

Hind Khet Majdoor Sabha

Our Policy

More than 70 representatives coming from sixteen unions of rural and agricultural workers from over eleven states assembled at Bangalore on 3, 4 and 5th August 1982 to form an All India Federation of the Agricultural and Rural workers. Thus was founded the Hind Khet Majdoor Sabha. It has now under its fold 18 organisations with a total membership of 70190.

Target Group

According to the 1971 census an agricultural worker has been defined as follows: "A person who works on another Person's land on wages in money or kind or share should be regarded as agricultural labourer. The labourer could have no right of lease or contract on land on which he works."

The ILO convention has defined Rural worker as one who works on land; either as a labourer, tenant, share cropper or small farmer, who works on own land and does not permanently employ any worker. It is further defined that a major section of their income is derived by working in agriculture in any of the above mentioned forms. According to 1971 census there were 125.67 million rural workers working in the above mentioned capacities. Out of this 47.47 million were landless labourers who owned no land or less than half an acre of land. The conditions of Indian Agriculture are such that more and more land is being concentrated in the hands of fewer and fewer landlords. According to the survey taken by Govt. of India about 3.5 percent landlords owned 30.09 percent of the total cultivable land. These

people own more than 25 acres of land per head. Whereas the groups of marginal farmers, who own less than 25 acres per head is very large. 50.6 percent of the landholders own only 9 percent of the total cultivables land in the country. And this disparity is increasing every day. It is therefore, this large group of landless labourers and marginal farmers, who are all living below the poverty line, and who constitute more than 70 percent of our Rural Population, should be the target group of our organisation.

Thus an agricultural worker is one who has no land of his own and works on another's land for wages either in money or in kind, and also the person who has a small parcel of land by which he cannot make a living and thus, works or is willing to work on another's land for wages either in money or in kind. It means the small marginal farmers who have some parcel of land but are unable to make a living on it, are also included in the definition of agricultural worker. The camp of the agricultural workers, thus, consists of completely landless persons plus marginal landholders. In reality they are one and have one common goal. The organisation and the struggle of the agricultural workers for the fulfilment of their demands have to be seen in this perspective.

Land Distribution

The first question that needs to be considered is on what basis and on which main slogan do we organise them. Two main problems or demands which generally lead to discontent and agitation among and rural poor relate to land re-distribution and fair-wages to agricultural workers. Now, it will have to be decided as to how we tackle these demands.

The problem of the land re-distribution is a very complicated problem. After the achievement of independence, land reforms of some sorts have been legislated over

vast parts of the country. But it is equally true that most of these reforms have not been properly implemented. The hunger for land exists in a very large section of our Rural Population. But it should be borne in mind that there is not enough land in the country to satisfy this hunger. Therefore land to the tiller cannot be the main demand of the Rural poor. At the same time, land can act as a catalytic agent. People are prepared to die for land, but may not be moved by other economic demands. Further land ownership has a social status in this caste ridden society. Therefore, we cannot neglect the issue of land re-distribution especially when dire injustice is done by landlords in depriving the Rural poor from their legitimate share in Land. In many cases Rural Rich, have illegally or through mere physical force have grabbed the land of the poorer and backward sections in our village. In a number of cases land of the poorer and Harijan and Tribal Sections of the society has been transferred to the Rural Rich through a number of illegal and oppressive measures. These transfers need to be cancelled and the land should be restored to the original owners. Further where much land is concentrated in few hands, we will have to insist on equitable distribution of the land. But the struggle for land cannot be the be all and end all of the rural workers movement. However land struggle will definitely help to create consciousness among the rural workers and enhance their sense of self-confidence.

Conditions of Agricultural Workers

Unlike their industrial counterparts agricultural labourers do not have the benefit of firm employer-employee relationship. Most of them are casual workers offering their labour on a day to day basis involving frequent changes of employers. There is no fixed pay either. They are paid either daily or weekly or after the completion of a particular job.

There are very few workers who are attached to a particular landlord either for a whole season or a year and are paid partly in advance and partly at the time of harvesting. The level of wages is determined mostly by the forces of supply & demand. Consequently wages are comparatively higher during seasons of sowing and harvesting. During the slack season, however, there is hardly any work for a vast number of workers who remain unemployed and therefore, the enforcement of even the statutory minimum wages becomes a problem.

