measures still remain a distant dream for workers employed in this industry.

Q.1.1.7. Are migrant workers and workers of small contractors provided with adequate employment conditions comparable to those of other workers?

Not at all. The workers of small contractors who are also generally the migrant workers have not been provided, either under law or under administration order of the Forest Department, any conditions of service, for logging operations, which is one of the principle operations in forestry. Contractors usually encourage migrant labour since this facilitates their exploitation more. For instance Nepali Labour is employed in Garhwal region (State of Uttar Pradesh) while Garhwali labour is employed in Himachal Pradesh. In addition Governments often organised labour camps in so called Forest villages where there is a shortage of labour, for work of seasonal nature. In these villages forest dwellers are resettled in interior areas and are obliged to give compulsory labour. In Madhya Pradesh alone there are 1000 such villages. At present forest villages are organised in the forests of Bihar, Orissa, West Bengal, Madhya Pradesh and Maharashtra. These migrant forest workers are liable to punishment if they do not provide labour to the Government under stipulated wages and conditions. In other words, in these forest villages, forest workers are the bonded labour of the Government itself.

Q.1.1.8. Has forestry work served as a means of unemployment relief?

Ans. The question can best be answered by quoting Dr. M.S. Swaminathan, A member of the Planning Commission, which reads as under " famines in India are not famines of food but of work". There are some 90 million jobless in India, right now with more than 7 million additional people entering the job market every year. Unfortunately the pattern of industrialisation adopted by us generates a very inadequate level of jobs so that industry can absorb barely 40 lakhs of these new entrants leaving more than 6.5 million to yearly add to the already enormous pool

of unemployed. According to Prof. V.V. Deshpande the forest wealth in India accounts for Rs. 1,40,000 crores, approx. of this over all wealth, even if we spend 2.5. percent that is about Rs. 350/- crores per annum towards maintenance of this wealth, we shall be able to generate about 30 million jobs. This can take care of employment generation in the rural parts of the country. This employment will be far in excess of the employment by the large size projects as the Thal Fertilizer Project where in the investment is about Rs. 1,000 crores and the direct employment created is barely about 1500 persons. For a country like India concentration on capital intensive industry cannot create sufficient employment and bring about development in the far flung areas of the country. But alas ! the Government has blatantly ignored this fact and as a result forestry work has not been able to serve as a means of unemployment relief.

Deforestation at the hands of the Forest Department, large industries dependent on forests and Private contractors have not only cause ecological havoc but economic havoc for the millions of forest workers. Even in the face of a grave situation like this the Government has still not seriously taken afforestation and social forestry programmes to the grassroots. It is only through such programmes that both ecological and economic balance can be restored. Some State Governments however, realising the magnitude of the crisis have taken steps in promoting social forestry programmes which will create forests as also provide a means of livelihood for the unemployed forest dwellers. Government of Gujarat has approached this problem in a novel way. They have made an effort to utilise the barren land linking it to the social forestry programmes thereby solving unemployment problem to a certain extent and creating new forest wealth. Their Social Forestry programme envisages the level of 37.5 hectares per family. The family is allowed to grow trees on such lands which will provide them with food and also some income from the minor forest products. Depending on the choice of land distribution such programmes can generate jobs for between 3 to 120 million families. It is only the generation of employment on such a scale that can make a dent in our grave problems of rural unemployment.

1.2 Vocational Training:

Q.1.2.1. What progress has been made in vocational training for mechanised logging?

Ans. In India ninety percent of logging is done manually using traditional axes and hand saws. In the forest rich states of Orissa, Uttar Pradesh, Himachal Pradesh, Assam and large parts of Madhya Pradesh, forest workers perform

logging operations manually.

In some parts of the forests in Uttar Pradesh, Madhya Pradesh and Maharashtra small mechanised logging has been in operation but the results were not encouraging. In Gadchiroli, district of Maharashtra mechanised logging is practised using electric saws which are attached to small motors which use diesel fuel. But frequent mechanical breakdowns and lack of maintenance of the equipment has lead to the conclusion that mechanised logging apart from being costly is more time consuming and not viable from the economic point of view. The wages paid to the workers are very low and hence non mechanised work is cheaper. Similarly in Madhya Pradesh electric chain saws are being used in some districts like Itarsi, Khandwa and Bilaspur but the Government here has realised that abundant avai-'ability of manpower is cheaper and a more productive source for logging operations. We can thus conclude that mechanised logging is generally not practised in our country. It is however presumed that the wage levels will rise soon to cover inflation any cost and slowly the mechanised sector will take over. A suitable vocational training programme should be evolved in the light of the above.

Q.1.2.2 What action has taken place inrespect of vocational training in improved labour intensive methods in those developing countries where manual logging continues?

Ans. As stated in the previous answer ninety percent of logging in India is done manually. This work involves a lot of risk and safety conditions are nil. There are of course no vocational training programmes to train workers in such operations and the skills are either handed down from one generation to the other or the new apprentice learns the job in 2 -3 days by learning and watching seniors and others do the job. After cutting the tree from three sides it requires very careful calculations to axe the fourth side so that the tree falls safely without injuring any worker or affecting the neighbouring trees. However, workers in our country have to devise their own methods which are of course crude and not very scientific, because of the absence of any vocational training programmes.

There are however scattered instances like in the Gadchiroli district of the state of Maharashtra where the Forest Department imparts training to forest workers in the use of hand saws. By using hand saws there is less wastage of wood as compared to using axes where small chips of wood result in a lot of wastage. The department after training also supplies toolkits which includes hand saws and files etc. But such instances, it must be noted are very rare.

Q.1.2.3. Is adequate training provided for foreman?

Ans. Since there is no mechanised logging practised in our country the question of employing foreman does not arise. Wherever, forestry operations are entrusted to private contractors they are the supervising authorities. But these contractors, know very little about forestry leave alone being adequately trained in Forestry operations.

Q.1.2.4. What measures have been taken to ensure that qualified instructors are available for the training of forest workers?

Ans. Since there are no provisions for training of forest workers there are no qualified instructors.

Q.1.2.5 Are adequate indemnities paid to trainees?

Ans. As stated earlier only in district Gadchiroli (State of Maharashtra) has the Forest Department started training programmes for forest workers. These workers are also paid a stipend during training period. But again as stated earlier such training programmes are very rare in our country and at most places the workers are left to learn and earn on their own without any aid or assistance from either the Government or commercial industries involved in forestry operations.

Q.1.2.6. To what extent are the Government and the employers' and workers' organisations concerned in collaborating and formulation of training policies and the implementation of training programmes?

Ans. In our country only the Government is concerned in formulating training policies and programmes (although such instances are very rare). The employers' organisations are not at all concerned, or interested in formulating such programmes. The workers, of course, are never consulted at the time of formulating policies.

1.3 Occupational Safety and Health (Conclusions No. 14 Resolution No. 16)

Q.1.3.1. In the use of chain saws, has progress been made as regards the reduction of risks caused by vibration, noise, harmful fumes and kick back?

Ans. As there is no mechanised logging in our country the risks are of a different type. Manual logging has its own risks and occupational diseases. Forest workers in India by

the time they reach the age of 40 - 45 suffer from arthiritis and stiff back. Their spinal cord is permanently bent and damaged in many cases. In addition to this the risks from forest wild life and reptiles is much greater in India.

Q.1.3.2. Are safety requirements specified when concluding service contracts with workers under sub-contracts or when concluding concession agreements?

Ans. In India forest work is mostly carried out by contractors who hire labourers (forest workers). No contracts are signed before hiring these workers. The contractor does not even give a verbal commitment to the workers regarding service conditions. There is no safety law for forest workers as yet. Inspite of years of efforts by workers' organisations and other social organisations no draft bill to ensure safety for forest workers has been prepared either by the Central Government or any State Government legislative assembly.

Q.1.3.3. Is the subject of occupational safety and health adequately covered in the curricular established for the training of forestry graduates and technicians?

Ans. For graduates selected to the Indian Forest Service (IFS) there are institutes imparting technical and specialised training in Forestry operations, but occupational safety and health is not covered in the curricula.

Q.1.3.4. Have findings become available on the relationship between payment systems and accident rates?

Ans. No. There is no such information or statistical data available on this relationship. But on a general experience basis it can be said that wherever workers are paid on a piece rate or incentive rate basis the rate of accidents are more.

Q.1.3.5 What progress has been made in promoting the use of personal protective equipment?

Ans. No personal protective equipment is made available to these workers who work in deep dense forests without shoes, gloves, and mostly with scant clothing on their body. They are often victims to snake bites, and other injuries of the hands and legs.

Q.1.3.6. In those developing countries where under nourishment of workers persists, have provisions for adequate nutrition

of forest workers been made? (Applicable to developing countries only)

Ans. In most of the forest rich states minimum wages for Forest workers have still not been fixed. Some states have fixed minimum wages at Rs. 6/- per day. But in actual practice the illeterate and extremely exploited worker is only paid Rs. 3/- -- Rs. 4/- daily which by no stretch of imagination is adequate even to feed himself leave aside a family of say, just 4 members. In the State of Bihar although the prescribed rate of Minimum wages for forest workers is Rs. 9.60 they actually get much less. In the North Eastern State of Assam the contractors and even Forest Department Officials make the poor workers slog overtime, sometimes lasting upto 12 hours, and give them cheap intoxicating liquor as overtime wages. The workers who cannot afford enough food are content with the liquor and in return work for long hours in an intoxicated state of mind. The effect of liquor on a near empty stomach is deadly and leads to very harmful and damaging effects. In Maharashtra the situation is slightly better, wherever Forestry operations are carried out by the Timber Development Corporation. The workers apart from their daily wages which range between Rs. 7/- - Rs. 9/- per day, are given 1 kg. of wheat and 200 gms of soyabeen oil per worker per day. But it is amusing to note that wheat and oil stocks are very limited and the workers mostly have to do without it. In general it can be concluded that Forest workers in India do not even get enough food to satisfy their hunger, leave alone adequate nourishment.

Q.1.3.7. Are inspections of logging sites and equipment conducted by competent persons?

Ans. In the State of Uttar Pradesh, Assam, Madhya Pradesh, the Forest Department has its own inspection Staff which decides ... which tree is to be cut, the size of logs etc. In Maharashtra there are supervisors and forest guards for inspection purposes.

But it must be noted here that although persons are available in the Forest Department to conduct inspection of logging sites, they do not consider it as their duty to inspect and provide safe and healthy working conditions to the Forest Workers.

Q.1.3.8. Has any initiative been taken to develop occupational health services for the timber industry?

Ans. No. The Government and private industries dealing in forestry operations have not taken any initiative in this direction.

Q.1.3.9 Is upto-date statistical information on occupational accidents and diseases in the timber industry available and is such information regularly provided to the I.L.O.?

Ans. No. Such statistical information is not collected. The Workers Organisations are also never consulted before such figures are sent to the I.L.O.

1.4. Trade Union rights and labour management relations:

Q.1.4.1. Has your country ratified and have the necessary measures been taken to ensure the effective application of

(1) - The Freedom of Association and protection of the right to organise convention 1948 (No. 87)

Ans. A) No. The registration of trade unions for forest workers is more difficult and is delayed for long periods. The trade unions in forests are not recognised by the officials and as such trade union activities are still regarded is anti-social and criminal activities in some parts of the country.

B) In another parts of the country political movement believing in violence, like the Naxalite movement is strong. The Government's machinery at the lower level does not differentiate between trade union activity and the violent political activity such as on the border areas of Andhra Pradesh, Maharashtra and Bihar.

C) Suitable steps have yet not been taken to provide benefit to the workers under this convention.

D) No machinery has been created to give protection to the workers in recognition of their rights under the said convention.

(2) - The right to organise and collective bargaining convention, 1949 (No. 98)

Ans. India has not ratified this convention. The facilities for organising forest workers are not available. Government machinery discourages such organisations. As a result the unions of forest workers are very few compared to the number of workers engaged in the industry.

(3) - The Workers' Representatives Convention, 1971 (No. 135)

Ans. India has not ratified this convention.

(4) - The Rural Workers' Organisations convention 1975 (No. 141).

Ans. India has ratified this convention in the year 1975.

(5) - Has your country taken action on the Collective Bargaining Convention 1981 (No. 154) as required by article 19 of the constitution of the ILO.

Ans. A) India has not ratified this convention.

B) No collective bargaining is encouraged by the Government.

C) The Provisions of Industrial Disputes Act are not made applicable to the forest industry.

D) The disputes between workers and employers (contractors) on the one hand and the disputes between the workers and the Government as an employers are neither accepted, in conciliation nor referred to industrial courts for adjudication or arbitration. Thus in practice too the convention is not implemented.

Q.1.4.2. Have workers of the timber industry been able to participate in worker education programmes?

Ans. Although workers education programmes are conducted by the Central Board of Workers Education a Government undertaking there are no prescribed education programmes for forest workers only. Likewise the Central Board of Workers Education has not allocated any budget for the education of Forest Workers. Indian Federation of Building and Wood Workers, an all India Workers Organisation of construction, wood and forest workers in association with the International Federation of Building and Wood Workers has been conducting education programme for forest workers. This programme involving the study circle system of education has been very successful in educating and organising forest workers all over the country. In a span of just 5 years, approx. 2200 forest workers have been given trade union education and they are all working now to strengthen their respective trade unions at district and city level. About 70 new unions of forest workers have been established all over the country during the last 5 years.

Q.1.4.3. Have the public, authorities in close association with the relevant employers' and workers organisations been able to assist in the promotion of sound labour management relations?

Ans. The Government of India as well as the State Governments have not made any effort to bring the employers and employees together on any platform with a view to either reduce tensions or improve employer employee relationship so much so that the labour authorities misuse their power and authority, and in most cases become a party in exploiting the workers in collusion with contractors and petty traders. The workers on the other hand are scattered, illeterate and mostly unorganised. They have no knowledge of the law and are not aware of the rights. In such a situation there is complete absence of sound labour management relations. The employers are too strong and organised and the workers extremely weak, ignorant and unorganised.

2. Questions relating to the wood working industries:

(The terms of references of the Tripartite Technical meeting for the Wood Working Industries excluded the operations which came under the Tripartite Technical Meetings for the Timber Industry and further more problems relating to carpenters and joiners engaged on building and civil engineering workers which fall within the scope of the Building, Civil Engineering and Public Works Committee).

2.1 Technological Change:

Q.2.1.1. What are the major technological changes that have taken place in the wood working industries?

Ans. Saw mills in most of the states today are using better and modified tools. Previously wood was cut by traditional axes and hand saws. Today wood working industries are using Band Saw machine which cuts wood in a fraction of a minute. Rotating saws powered by diesel are also being used in most of the saw mills. Even for smoothing and curving edges of rough wood, band saws are being used. For drilling operations previously hand drills were used, today electric operated drills do the same job with great ease and in a very short time. As compared to just one medium toothed saw we now have saws with seven different types of teeth to cut wood of varying size and strength. Thus technological changes have taken place in the wood working industry and the technology being used at present may be termed as intermediate technology.

Q.2.1.2. To what extent have developing countries been able to increase the manufacture of semi-finished wood products?

Ans. Previously high quality wood from India was sent out and the finished goods manufactured in Western countries were sent back in the markets of the developing countries.

A simple example of this are the cricket bats. Kashmir Willow was previously exported to England and other countries where bats were manufactured. These cricket bats were then sold in India at exorbitant prices. Today India has reached a stage where high quality semi-finished and finished goods are not only sold in the country itself but they have a very popular and lucrative market abroad. An example of this is the wood carving industry of Saharanpur which manufactures exquisitely carved wood articles. These articles have a very good foreign market.

Q.2.1.3. What are the repercussions of research and development on a better utilisation of the wood resource by the wood working industries?

Ans. In India no formal research or development programme for better utilisation of wood resources has even been initiated either by the Government or any employers organisation to any significant extent. However, with the growing demand of wood even wastage like saw dust and small particles and chips of wood, which was previously thrown away or used as fuel is now being used to manufacture soft board, particle board, card board, toys etc. The village and handicraft industry has undertaken this work on a large scale.

As far as better utilisation of wood resources is concerned constant agitations and pressure from voluntary social organisations and Forestry conscious movements have been successful in making the government aware that unless properly maintained, forests are not going to last for ever. An example, of this is the 'Chipko movement' in Uttar Pradesh. This movement led by the people themselves forced the Government to impose a ban on the wanton exploitation of forests in the Himalayan stretches. More and more people are today being made conscious about better and cautions utilisation of forest resources. But these efforts are bearing fruits not because of research and developmental programmes undertaken by the Government but because of such movements undertaken by the people themselves. Serious efforts of the authorities are needed in the direction of research and development urgently for better utilisation of available wood. The latest inventions and machinery available in Europe is now being imported for modernising the industry. As a result the effect on labour unemployment has been felt.

Q.2.1.4. Which measures have been taken to ensure that managers and workers use new technologies efficiently and safely?

Ans. There are no training programmes where workers are taught to use band saw machines, rotating saws or other types

of saw. No managers are appointed to ensure efficiency or safety of the workers. They learn the skills by watching and learning from senior and experienced' workers and in large number of cases it has become a family trade which is passed on from father to son.

Q.2.1.5. In the case of redundancy as a result of technological change, what has been done to provide suitable alternative employment or appropriate compensation for those affected?

Ans. In the case of redundancy the workers are removed from service on the basis of last-come-first - to-go which we call "retrenchment". The Industrial Disputes Act has provided certain conditions for retrenchment and has also provided that when a worker is retrenched he should be paid 15 days wages per year of service. This amount is of course insignificant and insufficient. The institutes for training are very few and mostly located in cities and towns. In the city of Bombay which has about 8 million population, there are only 2 - 3 polytechnics with a total of 1100 seats only. Every year about 80,000 youngmen fresh from school apply for admission but only 1100 get a chance. There is no facility for retraining the retrenched worker as yet. The picture in the rest of the country is still worse.

Q.2.1.6. Have there been any major positive or negative effects of technological change on the individual? If so, please specify.

Ans. Technological changes have very adversely affected tribal life in India. Previously thse tribals and forest dwellers lived and earned by the forests. They manufactured handicrafts, baskets and other articles out of wood, and there was always, a ready market. But today cheaper raw material like plastic has replaced wood for the manufacture of these articles. The tribals have been severely affected as a result of this change. An example of this is the wooden toy-fruits manufacturing industry in rural Sawantwadi (State of Maharashtra). This industry today is on the verge of extinction as a result of technological changes. Similarly in the State of Madhya Pradesh tribals and rural artisans excelled in the manufacture of bamboo made articles and handicrafts. Today raw material being costly these goods do not find a ready consumer market. This has severely affected the economic survival of these workers and artisans.

2.2. <u>Creation of Employment</u>:

Q.2.2.1. To what extent has it been possible to increase, as a result of expanding local and export markets, employment

in the wood working industries of developing countries? (Applicable to developing countries only).

Ans. The demand for plywood and other wooden furniture, panelling, decoration etc., has definitely increased in the recent years both in the local and the export market. This has also led to increased employment in the industry. But on the other hand self employed artisans and workers making an earning through small scale and cottage industry have been severely affected. They have no employment avenues left because the increasing local and export market demand for wood has deprived these self employed artisans and craftsmen of the resource (Wood). It can thus be concluded that increased employment in wood working industries is neutralised by the decreased employment in small scale forest based wood working industry.

Q.2.2.2. In order to contribute towards a more even distribution of employment opportunities and income, what has been done in the developing countries to locate wood working industries as far as possible in rural areas? (Applicable to developing countries only).

Ans. No definite policies have been laid down by the Government to locate wood working industries in the rural areas. Most of the saw mills and other wood working industries are located in cities and towns. However, large wood working industries like plywood factories are also situated in rural areas near forests and although these industries have created employment opportunities for local labour it does not imply that because of this there is even distribution of income also. It is also observed that on such projects local labour is only employed for unskilled jobs whereas trained manpower is imported from outside the area.

Q.2.2.3. Have the developing countries been in a position to expand the employment potential of the wood working industries by avoiding sophisticated technologies? (Applicable to developing countries only).

Ans. Sophisticated technologies are generally not in use in the wood working industry except in plywood, hard board and laminate industry. In India manpower is available abundantly. The emphasis here should be on employing maximum manpower to enhance production. Wherever quality goods at competitive rates could be produced without employing modern sophisticated technology it should be the policy of the government to encourage the same.

Q.2.2.4. Has your country had any experience of any industrialised country having provided assistance towards the establishment of viable wood working industries in the developing

countries?

Ans. We have no knowledge about any such effort being undertaken by any developed nation.

2.3. Training of Managers and Workers:

Q.2.3.1. Is training based on the assessment of quantitative and qualitative future manpower needs of the wood working industry?

Ans. No. In India the employer is only concerned with immediate profits and the poor worker about employment and wages. Thus no training programmes based on the assessment of quantitative and qualitative future manpower needs by the wood workig industry have been undertaken.

Q.2.3.2. Is training provided for the modern sector as well as for the intermediate and traditional sector?

Ans. In the traditional sector the skills from one generation of the workers are handed down to the next generation. An example of this is the Carpentary and wood carving industry in Saharanpur. The bulk of the population in the town is involved in the wood working industry and wood trade. No formal training is provided by the Government. Training starts as early as 6 - 7 years so that the limbs of the worker are moulded to meet the requirement of wood carving industry. These young craftsmen work under the apprenticeship of senior family members and thus learn the skills and become earning members of the family very soon. In the intermediate sector too skills are learnt by assisting and working under experienced workers. There are a few organisations for name sake which provide training to these workers. Apprentice workers here are also paid a stipend during training period. I.T.I. also has carpentary as a subject in its curriculum. But again considering the vast number of workers employed in this industry these training programmes are not adequate.

Q.2.3.3. Have national training standards, guidelines and certification been established for the wood working occupations?

Ans. Carpentary training is given at present in the I.T.I. The quality of training is not upto the mark and the number of seats are very few. The workers who pass training through ITI are, issued certificates. The bulk of the workers however are working without certificates.

Q.2.3.4. Are competent representatives of government services, employers' and Workers' organisations collaborating in the formulation and implementation of training policies in the wood working industries within the frame work of national plans or programme?

Ans. No. Such training policies have been formulated jointly by the Government, employers organisation and workers organisation for workers employed in wood working industries.

Q.2.3.5. What measures have been taken to improve the quality of the training of managers and workers?

Ans. There are no training programme for managers. Some of the ITI's have supervisory level training programmes for wood working industries.

Q.2.3.6. Are the necessary financial resources for training available?

The budgetary provisions have not been made to allocate finances for such purposes.

Q.2.3.7. Are the suppliers of equipment making contribution to provide training for the wood working industries?

Ans. As no sophisticated machinery is used in the wood working industry the need for such programmes does not arise.

2.4 <u>Safety, Health and Welfare</u>

Q.2.4.1. What has been done to ensure that workers foremen, and supervisors are adequately trained, instructed and informed as regards the prevention of occupational accidents and diseases?

Ans. No such training is provided to the workers foreman for the industry except under the Factory Act and as all the wood working shops have not been declared factories there is no law to prevent accidents. However, in some organised wood working industries, which are of course a handful few safety weeks are organised once or twice a year. Exhibitions and seminars highlighting prevention of occupational accidents and diseases are organised during these weeks. But such programmes only benefit those workers who are employed in big cities and it can be concluded that a majority of workers employed in towns, mofussil

areas and villages are still prone to occupational accidents and diseases and no efforts to prevent the high incidence and occurance of such accidents have been undertaken either by the Government or the private employers.

Q.2.4.2. Are statistics on occupational accidents and diseases in the wood working industries collected, compiled and analysed as a basis for preventive measures?

Ans. No statistics are collected, compiled and analysed as far as non factory wood working industry is concerned. It is a totally unorganised sector. The workers in the timber, as well as wood working industry are too many. But the statistical data is not available on occupational diseases in these industries. To a great extent lack of trade union in this sector is responsible for non-availability of this data. Most of the occupational accidents are not registered because there is no legal requirement and the employers do not send statistical data about accidents to the government in the non factory sector which is larger than the factory sector.

Q.2.4.3. Have regulations on the prevention of accidents and occupational safety and health been issued with regard to the principal risks involved in the wood working industries?

Ans. For those wood working units which are part of a larger factory or industrial union provisions formulated under the Factory Act are applicable. Under this act prevention of accidents and occupational safety and health provisions are covered. But this act is generally not applicable to small saw mills and small wood working undertakings where safety and health regulations are not stipulated under the law or implemented otherwise.

Q.2.4.4. Has your country ratified the guarding of Machinery Convention, 1963 (No. 119) and are the guidelines contained in the Guarding of Machinery Recommendation, 1963 (No. 118) being followed?

Ans. India has not ratified the Guarding of Machinery Convention 1963 (No. 119) but the Guarding of Machinery recommendation 1963 (No. 118) has been ratified.

Q.2.4.5. Is there a regular cooperation in the field of safety and health between public authorities, undertakings, organisations of employers and workers and relevant specialised institutions?

Ans. There is no form of regular cooperation in the field of safety and health between public authorities, organisations of employers and workers. The Government does not have the adequate machinery to implement health and safety laws. Private employers are not bothered and interested in implementing such laws and of course the workers in these industries are largely unorganised and unions are not able to enforce upon the employers and government to implement health and safety laws.

Q.2.4.6. Are efficient labour inspection services available to reach not only large but also the great number of small undertakings?

Ans. There are adequate provisions in law to provide an Inspection machinery. But the Government just does not have enough labour inspection machinery for the implementation of these laws. There have been incidents of corruption and as a result implementation of preventive measures have been tardy.

Q.2.4.7. What are the major welfare facilities provided to workers in the wood working industries?

Ans. There is no law to provide and regulate welfare measures for the non factory wood working industry.

Q.3 Questions relating to the Timber Industry and the wood working industries

Q.3.1. Impact of conclusions and resolutions on national practice

Q. 3.1.1 Have the conclusions and resolutions of the Tripartite Technical Meetings for the above industries had a direct influence or impact on national labour, social or economic policies/and/or practice?

Ans. No. The Government of India as well as the State Governments have failed to take note of the various resolutions, recommendations with regard to non factory wood working industry and as such the workers have not benefitted at all. It is essential that the ILO insists on Governments to accept the recommendations within a stipulated period and take measures to protect the workers from exploitation.

3.2 Consultation of employers' and Workers' Organisations

Q. 3.2.1 Have the representative national employers and workers' organisations been consulted in the preparation of these

replies? If so, please identify these organisations.

Ans. "The Indian Federation of Building and Wood Workers" received the questionaire from its National Centre the Hind Mazdoor Sabha as also through the International Federation of Building and Wood Workers. The Federation then convened a meeting of some of its major affiliates connected with the Forest and Wood Industry at Bhopal (State of Madhya Pradesh) from 13-14 October, 1984 to discuss the questionaire. It also invited representatives of some fraternal organisations and experts which are working among the Forest and Wood Workers. A list of the participating unions/ organisations along with the names of their representatives is given here below :-

1. Indian Federation of Building and Wood Workers - represented by
   1) Mr. K.A. Khan
   2) Mr. S.R. Wagh
   3) Mr. N. Hatkar
   4) Mr. Sangam Tripathy
   5) Ms. Jyoti Kelkar
   6) Ms. C. Nathan

2. Majoor Sanghatana, Zilha Thane, District Thane, State of Maharashtra represented by Mr. Kaluram Dhonghade.

3. Hind Mazdoor Sabha, State of Orissa represented by Mr. K.C. Patra.

4. Timber Mazdoor Sabha, District Kanpur, State of Uttar Pradesh represented by Mr. R.K. Tripathi.

5. Bandhkam Va Lakud Kamgar Sanghatna, District Gadchiroli, State of Maharashtra represented by Mr. Mohan Hirabai Hiralal.

6. Jorhat Building and Forest Workers Union District, Jorhat, State of Assam represented by Mr. Paresh Bardoloi.

7. Garib Sanghatan, District Raipur, State of Madhya Pradesh, represented by Mr. K. Sinha.

8. Wood Carving Mazdoor Union, District Saharanpur State of Uttar Pradesh, represented by Mr. M. Naeem.

9. Chipko Andolan, District Tehri Garhwal, State of Uttar Pradesh, represented by Mr. Pratap Shikhar.

10. Jan Jagran, District Belgaum, State of Karnataka represented by Mr. Shivaji Kagnikar.

11. Hind Mazdoor Sabha, State of Madhya Pradesh represented by Mr. T.D. Singh.

12., Bihar Van Mazdoor Union, District Singbhum, State of Bihar, represented by Mr. A.N. Pradhan.

13. Hind Mazdoor Sabha, District Bhopal, State of Madhya Pradesh, represented by Mr. Dubey.

3.3. Other Information

Any additional information you consider relevant to the preparation of the General Report, including material on recent events and developments in the timber industry and the wood working industries would also be welcome and in particular as concerns

- data on output and productivity
- annual statistics of workers employed by industrial branch and sex.
- programmes and policies as regards the social aspects of the timber industry and the wood working industries.
- example of collective agreements.
- significant publications.

For 100 million forest dwellers and tribals, who are otherwise not employed by the Forest Department or contractors for logging operations, collection, utilisation and sale of minor forest produce is the only source of livelihood and survival. But the conditions of work and life of these collectors are far more worse than those of the forest workers who are employed in Forestry operations by Forest Department or contractors. The conference unanimously decided to discuss and highlight the crisis and issues facing these collectors. A questionaire was formulated to facilitate discussion and the report given herebelow is based on the findings, discussions and conclusions of the conference.

MINOR FOREST PRODUCE: (Case study: India)

Forests are a source of a variety of minor forest products. All forest produce other than timber are referred

to as minor forest produce. We shall briefly describe some minor forest produces collected by forest workers in India. The economic, social and religious practices of these workers are closely connected and related to these produces. They include fibres and flosses used in rope making etc. oil seeds, harra and behara used in tanning industry and dyeing industry, spices used in drugs, poisons and insecticides, resin used in turpentine, varnishes, paints lac and gums used by industry, Kendu leaves used in bidi (Indian Cigarette) making etc.

The minor forest produce are collected by forest dwellers and then sold to the contractors and also the Forest Department of the Government. It has been estimated that present seasonal employment in the harvesting of minor forest produce is not less than 250 million man days.

In India the economy and hence survival of the forest worker/dweller has subsisted on the minor forest produce since times immemorial. Earlier when the value of forest products was unknown the forest dwellers or workers kept what was needed for their own use and bartered or sold the rest to the middleman, from where it went to the customer. But the opening of forest areas has made a qualitative change in this aspect. Once the demand for minor forest produce grew and its commercial value rose, the government and forest department belatedly woke up to its full potential. Minor forest produce thus became an important source of meeting the cash requirement of the forest worker as well as a solid source of revenue to the state. But the Forest Department and contractors are bent upon disturbing their economy by exploiting them.

In Uttar Pradesh, Orissa and other states the trade of Kendu leaves has been nationalised. In the forest rich State of Orissa the most pitiable condition is that of the forest worker and the forest products. In Orissa in the trade of Kendu leaves alone nearly 800,000 pluckers and 30,000 seasonal workers are engaged. But these workers live in wretched conditions and can best be described as living below the poverty line. They get a shameful wage of Re. 0.01 as per 8 Khendu leaves collected and the maximum these poor workers can earn for 12 hours of labour is between Rs. 2.80 to Rs. 3.00. Compared to this the state government sells Kendu leaves at the rate of Rs. 17,200/- per quintal. Oil seeds, gum, tannin and fruit leaves are auctioned to contractors. Another sector in Orissa, where the workers are exploited is the sal seed trade, where nearly half a million primary collectors collect sal seeds from sal trees which are found in abundance in the state of Orissa. Profits to the tune of crores of rupees are earned every year where as the primary collector is paid a meagre Rs. 1.80 to Rs. 2.00 daily.

The workers engaged in this trade are mostly forest dwellers (adivasis and banbasis) who collect sal seeds from forests, dry them and then grind them to remove the precious seeds from within. 10 hours of daily work yields Rs. 2.00 as wages at the end of the day. The market selling rate of decoricated seeds is Rs. 2,500/- per ton. In Madhya Pradesh contractors pay local forest dwellers Rs. 50/- a quintal for the collection of Sal Seeds, they then pay the state government a royalty of Rs. 30/- but finally sell the product at Rs. 250/- per quintal a profit of over 200 percent.

In nearly all the forest states a Mahua tree about 10 to 12 years old, can become a means of income for the forest dwellers. Mahua is the most important forest product for the people next to wood. The flower is eaten by humans and cattle and the seed has 35% to 40% oil content. The Mahua flower is collected from mid March to mid April and has a high sugar content. An estimated 10,000 tonnes of flower is collected annually, about 40% from forest lands and rest from the lands of farmers. In a season, the flower, is sold for as little as 25 paise per kg. The price later rising to Rs. 1.50 per kg. Collection and sale of the flower bring in Rs. 150/- to Rs. 200/- per month to a family in summer. The seed passes through a chain of 2 - 3 middleman before reaching the processor. In 1969 the Mahua trade was nationalised. In that year, only 5% of the Mahua, found its way to the retailers through the highest bidder. The remainder was either exported to distilleries or used by distilleries in the districts itself.

Likewise oil extracted from Karanj and Kusum flowers are used for various purposes. These also constitute an important source of cash income for the forest dwellers. Karanj, Kusum, (Non edible) and sal seed oil (edible) are used for number of purposes. They are both sold and self utilised.

Lac is an important forest produce. Good host tree for lac are Kusum, Palash and Ber. Tribals are very much accustomed to lac cultivation. About 3 million tribals and forest dwellers primarily in Chota Nagpur and Santhal Parganas of Bihar and parts of West Bengal, Madhya Pradesh, Maharashtra, Uttar Pradesh and Orissa cultivate lac. Formerly this was an important secondary occupation of tribals in Chota Nagpur particularly in Ranchi and Singbhum district. From one matured Palash or Kusum tree one could get lac worth Rs. 100/- - Rs. 120/-. However, with the increasing disappearance of forests coupled with marketing difficulty this occupation is now on the decline. Although the declared Government price for lac is Rs.

3/- per kg. the local people cannot get more than Rs. 0.75 per kg. from the middleman. If schemes of making seed lac from stick lac are introduced in important local centres and assured market is provided, it would help the local tribals to augment household income considerably.

Tasar silk cocoons are reared in Sal, Asan, Arjun and Bet trees. Best Tasar Silk cocoon (Deba) can be reared in Arjun and Asan trees. Rearing of Tasar cocoons is an important occupation and source of cash income for the forest dwellers, in Singbhum, Ranchi, Hazaribagh and Santhal Parganas. The raw materials of Tasar silk are mostly supplied from Chotanagpur region, while the weaving of Tasar silk is concentrated in Bhagalpur distrcit of Bihar. Even nowadays, in Chaibasa, Singbhum district Hazaribagh, Ranchi local tribals take lease at the rate of Rs. 2/- per adda (One adda consists of 100 Sal/Asan trees) per person, per season, to rear Tasar Cocoon.

Forest dwellers collect Babul gum from Babul trees and Sal gum from Sal trees for incense. Unfortunately the system of leasing out these trees to contractors to collect gums have been depriving local people the potential benefit to them.

Ropes made out of Sabai grass are not only used for self consumption but also sold in the market. Similar to Sabai grass, variety of ropes are made of Sesame leaves.

Bamboo is another important forest produce. Bamboo products are not only used for self consumption, as for house construction, poles, manufacturing of baskets, bhar, fish, trap, bowls, to filter country liquor, winnowing fan, umbrella, even as food (Bamboo shoots), but also are used to fetch cash income. But again here the Government has completely alienated the forest dwellers from this resource. The Government of Madhya Pradesh agreed to give bamboo to the Orient Paper Mills, Amlai at the rate of 36 paise per tonne in 1964 for 20 years. The market price of bamboo today is Rs. 270/- per tonne. Large tracts of bamboo forests in this state have now been leased out to Birlas, a corporate giant for a period of 99 years at an astonishingly low rate of 90 paise per tonne. But in the same forests if a worker goes to purchase bamboo to build his hut he is charged at the rate of Rs. 6/- per bamboo.

Char (Chiranjee) is an important dry nut. This is used to prepare costly sweets for the urban people forest dwellers exchange these against salt at a very low exchange rate. In any town 1 Kg. of Chiranjee would fetch Rs. 50/-, Rs. 55/- whereas forest dwellers exchange 1 kg. against only 15 kg. of unrefined salt.

Fruits like Ber, Jamun, Kendu, and Mango (Biju), (all available in forests) are not only self consumed to supplement food requirements but are also sold in the market.

In Madhya Pradesh for hundreds of thousands of tribals, collecting and selling firewood is slowly becoming a major occupation. The forest dwellers take their head load of firewood, about 20 -25 kg. per headload, directly to the town where they earn about Rs. 4 - Rs. 5 per headload.

The state on its part has not enunciated any development policy to safeguard and improve the conditions of work and life of these collectors who have survived all through on the minor forest produces. The Government only views this resource for commercial needs of private interest. And while these commercial needs of private interests have been held as the "inevitable requirements of the development process", the meagre food, shelter, and income requirements of the forest dwellers have been treated as the chief reason for the destruction of forests.

The trade of some other minor forest produce has also been nationalised, it's purchase being made by the Forest Department from forest workers. In practice however forest departments have been known to purchase minor forest produces through agents who pay for less than the prescribed rates to these workers. Although many states have taken a policy decision and there is a consciousness at the national level too that full return of the minor forest produce must be given to the forest workers, removing the incidence of royalty and operational costs, it is a real pity that the issue remains to be operationalized in the field. The Government both at the centre and in the states does not realise that this single step will help the minor forest produce collectors to upgrade their economy substantially since it will give direct benefit to the individual worker who is himself engaged in that economic activity. The revenue hungry government only views minor forest produce as a source of income but is not interested in providing a sound economic base to the forest worker's economy by giving them full returns. Another factor which the Government is blatantly ignoring is the rapid exhaustion of this vast resource because of non-maintenance or inadequate care. The poor forest workers cannot undertake this task'. The unwilling and unimaginative government has envisaged no new forestry plantation programme with a positive policy for maintenance and production of minor forest produce with active participation of the forest worker so that he gradually becomes a grower of minor forest produce rather than remaining merely a collector. The Government does not realise that such a programme will help in bringing about a struc-

tural change in the economy over a period of the time harmonising the interests of tribal economy and the forest economy.

In addition, social forestry including plantation of fuel wood and small timber providing fodder and grazing, raising fruit trees like mango, jack fruit, kendu etc. and non-edible oil trees on community lands, panchayat, lands, marginal degraded forest lands and on individual farmers lands should be planted as a supplement to minor forest produce resource regeneration. In Bihar tussar cultivation can be done on a large scale under social forestry programme.

RECOMMENDATIONS:

1. Create employment generation potentiality in Forestry:

The best option for stepping up employment would be through land distribution schemes. There is as much as 120 million hectares of degraded barren and marginal farm land available in India for production through social forestry programmes. Small portions of these lands could be distributed to the unemployed rural poor consisting of forest agriculture and other workers. The quantum of land assigned to each family will have to be worked out on the basis of the quality of land and the structure of the local society. For example Gujarat Government's social forestry programme envisages the level of 37.5 hectares per family. Depending on the choices, the programme will generate jobs for between 3 to 120 million families. These people can grow trees on such lands which will provide them with food and also some income from the minor forest produce. The forest dwellers will thus be rehabilitated and the problem of providing employment will also be solved to a large extent. The programme would also call for investments of the order of Rs. 1,000/- per hectare per year for these 100 or more million hectares. The investment will take between 5 to 15 years to yield dividends. One may however expect from such a programme yields of the order of 5 tonnes per hectare per year after the initial gestation period. Thus we will be adding to our economy wood production of the order of 500 million tonnes per year which would make a tremendous impact on the nation as a whole. The problem of raising funds for this purpose can be solved by levying a tax similar to that levied by the Government of Maharashtra for its prestigious Employment Guarantee Scheme, with a special provision for levying a super tax on industries and multinationals which use forest products on a large scale to earn huge profits for themselves.

It is also urged upon the government to regulate the Employment Guarantee Scheme throughout the country. Once people are employed through social forestry programmes under this scheme they can always take up other jobs connected with forest during off season. Social forestry definitely offers a potential solution to the problem of generating employment, especially in places where the rate of unemployment is high. Another recommendation is to develop small scale forestry related industries. It might be production of toys and furniture making, mat weaving, using fibres and straw or extracting oil from seeds for soap and lamps.

2. Forest workers should be organised throughout the country.

Unorganised labour in India, is mostly engaged in forestry and its allied sector, construction and agriculture. An approximate guess of 8 million workers employed in these sectors should not be wrong. This class of labourers is ruthlessly exploited both by the private and public sector and their living and working conditions are miserable and inhuman. The employment of child labour in these hazardous employments though prohibited is a common phenomena. It is a ghastly sight to see children below 12 years of age working round the clock to make a paltry livelihood. Interested class organisations and their efforts to build trade unions of workers employed in forestry often feel defeated at the hands of old sanctions of social heirarchy.

The seminar recommends that firstly an awareness must be created among the organised sector workers that they have a responsibility to lend a helping hand to their unfortunate brothers and sisters in the unorganised sector. Organised workers from other industries must contribute and aid the unorganised workers both financially and by their organisational strength and experience to help unorganised workers to form trade unions. Trade union education to help form trade union organisations must also be given top priority. Young and enthusiastic organisers from amongst the villagers who have a missionary zeal to organise forest and other unorganised workers must be supported financially. International assistance for this purpose can be sought through government channels from International Federations of workers in developed countries. This assistance can also be in the form of trade union education and organisation programmes to organise workers in the developing countries.

APPENDICES

1.1. Central Forest Acts: A chronology.

1.2. Other Central Acts Relevant to Forests.

1.3. Forest Department: Revenue, Expenditure and surplus.

1.4. Minor Forest Produce: Growing Commercialization.

1.5. Forest Produce Trade: Nationalization.

1.6. Deforestation.

1.7. Afforestation programmes: 1951 - 1980.

1.8. Foreign agencies in Forests.

1.9. Non - Wood Forest Products: Production & Employment.

1.1. Central Forest Acts: A Chronology

1864 The Government Forest Act.

1878 The Indian Forest Act

1890 The Forest Act.

1891 The Amending Act.

1901 The Indian Forest (Amendment) Act

1911 The Indian Forest (Amendment) Act

1914 The Repealing and Amending Act

1918 The Indian Forest Amendment Act

1920 The Devolution Act (Amendment)

1927 The Indian Forest Act.

1980 The Forest Conservation Act.

1.2 Other Central Acts Relevant to Forests:

1860 The Indian Penal Code

1871 Cattle Trespass Act

1871 The Indian Evidence Act

1872 The Contract Act

1874 The Land Acquisition Act

1908 The Land Registration Act

1930 The Sale of Goods Act

1963 The Limitations Act

1972 The Wild Life Preservation Act

1973 The Code of Criminal Procedure Act.

Source: NCA, 1976 p 363

1.3 Forest Department: Revenue, Expenditure and Surplus

(In Rs. Crores)

Average for the Period	Gross Revenue	Expenditure	Surplus
1936-37 to 1938-39	2.59	1.94	0.64
1945-46 to 1947-48	14.93	6.77	7.86
1951-52 to 1953-54	24.01	10.62	13.39
1961-62 to 1963-64	69.38	32.23	37.15
1969-70 to 1971-72	135.87	73.49	62.38
1980-81	472.55	317.82	154.72

Source : For 1980-81 DFFP, Country Profile, India 1981
For the rest, NCA, 1976 p. 7 and p. 16

1.4 Minor Forest Produce: Growing Commercialization:

Year	Outturn
1950 - 51	6.92
1960 - 61	10.60
1970 - 71	35.04
1972 - 73	50.69

Source: Compiled from Forest Statistics of India.

1.5 Forest Produce Trade: Nationalization

Product	State (in which the trade is Nationalised)
Tendu Leaves	Madhya Pradesh, Maharashtra, Rajasthan Andhra Pradesh
Apta Leaves	Maharashtra
Gum and Bamboo	Madhya Pradesh
Sal Seeds	Bihar
Sandalwood	Karnataka, Tamilnadu etc.

Source: NCA, 1976, pp 269 - 70

1.6 Deforestation

		Area (in '000 ha)
1.	Road Construction	57.1
2.	River Valley Projects	479.1
3.	Establishment of Industries	127.2
4.	Agriculture use	206.9
5.	Miscellaneous (including natural causes, commercial felling, rehabilitation programmes and tribal practices)	965.4

Source: DFFP, Country Profile, India, 1981

1.7 Afforestation Programmes: 1951 - 1980

	In lakh hectares
Economic and Industrial Plantations	22.0
Quick growing species	14.8
Others	00.515
Total	37.315

Source: Sixth Five-Years Plan, 1980-85, Planning Commission P. 136 and DFFP, Country Profile, India 1981, p. 45. p. 77

1.8 Foreign Agencies in Forest

(Proposals in the Sixth Plan)

AGENCY	No. of Projects	Location of Projects
FAO	4	West Bengal, Kerala, Bihar, Karnataka, Uttar Pradesh, Gujarat
World Bank	3	Uttar Pradesh, Himachal Pradesh and at National level
IFAD	3	Kerala, Andhra Pradesh, Himachal Pradesh.
UNDP	9	Uttar Pradesh, Bihar, Madhya Pradesh.
SIDA	4	Bihar, Kerala, Uttar Pradesh.
Others	10	Himachal Pradesh, West Bengal, Uttar Pradesh, Kerala.
Social Forestry Programmes of World Bank, US AID, SIDA	12	All States.

Source: DFFP, Country Profile, India 1981, pp.79 - 84 and p. 132.

1.9 TABLE: Non-Wood Forest Products: Production and employment

Production: tonnes
Employment: man-years

Description	Collection Periods	Production Current	Production Potential	Employment Current	Employment Potential
Fibre and Floss;					
Fibres	March-May	2500	45000	4400	79000
Kapok Floss	May-June	3000	4500a	10000	15000a
Grass	Oct-March	350000	525000a	1200000	1800000a
Bamboo and Cane:					
Bamboo	All year round	1932000	4309000	48300	110000
Cane	All year round	14000	21000a	700	1050a
Essential oils:					
Lemon Grass	May-June	1300	1950a	21700	32550a
Palmorosa	Oct-Nov.	90	135a	1500	2250a
Eucalyptus	All year round	140	210a	2320	3480a
Cin namon	All year round	3	4a	50	70a
Sandal	All year round	150	225a	1500	2250a
Deodar*	All year round	15	23a	150	230a
Pine	All year round	NA	100000	NA	100000
Non-Edible oil seeds:					
Mahua	April-June (Northern) Oct.-Nov (Southern)	85,000	4900000	28600	163000
Neem	May-June	6000	418000	1000	70000
Karanaj	June-October (Different Parts of the Country)	56000	111000	19000	37000
Kusum	June-July	30000	90000	6700	30000
Sal	April-June	240000	5504000	53000	1123000
Kokum	May-June	500	2000	167	700
Khakan	May-June	-	46300	570@	15300
Nahor	May-June	1700@	5700	-	1900
Undi	April-June Sept-Nov.	-	3800		
Tans & Dyes:					
Babul bark	All year round	27400	50000	1570	83000
Avaram bark	All year round	30000	45000a	5000	7500
Wattle bark	All year round	30000	45000a	5000	7500a
Myrabolans	January-March	100000	150000a	6600a	9900a
Gums and Resins					
Karaya Gum	April-June	15000	22500a	50000a	75000a
Ghatti and Babul Gums	April-June	2000	3000a	7000	10000a
Resins	March-June	74200	150000	30000	60200

Lac and Tasar Silk ;					
Lac and Lac Products	Oct-January April-July	22000	33000a	7300	10950a
Tasar Silk	August-December	300	1900	1500	9500
Tendu leaves	April-June	210000£	300000	74900£	107000
Drugs, Spices and Insecticides					
Sarpagandha**	N.A.	600	1600	16000	42670
Kuth **	October	600	1000	16000	26670
Cinchona @@	N.A.	1420	2000	23635	33335
Edible Products	N.A.	N.A.	N.A.	N.A.	N.A
Total:		3235918	12482847	1603062	3995805

Notes:

a where, data were not available, it was assumed that potential production and employment would be, at least, 50 percent higher compared to the current levels. This percentage is significantly lower compared to the products for which estimates of potential production were available.

