CHAPTER - II

POLITICAL, SOCIO-ECONOMIC BACKGROUND
OF ANDHRA PRADESH

Introduction - Andhra Pradesh and industrial relations

Andhra Pradesh is the fourth largest state in India, having an area of 2,75,209 square kilometres. It is larger than several countries of Europe such as the Federal Republic of Germany, Yugoslavia, Rumania or Hungary. According to the 1961 census, the population of the state stood at 55,983,447, ranking the state fourth among the states in respect of population. It has twice the population of Yugoslavia and Canada.

The state is bounded on the north by Orissa and Madhya Pradesh; on the west by the states of Maharashtra and Karnataka; on the south by Tamil Nadu and on the east by the Bay of Bengal. Its long sea coast is about 600 miles in length. The state has 23 districts, including Prakasam, Vizianagaram and Rangareddy districts formed recently. The enlarged state of Andhra Pradesh came into existence in 1956, as a result of the states reorganisation, when the nine Telugu speaking districts of the erstwhile Hyderabad state -- popularly known as Telangana region -- were merged with the former Andhra state comprising eleven districts.
Andhra Pradesh is called a "River State." Major rivers running through the state are the Godavari, Krishna, Pennar, Vamsadhara and Nagavalli. They carry, into the Bay of Bengal, about 150 million acre feet of water annually, of which the present utilisation is said to be of the order of 26 million acre feet.

The Godavari is the state's most important river, often referred to as "Dakshina Ganga." It rises from Triambakeshwar near Nasik in the western ghats in the Maharashtra state. The width of the river assumes magnificent proportions of about 2 miles at Rajahmundry and nearly 4 miles at Dhowleswaram, where a new barrage (to be named after Sir Arthur Cotton who built one such a century ago) is being constructed.

Equally important is the river Krishna, one of the great rivers of India, which finds frequent mention in the epics and Puranas; it rises from Mahabaleshwar in the Maharashtra state.

82.56% of the state's population lives in rural parts and 17.44% in the urban areas. This is a pointer to the predominantly rural character of the population of Andhra Pradesh. The average density of population per square mile is 339 persons.
Andhra Pradesh ranks tenth in literacy among the states in the Indian union. The percentage of literates in the total population in the state is 21.2 as against the all India figure of 24.0. The numerical strength of the speakers of a few select languages as mother tongue, according to the 1961 census, is:

Telugu 30,932,257;
Urdu 2,553,753;
Tamil 434,713;
Kannada 381,903;
Marathi 279,915;
Oriya 189,497 and
Hindi 136,069.

The lamp of history, dim in some places, is still bright enough in Andhra. The dust of an empire and the smells of a nation are still fresh and remembered. All these years after the reorganisation, the state has been steadily marching towards the cherished goals of prosperity.

**Industrial relations**

The influence of political and socio-economic factors has a great bearing not only on the industrial evolution, economic development, and growth of trade unions, but also
on the industrial relations system and its approach to
the promotion of better industrial harmony. This is true
not only of the country as a whole but also of Andhra Pradesh.
The following illustration amply proves the point.
Changes in work culture subjected to political —> democracy govt. — economic —> socialism — social —> security-const. — technological —> changes in work culture & scientific management.

Sound & healthy trade unions

Labour

Unions

Federations

To serve consumer better

Management private & public

Sound personnel policy

Govt.: Industrial relations machinery

Subjected to:

(I) Political —> democracy govt.

(II) Economic —> socialism

(III) Social —> security-const.

(IV) Technological —> changes in work culture & scientific management.
What has been illustrated above may be explained in short as follows. The 3 sides of the triangle represent the 3 parties involved in industrial relations: the object of which is to promote industrial peace, to serve the society or the consumer better, indicated in the centre of the triangle. The objective of industrial relations may be obtained or achieved if the management on one side of the triangle follows a sound policy; the labour of trade unions, the other side of the triangle, follows healthy trade unionism; and the government at the base of the triangle on its part administers its industrial relations machinery effectively to implement the evolved labour policy. But at the same time, these parameters of industrial relations are subject to the impact of the political and socio-economic background and technological changes, as circled round the triangle in the illustration, obtained in a given period and place. Therefore in the context of Andhra Pradesh it is imperative to have an idea of its political and socio-economic background and the changes it underwent in the past when compared to the present, to prove the hypothesis that the political and socio-economic factors and the changes have had on the industrial development leading to the growth and development of trade unions and the changing trends or new dimensions that set in, in industrial relations systems.
Political background of Andhra Pradesh

The present state of Andhra is the result of integration and disintegration as recommended by states reorganisation committee. First certain parts of the composite Madras state were separated to form the Andhra state. Secondly after certain portions of the erstwhile Hyderabad state ultimately got integrated, the state of Andhra Pradesh was formed in the year 1956.