At all India level the average daily earnings of agricultural workers was Rs. 3.24 for men and Rs. 2.27 for women in the year 1974. This differed from state to state. It was the highest in Punjab (4.37) and lowest in Madhya Pradesh (Rs. 2.46) for men. For women it was the highest in Kerala (Rs. 4.28) and lowest in Maharashtra (Rs. 1.63).

Though the earning in money seems to have increased between the period 1964-74, the actual earnings of agricultural workers have decreased by 12% during this period.

The average daily earnings of agricultural workers in 1974-75 work out to 31.5% of the the earnings of factory workers. Here also variations at state level are quite wide. Disparity in the earnings of the two sectors is the least in Punjab and highest in Kerala. If we compare the earnings of agricultural workers to those of coal miners it works out to 20.7%.

As is wellknown the extend of trade unionism among the agricultural workers is very meagre. It was revealed during the inquiry of 1974-75, that hardly 1% of agricultural workers belonged to any trade union and hardly 2% of them were aware that some minimum wages were prescribed for them. Unionism among agricultural workers was highest in Kerala i. e. 9.33% and in Gujrat 17%, agricultural workers were aware of the minimum wages Act.

The extent of unemployment or underemployment is very great among the agricultural workers. The 1975 inquiry report reveals that in agriculture, men get work for about 166 days in a year and women for about 131 days. It is, therefore necessary that some sort of employment should be provided to these millions of households, if they are to be brought above the poverty line.

A National Sample Survey has revealed that the total earnings of all the earning members in an agricultural workers family is Rs. 1253/- per year, whereas the annual expenditure is Rs 1417,- The plight of the marginal farmers and share croppers is even worse. A govt. of Maharashtra study shows that the average daily income of a landless workers was Rs. 2.79, whereas that of a marginal farmer was only Rs. 2 19 in the year 1973. This proves that almost all the rural workers are indebted. This indebtedness further results in bonded labour.

The health and social security benefits which the rural workers get are almost nil. If a member of rural workers' family falls sick, he gets no medical treatment because public health services are hardly in existence in our villages. There are a few dispensaries at Taluka places and hospitals at district places. But the rural worker cannot afford to pay for the transport to take the ailing member either to Taluka Dispensary or District Hospitals. Nearly half the rural workers are women, but they have no maternity benefits like women working in factories or other urban establishments.

Rural workers do not get any leave, and they do not enjoy any old age pension or gratuity.

The minimum wages Act is the only legal help to the rural workers. But its implementation is very faulty and inadequate. Government have been talking of enacting a

special legislation for agricultural workers. But it has not yet been introduced in Parliament.

Capitalism in Agriculture Under The Plans

Land in Indian history was never a commodity before the advent of the British in India. The very village community system which was the bedrock of the social make-up was based on the communal ownership of land. This was the difference between Indian feudalism and European feudalism based on private ownership of land. With the land settlements under Cornwallis a secondary feudalism under the Zamindari system of land tenure was started in this country. This secondary feudalism under the Zamindari system was basically parasitic in nature and thus, its abolition was one of the prior goals of the freedom movement. After independence this parasitic Zamindari land tenure system was abolished and private proprietary land tenure system was started.

Under the Five year plans the commercialisation of agriculture started which gave birth to new landlords or Kulaks in land. The so called "Green Revolution" was the Kulakization of Indian agriculture. The former Zamindars became new landlords with the veneers of modern scientific know how at their command. The so-called "Green Revolution" is nothing but the spread of capitalism and capitalist relationships into Indian Agriculture. In jute, sugar, plantations and other commercial crops capitalist relations which were already present started getting the a new impetus. The spread of capitalism has its inevitable consequence of the concentration of the means of production. And in agriculture this led to the increasing concentration of land in fewer hands. The small and marginal farmers started getting ousted from land. 3.9% landlords own 30% of land in our country today.