* Not harvestable by local people.

@ Combined estimates for khakan, nahar and undi.

£ Assumed equivalent to 70 per cent of the estimated potential.

** Assumed that collecting one kg. of this material would require 8 mandays.

@@ Assumed that collecting one kg. of this drug would require 5 mandays.

Source: Guleria, Amar and Gupta, Tirath, "None-Wood Forest Products in India: Economic Potentials, "Oxford and IBH, pp 133, 134.

THE FORESTRY AND WOOD INDUSTRIES

COMMITTEE

OF THE

INTERNATIONAL LABOUR ORGANISATION

held its first session

at GENEVA in SEPTEMBER, 1985

Report III dealing with

WORKING, LIVING AND SOCIAL CONDITIONS

IN FORESTRY

had asked certain questions on Page 79 of the said report

THE INDIAN FEDERATION OF BUILDING AND WOOD WORKERS
4th Floor, D'Mello Road, P.D'Mello Road,
Carnac Bunder, Bombay - 400 038. INDIA.

had carefully examined these questions and after collecting, the replies received from its affiliates has made an effort to answer the questions as briefly as possible.

INDIAN FEDERATION OF BUILDING AND WOOD WORKERS

Q. 1 **What are the trends in the Wages of Forestry workers:**
- in relation to trends in the cost of living?
- in relation to wages in other industries?

Ans. A The Government of India has added forest workers in the Second Schedule of the Minimum Wages Act which means the forest workers are considered as agricultural workers (and not industrial workers) under the Minimum Wages Act.

B. Forest is a state subject in our country and as such the state governments are responsible for fixing wages, under the Minimum Wages Act, 1948 or otherwise for the forest workers.

As an example we give hereunder the details of wages fixed by a few state governments.

1. State of Maharashtra: The Forest Workers employed through the various co-operative societies established by the Government have fixed wages by appointing a Committee under the Chairmanship of the Conservator of Forests, District Thane. The piece rate wages fixed for the year 1984 - 85 are as under :-

a) Rs. 22.60 - tree felling by axe for 100 trees, having circumference of 30 cms. aand less.

b) Rs. 31.70 - tree felling by axe for 100 trees, having circumference of 31 cms to 45 cms.

and so on. If the tree is cut by a hand saw then the workers are entitled to 30% more wages than the above rate (A xerox copy of the wage rates publication (in Marathi) is enclosed). No separate dearness allowance based on cost of living index is paid to the forest workers. The above have not been fixed under the Minimum Wages and as such workers do not get other benefits accrued under the Minimum Wages Act. Like District Thane, Forest Co-operatives in other district of Maharashtra have also appointed wage fixing committees and the wages fixed in different districts for the same operation are not the same.

2. State of Andhra Pradesh: The Wages have been fixed under the Minimum Wages Act under Government order number 320 dated 5.1.84. The Minimum Wages have been fixed for about

49 categories of workers and almost of them are on piece rate basis. The wages fixed are as under:-

a) Rs. 17.50ps.- tree felling and conversion of poles for 100 trees having circumference of 20-30 cms.

b) Rs. 31.30 ps. - having circumference of 31 cms to 45 cms.

The notification also stipulates "where payment is made on piece rate basis the wages of the employees shall not be less than the Minimum rates fixed for the relevant category for a normal working day of work". No separate dearness allowance linked to cost of living index is paid (A xerox copy of the notification is enclosed).

3. State of Gujarat: The wages have been fixed under the Minimum Wages Act under Government notification dated 28th September, 1984. The wages fixed are as under:-

a) Rs. 11.75 per day or Rs. 305.50 per month to Labour (Semi-skilled) engaged in the felling of trees.

b) Rs. 10.70 per day or Rs. 278.20 ps. per month to Labour (Unskilled) engaged in collection of bamboo.

The notification also stipulates that where a worker is paid on piece rate basis, the minimum rates of remuneration payable to him shall not be less than the wages, payable on a daily rate basis for eight hours of work fixed for the class of employees to which they belong. A dearness allowance at the rate of 0.15 ps. per day or Rs. 3.90 per month is also paid for a rise of every five points over the cost of living index number 450. (A xerox copy of the notification is enclosed).

Let us now examine the trend in the rise of the cost of living index for workers, with base year 1960 = 100, since last few years.

December	1978	335
January	1981	411
August	1982	488
June	1983	533
October	1984	592
April 1985	1985	594

The Government of India has recently decided to compensate their employees for one point rise in the cost of living index @ Rs. 1.65 per month or (165 - 30 = 5 1/2 paise or say 6 paise per day). It is obvious that the forest workers should also be paid dearness allowance at this rate to make the minimum wage meaningful.

The construction workers, stone-quarry workers, mine workers, agricultural workers who were covered under the Minimum Wages Act, may be considered comparable workers, groups. As an example it may be mentioned that in the State of Maharashtra the Minimum Wage of the lowest paid construction worker is Rs. 10/- plus Rs. 4.70 as dearness allowance. Total Rs. 14.70 per day. As against that the minimum wage of the lowest paid forest worker is Rs. 10/-. The forest worker is not paid any dearness allowance. The Central Government has fixed the minimum wages for stone quarry and mine workers at Rs. 11.00 per day and no dearness allowance, for construction workers it is Rs. 8.50 per day in area (remote villages and forest area) and Rs. 12.75 per day in cities. The Central Government has not fixed any dearness allowance linked to minimum wages for construction and mine workers as yet.

Thus it will be seen from the above that the forest workers deserve a better deal.

Q.2 **What should be done to increase and stabilise the income of forestry workers in developing countries (for example, measures to raise productivity, to improve wage-fixing machinery, to give the local community a stake in the forest and its development, to make forestry employment more regular, to bring forestry workers into social security schemes, to encourage the organisation of forestry workers)?**

NOTE: (The question has been subdivided and the numbering given below is our own)

Q.2(a) **What should be done** to encourage the organisation of forestry workers?

Ans.(A) Employed Workers: Forestry workers in India today are at different stages of development. Some are still at the nomadic stage subsisting on wild fruits, vegetables, hunting and fishing. A large number of them are employed on various jobs in the forests connected with tree felling, logging, sizing and also working on other forest by-products such as collection of Kendu Leaves (bidis or

Indian Cigarettes), gum collection, coal making, resin tapping etc. These workers are normally employed, directly by the Government or by forest contractors and also labour contractors. They are absolutely unorganised. The Government of India and the State Governments must take suitable steps to encourage these workers to organise themselves in trade unions. The Government should see that the contractors or the forest department officials deal with the trade unions in a manner that the workers grievances are speedily settled.

(B) Unemployed and self employed workers: An equally large number of workers are unemployed or self employed. They collect fuel wood from the forests and sell it in the nearby market or carry it on their heads to the nearest town for selling. Some of the state governments have permitted such unemployed workers to collect and carry a head load of fuel wood for personal consumption or sale. The other states, however, look upon them as encroachers. Historically, these forest dwellers (unemployed and self employed workers) depend for their livelihood on forest products only. As such the government, by legislation should not deprive them of their traditional livelihood until employment is offered to them. There is enough scope for increasing the employment in the forest by planning it systematically. The Government must also encourage and recognise social organisations such as educational institutions, social and medical action groups and such other organisations involved in the developmental work of the forest and its inhabitants.

Q.2(b) **What should be done to bring the forestry workers into the social security schemes?**

Ans. The social security legislations such as Employees Provident Fund Act, Gratuity Act, Employees State Insurance Act, Workmen's Compensation Act and such other social security benefits as well as legislations prescribing service conditions laying down hours of work, over time, leave and such other facilities must be made applicable to the forestry workers.

Q.2(c) **What should be done to make forestry employment more regular?**

Denudation of forests in our country has assumed alarming proportions. The State Governments are interested only in exploiting the forests to augment their income and the state governments have not undertaken replantation work of denuded forest for lack of funds.

The National Commission on Agriculture 1976 in its report has defined Social Forestry programme as under :-

"The scope of the social Forestry programme was defined by us (Commission) to include farm forestry, extension forestry, reforestation, integrated forestry and recreation forestry". The Government claims that the forestry cover in India constitutes 22.8% of the total land area whereas the sattelite pictures have shown that this figure is not more than 9%. The International standard stipulates that forests in a country should cover around 33% of the total land area of the country. Thus if proper planning and proper execution of the plans are undertaken the employment potential will increase substantially. It is possible that the forest will provide employment to all those who seek employment. It has been pointed out by a wellknown Economist that a stable forest policy could eliminate as much as 90% unemployment in India.

Q.2(d) **What should be done to give the local community a stake in the forest and its development?**

Ans. The small scale forest related industry should be revived under a systematic plan. Since Independence, many of these small scale or cottage industries have been disturbed and in many cases destroyed. Forest base industries such as those industries producing toys, manufacturing furnitures, mat weaving, using fibres and straws or extracting oil from the seeds for manufacture of soap, or fuel for lamps, should be encouraged and revived giving as much employment as possible to the local inhabitants of the forests.

As in the income of the forest workers at present is meagre and virtually starvation wages the same cannot be increased until the workers are given some sort of additional income to sustain their livelihood. This can be achieved by giving the forest workers a stake in the forest resources. The Governments of Gujarat and Dadra and Nagar Haveli have permitted the forest workers to augment their income by allowing them to collect minor forest produce and fuel wood in stipulated quantities from the forest both for personal use and too augment their meagre earnings. Other state governments may also adopt similar schemes to provide a reasonable standard of living to the forest workers in their respective states.

Q.2(e) **What should be done to improve wage fixing machinery?**

Ans. The Government of India should see to it that all the state governments cover the forest workers under the

Minimum Wages Act and fix minimum wages including schemes of dearness allowance to compensate the rise in the cost of living index. The Government should also ensure that the provisions of the law are properly implemented so that they get their benefits. The Government must appoint a separate inspectorate under the Minimum Wages Act to cover the forest area. The workers should be issued identification card and wage cards to avoid disputes. In case the inspection machinery is found in adequate or it may take some more time to augment their strength the government may consider involving trade unions, local panchayats and other social action bodies in the task of enforcement of legal wages.

Q.2(f) **What measures should be taken to raise the productivity & products?**

Ans. The best measures to raise productivity and the products as also to increase forest area would be through proper land distribution schemes. There is as much as 120 million hectares of degraded, barren and marginal farm land without tree cover belonging to the Forest Department. Such government lands should be divided into plots of viable holdings of 25 - 30 hectares and leased out to the forest workers with reasonable financial assistance to bring this land under tree cover and exploit it on an environmentally sound and well managed basis. Experts have pointed out that such a programme would also call for investment of the order of Rs. 1,000/- per hectare per year. The investment will take between 5 - 10 years (depending on the variety) to yield dividends. One may however, expect from such a programme, yields of the order of 5 tonnes per hectare per yer year after the initial gestation period. If we can add to our economy this amount of wood production of the order of 500 million tonnes per year it would make a tremendous impact on the economy of the nation as a whole and improve the lot of the workers at the same time reducing the shortage of the wood in the other part of the world. Another measure to raise the productivity of the forest worker to improve their skills by establishing, vocational training institute and wood craft centres. The wood workers should be trained to improve the quality of finished products to the level of the foreign workers. A lesson should be learned from the Scandinavian countries.

Some of the multinationals have exploited the minor forest products in our country at the cost of the forest worker. Remunerative price of these minor forest produce should be properly regulated by the government so that the forest worker gets his due share.

The measures suggested above will help to increase the income of the forestry workers in the developing countries, will increase employment potential, will raise the standard of the people and above all save the forests from further destruction or elimination. The role of women in such developmental work should be given special attention.

Q.3 **To what extent is working time (the working week, year and life) being reduced and rearranged in the forestry industry?**

Ans. The Minimum Wages Act, 1948, has regulated working hours and the Act also covers forest workers. At present, there is not special arrangement to reduce or rearrange the working time in the foresty industry.

Q.4 **What are the special requirements of forestry workers as regards accommodation, transport and food, especially, at isolated worksites and in developing countries?**

Ans. The special requirements of forestry workers who live near the forests is best described in a recent document - "Impact of Bastar Forestry project on tribal economy" prepared by the Tribal & Harijan Welfare Department of the Government of Madhya Pradesh. The report points out that the forests particularly 'Sal' forests are a repository of all kinds of edible fruits, roots and shoots which are collected as and when required. The availability of these edible items is highest during the lean period of the year (March, April to August, September) when the peoples need for a substitute or an alternative to their cereal diet is greatest. Apart from being a substitute to their normal diet, these items also serve as nutrient additives. A list of 22 types of fruits, eight flowers, 14 leaves, 29 roots and 11 seeds used as feed is given in this report.

Further house construction in these areas is only possible with the help of the material collected from forests. A list of 21 types of timber, 10 types of grass and 11 other types of forests produce used in house construction is provided by the report. Even for the purpose of binding or fixing the poles certain creepers and the bark of some trees are used instead of the rope and nails used elsewhere. (Modern construction technology may help ancient construction methods considerably). In addition 9 types of timber are used for agricultural tools, while eight types of grass and 17 types of leaves serve other useful purposes Fuel wood for example, is used for cooking, for lighting and for heating.

As the forest department or other employers do not make provisions for the accommodation, food and other requirements of the forest workers these workers have to depend on the forests for meeting these basic needs. But it is an irony that on one hand the Forest Department expresses its inability to provide these basic needs to the workers and on the other hand it prohibits the workers to collect these traditional materials from the forests. Thus it is recommended that the Forest Department should provide subsidised housing accommodation, food and clothing to forest workers and till these benefits are not sanctioned the Forest Department should allow the forest workers to meet their bare necessities from the forest produce - free of charge. This is specially necessary in view of the fact that present day wages of forest workers are just not enough to fulfil the food, clothing and accommodation needs of these workers. Thus we also recommend that the Minimum Wages which are now mostly fixed on an ad hoc basis should henceforth be fixed and revised as per the standard on which wages in general are fixed in other industries. The expected standard in our country is as follows:-

1) A family of a worker consists of 3 units only (one unit for himself, one for his wife and one unit for two children). The worker may have more children or parents to support but that is not taken into consideration.

2) The food requirement is 2,700 calories.

3) Clothing: The per person requirement of clothing is 18 yards per annum, which would give a worker's family of four a total of 72 yards.

4) Housing: Housing should be provided on subsidised basis.

5) The fuel, lighting and other miscellaneous items of expenditure should constitute 20% of the total wages.

The above standard is of course less than the I.L.O. standard set under ILO Convention No. 131 which stipulates union's provisions as given under. The following elements should be taken into consideration in determining the level of Minimum Wages.

a) Needs of workers and their families
b) General Level of wages in the country
c) Cost of living

d) Social security benefits.
e) Living standards of other social groups.

As regards transportation the forest workers, partly due to their grinding poverty and partly due to the dense nature of forests, have to mostly walk to their place of work. In some localities where the forests are not very dense, bullock carts are used as a means of transportation. Forest roads have not been given due importance in National Planning and hence the difficulties.

Q.5 What should be done to organise occupational health services that are adapted to the needs of forestry workers?

Ans. Before we talk about occupational health services we must mention the fact that in our forests the government and the forest department have by and large still not been able to provide Primary Health Services. The very nature of forestry work makes it dangerous and prone to various occupational diseases like arthritis, dislocation of the spinal cord, high incidence of malaria etc. In the absence of any formal provisions for occupational health services these workers have to depend on local medicines like herbs and roots for cure. Thus we recommend that firstly the forest department should make provisions for Primary Health care including first aid boxes at worksites. Secondly, the Employees State Insurance Scheme should also be extended to cover Forest Workers without any contribution from them so that they can claim benefits in case of sickness, maternity and employment injury. Government should also employ part time physicians/Nurses to keep the health of their employees, including their nutrition, under continuous surveillance and to provide the necessary preventive and curative services, including referral to hospitals. The Government should also evolve mobile health service schemes for forest workers with special emphasis on medical care for female workers.

Q.6 What are the essential requirements of a programme to reduce rapidly and substantially the frequency and severity of accidents in forestry?

Ans. The Government of India or the State Governments have not made arrangements to collect, statistics of accidents on duty in the forests. It is therefore absolutely essential that a machinery is evolved whereby it is compulsory on the employer or the Forest Department to report the fatal as well as non fatal accidents.

One of the distressing sights in the forests is lack of attention to prevention and treatment of accidents when they occur, inspite of years of efforts by workers' organisations and other social organisations, no law to ensure safety for forest workers has been enacted either by the Central Government or any state government legislative assembly.

3. Most accidents involve the unskilled workers without training. Also on a general experience basis it can be said that wherever workers are paid on a piece rate or incentive rate basis the rate of accidents are more. Legs and hands are the most frequently injured parts of the body, cuts and bruises being the most usual injuries. We recommend firstly that a comprehensive safety bill to ensure safe working conditions for forestry workers should be enacted at the earliest. Secondly, it must be made obligatory on the Forest Department to provide protective gear and also undertake safety voluntary organisations.

Q.7. What progress has been made in investigating the prevalence of occupational diseases and accidents in forestry and in preventing them?

Ans. No statistics have been collected or complied about the prevalence of occupational accidents and diseases among forest workers in India. The forest department officials, contractors or employers are not obliged to report fatal or non fatal accidents and the government has not appointed any authority to collect this information.

No formal or informal research has been done in investigating the prevalence of occupational diseases among the forestry workers in India. We strongly recommend that the government should conduct periodic studies and compile statistics relating to the high incidence of occupational diseases among forest workers. This will in turn help to formulate suitable remedial measures and check the prevalence of such diseases in future.

Q.8. What are the priorities in vocational training for forestry workers?

Ans. Vocational training to workers has not been given the due importance that it should have been given in our country. The Government has failed to understand and pay attention to the long term capacity and productivity of the forestry sector and has only given priority to

the immediate results that can be achieved. Hence, it has neglected vocational training for the workers, which if carefully researched and properly planned can bring benefit to both the employers and the workers alike. Some scattered instances of vocational training as pointed out in the report of Forestry and Wood Industries Committee I.L.O. First session, Geneva 1985, Working, Living and Social conditions in Forestry, Page 54, para 2) have been started and this is an encouraging sign. We recommend that in addition to this, more on the job training schemes should be introduced for forest workers as these schemes are less expensive and they give quick results. The worker learns while he earns his livelihood. The female workers should also be given training on jobs like replantation, cultivating nurseries, weeding and certain specialised cottage industry trades and occupation.

Q.9. **What should be done in developing countries to adjust forestry development to the needs of women and their important role in forestry?**

Ans. The women in the forests are most exploited. In addition to their work in the forests like collecting fuelwood or other minor forest produce they have also to look after the household chores in time and look after the children. The primary task is an emphasis on female education. The education must also incorporate an element of general knowledge in respect of health, cleanliness, nutritous food, clothing and such other every day problems of life.

In our opinion the system of study circle method of education which is popular in the Scandinavian countries, should be adopted for its efficiency, economy and best results. In addition the education should also include training in preserving fuelwood fodder and using smokeless stove (choolah), some woodcrafts such as basket making, mat weaving and such other handicrafts. Certain specific jobs should be earmarked for the women forest workers. In confirmity with the ILO Convention male and female workers should be paid same wages.

Q.10 **What are the main consequences of the use of contract labour in foresty for governments, employers and workers and their organisations?**

Ans. Although it can be said that wherever forest work is done employing Forest Department or other government Corporation employees, the contract or has been eliminated to a great extent. But what cannot be expected is the fact that the contractor has been completely eliminated

from the working of the forest. The contractors in connivance with the local rested interests and the functionaires of the Forest Department use the forest workers to fell trees and in turn pay them starvation wages. Often they become their money lenders and then make them work for them without any wages, as a means of adjusting the interest on the loan. The same is the case with minor forest produce collectors. Although the trade of some minor forest produce has been nationalised and its purchase is made by the forest department from the workers, most of the other minor forest produce is still auctioned to the contractors who buy it off from the workers for a very low recompense, and then sell them with huge margins either to the State Government Department or in the market.

Workers organisations often feel defeated in their efforts to organise the forest workers because of the presence of contractors in the forests who mostly engaged migratory labour, because the exploitation of such workers is easier. These workers are like bonded labour constantly migrate from one place to another. Also many a times it is found that on completing a particular job the contractor absconds after collecting his profits without paying the workers their wages. In such cases organising these workers becomes a very difficult job.

The Government has of late realised this fact. The section on foresty in the sixth five year plan strongly reiterates the need for eliminating the contractual system. It has been recommended by the various bodies, particularly the National Commission on Agriculture and the Central Board of Forestry that the contractor should be eliminated from forest working for the sake of better scientific management of forest ..... For complete elimination of the contractors, there is need for training personnel and adequate financial support. It is recommended that the entire contractor agency should be eliminated in all states during the Sixth Plan period".

Unemployed and self employed workers:

The unemployed and self employed workers and other residents of the forest areas should be encouraged to form their own social and welfare organisations to undertake development work pertaining to their health, social and cultural life, education and all round economic development

Forest workers engaged for industry:

A large number of forest workers are employed by well organised industries depending on forests but are not treated as industrial workers or employees of the said factory. As an example, it may be mentioned that a large number of workers in the forests are engaged by the paper mills etc. It is of utmost importance that such forest workers should be considered as industrial workers and their wages should be linked to the connected industry.

(S. R. WAGH)

Secretary.

QUESTIONS RAISED IN REPORT II OF THE FORESTRY AND WOOD INDUSTRIES COMMITTEE DEALING WITH THE ACHIEVEMENT OF FULL EMPLOYMENT IN THE WOOD INDUSTRIES

Q. (1)(a) What are the main employment trends in the wood industries?

Ans. 1 In the Indian context when we discuss about wood industries we must not only consider sectors which comprise the manufacture of wood and wood products, furniture and fixtures, but also include other sectors which utilise wood as a primary product for manufacture and provide employment for millions of unskilled, highly skilled workers, rural artisans and craftsmen. We enumerate herebelow the various sectors which constitute the major wood industries in India and also discuss the main employment trends in these sectors. The statistical outline of India 1984 published by the Tata Services Ltd. have quantified the forest lands and its sub-divisions and various other factors between 1960 and 1980 which is as under :

FOREST AREA IN INDIA

	1979-80	1978-79	1975-76	1960-80
	Mn. Hectares			
Total Forest Area	74.8	74.2	74.7	69.00
Legal Status				
Reserved	39.4	39.2	39.00	31.6*
Protected	22.9	22.8	23.2	24.1*
Unclassed	12.5	12.2	12.6	11.2*
Ownership				
State	70.2	69.7	71.5	65.2
Corporate bodies	3.7	3.7	2.00	2.3
Private	0.9	0.8	1.2	1.4
Composition				
Coniferous	7.8	7.2	4.7	4.4
Non-coniferous	69.00	67.00	70.00	64.5
Exploitability				
Exploitable (forest in use)	38.9	38.7	46.00	
Potentially exploitable	16.00	16.00	16.2	52.9
Inaccessible (unprofitable)	19.9	19.5	12.6	16.00

Definitions: "Reserved" - Permanently devoted to production of timber or other forest produce and right of grazing seldom allowed: 'Protected': Grazing rights allowed subject to mild restrictions: 'Unclassed' inaccessible or unoccupied waste 'Coniferous : softwood trees like deodar, chir and fir and spruce: 'Non-coniferous': Broad leaved trees like sal and teak.

* Excluding : Jammu & Kashmir.

2. Refering to the same publication 'Statistical outline of India, 1984 'published by Tata Services Ltd. on page 140 we note that the per capita annual earning of the workers employed in wood and wood products were as under and also compared with textile workers.

	Wood Rs.	Cotton Textiles Rs.
1977	2,497.00	5,728.00
1978	3,249.00	5,953.00
1979	3,132.00	6,015.00
1980	3,197.00	6,109.00

3. The improvement in wages between 1977 and 1980 does not fully compensate for the rise in prices. The average workers cost of living index as under:

1977	-	315.08	
1978	-	322.58	
1979	-	345.25	
1980	-	389.05	(base 1960=100)

ORGANISED SECTOR :

4. Construction Industry: A large quantity of wood is used in the construction industry. It was estimated that transactions from forestry and logging to the construction industry was to the tune of Rs. 254.76 crores in 1972-73 as compared to Rs. 283.24 crores shared by 16 other industries which utilised forest produce. As per a review of inter-industry transaction in Indian Economy, 1973 - 74; (Reserve Bank of India Bulletin, May, 1982 page 422). In the construction industry wood is used for scaffolding, centering and making windows and doors in certain case construction roofs and staircases. These jobs mainly employ semi-skilled and skilled workers. These jobs are done in a traditional way and hence the new workers entering employment learn from experienced workers by working as unskilled labour. There is no technical training

institute for construction workers in the country where training is imparted to the students from the angle of construction industry. However, in the recent past a large workforce of these skilled wood workers have migrated to the Middle East countries in search of better job prospects and hence a shortage of such trained skilled and experienced workers is being felt now. It is estimated that over five million workers are employed in construction industry and a substantial percentage of these workers are wood workers in the construction industry.

5. Furniture Industry: In the cities and urban areas there has been a growth in the use of wooden furniture and other decorative panels. This has led to an increase in employment in this Industry. A cursory glance at the table prepared by the National Commission on Agriculture given herebelow will reveal that the future raw material requirements of the furniture industry in the year 2000 is expected to increase approx. two folds.

Aggregate raw material requirements for 1980, 1985 and 2000 (in 1000m^3)

Item		Coniferous wood			Hand wood			Total		
		1980	1985	2000	1980	1985	2000	1980	1985	2000
Panel Products Plywood	(H)*	120	190	430	480	775	1725	600	965	2155
	(L)	105	140	270	415	560	1076	520	700	134
Venner Fibre	(H)	20	25	40	75	100	160	95	125	200
	(L)	15	20	30	70	85	125	85	105	155

* (H) and (L) refer to assumption of high and low growth in GNP; Source: NCA, 'Appendix 42.2 and 42.3, page 196-197 . This two fold increase will definitely lead to higher employment in the furniture industry in future.

6. Saw Mills: This industry is largely confined to small scale industry and largely owned in private sectors. Each saw mill employs between ten and twenty workers.

In the saw mills there are very few large establishments and it is only in these that workers have been able to organise themselves.

7. Paper and Pulp Industry: Workers employed in collecting raw material for the pulp industry are mostly unorganised and exploited by the contractors and middlemen. Hence although a large work force is employed in this sector the conditions of employment both in terms of wages and service conditions are poor. The wages and service conditions of those workers who are employed in the forest for paper mills are very poor in comparision to the paper mill workers. Paper mill workers being industrial workers, they are governed under the Factory Act and enjoy benefits of collective bargaining wage agreements and service conditions stipulating hours of work and overtime wages.

8. In the recent years, the government has been making fervent efforts to improve the technology to increase pulp production per unit volume of wood. The table herebelow prepared by the National Commission on Agriculture will reveal the past, present and projected future domestic consumption of various categories of pulp and paper.

Aggregate domestic consumption of various categories of pulp and paper in 1970, 1980, 1985 and 2000 (thousand tons)

Items	1970	1980		1985		2000	
		Low	High	Low	High	Low	High
Printing and Writing paper	405	733	832	935	1175	1777	3675
Newsprint	175	284	323	363	471	757	1272
Industrial paper	158	244	284	319	428	701	1346
Paper board	166	330	370	413	575	1176	1543
Dissolving paper	139	304	343	392	500	1019	1533

9. This rapid growth in the paper and pulp industry will definitely benefit the future employment trends in the industry, but along with this growth and improvement in the condition of employment of the primary

forest workers engaged in tree felling, extraction and collection of the raw material must also improve simultaneously.

10. Hardwood plywood: The demand for hard wood and plywood has been expanding very rapidly. However, it can safely be said that the industry has not assumed importance as yet in the eyes of the planning commission and the Government. There is a tremendous export market available but the production does not go beyond local consumption.

11. It may be noted that Japan in the year 1970 imported 63,642,000 M^2 and in 1973 imports increased to 194,266,000 M^2 and in 1984 Japan imported 7,699,000 M^2 of plywood.

12. As an example, it may be also be stated that South Korea and Taiwan where logs were imported in large quantities and converted into plywood and thereafter exported to Japan, United States and other markets till the year 1975 as per year book Asia 1985 p. 72.

13. The Industrialists in India have not as yet applied their mind to the plywood industry. The earnings of workers employed in wood and wood product sector clearly indicate that there is much room for improvement as their earning is about 50% of Textile workers.

14. Timber for packing: A large number of workers are employed in the manufacture of wooden boxes, crates and casks used for packing of huge machineries for packing of fruits and vegetables. Although with growing industrialisation and increasing export markets employment trends in this sector will increase but the industry being largely confined in the hands of small private employers, the employment conditions of the workers are inferior to textile workers.

15. Manufacture of sleepers for Railways: Indian Railways which form the largest network, in Asia and Second largest in the world used wooden sleepers on which tracks are laid. Even the interior construction of the Railway wagons use a lot of wood. A large workforce is engaged for this work by the railways. The employment trends of these workers is quite stable and they have been departmentalised as per their jobs. However, the railways also give contracts to private contractors for cutting wood, sizing and such other operations.

It is obvious that here the private contractors exploit the workers for maximising their profit margins hence the contract system must be abolished.

16. Sports Goods: Kashmir willow was previously exported to England and other countries where cricket bats were manufactured. These cricket bats were then sold in India at exorbitant prices. Today India has reached a stage where high quality semi-finished and finished sports goods are not only sold in the country itself but they have a popular and lucrative market abroad. A large workforce is employed in these industries primarily in the states of Punjab, Kashmir and Uttar Pradesh. The Industry however, is confined to the small scale industry level and cottage industry and hence employment conditions in establishments where the workers are not organised is still very bad. The State must provide machinery and equipment at cheaper rates which will help the artisans to increase their output and improve the quality of their product. Employment of workers in the sports goods making industry is on casual basis only. There is no law to provide for their safety and regularity and permanency of service.

17. Manufacture of boats, country crafts and wooden barges: India has a long extended coastline of more than 2000 miles. Fishing is one of the major occupations of people living around the large coastal line of India. These fishermen use wooden barges and crafts as steel barges are more expensive. A large quantity of goods are transported on wooden barges all along the coast-line and in the rivers spanning the country's length and breadth. A large number of people are employed for making thse country crafts and barges but the industry is still confined to the cottage industry level. Workers are employed on temporary basis and their earnings are meagre.

UNORGANISED SECTOR:

18. In the unorganised sector the employment trend is on a different basis altogether. The following details may give a rough idea of the existing situation.

19. It is estimated that about 10% of the Indian population resides in and around the forest areas. They are tribals, totally ignorant, and illiterate, depend for their livelihood on forest, wood and other minor forest products only. It may easily be said that these

forest inhabitants are about 80 million known as Adivasis and other tribals. Their men and women both work. The men are employed, whenever, employment is available, for tree felling, sizing of logs etc. and such other activities. They are also employed on forest by - products or minor forest products such as collecting gum from the trees, collecting leaf for manufacture of Bidis (Indian Cigarettes), tapping of resins, collecting of sal seeds, collecting mahua fruits for alcohol preparation and other fruits, seeds utilised for chemical and colour industries etc. Those who are unemployed make an effort to collect a headload of firewood and carry it to the nearby villages, and towns walking long distances and sell the same, as fuel wood. The Indian Villages are still using wood as fuel as it is still the cheapest fuel available. This job is especially entrusted to women folk. Thus the employed and the self employed workers depending on forests have very poor standard of food and living. It does not provide two square meals a day to them and most of them live a nomadic life.

20. Fuel Wood: Between 70% - 80% of the total rural population in India uses fuel wood as a source of energy for cooking, heating and such other purposes. The forests dwellers collect fuelwood from the forests both for domestic consumption and for sale in the market. But the draconian forest laws of the government have over the years curtailed their freedom to collect fuelwood and has thereby made it very difficult. Thus employment trends in the trade as well as self employment trends have improved over the years yet there is plenty of scope for further improvement. A systematically planned approach has to be evolved and implemented. The table herebelow lists the expenditure on fuelwood, plantations, industrial plantations and environmental plantations in the last 30 years. It is imperative to note that fuel wood and environmental plantations have low priority compared to industrial plantations.

AREA OF ESTABLISHED PLANTATIONS:

(Thousand Hectares)

Type	1951-60	1961-65	1966-70	1971-75	1976-80	Total
Industrial	190	321	534	545	607	2197
Fuelwood	3	40	68	84	191	386
Environmental	65	152	142	119	121	599
Total	258	513	744	748	919	3182

Note: The average survival rate of industrial plantations is estimated at 70 percent, that of fuel wood plantation at 60 percent and/or environmental plantation at 50 percent.

Source: State of India's Environment p. 55

21. Artisans: For thousand of artisans both self employed and those employed under private employers the trend of employment has not been very encouraging. The state of Uttar Pradesh has a town called 'Saharanpur' with a population of approx. 2 million. The bulk of the population is engaged on decorative wood carving and furniture and fixture making activities. It is popularly known as Wood Carving town'. In South India the wood carving trade flourishes in the State of Kerala and city of Mysore where decorative modern articles have a lucrative export market. The wood carving cottage industry needs to be organised on scientific line.

22. Manufacture of Bullock carts and Agriculture implements: 80% of India's population being rural, these people have to depend on traditional vehicles like bullock carts and hand carts for transportation of both men and material. Large quantities of wood is also used to manufacture agricultural implements. These bullock carts, hand carts and agricultural implements are manufactured by village artisans and carpenters. However, even in this sector the exorbitant price rise of wood and bullocks has effected adversely the employment trends of these skilled artisans. The village economy could be improved by a systematic and scientific planning. The village or a group of villages should be made self sufficient and provide full employment to its youth.

Q. (1)(b) What factors contribute to difference in unemployment levels between countries of comparable economic structure?

Ans. 23 The National forest resource product in Asia & Pacific region has been dwindling. India has a low volume per capita (4 M^3) this domestic demand will prelude log exports unless the government makes an extra ordinary effort to improve the situation. India has also overlooked the possibility of improving its plywood industry to enter world export market. These are the comments in Asia 1985 Year Book published from Hongkong.

The following five countries only have significant forest areas in Asia.

Country	Total land area	Total population	Total Forest Area % of Total Land	Wood Production
India	3288	746.4 Mn.	20.33%	2.6 Billion M^3
Papua New Guinea	462	3.4 Mn.	70%	1.8 "
Burma	676.6	38.9 Mn.	47.6%	3.8 "
Malaysia	330.4	15.3 Mn.	80%	3.7 "
Indonesia	1919	162.2 Mn.	64.0%	13.8 "

Source: Asia 1985 Year Book.

Q.(2)(2) To what extent has diminishing (Qualitative and quantitative) wood supply influenced the development of the Industry in the different countries?

Ans. 24. In India the wanton destruction of forest resources over the years have depleted our forests to a point from where recovery will take a long time and efforts on a war footing will have to be undertaken immediately, if we have to safeguard our future ecological as well as industrial needs. Loss of tree cover in the country is estimated at a staggering 161,000 hectares annually and in the last half century more than 40 m. ha. has been lost in tree cover without any significant effort on replantation of the same. This exploitation of the forest for short term gains have affected both the qualitative and quantitative wood supply in the recent years.

25. Previously only matured and fully grown trees were cut for industrial purposes. Now because of increased demands and short term immediate gains immature trees are being cut. This has severely affected the quality of wood.

26. An extract from the governments own National Commission of Agriculture Report reveals that it is aware of the large scale destruction of the forests to fulfil the growing hunger for Industrial Wood. 'It is esti-

mated that in 1970, while recorded production of industrial wood, was hardly 9 million m^3(r) the requirement was of the order of 16 million m^3(r). The gap was made up by the exploitation of trees from farm lands, and to a great extent, also pilferage from the forests' (NCA page 3).

27. Many small scale industries manufacturing wood craft articles, wooden parts for industry etc. are today on the verge of extinction both due to the shortage and the deteriorating quality of food. Plastic is replacing wood in these industries.

28. In the rural areas too the small artisans and craftsman have been badly hit due to the source availability of wood. An example of this is the wooden toy fruits manufacturing industry in rural Sawantwadi (State of Maharashtra). This industry today is on the verge of extinction. Similarly in the State of Madhya Pradesh tribals and rural artisans excelled in the manufacture of bamboo made articles and handicrafts. Today raw material being costly these goods do not find a ready consumer market. In other words this quantitative and qualitative shortage of wood has severely affected the economic survival of these workers and artisans. The Government has to undertake a gigantic effort to rehabilitate the forest and village artisans, and consequently the village economy. It is suggested that large number of industrial training institutes primarily dealing with forest wood should be established in each district where sizable area is under forest.

Q.(2)(b) How can improved management and renewal of forest resources contribute to satisfying the future demand for industrial wood raw material?

Ans. 29. The National Commission on Agriculture has ambitious plans to fulfil the future requirements of industrial wood. There is a grand vision to convert 50 m. hectares of our land into production forests (not more than 31 - 35 m. hectares of our land today is believed to be under forest cover) but this vision is only concentrated on fulfilling the industrial needs. It aims at massively mobilising and placing all resources for centralised urban-based industry. On the other hand the authorities have clearly emphasised that local use of these resources is a waste, an impediment to development. Also according to the commission, conservancy and ecology are of secondary importance and are to be introduced later. This is an erroneous approach. Improved Management techniques and renewal

of forest resources to satisfy the future demand for industrial wood (raw material) must envisage firstly the following three sets of needs (a) fuel, fodder and other domestic needs of the local forest population (b) the needs of village, small scale and large scale industries and (c) ecological security. It must be remembered that the forests are agreat national asset both as a social asset, as well as a commercial asset. The use of forest resources for industrial development, need not be regarded as an unmitigated evil. What future management techniques must achieve is a right balance, to avoid destruction of the forests and of tribal life. It is therefore submitted that improved management of the forest resources should not only satisfy the domestic need of industrial wood but may also be available for export and simultaneously the vast population depending on forest may also improve its living conditions, total increase in production and also productivity.

Q.(3) What structural changes can be expected over the next decade in the wood industries and what will be their impact on employment?

Ans. 30 Although Government estimates, policies and programmes are all aimed at rapidly increasing the production of industrial wood which might also lead to an increase in the employment of workers in these industries, this increase and development will create other repurcussions which will create serious structural changes in the forest resources itself. The National Commission on Agriculture in its report on page 71 has observed. "Future programmes should concentrate on clear felling of inaccessible hardwood forests, followed by that of mixed quality forests and planting with suitable fast growing species yielding higher return per unit area".

31. Thus mixed forests which are good both for ecological reasons as well as from the point of view of local utilisation, are regarded by NCA to be of low economic value and hence it recommends clear fellingof these forests for industrial plantations. NCA goes ahead to recommend an input expenditure on man made forests of Rs. 1,200 per hectare. The inputs that NCA is proposing to modernise forestry and the emphasis on developing monoculture forest for industrial wood, will totally change the nature of India's forests. It requires an entirely new technology, various effects of which have not even been examined. The destructive impact of such thinking has become evident in many

a country. Depriving the rural and the tribal populations of any use of forest resources will impoverish the millions of forest workers, rural artisans and craftsman and further deteriorate the standards and quality of tribal life because the exotic industrial wood growth is of no use to these tribals.

32. The trees which provide fruits or forest by products such as Kendu leaf, sal seed, gum etc. should not be cut. We also want that taking the need of the forest population as also industrial demand of the forest by products, the area of such forest plantation should be increased, to provide employment and to satisfy the growing demand of such products.

33. The Government's idea or the recommendation of the National Commission on Agriculture (NCA) to clear fell the entire mixed forest and plant suitable fast growing industrial wood species is not acceptable to us in as much as in so doing the dependance and livelihood of the large local population will be jeopardised. The period when the existing forest is cleared, the new forest is planted and the new forest develops to maturity say a period of about 20 years the total population will be so adversely affected that they will not be able to survive unless suitable alternative is provided. It is therefore vehementaly urged that policies should be evolved taking into consideration the welfare of the forest population.

Q.(4) What will be the employment implications of changing technology in the wood industries?

Ans. 34. A massive afforestation plan is needed in the country to provide increased employment to the millions of forest workers, to improve their standards, to overcome the shortage of industrial wood and for proper utilisation of available land. The technique of large scale plantation hither to followed has also to be improved and suitable research on this purpose has to be undertaken. Likewise modern wood treatment methods have to be introduced to improve the quality of seasoned wood. This should be enough to provide full employment to the workers who depend on forest for their livelihood.

35. In the traditional sector major technological changes in the coming years are ruled out. However, in the intermediates sector and the modern industrial sector advanced technology or mechanisation will lead to redundancy to some extent in employment of workers

who will not be able to cope up with the advanced technology unless of course proper training facilities are provided to these workers, which are as good as nil today.

Q.(5) What are the effects of changing patterns of trade in wood products on employment?

Ans. 36 In the wood carving industry in Saharanpur (State of Uttar Pradesh) it has been noticed that a slump in the export of wood carved articles in the last few years has directly affected employment trends. Today as a result of unemployment these skilled workers have been migrating to other places including big cities in search of alternative work. The Government must undertake a detailed programme to rehabilitate the wood carving industry and the artisans with a view to increase national consumption as also export in the international market.

37. It is the considered opinion of the Indian Federation of Building and Wood Workers that new industry has additional annual employment capacity of 3 percent only. Forest population of Adivasis and such other tribes constitute between 8 tO 10 per cent of the total population. Our population is annually increasing by 2.5 percent, while the manpower increases by 1.9 percent, thus making the employment problem more difficult. All the organised industries with their high capital investment can provide employment for only 11% of the increasing manpower. It is acknowledged by all, that major industries cannot provide employment to this increasing manpower. It is therefore necessary to provide employment to the increasing manpower in agriculture, forestry, agro-based industries, construction and minor irrigation projects and small industries to solve the unemployment problem in the rural areas.

Q.(5)(b) What measures can be taken to mitigate the social implications of these changes?

Ans. 38 India being a traditionally rural country most of the people have developed indegenous methods and technology and adapted them in their working life. The Craft techniques have to be improved to the intermediate level of technology so that a wood worker or a craftman can improve his product both qualitatively and quantitatively. But the introduction of new machines should not replace the wood worker. To mitigate

these social implications what is required is to educate and create an awareness among these workers about the changing trends of industrialisation. More importantly new wood based industries should be located in rural areas so that the local workers can get employment. The trade union should extend co-operation and undertake such education.

Q.(6) What should be done to reduce cyclical and seasonal fluctuations in the wood industries?

Ans. 39 Generally it is seen that during the monsoons, work in the wood based industries operate on a low key. This is especially so, in case of plywood and timber factories, saw mills, wood packaging industry, collection of fuelwood etc. Due to adverse climatic conditions during the monsoons causing floods in forest areas in the States of Assam, Madhya Pradesh, Himalayan belt in Uttar Pradesh and Himachal Pradesh, these areas become inaccessible and are completely cut off from the mainland. Hence, availability of raw material becomes scarce. Poor transport facilities and no proper roads are also responsible for a slump in the supply of raw material for the wood industries during this season. All these obstacles have to be overcome by proper planning.

Q.(7) What specific measures can be proposed to promote fuller utilisation of wood and wood products?

Ans. 40 In India today traditional methods are in practice for cutting, sizing, logging operations and transportation of timber. This results in a lot of wastage. There is need to introduce and train workers to use such implements which do not result in wastage of wood. Today for example most of the logging operations are done with traditional axes and a lot of wood is wasted in this case. Small chips of wood which are left out cannot be utilised for any other purpose. If on the other hand saws and other intermediate technology is used this wasted wood can be utilised for the particle board industry or the pulp industry, or even for the manufacture of wooden parts and small furniture. There is also acute lack of research work in our country on proper utilisation of wood. Today for instance there is not much awareness about the various qualities of wood and their proper utilisation. Through serious research, methods must be found where only the particular type of wood required for the job is used. Research is also required to find new

methods to increase the longevity of wood e.g. protection against termites, weather conditions etc. Through research special seasoning processes must be developed so that the life of wood is increased and the products manufactured there by are longer lasting, durable and strong in structure.

Q. (8) How can training at various levels be made more effective for employment promotion in the Wood Industries?

Ans. 41 Employment of about 10 million people is dependent on forest and wood in India. It is urged that the Government of India be pleased to appoint a high power tripartite committee at the national level representing government, employers and workers and implementation committees should be set up at state levels and wood working and carving should be taught on a large scale, in addition to tree planting etc. This will call for a huge investment by the government which should be obtained by imposing government levy for the specific purpose on each log or each transaction. The existing price structure of wood specially the prices charged to paper mill and other heavy industry should be re-examined as there is a big gap between the market price of wood and the prices charged to industry. A programme for training about one million worker should be undertaken on war footing.

42. The wood carving artisans, carpenters and other craftsmen should be given training for proper utilisation of wood on one hand and ensuring manufacture of sturdy and durable products on the other. At present lack of training among the workers results in a lot of wastage of the wood. Introduction an implementation of simple seasoning methods to protect the wood against terminate and make them weather proof will ensure both protection of wood and employment for many people.

Q. (9) What measures can be proposed to increase the security of employment of wood workers, especially when technological changes are introduced?

Ans. 43 In India introduction of sophisticated technology in the wood working industry will have a direct effect on employment and result in redundancy and retrenchment of thousands of workers. However, introduction and implementation of intermediate technology with provisions of proper training and education to the workers about these technologies will ensure optimum utilisation of wood, improve the skills of the workers and ensure security of employment.

44. In addition the government should cover the forest workers, the wood cottage industry workers, the wood intermediary industry workers under various legislations existing in the country such as the social security legislation and legislation to regulate employment and service conditions as also minimum wages. The Government is also urged to pay a special attention to the need of the small industry for power supply of the wood working industry.

45. It is also essential that scientific study regarding Indian plants should be undertaken in respect of their molescular and genetic properties.

46. In India the main problem today in the forest area is one of large scale unemployment. The drastic technological changes, if introduced, will further agrievate the problem of unemployment. In our considered opinion the problem has to be tackled as a whole and the following steps should be taken in a planned manner.

47. The Government must allocate huge sum of money for investment on large scale afforestation programme. About 30% of the entire land should be brought under cultivation in the next seven/eight years.

48. The Government should take a policy decision that each area will be divided on a scientific basis for development of monoculture forest (industrially useful trees only) and mixed forest (useful for local inhabitants for fuel wood, employment in collecting minor forest products).

49. In order to improve the standard of living of the forest workers, government should fix minimum wages for all kinds of forest works and revise the same after a period of six months. The purchasing power in the hands of the forest workers will boost the agro based and cottage industry which in term will also help to solve unemployment.

50. The management of forests in a planned and scientific manner will yield better results and will also boost the timber export programme of the country and will help in solving the world timber shortage.

51. The substantial investment to assist the wood carving artisans would go a long way in improving the quality of product which has a tremendous export market. The

redundancy of labour as a result of any technological changes should be carefully monitored and alternate source of employment in the area/industry should be created.

52. A tripartite board should be established in each town, city to regulate the employment of wood industry workers, artisans and they should be given guarantee of employment. The ILO has recommended such tripartite labour boards for Dock Workers employed on casual basis.

