

STATEMENT**Year 1953-54****No. of persons arrested. 8630****No. of persons convicted. 5143****No. of persons acquitted. 1114****STRIKE IN THE HARNESS AND SADDLERY
FACTORY, KANPUR**

*449. SHRI S. N. MAZUMDAR: Will the Minister for DEFENCE be pleased to state:

(a) whether any strike recently took place in the Harness and Saddlery Factory at Kanpur;

(b) if so, what were the causes which led to the strike; and

(c) whether any effort at conciliation was made by Government; and if so, with what result?

THE DEPUTY MINISTER FOR DEFENCE (SHRI SATISH CHANDRA) : (a) There was only a partial strike in the factory.

(b) Some workers went on strike at 1 P.M. on 23rd August 1954 on the question of fixation of piece-work rate for the manufacture of camouflage nets, which was finally fixed at Rs. 10 per net.

(c) Yes. The Regional Labour Commissioner suggested that the manufacturing operation should be time-studied again. The factory management agreed to this proposal, but the Harness and Saddlery Factory Employees Union agreed only on the condition that the old rate of Rs. 17/8 was allowed to continue up to the 1st September 1954. This condition was not accepted by the management. The Regional Labour Commissioner recommended to the Union the acceptance of the original proposal, but the Union did not agree. The strike was, however, called off on the 13th September 1954.

SHRI S. N. MAZUMDAR: Is it not a fact that the piece-work rate of

Rs. 17/8 was fixed after the examination of the recommendation of the 'Kalyanwala Committee'?

SHRI SATISH CHANDRA: Sir, this was a new item which was taken up for production recently in March last. An *ad hoc* provisional rate was fixed. The Kalyanwala Committee did not specifically recommend piecework rates for different kinds of work. A certain rate was fixed by the factory pending a time-study of the manufacturing process. It was increased to Rs. 17/8 according to certain calculations recommended in the Kalyanwala Committee Report. But it was understood that a proper scientific time-study would be undertaken to fix the correct rate.

SHRI S. N. MAZUMDAR: May I know, Sir, whether before the rate was reduced, the employees were consulted or were their representatives consulted?

SHRI SATISH CHANDRA: Time-study was undertaken, Sir, with the full knowledge of the employees. It was known that proper rate fixation will be done by time-study.

SHRI S. N. MAZUMDAR: Sir, it is not a question of their knowledge. The question is whether the employees' representatives were duly consulted according to the Industrial Employment Rules.

SHRI SATISH CHANDRA: Sir, all time-studies are undertaken with the full knowledge of workers concerned after notifying to them that it is being done.

SHRI S. N. MAZUMDAR: Is it a fact that when this came to their knowledge, the workers objected to it?

SHRI SATISH CHANDRA: Sir, actually, three or four workers engaged on manufacturing these camouflage nets were selected and every operation performed by them was studied over a number of days, over eight