According to the reply given to a question in the

Rajya Sabha on October 22, 1982, in 1976-77, 54.6% of landholdings had been of less than 2.5 acres (i.e. 1.0 hectare) with 5,92,373 acres under their control, 18% landholdings had from 2.5 to 5 acres (1.0 hectare to 2 hectares), with 1,47,046 acres under their control, while 13.1% landholdings above 10 acres (above 4 hectares) have 1,06,441 acres of land under their control, out of the grand total of 8,15,240 acres of land under cultivation. It means, in 1976-77, 72.6% of land-holdings were of 5 and below 5 acres. The Directorate of Extension of the Agricultural Ministry has estimated that by 1982, 78% of the total farming population will be small and marginal farmers. This means that more than 350 million cultivators will own on an average two hectares or less. The Asian Survey of Agrarian Reforms and Rural Development conducted by FAO identifies the steady decline of the marginal farmer to subsistence level and then to the status of landless labourer because of increasing sales of land to rich farmers due to inadequate resources, indebtedness, etc. Rural indebtedness increased from 44.5% in 1950-51 to 63.9% in 1956-57 and to 66% in 1974-75. All these have led to the expropriation of the small and marginal farmers from even the ownership of small parcels of land and throwing them into the camp of landless agricultural workers. In 1950, the percentage of landless householders in agriculture was 9% and by 1982, it has increased to 30%.

In such a situation that has been unfolded by the Five year plans, the conditions of the agricultural workers has gone from bad to worse. To cope with these deteriorating conditions the agricultural workers have to organise themselves and carry out a class struggle in alliance with the small and marginal farmers.

All these problems of agricultural workers and small and marginal farmers were discussed at the Foundation

Conference held at Bangalore. The conference has focussed the attention on the following major demands on the basis of which the Hind Khet Majdoor Sabha and its affiliates will mobilise the rural workers.

Demands

1. Fixation of adequate minimum wage for rural workers linking it with consumer's price index.
2. Immediate passing of central legislation for agricultural workers providing for easy solution of dispute implementation of minimum wages and social security measures like, medical benefits, maternity benefits and old age provision for agricultural workers.
3. Protection of existing house sites of agricultural workers and provision of such sites whenever the agricultural workers are homeless.
4. Inclusion of right to work in the Fundamental Rights of our Constitution.
5. Equal wages for men and women.
6. Extension of the Employment Guarantee scheme with suitable modification, if necessary, to the whole country.
7. Supply of essential commodities to the rural poor at subsidized prices and in adequate quantity.
8. Proposed Indian Forest Bill should be dropped.
9. Equitable redistribution of land on the principle of land to the tiller.
10. Liberation and rehabilitation of the bonded labour in all forms.

For the purpose of effective mobilisation the Hind Khet Majdoor Sabha has decided to select 30 areas in the whole

of the country where intensive organisation and agitation on the basis of the above demands will be conducted.

Apart from agitation, the Hind Khet Majdoor Sabha will also try to inculcate the developmental approach among its workers. Rural workers' unions cannot grow on agitation alone. There are a number of Govt. schemes through which rural and agricultural workers are entitled to many concessions. But they are deprived of these benefits because of lack of information and organisation. The Hind Khet Majdoor Sabha and its affiliates will try to fill in this gap. One of the activities to be carried out in the intensive areas will be to select one or two villages where overall development of the poorer sections will be taken in hand.

Agitation and Development cannot be effective without education. The Hind Khet Majdoor Sabha will, therefore, try to concentrate on workers' education activities. We shall utilise the facilities provided by the Central Board for Workers Education for this purpose. We shall also try to educate our cadre on our own. Educated and trained cadre is the only effective guarantee to organise and mobilise the vast masses of rural workers. The Hind Khet Majdoor Sabha has, therefore, demanded that a special organisation be set up to carry on Rural workers' Education and representation to rural workers' organisations be given on this body and sufficient funds should be made available to them.

Legislation for Agricultural Workers

Introductory

Agricultural workers which constitute a sizable portion of the Indian rural population is heterogeneous in character. Small farmers and rural artisans with inadequate earnings also seek employment for wages in agriculture, though not to the same extent as landless agricultural workers. Further those employed in state farms, commercial seed farms and farms run by sugar factories and research stations, as also those employed in such side activities as dairy and poultry are all designated as agricultural workers. However, the conditions of employment and in certain cases the wages of these workers are more organised and secure than the ordinary agricultural workers. Wage earnings in farm operations or side activities is the essential component of the concept of agricultural labour.

Agricultural labour occupies a predominant position in our economy. According to 1971 census there were 47.5 million agricultural labourers in the country which figure has now gone upto over 54 million. They account for nearly 40% of our total working population. A large majority of them come from the scheduled castes and Tribes. Seasonal employment, under-employment, low wages, lack of any social security are the main economic problems of this section. Because this section is not organised, they have no bargaining power and as a result they have to face oppressive working conditions, and exploitation. Efforts to ameliorate the conditions of agricultural workers through development programmes have had only a very marginal impact on the quality of life of the agricultural labourers.