53. The Government, the employers and the workers' representatives should sit together and take policy decisions to increase the forest's industrial and other wood procurement, to increase the minor forest products, to increase the overall land area under forest and to increase the productivity in the informal sector as well as the organised wood sector.

54. In addition a massive effort to educate the forest dwellers is essential. The Study Circle system popular in Sweden and other Scandinavian countries, has proved to be more effective and less expensive and achieves desired results in the shortest possible time. Without emphasis on literacy of forest inhabitants. Efforts to increase the productivity from the forest land may not succeed. The Government, employers and the workers should jointly evolve schemes to allot sufficient area of land on long term lease basis so as to create personal interest of the forest inhabitants in the growth of the forest. The products on the leased land may be shared on 50/50 percent basis. In certain areas even ownership of land may be considered for development of forests.

Q. 11 What measure should be taken by the ILO and other international organisations to promote full employment in the wood industries?

Ans. 55 The United Nation through any of its agencies should establish an International Fund for development of forest all over the world to eliminate shortage of wood, keeping in mind the social interest of the forest inhabitants.

56. The ILO may further provide a forum and expertise to the governments, employers and workers to evolve suitable policies and programmes. The ILO may also co-operate with the government and the workers in

each country to evolve strategies to achieve the planned results and to monitor the social welfare aspect of the employed workers, unemployed workers, self employed workers and other inhabitants and dependants of the forest.

57. The ILO may evaluate the results achieved every year so that entire plan or programme is successfully implemented in a seven year period.

58. The ILO may as a matter of policy encourage establishment of social and trade union organisations and also help co-ordinate the activities of all the voluntary organisations operating in the forest area.

59. The ILO should undertake a large scale trade union education and leadership training programme alongwith training for family welfare or family planning of the forest workers. It has been proved that the workers accept family planning more easily if it is linked to their economic interest. The family planning and the trade union education should be made part of one scheme to be voluntarily accepted by the population. Trade unions should undertake the responsibility to undertake the education and training work mentioned above.

60. In conclusion the Indian Federation of Building and Wood Workers once again emphasises the fact that there is nothing as lovely as a tree for even where it does not bear fruit, it provides shade and much that is beneficial. Its roots prevent the soil being stripped away. Even its fallen leaves nourish the earth with mulch. One third of the land in a country should therefore be covered with trees.

REPORT PREPARED BY

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FORESTRY AND FORESTRY IN INDIA

A STUDY PAPER BY MR. SANGAM TRIPATHY
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GREEN FORESTS: A GREY PICTURE TODAY

About one third of the land mass of our world or about 4000 million hectares - is covered by forests, of this 2800 million hectares is dense forest and the rest meagre woods, savannah and copses. Forests exist almost everywhere although they are unevenly distributed throughout the globe and conditions of their exploitation vary considerably. They are an invaluable and renewable natural resource which play a major role in the environment, ecology and hence human existence. If permitted to reproduce the forest is an inexhaustible source of raw material. But alas! this invaluable natural resource has in many respects been neglected, indeed sometimes to an extent not far short of scandalous.

The northern forests of the northern hemisphere are slow growing but generally of good quality. Yet there is considerable inequality between countries in which conditions are comparable. In USSR, USA, Canada and Scandinavia where there are northern-type coniferous forests a brutal exploitation is still practised by felling so long as it is profitable and completely neglecting fresh growth. When reproduction is neglected stunted fresh growth occurs with disastrous consequences.

In tropical regions the situation is worse. Although these huge wooded tracts should be considered as extremely valuable resources, it is surprising to see how poor they are in natural access and in employment prospects even though they are often well populated. The tropical rain forests and damp forests of Central and South America, Central Africa and South East Asia a few years ago covered 1500 million hectares. i.e. more than one third of the total world forest land. Today, they are shrinking visibly as a consequence of abuse. Deforestation in these countries has led to alarming trends in forestry. During the period 1950 - 1980 Nigeria became an importer instead of an exporter of timber, and the forests of Ghana, Thailand and several other countries were depleted to the point where they could no longer supply even local demands in Central America, between 1961 and 1978, 39 percent of the forests were felled and the land converted to cattle ranching. In the Phillipines, log exports declined after 1976 to one quarter of the previous level, after the almost complete removal of all accessible low land forests - with resultant annual severe floods, landslides and loss of life. In Brazil, felling for fuel to stoke iron smelters, along with other activity, has reduced the remarkable and once extensive rain forests (home of unique primates) to a tiny few patches. Along the forest margins of Central and East Africa an exponential decline in firewood yields is forcing

the growing populations to eat uncooked food. In Nepal "landslides and catastrophic floods are becoming annual disasters". Starting in 1950s, commercial logging (sponsored by the Indian Government) reduced forests cover in the Himalayan foothills by 40 percent and has led to irrigation works in Uttar Pradesh being choked (six billion tonnes of top soil are washed away each year) while in Bengal and Bangladesh thousands have died from floods and huge areas of rice fields have been destroyed. Deforestation is still increasing both in countries like the above where there is population pressure and in sparsely peopled nations such as Papua New Guinea, Solomon Islands, Zaire, Gabon, in all of which large scale logging contracts have been awarded as a part of export oriented development programmes (Only in Solomon Islands is reforestation on a commensurate scale).

In developing countries dense forests accounts for only 50% of the wooded areas as against 80% in the industrialised countries. This makes the wanton exploitation of tropical forests all the more serious. There are other reasons to take the state of forests in poor and developing countries seriously. In regions where the wood is not used in industries, the ravages are different. Developing countries use only 20% of their wood for industry. Almost all the rest is burned as fuel wood. This is positively fearful in view of the rampant erosion and shortage of wood, good and bad alike.

As per present trends we are heading towards complete destruction. A world without the myraid plant and animal lives in our forests, without the wonder and beauty it contains, would be immeasurably poorer. Yet, unless we can halt this destruction, straight line projection gives a date 73 years ahead (2057) for the final demise of this currently still vast, irreplaceable sector of our planet.

Voices are beginning to be heard saying that this is the start of the real world energy crisis. Disasters in these regions are predicted and they will certainly affect very unfavourably the industrialised countries too.

DENUDATION OF FORESTS IN INDIA:

India is subcontinent of vast rivers, plains and mighty mountains, of exceedingly wet and dry tracks. Part of this land as in high reaches of Himalayas or Rann of Kutch is a natural desert which could never bear any plant growth. Of our total land area of 305 million hectares for which statistics are available, about 21 million hectares are probably so unproductive, while another 18 million hectares are under human settlements and industry. A total of 266 million hectares of our land surface is then devoted to biological production as farm land, pastures

or forests. Of this only 74.7 million hectares of area is under forests. This comes to about 22.8 percent of the total land mass whereas as per international standards the proportion should atleast be 33 percent. Even this small area of forests is rapidly contracting. The rate of depletion of forests in the Himalayan ranges, which represent a quarter of India's forest reserves, is so great that this mighty mountain chain could become barren by the first half of the next century. From Kashmir to Assam the story is the same. Below 2000 metres there are literally no forests left. In the middle Himalayan belt which rises to an average height of 3000 metres, the forest area, originally estimated as being one third of the total area, has been reduced to a mere six to eight percent. In the forest rich states of Jammu & Kashmir and Himachal Pradesh commercial felling and indiscriminate resin extraction from Chir pine trees is leading to a depletion of this vast natural resource which has been filling the revenue hungry coffers of these states. In Jammu and Kashmir due to the importance accorded to the commercial exploitation of forests, forest lessees can operate within virgin forests without proper supervision. Saw mills have been permitted to function even within remote forests. The same is the case in Himachal Pradesh where, once a contractor is in the forests there is no way of stopping him from felling five or even ten unmarked trees for every one that has been marked for felling. The local forest guard can easily be bribed off with a bottle of country liquor. Besides this, large areas of existing forests are threatened because of indiscriminate resin extraction from Chir pine trees. Half inch deep cuts are stipulated, instead tappers cut as deep as four inches. The width of the cuts should be only four inches. Instead it is common to find trees with cuts between 8 - 10 inches wide. Against a maximum of 3 blazes that a tree can stand, tappers are known to make as many as 10 blazes. The result ! In two storms that hit the forests of Sirmur district in 1982, the forest department estimated that over 40,000 pine trees were destroyed. The life span of a pine tree is around 100 years. Most of the trees that fell had completed less than half their expected life span. In the Jamta range of Nahan forest division, the trees were broken about two feet from the ground, a clear indication of the damage caused by resin tapping. With the control of malaria, the forests in the foot hills of Uttar Pradesh were totally decinated during the 1950s. They have since made way for rich crop lands and today this erstwhile forest region constitutes the most prosperous agricultural region of the state. The Garo hills of Meghalaya where only a few years ago barely 15 to 16 officially licensed timber contractors operated within the forests, today have almost 800 licensed contractors. The bleak dead beauty of these hills which were once covered with Sal trees, are eloquent testimony to the pillaging of the forests. The unending demand of timber for industrial purposes is only one part of the multi-headed hydra which is consuming the forests of the lush north-eastern state of Assam. In the central forest belt comprising of Madhya Pradesh, Bihar and Orissa, commercial exploitation of forest is threatening the existence of tribal forest dwellers, who have coexisted with their forests for centuries. Illicit felling activities, of course, again dominate in these regions

and have contributed to the denudation of rich green forests. According to one unofficial estimate, illegal felling in the State of Madhya Pradesh occurs to the extent of Rs. 50 crores every year. In Orissa the state Forest Department is considering a Rs. 12 crores project to exploit the Sal seeds of the thick impregnable forests of Simlipal which act as a massive water reservoir for the three contiguous districts of Balasore, Mayurbhanj and Keonjhar. The Department is planning to send in thousands of workers to collect these seeds. The project is expected to double the Government's revenue in the very first year. But the impact of human intrusion into the forest, and the clearing of its natural undergrowth, can be ecologically disastrous and has not been considered. In the Western and Eastern Ghats (hill slopes) the development of paper mills in Karnataka and Tamil Nadu is playing havoc with the bamboo forests of these states. The disappearance of bamboo sticks is having major environment repercussions. Bamboo is a very good soil binder. The reduction in bamboo sticks inevitably means increased soil erosion. Thus, the destruction of forests across the Western and Eastern Ghats is a gain a matter of major concern. Apart from illegal felling which remains a menace even in Southern states several development projects like hydro electric dams, the Kudremukh Iron Ore Project, roads, extension of farm lands are also seriously eroding the forest base of the region. In other words the development process has been eating into forest lands. So has population growth in search of habitat and food production. About 44 percent of our land is under agriculture. A heavy pressure on forest land is for fuel and shifting cultivation on the hill slopes. Shifting cultivation affects a forest area of 9.5 million hectares in the north eastern states namely Arunachal Pradesh, Assam, Nagaland, Manipur, Meghalaya, Mizoram and Tripura. It is also practised in Orissa, Andhra Pradesh, Bihar, Kerala, Karnataka, Madhya Pradesh, Maharashtra and Sikkim but the extent is not very significant. Shifting cultivation causes heavy erosion in the hills and the catchment of dams and devastating floods followed by mass pauperisation of the people living at the subsistence or below subsistence level.

Another reason which has led to the rapid degradation and degeneration of forests in India is the failure to meet the basic needs of rural people and of course the cruel exploitation of forests for urban markets. As people living near the forests are denied legitimate access to forests for satisfying their basic needs for fuel woods, building, poles and houses, fodder etc. they have to resort to illegal fellings or overgrazing. The Government is quick to blame the tribals and forest dwellers for much of the destruction of the forests. But far worse than the destruction laid at the door of the forest dwellers is the clandestine tree felling operations performed under the protective eye of the politicians and big sharks who are widely involved in timber smuggling often even in the guise of transporting firewood. This fact came to light a few years ago when one of the trucks supposedly carrying firewood overturned. The truck was carrying little firewood most of it was expensive teak!

Denudation of the forests, thus, goes on at the hands of private traders, industry and commerce in collusion with individuals of the Forest Departments all over the country. The maximum blame for deforestation rests squarely on the management policies of forest departments. In otherwords the crisis in forest resources has been rooted in the management crisis in forestry itself, which in structure and orientation was adopted from the British.

FOREST POLICIES - PAST AND PRESENT IN INDIA:

This rapid deterioration of the forest stocks in India in the last century can be traced historically to the reservation of large forest areas for the monopolistic use of the British Government and the introduction of the so called organised forest management. The British Government was quite clear in its intentions when it formed its forest policy. In shaping this policy its main concern was to ensure a smooth and regular supply of timber and other forest produce to expand and consolidate the British empire. Forests suddenly became valuable for their revenue generating capacity. Control was acquired by categorizing forests as reserved or protected areas. A marginal percentage was marked as 'Village forests' to which the entire community was supposed to have access. It has been estimated that by 1900 the Government acquired 31,400 sq. miles of reserved forests and 83,000 sq. miles of protected forests. Never did the British consider the interests of the tribals who were in these forests for generations. This unconcern not only affected the future of tribal communities comprising then of nearly 10 crores of people but also shaped the relationship of tribal and non - tribals. A process of the alienation of the tribals from the common man also evolved as a result of this policy. For the common man felt that linkages with the tribals would cause him to go against the government. His attitude and outlook towards problems of forest conservation became indifferent and his relationship with the forests was severed for all practical purposes. The British policy undeniably alienated the masses of the country from its forests and developed an antagonistic relationship between the forest people and the forest department. Thus the introduction of a modern system of scientific forest management only proved to be a misnomer.

After independence it was considered necessary to revise the Indian Forest Policy. A clear new emphasis was given to the commercial utilization of forests when the new policy stated that the value of forests was recognised not only in the physical field but also in economic field such as development of agriculture, industry and communication. This revised National Forest Policy of 1952 was issued as a resolution of the Government of India. The main emphasis of the Indian National Forest Policy was certainly not on the people or the forests but on the promotion of 'National Interest'. In no event, according to it could the forest dwellers be entitled to use the forest wealth at the cost of 'wider National Interest'. Thus by implication the

basic contradiction between the national interest and the interest of the forest dwellers was recognised. Secondly, while the policy permitted the relinquishing of forest land for agricultural purposes only in exceptional cases and that too after very serious and careful consideration, it was far more stringent than previous regulations, for the old policy envisaged the release of forest land for cultivation subject to certain safeguards. This policy laid down that the local needs were to be met from the village forests only. Finally, while the old policy did not touch the private forests of the tribals and did not restrict free grazing in the forests the new forest policy imposed restrictions on these as well. To sum up, the National Forest Policy of 1952 in the name of National interest, sought to promote the commercial exploitation of forests even at the cost of the tribals and other forest dwellers.

In 1966, the Indian Forest Service was reviewed and the hierarchy of forest officials and functionaires was expanded. The main aim of the new working style was to augment forest earnings. Forest legislations gradually took on an oppressive form. Official deforestation through contractors, provided an opportunity to these reckless exploiters to have recourse to illegal and illicit deforestation which benefitted them as well as forest employees. This wanton destruction affected and destroyed tribal life. Industries expanded, paper mill trucks entered the innermost parts of the forest. Traders and their agents came to purchase minor forest produce at very low prices from the tribals. After a few years, Government of India agencies established a monopoly over these minor forest produce. This meant a ban on forest dwellers from collecting these produce on their own and selling a part to the traders while retaining a portion for their own sustenance. Now, as employees of the Government they were to hand over all their collection of the minor forest produce to the Government Officials without keeping anything for themselves. Their conditions thus went on deteriorating and we shall examine this later on.

FOREST LABOUR IN INDIA:

Forestry is one of the few organised activities in India where labour is entirely casual and disorganised. It is an irony that a group of people who consider themselves to be the rightful owners of the entire resource based in these areas, have almost no rights even when they are employed to work on the same resources. Centuries ago, when agricultural land was valued at a premium, the tribals were systematically dispossesed of their ancestral lands and driven into the forests for survival. Today when it is becoming increasingly clear that the forests are literally treasure troves not only in terms of timber, but also rare minerals, the tribal forest dwellers are being unceremoniously uprooted again. Forest dwellers or forest workers in India today are at different stages of development. Some are still at the nomadic stage, subsisting on wild fruits, vegetables,

hunting and fishing. Others practice shifting cultivation. A third category practice settled agriculture and have integrated themselves into non-tribal society. Living in hilly forest areas the whole economy of forest workers is built on the products of these areas. A majority of them subsist on edible leaves, honey, roots, wild fruits, etc. They use timber and bamboo to make agricultural implements, to construct and repair houses and collect fuel wood, fodder and other minor forest produces. The forest dwellers are mostly settled in forest villages whichg are directly under the jurisdiction of the forest department and are usually on the periphery of the protected forests. The department requires the settlers to perform stipulated services on payment. The Minimum Wages Act usually does not operate in these areas and the settlers have no legal rights to these lands. Nor do these lands benefit from any development schemes, the tribals being left to sustain themselves through agriculture and the collection of minor forest produce. Dispossesed, with no land rights or rights of tenure, tribals are easy prey for timber contractors who use them in many of their felling operations. When survival is at stake they are forced to take part in illegal felling operations. Those master minding such operations are left un-touched and it is the illeterate forest labourer who is often caught and jailed.

Earlier when the value of forest products was unknown the forest dwellers or forest workers kept what was needed for their own use and bartered or sold the rest to the middleman, from where it went to the customer. Once demand for minor forest produce grew and its commercial value rose, the Government and forest department belatedly woke up to its full potential. The trade of some minor forest produce has been nationalised, its purchase being made by the Forest Department from the forest workers. In practice however forest departments have been known to purchase minor forest produce through agents who pay far less than the prescribed rates to these workers. In U.P., Orissa and other states though the trade of Kendu leaves has been nationalised oil seed, gum, tannin and fruit leaves are auctioned to contractors. In the forest rich state of Orissa the most pitiable condition is that of the forest worker and the forest products. In the trade of Kendu leaf (used as outer covering leaf of an Indian cigarette) alone nerly 800,000 pluckers and 30,000 seasonal workers are engaged. This trade is a state government undertaking. As per governments own admission the trade gave a net profit of Rs. 13 crores to the state exchequer in the year 1981 - 82 and Rs. 16 crores approx. in the year 1982 - 83. The workers employed in this trade are distributed in thousands of villages. They generally belong to the scheduled castes and scheduled tribes. The women folk employed in this trade out number their male counter parts. These workers live in wretched conditions and can best be described as living below the poverty line. The working season of the pluckers is for a period of 2 months from 15th April to 15th June. The pluckers have to walk 10-15 miles at times to pluck Kendu leaves from the forests. In the sizzling summers these poor workers start their work at 5 a.m. and return to their villages with basket

loads of plucked green kendu leaves by 11 a.m. They then prepare Keris (bundles) of 15 leaves each. These bundles are taken to the nearest Phadighar (Collection Centre) where they are spread in the open for drying. All this hardwork fetches them Re. 0.01 ps. for every 8 leaves collected and the maximum these poor workers can earn for 12 hours of labour is between Rs. 2.80 ps. to Rs. 3.00. The munshi, checker, Head Checker, Circle Checker and Bandhari Mistries make the necessary arrangements for processing, bagging and storing. Ultimately Kendu Leaves are sold @ Rs. 17,200/- per quintal. The same is the case with seasonal workers who work for 5 - 12 months in a year. They have no security benefits and are engaged and dismissed at the sweet will of the Forest Department Officials. Their wages are not linked with the consumer price index and of course benefits like Dearness Allowance, Bonus etc. are unknown to these unfortunate workers. In other words these workers are treated like bonded labour and are paid starvation wages which again depends on the will of the Forest Officials. Their working conditions reminds one of the plight of workers in pre-independence days under the landlords and colonial masters. The State Government policy is clearly anti-labour and authoratarian. It wants to take advantage of the ignorance and lack of collective bargaining power of the pluckers distributed in thousands of villages in Orissa and wants to perpetuate its exploitation through the bureacracy.

Another sector in this state, where the workers are exploited is the sal seed trade, where nearly half a million primary collectors collect sal seeds from sal trees which are found in abundance in the State of Orissa. Profits to the tune of crores of rupees are earned every year where as the primary collector is paid a meagre Rs. 1.80 ps. to Rs. 2.00 daily. The workers engaged in this trade are mostly adivasis who collect sal seeds from forests, dry them and then grind them to remove the precious seeds from within. 10 hours of daily work yields Rs. 2.00 as wages at the end of the day. The market selling rate of decoricated seeds is Rs. 2,500/- per ton. In Madhya Pradesh contractors pay local forest dwellers Rs. 5/- for every 10 kgs. of sal seeds. They then pay the State Government a royalty of Rs. 30/- but finally sell the product at Rs. 25/- for every 10 kgs. a profit of over 200 percent. There is no security of service for the primary collectors or the agents who are appointed to collect seeds from primary collectors. Other service conditions or fringe benefits are unknown to them. The trade was recently nationalised and it is estimated that the net earnigs from this trade will fetch the public exchequer an approximate Rs. 20/- crores. The Social economic background of the primary collectors are the same as the kendu leaf pluckers and they are scattered in the thousands of villages comprising of 9 districts of the State of Orissa. Their living and working conditions like the Kendu leaf workers is horrible.

Besides the above there are two more sectors i.e. the Sabai grass workers and the Niger seed growers in the Koraput

district of Orissa state who are also in the exploited and unorganised sector and hence are easy preys of the middle man and contractors.

In another forest rich state of Madhya Pradesh working of forests and sales of forest produce has been nationalised by the state since the mid 1970s. Sales of forest produce now provides a substantial income for the state government. The revenue from timber and firewood alone fetched Rs. 93.42 crores in the year 1981 - 82. By contrast sales of bamboo most of which goes to the paper mills at highly concessional rates fetched the government a paltry Rs. 7.16 crores that year.

But a systematic survey conducted by the state's Forest Department towards the end of the 1970s showed that out of the 45 districts in the state of Madhya Pradesh as many as 26 were already deficit in firewood and timber to meet local needs. The destruction of forests and the growing shortage of wood is also having a major impact on the lives of the forest dwellers. As their daily lives revolve around forest products the destruction of forests has meant that earlier life styles and sources of sustenance have been severally affected. As a result many of these forest dwellers are now forced to sell wood, for which they find a ready market in the towns. For hundreds of thousands of tribals, collecting and selling firewood is slowly becoming a major occupation. If a town is situated nearby, the forest dwellers take their headload of firewood, about 20-25 kgs. per headload, directly, to the town where they earn about Rs. 4 - Rs. 5 per headload. Otherwise they bring the headloads to the nearest national and state highways and sell them to the truck drivers, for one or two rupees and the latter then makes a fat profit by selling off the wood in the town for Rs. 4 to Rs. 5 or more. A striking report published by a team of researchers at the Xavier Institute of Social Service in Ranchi reveals a very interesting point when it points out that most of these headloaders carrying fire wood are women (in the age group 25 - 40) because the money earned by the men seldom reaches the family. The study points out "male members even if they earn some money by selling fuelwood, or by any means may return home quite drunk after spending all the money. Head loading is hard work for these women. They have to go as far as 8 - 10 kms. in search of firewood and for this they have to leave their house before dawn which means waking up at 2 A.M. to complete domestic chores before getting out to collect firewood. To market the collected wood these women come to towns either by train or trucks. In order to reach the market in the early hours, they set out from their villages in the evening and spend the night at the railway station or some other public place. They return home in the afternoon after purchasing some rice, edible oil, kerosene, salt and other domestic necessities from the earnings made by selling wood and immediately get to work to cook dinner. Thus, a woman is able to visit the market once every two days. For each headload of about 20 kgs. she is able to earn Rs. 5.50 to Rs. 6.50".

"The whole process runs smoothly due to some invisible link and gentlemen's agreement between (all) those who are involved", says the study. In certain villages "Koutilya Tax" system is in vouge. Each head loader household pays Rs. 2.50 per week to a village headman who deposits the money in the proper place to ensure carefree collection of firewood from the forest. Further more, at each stage of their journey to the town, the women make regular payments ranging from 10 to 25 paise per bundle. Railway staff on the train and at the stations and even the police constable on duty get a regular share. Thus, a woman can end up losing up to 20 percent of her income in bribes.

Besides the increasing exploitation of the forest dwellers in the exercise of their customary rights over the forest, they are greater victims of commercial exploitation of the forest. From the British days, the forest wealth has been exploited through contractors who employ the forest dwellers to do unskilled jobs at low wages and in appalling conditions.

This contractual system of exploitation was officially adopted by the British, and it continues with full force. The contractors in connivance with the local vested interests and the functionaries of the forest department use the tribals and other forest dwellers to fell the trees in the forest, in most cases the trees that provide the livelihood of these local inhabitants. The wages they give them for this work is a very meagre pittance. Often they become their money lenders and then make them work for them without any wages, as a means of adjusting the interest on the loan. The illiteracy and weak economic condition of the tribals and forest dwellers, added to the various kinds of restrictions imposed on them which put them virtually at the mercy of the Forest Department, especially its lower level functionaire, make their situation extremely vulnerable.

The contractors make them collect minor forest produce and buy it off from them for a very low recompense. In some tribal regions, where there are weekly 'mandies' (markets) the private wholesalers or contractors go to these mandies to buy the minor forest produce at very low rates and sell them with huge margins of profit in the big cities. Many a time they make advance payment to the tribals and later buy their goods at nominal costs. Besides, as most of the tribals, are illiterate, the prices that are mentioned are often not the amount they get in hand. Generally, the trader, like the work contractor also becomes a money lender. His modus operandi is similar to that of the work contractor. He buys the minor forest produce from the tribals as repayment of the debt, or as payment of the interests on the loan incurred by them. But, obviously, the prices fixed are incredibly low.

The Section on Forestry in the Sixth Five Year Plan strongly reiterated the need for eliminating the contractual system but the reason for this elimination is not related to the unjust exploitation of the tribals, but to the effects of this system on forest conservation. "It has been recommended by various bodies, particularly the National Commission on Agriculture and the Central Board of Forestry, that the contractor should be eliminated from forest working for the sake of better scientific management of forests ..... For complete elimination of the contractors, there is need for training personnel and adequate financial support. It is recommended that the entire contractor agency should be eliminated in all states during the Sixth Plan Period".

In the late 1940s, Symington recommended the association of local inhabitants in the exploitation of forest produce. In 1946 - 47, the Forest Labour Societies were initiated by Mr. B.G. Kher in the then Bombay State. The purpose of the Forest Labour Co-operative Societies was : "Not only to give the Adivasi labourers full wages along with a share in the profit, but also to train them gradually to take up the responsibility of conducting forest and other business by their co-operative efforts". This was doubtlessly a very laudable intention, but these co-operative societies were gradually vitiated to suit the interests of a few dominant persons. Their officials, in collusion with the forest officials and other bureaucrats, diverted most of the profits into their own pockets and used the structure of the co-operatives to exploit the Adivasis still further. Many of those in top positions today in the government and bureaucracy started out as secretaries of these co-operatives. The tribals and forest dwellers moved over from slavery to individual merchants and contractors to becoming slaves of the co-operatives.

PROBLEMS OF ORGANISING FOREST WORKERS:

Unorganised labour in India is mostly engaged in forestry and its allied sector, construction and agriculture. An approximate guess of 8 million workers employed in these sectors should not be wrong. This class of labourers is ruthlessly exploited both by the private and public sector and their living and working conditions are miserable and inhuman. The employment of child labour in these hazardous employments though prohibited is a common phenomena. It is a ghastly sight to see children below 12 years of age working round the clock to make a paltry livelihood.

It is an irony that even after 37 years of independence the overwhelming numbers in these informal sectors are without a voice and organisation. After independence the traditional marxists and communist parties relied heavily on factory based unionism. Only a handful of unions and individuals, scattered

and unco-ordinated, attempted to organise the forest labourers and dwellers. The working class movement and the political parties have always remained unconcerned about the fate of these workers because the nexus between the rural vested interests (upper castes and upper classes) who control the vote banks and the electoral process tend to down grade the importance of the forest work force. The left, which is supposed to look after the oppressed sections, also failed in this respect, and though the Prime Minister's Congress Party periodically paid lip-service to these people there remained a huge gap between policy commitments and implementation.

Interested class organisations and their efforts to build unions of workers employed in forestry often feel defeated at the hands of old traditional sanctions of social hierarchy. But when viewed in a larger perspective, one must admit that the whole trade union movement has not been able to arouse great interest among the young generation to come forward to organise this sweated lot. Lack of such dedicated organisers and cadre are responsible for the exploitation of these workers and the non implementation of different statutes. Paucity of funds is also a major problem often faced by individuals and organisations who have braved all odds and stood firmly by their ideals and principles to work for the oppressed and weakest section of the society. Young and aspirant organisers with a missionary zeal to organise forest and other unorganised workers find it very difficult to sustain beyond a point.

The almost complete absence of education among these unfortunate workers is also a major factor which has contributed to their exploitation and hence hindrance in organisational efforts undertaken by interested organisations or individuals. These illeterate workers who have been exploited since generations lack self confidence and have low self-esteem of themselves. Because of illeteracy they are not able to identify their needs and thus incapable in finding methods to fulfil those needs, and when approached by organisations or individual organisers they are hesistant and often not willing to come out of their culture of silence and fear.

Finally, it is sad to note that the organised industrial sector in India has always neglected and avoided concern for its sweated counterparts in the unorganised sectors. The unionised and conscious workers of the organised sectors possess advantages like education, some means of communication/transportation and thus better contact with a larger world. Most importantly, they possess a united force to fight out issues of common interests and needs. The unorganised rural workers (in forests, agriculture etc.) on the other hand are bereft of these advantages. Does it not then become the responsibility of the organised sector to lend a helping hand to their unfortunate brothers and sisters in the unorganised Sector? They

can contribute and aid the unorganised workers both, financially and by their organisational strength and experience to help these workers from trade unions. We must remember that if we have to fulfil the idealist dream of a gradual change over to a non-exploitative system, the organised workers will have to first help and improve the pitiable conditions of their counterparts in the unorganised sector, and only then can the two - the industrial workers with their capacities to halt the wheels of industry and the rural workers who commandeer the production process in factories by controlling Nature - challenge the existing system. This is the only ray of hope, against all odds which assures that the days of exploitation are numbered.

EMPLOYMENT GENERATION POTENTIALITY IN FORESTRY - ITS RESOURCES AND IMPLEMENTATION

The gravest problem facing the rural poor in India is that of lack of productive employment. For as Dr. M.S. Swaminathan, Member Planning Commission has to aptly remarked, "famines in India are not famines of food but of work". There are some 90 million jobless people in India, right now with more than 7 million additional people entering the job market every year. Unfortunately the pattern of industrialization adopted by us generates a very inadequate level of jobs so that industry can absorb barely 40 lakhs of these new entrants leaving more than 6.5 million to yearly add to the already enormous pool of unemployed.

The best option for stepping up employment would be through land distribution schemes. There is as much as 120 million hectares of degraded, barren and marginal farm land available in our country for production through such programmes. Small portions of these lands could be distributed to the unemployed rural poor consisting of forest, agricultural and other workers. The quantum of land assigned to each family will have to be worked out on the basis of the quality of land and the structure of the local society. For example, Gujarat Government's social Forestry Programme envisages the level of 37.5 hectares per family. Depending on the choices, the programme will generate jobs for between 3 to 120 million families. These people can grow trees on such lands which will provide them with food and also some income from the minor forest products. The tribals and other forest dwellers will thus be rehabilated and the problem of providing employment will also be solved to a large extent. One thing is absolutely certain that everyone cannot be employed in factories and nor can new factories be opened up every where, because this requires capital whereas in this scheme what is required is only land which is available in plenty in our country. It is only the generation of employment on such a scale that can make a dent in our grave problems of rural unemployment. The programme would also call for investments of the order of Rs.

1000/- per hectare per year for these 100 or more million hectares. The investment will take between 5 to 15 years to yield dividends. One may however, expect from such a programme, yields of the order of 5 tonnes per hectare per year after the initial gestation period. If we can add to our economy this wood production of the order of 500 million tons per year it would make tremendous impact on the nation as a whole.

Thus, forest land and manpower is abundant in supply. The problem of raising funds for this purpose can be solved by levying a tax similar to that levied by the Government of Maharashtra for its prestigous Employment Guarantee Scheme with special provision of levying a super-tax on industries which use forest produces on a large scale to earn huge profits for themselves. In the International context we see that large multinationals of developed countries have contributed in a big way in destroying the forests of developing nations thereby reducing their forests to the present deplorable state. So now, it automatically becomes their responsibility to repair the harm done by providing funds for forestation and employment generation as well. We must struggle at all levels against this cruel exploitation. All concerned trade unions of forest and wood workers throughout the country should take up the matter and press upon the Government to make it absolutely mandatory for big industries and others depending on forests to implement Forest Conservation Scheme on a large scale.

We should also urge upon the Government to regulate the Employment Guarantee Scheme throughout the country. Once people are employed through the EGS they can always take up other jobs connected with Forest during off season. Alongwith this we will also have to create pressure camps in forests which will keep a tight vigil on all anti forest activities. But these pressure camps could only be formed after organising the forest workers. A sound forest policy which ensures better and more secure employment must be formulated. This could be achieved by insisting on good forest husbandry with clearing and afforestation after felling. In the long term this would be a good investment, both for forestry workers and for society in general. A stable forest policy could eliminate as much as 90% unemployment in India.

At the I.L.O. conference in May, 1973, five resolutions of vital importance to workers engaged in forestry were adopted but although 11 years have elapsed since then, practically nothing has been done pursuant to these important resolutions. It is disquieting to see that the ILO has no means of giving effect to decisions and to see that governments of various countries, even though they have been informed of the decisions, ignore to such an extent an organisation such as the I.L.O. Trade Union Organisations should therefore exert pressure on governments. If not, things will no more change in the future than they have in the past.

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वन विनाश के कारण, दूष्परिणाम और उपाय

प्रताप शिखर

भारत में अंग्रेजोंके आगमन के बाद वनों पर राज्य का हस्तक्षेप तीव्र गति से बढ़ा, वनों से अधिकाधिक राजस्व प्राप्त करने के लिए वनों का व्यावसायिक और व्यापारिक शोषण होने लगा, वर्तमान समय में भारत में प्रति दिन पाँच सौ हेक्टेयर वनों का सफाया हो रहा है। प्रति वर्ष 1·5 लाख हेक्टेयर भूमि का वनाच्छादन नष्ट हो रहा है। परिणामस्वरूप आज देश की मात्र 12% भूमि ही वनों के आवरण से ढकी हुई है।

सन 1952 में राष्ट्रीय वन नीति निर्धारित करते समय देश की 23 भूमि पर वनों का आवरण था, उसे 33% तक बढ़ाने का संकल्प लिया गया था पर वह आज 12% से भी कम हो गया है। सम्पूर्ण हिमालय में मात्र 30-35 तक वनाच्छादन है, जबकि उसे कम से कम 60% तक होना चाहिए था। भारत की 40% जनता के जल संसाधनों का जन्मदाता हिमालय वन कटने के कारण तेजी से नंगा हो रहा है, यदि यही हालत रही तो आने वाले कुछ वर्षों में यह मरूस्थल हो जायेगा।

वनों का विनाश करने की प्रवृत्ति पूरे ससांर मविद्यमान है। डा· त्रिलोकनाथ सुश्रू के अनुसार सारे संसार में प्रति 5 सेकेण्ड में आठ एकड़ वन नष्ट हो रहे है न्यूयार्क टाइम्स अखबार के सिर्फ इतवार के संस्करण के लिए 77 हेक्टेयर का वन काटना पडता है। प्रति वर्ष इण्डोनेशिया में 5 लाख हेक्टेयर, थाईलैण्ड में 3·3 लाख हेक्टेयर, मलेशिया, वर्मा लाओस और फिलीपीन्स में 1 से 2·5 लाख हेक्टेयर और भारत में 1·5 लाख हेक्टेयर वन प्रति वर्ष कट रहे है।

भारत में मध्य प्रदेश में वनों का सर्वाधिक संहार हुआ है। वहाँ तीस वर्षों में 20 लाख हेक्टेयर से अधिक अर्थात 12% काल कवलित हो गए। इसी दौरान पश्चिमी बंगाल 3·2 लाख हेक्टेयर वन गवाँ बैठा। मध्ये प्रदेश में सातपूडा पहाड़ के वनों के कटने से गुजरात को भी बाढ से पीडीत होना पड़ा है। बस्तर के मिश्रित जाति के परम्परागत प्राकृतिक वनों को नष्ट कर दिया गया, जिससे स्वावलम्बी जीवन जीने वाले हजारों आदिवासी विस्थापित हो गए है। मध्य प्रदेश के वन मंत्री को बस्तर के एक पत्रकार शरदचन्द्र वर्मा ने खूब खरी खोटी सुनाई। बस्तर में पाइन, सागौत और नीलगिरी के वृक्षारोपण के सन्दर्भ में बस्तर वन की परियोजनाओं से जुड़े कुछ मूलभूत प्रश्न श्री वर्मा ने उठाए थे। परियोजना की सामाजिक उपयोगिता पर

कुछ प्रश्न चिह्न लगाए, लाखो आदिवासियों के लिए विकल्प और स्थायी व्यवस्था बनाने की मांग वन मंत्री से की गई थी।

वनों के -हास के कारण :- सहज ही प्रश्न उठता है कि वनों का अत्याधिक सफाया क्यों किया जाता है। इसके कुछ कारण है -

§1§ औद्योगीकरण :- देश के 95% वनों पर पूर्ण और सशक्त सरकारी नियंत्रण है रेलवे स्लीपर, कागज उद्योग, प्लायउड उद्योग आदि के लिए वनो की आवश्यकता होती है। नियमानुसार 50 वर्ष से अधिक उम्र का वृक्ष कटने के लिए परिपक्व माना जाता है। परन्तु अनधिकृत रूप से सभी प्रकार के मोटे-पतले पेड़ काटे जाते है। प्रेम शंकर झा की एक रिपोर्ट के अनुसार अनुमती प्राप्त एक वृक्ष के साथ 5 से 10 तक पेड़ अनियमित रूप से काटे जाते है। हिमाचल प्रदेश में लगभग 3 लाख वृक्ष अर्थात 7,80,000 घन मीटर लकड़ी प्रति वर्ष कट रही है। डा॰ एस॰ एल॰ भाट के अनुसार कुमाऊँ और गढ़वाल के जंगलों से 45·4 लाख घन मीटर लकड़ी प्रति वर्ष निकाली जा रही है। उत्तर प्रदेश के दोहन का 25% भाग अवैध ढंग से हो रहा है। नेपाल में केवल तराई के वनों से 15 लाख घन मीटर लकडी मिल रही है। डा॰ खड्गसिंह वाल्दिया ने एक लेख में कहा है कि यदि वन-विभाग की इस गति को नियंत्रित न किया गया तो सन् 2031 तक वनों के पुनरूत्पादन की क्षमता पूर्णतः नष्ट हो जायेगी

§2§ जलाऊ ईंधन :- भारत में एक औसत परिवार को प्रति वर्ष 1½ टन ईंधन की आवश्यकता होती है। श्री नारायणदत्त बचखेती के अनुसार देश के सरकारी जंगलों से प्रतिवर्ष 150 लाख टन और निजी भूमि में उगे पेड़ों, झाड़ियों, बागानों और कृषि के कचरे से 350 लाख टन ईंधन सुलभ हो रहा है। जब कि देशवासियों को 1330 लाख टन ईंधन की आवश्यकता है। ईंधन की बढ़ती आवश्यकता पूरी करने के लिए वनों का विनाश हुआ है। हम जिस गति से ईंधन फूंक रहे है, उससे लगता है कि 2000 ई॰ तक हमें प्रति वर्ष 1500 लाख टन ईंधन की जरूरत होगी, यह जरूरत 350 लाख हेक्टैयर वनो से सुलभ हो पायेगी।

§3§ कृषि :- वन भूमि को कृषी भूमि में परिणित करने से भी वनों का -हास हुआ है। पहले जमाने में गाँव और खेत नदी की निचली घाटीयों में हुआ करते थे। जनसंख्या में वृध्दी के कारण 300 से 500 मीटर ऊपरी दलानों के वन काट कर खेत बनाए गए और गाँव बसाये गए। आज 2300 मीटर की ऊँचाई पर वनों का सर्वनाश करके खेती की जा रही है। यहां दो साल में केवल तीन बार खेती होती है। पहाड़ से ऊपरी चोटी तक खेत बनाए जाने से हिमालय प्रदेश के जलविभाजनों के वना-

वनाच्छादन नष्ट हो गए और जल स्त्रोत सुखने लगे । उत्तर प्रदेश की तराई में विस्थापितों को बसाने के लिए लाखों हेक्टेयर वन काट दिए गए । भारत के पूर्वी क्षेत्रों में कृषि की एक अवाँछनीय पध्दति "झूम की प्रथा" प्रचलित है । वन्य जातियाँ एक स्थान की वनस्पति को काट कर, जलाकर दो-तीन वर्षो तक खेती करते है और फिर वहाँ से दूसरी जगह जा कर इसी प्रकार वनों का सफाया कर नए सिरे से खेती करते है । झुराने लाखों हेक्टेयर वनों का नाश हो चुका है ।

§4§ चरान-चुंगान :- भारत में विश्व के 19% मवेसी पलते है । मवेसियों के चरने और रौंदने से चरागाहों की उत्पादकता घटी है और वनों की घोर दुर्दशा हुई है मात्र चरागाहों की घास से मवेशियों का पेट नहीं भरता अतः झाडियों, छोटे-छोटे पेड़ और वृक्षो की पत्तियाँ उनका भोजन बनती है । ग्वाले पेड़ों की टहनियाँ और पत्ते तोड़-तोड़ कर पेंडों की पुनरूत्पादन क्षमता नष्ट कर रहे है । घुमन्तू बकरी पालक और भैंस पालक पहाड़ो की चोटी पर मवेशियों को ले जा कर भूक्षरण और अपरदन में सहायक होते है । अब बचे-खुचे चरागाहों पर चरने का बेहद दबाव पड़ रहा है । डा॰ जमुनाशरण सिंह और ए॰ के॰ सक्सेना के अनुसार चमोली जिले में 2·4 गुना, अलमेड़ा में 4·5 गुना अधिक दबाव चरागाहों की क्षमता से अधिक पड़ रहा है । फलस्वरूप वनों और चरागाहों का दायरा घट रहा है कुमाऊँ में 2500 फुट की ऊँचाई तक केवल 16·8% गढ़वाल में 3500 फुट की ऊँचाई तक 24% हिमाचल प्रदेश में 5400 फुट की ऊँचाई तक 25% और जम्मु में 5900 फुट की ऊँचाई तक 38% चारागाह शेष बचे है । चारे का वार्षिक उत्पादन 14·8% है और उपभोग 19·8% है । इस प्रकार चरागाहों वनों की उत्पादन क्षमता प्रति वर्ष 5% घट रही है । इसी गती के रहते 2031 तक वनों व चारागाहों का पुनरूत्पादन नहीं होगा उनकी उत्पादन क्षमता सदा के लिए नष्ट हो जायेगी । यह बात सी॰ एल॰ भट्ट ने कही है ।

§5§ बड़े बाँधो का निर्माण :- भारत में 12 वन बड़े बाँधो के निर्माण और उनके द्वारा सृजित जलाशयो के बनने से नष्ट हुए है । पश्चिमी घाट और नीलगिरी पर्वतांचल की अनेक जल विद्युत परियोजनाओं से वनों का व्यापक विनाश हुआ है बाँध के कारण विस्थापित हुए लोगों के बसाने के लिए भी वन काटे जाते है । पूना के लिए पानशेत और कालिन्दी परियोजनाओं के बनने से एक समृध्द बन डूब गया टिहरी बाँध के निर्माण से टिहरी के आसपास के वनों का सफाया हो रहा है । टिअरी के विस्थापितो को बसाने के लिए तराई के वन काटे जा रहे है ।

§6§ सडक निर्माण :- हिमालय क्षेत्र में चौवालीस हजार किलोमीटर लम्बी कच्ची-पक्की सडकोंका जाल बिछा हुआ है। एक किलो मीटर लम्बी सड़क बनने से सैकडों पेड कटते हैं और दस लाख टन मलवा उत्पन्न होता है। प्रति वर्ष एक किलो मीटर सड़क से 550 घन मीटर भूस्खलन का मलव्य हटाया जाता है। सड़क का मलवा नीचे लुढ़क कर ढलानों में उगे असंख्य पेड़-पौधों को कुचलकर नीचे घाटी तक पहुँच जाता है। तात्पर्य यह है कि सड़कों के बनने से भी जंगलों का नाश हुआ है।

§7§ प्राकृतिक भूस्खलन :- अगस्त 1978 में भागीरथी नदी की सहायक कनोड़िया गाड़ में हुए भूस्खलन से 60 हजार वृक्ष मर गए। आँधी तुफान से भी कमजोर वृक्ष गिर जाते हैं। अप्रैल 1981 में नेपाल की पश्चिमी सीमा से ले कर व्यास नदी की घाटी तक की संकरी पट्टी में 6-7 लाख वृक्ष आँधी के कारण धराशायी हो गए थे। सिरमौर हिमाचल प्रदेश में आँधी से चीड़ के 40 हजार पेड़ गिर गए थे। ऐसा लीस निकालने की दोषपूर्ण पध्दति के कारण भी हुआ।

§8§ जंगल में आग का प्रकोप :- जंगल में आग लगने से चारा, घास, झाड़ियाँ नवजात और छोटे पौधे सभी भस्म हो जाते हैं। कभी-कभी आग स्वयं ही पैदा हो जाती है और कभी मुसाफिरों या स्थानीय लोगों की लापरवाही के कारण आग लगती है। ग्रीष्मकाल में दावानल की असंख्य मालाएँ सरकते हुए एक जंगल से दूसरे जंगल में पहुँच कर पेड़ो को भस्म करती हैं।

<u>वनविनाश के दुष्परिणाम</u> :- विभिन्न कारणों से वनों का तीव्र गति से विनाश हो रहा है। जिसके दुष्परिणाम सामने आने लगे हैं।

§1§ जल स्रोतों में पानी की कमी :- वनों के कटने से जल स्रोत सूख रहे हैं। उनका पानी कम हो रहा है। वृक्षों की जड़ों का जाल वर्षा जल को भूमि में समाविष्ट होने में सहायता करता है। घास, पात और काई की परतें वर्षा जल को सोखती हैं, वर्षा जल का 95% भाग भूमिगत हो कर असंख्य स्रोतों, बावड़ियों, कुंओ और तालाबों में प्रकट होता है। वनों के न होने से जल के स्त्रोत सूख जायेंगे, पीने और सिंचाई के लिए पानी नहीं मिलेगा। नदी नालों का जल भी कम हो जायेगा।

वृक्षविहीन धरती से वर्षा जल का 95% भाग नदियों में बह कर बाढ़ों के रूप में विनाश ढ़ायेगा, पानी के साथ रेत, मिट्टी, कंकड़ पत्थर बहकर और उर्वर खेतों पर बिछ कर उन्हें पोषक तत्वों से रहित कर देंगे। गोदावरी और कृष्णा के मैदानों में ऐसी ही परिस्थितियाँ पैदा हो चुकी है। राजस्थान में अरावली श्रेणी के आर-पार धरती की दुर्दशा हो गई है। कहीं-कहीं तो मरुस्थलीय परिस्थितियाँ पैदा होगई है।

§2§ बाढ़ को निमंत्रण :- वृक्षविहीन धरती पर वर्षा जल का 78% से 95% भाग बह जाता है, यह जल नदी-नालों में प्रचण्ड़ गति से बहकर घाटी के मैदानों में फैल जाता है, जिससे विनाशकारी बाढ़ उत्पन्न होती है। यह जल अपने साथ मिट्टी रेत, कंकड-पत्थर भी बहा कर ले जाता है। मध्य नेपाल के वनविहीन पोखरा बेसिन की सेती नदी में वर्षा काल में पानी एक हजार गुना अधिक बढ़ जाता है। यह बढ़ा हुआ जल बाढ़ों के रूप में विनाश ढाता है। सन् 1953 में बाढ़ से 60 लाख हेक्टेयर भूमि प्रभावित हुई और 54 करोड़ रूपयों की हानी हुई। 1980 में 114 114 लाख हेक्टेयर भूमि पर बाढ़ आई 830 करोड़ रूपयों की हानि हुई। कारण स्पष्ट है, 1953 में 22 भाग पर वन थे और 1980 में मात्र 12 भाग पर ही वन रह गए है।

§3§ किसान की पूंजी मिट्टी का पलायन :- वन समाप्त होने से मिट्टी का आवरण सूख जाता है, जिससे अपरदन, भूक्षरण और भूस्खलन शुरु हो जाता है। भारत में भूक्षरण से प्रति वर्ष 6 अरब टन उर्वरक, ऊपरी मृदा नदियों के द्वारा बहाई जाती जाती है, यह मृदा सात लाख एकड़ उपजाऊ भूमि के बराबर क्षमता रखती है। जमीन की उर्वरा शक्ति कम होने, वर्षा की कमी होने और वन कटने से हवा पर हवा पर रोक-टोक न होने से खेत की मिट्टी उड़ जाती है, अगली वर्षा होने पर मिट्टी चिपचिपी हो जाती है और उसमें पानी का कटाव प्रारम्भ हो जाता है। एक इंच मोटी मिट्टी की परत बनाने में प्रकृति को पाँच सौ साल लग जाते है। गाँधीजी की अंग्रेज शिष्या सरला देवी कहती थी कि लड़ाईग्रस्त देश का नवनिर्माण करना आसान है, लेकिन जिस खेत की मिट्टी चली गई उसका तो सदा के लिए विनाश हो चुका, उसका नवनिर्माण नहीं किया जा सकता।

§4§ वायु मण्डलीय प्रदूषण और सामान्य तापमान में वृध्दी :- वनों की कमी के फलस्वरूप वायु मण्डलीय तापमान की उग्रता बढ़ी है। जाड़ों में अधिक ठंड §सामान्य से 4 तक कम§ और ग्रीष्म में अधिक तापमान §सामान्य से 4½° ऊपर§ रहता है। कहीं-कहीं वायु मण्डली की नमी में 2%से 2·25%तक कमी आई है। जिससे स्थानीय वर्षा 1 से 10% तक कम हो गई है। वायु को प्रदूषित करने वाली कार्बन डाई आक्साइड गैस को आत्मसात कर ऑक्सीजन उत्पन्न करने वाले वृक्ष कम हो गए है, इससे वायु मण्डल मा प्रदूषण बढ़ गया है और सामान्य तापमान भी ऊपर चढ़ गया धूल और धूंवे को छानने की प्राकृतिक प्रक्रिया शिथिल हो गई है। इससे कहीं-कहीं दमघोंटू स्थिति पैदा हो रही है।

दुनिया के दलदलों में उसस 66 अरब टन कार्बन डाई आक्साईड बन्द है। बढ़ते हुए तापमान से ये दलदल धीरे-धीरे सुख जाता है, जिससे वह कार्बन डाई आक्साईड हवा में मिल जाती है। यह प्रक्रिया एक बार प्रारम्भ होने पर बढ़ती जाती है तापमान बढ़ने से कृषि फसलों पर भी असर पडता है। बढ़ते हुए तापमान के साथ बढ़ती हुई कार्बन डाई आक्साईड की मात्रा देख कर वैज्ञानिक हिसाब लगाने लगे है, कि जब हिमनद और हिमटोप ज्यादा तेजी से घुलने लगेंगे, तब संभवतः एक सौ वर्ष में समुद्र की सतह 400 फुट ऊंची उठ सकती है। उस हालत में सब बन्दरगाह समुद्र के नीचे डूबेंगे और उपजाऊ मैदान भी समुद्र में डूब जायेंगे। बम्बई भी जलमग्न हो जायेगा।

वनविनाश के कारणों और दुष्परिणामों के बारे में जानकारी प्राप्त करने के बाद अनेक प्रश्न उत्पन्न होते हैं।

1-: क्या औद्योगीकरण और विकास का उद्देश्य स्थापित मनुष्य को विस्थापित कर उसके लिए अस्तित्व का संकट पैदा करता है।

2-: औद्योगीकरण के लिए वनों का उपयोग न करने से कारखाने बंद हो जायेंगे जिससे उनमें काम करने वाले श्रमिक बेरोजगार हो जायेंगे और उनके परिवार भुखमरी के शिकार होंगे, तब प्रश्न उठता है कि मनुष्य बड़ा या पेड़, मनुष्य पेड़ के लिए या पेड़ मनुष्य के लिए?