The history of Andhra may be traced to 236 B.C. when Satavahana established an independent kingdom round about the Hyderabad city. The Kakatiyas who followed next made Warangal the seat of their power. The fall of Kakatiya dynasty resulted in the emergence of the various Telangana states: the Telangana, the kingdom of Northern Telangana, and the Vijayanagar kingdom. After the fall of Vijayanagar kingdom this part of the country came under Kutub Sahi dynasty and thereafter the Asifjahi dynasty. After attainment of independence, the demand for the formation of a separate Andhra state came to be raised and the state came into being, consisting of eleven Telugu speaking districts of the composite Madras state and with the passing of the state reorganisation act, 1956, the nine Telangana districts of the former Hyderabad state were added to this territory on 1st November 1956.
It is noted (vide the records of the department of labour) that in the year 1941 in the area of Telengana there were about 500 factories employing about 28,000 workers controlled by Jagirdars and land owners. Labour legislation was in a primitive stage and social security administration was almost absent under the conditions of employment that obtained in the erstwhile Hyderabad state. The working class was in no position to assert itself. With the influence of the so-called Muslim refugees from north India, there was a systematic effort to oust the Hindu workers from strategic industries and to replace them with Muslim recruits from among the refugees. In spite of the fact that local labour was much cheaper than Muslim refugee labour, this policy was pursued with the sole intention of disrupting the working class solidarity with an injection of communal rancour.

The basic policy of the Nizam from generation to generation had been to prevent the economic and social integration of the working class in particular and the people of Hyderabad in general. The workers were paid miserably. The economic, social and political conditions of the people of the country depended much upon the form of the government and to this the erstwhile Hyderabad state was no exception. The people of the Hyderabad state lived in a distressed condition, economically, socially and politically. In a state where the government was of a medieval autocracy, one could not
find any better condition than this. The people had no voice in the administration even in limited affairs like local self government. They were habitually made to obey the order that came from above. The spread of education and literacy was not even five per cent. Socially the people were backward and weak.

According to the census of 1931, the numerical strength of the major communities in the Hyderabad state was as follows:

1. Hindus - 9,699,615
2. Adi Hindus - 2,473,230
3. Muslims - 1,534,666
4. Others - 726,537

Hyderabad is very often characterised as a "Panchavati Sangam" because of its secular character. For centuries, five different streams of linguistic cultures mingled together in the old Hyderabad state resulting in a common cosmopolitan outlook of life which has evoked the admiration of many outsiders. The Mulki and separate Telangana and Andhra agitations of recent times have rather tended to disturb this tradition in favour of local patriotism.

After the deposition of the Nizam and the disintegration of the erstwhile Hyderabad state and before the formation of
Andhra Pradesh in the year 1956, the changes that took place in the political setup related to the military governorship and the official ministry which administered the state. They made all efforts to bring normalcy and restored peace but no remarkable achievement was made by them in the field of socio-economic development because they were in office only for a short period. During this period, the suppressed and oppressed people, particularly the working class, gave vent to their feelings. But as soon as the Congress ministry was formed in the state it had to face the problem of greater or Visala Andhra and making Indian currency as the legal tender. After the formation of greater Andhra, the state again had to face demands like "Jobs for the sons of soil." This was followed by agitation for "Separate Telangana" and later for "Separate Andhra." These political agitations set back the clock of socio-economic development and discouraged the outsiders and local entrepreneurs to set up new industries in the state. These events had their own impact on the growth and development of healthy trade unionism and affected promotion of better human and industrial relations between the various managements and the employees or trade unions in the state.