One of the means to introduce necessary changes in the

socio-economic and thereby in the life conditions of agricultural workers is reform legislation for them.

The policy as stated in the preamble to the constitution, and also accepted in many Govt. resolutions affirms the commitment of the nation to promote social, economic and political justice and to establish a socialistic pattern of society. According to Article 43 of the Directive Principles of State Policy "The State shall endeavour to secure by suitable legislation or economic organisation, or any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, conditions of work ensuring a decent standard of life."

Over the last thirty five years some legislation has been passed in relation to industrial workers providing them some of the rights mentioned above. But so far as the agricultural and rural workers are concerned very little is done either by way of legislation or organisation. During the last few years, however, there has been an everincreasing awakening in the rural areas and among the agricultural workers also. Organised unions of agricultural workers, though not very strong, have helped to exercise greater pressure on the Governments, both at the centre and in the states, and as a result some labour legislation, such as the Kerala Agricultural labour Act, and the application of minimum wages to Agricultural workers in many states have seen the light.

"Labour" is a concurrent subject and both the centre and state are empowered to enact laws relating to labour. Central laws are administered both by the Centre and the States. The States also have enacted a number of laws relating to land reforms and debt relief. Housing sites etc. Further the implementation of minimum wages in relation to Agricultural workers is mainly a state responsibility. It is, therefore necessary to review the implementation of these various legislations in relation to rural workers.

Central Legislation

Among the more important Central Acts that have implications to the conditions of Agricultural workers are the minimum wages Act, Workmens' compensation Act and Bonded labour Abolition Act.

(1) **The Minimum Wages Act.** — This Act was passed in 1948 and provided for fixing minimum wages payable to employees in occupation specified in Parts I and II of the schedules of the Act. Part II refers to 'Employment in I riculture' i. e. in any form of farming, including cultivation and tillage of the soil, dairy farming, growing and harvesting of any agricultural or horticultural commodity, raising of livestock, bees or poultry and any practice performed by a farmer or on a farm as incidental to or in conjunction with farm operations.

The Minimum wages Act provides for : (1) Fixation of minimum rate of wages in respect of employments covered under the Act (2) review and revision of minimum rates of wages within a period not exceeding 5 years; (3) procedures for fixation / revision of minimum rates of wages; (4) payment of the prescribed rates of minimum wages to workers; (5) payment of overtime wages for work done beyond normal hours of work; (6) working hours and paid rest day; (7) appointment of inspectors for securing payment of minimum wages and other benefits available under the Act; (8) appointment of a claims authority to hear and decide claims arising out of payment of less than the notified rates of wages non payment of overtime and payment for days of rest; (9) Penalties in the form of fine and imprisonment for employers who violate the provisions of the Act.

Although the Act was passed in 1948, it was applied to agriculture only in few states in the year 1953-54 and in most

of the states only after 1960. We include in this booklet a table showing the dates of application, the year of most recent revision and the prevailing minimum wages in various states.

Table No. 1 shows that periodical revision was hardly done before the year 1969. After that year some states have revised the minimum wages; this was due to two factors. One reason may be the spread of the so called "Green Revolution" in certain parts of the country. This Green Revolution has only helped to increase the disparities among the rural areas. The discontent among the Agricultural workers began to grow as they saw the benefits of the Green Revolution going only to the selected few. As a result of this awakening and some form of organisation among the agricultural workers also began to grow. Consequently the subject of minimum wages was focussed on various lobbies including the parliament. As a result minimum wages were revised between 1970 and 1975.

Though the wages were revised, they were hardly adequate, and nowhere they are linked with the cost of living index. Further even these inadequate statutory wages are not paid to the Agriculture workers, particularly to women workers.