3-: वनों से किस प्रकार का रोजगार प्राप्त किया जा सकता है?

4-: वनों पर जनसंख्या का दबाव किस प्रकार कम किया जा सकता है?

5-: क्या वृक्षारोपण करके वन विनाश के दुष्परिणामों से बचा जा सकता है?

6-: यदि हाँ तो हमें किस प्रकार के पौधे उगाने और लगाने चाहिये? ऐक्ल प्रजाति और मिश्रित प्रजाति के पेड़ों में से मिश्रित प्रजाति क्यो उत्तम है?

7-: मनुष्य को उपेक्षित कर पेड़, पहाड़, पानी और मिट्टी को संरक्षित करना कहाँ तक न्यायसंगत है?

8-: बाढ़ और सुखे का स्थायी हल क्या हो सकता है?

9-: चरागाहों पर मवेशियों का दबाव किस प्रकार कम किया जा सकता है?

10-: आज का विकास विनाशकारी सिध्द हो रहा है, विनाश रहित विकास किस प्रकार किया जा सकता है?

CONVENTION NO. 107

Convention concerning the Protection and Integration of Indigenous and Other Tribal and Semi-Tribal Populations in Independent Countries

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office and having met in its Fortieth Session on 5 June, 1957, and

Having decided upon the adoption of certain proposals with regard to the protection and integration of indigenous and other tribal and semi-tribal populations in independent countries, which is the sixth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention, and

Considering that the Declaration of Philadelphia affirms that all human beings have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity, and

Considering that there exist in various independent countries indigenous and other tribal and semi-tribal populations which are not yet integrated into the national community and whose social, economic or cultural situation hinders them from benefiting fully from the rights and advantages enjoyed by other elements of the population, and

Considering it desirable both for humanitarian reasons and inthe interest of the countries concerned to promote continued action to improve the living and working conditions of these populations by simultaneous action in respect of all the factors which have hitherto prevented them from sharing fully in the progress of the national community of which they form part, and

Considering that the adoption of general international standards on the subject will facilitate action to assure the protection of the populations concerned, their progressive integration into their respective national communities and the improvement of their living and working conditions, and

Noting that these standards have been framed with the co-operation of the United Nations, the Food and Agriculture Organisation of the United Nations, the United Nations Educational, Scientific and Cultural Organisation and the World Health Organisation, at appropriate levels and in their respective fields and that it is proposed to seek their continuing co-operation in promoting and securing the application of these standards, adopts this twenty-sixth day of June of the Year one thousand nine hundred and fifty seven the following Convention, which may be cited as the Indigenous and Tribal Populations Convention, 1957:

PART I GENERAL POLICY

Article 1

1. This Convention applies to -

(a) members of tribal or semi-tribal populations in independent countries whose social and economic conditions are at a less advanced stage than the stage reached by the other sections of the national community and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations;

(b) members of tribal or semi-tribal populations in independent countries which are regarded as indigenous on account of their descent from the populations which inhabited the country or a geographical region to which the country belongs, at the time of conquest or colonisation and which, inrespective of their legal status, live more in conformity with the social, economic and cultural institutions of that time than with the institutions of the nation to which they belong.

2. For the purposes of this Convention, the term "Semi-tribal" includes groups and persons who, although they are in the process of losing their tribal characteristics, are not yet integrated into the national community.

3. The indigenous and other tribal or semi-tribal populations mentioned in paragraphs 1 and 2 of this Article are referred to hereinafter as "the populations concerned".

Article 2

1. Governments shall have the primary responsibility for developing co-ordinated and systematic action for the protection of the populations concerned and their progressive integration into the

life of this respective countries.

2. Such action shall include measures for -

(a) enabling the said populations to benefit on an equal footing from the rights and opportunities which national laws or regulations grant to the other elements of the population;

(b) promoting the social, economic and cultural development of these populations and raising their standard of living;

(c) creating possibilities of national integration to the exclusion of measures tending towards the artificial assimilation of these populations.

3. The primary objective of all such action shall be the fostering of individual dignity and the advancement of individual usefulness and initiative.

4. Recourse to force or coercion as a means of promoting the integration of these populations into the national community shall be excluded.

Article 3

1. So long as the social, economic and cultural conditions of the populations concerned prevent them from enjoying the benefits of the general laws of the country to which they belong, special measures shall be adopted for the protection of the institutions, persons, property and labour of these populations.

2. Care shall be taken to ensure that such special measures of protection -

(a) are not used as a means of creating or prolonging a state of segregation; and

(b) will be continued only so long as there is need for special protection and only to the extent that such protection is necessary.

3. Enjoyment of the general rights of citizenship, without discrimination, shall not be prejudiced in any way by such special measures or protection.

Article 4

In applying the provisions of this Convention relating to the integration of the populations concerned -

(a) due account shall be taken of the cultural and religious values and of the forms of social control existing among these populations and of the nature of the problems which face them both as groups and as individuals when they undergo social and economic change;

(b) the danger involved in disrupting the values and institutions of the said populations unless they can be replaced by appropriate substitutes which the groups concerned are willing to accept shall be recognised;

(c) policies aimed at mitigating the difficulties experienced by these populations in adjusting themselves to new conditions of life and work shall be adopted.

Article 5

In applying the provisions of this Convention relating to the protection and integration of the populations concerned, governments shall -

(a) seek the collaboration of these population and of their representatives;

(b) provide these populations with opportunities for the full development of their initiative;

(c) stimulate by all possible means the development among these populations of civil liberties and the establishment or participation in elective institutions.

Article 6

The improvement of the conditions of life and work and level of education of the populations concerned shall be given high priority in plans for the over-all economic development of areas inhabited by these populations. Special projects for economic development of the areas in question shall also be so designed as to promote such improvement.

Article 7

1. In defining the rights and duties of the population concerned regard shall be had to their customary laws.

2. These populations shall be allowed to retain their own customs and institutions where these are not incompatible with the national legal system or the objectives of integration programmes.

3. The application of the preceding paragraphs of this Article shall not prevent members of these populations from exercising, according to their individual capacity, the rights granted to all citizens and from assuming the corresponding duties.

Article 8

To the extent consistent with the interests of the national community and with the national legal system -

(a) the methods of social control practised by the population concerned shall be used as far as possible for dealing with crimes or offences committed by members of these populations;

(b) where use of such methods of social control is not feasible, the customs of these populations in regard to penal matters shall be borne in mind by the authorities and courts dealing with such cases.

Article 9

Except in cases prescribed by law for all citizens the exaction from the members of the populations concerned of compulsory personal services in any form, whether paid or unpaid, shall be prohibited and punishable by law.

Article 10

1. Persons belonging to the populations concerned shall be specially safeguarded against the improper application of preventive detention and shall be able to take legal procedings for the effective protection of their fundamental rights.

2. In imposing penalties laid down by general law on members of these populations account shall be taken of the degree of cultural development of the populations concerned.

3. Preference shall be given to methods of rehabilitation rather than confinement in prison.

PART II - LAND

Article 11

The right of ownership, collective or individual of the members of the populations concerned over the lands which these populations traditionally occupy shall be recognised.

Article 12

1. The populations concerned shall not be removed without their free consent from their habitual territories except in accordance with national laws and regulations for reasons relating to national security or in the interest of national economic development or of the health of the said populations.

2. When in such cases removal of these populations is necessary as an exceptional measure, they shall be provided with lands of quality at least equal to that of the lands previously occupied by them, suitable to provide for their present needs and future development. In cases where chances of alternative employment exist and where the populations concerned prefer to have compensation in money or in kind, they shall be so compensated under appropriate guarantees.

3. Persons thus removed shall be fully compensated for any resulting loss or injury.

Article 13

1. Procedures for the transmission of rights of ownership and use of land which are established by the customs of the populations concerned shall be respected, within the framework of national laws and regulations, in so far as they satisfy the needs of these populations and do not hinder their economic and social development.

2. Arrangements shall be made to prevent persons who are not members of the populations concerned from taking advantage of these customs or of lack of understanding of the laws on the part of the members of these populations to secure the ownership or use of the lands belonging to such members.

Article 14

National agrarian programmes shall secure to the populations concerned treatment equivalent to that accorded to other sections of the national community with regard to -

(a) the provision of more land for these populations when they have not the area necessary for providing the essentials of a normal existence or for any possible increase in their numbers;

(b) the provision of the means required to promote the development of the lands which these populations already possess.

PART III - RECRUITMENT AND CONDITIONS OF EMPLOYMENT

Article 15

1. Each Member shall, within the framework of national laws and regulations, adopt special measures to ensure the effective protection with regard to recruitment and conditions of employment of workers belonging to the populations concerned so long as they are not in a position to enjoy the protection granted by law to workers in general.

2. Each member shall do everything possible to prevent all discrimination between workers belonging to the populations concerned and other workers, in particular as regards -

(a) admission to employment including skilled employment;
(b) equal remuneration for work of equal value;
(c) medical and social assistance, the prevention of employment injuries, workmen's compensation, industrial hygiene and housing;
(d) the right of association and freedom for all lawful trade union activities and the right to conclude collective agreements with employers or employers' organisations.

PART IV - VOCATIONAL TRAINING, HANDICRAFTS AND RURAL INDUSTRIES

Article 16

Persons belonging to the populations concerned shall enjoy the same opportunities as other citizens in respect of vocational training facilities.

Article 17

1. Whenever programmes of vocational training of general application do not meet the special needs of persons belonging to the populations concerned governments shall provide special training facilities for such persons.

2. These special training facilities shall be based on a careful study of the economic environment, stage of cultural development and practical needs of the various occupational groups among the said populations; they shall, in particular, enable the persons concerned to receive the training necessary for occupations for which these populations have traditionally shown aptitude.

3. These special training facilities shall be provided only so long as the stage of cultural development of the populations concerned requires them; with the advance of the process of integration they shall be replaced by the facilities provided for other citizens.

Article 18

1. Handicrafts and rural industries shall be encouraged as factors in the economic development of the populations concerned in a manner which will enable these populations to raise their standard of living and adjust themselves to modern methods of production and marketing.

2. Handicrafts and rural industries shall be developed in a manner which preserves the cultural heritage of these populations and improves their artistic values and particular modes of cultural expression.

PART V - SOCIAL SECURITY AND HEALTH

Article 19

Existing social security schemes shall be extended progressively, where practicable, to cover -

(a) wage earners belonging to the populations concerned

(b) other persons belonging to these populations.

Article 20

1. Governments shall assume the responsibility for providing adequate health services for the populations concerned.

2. The organisation of such services shall be based on systematic studies of the social, economic and cultural conditions of the populations concerned.

3. The development of such services shall be co-ordinated with general measures of social, economic and cultural development.

PART IV - EDUCATION AND MEANS OF COMMUNICATION

Article 21

Measures shall be taken to ensure that members of the populations concerned have the opportunity to acquire education at all levels on an equal footing with the rest of the national community.

Article 22

1. Education programmes of the populations concerned shall be adapted, as regards methods and techniques, to the stage these populations have reached in the process of social, economic and cultural integration into the national community.

2. The formulation of such programme shall normally be preceded by ethnological surveys.

Article 23

1. Children belonging to the populations concerned shall be taught to read and write in their mother tongue or, where this is not practicable, in the language most commonly used by the group to which they belong.

2. Provision shall be made for a progressive transition from the mother tongue or the vernacular language to the national language or to one of the official languages of the country.

3. Appropriate measures shall, as far as possible, be taken to preserve the mother tongue or the vernacular language.

Article 24

The imparting of general knowledge and skills that will help children to become integrated into the national community shall be an aim of primary education for the populations concerned.

Article 25

Educational measures shall be taken among other sections of the national community and particularly among those that are in most direct contact with the populations concerned with the object of eliminating prejudices that they may harbour in respect of these population.

Article 26

1. Governments shall adopt measures, appropriate to the social and cultural characteristics of the populations concerned, to make known to them their rights and duties, especially in regard to labour and social welfare.

2. If necessary this shall be done by means of written translations and through the use of media of mass communication in the languages of these populations.

PART VII - ADMINISTRATION

Article 27

1. The Governmental authority responsible for the matters covered in this Convention shall create or develop agencies to administer the programmes involved.

2. These programmes shall include -

(a) planning, co-ordination and execution of appropriate measures for the social, economic and cultural development of the populations concerned;

(b) proposing of legislative and other measures to the competent authorities;

(c) supervision of the application of these measures.

PART VIII.-GENERAL PROVISIONS

Article 28

The nature and the scope of the measures to be taken to give effect to this Convention shall be determined in a flexible manner, having regard to the conditions characteristic of each country.

Article 29

The Application of the provisions of this Convention shall not affect benefits conferred on the populations concerned in pursuance of other Conventions and Recommendations.

Article 30

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 31

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 32

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 33

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.

2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

Article 34

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Chapter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provision of the preceding Articles.

Article 35

At such times at it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the conference the question of its revision in whole or in part.

Article 36

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 32 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 37

The English and French versions of the text of this Convention are equally authoritative.

QUESTIONAIRE

In accordance with article 39 of the Standing Orders of the International Labour Conference, governments are requested to send their replies to the following questionaire, indicating their reasons for each reply, so as to reach the International Labour Office in Geneva by 30th September, 1987 at the latest. In this connection, the attention of governments is drawn to the recommendation contained in the Introduction to this report concerning the consultation of the most representative organisations of employers and workers, as well as of representative organisations of indegenous and tribal peoples in the country, where they exist.

Introduction

1. Do you consider that the International Labour Conference should undertake a partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107)?

2. If so, and in view of the nature and variety of questions covered in this Convention, would you agree that the Office prepare, as a working basis for the Conference discussion, conclusions with a view to a revised Convention on this subject?

Possible Convention

I. PURPOSE OF THE PARTIAL REVISION

3. Do you consider that the basis orientation of a revised Convention should reflect respect for the cultures and traditions of the indigenous and tribal peoples concerned and their right to be consulted concerning decisions which affect them?

4. Do you consider that replacing the basis orientation of Convention No. 107, which is focused on integration, by the orientation described in the previous question, will require the partial revision of a number of its Articles?

5. Do you consider that it is necessary also to revise the Articles of Convention No. 107 that -

(a) deal with land (Articles 11 to 14) and
(b) with recruitment and conditions of employment (Article 15)?

6. Do you consider that the revised Convention should replace the term "populations" with the term "peoples" in order to reflect

terminology used in other international organisations and by these groups themselves?

II. SCOPE AND DEFINITIONS

7. Do you consider that Article I, paragraph 1(a), should be amended to refer to tribal peoples in independent countries whose social, cultural and economic conditions distinguish them from other sections of the national community and whose status is regulated wholly or partially by their own customs or traditions or by special laws and regulations?

8. Do you consider that Article I, paragraph 1(b), should be amended to refer to peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonisation and which, irrespective of their legal status, retain some or all of their traditional social, economic, cultural and political institutions?

9. Do you consider that paragraph 2 of Article I should be omitted from the revised instrument and that other reference in the Convention to "semi-tribal populations" should also be omitted?

III. GENERAL POLICY

10. Do you consider that Article 2, paragraph 1 should be amended to provide that governments shall have the primary responsibility for developing co-ordinated and systematic action, in co-operation with the peoples concerned, to ensure both their protection and their participation in the life of their respective countries, with full respect for their social and cultural identity?

11. Do you consider that paragraph 2 of Article 2 should be amended as follows :

(a) subparagraph (a) should remain unchanged;
(b) subparagraphs (b) and (c) should be replaced by a requirement and that the action to be taken should include measures for -

(i) ensuring that the economic and social rights and the cultural, political, social and religious institutions of the said peoples are recognised and protected?

(ii) raising the standard of living of the peoples concerned?

12. Do you consider that paragraph 3 of Article 2 should be omitted from the revised instrument?

13. Do you consider that paragraph 4 of Article 2 should remain unchanged?

14. Do you consider that Article 3 should remain unchanged, except for deleting from paragraph 1 the words "So long as the social, economic and cultural conditions of the populations concerned prevent them from enjoying the benefits of the general laws of the country to which they belong?

15. Do you consider that the introductory phrase of Article 4 should be omitted from the revised instrument?

16. Do you consider that subparagraph (a) of Article 4 should remain unchanged?

17. Do you consider that the words "unless they can be replaced by appropriate substitutes which the groups concerned are willing to accept" should be deleted from subparagraph (b) of Article 4?

18. Do you consider that the words "whenever such adjustments take place" should be added at the end of subparagraph (c) of Article 4?

19. Do you consider that Article 5 should be replaced by a provision which requires that governments should, whenever possible, undertake consultations with the peoples concerned, or with their representatives where they exist, whenever consideration is being given to legislative or administrative measures which may affect them?

20. Do you consider that these consultations should be carried out in such a way as to provide these peoples with an effective voice in deciding on such measures?

21. Subject to questions 22 and 23, do you consider that Article 6 should remain unchanged?

22. Do you consider that a paragraph should be added to Article 6 providing -

(a) that the peoples concerned should be involved at all stages in the formulation and implementation of plans for development of the areas which they inhabit, and

(b) that they should enjoy as much control as possible over their own economic, social and cultural development?

23. Do you consider that another paragraph should be added to Article 6 providing that, whenever appropriate social and environmental studies should be carried out before any such development activities are begun, in order to assess the possible impact of these activities on the peoples concerned?

24. Do you consider that paragraph 1 of Article 7 should remain unchanged?

25. Do you consider that paragraph 2 of Article 7 should be amended to provide that these peoples should as far as possible be allowed to retain their own customs and institutions?

26. Do you consider that the above mentioned provision should be supplemented by a requirement that, where necessary procedures should be established to resolve conflicts between customary and national law?

27. Do you consider that paragraph 3 of Article 7 should remain unchanged?

28. Do you consider that Article 8 should remain unchanged except for the deletion of its introductory phrase "To the extent consistent with the interests of the national community and with the national legal system"?

29. Do you consider that Article 9 should remain unchanged?

30. Do you consider that paragraph 1 of Article 10 should be amended by replacing "improper application of preventive detention" by abuse of their fundamental rights"?

31. Do you consider that paragraph 2 of Article 10 should be amended by replacing "degree of cultural development" by "culture"?

32. Do you consider that paragraph 3 of Article 10 should remain unchanged?

IV. LAND

33. Subject to question 34 below, do you consider that Article 11 should remain unchanged?

34. Do you consider that a paragraph should be added to Article 11 providing that governments should take steps, where this has not already been done, to determine the lands which the peoples concerned traditionally occupy and to guarantee effective protection of their right of ownership?

35. Do you consider that the right of ownership over lands already provided for in Article 11 should extend to natural resources, including fauna and flora, waters, ice and mineral and other subsoil resources, pertaining to the lands traditionally occupied by the peoples concerned?

36. Do you consider that where, under the national legal system, land ownership does not carry with it the ownership of mineral and other subsoil resources pertaining to the land, special measures should be taken to protect these peoples in relation to the control and exploitation of such resources?

37. Do you consider that paragraph 1 of Article 12 should be amended by deleting all the words after "habitual territories" taking into account the next question?

38. Do you consider that in cases where the removal of these peoples is necessary as an exceptional measure and where the free consent of these peoples cannot be obtained, no such removals should take place except following adequate procedures including public inquiries, which provide the opportunity for effective representation of the peoples concerned?

39. Do you consider that paragraph 2 of Article 12 should remain unchanged, except for the addition for a requirement that lands provided in compensation should be of legal status at least equal to that of the lands previously occupied by them?

40. Do you consider that paragraph 3 of Article 12 should remain unchanged?

41. Do you consider that paragraph 1 of Article 13 should be amended by deleting all the words after "regulations"?

42. Do you consider that paragraph 1 of Article 13 should be supplemented by providing that any decision regarding the capacity of these people to transmit rights of ownership and use of land should be taken in consultation with the peoples concerned?

43. Do you consider that paragraph 2 of Article 13 should remain unchanged?

44. Do you consider that a paragraph should be added to Article 13 providing that any unauthorised intrusion upon, or use of the lands of the peoples concerned by persons not belonging to these peoples should be considered as an offence and that appropriate penalties for such offences should be established by law?

45. Subject to question 46, do you consider that Article 14 should remain unchanged?

46. Do you consider that a paragraph should be added to Article 14 providing that adequate procedures should be established within the national legal system to resolve land claims by the peoples concerned?

V. RECRUITMENT AND CONDITIONS OF EMPLOYMENT

47. Subject to questions 48 and 49, do you consider that Article 15 should remain unchanged?

48. Do you consider that a paragraph should be added to Article 15 requiring Members to take special measures for the protection of seasonal and migrant workers belonging to the peoples concerned, particularly in connection with exposure to pesticides and other toxic substances?

49. Do you consider that another paragraph should be added to Article 15 requiring Members to take all possible measures to ensure that members of these peoples are not subjected to coercive recruitment systems including bonded labour and other forms of induced indebtedness?

VI. VOCATIONAL TRAINING, HANDICRAFTS AND RURAL INDUSTRIES

50. Do you consider that Article 16 should remain unchanged?

51. Do you consider that paragraph 1 of Article 17 should remain unchanged?

52. Do you consider that paragraph 2 of Article 17 should be replaced by a provision that any special training facilities should be based on a careful study of the economic environment, social and cultural conditions and practical needs of the peoples concerned?

53. Do you consider that paragraph 3 of Article 17 should be omitted from the revised instrument?

54. Do you consider that paragraph 1 of Article 18 should be amended by deleting all the words following "populations concerned"?

55. Do you consider that paragraph 2 of Article 18 should be replaced by a requirement that technical assistance should be provided where appropriate for the development of handicrafts and rural industries?

56. Do you consider that the technical assistance referred to in the previous question should take into account both traditional technologies and the cultural characteristics of these peoples and that it should enable them to raise their standard of living and to familiarise themselves with alternative methods of production and marketing?

VII. SOCIAL SECURITY

57. Do you consider that Article 19 should be amended to provide that social security schemes should be extended progressively, wherever practicable, to cover the peoples concerned?

VIII. HEALTH

58. Do you consider that paragraph 1 of Article 20 should remain unchanged?

59. Do you consider that paragraph 2 of Article 20 should be amended to provide that health services should be planned and administered in co-operation with the peoples concerned and based on systematic studies of their economic, social and cultural conditions?

60. Do you consider that the same paragraph should be supplemented by providing that in the provision of these health services, account should be taken of the traditional healing practices of the peoples concerned?

61. Do you consider that paragraph 3 of Article 20 should remain unchanged?

IX. EDUCATION AND MEANS OF COMMUNICATION

62. Do you consider that Article 21 should remain unchanged?

63. Do you consider that paragraph 1 of Article 22 should be amended to provide that education programmes for the peoples concerned should be adapted to their special needs and should in particular take account of their cultural characteristics?

64. Do you consider that paragraph 2 of Article 22 should be amended by adding that the formulation of education programmes should be carried out in full consultation with the peoples concerned?

65. Do you consider that paragraph 1 of Article 23 should remain unchanged?

66. Do you consider that paragraph 2 of Article 23 should be amended by providing that provision should be made for a progressive transition from the mother tongue or vernacular language to equal fluency in the national language or in one of the official languages of the country?

67. Do you consider that paragraph 3 of Article 23 should remain unchanged?

68. Do you consider that Article 24 should be omitted from the revised instrument?

69. Do you consider that Article 25 should remain unchanged?

70. Do you consider that Article 26 should remain unchanged?

X. ADMINISTRATION

71. Do you consider that the first paragraph of Article 27 should be amended by adding after "agencies" a reference to other appropriate mechanisms?

72. Do you consider that paragraph 2(a) of Article 27 should be amended to provide that the programmes adopted in application of the Convention should include planning, co-ordination and execution, in collaboration with the peoples concerned, of the measures provided for the Convention?

73. Do you consider that subparagraphs (b) and (c) of paragraph 2 of Article 27 should remain unchanged?

XI. GENERAL PROVISIONS

74. Do you consider that Article 28 should remain unchanged?

75. Do you consider that Article 29 should remain unchanged?

XII. TRANSITIONAL PROVISIONS

76. Do you consider that the ratification by a Member of the revised Convention should ipso jure involve the immediate denunciation of Convention No. 107?

77. Do you consider that Convention No. 107 should be closed to further ratifications when the revised Convention comes into force?

XIII. SPECIAL PROBLEMS

78. (1) Are there any particularities of national law or practice which in your opinion, are liable to create difficulties in the practical application of the instrument as conceived in this report?

(2) If so, how would you suggest that these difficulties be met?

79. (Federation States only) Do you consider that, in the event the instrument is adopted, the subject matter would be appropriate for federal action or wholly or in part for action by the constituent units of the federation?

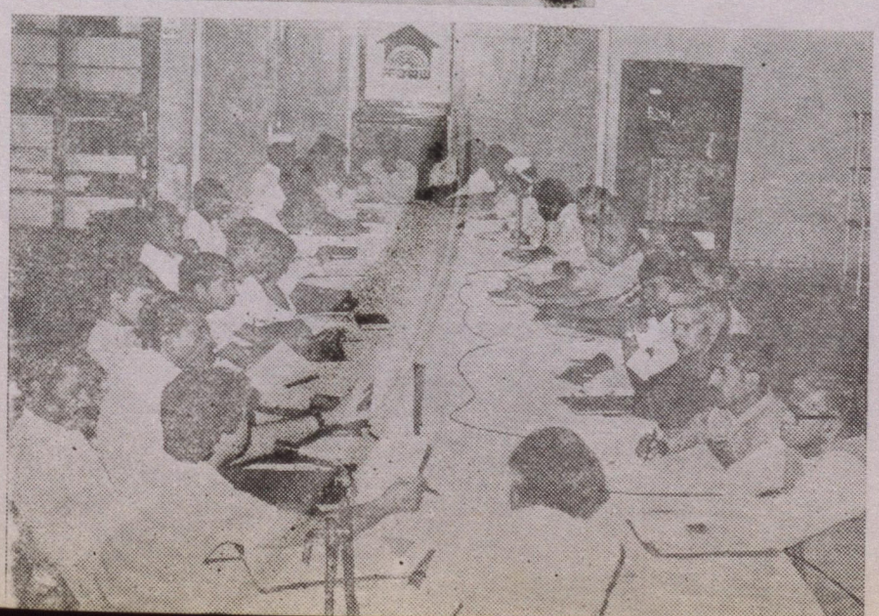
80. Are there, in your opinion, any other pertinent problems not covered by the present questionaire which ought to be taken into account when the instrument is being drafted? If so, please specify.



Mr. Tor Halvorsen
President
L. O. Norway
Addressing the Seminar



Mr. Loknath Joshi, **Addressing the Ban Bandhu National Seminar**



Group Discussion at the Seminar

SECTION - II

BAN - BANDHU

FIRST TRIENNIAL NATIONAL CONFERENCE

2-30 P.M. ON 9th NOVEMBER, 1987
SARNATH
(NEAR VARANASI)
UTTAR PRADESH

BAN - BANDHU

FIRST TRIENNIAL CONFERENCE

9th NOVEMBER, 1987

Inauguration of the Conference
by
SHRI RAM NARESH KUSHWAHA (M.P.)

AGENDA

1. Adoption of Minutes of the Foundation Conference held on 15th Oct. 1985 at Bombay.
2. Secretary's Report of Activities during 1985 - 86 - 87.
3. Reports from Affiliates.
4. Constitution and Elections.
5. Resolutions and Action Programme.
6. Any other item with the permission of the chair.

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BAN - BANDHU

(Federation of social and voluntary organisations and Individuals devoted to the cause of forest dwellers, forestry and Ecology)

Foundation Conference

Bombay-15th October, 1985

M I N U T E S

The foundation Conference of Ban-Bandhu was held on 15th October, 1985 at Bombay under the Presidentship of Shri K.C. Patra.

The following participants representing their respective organisations attended the meeting:

1. Shri Arun Baruah, Digboi, Assam.
2. Shri Mangal Singh Lamaye, Chaibasa, Bihar.
3. Shri A.N. Pradhan, Sonua, Bihar.
4. Shri N.R. Sharma, Adityapur, Bihar.
5. Shri Harinandan Singh, Munger, Bihar.
6. Shri Sitaram Kashyap, Janjgir, Madhya Pradesh.
7. Shri Gorakhnath Maurya, Bombay, Maharashtra.
8. Shri Subhash Lomte, Aurangabad, Maharashtra.
9. Shri Mohan Hirabai Hiralal, Desaiganj, Maharashtra.
10. Shri Madan K. Waghmare, Gadchiroli, Maharashtra.
11. Shri Rajanikant, Akola, Maharashtra.
12. Shri Rambhau Wadu, Manor, Maharashtra.
13. Shri Prakash Shinde, Pune, Maharashtra.
14. Shri K.A. Khan, Bombay, Maharashtra.
15. Shri Nagesh Hatkar, Bombay, Maharashtra.
16. Miss Jyoti Kelkar, Bombay, Maharashtra.
17. Miss Christine Nathan, Bombay, Maharashtra.
18. Shri S.R. Wagh, Bombay, Maharashtra.
19. Shri Sangam Tripathy, Bombay, Maharashtra.
20. Shri K.C. Patra, Cuttack, Orissa.
21. Shri Ambuja Prusty, Baripada, Orissa.
22. Shri B.K. Mohanty, Sambalpur, Orissa.
23. Shri Brundaban Majhi, Sambalpur, Orissa.
24. Shri N.S. Mishra, Lucknow, U.P.
25. Shri R.M. Pandey, Lucknow, U.P.
26. Shri Shailendra K. Tripathy, Lucknow, U.P.
27. Shri Mohammed Naeem, Saharanpur, U.P.
28. Shri R.K. Tripathy, Kanpur, U.P.
29. Shri Pratap Shikhar, Tehri Garhwal, U.P.
30. Smt. Sudesha Devi, Tehri Garhwal, U.P.

Shri K.C. Patra welcomed the participants. In his opening remarks he explained the conditions of the vast majority of tribals, Adivasis and other population living in and around the forests in our country. He said the economic and social lives of these forest inhabitants revolve and rely on the forests and its wealth. But continuous exploitation through the years by vested interests have deprived

the forest population even these forest resources. As a result today he said there is a large population of forest dwellers including Adivasis & tribals who cannot even earn enough money to provide two square meals a day for their family. These forest dwellers, he said, collect minor forest produce, fuelwood and other forest by-products and after keeping some for themselves, sell the rest to earn a few rupees. But here due to their illeteracy they are exploited by the contractors, Shri. Patra said, apart from the economic exploitation, tribals and other forest population were also subject to various social exploitations and harassment from police authorities, Forest Deptt. Officials, Contractors and others. Shri Patra said, that when we talk of the forest population we must not forget that the exploitation of this population has resulted in the wanton exploitation of the forests. Forests in India, he said, are today being mercilessly cut down as a result of which serious ecological imbalance have resulted. To highlight these issues and protect the interests of forests dwellers, many social and voluntary organisations are working all over India. But co-ordination and unity among these organisations has been a long felt need. Shri Patra said that at the Forest and Wood Workers seminar organised by the Indian Federation of Building & Wood Workers at Bopal last year, the idea of Ban-Bandhu was first mooted.

He requested Shri Sangam Tripathy to read out the letter sent by the Federation to all affiliates, where in the need to form social and voluntary organisations among forest dwellers and tribals was discussed in detail. After the letter was read out, Shri. Patra said the response evoked by this letter was very encouraging and many organisations had expressed full co-operation and action in the matter.

Shri Patra requested the participants to give an account of their activities and plan of action regarding the forest dwellers, tribals and adivasis living in their respective districts/state.

Shri Rakesh Mani Pandey speaking first, said that in the state of Uttar Pradesh the problem of forest workers, Adivasis and Tribals was very acute. He said they had succeeded in organising the city workers, these tribal and adivasi forest workers were still unorganised Shri Pande further said that at a meeting of like minded individuals and social activists convened some time back, these issues were seriously discussed, and as an outcome of the deliberations and decisions taken at this meeting 'Ban Chetna Centre, U.P. was formed. He said the centre would soon convene a state level meeting of organisers and activists and formulate a plan of action.

Shri Pandey submitted to the President a copy of the constitution of 'Ban Chetna Centre, U.P. and a list of its office bearers. He said the centre had also unanimously decided to affiliate

to 'Ban-Bandhu'.

Shri Ambuja Prusty informed that in the state of Orissa there was a large population of tribals whose only source of income is the meagre earning from sale of minor forest produce. He said to safeguard the interests of these tribals an organisation called 'Ban-Jeevi Kendra' had been formed and the same was being affiliated to 'Ban-Bandhu'.

Shri N.S. Mishra wanted to know if there was need to register these district or state level organisations.

Shri K.A. Khan replied that it was always better to get the organisations registered. He said these organisations can be registered under the Societies Act. Shri Khan said if an organisation is registered it always get better recognition and representation.

Shri Mohan Hirabai informed that in their district (Chandrapur) in Maharashtra they had formed an organisation called 'Vriksha Mitra'. This organisation he said has seen working for the upliftment of tribals and Banbasis in the area and has also from time to time taken up issues relating to the maintenance of ecological balance. Shri Mohan informed that the organisation has been registered under the Societies Registration Act and the Public Trust Act. He said the organisation had decided to affiliate to 'Ban-Bandhu'.

Shri Achutanand Pradhan said in Bihar an organisation called 'Nikhil Bharat Banbasi Panchayat' was already functioning for a long time. Shri Pradhan said for the time being he had decided to gather complete information from 'Nikhil Bharat Banbasi Panchayat'. He further informed that as soon as his union 'Bihar Ban Ebung Nariman Mazdoor Union' is registered he will initiate efforts to form a co-operative of minor forest produce gatherers.

Shri Harinandan Singh said that he would soon convene a meeting of activists working among the forest workers and discuss the possibility of forming a state level organisaation in Bihar.

Shri Khan intervened and said that to begin with it would be more feasible to form a District Level Organisation which could then spread in the other districts.

Shri Harinandan Singh said depending on the outcome of the discussion, activists from many districts may take up this work. He would however concentrate his activities in District Monghyr and Ranchi.

Shri Arun Baruah said on receiving the letter from the federation he talked to many activists working among the forest workers and although everyone showed interest, further action in the matter had to be temporarily postponed because elections to the Parliament and Legislative Assembly in Assam were declared, to be held in December 1985. Shri Baruah said as soon as the elections are over he will concentrate his activities to take up the cause of Adivasis, Harijans and other unemployed rural workers.

Shri Sitaram Kashyap reported that in Madhya Pradesh an organisation called 'Lahar' has been functioning for quite some time. The activities of this organisation are primarily connected with issues like rural development, payment of adequate remunerative prices to minor forest produce collectors, payments of appropriate wages to forest workers and safeguarding the land ownership rights of tribals and Adivasis in forests. Shri Kashyap said he was working as the Legal Advisor of this organisation and would discuss the issue of affiliating 'Lahar' to 'Ban-Bandhu' in the next meeting of the organisation.

Shri Pratap Shikhar from Tehri Garhwal reported that in their area local villagers and social activists including university students had formed an organisation 'Daduka Dagda' (friends of the trees) ten years ago. Faced with the problem of deforestation and pollution of the rivers and the environment Daduka Dagda' generated a lot of interest and enthusiasm among the local population initially. But the organisation did not last long. Another organisation called 'Jan Jagriti' 'Sansthan' worked for some time on forestry, environmental and related issues Shri Pratap Shikhar said finally 'Chipko Andolan' became the most successful environment front ever formed in the Himalayan region and the front was successful in focussing world attention on the destruction of nature and the serious repurcussions resulting therefrom. As a result of its agitational activities the Government had to order a complete ban on cutting down of trees in the Himalayan region. Although Chipko Andolan achieved its objectives, the problems of forest population and other related issues still remained unresolved. These issues were discussed at a recently convened meeting of activists. Shri Pratap Shikhar said as a result of the outcome of discussions and delibrations at the meeting. 'Ban Bharti' an organisation committed tothe cause of Ecology and development of forest dwellers and forest population was formed. Shri Shikhar said the organisation has still not taken a decision on getting it registered, as the procedure involved is very tedious and cumbersome.

The President requested Smt. Sudesha Devi to give a brief report of activities undertaken by the women of Tehri Garhwal during the Chipko Andolan' Smt. Sudesha Devi, President of 'Ban Bharti' (Distt. Tehri Garhwal, U.P.) said the women of Tehri Garhwal had played a very prominent role during Chipko Andolan. She said the women were instrumental in preventing many government auctions by gheraos and demonstrations. She said they also prevented many contractors from

cutting down valuable pine trees, by hugging these trees. Many of the women activists had to go to jail during the movement.

Shri K.C. Patra thanked Smt. Sudesha Devi and requested Shri Rambhau Wadu from Palghar, Maharashtra to give a brief report of activities.

Shri Wadu reported that he is already active with a forest workers union in district Palghar. He said with the help of other activists they were now trying to organise workers of 'Jungle Kamgar Society' which is functioning in the area for a very long time. Shri Wadu said of late the society has been exploiting its workers and hence they had taken up the cause of these workers.

Shri Lomte said that although there were no forests in District Aurangabad, Maharashtra, there was a definite need to grow new forests in the barren plain areas. He said the vital issue of maintaining ecological balance concerns everyone and hence they shall endeavour and direct every effort to create an awareness among people to grow more trees, in hither to barren areas.

Shri B.K. Mohanty reported that their organisation has been working among the Kendu-leaf and sal seed workers for the last 15 years and although sustained efforts over the years have helped in improving the conditions of these workers there is still a large population of forest dwellers who are living in acute poverty. Shri Mohanty further reported that they had decided to form an organisation among the forest dwellers and Minor forest produce collectors in Sambalpur Dhenkanal and Sundergarh districts.

Shri Patra said that he would extend all possible help to get the organisation registered.

Finally Shri Prakash Shinde reported that some activists in his area had formed 'Vriksha Mitra' an organisation to work for the development and welfare of forest workers and forest dwellers in Vardeshwar and Junnar tehsil in Maharashtra. Shri Shinde said that he had decided to work with this organisation and he would discuss the possibility of affiliating it with 'Ban-Bandhu' in the near future.

Shri Patra thanked all the participants for reporting in detail. He informed that affiliates must as soon as possible open a bank account in the name of their respective organisation and maintain a proper register giving details of membership.

A resolution announcing the formation of 'Ban-Bandhu' was then tabled by Shri Patra. The same was read out and put to vote. The resolution with minor changes was unanimously adopted by the Conference. (Copy of the Resolution enclosed)

Shri Patra then requested Shri Nagesh Hatkar to read out the draft constitution. He requested the participants to carefully examine the draft and suggest recommendations and suggestions if any. After a detailed discussion necessary corrections were made. Thereafter the participants unanimously elected a small ad-hoc committee to finalise the constitution and report to the conference on the following day.

Shri Patra then invited proposals for election of office bearers. Initiating the discussion Shri K.A. Khan was of the view that member of Parliament should be elected as the president of 'Ban-Bandhu', since this will help in focussing the problems of forest dwellers and tribals, on the floor of parliament. In this regard he said he could request and convince Shri Madhu Dandavte, Senior member or Parliament to accept the post of Presidentship. The conference unanimously accepted the proposal.

Shri N.S. Mishra was of the opinion that since Shri Dandavte was a busy parliamentarian, there should be a Working President to supervise the general functioning of 'Ban-Bandhu'. He proposed the name of Shri K.C. Patra for the post of Working President which was seconded by Shri B.K. Mohanty.

As per the provisions of the constitution the following 4 Vice Presidents were elected.

1. Shri Mohan Hirabai proposed the name of Shri Sukhdeo Babu Uike which was seconded by Shri Nagesh Hatkar.

2. Shri Rakesh Pandey proposed the name of Shri. Narayan Swarup Mishra which was seconded by Shri Pratap Shikhar.

3. Shri Gorakhnath Maurya proposed the name of Shri Harinandan Singh which was seconded by Shri A.N. Pradhan.

4. Shri K.C. Patra proposed the name of Shri K.A. Khan which was seconded by Shri R.K. Tripathy.

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4. Shri K.C. Patra proposed the name of Shri K.A. Khan which was seconded by Shri R.K. Tripathy.

Shri K.C. Patra proposed the name of Shri Nagesh Hatkar for the post of General Secretary which was seconded by Shri S.R. Wagh.

As per the provisions of the constitution the following 6 Secretaries were elected.

1) Shri Rajanikant proposed the name of Shri Subhash Lomte which was seconded by Shri Prakash Shinde.

2) Shri Mohan Hirabai proposed the name of Shri Pratap Shikhar which was seconded by Shri Mohammed Naeem.

3) Shri Rakesh Pandey proposed the name of Shri Sangam Tripathy which was seconded by Shri K.C. Patra.

4) Shri Brundaban Majhi proposed the name of Shri B.K. Mohanty which was seconded by Shri Ambuja Prusty.

5) Shri Arun Baruah proposed the name of Shri Sitaram Kashyap which was seconded by Shri Sangam Tripathy.

6) Shri N.R. Sharma proposed the name of Shri Achutanand Pradhan which was seconded by Shri Pratap Shikhar.

Shri Nagesh Hatkar proposed the name of Ms. Christine Nathan for the post of Treasurer which was seconded by Shri S.R. Wagh.

As there were no further proposals Shri K.C. Patra put the proposals for vote and the same were carried unanimously. He then invited proposals regarding appointment of the Management Committee.

1) Shri Sitaram Kashyap proposed the name of Shri Mohan Hirabai which was seconded by Shri Rajanikant.

2) Shri Pratap Shikhar proposed the name of Shri Vijay Jaddhari which was seconded by Shri Sangam Tripathy.

3) Shri B.K. Mohanty proposed the name of Shri Ambuja Prusty which was seconded by Shri A.N. Pradhan.

4) Shri Prakash Shinde proposed the name of Shri Subhash Jadhav which was seconded by Shri Subhash Lomte.

5) Shri Shailendra Tripathy proposed the name of Shri Rakesh Pandey which was seconded by Shri Sitaram Kashyap.

6) Shri Ambuja Prusty proposed the name of Shri Brundaban Majhi which was seconded by Shri. Mohammed Naeem.

7) Shri Nagesh Hatkar proposed the name of Shri Rambhau Wadu which was seconded by Ms. Jyoti Kelkar.

The Conference greeted the newly elected office bearers with a warm and affectionate applause.

Shri. Patra requested all the organisations which had decided to affiliate to 'Ban-Bandhu' to send in their affiliation forms complete with other formalities, latest before 31st December 1985.

Initiating discussion on the future plan activities Shri K.A. Khan said that although the Government had formulated Schemes like IRDP, RLEP, and NREP for the upliftment and development of the poor rural and forest population the benefits of these schemes were not reaching the majority of the people living in dense forests and hilly areas. Shri Khan said 'Ban-Bandhu' affiliates must act as local pressure groups and impress upon the implementation officers to provide work and other benefits to the forest dwellers and tribals under these development Schemes.