A small and ruthless clique had ruled Hyderabad for over 200 years and was thorough with the new processes of
law and order and drove 60% of their fellow humans to the lowest depths of degradation. This aristocracy numbering some 1,100 Jagirdars, Samsthams, Deshmukhs and a few industrialists monopolised all production plants and owned 3 crore acres or three-fifths of the total acreage of the state. From among them, just over 10 families received an annual income of Rs. 10 crores, as compared with the state budget which comprised Rs. 20 crores. Apart from this, they amassed vast fortunes from legal and illegal exactions and yet, not content with their fortunes, they pressed the peasantry into a debt of Rs. 80 crores which yielded a rate of interest between Rs. 200 to 250 lakh per annum.

At the pinnacle of this movement of free enterprise stood the Nizam himself. He was the corner stone of this great and awe inspiring squeezing machine.

The 2 lakh industrial workers 80% of whom got less than Rs. 18 per month lived under the shadow of disease and death. Women got as low a wage as Rs. 5 and their children were compelled to earn before they reached the age of ten and found employment in the button industry at two to four annas a working day.

Middle class employees found themselves in the same predicament. While peons and constables got 12 to 16 rupees
per month, the majority of the employees received anything from Rs. 30 to 60. A mere handful reached the Rs. 100 grade. A few extra rupees were doled out as "dearness allowance." So the myth of progress was preserved. When these people protested, they were given shock treatment by the man who claimed that "the rights of citizenship have been enjoyed equally by all the subjects of the state." A cadre of 1,500 civil and military officials, consuming salaries which amounted to Rs. 5 crores per annum, turned the wheels of the Nizam's squeezing machine. Care was taken to import the bulk of the cadre from outside Hyderabad so that they had no roots among the people. Nepotism, bribery and corruption reigned supreme. With the system of feudalism and exploitation there could be no compromise. The struggle between the rulers and ruled entered a decisive phase.

The Nizam mobilised the Majlis-e-Ittehadul-Muslimeen and sent it into action. Consciously and with the help of the allies, the Nizam financed and built up this gang of marauders. They were equipped with the latest weapons and had been drilled in proper military fashion. Founded in 1927 as an organisation for the spreading of Islamic culture, the Majlis, because of its hold on the middle and lower middle class of Muslims, became the most poisonous faction in the erstwhile Hyderabad politics.
Let by a renegade called Qasim Razvi, an Aligarh educated fanatic, from the United Provinces, the Majlis sought to smash the democratic front of the Hyderabad people and tried to strengthen the position of the Nizam whom they called shadow of God. Fascist in character and relying almost entirely on armed goonda element, Razvi and his Majlis murdered, looted and raped with the connivance of the administration. Razvi's Razakars took death and destruction to hundreds of villages in Hyderabad. They talked of Hyderabad as a "Muslim state" and told their co-religionists that they should fight the "Hindu conspiracy," for they were the "rulers of the state."

It was in 1938-39 that these long suffering people erupted into political action. Under the leadership of the state Congress, they launched a Satyagraha movement for responsible government under the aegis of the Nizam.

The faithful ally, the Nizam, announced that "There is no question of accession to the Indian union in one form or another," and proceeded to give the communal goondas further liberty to do their outrage in and outside Hyderabad which caused open provocation. The revolutionary wave gathered momentum and the people of Hyderabad took their place at its crest. Real power had centred in the ruler before the police action and an executive council headed by a
prime minister assisted him in the administration. This
council followed its war-like policies and encouraged
autocratic forces all over the state to the verge of economic
ruin and created a chaotic condition all over the state at
the time of the entry of the Indian forces. On the 17
September 1948, the very next day of the liberation of the
state the so called advisory committee was dissolved.
However its members continued to advise the military governor
in their individual capacity. A month later, on 17 October,
a new cabinet was formed consisting of two senior officers
of the Indian Civil Service, a retired Muslim officer and
a serving Hindu officer of the state. The very first task
of the new regime was to restore order out of the chaos.
This was achieved by a policy of firmness and impartiality
in the implementation of which the vast majority of the
people readily cooperated.

Finally a full-fledged popular government with Mr. B.
Ramakrishna Rao as chief minister came into being on 6 March
1952.12 Hyderabad came to be on an equal basis with other
major states of the union, its railways, airways, finances
and law having undergone a process of integration.