The implementation of the minimum wages Act has been very difficult and mostly ineffective. First of all since the agricultural workers are spread over thousands of villages, which are remote and at times even inaccessible. Except, to a certain extent, in Kerala, no state Govt. has set up an adequate machinery to cope up with the problem. A few figures from two important states of Bihar and Andhra, where the problem is, perhaps, the most acute will expose the hopeless situation. In Bihar during the period of seven years from 1966 to 1975 only 12993 complaints in regard to non-implementation of minimum wages were filed. This

works out to about 1500 complaints in a year whereas the state has more than 10 million agricultural workers. And in case of these 12000 complaints claims of only 290 workers have been disposed. Only 268 prosecutions have been filed against erring landlords and out of these only 82 have been disposed of. In the case of Andhra Pradesh, there was not a single prosecution between 1974 and 1976, the years of the emergency and the so-called 20 point programme. In certain states, as in Andhra and Maharashtra, Extension officers of the community Development Blocks and Revenue Officers, as in Orissa, Uttar Pradesh and Karnataka, have been declared as inspectors under the Act. But these officers generally are under the influence of the landlords and as such are ineffective. If the minimum wages are to be effectively implemented, it is necessary to set up mobile tribunals and tripartite committees at Block level to speedily identify and dispose of the cases of minimum wages.

Under these circumstances, it will be one of the most important tasks of the unions affiliated to Hind Khet Majdoor Sabha to agitate for the following demands.

- 1) Immediate revision of minimum wages and their linking with the cost of living.
- 2) Appropriate publicity be given to the prescribed wage rates.
- 3) An effective machinery for the implementation of the minimum wages such as more inspectors, tripartite committees and mobile tribunals.
- 4) Equal wages to men and women.

Workmen's Compensation Act.

Agricultural workers, especially those working with the help of machines such as sprayers, dusters, thrashers, pump-

sets, tractors etc. are exposed to a number of occupational risks. Recently a number of accidents have been reported, especially in Punjab, Western U. P. and Tamil Nadu.

With the growth of mechanisation in agriculture under the so called "Green Revolution", the agricultural workers are facing increasing occupational hazards. It has been officially estimated that every year during wheat harvesting season about 1000 farm labourers become victims of thresher accidents alone. Sugarcane crushing and cotton ginning also result in frequent accidents. Pesticide poisoning may go largely unreported, but occur on a substantial scale in most "Green Revolution" areas. The agricultural workers have to struggle against all these concomitants of the so-called modernization of agriculture.

The workmen's compensation Act enjoins the employer to pay compensation to workmen for death, disablement or sickness due to work. Till recently the act was intended for employees in the organised industries only. But it has now been extended by a notification to farm workers of the following categories. (a) those employed in farming by tractors or other contrivances driven by power or electricity, (2) those employed in the work of digging wells or any construction, repair or maintenance work relating to farming. State Govts. have been empowered to extend this act to other operations in agriculture considered as hazardous such as tapping of palms trees, harvesting of coconuts and mangoes and the spraying of pesticides.

Affiliated unions are requested to study the application of workmen's compensation act in their respective states and agitate for its fuller application. A lot of legal expertise is required to conduct cases of workmen's compensation. Unions should, therefore solicit the assistance and cooperation of friendly lawyers.

Abolition of Bonded labour

The system of bonded labour continues to be prevalent in many states. A national survey on the incidence of bonded labour carried out by the Gandhi Peace Foundation & Indian Labour Institute established that the total number of bonded labourers in the eight states of Uttar Pradesh, Bihar, Karnataka, Gujrat, M. P. Tamilnadu, Rajasthan and Andhra Pradesh were 21.7 lack i. e. 6.1% the total agricultural workers in those states. On this basis it is estimated that there are more than five million bonded labourers in the country.

Actually our constitution forbids any form of bonded labour. But nothing was done to enforce this provision of the constitution till 1975. In that year the bonded labour Abolition Ordinance was first issued which was later turned into an Act. in 1976. The Act defines 'Bonded labour' as any system of forced or partly forced labour where a debtor or his family members are obliged because of a loan to render labour of service to the creditor without any wages or for nominal wages. The act puts an end to the liability of the labourer to repay the so-called debt and bars legal action for its recovery. The act also forbids the creditor to accept payment against any bonded debt and bars the eviction of the bonded labourers from his homestead. All property of the bonded labourer : under any mortgage stands freed. The act also provides for penal action against those who indulge in the practice of bonded labour and also enjoins upon the state Governments to arrange for the rehabilitation of the bonded labourers.

Table No 2 presents the latest report on the work done by the various governments on this problem. First of all the work of identification itself is very inadequate. Whereas there are more than five million bonded labourers in the

country. The Govt. have identified hardly 2% of them. Of the 118844 identified bonded labourers more than half come from Karnatak and Tamil Nadu. That means precious little has been done in other states. The Govt. of Maharashtra first reported that there are no bonded labourers in the state. But later a number of voluntary organisations identified many bonded labourers in that state.