Shri Mohan Hirabai added that the Government had accepted the participation of voluntary organisations in taking up afforestation schemes. He requested 'Ban-Bandhu' affiliates to demand implementation of such schemes in their respective areas. Shri Hirabai further added that Maharashtra Government had formulated two schemes whereby individuals and voluntary organisations could take up afforestation programmes. As per the first scheme a stipulated area of denuded forest land will be given to a landless tribal or Adivasi who will have to grow trees on this land. For his services he will be paid a monthly remuneration of Rs. 150/- for a period of 5 years. As per the other scheme the Government is willing to provide upto 50 acres of land to voluntary organisations to undertake plantation of trees, on a long term basis. These plantations should cover both the exotic types and the ones important for maintaining ecological balance.

Shri Rajanikant informed that trade unions working among the EGS workers in Maharashtra have in their memorandum strongly demanded that forestry should be included in EGS work. He said Ban-Bandhu affiliates outside Maharashtra must demand and impress union Govt. authorities in their respective areas, to implement Employment Guarantee Scheme, immediately. Shri Subhash Lomte said another important issue on which 'Ban-Bandhu' affiliates must focus attention is the demand for 'The Right of Work'. He said although this right has been

included in Article 41 of the Constitution, there is still a large population of unemployed persons in the country. He further suggested that affiliates all over the country should hold demonstrations and dharnas on 25th January, 1986 demanding strict implementation of this right.

Shri R.K. Tripathy further added that in their state they will also take up the issue of implementing EGS.

Shri Mohan Hirabai was of the view that Ban-Bandhu affiliates must also take up Education activists among forest dwellers and tribals.

Shri Patra agreed and added that the Government has its own schemes of formal education for tribals. Our affiliates can demandimplementaion of these schemes in their respective areas.

Shri Subhash Lomte felt that we must also organise Education camps to create an awareness among the tribals and forest dwellers about their rights and privileges. At these camps we must also educate the tribals about their responsibilities towards preserving forests and Ecology.

At this point the conference adjourned for the day at 9.00p.m.

The conference reconvened on 16th October 1985 at 6.30 p.m.

Initiating discussion about the various ongoing forestry development projects undertaken by developed nations in India. Shri K.A. Khan said that although a lot of aid was being received for social forestry and afforestation projects, the benefits from these projects were not reaching the forest population. He further added that in the implementation of these projects the interests of the local population are always ignored. Shri K.A. Khan however said that if Ban-Bandhu affiliates can take up these issues at their local level a lot of support can be mustered from the local forest population which are today without a voice and representation.

Shri Sangam Tripathy promised to send us much information as possible about ongoing Forest development and Social Forest projects undertaken by various international agencies in different states.

Shri K.C. Patra then informed the conference that the draft constitution had been finalised, after including the necessary changes as suggested by the participants on the previous day. He called Mr. Nagesh Hatkar to move the resolution for adoption of the constitution. Shri Nagesh Hatkar read out the constitution.

Shri Patra then permitted Shri N.S. Mishra to second the motion. Shri Mishra touched upon the salient features of the constitution and requested the delegates to adopt the constitution.

Shri K.C. Patra (Working President) put the constitution to vote and declared that the constitution was adopted unanimously. The house greeted the declaration with a warm applause.

At this stage two more resolutions were moved and the same were unanimously adopted by the conference (copies of resolution (No. 2 & No. 3) are enclosed for information).

Shri K.C. Patra before concluding the session expressed confidence that Ban-Bandhu affiliates would carry forward the good work that they had initiated here and continuously strive to work for the upliftment and development of the forest dwellers and other tribals living in and depending on the approximate 65 million hectares of forest cover in India. He emphasised that 'Ban-Bandhu' affiliates would also have to commit themselves to help, preserve and increase the forest cover in the industry. The increase in forest cover will not only improve the economic standard of the forest dwellers but also improve the environment and ecology.

Shri Nagesh Hatkar while delivering the vote of thanks promised full co-operation and assistance on behalf of Ban-Bandhu to all its affiliates.

The conference was declared closed out 8.30 P.M.

Read and confirmed

PRESIDENT/WORKING PRESIDENT. GENERAL SECRETARY

B A N B A N D H U

First Conference

9th November 1987

2 P.M.

Tourist Bungalow, Sarnath, Varanasi (U.P.)

SECRETARY'S REPORT

1. It gives me pleasure to welcome you to this first conference of 'Ban Bandhu' and to report to you in brief the activities during the last two years.

2. May I take back your memories to the Foundation Conference of Ban Bandhu held in Bombay on 15th October, 1985. 30 representatives of organisations working in forest areas from 7 states had attended the Foundation Conference. The issues and problems facing the forest dwellers and the grave threat to forest ecology in our country was discussed in detail. A few action programmes were also formulated to mitigate these problems. A decision was also taken at this conference that the affiliates would meet again after a period of about 4 months to review their activities, discuss the existing problems and suggest and formulate future organisational plans.

3. Accordingly, Indian Federation of Building and Wood Workers and Ban Bandhu organised a Joint NationalConference on 'Problems of Forest Dwellers and their organisations' from 25th - 26 th February, 1986 at Bombay. 30 activists representing affiliated organisations of 'Ban Bandhu' from 7 states participated at the seminar.

A comprehensive resolution was adopted at this forest section conference reflecting the recommendations of the conference. The Resolution highlighted and focussed on a wide variety of issues including the crises facing the Indian forests, the forest policy and the plight of the forest dwellers. It also spelt out guidelines and demanded the adoption of a new forest policy which should be based on the active participation of the forest people along with prudent use of forest resources. Finally it called upon the trade unions and voluntary organisations sponsored by them, working in forest areas, to combine their energies and co-ordinate their strategies to work for the interests of the forest people and put some strength in the hands of these people, to overcome their miseries and plight. In this connection the conference recommended that a national convention/workshop of all the affiliates of 'Ban Bandhu' and the 'Indian Federation

of Building and Wood Workers' be convened to evolve a joint strategy for action.

4. As per the desire and decision of the Forest Section Conference held in February, 1986, we have just concluded today a three day workshop organised jointly by 'Ban Bandhu' and 'Indian Federation of Building and Wood Workers', here at Sarnath. We hope the participants found the workshop useful and productive. We are confident that the decisions taken at this workshop will go a long way in strengthening 'Ban Bandhu' and bringing coordination and relevance to the activities of its affiliates.

5. During the last two years 'Ban Bandhu' affiliates in many states have organised active programmes in the form of demonstrations, awareness camps, tree plantation drives etc. However these two years being the formative years much effort was devoted in creating new organisations in forest areas all over the country.

It will not be out of place, however, to report a few notable activities of some of our affiliates.

a) Uttarakhand Jan Jagriti Sansthan: based at Tehri Garhwal in the heart of the Himalayas has organised during the last two years many tree plantations drives in the villages of Tehri Garhwal and created awareness among the villagers against cutting of young green trees. They also organised a meeting of villagers in March, 1986 to discuss the acute problem of fuel wood facing the villagers. The meeting generated much enthusiasm among the villagers and a mass fuel wood plantation drive was organised. The organisation through mass protests and demonstrations was also successful in bringing about a complete ban on illegal stone quarrying in the Tehri Garhwal region.

b) Van Chetna Centre: from District Lucknow, Uttar Pradesh has been conducting regular meetings of the activists working in neighbouring forest areas. Mass rallys and dharnas were conducted in Lucknow before the State Government authorities demanding employment for forest dwellers and the unemployed. A demand was also made on the State Government to ban contractors from forest activities. In a memorandum submitted to the State authorities, the Centre demanded that cheap labour from Nepal should not be hired for forestry activities and only the local dwellers and tribals should be engaged. On 23rd January, 1986 the centre organised 'Right to Work Day'. Thousands of forest dwellers and other unemployed tribals and villagers participated in a mass rally. In a memorandum submitted to the Government of Uttar Pradesh 'Van Chetna Centre,' demanded immediate implementation of the 'Employment Guarantee Scheme' similar to the one in Maharashtra.

c) Miraben Ladies Mission: an affiliate of Ban Bandhu is working for the development of tribals and Adivasi women in Dhenkanal district in the State of Orissa. The mission with the help of State Khadi Commission has provided employment to some 100 male and female Adivasis. Khadi is spun and woven by these Adivasis. Through local employment, the Mission constructed 100 smokeless chullahs and distributed the same to local dwellers. More and more persons are now being trained in the construction, use and utility of these chullahs. Through environment awareness programmes the Mission planted some 3000 saplings of trees useful to the local dwellers. A two day seminar cum workshop of 40 female dwellers and Adivasi women was held in Gonda Block. The aim of the seminar was to create consciousness among the rural people about forest preservation, sanitation, use of Bio gas plants, smokeless chullahs and such other issues of vital concern for the forest population.

(d) Jayprakash Memorial Centre: in the heart of Bastar District in Madhya Pradesh through press campaigns and active demonstrations have exposed many misdeeds of local contractors engaged in Kendu leaf trade and secured minimum wages for tribals. In their struggle some of the office Bearers of the centre were also attacked by the contractors' men. The Centre has also actively supervised and worked on drought relief operations in the area. The Centre is now planning to undertake demonstration programme against the construction of a huge dam which is going to submerge rich forests and consume a large part of tribal land in the district.

I have just highlighted a few noteworthy activities of our affiliates. The list is long. 'Banjeevi Kendra' in district Mayurbhanj (Orissa), "Singbhum Jilha Shramik Sahkari Sansthan' in District Singbhum (Bihar), "Vriksha Mitra" in District Gadchiroli (Maharashtra), "Van Kamgar Society" from Pune in Maharashtra, "Ban Chetna Manch" from District Jullundar (Punjab), "Van Mazdoor Sabha" from Hardwar, (U.P.) 'Orissa Gramya Mazdoor Sabha' from District Cuttack (Orissa),and a host of other organisations in forest areas all over the country through hectic and intense organisational activities are heralding a silent revolution.

6. At the Head Office in Bombay we have been making efforts to co-ordinate and extend a helping hand to the activities of our affiliates. Through information received from time to time from Government agencies we have made an effort to circulate the same to our affiliates to enable them to undertake forestry projects in rural areas. e.g. a) Guidelines for implementation of Rural Landless Employment Guarantee Programme (RLEGP) through voluntary organisations, (b) Criteria of eligibility for PADI assistance, (c) Format for project proposals on development of women and children in rural areas, (d) Afforestation of Barren and denuded forest areas by individuals, voluntary and social

organisations, (e) Scheme for grant of Financial Assistance to voluntary agencies to bring under productive use the wastelands in the country through the National Wastelands Development Board etc.

Although some of our affiliated organisations have sent their project proposals to the Government, I think more and more organisations in future should approach the Government, because ultimately it is the government which has allocated funds for these programmes. Although the process of securing assistance from government agencies for forestry programme is tardy and often biased we should not be deterred and should continue relentlessly. From the Bombay Office we assure you that we shall pursue and follow up each and every initiative taken by our affiliates.

7. I have briefly reported our activities during the last two years. Whereas we must congratulate ourselves for doing a good foundation job, we should not be complecent, but on the contrary continue efforts with added rigour and vigour to build up a movement.

During these two years we have encountered many restraints and hindrances which have to some extent hampered our growth. Serious restraints of financial resources, shortage of manpower at the office in Bombay have been some of the administrative problems. These have been compounded with bigger problems faced by our local organisations functioning in forest areas, e.g. the problem of organising tribals and dwellers due to the scattered nature of this population in the remote villages and forests, moreover for a large number of forest dwellers employment is only of a seasonal nature. Most of the tribals are extremely poor and illiterate. In fact so wretched is the poverty faced by these scheduled tribes that practically the entire tribal population lives below the poverty line i.e. in acute hunger. All these factors combine to make the organisation of forest dwellers in most regions extremely difficult, but let us not forget that this is the real challenge as the need for organising these poorest of the poor people is also the greatest in such areas and in such conditions. It might not be possible for us to set lofty targets and achieve magical results. However in its short but eventful existence of two years, 'Ban Bandhu' has survived the initial uncertainties to bring some hope into the lives of forest dwellers in many parts of the country. It is now upto all of us to carry ahead the task that we had undertaken at the Foundation Conference. Through our organisations we must serve the interest of the forest dwellers, offer them protection against injustice and oppression and also raise a powerful voice for a new and more equitable dispensation for Indian forests and their people. At this conference we will get an opportunity to discuss, deliberate and give shape to concrete action programmes hoping it will take us a step ahead of the guidelines enumerated in our resolution earlier.

Before ending the report it will not be out of place to thank some of our senior and experienced comrades who like architects have helped and guided us to build a strong foundation. We are indeed grateful to Com. K.A. Khan and Com. Loknath Joshi who helped us overcome our teething problems. We would also like to thank Com. Nagesh Hatkar, who is no more associated with our organisation for his intense drive, enthusiam and initiative which helped in strengthening the foundation of 'Ban Bandhu'. Although we regret his absence, we wish him success in his future endeavours.

Sincere thanks also to our colleagues at the Bombay Office and the Secretaries of 'Ban Bandhu' for extending their whole hearted co-operation and support. If there has been any deficiency in our work I hope it will be pointed out in the course of discussion, so that we could improve our performance in future.

Sangam Tripathy

(Secretary)

B A N B A N D H U

BAN - BANDHU

(A Federation of Social and Voluntary Organisations and Individuals devoted to the cause of forest dwellers, forestry and Ecology)

CONSTITUTION AND RULES OF 'BAN - BANDHU'

NAME

1. The name of the organisation shall be "BAN BANDHU" and it shall in the following rules, be referred to as much.

2. Head Office-The Head Office of the Ban-Bandhu shall be at Bombay or the suburbs of Bombay. Until other arrangements are made it shall be temporarily located at D'Mello Bhavan, P.D'Mello Road, Carnac Bunder, Bombay - 400 038.

3. (A) The objectives of Ban - Bandhu shall be: -

i) to unite and co-ordinate or Federate the activities of organisations working among the people living in and depending on the forests and forest products in the country.

ii) to oppose wanton and unplanned deforestation and to organise and support activities of affiliates and others for large scale afforestation.

iii) to take all steps towards maintaining ecological balance and to support such activities of affiliates and other sympathetic organisations.

iv) to protect the economic interests of forest dwellers and to look after and promote their education, health and welfare requirements.

v) to respect and help preserve the cultural heritage of forest dwellers.

vi) to promote co-operatives of forest dwellers for the purpose of production, purchase and sale of forest produce with a view to and their economic exploitation, and to take steps to educate them.

vii) to actively participate in all development and welfare schemes/projects carried out by governments, and different voluntary agencies, national and international agencies.

viii) to try redress the grievances of forest dwellers and make representation to government and other authorities, and to create awareness of their rights, responsibilities and previleges.

ix) to undertake research, education, seminars, publications and other welfare activities. To set up legal aid centres and conduct peaceful struggles and negotiations for the attainment of aforesaid objectives.

3. (B) 'Ban-Bandhu' shall affiliate organisations working within the country.

(C) Ban-Bandhu may affiliate with international organisations having same and/or similar objectives and in such case represent all its affiliates.

(D) 'Ban-Bandhu' may also establish closer contacts with United Nations and all its Developmental agencies dealing with forests, Social Forestry and people living in and or dependent on forest and forest products.

4. MEMBERSHIP

(A) The membership of Ban-Bandhu shall consist of affiliated voluntary organisations and affiliated individuals devoted to the cause of forests and forest dwellers. They shall be entitled to vote.

(B) In addition, Ban-Bandhu shall also admit non-affiliated or associate voluntary organisations and individuals devoted to the cause. They shall not be entitled to any vote and they shall not be entitled to hold any office.

5. RIGHT OF ADMISSION

The Management Committee shall consider all applications and may grant any organisation/association working with indentical objectives in the Country the status of :-

(a) Affiliated member organisation.

(b) Associate member organisation (non-affiliated but listed as friendly organisation)

(c) Well wishers and Sympathetic organisations (non-affiliated)

(d) Individuals as honorary members (affiliated)

(e) Individuals as Associate members (non-affiliated)

(f) Individuals listed as Sympathetic and well-wishers (non-affiliated)

Provided the affiliated organisations and individuals pay an Entrance Fee of Rs. 25/- and a yearly affiliation fees of Rs. 100/- as also pay special contributions and levies as and when decided upon.

6. REGISTER OF MEMBERS

6. (A) 'Ban-Bandhu' shall maintain a register of all its affiliates with their names, addresses and other particulars of payment of fees levies etc.

(B) The register shall be available for inspection by any member or officer of Ban-Bandhu at the Head Office during working hours.

(C) A list of Associate members, well wishers and sympathetic organisations and individuals shall also be maintained.

7. MANAGING COMMITTEE

7. (A) The General Secretary of each affiliated organisations shall be a member of the Managing Committee. The office bearers shall be elected by the Managing Committee from amongst the Managing Committee members and honorary members and shall continue functioning till a new Committee is elected. The Honorary members shall not exceed one-fourth of the total strength of the Managing Committee members, excluding honorary members.

(B) Ban-Bandhu shall have a President, Working President, not more than eight Vice-Presidents, a General Secretary, not more than eight Secretaries, and a Treasurer as the Office bearers.

(C) If the number of Managing Committee members increases to more than twenty five than the Managing Committee shall elect an Executive Board consisting of members, i.e.:-

(1) President or Working President
(2) General Secretary
(3) Treasurer.
(4) and four other members for monitoring the activities of Ban-Bandhu.

8. VACANCIES

8. Should a vacancy occur among the office bearers or the members of the Managing Committee or Executive Board it shall be filled by the Managing Committee by co-option.

9. REMOVALS

9. Any office-bearer of Ban-Bandhu or a member of its Managing Committee or Executive Board shall be removed by the Managing Committee for committing any fraud or having acted against the interest of Ban-Bandhu provided the member to be so removed is given on opportunity to explain his conduct.

10. MEETING OF THE COMMITTEES

10. The Managing Committee shall meet at least once a year on such day and at such place as may be fixed by the General Secretary in consultation with the President/Working President.

11. The presence of atleast one-third members of the Managing Committee shall be necessary to form a quorum. No quorum is necessary for any adjourned meeting.

DUTIES OF OFFICE BEARERS

13. The President: shall preside at all meetings of Ban-Bandhu and its subordinate bodies. He shall generally supervise the functioning of Ban Bandhu. He shall be considered an ex-officio member of all the Committees.

14. Working President: The Working President in absence of the President shall preside at all meetings of 'Ban-Bandhu' and its subordinate bodies if and when he is present and shall generally supervise the functioning of 'Ban-Bandhu'. He shall be considered an Ex-Officio member of all the Committees.

15. The Vice President: There shall not be more than eight Presidents, one of the Vice President shall act as the President

in absence of the President. Normally, the Vice-Presidents shall supervise the work of 'Ban-Bandhu' in their respective areas.

16. The General Secretary: The General Secretary being the Chief Executive, shall convene and take minutes of all meetings of the Managing Committee, Executive Committee as also meetings of any other sub-committee that may be formed. He shall also conduct all correspondence, keep all accounts, exercise a supervision over the affairs of Ban-Bandhu and shall prepare a balance sheet of all receipts and expenditure annually, in co-operation with Treasurer. He shall be responsible for submitting to the concerned authorities all statements and communication that are required to be sent. He shall have the authority to engage, any assistants for organising a clerical purposes which he considers necessary and all such assistants shall be under the control of the General Secretary. He shall be considered an ex-officio member of all the committees.

17. The Secretaries: The Secretaries shall generally help the General Secretary in his work. One of them shall perform the duties of the General Secretary in his absence.

18. The Treasurer: The Treasurer shall be responsible for safe custody of all sums of money which may from time to time be paid into the funds of the organisation. The Treasurer shall make payments towards all expenditure sanctioned by the Managing Committee.

19. GENERAL BODY MEETING

19. The General Body of Ban Bandhu shall consist of delegates elected by its affiliates at the rate of one for every 100 members or part thereof, as also the honorary members of Ban Bandhu.

A. The General Body shall meet at least once in three years to transact the following business:-

(a) to adopt the General Secretary's report of the work done by Ban-Bandhu and the audited statement of accounts.

(b) to chalk out the future plan of activities.

(c) to elect the Managing Committee members.

d) to transact such other business as may be brought forward with the permission of the chair.

20. The President may call an Emergency General Body Meeting of the delegates and honorary members of Ban Bandhu whenever he thinks necessary. This emergency meeting shall be convened on the requisitions signed by one-fifth of the total strength of organisations affiliated to Ban Bandhu within three weeks of the receipt of the requisition.

21. At least one and half month's notice shall be given to the members, for convening a General Body Meeting.

22. The presence of atleast one-third members shall be necessary to form a quorum at a general body meeting. No quorum is necessary for adjourned meetings.

23. GENERAL MEETINGS;

The General Funds of Ban Bandhu shall consist of the entrance fees, affiliation fees, other levies, donations and grants or any other aid etc. received. They shall be deposited in a Bank or Banks or Government securities as approved by the Managing Committee in the name of Ban Bandhu and the account shall be operated by any two of the Treasurer and the President or the Working President or the General Secretary. The Treasurer shall not keep more than Rs. 2,000/- with him for current expenses.

OBJECTS ON WHICH THE GENERAL FUNDS CAN BE EXPENED

24. The General Funds of Ban Bandhu shall not be spent on any other objects other than the following namely :-

(a) to assist affiliated organisations in carrying out their activities approved by Ban-Bandhu.

(b) to assist honorary members and individuals to investigate and undertake research, education and welfare projects in selected areas for the affiliates of Ban-Bandhu.

(c) Payment of salaries, allowances and expenses to officers of Ban-Bandhu.

(d) Payment of expenses for travel & office administration of Ban Bandhu including audit of the accounts of the general funds of Ban Bandhu.

e) the prosecution or defence or any legal proceedings to which Ban Bandhu or any member thereof is a party when such prosecution or defence is undertaken in furtherance of the aims and objectives of Ban-Bandhu.

(f) to conduct legal proceedings in disputes on behalf of Ban Bandhu or any member thereof.

(g) the up keep of a periodical and other publications published mainly for the purpose of discussing issues affecting forest dwellers and tribals.

(h) the payment, infurtherance of any of the objectives of Ban Bandhu as per clause 3(A) and 3(B) on which the General fund of Ban Bandhu may be spent, for contributions to any cause intended to benefit members in general.

ANNUAL REPORT

Ban Bandhu shall make due provision for the annual audit of its accounts by competent auditors appointed by the Managing Committee.

INSPECTION OF BOOKS OF ACCOUNTS

25. The books of accounts of Ban Bandhu shall be opened to inspection by any member or officer, at its head office during working hours.

AMENDMENT OF RULES

26. The rules may be amended, altered, replaced, rescinded or added at any time by a majority of the members present at a General Meeting provided previous notice of atleast one month is given by the members in writing, mentioning therein the proposed amendment.

DISSOLUTION OF BAN BANDHU

27. Ban Bandhu shall not be dissolved except by a vote of majority of three fourths members present at a general meeting called for the purpose by giving two month's notice, provided the total number of votes cast at such a meeting are not less than one-half of the total number of members then on its rolls.

The funds of Ban Bandhu after meeting all the liabilities shall be disposed of in accordance with decision of the dissolution meeting.

GENERAL SECRETARY



Forest Dwellers carying
Head Loads of fire wood
in Madaya Pradesh



Forest Dweller
Utilising Bamboo
For Tuatch Roof
Making in Bihar



Dwellers from
Orissa Engaged in
Kendu Leaf
Stacking Operations

SECTION - III

INDIAN FEDERATION

OF

BUILDING & WOOD WORKERS

NATIONAL EXECUTIVE BOARD

10th NOVEMBER, 1987

ALLAHABAD

UTTAR PRADESH

INDIAN FEDERATION OF BUILDING AND WOOD WORKERS

MEETING OF THE
NATIONAL EXECUTIVE BOARD
10th NOVEMBER, 1987

AGENDA

1. Confirmation of the Minutes of the last National Executive Board Meeting held at Meerut (U.P.) from 8 - 10 May, 1987 and matters arising out of the minutes.

2. Consideration of Sectional Committee Reports.

   (a) Construction - Heavy Electrical Section
   (b) Construction - Railway Section.
   (c) Construction - Public (Govt.) Sector.
   (d) Construction - Private Sector.
   (e) Construction - Materials Section.
   (f) Forest & Wood Section.

3. Consideration of Conference documents and draft resolutions.

4. Issues to be emphasised in the Conference.

5. Any other item with the provision of the chair.

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RAM: BILDUNION, BOMBAY, PHONE: 268735/26607

INDIAN FEDERATION OF
BUILDING & WOOD WORKERS
AFFIIATED TO INTERNATIONAL FEDERATION OF BUILDING & WOD WORKERS
4TH FLOOR, D'MELLOR BHAVAN, P.D.'MELLOW ROAD, CARNAC BUNDER,
BOMBAY - 400 038.

INDIAN FEDERATIONOF BUILDING AND WOOD WORKERS
EXECUTIVE BOARD MEETING
8 - 10 May, 1987
MEERUT (U.P)

M I N U T E S

The sixth meeting of the Executive Board of the Indian Federation of Building and Wood Workers was held from 8 - 10 May, 1987 at Meerut. The inagural session and the discussion on agenda items on the first day i.e. 8th May, 1987 was held at the U.P. Awas Vikas Parishad Community Centre. However, due to lack of arrangements the venue of the meeting for the next two days had to be shifted to Hotel Yadu, Meerut, 41 participants including members of the Executive Board and Invitees attended the meeting. (List of participants enclosed separately as Annexure 9).

The inaugural session commenced at 11 A.M. on 8th May, 1987. Shri V. Tyagi, Chairman of the Reception Committe in his inaugural address welcomed the participants and thanked the Federation for giving its affiliated unions in Meerut an opportunity to host the Executive Board Meeting. In his brief address he highlighted the various problems being faced by construction workers as also the efforts being undertaken by trade unions in Meerut to combat the growing repression and exploitation of employers and contractors. He felt that the holding of the Executive Board meeting in Meerut would provide a boost and encouragement to the local affiliates of the Federation in Meerut for future activities.

Shri K.A. Khan informed participants that Shri J.P. Chaubey, General Secretary, Northern Railwaymen's Union was to attend the meeting but due to some urgent commitment could not attend. He had instead deputed Shri J.M. Biswas, Assistant General Secretary of All India Railwaymen's Federation to attend the meeting. Welcoming Shri Biswas, Shri Khan further said that the permanent employees of the Railways are well organised. However, their still remains a large workforce of non permanent construction workers who are employed through contractors in the Railways. Efforts have been made by the strong railway unions to organise these workers and these efforts are now yielding results. After considerable deliberations the Railway Unions have now decided to affiliate their construction section unions to the Indian Federation of Building and Wood Workers. Shri Khan then requested Shri Biswas to address the gathering.

Shri Biswas thanked the Federation for extending him an invitation to attend the meeting. Speaking on the policy of the Railway

Shri Biswas thanked the Federation for extending him an invitation to attend the meeting. Speaking on the policy of the Railway Adminsitration he said that time and again the management had assured the railway unions that construction work would henceforth be undertake by the department workers but every time the management went back on their word, and as a result the new construction work in the railways is still being entrusted to contractors who hire casual labour and exploit them. In many areas a majority of these workers are tribals and Adivasis. They have no security of work and wages. The Railway Board, the said, has always refuses to sign any agreement safeguarding the interests of these construction workers. Shri Biswas said that time had come when serious efforts should be initiated to organise these workers. He congratulated the efforts of the Indian Federation of Building and Wood Workers which was the first organisation to venture into the un-organised sectors of labour. On behalf of All India Railwaymen's Federation he promised to extend all possible help and felt sure that if the Indian Federation of Building and Wood Workers took up the task of organising the casual construction workers employed in Railways, the day was not far when strong unions of these workers would emerge in the forefront. Shri Biswas said it was in line with this thought that the Railwaymen's Federation had decided to affiliate the existing construction section unions in the Raiwlays to the Indian Federation of Building and Wood Workers. He once again thanked the Federation for the invitation and wished every success for its future endeavours.

Shri K.A.Khan thanked Shri J.M. Biswas and requested Shri Tampan Thomas M.P. to deliver the Presidential Address.

Shri Thampan Thomas welcomed the participants and invitees. He said within just five years of its existence the Indian Federation of Building and Wood Workers had come to be recognised both internationally and nationally. He said the Federation and its activities have now assumed more importance because the Government of India has declared this year as the "Year to organise the unorganised". While refering about his efforts in the Parliament, Shri Thomas said the Parliamentary Committee for Labour, of which he is a member, has recently been discussing in detail various steps and measures that may have to be adopted to organise the vast number of workers who still sweat and toil in the informal and unorganised sectors. Even the I.L.O. has formed a technical Committee to study the problems of construction workers and suggest remedial measures to member Governments. Shri Thomas said time and again through Private members bill he had raised issues of concern facing the construction and forest workers and he has ben making serious efforts to muster support from fraternal member of Parliament to impress upon the Government to take up steps for amelioration of the conditions of these workers. However, Shri Thomas said, the real fight to be fought by the workers themselves. Only their collective strength in the form of strong unions can secure for them benefits of work and wages. He said to day construction and forest workers have no job security, no social security benefits nor benefits of decent wages etc. and all these will reach the workers only when thhey raise a collective voice against exploitation. He said the activities of the Federation must reach down to the grassroot level. He congratulated the Federation for pio-

neering the 'Right to Work' Movement all over the country. Encouraged by the Federation's activities members of Parliament belonging to various opposition parties have introduced Private members bill on 'Right to Work' which will soon be taken up for discussion on the floor of Parliament. Shri Thomas said the affiliation of Railway Unions to the Federation will provide a boost to its activities. Shri Thomas suggested that while the work done by the Federation over the past years has been showing positive results, the Federation should now plan and organise a show of strength. This could be in the form of a workers demonstration or rally at a place like Delhi. Such a show of strength will create a very strong impact as also strengthen the bargaining capacity of the Federation. He said, if feasible, the Executive Committee should discuss this suggestion. Speaking about the setting up of Welfare funds in many states for the benefit of construction workers he said the Federation should take up this issues with those State Governments which have not set up such funds and impress upon them to frame suitable legislations to this effect. He expressed his inability to remain present at the Executive Board Meeting due to commitments in the Parliament and request leave of absence. He however wished every success, for fruitful discussions and the success of the meeting.

Shri Khan thanked the President and described his presence in the Parliament as an asset to the Federation. He once again thanked Shri J.M. Biswas for his encouraging words. He also thanked Shri V. Tyagi for the arrangements made to hold the meeting at Meerut.

The meeting adjourned for lunch at 1 P.M.

The meeting of the Executive Board started at 3.30 P.M. In the absence of the President, Shri Khan requested Shri J.M. Biswas to chair the meeting. The following agenda was unanimously adopted.

1. Confirmation of the Minutes of the last Executive Board meeting.
2. Matters arising out of the Minutes.
3. General Secretary's Report
4. Wages including minimum wages and Wages in Public and Private Sector.
5. Safety and Health in construction and Wood industries.
6. Employment Guarantee Scheme and Right to Work.
7. International Year of Shelter for the Homeless.
8. Unified law for construction workers
9. Any other items with the permission of the chair.

Since the meeting had commenced an hour behind schedule the General Secretary urged members to first take up Agenda Item No.3

which was scheduled to come up for discussion at that times. He opined that the first two agenda items could be taken up later during the meeting. The Chairman invited objections if any to the proposal and since there were none he requested the General Secretary to proceed with Agenda Item No.3.

Agenda Item No.3 - General Secretary's Report :

At the outset, the General Secretary said that the written report of activities which were sent about a month back had been received by all the affiliates and they had time to go through it. Shri Khan gave brief information of the need and the efforts initiated thereupon which led to the formation of the Federation in the year 1982. He also informed participants about the progress made by the Federation thereafter. Highlighting on the various sectors which the Federation had succeeded in bringing to its fold he said that PWD Workers from many states were now members of the Federation. Efforts are now on to organise these workers from other states and bring them in the Federation. He said the Federation had initiated efforts to affiliate the Central PWD Workers but due to policital reasons our efforts were scuttled. He said in the heavy engineering sector, 5 strong unions from BHEL units at various places have now joined the Federation. The Construction unions from Railways, he said, will soon join the Federation and strengthen its force. Inspite of these achievements there was no room for complacency and the Federation still had to go a long way, he said. The main area of concern still remains the vast number of casual, daily rated and contractors workers who have no benefits of work and wages worth the name. Shri Khan said that the Federation estimates that some 21 million (2 1/2 crore) workers are employed only in the construction sector. Added to this is a vast population of workers employed in the allied sectors like brick kilns, stone quarries, wood industry and forests etc. It could be easily claimed that the total figure of employment in these industries was anywhere near 50 million. Shri Khan said today the construction industry, wood industry and forests together employ the largest wokrforce in the country. In the light of this fact the Federation and its affiliates have an ardous task ahead. He said the Executive Board must consider all these points and plan suitable organisational strategies.

He then placed the General Secretary's report before the participants and explained its salient points. Some of the issue covered in the report were:

(a) Minimum Wages : The existing trends in the construction, wood and forest industries are so poor that the worker is unable to have an income which takes him above the poverty line.

(b) Right to Work: The agitation initiated by the Federation has picked up momentum and awareness building at grassroot level must now be the main task of trade unions.

(c) Heavy Electrical Section : 5 major unions from BHEL units at Delhi, Bhopal, Jhansi and Hardwar have affiliated to

the Federation. In order to further consolidate their strength and evolve a joint action programme the Federation has accepted the proposed travel programme of leaders from these unions to visit and discuss with the various BHEL Units in the country.

(d) State Government Sector (PWD)

Affiliated uions in PWD from Maharashtra had succeeded in impressing upon the Government to appoint a Board of Conciliation under the I.D. Act for reference of grievances and deamnds of PWD Workers. Activities of affiliated Public Sector Union from Uttar Pradesh i.e. U.P. Sarvajanik Nirman Vibhag Mazdoor Sabha was also reported.

(e) Employment Guarantee Scheme : Agitational activities undertaken by the various unions demanding work under the EGS in Maharashtra were reported It was proposed that the Executive Board should discuss strategies to intensify agitational activities for implementation of EGS in other states.

(f) Health & Safety for construction Workers: Glaring facts pertaining to the present deplorable standards of health and safety for construction workers was reported. It was urged that the affiliates of the Federation should decide on an action programme and chalk out an agitational programme all over the country to impress upon the Government to frame suitable safety laws for this section of workers.

(g) Unified law for construction workers : The formation of the tripartite committee to examine the proposal and make recommendations for enacting a consolidated law encompassing most of the provisions of the existing labour laws for construction workers, was reported. The salient features of the recommendations and memorandum submitted by the Federation was explained to the participants.

(NOTE: Only the salient points of the General Secretary's report have been included above. For further reference refer copy of the General Secretary's report circulated at the meeting.)

Shri Khan said his report was open for further discussion and suggestions.

Shri Vimal Mehrotra, sought permission from the Chair speak and comment on the reort. He appreciated the report and lauded the activities of the Federation. He said in addition to other demands, the affiliates must also impress upon employers and concerned authorities to provide implements to the workers, apart from wages. In the construction sector he said safety was a very vital issue on which the Federation affiliates must focus attention. A demand for uniforms and safety gear should also be made for construction workers especially in view of the hazardous nature of their work.

Shri R.S. Nirmal said while the report of the General Secretary was satisfactory, workers in some states were facing a crisis as the wage revision for the construction industry in those states had not been made. The Federation should take up the case of these workers at the earliest. In Rajasthan he said although the state law stipulated that all contractors should register with the appropriate authorities by and large this law is violated. The Government he said did not have adequate machinery. He was of the opinion that affiliates all over the country must make a demand on State Government that a separate inspectorate should be appointed to safeguard the interests of the construction workers. He sid the Federation must also undertake a study of comparitive wages and service conditions in PWD in all States. This will enable the affiliates to step up their agitational activities demanding parity in wages and services all over the country.

Shri M.P. Sharma from Hardwar, Uttar Pradesh said in BHEL the Union had demanded that work should be entrusted to the contractors only after ensuring that all safety aspects were adhered to. He said the management's acceptance has resulted in safe working conditions being provided to the contractors workers.

Shri B.D. Pahuja from Delhi reported that he had made a study of construction workers in Delhi. He estimated that some 200,000 workers are employed in the construction industry in Delhi, most of them being migrant workers from neighouring states of Uttar Pradesh, and Rajasthan. He was of the opinion that a group of whole timers should be appointed and trained to undertake organisational activities in Delhi.

Shri Bholanath Tiwari from Allahabad U.P. said that in his state for the job of road maintenance (PWD Work) the rule had stipupated one worker for a stretch of 1 Km roads. But this was fixed way back in 1942. At that time there was not much traffic especially heavy vehicular traffic. However, today with increasing number of vehicles big and small the wear and tear of the roads has increased, but, he said, there has been no change in the rule and the department still continues to follow the old regulation. There is widespread discontentment among thousand of these workers and the union has demanded that four workers be engaged for maintenance of 1 Km long road.

Shri Vishwanath Singh from Varanasi also stressed on the issue of Health and Safety for construction workers. He demanded that for the construction industry is should be made mandatory that both workers and emplyers are registered.

Shri U. Satpathy from Orissa reported that minimum wages for Kendu leaf workers had been revised in July, 1986, however, the same were implemented only from February, 1987. The Orissa Kendupatra Karmachari Sangh is making efforts to claim arrear wages for the members. He said no dearness allowance had yet been fixed for the Kendu leaf workers inspite of galloping inflation.

Shri V.D. Pandey from Allahabad reported to the Executive Board a very serious development in Uttar Pradesh where the State Government had increased the wages of the PWD workers in June, 1985. Subsequently the State Government by an order reduced these wages by about Rs. 5/- per day nd the workers were put to a heavy loss. A serious situation has emerged where workers employed under contractors are still receiving minimum wages and dearness allowance (total at present Rs.525/- per monty), but the same category of workers employeed by PWD are receiving only Rs. 299/- per month consolidated. The negotiations with the Government Authorities failed and therefore the Union approached the High Court for the restoration of the cut in wages. This is a first incident of its kind where state Government has reduced the wages of the workers and therefore Shri Pandey requested the Federation to take a serious note of this development and assist 'U.P. Sarvajanik Nirman Vibhag Masdoor Sabha in the matter if need arises.

Shri J. Tripathy from Orissa reported that the Kendu Leaf workers have now stepped up their agitation demanding acceptance of their Charter of Demands whch is pending in the Industrial Tribunal. The Union conducted large scale demonstrations and dharnas in the month of March 1987 in support of their demands. Shri Tripathy reported that the union had now organised approximately 96,000 Kendu leaf workers covering 12 divisions out of a total of 18 divisions in the State of Orissa.

Shri K.C. Patra from Orissa felt that the Federation should demand amendment in the Workmen's Compensation Act and provide that workers injured on duty should be paid full wages for entire period f disablement. He further demand that fifteen days wages should be paid immediately to the injured worker as advance. He said the present provision in the law was very tordy. He said the responsibility to provide social security benefits should also rest with the State Government and employers.

Shri L.L. Gupta from Jhansi, Uttar Pradesh, representing BHEL said the growing incidence of casual labour being employed by large Public Sector undertakings has become an issue of concern, o combat which trade unions must take positive steps.

Shri Prakash Shinde from Maharashtra while speaking on the General Secretary's report said only agitations similar to the one organised by 'Bandhkam Va Lukud Kamgar Sanghatana" District Gadchiroli, Maharashtra, will ensure regular work to EGS Workers.

Shri Rajnikant from Akola, Maharashtra said that although workers employed on E.G.S. Were doing construction work their wages were below the wages being paid to construction workers. He felt that unions working in the E.G.S. should demand parity of wages for E.G.S. Workers with provisions for payment of Dearness Allowance Shri Rajanikant said that the implementation Officers were the main culprits in exploiting the E.G.S. Workers. He said the only way to combact this situation would be by resting prosecution rights to trade unions against erring officers.

Shri C.P. Sharma from Meerut reported that after continuous efforts he was able to organise a large section of brick kiln workers in and around Meerut. The Union has since achieved increase in wages from Rupees 15/- being paid earlier to Rs. 33/- per thousand bricks.

Shri G.N. Maurya from Bombay reported that wood workers in Bombay through their continuous struggle had achieved wages which were much above the minimum wages of the state. The Union was now agitating for the payment of dearness allowance to these workers. Once this demand is achieved, the wages of these workers will be equal to the wages now being paid to the factory workers in the large aw mills in Bombay.

At the end of the session, The Chairman, opined that agitations in the field was the only way by which unions in the unorganised sector could achieve their demands. The HMS and the Indian Federation of Building and Wood Workers must come under one flag and lead the fight. He said as far as the railway unions were concerned they would spare no efforts to extend solidarity and assistance in this effort.

Summing up the discussion for the day, Shri Khan expressed satisfaction at the reporting done by the affiliates. He agreed with Shri J.M. Biswas, and others and said that the entire achievements of the Federation over the years were entirely due to the organisational efforts undertakne by its affiliates. He said many suggestions put forth by the affiliates during the reporting session required serious thought and the future activities of the Federation must be based on these plans. He agreed with the suggestion given by the President that the Federation should plan a mass demonstration at Delhi in the near future. Shri K.A. Khan said in the forth coming two days, the Executive Board must discuss and decide on this issue. Shri Khan wished to place another important point for discussion relating to the financial aspects of the Unions. He noted that practically all the unions were charging a membership fee of half a rupee r one rupee per month which is not sufficient to enhance trade union activities. He said while organising the workers, unions should also stress and educate the workers on increasing their union subscription and paying membership regularly Alongwith a strong organisational base each union must also have a strong financial base. Shri Khan wanted the affiliates to discuss this issue seiously. Outlining the programme for the next day he said participants would divide themselves into sectional groups representing their industry and submit detailed reports after discussing the various present and future issues facing each category.

The meeting terminated for the day at 6.15 P.M.

The meeting reconvened on 9th May, 1987 at 10. A.M.

<u>Agenda Item No.4 - Wages including Minmum Wages and Wages in Public, Private as well as Government sector :</u>

In the session on the above Shri Vimal Mehrotra initiated

discussion on the above mentioned agenda item. He explained in detail the various provisions of the Minimum Wages Act as well as the Payment of Wages Act. Concepts and calculatation of consumer Price Index were as the various factors affecting the price Index were explained in detail by Shri Mehrotra. A study Paper written by him titled "Consumer Price Index Numbers - A critical Analysis - base 1960 proposed to be changed to 1982" - was circulated to all the participants. The same was explained and discussed in detail. The paper was well received and appreciated.

In the session after lunch the participants were asked to divide themselves in groups representing their respective industries/ sections. Accordingly the following six groups were identified and their Chairman.

1. Construction - Railway Section
   Chairman - Shri J.M. Biswas

2. Construction - Electricity Section
   Chairman - Shri Vimal Mehrotra

3. Construction - Public Sector
   Chairman - Shri R. S. Nirmal

4. Construction - Private Sector
   Chairman - Shri S.N. Gulati

5. Construction - Materials Section
   Chairman - Shri K.C. Patra.

6. Forest & Wood Section
   Chairman - Shri Lokhnath Joshi.

The respectie groups were asked to submit their reports at 4.30 p.m. the same day.

From 4.30 p.m. onwards the groups presented their reports. Copies of the reports have been added to the minutes as :-

Construction	-	Railway Section	-	Annexure 1
Construction	-	Electricity Section	-	Annexure 2
Construction	-	Public Section	-	Annexure 3
Construction	-	Private Section	-	Annexure 4
Construction	-	Materials Section	-	Annexure 5
Forest & Wood Section			-	Annexure 6

The day's proceedings concluded at 6 P.M.

On 10th May, 1987 the meeting commenced its proceedings at 2.45 P.M. as in the morning the participants attended the Uttar Pradesh Hind Mazdoor Sabha State Conference at the invitation of the State HMS Council. Shri K.C. Patra, Chaired the concluding session of the Executive Board Meeting. The General Secretary wished to discuss the following issues in the afternoon session.

1. E.G.S. in Maharashtra
2. Health and Safety
3. Proposed Unified law for construction workers
4. International Year of Shelter for the Homeless
5. Finalisation of Place and dates of the forthcoming Conference of the Federation.

The General Secretary requested Shri Rajnikant from Akola to inform the members details of the E.G.S. Scheme its implementation and results.

AGENDA ITEM No.6 - E.G.S. & Right to Work:

Shri Rajnikant thanked the Chairman and informed the members in details the various aspects of the E.G.S. since its inception and the method of seeking employment under the E.G.S. Schemes. He explained the details of the various forms and the procedure required to be followed to secure employment under the E.G.S. A detailed discussion ensued on this topic and it was unanimously decided that the Federation should formulate a resolution demanding introduction of E.G.S. and send the same to all state government of the country. The Board entrusted this job to the Federation with a request to all the affiliates to follow up action on the matter.

The General Secretary then welcomed Shri Umroamal Purohit, General Secretary, Hind Mazdoor Sabha and requested him to say a few words, to the members of the Executive Board.

Shri Umraomal Purohit thanked the Executive Board for extending to him an invitation to attend its meeting. He said H.M.S. is aware of the herculians task undertaken by the Federation to organise the unorganised. He said the slogan adopted by the Federation namely 'Organisation through Education' was an apt one because it is only through education and a wareness that the illiterate, exploited and deprived workers in construction, wood and forest industries can be organised. He said it was relatiely simple to organise the factory workers but workers employed in the construction and forest industries due to the high rate of mobility were difficult to organise. He also lamented that stabilised leadership and unions had not put in much efforts to venture into these areas and take up the cause of the sweated labour. He congratulated the Federation for its continued efforts to create new cadres of leadership. He advised trade uionists working in the unorganised sectors to feel and understand the needs of the workers and evolve suitable organisational methods to improve their conditions. He said the evolution of any trade union under goes the following three stages.

(a) Nuisance stage : Formation of the Union, in this stage the employer considers the union as a nuisance and tries to confront it accordingly.

(b) Tolerance Stage : Once the Union is formed inspite of stiff opposition the management realises and adopts a tolerant attitude towards the union.

(c) Stage of Cooperation: In the third stage having realised that the Union has a strong backing from the members, and he cannot break it the employer starts co-operating with it with a view to safeguard his own survival.

Shri Purohit said any union that successfully passes through these three stages will become a strong union. He said no half hearted approach should be tolerated in trade unions.

Speaking about E.G.S. and 'Right to Work' he said HMS and 'All India Railwaymen's Federation' have joined hands with the Federation in further spreading wareness and action to mobilise, organise and agitate for 'Right to work'. He said a booklet has been prepared on 'Right to Work' and efforts are on to translate the booklet in as many languages as possible so that information and awareness can be disseminated to the grass root level workers. He proposed that local unions, national Federations and HMS should now think in terms of organising and All India Agitation programme on the issue of 'Right to Work'. The programme could envisage mass rallies, demonstrations for and by the unemployed of the country to focus government attention. He appealed to the Unions to prepare themselves for this gigantic task. Shri Purohit concluded his address by wishing all success to the Federation and its affiliates.

The Chairman then requested Shri S.R. Wagh to initiate discussion on the next agenda item.

Agenda Item No.5 :- Health and Safety :

Initiating discussion on the agenda item Shri S.R. Wagh said the Federation had sumitted to the I.L.O. its reports on 'Safety and Health in the construction industry'. He said the report had been circulated to the afiliates. Refering to the report he said the ILO was inviting opinions to adopt new conventions to replace the rendundant conventions on safety for construction workers for-ulated 50 years ago, India had still not ratified the fifty years old convention nor enacted any safety law for construction workers inspote of repeated assurances by the Government. After some detailed discussion on the issue it ws unanimously decided that the affiliates will implement on the action programme that may be formulated by the Federation.