It may be of interest to note that during the 8 years
(1948-56) of freedom from a feudalistic backward "native state"
Telangana became a progressive partner of the free enterprise
of new India. The start was extremely happy. The military
governor helped to lay a strong foundation for democratic
advancement. His successors in office were experienced
administrators who had put the whole machinery in order and
set a model of swift and smooth executive work. During this
time 726 establishments employed 57,384 persons on an average,
 apart from the fact that the Nizam's state railway employed
19,291 workers and the mines about 23,000 workers.

The labour class in Hyderabad was far behind its counter-
parts in the neighbouring provinces before the police action
in respect of democratic rights like freedom of organisation
and collective action. Trade union activities in those days
were of a very limited nature, in spite of the fact that
certain leftist politicians were trying their best to organise
labour. Soon after the liberation of the state however there
was a remarkable upsurge in labour activity so much so that
the number of registered trade unions rose from 17 to 55 in
6 months and later to 400. There was a spontaneous and
overzealous realisation among the workers that the political
change had opened up a new chapter of assertion of rights
in the industrial sector. But soon the sobering intervention
of officers and responsible leaders helped to spread under-
standing and preparedness for conciliatory methods among
labourers who were made to realise that the new rights were
invariably accompanied by new responsibilities.
The caretaker government reorganised the labour department and legislation was drafted on the lines of the industrial relations act of Bombay with the object of virtually eliminating strikes. The trade disputes order was amended to allow members of registered trade unions to appear at conciliation proceedings. The minimum wages bill and the industrial disputes bill were recast on the lines of the corresponding enactments of the government of India. The boilers act was also amended to empower the chief inspector of factories and boilers to grant an extension of 2 months for the factory owners who had returned to the state after the police action and who could restart their business without delay.

A factory labour enquiry committee was appointed and its report led to a considerable improvement in the conditions in major factories in respect of sanitation and maintenance of registers. One notable legislation introduced by the popular government was the shops and establishment act. It brought about a minor revolution in the ways of the business of small establishments in that they were made to observe a regular weekly holiday, make payment of gratuity to discharged employees and disburse overtime wages according to the statute. Those who defied these provisions were prosecuted and fined.

Implementation of progressive labour legislations like the
payment of wages act was more effective. The commissioner of workmen's compensation assisted dependents of the deceased workers by investing their shares in immovable properties and in the postal savings bank. Free milk supplied by UNICEF was distributed among the children of labourers.

Labour welfare centres were started at Aurangabad, Latur, Jalna and Yadgir where outdoor and indoor games, reading rooms, adult education classes and other facilities were provided. Charkha spinning classes were started for the benefit of the workers of the Hatti gold mines. Employees cooperative credit societies were started at the Aurangabad mills. Municipal workers of Aurangabad also opened a grain shop and a cooperative credit society.

According to the estimate made by the department of labour, government of Andhra Pradesh, in February 1954, there were in the state 2,26,760 industrial workers covered by the factories act. The population of the state was 205 lakhs. It was estimated that one out of every 100 Andhras was an industrial worker. The low percentage of worker-population was due to the fact that the state was industrially backward.

There were other industrial workers who were not covered by the factories act. According to 1951 census,
there were 30,500 workers who were living by the sewing industry. Similarly there were at least another lakh of workers not covered by the factories act. According to trade unions in the state, there were in all 3,38,000 industrial workers. Even then it must be said that the number of industrial workers in the state was low.

The number of workers working in different industries, according to 1951 census and also as estimated by the trade union Congress of Andhra state, is furnished below:
Table 1: Workers industrywise.