That 90% of these bonded labourers belong to scheduled castes and Tribes and about 95% of them are landless speaks eloquently of our social, economic and cultural system.

In spite of the fact that this problem is so huge and terrible, both the central and state Govts. are denying its very existence. If at all on some occasions, they accept the fact, the figures of bonded labour to which they agree are played down. The govt. is doing pretty little to implement whatever laws are enacted for their liberation. In the case of a few liberated bonded labourers, no effective steps are taken for their rehabilitation. In spite of legal provision, no action has been taken against those employers who have kept bonded labour. On the contrary those few officers who have done some honest efforts for the liberation of bonded labour have been discouraged. Not only that, but workers of voluntary organisations who have been working for the liberation of bonded labour are being detainee even under the National Security Act. All these activities of the Govt. not only militate against Section 23 of the Fundamental Rights of our Constitution, and expose the feudal and capitalist character of our ruling classes.

The Hind Khet Majdoor Sabha and its affiliates, therefore, have to act swifly in this field and we cannot rest till this blot of bonded labour in our country is completely wiped out. We pledge to work, with all our spiritual and

organsational strength, for the identification and liberation of bonded labour and to provide for them alternative means for livelihood.

Table 1
Implementation of the Minimum Wages for Agricultural Labour by the States and the Centre

State	Yr. of Fixing minimum wage	Effective date of most recent revision	Wage Rates
(1)	(2)	(3)	(4)
Central Govt.	1856	Aug. 1982	Rs. 6.75 to Rs. 10 for unskilled workers in various zones.
Andhra	1954	1981	Rs. 5/- p. d.
Assam	N. A.	Oct. 1974	Rs. 5-6 per p. d. or Rs. 4.50-5-50 with one meal by occupation.
Bihar	1952 1953	July 1975	Rs. 4.50-5 p. d. plus Nashta (in all districts except East and West Champaran) by area.
Gujrat	N. A.	Oct. 1982	Rs. 9 p. d.
Haryana	1954	Dec. 31 1975	Rs. 5.50 p. d. with meals. or Rs. 7 p. d. without meals.
Himachal Pradesh	N. A.	1977	Rs. 5.25 p. d.
Karnataka	1958	Oct. 2 1975	Rs. 3.65-5.60 p. d. by class of operations and type of land.
Kerala	1957	Sep. 15 1975	Rs. 6.50 p. d. for light work and Rs. 8 p. d. for hard work.
Madhya Pradesh	1959	1979	Rs. 5.00 by zone.

Mahara- shtra	1971	1978	Rs. 4.50-5.00 p. d.
Manipur			Rs. 6.50 p. d.
Megha- laya	N. A.	Sept. 2 1975	Rs. 4.50 p. d. with meals or Rs. 5 p. d. without meals.
Orissa	1960	Jan 1 1976	Rs. 4 p. d.
Punjab	1954	1979	Rs. 6.70-8.70 p. d. with meals and Rs. 8.70-9.70 without meals.
Rajashtan	1963	Jan. 1975	Rs. 4.25-5 by area.
Tamil Nadu	1959	March 2 1976	Rs. 3.50-5 p. d. (adults). Rs. 2.10-3 p. d. (non-adults), by types of operations.
Tripura	N. A.	1975	Rs. 4 p. d. and pers.
Uttar Pradesh	1961	Oct. 23 1975	Rs. 4.50-6.50 p. d. by zone and type of work.
West Bengal	1959	Oct. 1 1975	

Daily Rate

	Basic	D. A.	Total
Adult	Rs. 5.60	2.50	8.10 p. d.
Child	Rs. 4.00	1.82	5.82 p. d.

Monthly Rate

Adult	Rs. 70.60	65.10	145.70
Child	Rs. 39.00	47.25	86.25

The Calcutta High Court had issued an injunction against the notification revising the minimum wages for agricultural workers. However, officials have been asked to ensure through persuasion methods, payment of minimum wages not below Rs. 6.60 per day in case of adult workers and Rs. 4.74 p. d. in case of children.