The Chairman then requested Shri. S.R. Wagh to briefly explain and discuss the next agenda itm as well.

Agenda Item No. 8 - United Law for construction Workers.

Shri S.R. Wagh explained details of the need and scope of the Tripartite Board constituted by the Government of India to enact a consoludated law for construction workers, encompassing most of the provisions of the existing law. He gave a detailed report on the progress made till date and further details have been covered in the General Secretary's Report. The members thanked Shri S.R. Wagh and requested the Federation to keep all affiliates informed about the progress made in the issue in future too.

Outlining an action programme formulated on the basis of disussions and decisions taken by the Board over a period of three days on various issues of concern Shri Khan said he wished to place before the Board a Resolution for an action programme and wished to seek its approval. He requested Shri Sangam Tripathy toread out the draft resolution. The same was read out after some amendments and additions the resolution was unanimously accepted (Copy of the Resolution added as Annexure 7). Shri Khan said all affiliates must start planning to organise the proposed "Demand Week" from 15th - 21st September, 1986. Shri Khan said the Federation would soon send out circulars to all affiliates giving details of the proposed programme and plan of action. The Chairman then requested that Agenda Item No.7 be taken up for discussion.

Agenda Item No.7 : International year of Shelter for the Homeless :

Ms. C. Nathan informed that the U.N. General Assembly as early as December, 1969 had overwhelming to approveda resolution recommending practical approaches "to ensure a minimum standard of living consistent with human diginity through economic and social progress and development for all persons", Building upon this resolution the United National declared that the year 1987 be observed as "International Year of Shelter for the Homeless". Ms. Nathan gave brief details of the various efforts proposed and initiated by different international agencies to achieve the objectives of housing the poor people of the world particularly those in the developing countries. She also briefly explained the purpose of her visit to Nairobi in April, 1987 to attend UN Commission on Human Settlements.

She informed that the International Federation of Building and Wood Workers in its 17th Congress held at Geneva in the year 1985 had adopted a resolution concerning the necessity to improve the housing conditions and to do their utmost to ensure that :

- renewed political attention is paid to the problems of human settlements;
- knowledge concerning the problems of human settlements is assembled and disseminated;
- new methods of solving the problems of human settements are developed and tested; and
- collaboration and exchange of exprerience with regard to human settlements are brought about.

At the same time, the Congress directed its affiliates all over the world to make concrete ways in which they can help, to the extent of their possibilities to achieve the objectives of the International year of Shelter for the Homeless (1987).

She further informed that the International Federation of Building and Wood Workers in its Asia and Pacific Regional Committee meeting held in Singapore in March 1987 also reiterated its concern on the issue and adopted a resolution (copy sent to all affiliates). Ms. Nathan said 'Building Mazdoor Union" through the Indian Federation of Building and Wood Workers has also submitted a detailed paper

titled 'Perspective Planning for Reduction of Construction cost and Employment Generation and training in construction Industry both in Urban and Rural areas' (Copy circulated earlier). She said the paper was well received at Nairobi and by the International %education of Building and Wood Workers.

Agenda Item No. 9: Any other Item with the permission of the Chair :

(a) Request for Affiliation :

The General Secretary then wished to place before the Executive Board a list of unions seeking approval for affiliation. He requested Ms. C. Nathan, Treasurer to read out the list. The sme was read out. The Board unanimously approved affiliation of all the 27 Unions (list attached as annexure - 8)

(b) Detes and Venue of Triennial Conference :

The General Secrtary infomed the house that after discussion with some senior colegues it had been recommedned that the Triennial Conference of the Federation be held sometime in the month of October or November, 1987. He therefore asked invitations/from members who were willing to host the conference. Shro V.O. Pandey and Shri Bholanath Tiwari representing "U.P. Sarvajanik Nirman Vibhag Mazdoor Sabha" offered to hold the conference at Allahabad. After some discussion it was decided that the Triennial Conference of the Federation will be held at Allahabad from 10-12 November, 1987. The General Secretary also informed the house that he had invited the "International Federation of Building and Wood Workers" to send their representatives and also the representative of various other unions affiliated to the "International Federation of Building and Wood Workers" and he was hopeful that a few representatives from Europe and Scandinavia may attend the conference is our quests and fraternal delegates.

As there was no other item for discussion the Chairman thanked the Board members for their valuable contribution and cooperation and hoped that they would vigorously carry on organisational and agitational activities to further strengthen the Federation.

The Meeting terminated at 6 P.M. with a vote of thanks to the Chair.

Read and formed

President/Chairman

General Secretary

GRAM BILDUNION, BOMBAY, PHOBNE: 268735/266077

INDIAN FEDERATION OF
BUILDING & WOOD WORKERS

4TH FLOOR, D'MELLOW BHAVAN, P.D'MELLO ROAD,
CARNAC BUNDER, BOMBAY 400 038.

ANNEXURE - 1

REPORT OF THE RAILWAY SECTION COMMITTEE

Members Present:

1.	Mr. J. M. Biswas South Eastern Railway	Chairman
2.	Mr. Ram Nagina Pandey Eastern Railway	Member
3.	Mr. R.A. Mital Northern Railway	"
4.	Mr. Ashish Biswas Northern Frontier Railway	"
5.	Mr. S.P. Singh Northern Railway	"
6.	Mr. O.P. Khatri Northern Railway	"
7.	Mr. R.S. Shekhawat Norhern Railway	"
8.	MR. V. P. Aggarwal Northe Eastern Railway	"

In the Indian Railways, the construction Labour are divided as under :-

(1) Those working under the Departmental Construction
(2) Those working under Pirvate Contractors, connected with the Railways.

The estimated number of Department construction Labour is approximately 150,000. The number of Private Contractors engaged in Railways work is estimated to be above 12000. Though the exact number of Labour working under these contractors can not be given, yet they are estimated to be above 250,000.

The entire construction labour, in the railways is engaged in the work of construction of new railway lines, constructing new service buildings and roads and new staff quarters, tunnels construction of bridges etc. In addition the work of maintenance of existing buildings, railways tracks and bridges etc. is also being partly done by these workers.

In some zonal railways like Northers, Western, North Eastern and Northe Frontier etc. the Departmental construction labour has been organised through unions affiliated to the All India Railwaymen's Federation. But in some zones these workers have so far remined

unorganised. The total number of workers organised by the unions affiliated to the All India Railwaymen's Federation is more than 30,000 despite strong opposition and restrictions imposed by the Railway administration.

So far as the workers engaged under the Private contractors are concerned they are totally unorganised, though their number is more than 25,000. The Railway unions hae no direct jurisdiction to organise the construction labour working under Private Contractors. Thus, to organise these exploited and sweated workers it will be necessary to form separate unions all over the country wherever railways are working. It is a fact that all these workers, due to their continuous work under the railway employee ar well acquiainted with the existing leadership of railway unions. It will thus be relatively easy to organise these workers with the help of the existing zonal unions. Since the zonal unions are constantly engaged with their own problems and also face problems of limited resources there is an urgen need to extend all possible assistance, to organise this section of construction workers employed under private contractors.

The wages paid to the Departmental Construction Labour are at par with those fixed by the District Civil authorities but the wages paid to the Construction Labour engaged by the Contractors have no basis and vary from contractor to contract and place to place but in all cases it is below the stipulated minimum wage. As far as the service conditions of Contract labour are concerned, the same are pitiable as they are not giverned by any rules and regulations.

There is a definite need for Education fo these workers which may to be planned as under :-

(a) For organised section of labour, we may introduce 3 days (full time) trade Union education programmes. This may, however, cause a loss of 3 days wages of these workers. This factor has to be considered.

(b) For the unorganised section of construction labor, Trade Union Education at their work place/place of residence, will have to be conducted for short durations continuously. For this work, a team of persons who can study the living conditions of these workers and find out ways and means to penetrate into their areas of activity will have to created. There is also a dire need to create confidence and awareness among the workers as also help them to build trade union organisations.

The Committee was unanimous on the point that without sustained strugle, the condition of these workers can not be improved. The main apprehension facing these workers was job security. In order to start an agitation with these workers they must first be organised and confidence must be created in them through continuous education.

The Committee felt that every endeavour should be made from now onwards to organise these workers through 'Indian Federation of Building and Wood Workers' and 'Hind Mazdoor Sabha', by extending necessary cooperation and also by deputing whole-time workers, wherever found necessary.

Reported by

J. M. Biswas

GRAM BILDUNION, BOMBAY, PHOBNE: 268735/266077

INDIAN FEDERATION OF
BUILDING & WOOD WORKERS

4TH FLOOR, D'MELLOW BHAVAN, P.D'MELLO ROAD,
CARNAC BUNDER, BOMBAY 400 038.

ANNEXURE - 2

REPORT OF THE CONSTRUCTION ELECTRICITY SECTION COMMITTEE

Chairman

1.	Mr. Vimal Mehrotra	Kanpur

Member

2.	Mr. B.D. Bhuja	Delhi
3.	Mr. Nafi Singh	Hardwar
4.	Mr. M.P. Sharma	Hardwar
5.	Mr. Rampal Yadav	Hardwar
6.	Mr. M.S. Boria	Hardwar
7.	Mr. Lakhanlal Gupta	Jhansi
8.	Mr. Amar Singh Ratore	Bhopal
9.	Mr. Uma Shankar Misra	HAL.

BHARAT HEAVY ELECTRICALS LIMITED (Government of India Undertaking)

BHEL (Bharat Heavy Electricals Limited), a prime undertaking of the Government of India came into existence in 1973 by amalgamating Heavy Electrical Plants at Bhopal, Boiler Plant at Trichy and Bharat eavy Electricals Ltd., at Hardwar and Hyderabad. BHEL at present has 77,000 employees on regular rolls, out of which 65,000 are non-executives. In addition BHEL employs a few thousand workers on contract basis through contractors.

Sl. 2- PRESENT MEMBERSHIP OF THE UNIONS UNITWISE

Sl. No.	Name of the Unit	Total No. of Workers		Name of the Union & its Membership
		Regular	Contract	
1.	BHEL BHOPAL	18860 (13000 Workers)	500	HESTU (HMS) 4700
2. 2.	BHEL JHANSI	1600 (1200 workers)	200	HESTU (HMS) 750
3.	BHEL HARDWAR (Heep)	10000 (7500 workers)	750	SHARAMIK UNION(HMS) 2600
4.	BHEL HARDWARE(CFFP)	1200 (900 workers)	500	- do- 530

5.	BHEL JAGDISHPUR	1100 (750 workers)	250	-
6.	BHEL RUDRAPUR	100 (56 workers)	40	-
7.	BHEL VARANASHI	45 (30 workers)	10	-
8.	BHEL RANIPET	3000 (2500 workers)	500	-
9.	BHEL HYDERABAD (Both the Units)	14000 (11500 workers)	1500	There is only one supervisory Union affiliated to the HMS. No. workers Union in Hyderabad
10.	BHEL TRICHY	14800 (11750 workers)	2200	Kamraj Boilder plant Employees Union(HMS) 4500
11.	BHEL BANGALORE (3 Units)	3500 (2000 workers)	500	No Union
12.	BHEL GOVINDWALL	(40 workers)		
13.	BHEL DELHI	2800 (1300 workers)	850	BHEL Employees Union, Delhi 870

3. PROBLEMS OF ORGANISATION:

a) Election of the Appex body (Joint Consultative Machinery)

b) Regularization of contractor workers

4. WAGES & SERICE CONDITIONS:

Wages and Service Conditions are common to all regular employees of the sme cadre. Contractor workers are however paid according to the territory of their work. Their wages range from Rs. 14/- per day Rs. 22/- per day.

The components of Wages and service conditions include the basic pay for different categories of workers, plus D.A. Plus A.D.A. Plus H.R.A. Plus C.C.A. Plus TPT plus L.T.C. plus Children Education Allowance Plus Medical Benefits Plus Uniform for all categories of

workers. The wages and fringe benefits are given as per agreement arrived at by the J.C.M. after every four years for the BHEL establishment as a whole (A copy of the last agreement will be furnished by Shri Ganga Sagar Singh Shri Amar Singh Rathore of Bhopal who are sitting joint committee members in BHEL).

BHEL Workers are paid 20% profit bonus plus 10% plant performance bonus plus Ex-gratia on completing 100% production in their plants. BHEL has claimed a profit of Rs. 157 crores for the year 1986-87. The total turnover of BHEL for the year 1986-87 was Rs. 1780 crores.

Every employees in BHEL gets 10% of contributory Provident Fund of which oan equal amount is contributed by the Company. BHEL employees are not covered by ESIC because Medical facilities and medical leave at very high rates are provided by BHEL as compared to E.S.I.C. and Cenral Government Employees. Gratuity is also paid as per the provision of the Gratuity act i.e. 15 days salary against one year's service or Rs. 50,000/- at the time of retirement which ever is applicable. The age of retirement in BHEL is 58 years.

5. EDUCATIONAL PROGRAMME (Present)

(a) Hardwar - 1
(b) Delhi - 1

FUTURE EDUCATIONAL PROGRAMME

It was proposed that future educational programmes on the basis of training one person for every 100 workers should be undertaken. Thus if 20 persons are trained they should cover 2000 employees. The strength of each unit should be divided into a group of 2000 workers each and 20 workers should be selected to be trained as Union Activists in the plant out of these 2000 workers. The details of the programme can be worked out as follows :-

Sl. No.	Unit	No. of Classes
1.	Bhopal	7 of 20 persons each
2.	Jhansi	2 of 20 persons each
3.	Hardwar (HEEP)	4 of 20 persons each
4.	Hardwar (CFFP)	2 of 20 persons each
5.	Delhi	2 of 20 persons each
6.	Trichy	4 of 20 persons each.

6. AGITATIONAL PROGRAMME (Present)

BHEL workers all over the country are carrying on vigorous Agitational programmes mainly on two issues amongst others.

1. Reconstitution of workers representative's in JCM because the present workers representations in JCM was made on the basis of election/nomination held in 1978 and they are still being continued after a period of 10 years. The rules had provided a tenure for 2 years.

2. The Adhoc Increase given to the Executive/Officer and Supervisors of BHEL be extended to workers also on the same principal.

3. Workers must now agitate for a new wage agreement because the last wage agreement for the workers had expired on 1.9.86. The workers want that wage negotiation should be conducted and concluded by newly elected workers representative in the JCM and not by those individuals or Union representatives who were elected in 1978. The M.P. High Court has twoce asked the management to reconstitute the J.C.M. However, the management has ignored the direction of the court and no decision has yet been taken on the issue.

It must be noted that in the present state of agitation workmen/ worker leader at various units have been victimised by the BHEL Management. Detailed report on the same is as follows :-

1. Delhi

6 Workers/Worker leaders were charge-sheeted on account of the agitation carried out by Delhi based workers at their corporate office from 20th April, to 24th April, 1987. However the union has vigorously carried on the struggle with the management for their just and genuine demands. Mr. B.D. Pahuja, General Secretary of BHEL Employees' Union and convenor of the Joint Front Unions at Delhi was also charge sheeted and warned by the Management of dire consequences.

2. Hardwar

Four workers were suspended during the present agitation but - instead by the BHEL management Hardwar after given them warning letters.

3. Bhopal

Three workers have been suspended and one terminated during the present course of agitation.

4. Trichy

Four persons have been charge sheeted and one suspended during the present course of agitation.

In report against the non constitution of new J.C.M. two sitting JCM Members from Bhopal have boycotted the JCM for last one year and have submitted a memorandum to the Management for the reconstitution of JCM. Protest memorandum signed by more than 15000 workers from Bhopal, Jhansi and Delhi have been submitted to the management.

FUTURE AGITATIONAL PROGRAMME

The committee suggested that gate meetings, Dharnas, Chain Hunger Strikers, Hunger Strikes on to Death, Gheraos, Tool Down and

and if possible General Strike in the all the Units, site offices, service units and corporate ofices with the help of other unions working at various places must be organised to press upon the management to reconstitute the JCM, Pay, Adhoc Interim Relief to all the workers and resolve other local issues at all the units.

WORKING COMMITTEE (Heavy Engineering Construction and Electricity)

1.	Chairman	-	Mr. Vimal Mahrotra
2.	Convenor -	-	Mr. B.D. Pahuja
3.	Jt. Convenor		Mr. Amar Singh Rathore

MEMBERS

4.	Shri Ganga Sagar Singh	-	Bhopal
5.	Mr. Ahmed Samil	-	Bhopal
6.	Mr. Lakhan Lal Gupta	-	Jhansi
7.	Mr. P.M. Swamy	-	Jhansi
8.	Mr. D.K. Choudhary	-	Hardwar
9.	Mr. Ram Pal Singh Yadav	-	Hardwar
10.	Mr. Mahender Singh Bhoria	-	Hardwar
11.	Mr. M.P. Sharma	-	Hardwar
12.	Mr. S.A.A. Afsar	-	Delhi
13.	Mr. Avinash Chand	-	Delhi
14.	Mr. P.L. Arumugam	-	Trichy
15.	Mr. M. Meenakshi Sundaram	-	Trichy

All Presidents and General Secretaries of the Unions in BHEL affiliated to the Indian Federation of Building and Wood Workers alongwith such other members who may be co-opted by this committee will be the members of the committee.

Reported by

Vimal Mehrotra

GRAM BILDUNION, BOMBAY, PHOBNE: 268735/266077

INDIAN FEDERATION OF
BUILDING & WOOD WORKERS

4TH FLOOR, D'MELLOW BHAVAN, P.D'MELLO ROAD,
CARNAC BUNDER, BOMBAY 400 038.

ANNEXURE - 3

REPORT OF THE COMMITTEE ON CONSTRUCTION PUBLIC SECTOR

Chairman

1. Mr. R. S. Nirmal (Rajasthan)

Members :

2. Mr. Bodhan Singh (Madhya Pradesh)
3. Mr. Bholanath Tiwari (Uttar Pradesh)
4. Mr. Vishnu Deo Pandey (Uttar Pradesh)
5. Mr. F. Khan (Rajasthan)
6. Mr. Gopal Ram (Rajasthan)
7. Mr. U.S. Mishra (Uttar Pradesh)

Membership

Unions affiliated to the Indian Federation of Building and Wood Workers reported the following membership in their regions as also details of total number of workers in the respective regions:-

	Union Membership	Total No.of workers in Industry/ Region
RAJASTHAN		
a) Garden Section Union	250	400
b) PWD Section Union	1200	3000(Jaipur Dist.)
c) University Employees' Union	200	450
UTTAR PRADESH		
a) PWD Section	18200	1000,000
b) Irrigation Deptt.	750	1,500
c) Asbestos Workers' Union, Lucknow	200	350
MADHYA PRADESH:		
a) Construction Workers' Union (Kirandul Branch)	950	1,800
Construction Workers' Union (Bhilai Durg Branch)	1800	14,000

Thus out of 121,500 workers employed in above industries in the respective regions 23, 340 workers have been organised by unions affiliated to the Indian Federation of Building and Wood Workers.

SERVICE CONDITIONS AND WAGES :

UTTAR PRADESH :

The Public Works Department employs workers on the following basis:-

(a) Regular
(b) Temporary muster roll
(c) Permanent Muster Roll.

Workers employed on temporary Muster Roll are entitled to Minimum Wages only which was paid at the rate of Rs. 15 per day. However, the Uttar Pradesh State Government recently through a notification dated 5th January, 1987 has exempted the PWD from paying Minimum Wages to this category of workers for a period of one yea. As a result the PWD administration has reduced wages of these workers. The wages now range between Rs. 12/- - Rs. 14/- per day. They are entitled to national holiday and 23 days salary per year as bonus. They have no guarantee of work. Inview of the serious situattion that has now affected thousand of workers in this category, the Union has filed a writ petition in Allahabad High Court challenging the notification of the State Government.

Workers employed on permanent Muster Roll are paid Rs. 564/- per month as wages. They are also entitled to 23 days bonus in a year and paid holidays on National festivals. Due to the continuous efforts of the Union, workers have secured additional benefits like 24 days Gazatted leave and 2 days privilege leave in one calender year. They are provided with uniforms and adequate first aid facilities at worksites. Watchmen on work sites are entitled to a Woollen rug once every 3 year, one torch and one baton. However, no pension or gratuity schemes are applicable for this category of workers. The Union's demand to provide service books to employees has been accepted.

Workers employed on Regular basis are paid Rs. 650/- per month as Wages. They are entitled to an yearly increase of Rs. 6/- in their wages. Pension and gratuity scheme are also applicable to this category of workers. They can also encash their leaves. They are entitled to similar medical benefits as Permanent Muster Roll workers. Out of some 1,00,000 workers in the PWD 20,000 workers belong to this category.

MADHYA PRADESH:

Workers employed with the Hindustan Steel Construction Ltd. a Government of India undertaking have been divided in 7 categories i.e. W 1 to W 7. Starting from W-1, the wages of workers employed in this category is Rs. 265/- per month plus Rs. 570/- Dearness Allowance. For the remaining 6 categories the wages increase at the rate of Rs. 10/- for respective categories in an ascending order (i.e. W2 - W7). The Dearness Allowance however remains the same. Each worker gets increments ranging between 3-22. Medical facilities are provided for these workers. They are also entitled to 12 Gazetted holidays, 20 days medical leave and 18 days earned leave. Pension, Gratuity and Provident Fund Scheme are also applicable for these workers.

Construction workers employed in Kirandul (District Bastar) do not get facilities of work and wages because their employment is at the mercy of local contractors. The branch union at Kirandul is making efforts to organise these workers and considerable success has been achieved.

RAJASTHAN :

The PWD employs some 18,000 workers on semi permanent and permanent basis. PWD Workers of Rajasthan are united under the 'Rajasthan PWD Workers' Federation formed in 1957 and it today represents 12,000 PWD Workers all over the State. Shri R.S. Nirmal is the General Secretary of this Federation.

PWD Workers in Rajasthan can be classified in 3 categories (a) Casual (b) Semi permanent (c) Permanent.

(a) Casual Workers are employed on daily wages. These Workers are paid Minimum rates of wages and no other service conditions are applicable to them. They are however entitled to 7 national holidays in a year. On completion of 2 years continuous service they become semi-permanent.

(b) Semi-permanent - These workers are entitled to wages at Government scales, Grade increments, Bonus, Gratuity, Pension, 15 days casual leae, 10 days festival leave, medical reimbursement. Recently after a successful strike the union has secured for its workers various benefits which have resulted in a net increase of Rs. 117/- in the monthly wages paid to these workers.

(c) Permanent Workers - All employees who have put in 10 years or more service belong to this category. They are entitled to all benefits which the semi permanent workes get. They are also entitled to pension benefits after retirement. In addition to this, all such workers who are members of the Union's Executive Board are entitled to 12 days leave in a year to attend Executive Board meetings of the Union and 4 days leave in a year to attend the Union's General Body Meeting. Promotion for these workers is based on seniority. Semi-permanent and permanent employees are also entitled to 6 months leave as per the rules and provisions of the state law.

EDUCATION PROGRAMME:

PWD Unions from Uttar Pradesh conducted an education programme under the Indian Federation of Building and Wood Workers - Building Mazdoor Union Education Project. 23 circle leaders were trained and these circle leaders have now taken up organisation work. However, it was reported that being a very large state there was a growing need to spread the education programme in other districts of Uttar Pradesh.

In the State of Madhya Pradesh, an education programme was coducted by 'Baster Khadan Mazdoor Sangh' at Kirandul.

In Rajasthan, no education programme has yet been conducted under he "Indian Federation of Building and Wood Workers - Building Mazdoor Union Education Project." However, some education programme have been conducted under the Long Term Education Programme of Hindi Mazdoor Sabha. The Unions from Rajasthan requested that at least 4 Study Organisers must be trained in the State of Rajasthan under the Indian Federation of Building and Wood

Workers - Building Mazdoor Union Education Project. This will in turn help to create a cadre of atleast 40 activists (circle leaders).

FUTURE COURSE OF ACTIVITIES :

Present problems being faced by PWD and construction workers were indentified during the discussion. the same were listed as given below :-

(1) The incidence of contract labour is on the increase. More and more department labour are being replaced by giving work to contractors who hire cheqp labour.

(2) The PWD Department has started a regular practice of laying down norms which have resulting in the retrenchment of many workers. Previously PWD was one department which used to employ rural labour on a large scale. Slowly this aenue of employment for thousands of unemployed rural people is closing down.

Problems that need urgent action:

1) Steps should be initiated to impress upon the Government to fix a National Minimum Wage for Construction Workers.

2) Steps should be taken by PWD unions all over India to demand equal service conditions and parity in wages.

3) The Federation should assist affiliated unions to conduct education programme in all such areas where PWD Unions and other unions belonging to the Housing and Development Board, Public Sector, Government undertakings are working. This will help in bringing more and more workers to the fold of the Unions and stregthen their bargaining capacity.

4) The decision of Uttar pradesh State Government to reduce the minimum wages of construction workers employed in PWD should be condemned and strong measures should be initiated by trade unions demanding restoration of wage rates.

5) The decision of the Bihar and Punjab High Court to delete the construction, Forest and Agricultural sectors from the Industrial Disputes Act and not recognise them as industry should be condemned. This decision has deprived the workers of this industry and form of legal redressal of their grievances. The Federation in cooperation with their affiliates should file a writ petition in the Supreme Court challenging the decision of the State Governments.

6) In those states where PWD Workers are not organised efforts should be made to organise them. Efforts should also be made to bring more and more unions of PWD Workers from various states into the fold of the Federation.

Reported by
R.S. Nirmal

GRAM BILDUNION, BOMBAY, PHONE: 268735/266077

INDIAN FEDERATION OF
BUILDING & WOOD WORKERS

4TH FLOOR, D'MELLOW BHAVAN, P.D'MELLO ROAD,
CARNAC BUNDER, BOMBAY 400 038.

ANNEXURE - 4

REPORT OF THE PRIVATE SECTOR COMMITTEE

Chairman

1.	Mr. S.N. Gulat	Delhi
2.		

Members

2.	Mr. S.R. Wagh	Bombay
3.	Mr. S. Kochukrishnan	Keral
4.	Mr. M.S. Ghazi	Lucknow
5.	Mr. Rakesh Mani Pandey	Lucknow

This report mainly covers union activities in Maharashtra, Uttar Pradesh, Delhi and Kerala.

Maharashtra State :

There are about 10 lakh construction workers in this state, Building Mazdoor Union, Bombay has organised a membership of 7,500 and it is affiliated to the Indian Federation of Building and Wood Workers and Hind Mazdoor Sabha. The unskilled workers are being paid Rs. 14/-, Rs. 12/-, Rs. 10/- depending upon the zone in which they are employed. Moreover they are paid special allowance which is revished every 6 months i.e. in January and July. As per the last revision i.e. in January 1987 the workers are at present entitled to Rs. 9.60 per day as special allowance. In area where there is no union of course the workers are paid much below the statutory minimum wages. Also the Government inspection machinery is inadequate as a result of which the employers use a free hand to exploit the workers. Most of the workers employed are migrants from Andhra Pradesh and not many places the nature of work is seasonal. The workers are employed either directly under the employers or under contractors. No housing fcilities are provided to these workers and they reside in shanty huts near the workspot. They are always afraid to form a union due to the employers threat to throw the workers out of work.

In the Employment Guarantee Scheme Rs. 6/- is paid for 8 hours work and Rs. 2/- per day as unemployment allowance if the authorities fail to provide work within 15 days from the date of application demanding work.

No other rights or benefits are given to workers employed under this scheme.

Money spent on this scheme is collected in the form of profession tax from all such employees who drawn a salary of more than Rs. 400/- monthly. Profession Tax is also collected from professionals like Doctors, Engineers etc. at the rate of Rs. 250/- per annum towards E.G.S. Fund.

Uttar Pradesh

Some 1 million workers are employed in private construction industry in Uttar Pradesh out of which 50% are employed in towns having Municipal Corporations.

Some 2000 workers hae been organised under 6 unions working in Uttar Pradesh.

1. Bhavan Avum Lakdi Nirman Karmachari Sabha.
2. Awas Vikas Karmachari Sangh
3. Awas Vikas Parishad Muster roll Karmachari Sangh.
4. Concrete Fabricators Karmachari Sabha.
5. U.P. Asbestos Karmachari Sabha &
6. Construction Mazdoor Union, Varanasi

Construction Mazdoor Uniform from Varanasi reported that workers in this industry are scattered Agricultural workers are employed on construction job during lean periods. There are three types of workers.

1. Those employed under contractors
2. Those directly under the employer
3. Those employed on construction of government housing colonies.

Construction workers in Varanasi are by and large paid Minimum Wages. In Lucknow more than 35,000 workers are engaged in the industry. Their wages are more than the minimum wages. Some of these workers are migrants. Since they are seasonal workers it is very difficult to organise them. These workers do not get any social security benefits.

EDUCATION PROGRAMMES :

4 Education programmes were conducted in Lucknow under the Indian Federation of Building and Wood Workers - Building Mazdoor Union Education Scheme. This has helped to increase the membership of the union considerably. No education progrmme have yet been conducted in Varanasi.

Some suggestions :

1. Trade Union Education Programme must be conducted at Varanasi.
2. Some levy must be imposed on employers and builders as contribution towards social security fund for workers.
3. All India Agitations must be organised for implementation of social security schemes for construction workers.

Delhi:

Some 200,000 construction workers are employed in Delhi. They are divided in 3 categories.

1. More than 50% workers are migrants. They are employed on Government projects under contractors. After the completion of projects, they returns to their places or proceed to new worksites in search of work.

Due to the temporary nature of work unions have not achieved cent percent success inorganising these workers. They are paid Rs. 17/- per day for unskilled work and Rs. 25 to 40 per day for skilled work. They do not get any housing facilities and stay near the worksites in temporary huts under sub-human conditions. They do not get any social security benefits.

Similarly there are no educational or health facilities for these workers. Migrant workers from Southern States also face tremendous language problem and become easy prey to the contractors exploitation. It is very difficult to organise workers from these states due to the above mentioned reason.

2. The Second category is that of the local construction workers who are employed on construction of private buildings. The skilled workers among them get more than the stipulated minimum rates of wages. It is relatively easier to organise this category of workers. It is these workers who are mostly in the forefront during agitations of the union. Their living condition are also better than the average construction workers in Delhi. About 2000 workers have been organised by 'Delhi Construction Workers Union'.

The Union has submitted various memorandum on problems of construction workers to various government departments from time to time. The Union had also organised a demonstration sometime back highighting the problems of construction workers.

Kerala :

There are about 6 to 7 lakh workers engaged inthe construction industry. Since they are scattered it is very difficult to organise them. These workers are paid at the rate of Rs. 35/- to Rs. 40/- per day for skilled work and Rs. 25/- per day for unskilled works. No special allowance is paid to these workers in Kerala. The workers are employed directly under the employer as also under the contractor. The unorganised labourers do not get any social security benefits.

A welfare fund scheme proposal has been prepared by the State Government and the union is demanding its immediate implementation.

early 1500 workers have been orgnised under the unions affiliated to the Federation.

The Union has not conducted anyeducation programme under the Indian Federation of Building and Wood Workers - Building Mazdoor Union Education project. But under the Hind Mazdoor Sabha's long term education programme some educational programmes have been conducted. The Union has requested the Federation to sanction an education programme for the union in Kerala.

Reported by

S.N. Gulati

GRAM BILDUNION, BOMBAY, PHONE: 268735/266077

INDIAN FEDERATION OF
BUILDING & WOOD WORKERS

4TH FLOOR, D'MELLOW BHAVAN, P.D'MELLO ROAD,
CARNAC BUNDER, BOMBAY 400 038.

ANNEXURE-5

REPORT OF THE COMMITTEE ON CONSTRUCTION MATERIALS

Chairman

1.	Mr. K. C. Patra	Cuttack

Member

2.	Mr. M.P. Pandey	Kirandul
3.	Mr. V.M. Satpathy	Cuttack
4.	Mr. H. S. Bawa	Punjab
5.	Mr. Jai Singh	Punjab
6.	Mr. C.P. Sharma	Meerut

The details of total number of workers engaged in the industry and the membership recruited at various cenres was reported as follows :-

1. Bastar Khadan Mazdoor Sangh (State of Madhya Pradesh) reported a membership of 450 out of 2000 workers in the stone quarries and 590 out of 1500 in the Iron ore mines of N.M.D.C.

2. Pathar Khadan Mazdoor Union (State of Orissa) reported a membership of 720 out of 3000 in stone quarries and 2000 in stone crushing uits in the state of Orissa.

3. Bhatha Mazdoor Sabha (State of Punjab) reported a membership of 4000 out of 150000 workers employed in 1500 Brick Kilns in the State of Punjab.

4. Brick Kilns and Construction Workers' Union State of Punjab) reported a membership of 2000 out of 15000 workers at present both the above union i.e. Bhatta Mazdoor Sabha, brick Kiln and Construction workers have proposed to merge into one union to facilitate coordination of activities and keeping in mind the future organisational activities of the Union.

5. Bhatta Mazdoor Union, U.P. (State of Uttar Pradesh) reported a member of 84,000. These workers are engaged in Brick Industry in Meerut and Gaziabad districts.

PROBLEMS FACED BY WORKERS :

Discussions revealed that majority of the workers employed in the industry work on piece rates basis. The piece rate varies from Rs. 30 to Rs. 40 for moulding 1000 bricks. Most of these workers are uneducated and poor.

They have no fixed working hours. Labour laws applicable for these workers are generally not implemented. There is no housing or medical facilities for these workers. Child labour and migrant labour are engaged on a large scale. Most of the employers keep an army of goondas to keep the workers under threat. Agents are engaged by the employers to procure cheap labor. Once hired these workers are paid some advance amout. The workers are not allowed to leave the employer until advance remittances are not cleared. This practice has increased the incidence of bonded labour. Regular wages are not paid to these workers and unions seldom succeed in claiming compensation amounts for injured workers because of the fear of the employers mafia. These workers do not get leave facilities. Recently the brick kiln workers of punjab have been taken out from the ambit of the Minimum Wages Act. This has further worsened the ituation and condition of workers employed in this industry.

Bastar Khadan Mazdoor Sangh, M.P. reported that workers are paid Minimum Wages at the rate of Rs. 12.25. They are also entitled to leave on national holidays. Workers employed in this areas are mostly Adivasis and Harijans.

Education :

All the Unions except Bhatta Mazdoor Union, Meerut have organised study circle education programmes conducted by Building Mazdoor Union and Indian Federation of Building and Wood Workers or education programmes conducted under the Hind Mazdoor Sabha Long Term Education Programme. These programmes have helped the unions in creating an awareness among the workers as also new cadres of activists. It was requested that such programmes should be conti-..ued.

Agitational programme:

In Punjab, Brick Kiln Unions had observed a one day strike twice in the month of January and February 1987 demanding increase in minimum wages. Industrial disputes are pending in the tribunal and High Courts on various issues in Punjab. Unions have now proposed to call a State wide strike, demanding reinclusion of Brick kiln industry under the Scheduled employment. Pathar Khadan Mazdoor Union, Orissa had organised a demonstration demanding right to work and organised demonstrations demanding acceptance of their charter of demands. They now proposed to hold a convention in the month of June, 1987. Bastar Khadan Mazdoor Sangh, M.P. held a demonstration and now proposed to go on strike on their charter of demands. Bhatta Mazdoor Union, Meerut organised everal strikes many of which were successful.

The Committee is of the view that efforts should be undertaken to reach the stone quarry, brick kiln, sand dreding and such other construction material workers by a group of committed and dedicated activists. Education and awareness programmes are some important tools which must be utilised to create this cadres of committed activists.

Reported by

K. C. Patra

GRAM BILDUNION, BOMBAY, PHONE: 268735/266077

INDIAN FEDERATION OF
BUILDING & WOOD WORKERS

4TH FLOOR, D'MELLOW BHAVAN, P.D'MELLO ROAD,
CARNAC BUNDER, BOMBAY 400 038.

ANNEXURE - 6

REPORT OF THE FOREST & WOOD SECTION COMMITTEE

Members present :

1.	Mr. Loknath Joshi	Chairman
2.	Mr. Jogendranath Tripathy (Dhenkanal)	Member
3.	Mr. G. N. Maurya (Bombay	"
4.	Mr. Prakash Shinde (Pune)	"
5.	Mr. Narayan Vaswad (Pune)	"
6.	Mr. Mohd. Naeem (Saharanpur)	"
7.	Mr. Subhas Goswami (Meerut)	"
8.	Mr. Bhai Rajnikant (Akola)	"
9.	Mr. B.K. Mohanty (Kuchinda)	"

The members present discussed the problems of the Forest Workers in detail. In the State of Orissa, the 'Orissa Kendupatra Karmachari Sangh' affiliated to the Federation is working amongst the forest and wood workers and hae organised about 100,000 workers out of approximately 9 lakhs forest and wood workers in the State of Orissa. Some 96,000 workers in Orissa are employed in the Kendu Leaf trade.

The education scheme conducted by the 'Indian Federation of Building and Wood Workers' - Building Mazdoor Union, Education project and Hind Mazdoor Sabha was found very helpful. Some 107 circle leaders were trained with the help of the Indian Federation of Building and Wood Workers - Building Mazdoor Union Education programme. Of these circle leaders, 60 circle leaders are very active and have taken up the organisational tasks of the Union.

The Unions participating in the group discussion proposed to take up more and more education programmes in future. As per the proposed programme 'Wood Carving Mazdoor Union' from Saharanpur, U.P. requested extension of the education programme for one more year in view of organisational prospects. 'Khel Udyog Mazdoor Sangh' from Meerut wished to conduct an Education programme this year under the Indian Federation of Building and Wood Workers - Building Mazdoor Union Education Project. 'Orissa Kendu Patrs Karmachari Sangh' plans to conduct education seminars in every Kendu Leaf range in Orissa with a view to train more and more circle leaders to undertake organisational work in far flung forest areas in Orissa. The Union thus requested that all the 6 study Organisers be granted an extension and assistance to hold circle leaders seminar in the various Kendu Leaf Ranges in Orissa.

It was reported that the wages of the Forest and Wood Workers are very low, No medical, hosing or other social security benefits are provided to thsoe workers.

In Maharashtra the State Government had revised the Minimum wages for forest workers on 15th May, 1986 but the same hae not yet been implemented. In Orissa although the State Government revised the minimum wages for forest workers in October, 1986, the same were implemented only from 23rd February 1987. The Kendu Leaf workers have thus lost sizeable amount of wages and the Union is now non templating to take the matter to the court for recovery of arrear wages. Explanining in detail Shri Mohanty, General Secretary, Orissa Kendu Patra Karmachari Sangh said the State Government of Orissa had fixed Minimum Wages for Kendu Leaf Workers at Rs. 10/- per day for unskilled workers. But the forest department fixed piecerate wages for Kendu Leafe pluckers at 6 leaves per paise. Considering the piece rate, Kendu Leaf pluckers earn only Rs.3/- to Rs. 4/- per day for 8 hours work. In one single working day a plucker may collect 200 kendu leaves. Thus the piece rate wages are much less than the minimum wges fixed by the State Government at Rs. 10/- per day. The Union also suggested that the Federation should take steps to impress upon the State Government of Oriss to include Oficials of the Union on Minimum Wages Committee while fixing or revising the minimum wages.

'Pune Bandhkam Van Va Lakud Kamgar Union' have decided to organise demonstrations before the State Asembly in June this year. Prior to this programme they plan to organise Dharnas before the Collectorate and the Office of the Chief Conservator of Forest. 'Orissa Kendu Pata Karmachari Sangh' also reported about the demonstrations organised in various Kendu Leaf divisions in the month of March, 1987 to press upon the State Government to accept their Charter of Demands.

The Committee requested affiliated unions to initiate suitable action rogrammes in their respective areas and report the same at the forthcoming conference of the Federation to be held in Noember, 1987 highlighting the achievements secured.

Reported by

Jogendranath Tripathy

RESOLUTION

This meeting of the Executive Board of the Indian Federation of Building and Wood Workers held at Meerut from 8-10 May, 1987 notes with concern and regret tht the extremely hard living and working conditions of workers belonging to the unorganised sector of which the construction, wood and forest workers form a sizeable part are not receiving neglect are getting further depressed.

A wage earner in this sector is not able to maintain his family even at the poverty level. He has no job security. He has to work at places and under conditions where even the necessities of life are hard to secure. He has no protection against inflation. There are no arrangements for health cre nor for safety at work. If he loses the job for any reason including old age he can look to no benefits which may keep him going. Despite all this, these workers have patiently worked for the economic development of the country and for the creation of the infrastructure without which civilized life would be impossible. But now they are losing patience and it immediate steps are ot taken to give them hope and the minimum means of decent life the country's progress and development will get a setback that may prove more costly than the satisfaction of their reasonable minimum demands.

The Executive Board regrets that the announcement by the Prime Minister regarding the setting up of a commission to look into the problems of the unorganised labour has not yet been followed by an action towards its mplementation. The Executive Board hopes that this will not be held up any further and in setting up the commission the Government will ensure proper representation to trade union organisations of these workers.

The Executive Board feels that it is extremely necessry to highlight the burning problems of these workers, to create public opinion in favour of their expeditious redresal and to create an awareness among these workers themselves about the need to get organised and to stand up for securing their deamnds. The Executive Board therefore directs that the week beginning 15-21 September, 1987 should be observed as 'DEMANDS WEEK'. During this week it is expected that day long dharnas and relay fasts will be organised by the affiliates in their respectives cities/towns/villages focusssing attention on the demands stated below. At the end of each day local leaders will address he workers highighting the various general and local issued and problems concerning the workers. On the seventh day i.e. 21st September, 1987 as a finale to the week long programme, affiliated unions are expected to hold workers rallies and present to the local and respective state Government authorities, a Memorandum consisting of the following and any other local demands that may be thought fit to be included.

1. NO WORKER TO GET WAGES BELOW POVERTY LINE
2. REGISTRATION OF EMPLOYERS AND WORKERS IN THE CONSTRUCTION LABOUR BOARD TO RESTORE LONG TERM EMPLOYER EMPLOYEE RELATIONSHIP.
3. SAFETY LAW FOR CONSTRUCTION, FOREST AND WOOD WORKERS.
4. MINIMUM WAGES TO BE LINKED TO DEARNESS ALLOWANCE SCHEMES AND WAGES TO BE REVISED YEARLY

5. JOB SECURITY AND PERMANENCY OF SERVICE FOR CONSTRUCTION WORKERS

6. SOCIAL SECURITY MESURES TO BE APPLIED TO CONSTRUCTION, WOOD AND FOREST WORKERS

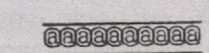
7. GOVERNMENT D.A. SCHEME FOR PUBLIC SECTOR AND STATE P.W.D. EMPLOYEES

8. RIGHT TO WORK AND RIGHT TO SHELTER

9. DUE SHARE OF FOREST WEALTH TO FOREST DWELLERS

10. FREE EDUCATION AND MEDICAL BENEFITS FOR LOW PAID WORKERS

11. ABOLITION OF CASUAL AND CONTRACT SYSTEM



GRAM BILDUNION, BOMBAY, PHONE: 268735/266077

INDIAN FEDERATION OF
BUILDING & WOOD WORKERS

4TH FLOOR, D'MELLOW BHAVAN, P.D'MELLO ROAD,
CARNAC BUNDER, BOMBAY 400 038.

LIST OF UNIONS SEEKING APPROVAL FOR AFFILIATION

8th - 10th May, 1987

Executive Board Meeting

Meerut

Sl. No.	Unions Name	Membership
1.	Pathar Khadan Mazdoor Union, Cuttack	200
2.	South Indian Building Workers' Federation Visakhapatanam	930
3.	Construction Mazdoor Union, Varanasi	100
4.	P.W.D. Gangsmen Union, Rewa	1200
5.	Harijan Mazdoor Sangh, Digboi	412
6.	Inta Bhatta Mazdoor Sabha, Kanpur	950
7.	Inta Bhatta Mazdoor Sabha, Varnasi	
8.	Madhya Pradesh Construction Mazdoor Sabha , Kirandul	205
9.	Bhavan Evum Lakdi Nirman Karmachari Sabha, Lucknow	275
10.	Concrete Fabricators Karmachari Sabha, Banthra, U.P	170.
11.	Maharashtra Majoor Sabha	107
12.	M.P. Kashtha Mazdoor Sabha, Bhopal	150
13.	Akola Jilha Audyogik Kamgar Sangh	20
14.	Orissa Instrument Karmachari Sangh, Cuttach	50
15.	Bhatra Mazdoor Sabha, Amritsar	3000
16.	BHEL Employees Union, New Delhi	350
17.	Shramik Union - BHEL, Hardwar	2610
18.	U.P. Sarvajanik Nirman Vibhag Mazdoor Sabha	200
19.	Bibar Ban Ebung Nirman Mazdoor Union, Chaibasa, Bihar	81
20.	Shramik Union Central Foundry Forge Plant (BHEL) Hardwar.	102
21.	U.P. Asbestos Karmachari Sabha	93
22.	Heavy Electrical Shramik Union Jhansi	
23.	Madhya Pradesh Construction Mazdoor Sabha, Bhilai	550
24.	Sadak Nirman Mazdoor Sabha, Phillaur, Punjab	200
25.	Lower Assam Construction Workers' Union	135
26.	Uttar Pradesh Jalnigam Karmachari Sangh, Allahabad	740

SECTION - IV

INDIAN FEDERATION

OF

BUILDING & WOOD WORKERS

SECOND TRIENNIAL NATIONAL CONVENTION

11th & 12th NOVEMBER, 1987

LOHIA NAGAR
PRAYAG SANGEET SAMITI HALL
SOUTH MALAKA
ALLAHABAD
(UTTAR PRADESH)

INDIAN FEDERATION OF BUILDING & WOOD WORKERS

SECOND TRIENNIAL NATIONAL CONVENTION

Inauguration Ceremony to be performed in a Mass Rally,
Rally Ground, South Malaka, Allahabad.

AGENDA

1. Opening speech by the President Shri Thanpan Thomas (M.P.)
2. Conformation of the Minutes of the First Triennial National Conference held at Rourkela and matters arising therefrom.
3. General Secretary's Report of Activities.
4. Financial Report.
5. Trade Union Education Report (1985-1987)
6. International Year of Shelter for the Homeless - 1987.
7. Resolutions & Future Programme of Action.
8. Election of the members of the National Executive Board - Declaration of
9. Election of
   (a) President
   (b) Vice Presidents
   (c) General Secretary
   (d) Secretaries
   (e) Treasurer
10. Election of Management Committee.
11. Election of Committee of Auditors.
12. Any other item with the permission of the chair.

INDIAN FEDERATION OF BUILDING AND WOOD WORKERS

1st Triennial Conference

Rourkela - Orissa

19 - 20 April, 1985

MINUTES

The First Triennial Conference of the Indian Federation of Building and Wood Workers was held on 19th and 20th April, 1985 at Bastia Smruti Sadan, Sector 6, Rourkela - 769 002, State of Orissa, under the presidentshipof Shri S.N. Gulati.

Shri K.A. Khan, General Secretary, Indian Federation of Building and Wood Workers welcomed the members and guests. While introducing Mr. Thampan Thomas, M.P. as one of the leaders of Hind Mazdoor Sabha, Mr. K.A. Khan congratulated him on behalf of the Federation for his victory in the Parliamentary election in December, 1984. Describing the existing situation of the construction and wood workers in the country and the need of social security thereof Mr. Khan said Mr. Thampan Thomas being a member of the Parliement will help the Federation to achieve this objective. He requested Mr. Thampan Thomas to declare open the First Triennial Conference of the Federation.