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Industry</th>
<th>According to 1951 census</th>
<th>As estimated by the trade union</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Tobacco</td>
<td>15,700</td>
<td>1,25,000</td>
</tr>
<tr>
<td>2</td>
<td>Jute</td>
<td>14,000</td>
<td>8,000</td>
</tr>
<tr>
<td>3</td>
<td>Engineering</td>
<td>3,200</td>
<td>5,000</td>
</tr>
<tr>
<td>4</td>
<td>Sugar</td>
<td>3,125</td>
<td>7,500</td>
</tr>
<tr>
<td>5</td>
<td>Electricity</td>
<td>2,800</td>
<td>1,500</td>
</tr>
<tr>
<td>6</td>
<td>Harbour</td>
<td>-</td>
<td>2,400</td>
</tr>
<tr>
<td>7</td>
<td>Ship building</td>
<td>-</td>
<td>2,000</td>
</tr>
<tr>
<td>8</td>
<td>Iron</td>
<td>21,800</td>
<td>4,000</td>
</tr>
<tr>
<td>9</td>
<td>Cotton, oil and rice mills</td>
<td>-</td>
<td>20,000</td>
</tr>
<tr>
<td>10</td>
<td>Chemicals</td>
<td>1,500</td>
<td>-</td>
</tr>
<tr>
<td>11</td>
<td>Sewing</td>
<td>30,500</td>
<td>-</td>
</tr>
<tr>
<td>12</td>
<td>Printing press</td>
<td>2,028</td>
<td>2,000</td>
</tr>
<tr>
<td>13</td>
<td>Leather</td>
<td>30,600</td>
<td>5,000</td>
</tr>
<tr>
<td>14</td>
<td>Cement</td>
<td>-</td>
<td>2,500</td>
</tr>
<tr>
<td>15</td>
<td>Mines</td>
<td>-</td>
<td>60,000</td>
</tr>
<tr>
<td>16</td>
<td>Spinning mills</td>
<td>-</td>
<td>3,500</td>
</tr>
<tr>
<td>17</td>
<td>Motor workers</td>
<td>-</td>
<td>20,000</td>
</tr>
<tr>
<td>18</td>
<td>Carpentry</td>
<td>10,325</td>
<td>2,000</td>
</tr>
<tr>
<td>19</td>
<td>AWD workshops</td>
<td>-</td>
<td>2,500</td>
</tr>
<tr>
<td>20</td>
<td>Railway</td>
<td>-</td>
<td>31,000</td>
</tr>
</tbody>
</table>

Source: Andhra Pradesh Trade Union Congress Records.

The workers employed in some of these industries did not work round the year. In the tobacco industry where a good number of workers were employed, they worked on the
average only for 6 months in a year. In some industries they worked for 8 months only and in some other industries they worked for 3 months only. All of them fell into the category of seasonal workers.

The seasonal workers lost their jobs after the season was over. There was no rule that they alone should be employed in the next season. Only a few of them were treated as permanent workers. Excepting the technical workers like engine drivers and machine men working in rice mills, no workers had continuous service in any factory. The temporary workers in the tobacco and sugar industries faced the same situation. In some sugar factories, temporary workers were discharged without notice. There were instances where the workers in government electricity and other industries, though they had put in 10 years of service, were regarded as temporary workers. They had no security of their jobs. There was a danger of their becoming unemployed.

In the tobacco industry wages were paid on the basis of working times as well as on the extent of work done. Most of the workers were women. They earned from 8 annas to one rupee. In the sugar industry the average wages of workers ranged from 8 annas to 10 annas. The mica mines men workers got 8 annas to one rupee while women workers got 8 annas to
12 annas per day. In the leather industry workers earned Rs. 18 to Rs. 26 per month.

Since the workers' wages were not increased in accordance with the increase in the cost of living index, they were forced to go into debts to make both ends meet. The Adarker committee appointed by the government of India recommended that the minimum wages act must be made applicable to all the workers besides the need to enhance the rate of wages in order to make the workers free from the burdens of debts. The minimum wages act was not applied to the workers in many industries.

Factories act and mines act were not properly implemented. Since the employers did not take minimum steps to protect the health of workers, they were subject to and victims of different kinds of diseases.

The housing of the workers was terrible. It was found that 4 to 5 families lived in one single house and in certain cases families lived in a single room house. The houses were without proper bathrooms and lighting facilities.

The employers were not inclined to implement the judgements of the labour courts when they were not favourable to them. One of the demands of the trade unions was that the
employers should invariably implement the judgements of the labour courts. The reference of the disputes of the unregistered unions to the industrial tribunals was under the discussion of the government. When a dispute was settled in joint negotiations of workers and employers, the settlement was accepted by the labour department of the government. This remained only in theory. In practice there were instances where the employers refused to recognize the representatives of the trade unions for negotiations.

Though the formation of trade unions was recognized in the constitution, employers threatened the workers who joined the union and victimised those workers who disregarded threats.

Though women workers did work on par with men, they were given less wages. In most industries women workers did not have any maternity benefits. The employers used to discharge the women workers at the time of their delivery.