Table 2

Implementation Of The Bonded Labour Abolition Act Dec. 1979				
Sl. No.	State	No. of Bonded Labour		
		Identified	Freed	Total Reha- bilitated
1.	Andhra Pradesh	10,518	10,452	8,630
2.	Bihar	4,081	4,081	1,040
3.	Karnataka	64,042	64,042	38,462
4.	Kerala	702	702	267
5.	Madhy Pradesh	1,612	1,531	154
6.	Orissa	325	325	321
7.	Rajasthan	5,595	5,595	4,230
8.	Tamil Nadu	27,828	27,828	27,311
9.	Uttar Pradesh	4,141	4,141	2,826
Total =		118,844	118,697	83,249

Hind Khet Mazdoor Sabha

Constitution

Objects : -

1. To work for bringing about fundamental change in the land system of the country with a view to establish equitable distribution of land.
2. To organise agricultural and other rural workers in order to secure for them fair wages, full employment, social security etc.
3. To secure for marginal farmers all the facilities including seeds, fertilisers, irrigation credit etc.
4. To fight against the system of bonded labour.
5. To fight against social inequality and to work for equality between man and woman and for caste eradication.
6. To bring together different organisations working among the rural workers, bonded labour etc.
7. To establish contacts and associate with the organisations of rural workers working in other countries.
8. To create political and social consciousness among rural workers and carry out educational and training activities for them.
9. To receive financial and other assistance from different Governments and private organisations for educational and training activities.
10. To build a link with national and international labour movement.
11. To enlighten the rural workers to free themselves from social evils like drinking, dowry and fatalism.

and to inculcate among them a rational and scientific outlook.

12. To awaken the urban and organised labour unions about their fraternal duties towards rural workers and other unorganised and unprotected workers.

Membership :

Any organisation which is registered under the Trade Union Act or Public Trusts and Societies Act and is working among the rural workers is eligible to become a member of the Hind Khet Mazdoor Sabha provided it accepts its objectives and constitution.

Membership Fee :

Each organisation desiring to become a member of the Sabha shall apply in the prescribed form and pay an admission fee of Rs. 50/- It shall pay annually affiliation fee at the rate of 10 paise per member.

Representation :

Each a affiliated organisation shall send one delegate for every 250 members or a major portion of that number for the biannual convention of the SABHA.

Biannual Convention :

Delegates so elected shall meet once every two years. The dates and venue of the convention shall be decided by the working committee. The convention shall transact the following business :

- a) To adopt the report and accounts of the previous years.
- b) To adopt policies and resolutions on important

matters concerning the rural workers in particular and the labour movement in general.

- c) To chalk out programme of action for its affiliates.
- d) To elect a working Committee for the ensuing two years.

Working Committee :

The working Committee of the Sabha shall consist of a President, five Vice-Presidents, a General Secretary, five Secretaries, a Treasurer and 18 other members. The Working Committee shall be elected by the biennial convention and its tenure will last till the next convention.

The Duties of The Office Bearers :

The President shall preside over all the meetings of the Sabha and shall act as its Chief Spokesman. One of the Vice - President will act in his absence.

The General Secretary will be the Chief Executive of the Sabha. He shall carry on all correspondence and execute all the decisions of the biennial convention and working committee. He shall prepare and submit reports to the Working Committee and the convention. The Secretaries will assist the Gen: Secretary in his duties. The General Secretary shall nominate, with the approval of the Working Committee one Secretary as Treasurer. He shall keep the account of the Sabha.

Funds :

The Funds of the Sabha shall consist of a) admission Fee, b) Affiliation Fee, c) Donations.

All the Funds of the Sabha be deposited in the bank to be decided by the Working Committee and will be jointly operated by the General Secretary and the Treasurer.

Office :

The office of the Sabha shall be located at a place to be decided by the Working Committee. The General Secretary shall be responsible to maintain the office.

Affiliation :

The General Secretary on receipt of an application for Affiliation from any rural workers organisation shall scrutinise it and submit them for a decision of the Working Committee. The General Secretary can give provisional affiliation which may be ratified or negated by the Working Committee.

Disqualification :

Member organisations will lose their membership if they fail to pay their dues as per the constitution.

Rules :

The working Committee shall frame rules in conformity with the constitution for the day-to-day functioning of the Sabha.

Political Resolution :-

Resolutions of the political nature can be considered either by the Working Committee or the Convention but can be adopted only by a three fourth majority of those present and voting.

Voting :

All voting shall generally be by show of hands. But voting for the elections of the working Committee shall be on the basis of cards held by each affiliated organisation.