Mr. Thampan Thomas M.P. thanked Shri K.A. Khan, for the kind words said about him and he was happy to be present here to inaugurate the first Triennial Conference of the Indian Federation of Building and Wood Workers. In his inaugural address, he expressed concern over the attitude and approach of the Central Government towards the working class. He said as a result of a shift in government policies, undue importance was being given to automation and rationalisation thereby completely neglecting the problems of the working class. He referred to the recent concessions given in income tax to the rich and the abolition of estate-duty which were meant to benefit the rich class. He, therefore called upon the trade union movement to bring to the notice of the Government the rights and privileges of the workers. He lambasted the government for not giving justice to the working class. While describing the basic approach of the Government is fraudulent, he again referred to the Finance Minister's speech on a recent bill introduced in the Parliament (Specially on Income-Tax and Estate Duty). Mr. Thomas said what was clear from the speech was the fact that distributive justice is being denied to the common man. This is where trade unions should spare no efforts and build up a front against the government. While praising the Indian Federation of Building and Wood Workers he termed its programme, as unique, because it represented and gave real service to the working

class. He further added that inspite of the difficult nature of task to organise the unorganised workers, the Indian Federation of Building and Wood Workers was making every effort to reach each and every worker at the lowest level. He was confident that we would get positive results in the near future and assured all co-operation. Wishing all success he declared open the First Triennial Conference of the Indian Federation of Building and Wood Workers. The Conference greeted Shri Thomas with an applause. The Chairman thanked Shri Thomas.

Shri K.A. Khan, General Secretary brought to the notice of the conference about the gruesome murder of the late Shri Reshamlal, Secretary, Brick Kiln & Construction Workers, Union, District Jullunder, Punjab an affiliated union of the Federation. He called upon the Conference to pay homage to the departed soul as a mark of respect by observing a two minute silence.

The General Secretary then requested the Chief Guest Shri S.R. Kulkarni, Working President, Hind Mazdoor Sabha, to address the First Triennial Conference.

Shri S.R. Kulkarni, thanked the General Secretary and Indian Federation of Building and Wood Workers for the invitation extended to him. He said since Mr. Thampan Thomas had explained in detail the Government policy and the role of the trade unions, without wanting to take much time he would like to summarise the entire working of the Indian Federation of Building and Wood Workers by stating that it has started a unique programme to organise the unorganised and scattered workers throughout the country. While referring to the murder of late Shri Reshamlal, Secretary, Brick Kiln and Construction Workers' Union, District Jullunder he said that it is nothing but a great sacrifice which is in fact a most important and necessary requirement for any organistion . Assuring full co-operation from the Hind Mazdoor Sabha he wished the Federation every success in its future activities.

Shri K.A. Khan, thanked Shri S.R. Kulkarni for giving his valuable time and requested Shri S.C.C. Anthony Pillai to address the Conference.

Shri S.C.C. Anthony Pillai, President, Hind Mazdoor Sabha (Tamil Nadu) thanked Shri K.A. Khan and Indian Federation of Building and Wood Workers for the kind invitation. He said three fourth of the amount of the seventh five year plan is earmarked for the construction industry, which only shows the significance of the industry in the country's development. He further opined that mere moral slogans do not work and as such, methods to generate positive growth must be taken into consideration by the Unions.

Shri K.A. Khan thanked Shri S.C.C. Anthony Pillai and then requested Shri Umraomal Purohit to address the Conference.

Shri Umraomal Purohit, President, All India Railwaymen's Federation thanked Shri K.A. Khan for the invitation. While endorsing the view of Mr. S.C.C. Anthony Pillai, he said since the construction industry was a major industry there is an urgent need to organise the workers employed in this industry to safeguard their rights and privileges. He criticised the Government Policy of nationalising the sick units only and further said that the diversified healthy units which take birth out of diversification of resources from the so called sick units should also be nationalised. The healthy units he said were nothing but the projection of same old units. He claimed that the industrialists of the sick units are responsible for the sickness and the burden of workers lies on them. He assured full co-operation of the Hind Mazdoor Sabha to the Federation and its activities.

Shri Satin Roy Choudhari, Executive Committee Member, Hind Mazdoor Sabha, West Bengal and Veteran Trade Union Leader was requested to address the Conference. Mr. Chowdhari said that the young generation which were present here as delegates should strive for the welfare of the workers without any selfish motive or greed. He further said that sacrifice should be the only motto behind such work. He complemented the Federation for the work done so far and wished every success for its future activities.

Shri Subramaniam from Tamil Nadu Textile Workers' Association, Shri J. Poddar, General Secretary of Hind Kadan Mazdoor Federation, Shri Vasant Gupte, Secretary, Hind Mazdoor Sabha also spoke and congratulated the Indian Federation of Building and Wood Workers for the work done. The General Secretary then placed the agenda for the conference before the delegates.

The following agenda was adopted and confirmed.

1. Report of the General Secretary.
2. Report of Education Activities.
3. Financial Report 1982, 1983 and 1984.
4. Report of Sectional Committees
   - (a) Forest and Wood
   - (b) Construction - Public Sector
   - (c) Construction - Private Sector
   - (d) Construction Materials
   - (e) Construction Heavy Electricals
   - (f) Employment Guarantee Scheme.
5. Future Programme of Indian Federation of Building and Wood Workers
6. Affiliation Fees.
7. Amendment to the Constitution
8. Election.

Agenda Item No. 1: Report of the General Secretary

Shri S.R. Wagh, Secretary and Miss C. Nathan read out the General Secretary's report on behalf of Mr. K.A. Khan, General Secretary.

The Chairman Shri S.N. Gulati invited comments from the delegate members.

Shri Ramesh Agarwal, General Secretary, Indian Railway Construction Co. Ltd. Workers' Union brought to the notice of the Conference about the sad demise of Shri Ashok Mehta and requested the Chairman to include the name of late Shri Ashok Mehta alongwith point No. 32 and 33 in General Secretary's report which included remembrance of late Shri D.D. Vashist and Shri Reshamlal. The proposal was accepted. He further said that more and more workers in the country were below poverty line. He informed the conference about the pay scales in the Central Government services which are higher than any state government services. He further requested the affiliated unions to avail benefits of education programmes conducted by 'Shramik Shikshan Sangh'. The General Secretary requested Shri Agarwal to send details of the education programme to the Federation Office. Shri Pravin Wahg, General Secretary, Maharashtra Bandhkam Lokood Kamgar Union, informed that more than 70% of the population in the country remain below the country's own modest definition of the poverty line. He therefore requested the General Secretary to prepare a detailed comment paper explaining the Seventh Five Year Plan and circulate the same to all the affiliates.

Shri Rakesh Pandey, representing Machine Karmachari Sangh, Lucknow, Uttar Pradesh while thanking the General Secretary for his clear report stressed on the point of sick and healthy units as described by Shri U. Purohit, in his speech.

Shri Uthkalmani Satpathy, 'Pathar Khadan Shramik Union', Dhenkanal, Orissa was of the view that the Government must be compelled to maintain a record of workers employed in the country/industry so that their wage and service conditions could be regulated and the benefits of the labour laws could reach them.

Shri Uttam Gade, P.W.D. Mazdoor Union, Bombay while appreciating the report requested General Secretary to provide copies of his report, in future in Hindi language too. He lamented that no other state unit except Maharashtra had sent a report of its activities to Federation. He therefore requested all the delegate members to send regular reports in future.

Terming the General Secretary's report as comprehensive, Shri T.D. Singh, General Secretary, Heavy Electricals Shramik Trade Union, Bhopal said that the report could have been made more elaborate by giving information in detail about the activities of other affiaiate members of the Federation to ensure adoption of a cohesive approach in planning future organisational activities of the Federation. He said the Federation must highlight the problems of the Tribals and make representation to the government demanding economic and social justice.

Shri Chandrashekar, representing 'Building Mazdoor Union', Bombay thanked the General Secretary for the report and gave information about the construction workers particularly in Bombay.

Shri M.P. Pandey, Shri T.D. Singh, Shri Satpathi and Shri Rakesh Pandey wished to reply on the querry raised by Shri Ramesh Agarwal, regarding Shramik Shikshan Sangh. They informed Shri K.A. Khan, General Secretary that the benefits of the programme can only be enjoyed by unions which have been functioning for three years. Thus new unions cannot avail the benefits of the said programme. Mr. Khan thanked the members for the vital information and requested interested unions to write to the appropriate authority if they wished to avail the benefits of programmes conducted by Shramik Shikshan.

The General Secretary said as the 7th Five Year Plan report was a very big document it was not possible for him to write a comment paper.

Speaking on the querry raised by Shri Uttam Gade to provide copies of the General Secretary's report in Hindi, Shri K.A. Khan, explained the practical difficulty of translation, typing, stencil cutting and cyclostyling as also the increase in expenditure which he said the Federation could ill afford. Shri K.A. Khan however, assured that the same will be kept in mind and necessary steps will be taken as and when the treasury of the Federation will allow the same.

The General Secretary said he whole heartedly agreed with the comment made by Mr. T.D. Singh. He said the Federation had been feeling handicapped as the affiliates do not send regular report of activities. Mr. Khan requested the affiliated unions to adopt a policy of regular reporting and maintaining close contact with each other to ensure smooth and effective functioning of the Federation.

Agenda Item No.2 : Report of Education Activities

Miss C. Nathan read out the report of the education activities for the years 1982, 1983 and 1984. The Chairman Shri S.N. Gulati invited comments from the members and as there were none the report was accepted unanimously.

Agenda Item No.3: Financial Report - 1982, 1983 and 1984

Miss C. Nathan read out the audited financial report for the years 1982, 1983 and 1984. Shri S.N. Gulati, Chairman, invited comments on the same from the members and as there were none he declared that the same be accepted unanimously.

Agenda Item No.4: Report of Sectional Committees :

(a) Forest and Wood

As Shri K.C. Patra, Chairman, Sectional Committee of forest and wood was unable to attend the Conference, Shri Nagesh Hatkar was requested to read out the report of the sectional committee.

The Chairman, Shri S.N. Gulati, invited comments thereon. Shri Shyamal Sengupta requested some more information on the applicability of Labour Laws to the Wood Industry. Shri Nagesh Hatkar, requested Shri R.K. Tripathi, General Secretary, Timber Mazdoor Sabha, from Kanpur to Uttar Pradesh to speak on the subject.

Shri R.K. Tripathi said after considerable struggle by the workers, the Uttar Pradesh Government had at last extended the applicability of the Factories Act to all Saw Mills which operate on Power (electricity) and employ more than 5 workers. He however clarified that in cases where a separate contract existed with the employer, the Act was not made applicable. He said Unions were now demanding application of the Bonus Act, E.S.I. Act, Provident Fund Act etc. He said unions are now preparing to stage demonstrations, morchas, agitation in the near future in support of their demands. He also requested othe delegates to take up similar issue with their respective state governments.

The Committee report was submitted by Shri Md. Naeem, Secretary of the Sectional Committee to the Chairman, Shri S.N. Gulati.

(b) Construction - Private Sector:

Shri Pravin Wagh, Secretary Sectional Committee (Construction - Private Sector) read out the report of this committee. He said although individual unions had been carrying out their activities satisfactorily the Sectional Committee had not been able to achieve the desired results. As the Secretary of the Committee he promised the delegates that he would make extra efforts to revitalise the committee and its functioning. He then, read out the draft Charter of Demands for workers employed in Private Construction. He also said that there was an urgent need for implementation of social security laws for workers employed in the private sector of construction industry.

The Chairman, S.N. Gulati, invited comments on the report and as there were none it was accepted unanimously.

(c) Construction - Public Sector:

In the absence of Shri R.S. Nirmal, Chairman and Shri Digamber Satav, Secretary, Sectional Committee (Construction - Public Sector), Shri S.R. Wagh was requested to read the report of the committee. The Chairman invited comments on the same and as there were none the same was adopted unanimously.

(d) Employment Guarantee Scheme:

In the absence of Shri Mohan Hirabai Hiralal, Secretary, EGS Sectional Committee, Shri Nagesh Hatkar, Chairman of the Committee read out the report. He explained the details of the scheme as applicable in Maharashtra State. He further requested delegates to compel their respective governments to implement a similar scheme.

The Chairman, Shri S.N. Gulati invited comments on the report and as there were none the same was accepted unanimously.

Shri Pravin Wagh placed before the conference a draft resolution relating to implementation of social security acts like E.S.I. Act, Provident Fund Act, Gratuity Act etc. for workers employed in private sector construction. Shri Pravin Wagh proposed the draft resolution for the consideration of the conference.

Shri Shyamal Sengupta seconded the same. The Chairman then invited comments on the draft.

Shri M.P. Pandey suggested that the word 'Strike' may become a hindrance in future and therefore, suggested that it should be replaced by the word 'illegal closure'.

Shri Samir Roy, General Secretary, Madoora Wood Craft Mazdoor Sabha, West Bengal requested the delegate to support the draft resolution.

Shri Mohan Hirabai Hiralal, General Secretary, 'Bandhkam Va Lakud Kamgar Sanghatna, Maharashtra firstly expressed his regrets for being late to attend the conference for reasons, beyond his control. He brought to the notice that the definitions of 'Worker', 'Industry', 'Wage Policy' are diffrent and therefore, there may exist different opinions on the same which should be looked into.

Shri Pravin Wagh, then placed the draft resolution after necessary modifications.

The same was passed unanimously.

Shri S.R. Wagh with the permission of the Chair placed before the conference a draft resolution relating to the workers employed in forest and wood industry.

The draft was passed unanimously after necessary modifications.

Shri Uttam Gade placed before the Conference a draft resolution in connection with Bhopal tragedy.

Shri Mohan Hirabai Hiralal seconded the same. He stressed hat trade unions must demand strict adherence of safety laws. He pointed out that even though the statutory provisions regarding safety are made the same are not implemented. Therefore, the employer as well as the Government inspection machinery must be held responsible for any accident in any industry.

After necessary modifications the same was passed unanimously.

Shri Khan then briefly explained to the delegates the decision of the Government of India to set up a Tripartite Committee to discuss and recommend a consolidated law for construction workers encompassing most of the provisions of the existing laws.

Agenda Item No. 5: Future Programme of Indian Federation of Building and Wood Workers.

Shri Khan informed delegates that this agenda item was discussed in detail at the Executive Board Meeting held on 18th April 1987 and as most of the delegates were present at the Executive Board meeting the agenda item need not be discussed again. He once again called upon the affiliates to vigorously take up organisational plans and action programmes taken up by the Federation from time to time.

Agenda Item No. 6: Affiliation Fees:

Ms. C. Nathan, Treasurer of the Federation read out details of affiliation fees received from the affiliates. The General Secretary requested the affiliates that they should pay affiliation fees in time and strengthen the financial base of the Federation. This would in turn enable the Federation to render sustained services to all its affiliates.

Agenda Item No. 7: Amendment to the Constitution:

Shri S.R. Wagh stated that in three years since 1982 the Federation has grown in strength. He said at the Foundation Conference, 22 unions had affiliated to the Federation. Since then after a span of 3 years the Federation today represents 69 unions. He further stated that many unions among these represented a membership of 1000 or more. As per clause 17 of the constitution of Federation, General Secretaries of all affiliated unions having membership above 1000 are members of the Executive Board. Shri Wagh said the present composition of the Executive Board had become unwiedly as General Secretaries of many new affiliated unions with a membership of more than 1000 had joined the Executive Board. Shri Wagh therefore proposed that clause 17 of the Constitution of the Federation be amended and only General Secretaries of affiliated unions having a membership of more than 2000 be made a member of the Executive Board. The proposal was seconded by Shri Nagesh Hatkar.

Agenda Item No. 8: Elections

After Some discussion and deliberations the following names were approved and accepted unanimously as members of the Executive Board.

1. Shri Shyamal Sengupta,
Bengal Construction Labour Union.

2. Shri R.K. Tripathy
Timber Mazdoor Sabha.

3. Shri D. Satav,
P.W.D. Mazdoor Union

4. Shri Pravin Wagh,
Marathwada Bandhkam Lakood Kamgar Sanghatana.

5. Shri T.D. Singh,
Heavy Electrical Shramik Trade Union,

6. Shri Paresh Bardoloi,
Jorhat Zilla Wood & Building Workers' Union.

7. Shri M. Naeem,
Wood Carving Mazdoor Union.

8. Shri Jai Singh,
Brick Kiln & Construction Workers' Union.

9. Shri Mohan Hirabai Hiralal,
Bandhkam Va Lakood Kamgar Sanghatana.

10. Shri Rajnikant,
Bandhkam Va Lakood Kamgar Sanghatana.

11. Shri R.P. Singh,
Pathar Khadan Mazdoor Union

12. Shri K. Satyanarayana,
South India Building Workers Federation, Visakhapatnam, Andhra Pradesh.

The Chairman then requested the General Secretary to place before the conference the recommendations made by the Executive Board. The General Secretary read out the recommendations and the Chairman invited comments and objections if any and as there were none the Chairman congratulated the new office bearers. The Conference thereafter greeted the New Office Bearers with a thunderous applauses.

The conference conducted its proceedings at 7.00 p.m.

INDIAN FEDERATION OF BUILDING AND WOOD WORKERS

RESOLUTION NO. 1

COVERAGE OF CONSTRUCTION WORKERS UNDER SOCIAL SECURITY LEGISLATIONS:

The First Triennial National Conference of the Indian Federation of Building and Wood Workers held at Rourkela on 19th and 20th April, 1984 affirms,

That the benefit under law should be available to all workers like

That the Government shall not discriminate or deny benefits to any section of workers by allowing it not to be implemented by a section of the employers.

That the recent strike of employers of brick kiln and other sectors of construction industries against the implementation of social security legislations should be condemned by all right thinking people.

That crores of construction workers spread all around the country have been deprived of the benefits under social security laws, although the laws were made applicable to construction industry workers last year.

That the Government at the centre and states, under pressure from the employers, have till date not implemented the social security legislations, pertaining to Provident Fund, Gratuity, Employees State Insurance, the protection to migrant workers and above all the bonded labour etc.

That inspite of the Government proclaiming social justice and equity under law and otherwise the Government has connived with the employers and by depriving the benefits under social security legislations, has helped the employers to amass the wealth.

That the various employing ministries of the Government of India and the State Governments, in order to reduce their budgetary expenses have deliberately taken advantage of the non-implementation of social security legislations to the constructed workers since after trhe independence and continued to do so.

That the construction employers have no justification in opposing the implementation of law wherever the government have extended the same to construction industry workers. The construction workers have suffered long enough and are in no mood to wait any longer.

That over two crores construction workers therefore, call upon the governments to see that, the social security legislations are implemented in their case including those employed in the construction material industries such as the brick kilns, sand dredging, stone quarries, forest, wood cutting, saw mills, timber trade and other metal and glass fixtures and fitting industries etc.

That the first Triennial conference of the Indian Federation of Building and Wood Workers calls upon the masses of construction workers organised under the banner of the federation to keep themselves in readiness to resort to direct industrial action all over the country as per the call of the federation.

That the Conference further directs the Executive Board of the Federation to keep a close watch on the developments in regard to any negotiations, bargaining and other efforts and take appropriate decisions when necessary.

Proposed by - Pravin Wagh

Seconded by - Shyamal Sengupta

Passed Unanimously

INDIAN FEDERATION OF BUILDING AND WOOD WORKERS

Resolution No. 2

Resolution on Forest and Wood Workers

The First Triennial Conference of the Indian Federation of Building and Wood Workers held at Rourkela from 19th to 20th April, 1985 regrets to note that the Government has not taken any note of the various pleas and requests made by the Federation on behalf of the large number of forest and wood workers.

Further regrets to note that the Government at the centre and the states have not even cared to conduct a survey to determine the number of forest and wood workers in the country and their existing living conditions and conditions at work.

Further regrets to note that the forest and wood workers in the country have as yet not been covered under the Minimum Wages Act and wherever they have been included in the schedule of the Minimum Wages have yet not been fixed for them.

That the forest and wood workers invariably belong to the schedule caste and schedule tribes or the casteless population f the country and are most exploited as such allowing them to exist without the protection of law in respect of their wages, service conditions and living conditions exhibits the continued apathy of the government towards the down trodden.

This first triennial conference of the Indian Federation of Building and Wood Workers have brought to the notice of the government time and again that the entire force of forest workers has been deliberately left below the poverty line as a part of capitalist philosophy of exploitation.

That the forest wealth of the country can be properly harnessed by the forest workers only.

That the wood workers in their thousands, have preserved the wood are of the country and that the governments has made no efforts to organise the wood industry on scientific basis to improve their art and skill to improve their working conditions, to improve their safety and above all to improve their economic conditions.

The Federation calls upon the Government to adopt a progressive forest policy so that the forest and wood workers are alloted

important roles to increase the forest wealth of the country and also improve their own conditions at work and life.

The Federation further calls upon the Government of India and also the State Governments to re-examine their policy of allowing the paper mills and other trade and industries dealing in wood by supplying extremely cheap wood to amass wealth at the cost of the nation and the workers.

The Government of India and the State Governments must revise their policies and practices in respect of education, arts and crafts, medical aid and other welfare measures to improve the lot of the forest and wood workers.

The Federation therefore, calls upon the forest and wood workers to organise themselves under the banner of federation all over the country to achieve their cherished goals referred earlier.

Proposed : Sadanand Wagh

Seconded : Mohammed Naeem

Passed Unanimously

INDIAN FEDERATION OF BUILDING AND WOOD WORKERS

Resolution No. 3: - BHOPAL GAS TRAGEDY

The tragic gas leak at Bhopal in November, 1984 has claimed the lives of thousands of workers. 70% of those dead and maimed were construction workers. Even after the tragedy the Government continues to behave in a negligent and indifferent manner. The Statements made in the Lok Sabha and Vidhan Sabha clearly indicate that the Government and Union Carbide in collusion want to suppress and shelve the matter.

This Conference condemns the attitude adopted by the Government and demands a thorough judicial inquiry into the facts of the case. The Conference also demands that the kith and kin of deceased or injured workers be compensated fully and provided jobs immediately.

Proposed by : Uttam Gade

Seconded by : Mohan Hirabai

REPORT ON STUDY CIRCLE METHOD TRADE UNION EDUCATION & LEADERSHIP TRAINING PROGRAMME

1985 - 1987

The Eighth Study Organisers Seminar was held at Khandala from 8 - 22 September, 1987 and 20 participants attended the same. Shri F.M. Pinto Senior most Trade Unionist and the oldest member of the Maharashtra Legislature inaugurated the seminar. The distinct features of the education programme this year was that the period of the seminar was increased from 10 days to 15 days. It was necessary as the participants in the previous education programme had opined that the period of 10 days was not enough and it should be increased to 15 days. The Second distinct feature of this seminar was that emphasis was given to the casual and temporary employees of the P.W.D. and Indian Railways in the Government Sector as also Bharat Heavy Electricals Limited (BHEL) in the Public Sector. It is surprising to note that in the Government Sector there are more casual and temporary employees doing construction work than permanent employees. In this seminar the tribals and representatives from Forest areas also participated. The third point to be emphasised was the district change introduced in the training method and the curriculum. A new book titled "Organisation through Education" was introduced which was appreciated by the participants very much. Two experts in communication were also invited to impart training in "Listening skills" as well as "Speech Making", "Perception" and "Group Dynamics". Likewise for the first time, we had introduced new aids for learning such as "Games-Learning" strategy and Video recording.

In the practice session of speech making all participants were to give a speech for 7 - 10 minutes and their speech was recorded on Video. Immediately after the speech the Video film was played back and the speaker as well as the other participants were invited to comment. The speaker himself when he saw his own film realised his good and bad points and made efforts to improve upon it. All these changes were considered very welcome measures and the quality of training was improved very much.

Thus in this year, these 20 Study Organisers (Top Leaders) will train 200 Circle Leaders i.e. Middle Level Leaders and 2000 rank and file workers for 20 Unions spread all over the country. The Study Circle method had been adopted as experts felt that in order or organise a new union or strengthen a weak union it is essential to train one top leader, ten middle level leaders and 100 rank and file workers in a period of one year. It is hoped that the unions will continue with the Trade Union Education Programme without assistance from the federation once they are well organised.

1986

It is important to report that last year 1986 we had likewise trained 19 top leaders from various unions from 9 states all over India. Unfortunately 2 Unions in Gujarat, one Union each from Maharashtra, Punjab and Madhya Pradesh did not function well and the programme had to be discontinued. It is essential to note the reasons for this development to avoid such problems in future. The two unions in Gujarat did not take off as the person who had recommended the two study organisers, Shri Mistry advised us not to send the allowance for the Study Organisers towards conveyance, miscellaneous expenditure to the union bank account but should be sent to another bank account where the unions concerned did not have any control. Likewise, it was reported to us by a Union in Madhya Pradesh that there was a dispute between the President and General Secretary. The President desired that 50% of the allowance paid to the Study Organiser be spent through him. Likewise, a union in Maharashtra could not take off as the Study Organiser had desired that non-workers to be trained as Circle leaders in the hope that these young social workers after training would be able to establish a co-operative society of construction workers and then it will be easier to form the union. The Union in Punjab could not continue because of the disturbed political situation in the State. It will be noted that for some reason or the other these four unions have not performed well and as a result a lot of efforts and resources were wasted. We must therefore ensure that in future we do not make mistakes and put the project to loss.

1985

In this year, we trained 17 top leaders from 10 states in India. Unfortunately 2 unions from Maharashtra did not continue due to personal reasons.

Thus during the last 3 years of the Trade Union Education and Leadership Training Programme for construction, wood and forest workers about 681 Circle Leaders (Middle Level Leaders) were trained and 4223 number of rank and file workers were also imparted training under the Study Circle method of Trade Union Education.

STUDY BOOK

It was felt necessary that our first study book which we printed in the year 1979 should be revised and updated. The first book was printed in Hindi (Hum Apna Marg Swayam Khoje), Marathi (Aapan Apul Marg Shodhuya) and it was also translated

and printed in Telegu, Assamese, Urdu, Oriya, Bengali and cyclostyled in the Adivasis dialect known as 'HO', spoken in Bihar. The above books will continue to be used for the rank and file education programme.

The new study booklet published in the year 1987 is entitled "Organisation through Education". It has been printed in Hindi, Marathi, Oriya and further translated into Bengali and Assamese language. This book has got 15 sessions for discussion as against 10 in the previous book and the new book provides much more study material than the old book. Hence the new book "Shiksha se Sanghatan" will be used for the Study Organisers and Circle Leaders and the old book will be used for the rank and file workers.

In addition we have published a book in Hindi entitled 'Kanoon aur Kamgar' which provides a brief resume of the various labour legislations applicable to construction and Forest workers. The book will provide basic knowledge to workers on their rights and obligations under various laws. It is intended to create an awareness amongst the illiterate workers and help them to understand industrial relations in a more simple way.

The Federation has also published a book on "The Employment Guarantee Scheme" of the Government of Maharashtra. The book provides information on basic rules and regulations enabling the workers to ask for employment under the scheme or unemployment allowance. It also provides information on piece rate system of wages i.e. wages paid equal to the volume of work performed. The book has been vastly distributed in the state and was found useful by the workers and the government offices as well.

It is planned to establish atleast 4/5 unions/centres in each state so that the future activities in Trade Union Education and Organisation should continue in the state with the active participation and assistance from the established unions. Our thanks are due to the International Federation of Building and Wood Workers also the Nordic Federation of Building and Wood Workers for their active interest in the development of Trade Unions of construction workers in our country. It is indeed heartening that every year a number of representatives visit us which is a source of inspiration and gives us a lot of courage.

With these words, I submit the report for your consideration and invite suggestions for further improvement and finally I request you to adopt the report.

CHRISTINE NATHAN

Project Director

BUILDING MAZDOOR UNION

"1987 - Year of the Shelter for Homeless"

Perspective Planning for Reduction of Construction Cost and Employment Generation and training in construction Industry both in Urban and Rural Areas

PRESENTED BY CHRISTINE NATHAN
International Confederation of Free Trade Unions
International Federation of Building and Wood Workers
Indian Federation of Building and Wood Workers
Building Mazdoor Union, Bombay

It may be recalled that the UN General Assembly, as early as December, 1969, overwhelmingly approved (by a vote 90-0) a resolution A/c, 3/L 1836/Rev. 1) recommending practical approaches "to ensure a minimum standard of living consistent with human dignity through economic and social progress and development for all persons".

2. Building upon the conclusions of the UN International seminar on improvement of slums and uncontrolled settlements, the resolution recommends that the member states undertake the following measures to alleviate the critical housing needs in developing countries.

a) To elaboration by each country of its national policies and programmes for the development of housing and human settlements ... fully integrated into rational development plans .....;

b) The establishment of national and regional centres for studies in planning, designing, social and administrative aspects and experiments in low-cost housing techniques .....

c) The development of national institutions for training in ..... planning, housing and building.

d) The acceleration of domestic savings through the establishment of appropriate financial practices and specialised institutions, including co-operatives, for financing the housing and construction sector;

e) Measures for the environmental development .....;

f) Expansion of low-cost housing, through both public and private programmes and on a self-help basis, including co-operatives; and the advancement of pilot and demonstration projects on such housing ....."

EXISTING SITUATION IN INDIA

The urban population in the year 1901 was 11% which has increased to about 24% in the year 1985. It is estimated that about 4 million people migrate to the cities every year not to speak of the increase in population of the urban areas under a high birth rate. The population in the city of Bombay at present is over 7.5 million and it is estimated that in the year 2000 it may be doubled. In the city of Bombay about 20,000 units of houses per year are constructed whereas the demand is more than 60,000 units. At this rate more than 60% of the population in Bombay will be staying in slums and worse conditions of Shanty houses in the city of Bombay in the year 2000.

CONDITIONS OF CONSTRUCTION WORKERS

There are more than 300,000 construction and wood workers in the city of Bombay. Their number increases by about 100,000 more in the season that is after monsoons. Bulk of the construction workers are unskilled. The unskilled worker, (numbering about 200,000,) is paid under the Minimum Wages Act, Rs. 14/- per day plus a fluctuating dearness allowance which at present (August 1986) is Rs. 8.40 p. making a total of Rs. 22.40 p. per day. The Wage is so poor that a worker with great difficulty may be able to save 10-15% of his wage per month on housing. Thus practically all construction workers, specially unskilled are forced to remain in slums and shanty houses.

PLANNING COMMISSION

A TASK FORCE set up by the Planning Commission of India reported some facts which could be summarised as follows :-

(i) Most of the Housing Schemes, for all income group are launched by private agencies which have met only a tiny fraction of the country's requirements.

(ii) Even the cheapest house built by public agencies is beyond the means of the economically weaker sections. The actual cost is much higher than what was envisaged, namely due to delays and lack of effective planning.

(iii) The State Government's laws are highly restrictive. Also when a state government gets some, say external aid, the Centre takes nearly a third of the aid.

(iv) Monitoring of public investment is hardly satisfactory and the basic questions of whether it has really benefitted the lower income groups remain unanswered.

(v) There is a lot of overcrowding in the metropolitan areas with the slums sharing the major burden. The sanitary and environmental conditions in slum areas are very poor and there is also a lack of amenities like drinking water, latrines, underground sewerage, approach roads etc. These are some of the main reasons behind slums being notorious as blots on a city skyline

The following resolution was adopted in the 17th Congress of the International Federation of Building and Wood Workers.

"The International Federation of Building and Wood Workers Congress is aware that 1987 has been proclaimed by the United

Nations 'International Year of Shelter for the Homeless'. The Congress has taken note of the consideration that inspired this, namely the expectation that, by the year 2000, more than half of the population of the world will be living in towns, most of them in towns in developing countries.

The International Federation of Building and Wood Workers' Congress fully agrees with the United Nations concerning the necessity to improve the housing of poor people, particularly in the developing countries. It thus calls upon all the organisations connected with the International Federation of Building and Wood Workers to do their utmost to ensure that:-

- renewed political attention is paid to the problems of human settlement;
- knowledge concerning the problems of human settlements is assembled and disseminated;
- new methods of solving the problems of human settlements are developed and tested; and
- collaboration and exchange of experience with regard to human settlements are brought about.

At the same time, the Congress instructs the International Federation of Building and Wood Workers Executive to make concrete proposals, as soon as possible, but at least by September, 1986 concerning ways in which the Federation's affiliates can help, to the extent of their possibilities, to achieve the objectives of the International Year of Shelter for the Homeless (1987)".

The Building Mazdoor Union with the active participation of experts in the field, worked out a long term perspective plan and strategies on providing shelter to the millions in the rural (including forest areas) as well as urban areas. In order to make a humble beginning it was recommended that yearly plans should also be carved out for active participation in the U.N. programme beginning from the year, 1987 which has been declared as the "Year of the Shelter for Homeless". It is therefore desirable that the trade unions, social action groups, technologists and those interested in improving the environment and living conditions should come forward and discuss the problem from all angles. The Building Mazdoor Union submit the following proposals for the consideration of the Indian Federation of Building and Wood Workers as also the International Federation of Building and Wood Workers.

BACKGROUND

1. The objective of the proposed discussion series among social workers and technologists is to find a way through trade union and social actions, of fulfilling the following objectives :

Stable income for construction workers thus requires ensuring

a) a steady demand for labour
b) wages which should be linked to basic needs and a measure of comforts and

c) social security

d) providing amenities such as facilities for transportation to the worksites, subsistence advances which would cover the food needs till measurable work is produced and paid for, housing including housing at the work sites, water supply, child care and education

e) creating opportunities for upgradation of skills.

f) eliminating middlemen and ensuring registration of workers with Government Agencyon the job and training to improve the skills.

2. The above goals cannot be realised without restructuring the construction industry. While doing so it is necessary to ensure financial resources are mobilised under a plan to sustain an adequate level of construction activity. Throughout the year, very often, construction projects are planned and implemented in such a haphazard manner that demand is sporadic which results in sudden peaks or slacks, thereby causing inflation of costs. The speculative gains often accrue to middlemen, while the employers and the workers suffer.

3. The demand for construction labour or different categories and upgradation of skills is dependent on the (a) choice of technology and (b) nature of construction activities. The technological aspects are discussed in a subsequent paragraph. While the nature of construction activities need to be categorised on the following basis :-

(1) Dispersed construction to meet local demands such as irrigation, roads, public buildings or housing.

(2) Manufacture of construction products at dispersed centres such as brick , tiles as well as quarrying of stones, sand and wood.

(3) Labour intensive construction for large projects such as canals, roads, dams, ports as well as earth work for mining and industrial developments.

(4) Large mechanised construction which is now being organised essentially as a mobile industry.

The focus of the proposed discussions would be on the first three categories since the problems of the fourth category are very much like any other large organised industry.

Resource mobilisation and demand management

4. The demand for dispersed construction activities arises from private as well as public needs. Among the category of public work are included district feeder roads, small irrigation projects, land development for agriculture and forestry, soil conservations/erosion control, drainage and public buildings such as schools, hospitals, godowns and administrative buildings. The demand of private housing depends on the overall productivity, agricultural and industrial prosperity of the region. There is also the demand for construction material/product such as bricks and tiles etc. which are manufactured in rural areas and transported over long distances to towns and industrial centres.

5. Regional studies would have to be taken-up to identify the deficiencies of the present system of mobilisation of financial resources and the methodology of planning. The main contribution would be from planners, administrators, construction engineers and people's representatives in the Panchayat, Zilla Parishad and State Legislatures. With the emergence of local leadership responsive to the demands of the marginal farmers, landless labourers and Adivasis (Forest dwellers) in some of the districts of Maharashtra e.g. Gadchiroli District, it should be possible to take up an indepth study of the working of present system. Alternative strategies and institutional patterns can then be examined in the light of the study.

6. It is anticipated that the ensuing debate will help to clarify thinking, hopefully, outline of an action plan would emerge for a restructuring of construction and development activities aimed at resource mobilisation and demand management to ensure steady demand for construction labour. For this purpose, a few seminars, study groups and workshops should be organised involving the local talent as also national experts to examine each issue in detail.

Restructuring the organisation of construction industry

7. Demand does not depend merely on availability of financial resources. The organisation of the construction activity should be such as would create expanding employment opportunities for the local work force in need of work. Seasonal migrations/movements must be regulated. Otherwise, the benefit of improved availability of financial resources would pass on to the petty contractors and middlemen. From this point of view, it is necessary to go into the basic reasons for evolution of the present pattern of organisation and examine the historical experience over the last fifty years.

8. In the past i.e. before the II World War and immediately after independence, construction activity were organised through artisans, such as head masons and carpenters or petty contractors/piece workers who undertook work on task basis from the employer. Sometimes government engaged the workers on daily wages on the muster rolls in scarcity reliefs or famine work programmes. This system was not free from malpractices and exploitations but there was no large scale organisations of contractors. Construction was based on local materials such as stone, lime or brick which were collected through separate operations, paid according to the task or output. Timber as well as fuel wood was available locally thus the housing materials were mainly derived from local sources. Transportation was usually arranged by the employer or the buyer such as the private house owners and the transportation was mainly by animal transport such as bullock carts and donkeys.

9. In this system requirements of finance were minimal and the market was local. There was a direct relationship between the producer and the buyer and therefore the middlemen's role was marginal.

10. The technological changes associated with modernisation of the construction industry resulted in greater use of products from manufacturing industry such as cement, steel, metals and plastics. This requires transportation over longer distances, necessarily through trucks and railways. The local labour and material component is generally small i.e. only about 20% except in earthwork. When the component of labour and local material reduces, command over physical capital in the form of equipments, machinery, trucks as well as financial resources becomes the crucial factor in organisation of construction. The labour force may improve their income through wage struggles and unionised activities.

11. Restructuring of the construction industry is necessary as discussed earlier to create a steady demand for labour and opportunities for upgradation of skills. At the same time, a new concept of the restructured industry and the relevant alternate technology is essential. It may please be noted that in the following sections, this concept is outlined starting with the technical and economic aspects and its impacts on the structure of the industry will be discussed in the concluding paragraph.

The perspective for an alternate technology

12. The main aim of developing an alternate technology is to minimise the role of construction plant and trucks for transportation and thereby increase the contribution for local material and labour which implies greater income for construction workers and local small producers. This would mean that the component of manufactured material (such as cement, steel) machinery and truck transportation in relation to the total cost would be drastically reduced. Incidentally, this

will also result in a large reduction in the energy consumption. Research initiated few years ago on low cost energy saving technology has started yielding results and there is a good prospect of bringing down energy consumption by factor of 5 or even more while bringing down the cost of current prices by a significant margin. New technologies comprise the following :-

1) Reinforced soil construction where local soil will be used in lieu of masonary of stone/brick or concrete for walls, dams, arches and similar gravity structures. The reinforcement would consist initially of strips of plastics and eventually bamboo strips and natural fibres would be used.

2) Fuel saving techniques where clay tiles and thin bricks would be used for various applications e.g. facing of reinforced soil walls, fuses, reinforced brick work, brick bamboo, ferro cement composites. Thus, the requirement of bricks and correspondingly of cost of transportation and fuel consumption would be reduced by a factor of 5.

3) Structures fabricated on small dimension timbers and bamboo which can be obtained from plantation of 3 to 5 years of age.This structure could be used for buildings of 10 mtrs. span and 2 or 3 storeyed houses where a combination of bamboo, high quality brick or clay tiles and ferro cement would be used.

4) Pipes, roofing sheets and boards from natural organic fibre with cement partially replaced by lime, rice husk and ash. This would substitute asbestos and RCC recast products and help to reduce the burden of transportation.

5) Improved roads using membranes and fabrics so that the thickness of asphalt will be reduced by a factor of 2 or 3 and its life will be doubled or tripled. The requirement of stone hauled from long distances would also be reduced substantially. Without going into the details of technology, it could be said that this new technology can be proved and tested as prototype, in a few pilot projects, initiated with assistance of national and international agencies such as Central Board of Irrigation and Power, World Bank, UNESCO and possibly I.L.O. or even some countries interested in such result oriented projects.

6) There is also the prospect of using structural systems employing;

   - Ferrocement in conjunction with bamboo strips, burnt clay products.

- Reinforced stabilised soil.

- Fabrications of small timber.

Public Works Officials are sometimes indifferent and there could be an under current of resistance by contractors/middlemen to the introduction of new technology.

The implications of the new technology are :-

- The capital requirements for machinery and trucks will be drastically reduced.

- Local material will be used and there is a prospect of using fuel wood grown in plantation and burnt in fuel saving kilns as well as small dimension timber, bamboo and fibres grown on waste lands especially developed for this purpose.

- The alternative materials will both be cost competitive and at the same time technically equal, if not superior; to the conventional alternatives.

This opens up possibilities of reorganising and restructuring the construction industry, with the primary aim of reducing the run away cost of construction for housing.

Employment & Income Generation in the Restructured Construction Industry

In the concept of restructuring the focus is on participation of construction workers. The Workers would participate in management of the welfare amenities such as nourishing food, housing at the work sites, child care and education. Asset building would contribute to protection of the environment and stabilising the income of the workers. This, of course, implies that the workers will participate in the restructuring process and share the gains of productivity. This, of course, calls for new initiative and some additional effort without immediate gains.

The construction activities will be so organised that introduction of better and mechanised tools and strategic use of material handling techniques will continuously increase the productivity and at the same time improve rates of value added per installed H.P. and H.P./Worker. The design of tools would be such that maintenance can be handled by the workers or village artisan after short periods of training. The major construction activity will shift to production centres in the vicinity of villages and these production centres will be managed entirely by the workers eventually. The transition

process would require promotional agencies specially set up for the purpose.

The assets will consist of processing plant for local materials and fuel efficient kilns which will turn local and biomass based materials into high value products. The construction operations at the building or project site will be assembly operations which will require a small work force and light plant for handling the components. A somewhat different pattern is foreseen for large earthwork and construction of dams and canals especially canal linings and this aspect is discussed in a separate note.

In the reorganised industry, the component of the truck transportation cost will not exceed 10% of the total cost while the cost of energy intensive materials and consumption of petroleum fuel will be also of the order of 10%. Since the depreciation rate of the tools will be small. It can be anticipated that the total income generation through labour and through payment to small scale producers will be 60 to 70% of the cost of the construction.

The construction products will be stocked at depots which will be managed and maintained by public agencies, e.g. Public Corporations such as HUDCO, SICOM, MIDC or similar new ones to be created. The producers would be paid an advance, sufficient to meet their operating cost and wages, final payment being made when the products are delivered at the depots. Similar depots will be maintained at the point of use of the final building sites. Transportation can then be handled through normal commercial channels since the products delivered at building sites will also be taken over by the suitable agencies again in the public sector and thereafter sold or allotted. Therefore, a direct relationship will be established between the buyers of construction products and the associations of house-owners, housing agencies or public. This concept will be illustrated by a few examples :-

- Brick masonary will be replaced by reinforced soil construction with facings of thin clay tiles not more than 10 mm thick. Thus, the total weight of clay tiles transported would be 1/10th of bricks, sand and cement in conventional techniques. The fuel consumption will be brought down by a factor of 5 to more. Gasified wood waste or agricultural waste would be used in conjuction with coal. Thus, the fuel cost will be small. The clay will be processed from local material or derived from tank beds. The clay product manufacturing facilities consisting of the clay processing plant moulding equipments and fuel efficient kilns will be rented to the workers at reasonable rates. The management of the site will be handed over to representatives of workers and local villages.

- Funds will be made available for restoration of quarries by forming ponds and suitable other measures so that the environment is not damaged when the exploitation of the quarries is stopped or the material is exhausted. These restoration costs will be recovered through a suitable cess on the building industry.

  Stone quarries, sand deposits and lime deposits will be handled on similar basis. Sand as well as lime will be processed for high quality product such as ferro cement which would also have a higher value per unit weight.

- If low cost solar energy systems are developed sand lime products autoclaved at about 200°C will replace brick and clay products. These will be moulded to desired and structurally more efficient shapes. Transportation damage will be minimised by addition of natural organic fibres. Here again, the processing plant, solar heating equipment will be rented to the workers at reasonable rates.

- There is also the prospects of biomass based products being used more extensively for construction. This would include bamboo strips and assemblies of small dimension timber half split bamboos, fabrics made of natural fibres. Operations of processing preservative, treatment and fabrication will generate employment. By adopting suitable design, skill development would be facilitated. The final erection will not require skilled carpenters.

- If a suitable waste land lots developed after providing irrigation facilities are made available the supply of biomass products could be assured. With the new technology of nursery, plantation and irrigation usable wood and bamboo and fibres will be available within 3 to 5 years of setting up of the plantation.

There is an implicit assumption that the ownership of the plantations, kilns and production facilities will be with the organisation of the building and wood workers. Allocation of funds would be required for development of the production facilities and process plants. The lands for the plantations would also be leased to the workers groups or alternatively to landless and marginal farmers and also the tribals in the area. The programme of upgradation of skills of the tribals landless workers would also have to be taken.

It is considered that returns on investments of the production facilities, process plants and plantations will be better than most of the Integrated Rural Development Programme of the Govt. of India (IRDP) projects and may compare favourable with investments on industries in backward areas. The potential for income generation will

be significantly greater than the industrial development programmes and IRDP projects. There are of course added benefit of protection of the environment realised through fuel saving technology and through the reforestration for setting up the plantations.

While the technology approach and the perspective for restructuring the construction industry appears attractive prima facie it is necessary to examine their economic viability and social acceptability through regionwise studies. In selecting the locations for the study various factors would be considered such as demand for various building products, level skills of the workers and availability of lands for the plantations. Once the economic viability and the social acceptability is substantiated, pilot projects could be taken up with the participation of the affiliated unions of Indian Federation of Building & Wood Workers and Building Mazdoor Union. In fact it should be possible to take up pilot project in areas where the demand is assured and organisational nucleus already exists and land is available at reasonable distance say within 100 kms of the demand centre.

In annexure, an outline of the pilot project is furnished along with a resume of the present status of research, the immediate work needed on development of the construction methods and tools, design and cost estimation and testing of the prototypes. Details about the expertise available and requirement of personnel to be assigned to the field unit, manpower requirements and equipment costs are also included in Annexure.

The problem - An over view

Before a housing scheme is considered one has to look into it from the view point of the would be occupants. Broadly speaking, the problems of the rural poor and the urban poor have to be considered in different contexts. In the rural areas where housing shortage is estimated to be around 18.8 million (1985) it is not so much a question of shelter as that of land.

Since the beginning of the industrial age, the demographic trend has been more towards urbanisation. In India today the urban population constitutes 23.7% of the total population as against 11% in 1901. In fact, the rate of migration amounts to a mass shift of a population of 4 million annually, a growing and colossal trend. Migration is not the only problem. There is also a natural increase in the population of urban areas due to a high birth rate. All this has resulted in the high demand for low-cost housing units as also an everwidening gap between supply and demand, the demand outstripping the supply.

An emphasis has to be given on adequate housing. The adequacy depending on rural or urban environment and technologies available,

self help housing, community development examined alongwith the national housing policy as also the availability of low income group housing finance. The importance of site and service programmes cannot also be overlooked while examining the organisation of self help housing. Appropriate technologies for developing countries in the matter of providing suitable housing both urban and rural have been examined earlier and application of such technologies shall depend on timely examination by study groups. Thus the overall emphasis at all stages has to be on reduction of cost. Concentrated efforts may improve the quality of construction materials and may reduce the cost in comparison to the prevalent cost in the market from somewhere between 25-50%. If this target is achieved the project may be considered as a successful one.

Programme for first year - Pilot project

1. Construct 20 Units of urban houses for construction workers in the outskirts of city of Bombay. Each unit to consist of one bed room, hall, toilet and kitchen.

2. Construction of 20 low cost urban housing units for low paid industrial workers residing in slums.

3. Construction of 20 units of rural housing for forest and wood workers.

4. Construction of 20 units of rural housing for agricultural and other rural workers.

NOTE : The exact designs will be produced in consultation with the team of architects and engineers specialising on the subject and are involved in development of new materials and construction technologies.