Since the wages of workers were not sufficient for livelihood, they sent their children also for work. Children became workers when they should have become students. They were taken as workers in mica mines, bidi and cigar industries. They were paid nominal wages, for instance 4 annas per day.
To put the conditions of industrial labour in brief: They were not paid wages in accordance with the rise in the cost of living index. Minimum wages act was not applied to them. With the price rise and wages remaining constant, they were subject to indebtedness. They had no job security since the employers did not take steps under the factories act. They were exposed to a number of diseases. The medical and housing facilities were bad. The condition of women workers was worse. If the judgements of the labour courts were not in favour, employers refused to implement them. They also refused to accept the recommendations made by the committees appointed by the government for improving the conditions of workers.

The peace that was established was hampered in the year 1969 with the launching of the Telangana agitation. For a period of six months the state was faced with hunger strikes, relay fasts, burning of public and private property, offering of mass Satyagraha, courting of arrests in thousands. Starting as an agitation of students, it spread to politicians, trade unions intellectuals, businessmen and finally to the government non-gazetted officers. The only classes left out were the police and the gazetted officers. During this period, writes a weekly, "The administration in the state stands paralysed. Files are not disposed of as secretaries, joint secretaries, deputy secretaries belonging to the regions refuse to cooperate
with one another." The agitation completely paralysed the routine and normal life of the state.

In the last two decades after 1956, apart from the separate Telangana agitation in 1969 and separate Andhra agitation in 1973, there has come about a change in the sense that the feudal attitudes and policies are declining and democratic ideals are spreading in every walk of life of the people. People's representatives participate in the various political forums and administrative control process of the state government machinery and a number of labour leaders are elected or selected to the state assembly and council. People participate peacefully and exercise their franchise in the elections of the state assembly and parliament. A number of farreaching reforms are introduced particularly to safeguard the working class and the backward classes of the state. No doubt there has been now and then a setback to the development activities and the implementation of reforms due to the power balancing in the change of leadership of the ruling party which has resulted once or twice in the promulgation of governor's rule in the state.

As far as the condition of labour during the period is concerned, it is better than that in the past. All the central labour legislations were made applicable to the state unlike the old Hyderabad state enactments. Collective
bargaining has begun. With the establishment of new industries, the trade unions strength has increased and more workers have been unionised. The industrial relations machinery and implementation of inspectorate of labour legislation has been strengthened and enlarged. A number of wage boards and wage committees have been constituted and minimum wages have been notified for a number of industries. But industrial unrest does exist as industrial disputes and conflicts are unavoidable.

The pressure and power groups functioning in legislative, administrative and other bodies play their role in safeguarding the interest of those who help them to get into power and in making or marring the progress and development of the state by putting forward adequate and ameliorative measures. The Andhra people on their part are politically conscious and are striving hard to eliminate the feudal conditions and usher in more and more democratic institutions.

Social background of Andhra Pradesh

The occupational pattern of Andhra Pradesh is predominantly agricultural. The state may be divided for this purpose into two parts, Andhra and Telangana. In Andhra about 70% of the population is dependent on agriculture
whereas in Telangana it is only 62%. It may be added that Andhra was the more agricultural part in the composite state of Madras and Telangana, the less agricultural part in the composite state of Hyderabad.

There is a broad similarity in the occupational distribution of the people among the different districts. This is mainly due to the overriding importance of agriculture among the occupations.

Among the three regions into which the state may be divided — coastal Andhra, ceded districts and Telangana — there are a few striking differences. The percentage engaged in agricultural occupations is, on the whole, the lowest in Telangana, and the proportion engaged in "production other than cultivation" is the highest in that area. In respect of agricultural labourers, Telangana shows a smaller proportion than coastal Andhra, while the ceded districts are marked by the lowest figures. Another difference is in respect of the cultivators of land, mainly owned, and the cultivators of land, mainly owned i.e. tenant-cultivators. The former category is generally less important in coastal Andhra and in many districts of Telangana than in the ceded districts. Tenant cultivators are of smaller relative importance in the ceded and a few other districts.
The differences indicated in the table below are of some significance in that they relate to occupations of particular importance.
Table 2: Occupational pattern in the state.  
(\% engaged in each occupation)