Notice of Meetings :

A notice of three weeks for the working Committee and

six weeks for the biannual convention is required. For a Special Meeting 14 days and one months' notice will be required for the working Committee and the delegates convention respectively.

Requisition :

If the General Secretary fails to call a meeting of the Working Committee or the delegates convention, one third members or delegates can requisition the meeting.

Corum :

One third members will be the corum for the working Committee and delegates convention.

Dissolution :

The Sabha can be dissolved in a Special convention called for the purpose by three-fourth majority.



List of Organisations Affiliated to

Hind Khet Majdoor Sabha

S. No.	Address	Membership
1.	The Telangana Grape Gardens Karmika Sangham, H. No. 41, 757. Mazam Jahi Market, Hyderabad-500 001.	10,000
2.	Bullock Cart Hamals and Contractors Mazdoor Sabha, 16/891, Puppala Gutta, Warangal, 505 002.	500
3.	Hind Khet Mazdoor Panchayat (Bihar), Naya Tola, Patna-4.	5000
4.	Khetihar Mazdoor Kendra, Chamnisthan, Buddha Colony, Patna-800 001.	1200
5.	Delhi Pradesh Khet Mazdoor Sabha, 607, Chiragh Delhi, New Delhi-110 017.	1000
6.	Bonded Labour Mukti Morcha, New Delhi-110 011.	
7.	Gujrat Kisan Khet Mazdoor Panchayat, Shram Sadhana, Raopura, Baroda.	1500
8.	Karnatak Krishi Karmik Mandal, C/o. Bapu Hedurshetti, 15, 4th N Block, Rajajinagar, Bangalore-560 010.	3800
9.	Khet Majdoor Panchayat (Kerala), Kozhijam para (PO), Palghat (Dist), Kerala State.	5000
10.	Shetkari Shetmajoor Panchayat (Maharashtra), 54, Budhwar Peth, Kakakuwa Mansion, Pune-411 002.	24,000

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| 11. | Bhumisena (Majdoor Sanghatana)
At. & Post Manor, Tal. Palghar,
Dist. Thane (Maharashtra) 401 403. | 1111 |
| 12. | Pune Dist. Van Kamgar Sabha,
54, Budhwar, Pune 411 002. | 500 |
| 13. | Nikhil Orissa Chasi-Mulia Panchayat,
Kacheri Road, Balasore-756 001. | 1500 |
| 14. | Rajashthan Kisan Majdoor Sabha,
Samata Sadan, Chaura Rasta, Jaipur-3. | 500 |
| 15. | M. P. Khet Majdoor Sabha, C/o. Shri Jamna
Prasad Shastri, Rewa (M. P.). | 1000 |
| 16. | Chingleput Dist. Agricultural Workers Panchayat,
48, Vivekanand Street,
Madurantakam (Tamilnadu), 603 306. | 300 |
| 17. | Rural Development Organisation,
50, " Balaclava Cottage ",
Coonoor (Nilgiris) 643 102. | 9280 |
| 18. | Punjab Khet Mazdoor Sabha,
Hathi Gate, Amritsar (Punjab). | 4000 |

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List of Working Committee Elected At Bangalore Conference of

Hind Khet Majdoor Sabha

- President** : Shri Shivchandra Jha (M. P.)
- V. Presidents** : Shri Kaluram Dhodhade
Shri Shivaram Bharathi
Dasson Soloman
Shri G. G. Paradakar
- G. Secretary** : Shri B. N. Rajhans
- Secretaries** : Shri N. K. Perumal
Shri Madhav Reddy
Shri Swami Agnivesh
Shri Satyawan Kumbharkar
(Secretary-cum-Treasurer)
- Members** : Shri Surendra Mohan
Shri S. Durgaih Goud (A. P.)
Shri Sitaram Shastri (Bihar)
Shri Alimuddin Ansari (Bihar)
Shri Shyamlal Gour (Delhi)
Shri S. K. Kanta (Karnataka)
Shri K. Krishnagopal (Karnataka)
Shri Bapusaheb Patil (Maharashtra)
Smt. Dr. Vinatai Surana (Maharashtra)
Shri J. Karan (M. P.)
Shri Durai Prithiviraj (T. N.)
Shri Maganbhai Vasawa (Gujarath)
Shri B. G. Das (Orisa)
Shri Bawa Hardayalsing (Punjab)
Shri Rajaramsing (West Bengal)
Shri R. S. Nirmal (Rajsthan)