5. Promotion of organisation of construction workers and Engineers to develop the processes, set up production facilities and take up construction contracts.

6. In order to procure construction materials at reduced rates, the workers should be encouraged to build their own brick kilns, stone quarries, sand dredging from the river and sea bed, wood treatment and saw mills etc. This will help to reduce cost by about 25%.

7. Training centre for construction workers to enable them to learn while they earn under an "on the job training scheme .

8. To improve the quality of brick at Bombay suitable to construct brick houses upto two or three storeys high.

9. To set up a construction workers' co-operative with necessary construction machinery to undertake house construction contracts as also to impart on the job training to construction workers to improve their skill and learn higher skills.

In addition to the above efforts to reduce the construction cost, the Federation has secured co-operation from the members of forest workers unions to undertake such steps whereby the yield of wood from the forest increases considerably so that the construction cost is further reduced.

In addition a team of experts architects and engineers have agreed to associate with the project, so as to ensure the most economical designs of housing in the forest areas, villages, rural areas, small towns as well as cities. The designing of the house will differ as per the requirement of the people concerned.

The project may be executed by the Indian Federation of Building and Wood Workers the Building Mazdoor Union, Bombay either through a co-operative of the workers or by forming a company of the workers on a nominal profit basis only.

Submitted by
Building Mazdoor Union, Bombay
through
Indian Federation of Building and Wood Workers
to the
International Federation of Building & Wood Workers
&
International Confederation of Free Trade Unions

HOUSING - A NATIONAL PROBLEM

By
Major Dalbir Singh,
Imm. Past Chairman, Builders Association of India,
New Delhi.

Shelter is an essential ingredient in the basic requirements of civilised existence. Conservative estimates show that twenty five per cent of the world's population does not have adequate housing of which approximately over hundred and ten millions have no housing whatsoever. In the cities of developing countries, an average of fifty per cent of the inhabitants live in slums and squatter settlements. It is common sight in these countries to find people without shelter sleeping on pavements, improvised huts and shanty bastis in most unhygienic conditions. The conditions in which they live are not befitting to the dignity of human beings.

In our context too, housing must rank next only to food and clothing in fulfilling the basic needs of population. In accordance with the NBO's estimates the housing storage in 1981 was around 21 million dwelling units (16 millions in rural areas and 5 millions in the urban areas), the shortage at the beginning of Seventh Five Year Plan has been placed at 24.7 million units (18.8 million in rural areas and 5.9 million in the Urban areas). The anticipated increase in population between 1985 and 1990 would generate roughly an additional requirement of housing units to the extent of 16.2 million of which 12.4 million will be in the rural areas and 3.8 million in urban areas.

This means that even if we attempt only to prevent an increase in the magnitude of backlog in housing shortage, it would be necessary to build during the seventh plan period around 16.2 million dwelling units. If we combine the requirement of tenements also with the above, the estimated shortage is approximately 93 million houses/tenements at the end of 6th Five Year Plan.

The annual creation of new social mass housing in the country is not even one million in urban, rural and all sectors, and is falling woefully short to meet even an iota of the colossal demand. This annual shortfall adds to the backlog, making the figures of up to date housing shortage progressively astronomical. This problem cannot be tackled significantly if housing activities are left to follow the past pattern of slow and unsystematic growth and reliance on outdated and traditional construction techniques using conventional building materials. There is need for radical orientation of all policies relating to housing. The most important among these are

the provision of finance for house construction on large scale, development of suitable land sites in urban areas, provision of house sites in rural areas, developing and applying low cost technology in house construction, modification of policies relating to rent control and provision of taxation relief in respect of atleast one dwelling unit per family.

We have reached such a dismal situation because of grave anomalies in some of the statutes/laws enacted and lack of concerted effort on our part to generate conducive environment to promote housing besides non participation by the private sector for mass housing schemes in a meaningful way.

An attempt is made herein to identify the grey areas and probe into the problems, potentials and constraints of the most vital segment of the urban economy and evolve an integrated and viable approach to the housing policy.

Availability of land & shortcomings of the Government Legislation:

Three Acts were promulgated, namely (i) Urban Land (Ceiling and Regulation) Act, 1976 (ii) Land Acquisition Act, and (iii) Town Planning and Urban Development Act. Amongst these Acts, Urban Land Ceiling Act was mainly responsible for the anomalies and confusion about the different legal implications which have ultimately resulted into stumbling blocks in the process of releasing land for housing and other developmental activities. It is unfortunate that though the original objectives of the Act were socially desirable such as prevention of concentration of urban land in hands of a few persons and bringing about Socialisation of urban land to subserve the common good by ensuring equitable distribution, the immediate effect of the Act, particularly in the States where it was in force, was to bring construction activity to a standstill. A number of checks under the Act on sale, mortgage, lease and transfer of land, sanctioning of building plans and ambiguity of certain provisions contributed to this development. Consequently all the surplus land coming under the purview of Urban Land and Ceiling Regulation Act (1976) got frozen from 1976.

The situation helped the land owners who were free to transact their lands to speculate either by selling the land at very exorbitant prices or by keeping the land vacant in anticipation of price rise. The result was an increased expenditure on land in the overall expenditure of housing. Rough estimates indicate around 40% of the land-cost today as compared to 10% prior to promulgation of Urban Land Ceiling Act.

This Act is not applicable for vacant land alone but also covers the developed (built) land (section 22 of ULC Act, 1976).

This is to say, if a piece of land is used for the building purpose, and if it is to be reused, the provisions of the Act do not allow to treat this parcel or land separately. On the contrary, the land which is to be reused will be added up with the total vacant land of the owner and further procedures will be adopted to recalculate the land coming under Urban Land Ceiling Act.

One of the most intriguing aspects of above acts (ULC Act and TP Act) is the modus operandi of the compensation for the acquired land that has further reduced the land for organised housing and developmental activities. The different compensation principles have absolutely no reality with land-price existing in the market.

In order to revive and increase the tempo of construction activity, it is necessary to make certain amendments and incorporate the following suggestions:-

- Quick sanctions may be given to the schemes of group housing both in public and private sectors. The number of authorities that are required to be approached for getting sanctions, are too many For instance, a builder/promoter in Delhi has to obtain the sanction/approval of L & Do Office, Urban Acts commission, Competent Authority under the Urban Land (Ceiling and Regulation) Act, Municipal Corporation of Delhi, N.D.M.C. This complicated procedure must be simplified and streamlined.

- Section 27 of the Act, which prohibits the transfer of land with building without the prior permission of the Competent Authority should be amended.

- Clubbing of vacant land owned by the husband, wife and minor children is not proper as the children would not be in a position to provide accommodation for themselves when they become major.

- The limit of 500 square metres prescribed for open space is unrealistic and should be raised to the minimum space required to be kept open as per municipal rules and regulations.

- Small parts of excess vacant land should be totally exempt from the purview of the Act.

- Land is a scarce resource. The Urban Land (Ceiling and Regulation) Act envisages acquisition of excess vacant land which should be released for the purpose of housing for the weaker sections of the society. However, Government is not fully equipped to develop the land to use it for housing. As such,

the land acquired by Government or which is at its disposal should be released to the private developers for construction and selling of residential houses for the needy.

- To reduce pressure on housing, Government should make all-out efforts to provide accommodation to its employees.

- The ceilings prescribed in the Urban Land (Ceiling & Regulation) Act, should not be applicable to land held by the industry.

- The land vacated by industries in congested cities could be used for construction of houses if approvals and sanctions are given by the authorities without any delay.

Certain provisions of the Rent Control Act as prevalent in various States also need to be amended to boost the housing activities. The following amendments may be incorporated in the said Act:-

(i) Exemption of newly constructed buildings from the purview of rent control for a minimum period of five years.

(ii) Exclusion of large house properties located in posh colonies from the purview of Rent Control Act:

(iii) Periodical revision of rent, once in five years, of the old properties;

(iv) Making recoverable, any increase in the local taxes from the tenants by the landlords;

(v) Determination of standard rent on the basis of market value of land in various areas of a city as also the standard rates of construction depending upon the quality of construction.

(vi) Establishment of separate quasi-judicial authority to deal with summarily the disputes relating to tenancy.

Finance & The Housing Sector:

If the Urban Land Ceiling Act became a barricade in provisioning of land for housing and developmental activities, the existing housing finance policies have become another impediment in the process

of housing development. The institutional finance, at present, is available only to the public sector housing endeavours and not to private sector.

At present, LIC and HUDCO provide finance to public sector housing agencies. If the private sector is also taken in the fold of LIC and HUDCO financing network, it will go a long way in the process of the overall development of the housing in the urban areas and the role of developing an environmentally balanced habitat system by the private sector will increase.

The major hurdle in the way of institutional finance and financial provisions from the commercial banks for the housing sector particularly the private housing sector is that housing activity is not incorporated in the provisions of industrial financing network. If the housing activity is treated as an industry, these hurdles can be easily removed thereby opening the doors for getting financial provisions from commercial banking sector and also from the Industrial Development Bank of India (IDBI).

Institutional finance by HUDCO is essential for effective participation of private sector in the field of housing. Instead of HUDCO financing the primary co-operative housing societies, the finance should be channelised through the Apex Co-operative Housing Society at the State Level which in turn will scrutinize the financial requirements of the primary societies and disburse the amount.

A National Housing Mortgage Bank must be set up to make available finance at concessional rates for housing activities. The Bank could raise funds from public in the form of bonds, which should be able to attract investment from public and seeking relief from capital gains liability. This will help mobilise resources for the mortgage bank thus enabling it to give loans at comparatively lower rates. Investment of provident fund and superannuation funds with the mortgage bank could also be permitted with a return of 10 per cent. Besides, the investment in bonds could be made attractive by allowing deduction under section 80C of the Income Tax Act. It should also facilitate setting up of mortgage societies on the lines obtaining abroad with the benefit of early transferability or mortgage. Unfortunately in India the mortgages against which loans are extended by local/state or national institution remain mortfied and not made use of except probably for HUDCO. It should be able to encash on them by allowing agencies like the LIC to have the fund floating charge on mortgage and then borrow money against them. In this context it is impactive that we create Mortgage Insurance (to help cost recovery) and secondary Mortgage Markets (to create liquidity in landings against mortgages) in India.

The resources of the bank could also be augmented in a large measure at the local level from house-holds domestic savings parti-

cularly from those seeking to build houses. For this purpose a network of local level institutions would be needed in the form of building societies or savings/loans associations.

Most of the residential land in the Urban Units is developed and made available for housing activity through various Development Authorities, Improvement Trusts or Housing Boards. Such lands are conveyed through a system of perpetual lease. The execution of lease imposes restrictions on the free transfer and mortgage of these properties thereby further reducing the number of dwelling units available for housing besides locking up of vast reserves of revenue which shall be available with the Registration Authorities of the Government if free transfer of such properties was permitted.

Moreover the very system of lease and some of its negative provisions are contrary to the principles of natural justice as the entire consideration is paid to the Government at the time of delivery of possession of plots by the Government to the Lessees, as per the prevalent market rate and the provisions relating to demand of ground rent and also the unearned increase in the cost of land at the belated date of transfer are absolutely arbitrary and counter productive.

A strong case, therefore, exists for abolition of the lease system and restoration of free hold titles for all the urban properties.

Impact of Policies in Relation to Building Materials:

In the recent times the magnitude of housing activity has also been adversely affected by the unimaginative and illogical pricing policies adopted by the Government with regard to building materials particularly cement and steel. It may be pointed out in this context that a dual pricing policy has to be developed, designed and implemented particularly to encourage housing endeavours for weaker sections. The financial provisions made for the weaker section housing scheme are being counteracted by the building material policy of the government and the price mechanism resulting into wiping out the benefits provided.

Another important step to be taken to encourage the housing activity is to establish housing material bank, housing material manufacturing on co-operative basis and by private developers, and providing bank finance for building materials bought by private developers. Such materials manufactured should be exempted from taxation. It may be mentioned here that the bank finance system for building materials will go a long way in encouraging housing activities in private sector in this country.

Housing as an Investment:

Housing as an Investment is rendered unattractive if the taxes imposed by the Government and the local bodies become unreasonably high. Our tax laws do not contain certain provisions which we intended to encourage acquisition and construction of house properties.

Even in developing countries like Sri Lanka and Brazil, one house property used by the owner for his own residence is totally exempt from Income Tax. In Brazil, if a person takes loan for the construction of a residential house, 20 percent of the amount of loan repaid by him alongwith interest on loan is deducted in computing the taxable income. No income tax is charged on the capital gains realised by an assessee on sale of house property. In order to reduce the rigours of taxation and to encourage investment in housing the following suggestions are made :

(i) Leaving one house property used by the owner for his residence from the purview of Income Tax.

(ii) Exempting newly constructed house properties from income tax for a period of five years.

(iii) Deduction of expenditure, in the computation of income from house property, which the owner has to incur on drafting of rent deeds, brokerage, fees paid to lawyer and other payments made in pursuing matters in civil courts for the recovery of rent etc.

(iv) Deduction in the computation of income from house property, of the loan amount upto say Rs. 2 lakhs, repaid periodically alongwith interest on the principal amount.

(v) Grant of depreciation allowance on properties let on hire.

(vi) Grant of initial depreciation allowance on buildings constructed by the employer for the residence or welfare of all employees, as against the provision for grant of such allowance on buildings constructed for the use of only such employees whose salary does not exceed Rs. 15,000/- per annum.

(vii) Grant of investment allowance on buildings constructed by the employer assessees for the residence of the employees.

(viii) Avoidance of double taxation of the income and making clarificatory provision for assessment of the income from house

property in the hands of the real owner of the flats/apartments in a building where the management of common services is rendered by and the land belongs to the company, which constructed the building.

(ix) Establishment of separate housing fund on the pattern of a public provident fund.

(x) Facilities for the establishment of housing fund by the employers on the pattern of contributory provident fund.

(xi) Treatment of a construction company as an industrial company in all respects for tax purposes.

(xii) Grant of complete tax holiday for a period of 10 years to a newly established public house finance company.

(xiii) Grant of separate exemption for income say upto Rs.3,000 derived by way of interest on investments made with approved house-finance company like exemption for dividends on units of UTI.

(xiv) Modification of pattern of investment of provident funds so that part of the funds may be invested with the approved house finance companies.

Approved undertakings/Private Companies promoting housing activity must be granted tax holiday for a period of first five years after their commencement of business or attractive incentives be given in terms of deduction of tax with regard to profits for a reasonable duration of time.

Constraints of Civic Bye-Laws:

In many urban areas the F.A.R. Implications are playing a critical role in the development of housing facilities both for dwelling and commercial purposes. One of the important aspect which is often over looked in the process of F.A.R. implications is the inveterate relationship of F.A.R. index and high-rise-building-technology. The concept of high-rise structures, evolved in an urban context particularly when the land became scarce, is a very relevant issue. The emphasis, here is that cost-effective and efficient high-rise-structural technology has to be developed so that the vertical housing and cost effective construction relationship can be advantageously maintained so that the high-rise-housing activity can be promoted.

Shelter and the Impoverished:

Poor people perceive housing as a fundamental problem but do not find any hope in the Governments attempt to provide stereotyped solutions. The housing planners regard upgradation as a temporary housing solution but the poor people regard slum hutments as 'Supportive Shacks' which have inbuilt economies for many reasons. Unless comprehensive slum modernisation schemes are offered as a package consisting of employment and income opportunities & environmental improvement, it is difficult for the poor to afford the scheme or keep the habitat or the area at stipulated levels of maintenance once the financial support is withdrawn by authorities from a given slum settlement.

Poor families have limited means and the income flow pattern of the poor shows lot of periodic variations thereby making them unable to respond to any time bound equated monthly instalments schemes. Even where the Government has tried to lay down annual instalments, the system has not worked because under inflationary conditions & low saving rates & budgetary constraints the families continue to postpone savings meant for liquidation of annuities imposed upon by the amortisation terms and as a result frequently run into arrear.

The time has come to organise the poor not necessarily through financial incentives but community action in which they help themselves with whatever support they think they require from authorities.

The minimum standards that are cherished & insisted by the state have contributed further to the growth of shelter problem for the poor. The World Bank Study has estimated that 68% of the families in Nairobi, 64% in Madras, 63% in Ahmedabad, 55% in Mexico City cannot afford a house costing even Rs. 5000. Another study has revealed that 53% families would prefer the housing & allied conveniences developed very close to their existing shanty settlements for the case of earning their livelihood.

What we need to do radically is to make provision for upgrading the existing squatter settlements by improving the hygiene and sanitation, ensuring proper water supply and electricity as a part of our Anti poverty programme and for a nominal sum ranging between Rs. 1000/- to Rs. 2500/- restore the ownership rights to the family. The above package will enable us to effectively provide basic civilised existence to atleast 31 million families.

There is also an urgent need to set up a Human Settlements Management Institute to identify economically viable slum areas and initiate schemes with the self help component to develop them into integrated habitable pockets for the poor.

Conclusion

The time has now come for the Government to set before itself a clean goal in the field of housing and launch concerted effort not so much to build but to promote housing activity through the supply of fiscal and financial infrastructure such that every family is provided with adequate shelter within a definite time horizon. As far as possible the public sector should not assume direct house construction except in the case of weaker sections of the society. This is not to minimise the role of the Government but to ensure that the Government plays an active role through developing the necessary delivery system in the form of housing finance market and takes steps to make developed land available at right places at reasonable prices. We must act with a sense of renewed zeal and urgency to accomplish one of our most cherished social objectives in the International year of shelter for the Homeless.

CONSTRUCTION LABOUR BOARD

The Government of India had appointed a tripartite working group for Construction Industry and appointed Shri K.A. Khan, as one of the members of the group representing Construction workers. The Group has been discussing the issue for last two and a half years or so. The group finally appointed a drafting committe of five members including Com.-K.A. Khan. Subsequently a draft was prepared by two representatives of workers and two representatives of the employers. The said joint recommendations of the workers representatives and employers is sub-joined hereunder and final decision on the issue will be taken in November, 1987.

DRAFT RECOMMENDATIONS OF THE BUPARTITE MEETING HELD AT BOMBAY FROM 27TH TO 29TH MAY, 1987

PART - I

1.01 The Tripartite Working Group for Building and Construction Industry was constructed by the Govt. of India - Ministry of Labour's Resolution No. R. 43011/2/822-LW. dtd. february 7th, 1985. The terms of Reference of the Tripartite Working Group are as under :-

a. To identify the specific difficulties being faced by the Building and construction Industry in complying with the Social Security Legislation Viz. Employees' Provident Fund as Miscellaneous Provisions Act and the Scheme framed thereunder, the Employers' State Insurance Act, the Payment of Gratuity Act, and,

b. The work out what type of Social Security measures should be formulated for the workers in the Industry, keeping in view the difficulties under (A) above.

1.1 A copy of the Government Resolution is given at Appendix-I.

1.2. The working Group had a number of Meetings and has taken into consideration the various Memoranda submitted by the various employers', Trade Unions, Goct. Authorities and Social Action Groups.

1.2.1 On going through the documents and submissions, the Working Group decided to establish 3(three) Sub-Groups, for in-depth study of the issues involved, which are as under ;-

Sub-Group I : What is the alternative to existing Social Security Laws and what should be the form of the alternative Social Security Schemes ? The Group may also consider the establishments of a Welfare Fund for Building and Construction Workers.

Sub-Grouop II : How the existing Social Security Laws can be improved upon for higher effectiveness ?

Sub-Group III : Board for Building and Construction workers. What are the strong points and the weak points, why the Mathadi Labour Act was not extended to Building and Construction Industry in Maharashtra,. and what are the reasons for the failure of the similar Act in Gujarat ?

1.3. Each-Group has deliberated upon the subjects given to them and they have since submitted their Report identifying the peculiar nature of the Industry. All the Reports of the Sub-Groups are attached as Appendix - II (A), (B) and (C).

1.4 On going through the above Reports, the Working Group has unanimously felt that there is case to have a comprehensive legislation for the implementation of the various Social Security Schemes, as laid down at 1.0(a) and (b) above.

1.4.1. In order to administer the present Social Security Schemes satisfactorily, it is necessary that the Comprehensive Legislation provide for the establishment of Tripartite/Bi-partite Construction Labour Boards, at the following levels:

(a) National Level
(b) State "
(c) City/District "
(d) Project-Sites "

1.5 This unanimous recommendation is made by the Tripartite Working Group, after taking into consideration the peculiar nature and problems of the Industry (A note of the peculiar nature and problems of the Industry is at Appendix - III). Which is causing hindrances in making the present Social Security Laws working in the Industry and their implementation difficult. The Tripartite Working Group has taken into consideration all the difficulties being experienced by the Employers and the Implementation Machinery. The Group is satisfied to note that the employers are willing to give the benefits as stipulated under the present Social Security Laws to the Workers. It is further recorded that inspite of the keen desire of the employers and the Govt. to implement the existing Social Security Laws, the workers are still not able to receive the benefits in the manner conceived in the present Laws.

1.5.1 In view of the above, the Tripartite Working Group further unanimously resolves and recommends that the following remedial measure should be taken immediately to make the present Social Security Schemes effective by providing for a Comprehensive Legislation for Social Security and Welfare of the Workers.

1.5.2 The Group has noted that the position of employment of Labour in the Industry is such that it does not conceive of continued employer-employee relationship. It is, therefore, considered essential that the relationship is brought about by registering the employers and the non-permanent workers of the Industry. It is also for this purpose that the Group recommends that the Construction Labour Boards should be established, where it will be ensured that the employers shall pay the dues and the employees shall receive the same.

1.5.3 The Working Group also unanimously recommends the constitution of the Construction Labour Boards, as envisaged above, in the following operational areas, in order to implement the Social Security Schemes :-

(i) Under the present Social Security Schemes applicable to the Industries, the Workers are entitled to the P.F. benefit in the range of 6.25% to 10% (Statutory minimum in the construction industry is 6.25%).

(ii) As regard the ESIC Scheme, about which a reference has been made to the Working Group, it is placed on record that this piece of legislation has not been extended to the Construction Industry as yet, and as such the workers are not entitled for any benefit thereunder, which gives coverage tov arious benefits to the workers, such as Maternity, Sickness, Accident etc. etc.

(iii) The Gratuity Act though applicable to the Construction Industry, its implementation in the industry is difficult since most of the workers in the Industry are unable to fulfil the qualifying conditions of the eligibility. Hence, the situation needs to be remedied.

1.6 In veiw of the above, the Group has noted that the peculiar and special problems of the Building and Cosntruction Industry and special problems of the building and Construction Industry and the Labour employed therein, it is not possible to apply and adminsiter the present Social Security Schemes, as applicable to most of the other Industries at par in this Industry. However, to start with the minimum benefits under the Social Security Scheme should be ensured to the workers, at the earliest.

1.6.1 In order to achieve the above objective, the Working Group strongly recomends the setting up of Construction Labour Boards to administer the various provisions of the Social Security Scheme and such other beneficial measures for the workers of the Industry.

Sd/-
(R. M. CHOKSHI)

Sd/
(S.L. SHARMA)

Sd/-
(R.G. GANDHI)

Sd/-
(NARENDRA PATEL)

Sd/-
(K.A. KHAN)

EXISTING SOCIAL SECURITY SCHEMES AND BENEFITS

PART - II

2.0 It is recorded that in case the present Social Security Schemes, are fully made applicable to the Industry, the Employer/Employee statutory liabilities are as under :-

BENEFITS	EMPLOYERS CONTRIBUTION	EMPLOYEES CONTRIBUTION
Under E.P.F.	6.25%	6.25%
Under Gratuity **	4.25%	----
Under E.S.I.C. Scheme* (When extended)	5.00%	2.50%
Deposit Linked Insurance Scheme	1.60%	---
Family Pension Scheme	---	1.60% (approx.)
	17.10%	10.35%

2.1 It is noted that P.F. Contribution is mostly not paid by the workers because their tenure of employment is of short duration, on account of the peculiar nture of the Industry.

3.2 According to the present statutory provision, the employer is under obligation to deduct the P.F. contribution and deposit it with the prescribed auhtority under the Act, failing which penal proceedings are intiated against the employer, including the pringipal employer. The principal employer in such a situation is subjected to two punishemnts. At first stage, the employer is made to pay his contribution and as well as the contribution of the workers engaged by him at a given project site. As such, his liabilities becomes, 12.5%. Secondly, the penal proceedings is initiated for statutory recovery of the above amount, including penalty etc. inspite of the fact that the employer is willing to pay his contribution religiously, but is helpless to discharge his obligation when workers as a matter of fact are not willing to pay their contribution.

** Most of the Workers do not get qualified for the benefits.

* At present not applicable.

2.3 The implementation of the Gratuity Act for the workers in the Industry is made difficult because of the fact that in most case the workers due to the peculiar nature of the Industry are unable to fulfil the qualifying conditions inorder to become entitled to receive the benefit under the Act. It is recorded that the employers are willing to meet this statutory obligations which work out to 4.25% (approx). The implementation machinery is finding it difficult to administer the benefit to the workers for the in-built difficulties of the qualifying conditions.

2.4 It is recorded that the ESIC Scheme at present is not extened to this industry. Inspite of this, the employer and the workers representatives are of the unanimous opinion that some of the outstanding benefits as laid int he scheme must be made available to the workers. It is also recorded that due to the peculiar nature of the industry, the ESIC is unable to provide coverage under it. As such the workers continue to suffer even to receive the bare minimum benefits like the medical care, and other benefits under the scheme. The employers have no reservation whatsoever in following the Scheme, if extended. It is, however, recorded that the Scheme may not prove effective and workable for various reasons, important being the deduction of the workers contribution on a continued basis, which is a pre-requisite under the Act, even if the emplyer pays his contribution of 5%. Secondly, ESIC itself has expressed its inability to extend the Scheme due to peculiar conditions of the Industry and also for want of Special Infrastructure at the work sites, which in most of the cases are far away from the area of operation of ESI.

2.5 It is unanimously recorded that inspite of the above operational difficulties, there is an urgent need to provide for Social Security to the workers under a comprehensive Scheme.

2.6 The unanimous recommendation in this regard is that to start with, minimum benefits be made available to the workers inclusive of P.F., Gratuity and Medical benefits, including maternity, accident, sickness and diablement etc.

2.7 It is recorded that with the present system of contribution under the existing Social Security Measures, the workers are unable to avail of the benefits under the Schemes as the qualifying conditions are difficult to be fulfilled by the workers due to the peculiar nature of the Industry.

2.8 It is, therefore, unanimously recommended that a <u>comprehensive legislation</u> be enacted taking into account the various provisions providing for the social security benefits to the workers under the following Act.

(1) Employees Provident Fund Act,
(2) Payment of Gratuity Act,
(3) Maternity Benefit Act,
(4) Inter-State Migrant Labour (Regulation & Conditions of Services Act.)
(5) Employment of Childrens Act,
(6) Contract Labour (Regulation & Abolition Act).
(7) ESIC Act.
(8) Facility precession scheme &
(9) Industrial Scheme.

2.9 It is further unanimously recommended to financially administer these Schemes instead of deducting the contributions on the basis of the wages, the deduction should be made on the value of the contract work done. The amount be deducted at source by the principal employer/owners/contracting agencies and rmitted to the NATIONAL CONSTRUCTION LABOUR BOARD (N.C.L.B.), which would be the national comprehensive social security schemes for the workers in the industry.

2.10 The pro-rata quantum of levy on the contract value will have to be worked out. However, it is felt that a levy of 1.5% on the contract executing agency may be sufficient to meet the requirements of footing the bill for Social Security Schemes in the Idustry with a specific provisions of 1% additional contribution to the NCLB by the Principle Employer/Owner.

2.11 Looking at the deplorable working and living conditions of the workers, it is unanimously recommeded that the State and the central Governments be requested to set aside adquate funds for the functioning of the National Construction Labour Board and the implementing agencies under it.

Sd/-
(R. M. CHOKSHI)

Sd/-
(S.L. SHARMA)

Sd/-
(R.G. GANDHI)

Sd/-
(NARENDRA PATEL)

Sd/-
(K.A. KHAN)

CONSTRUCTION LABOUR BOARDS

PART - III

3.1 The Tripartite Working Group unanimously recommends that to administer the Comprehehsive Social Security Benefits Scheme, the NATIONAL CONSTRUCTION LABOUR BOARD be constituted with powers to set up the Regional, State, District, City and Project Site Boards according to the requirement to run the Scheme.

3.2 The Board can be on the lines of the EMPLOYEES STATE INSURANCE CORPORATION with representatives of Government, Employers and Workers as Directors.

3.3. Funds for the Management of the Board and the Scheme under it shall be collected on the pro-rata basis at source from the Principal Empoyers/Contracting Agencies and the Contract Executing Agencies.

3.4 The Board in order to implement the Comprehensive Legislation effectively, shall exercise the authority to register the principal employers/owners, contractors and contracting agencies, labour cotractors and workers.

Sd/-
(R.M. CHOKSHI)

Sd/-
(S.L. SHARMA)

Sd/-
(R. G. GANDHI)

Sd/-
(NARENDRA PATEL)

Sd/-
(K.A. KHAN)

INTERIM ARRANGEMENT PENDING ENACTMENT OF CONSTRUCTION LABOUR & CONSTRUCTION OF CONSTRUCTION LABOUR BOARD

4.1 It is unanimously recorded that inspite of P.F. Act and the payment of Gratuity Act having been extended to the Industry, neither the Workers nor the Employers are able to effectively implement fullfil the qualifying conditions. Thus, both, the Workers and the Employers suffer in terms fo receiving the benefits and providing the benefits.

4.2 The implementation machinery in order to enforce these laws, is naturally required to follow the conditions as laid under the Acts to enforce its implementation in Industry. In the process, lot of litigation and penal proceedings have come into existence causing harassment in the Industry and affecting the employer-employee relations adversely. For illustration, example is as under :-

4.2 Assuming that a worker has worked at a construction site for a period of 8 months. That means 240 days minus weekly off 40 days. Total number of workingdays thus comes to 200.

4.2.2 According to the provisions of P.F. Act, the worker is entitled to avail of the benefit of P.F. after 60 days. That means the total period of deductions is 200-60 = 140 days. Employer makes the deductions. Supposing worker has also made the contribution. Hypothetical deduction of P.F. contribution by the employer is say Rs. 200/-. Workers contributionis Rs. 200/- and total contribution Rs. 400/- workk is over. In case of thsi worker because he was doing specialised job, he cannot continue and his term was purely contractual. Worker claims for his share of contribution which as a matter of fact is not payable to him under the P.F. Act for the reason of a qualifying clause of 6 months. Unless and until he opts to withdraw from the Scheme in which case the payment can be had. But under no circumstances he is entitled to the full share of the employers contribution as it is restricted to 25% of the Employers share.

4.2.3 The worker re-enters the industry after a gap of 3/4 months to work but on another site and another employer. The employer being new, there is no continuity for his P.F. to continue. That means the other employer has to open a new account. And this exercise continues in most of the cases, depriving the worker the benefits under the Scheme. At periods when his employemnt is as short as 90 days, 120 days of 160 days, he hardly gets any benefit of the Scheme.

4.2.4 This being the case of a worker getting the benefit under the P.F. Act as to how he can avail of the benefits under the act such as Family Pension Scheme, Deposit Linked Insurance Scheme etc.

4.3 From the above, it is by and large established that the extension of the P.F. Act to the Industry is hardly sufficient to provide benefits to the workers.

4.4 As such, in majority of the cases even the employers' contribution is not availed-of by the workers but it is a benefit to the P.F. Organisation and in turn this Organisation except collecting the moey and retaining the unpaid contribution of the worker and over time has not taken any positive measure to provide any benefit on continued basis o workers.

4.5 It is, therefore noted that the implementation of the Scheme vigarously in the Industry is causing harrassment in the Industry to both the workers and the employers. Moreover, the funds thus collected for the purpose are not utilised to the intended benefit of the workers. It is, therefore, recommended that the industry should be exempted from the Scheme and made part of the proposed Comprehensive Legislation, in order to provide the benefits on the continued basis.

4.6 Pending enactment of new Comprehensive Legislation and Constitution of Construction Labour Board, in view of this, it is recommended that suitable notification may be issued by the Ministry of Labour for the establishment of Bipartite Board and creation of a Trust to administer the Scoail Security measures to the workers in the Industry and the industry be notified with regard to the application of P.F. Act and Gratuity Act.

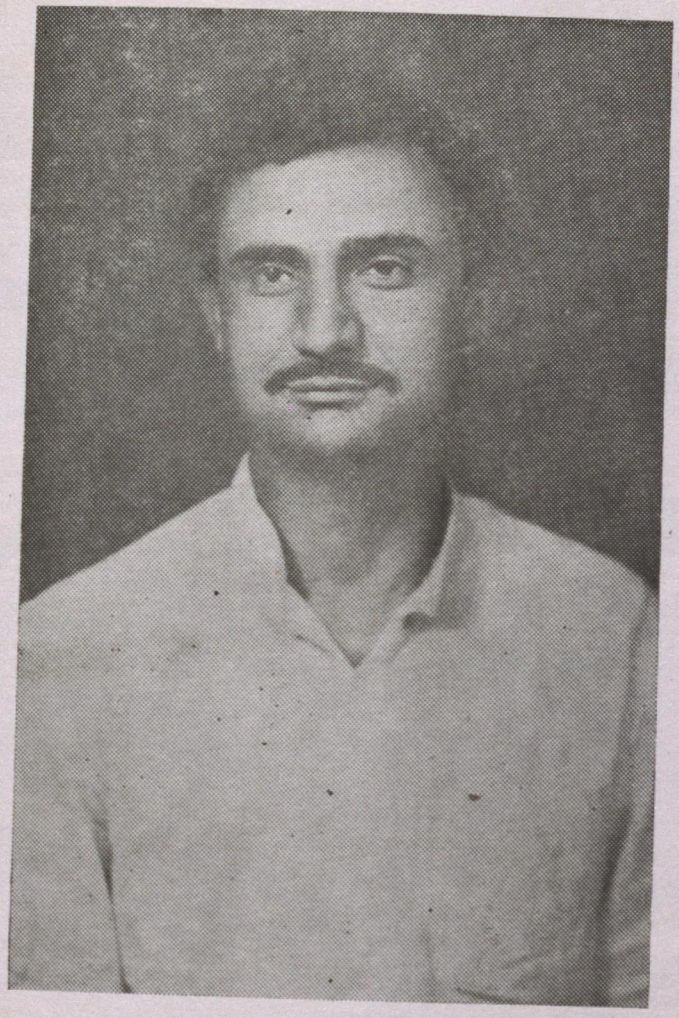
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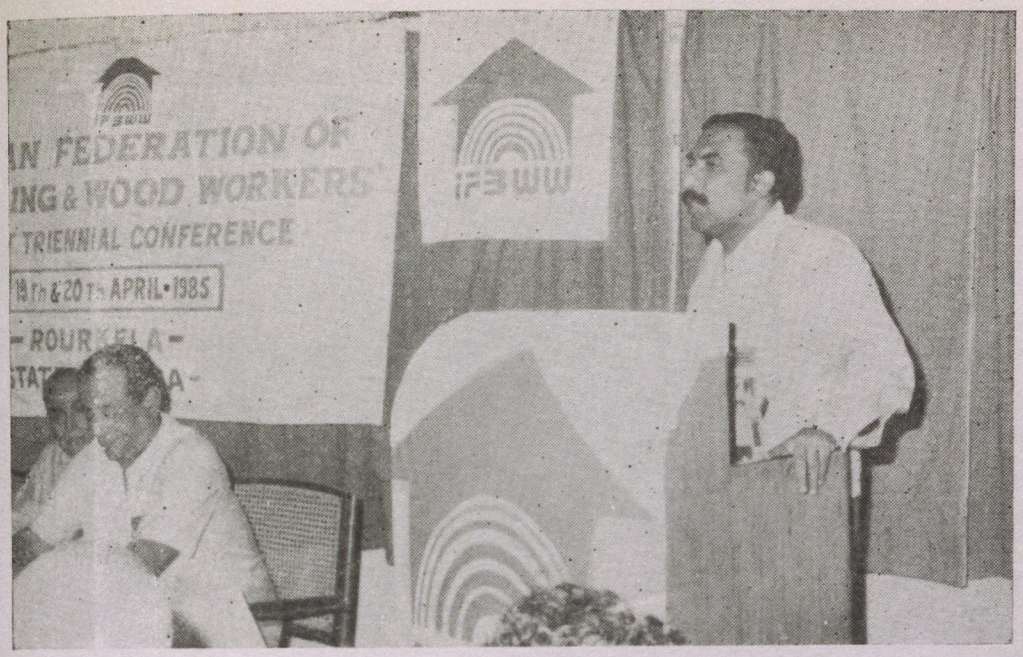
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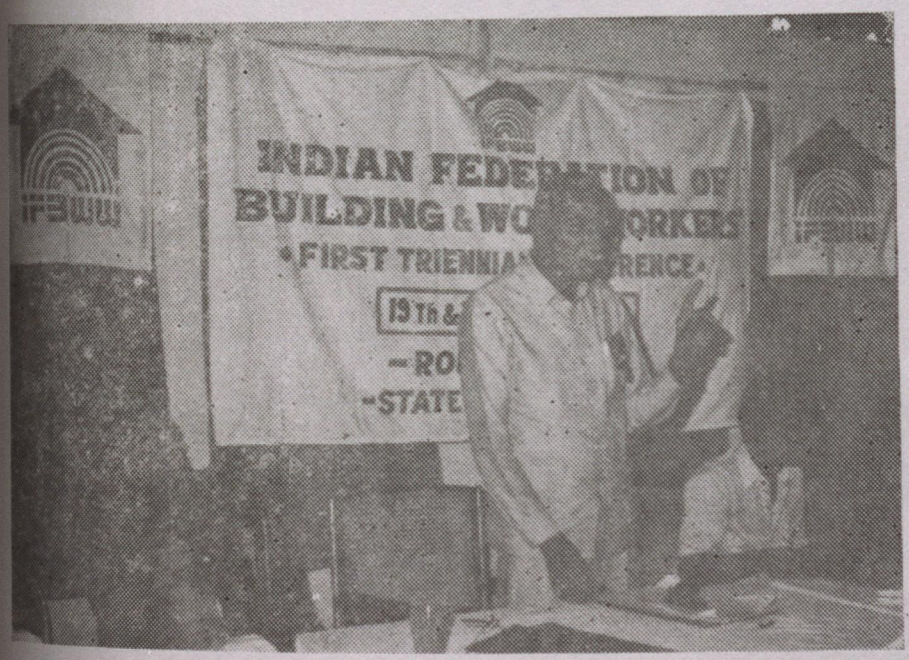
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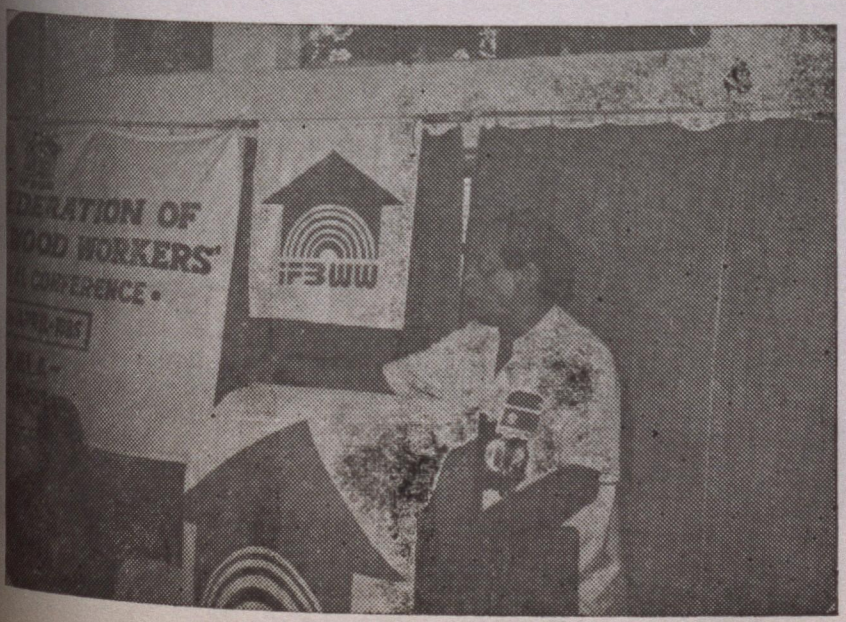
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Shri Thampan
Thomas (M.P.) President
Indian Federation of Building & Wood Workers
Addressing the Delegate Session at the first Triennial Conference



Shri S. N. Gulati
Vice-President
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Addressing the Delegate Session at the first Triennial Conference



Shri K. A. Khan
General Secretary
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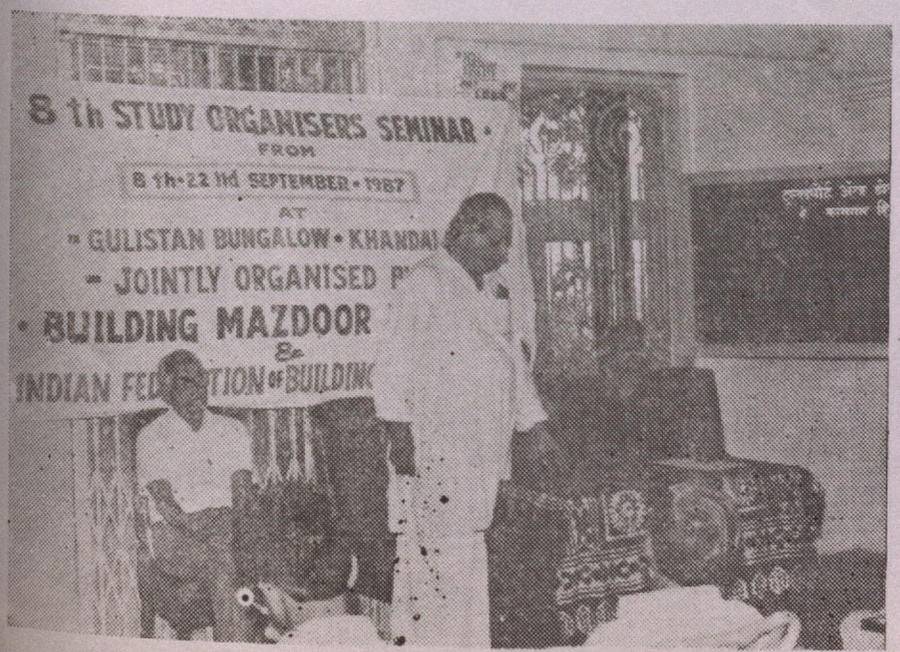
TRADE UNION EDUCATION ACTIVITIES - 1985 - 87



Circle Leaders Seminar at
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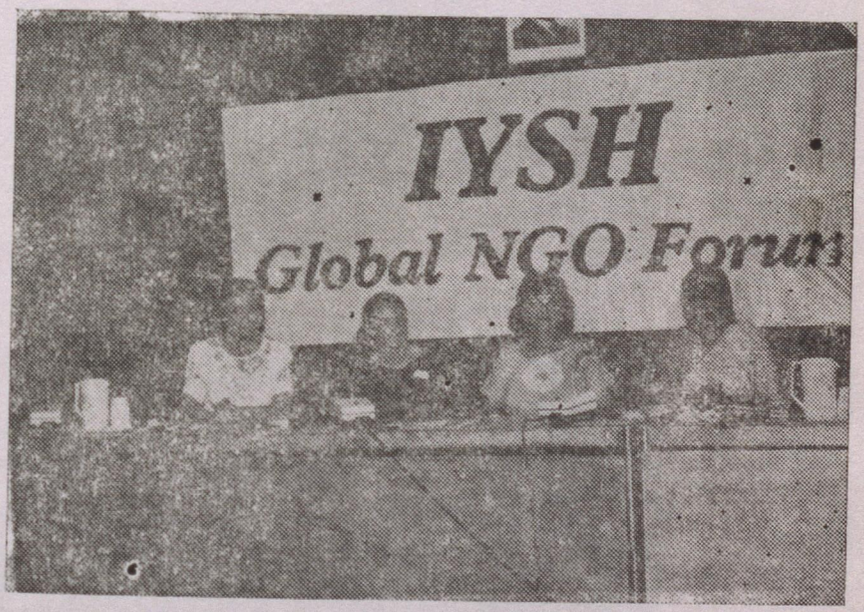
Circle Leaders of PUNE JILHA BANDHKAM VAN VA LAKUD
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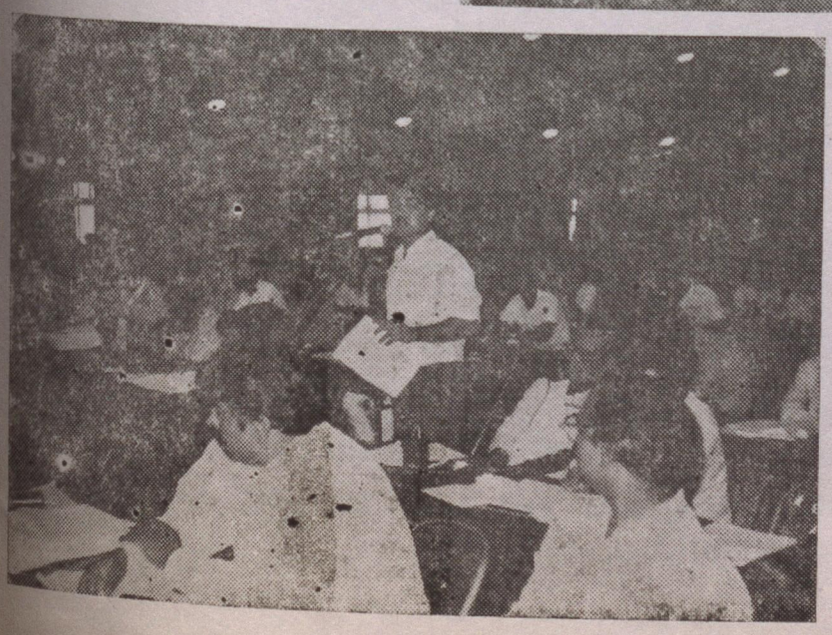
Study Organisers Seminar, KHANDALA
(State of Maharashtra)



Shri S. R. Wagh, **Addressing the Delegates at the asia & Pacific Regional Conference of the International Federation of Building & Wood Workers, at Bombay.**



Ms. Christine Nathan
at Nairobi–U. N. Commission
on Human Settlements



Mr. Sangam Tripathy
Speaking on rhe Problems
of construction workers
in India, at Karuizawa
in Japan.



Ms. Ingrid Munroe, Director, United Nations Commission for Human Settlements visited hutment colony of construction workers near the construction siteat Malabar Hill, Bombay, India during the International Year of Shelter for the Homeless. *Mr. Khan General Secretary* **of Indian Federation of Building & Wood Workers can be seen, here explaining the miserable living conditions of these workers**



'RIGHT TO WORK' Day (22nd January, 1986), Dharna at Flora Fountain, Bombay

We solemnise to rededitate ourselves
to follow the path shown by our
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With same zeal and spirit in pursuit
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President

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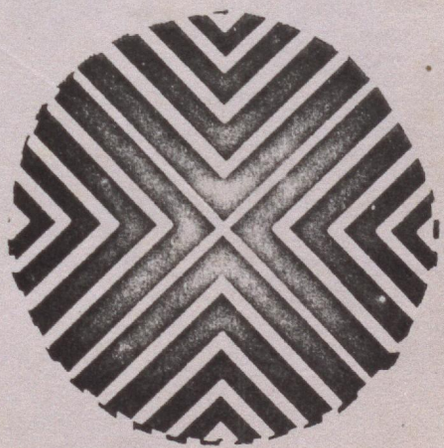


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