<table>
<thead>
<tr>
<th>Districts</th>
<th>Owner cultivation</th>
<th>Tenant cultivation</th>
<th>Agricultural labour</th>
<th>Agricultural rentier</th>
<th>Total agricultural</th>
<th>Other agriculture</th>
<th>Commerce</th>
<th>Transport</th>
<th>Other services</th>
<th>Total non-agricultural</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>I</td>
<td>II</td>
<td>III</td>
<td>IV</td>
<td>I-IV</td>
<td>V</td>
<td>VI</td>
<td>VII</td>
<td>VIII</td>
<td>V-VIII</td>
</tr>
<tr>
<td>ANDHRA:</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Srikakulam</td>
<td>44</td>
<td>11</td>
<td>20</td>
<td>2</td>
<td>77</td>
<td>9</td>
<td>4</td>
<td>-</td>
<td>9</td>
<td>22</td>
</tr>
<tr>
<td>Visakhapatnam</td>
<td>46</td>
<td>10</td>
<td>14</td>
<td>1</td>
<td>71</td>
<td>12</td>
<td>4</td>
<td>2</td>
<td>11</td>
<td>29</td>
</tr>
<tr>
<td>East Godavari</td>
<td>26</td>
<td>9</td>
<td>30</td>
<td>3</td>
<td>68</td>
<td>11</td>
<td>6</td>
<td>2</td>
<td>12</td>
<td>31</td>
</tr>
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<td>West Godavari</td>
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<td>9</td>
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<td>37</td>
<td>5</td>
<td>21</td>
<td>2</td>
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<td>6</td>
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<td>22</td>
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<td>6</td>
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<tr>
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<td>42</td>
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<td>23</td>
<td>3</td>
<td>72</td>
<td>12</td>
<td>5</td>
<td>1</td>
<td>9</td>
<td>27</td>
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<tr>
<td>Kurnool</td>
<td>43</td>
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<td>15</td>
<td>3</td>
<td>64</td>
<td>9</td>
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<td>18</td>
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<td>Chittoor</td>
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<td>12</td>
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<td>75</td>
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<td>4</td>
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<td>12</td>
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<td>63</td>
<td>10</td>
<td>4</td>
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<td>21</td>
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<tr>
<td>Anantapur</td>
<td>48</td>
<td>8</td>
<td>14</td>
<td>2</td>
<td>72</td>
<td>8</td>
<td>5</td>
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<td>14</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td>5</td>
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<td>18</td>
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<td>41</td>
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<td>34</td>
<td>14</td>
<td>22</td>
<td>1</td>
<td>71</td>
<td>15</td>
<td>3</td>
<td>1</td>
<td>10</td>
<td>29</td>
</tr>
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<td>Mahboobnagar</td>
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<td>14</td>
<td>18</td>
<td>2</td>
<td>71</td>
<td>16</td>
<td>5</td>
<td>1</td>
<td>9</td>
<td>31</td>
</tr>
<tr>
<td>Nizamabad</td>
<td>50</td>
<td>3</td>
<td>14</td>
<td>2</td>
<td>69</td>
<td>16</td>
<td>5</td>
<td>1</td>
<td>10</td>
<td>32</td>
</tr>
<tr>
<td>Medak</td>
<td>54</td>
<td>8</td>
<td>12</td>
<td>2</td>
<td>76</td>
<td>12</td>
<td>4</td>
<td>1</td>
<td>7</td>
<td>24</td>
</tr>
<tr>
<td>Karimnagar</td>
<td>36</td>
<td>5</td>
<td>17</td>
<td>1</td>
<td>59</td>
<td>27</td>
<td>3</td>
<td>-</td>
<td>11</td>
<td>41</td>
</tr>
<tr>
<td>Warangal</td>
<td>35</td>
<td>11</td>
<td>16</td>
<td>1</td>
<td>63</td>
<td>22</td>
<td>4</td>
<td>2</td>
<td>11</td>
<td>39</td>
</tr>
<tr>
<td>Khambhat</td>
<td>36</td>
<td>13</td>
<td>21</td>
<td>1</td>
<td>71</td>
<td>16</td>
<td>3</td>
<td>1</td>
<td>8</td>
<td>28</td>
</tr>
<tr>
<td>Nalgonda</td>
<td>42</td>
<td>9</td>
<td>18</td>
<td>1</td>
<td>70</td>
<td>17</td>
<td>4</td>
<td>1</td>
<td>8</td>
<td>31</td>
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<tr>
<td>AVERAGE</td>
<td>40</td>
<td>8</td>
<td>18</td>
<td>2</td>
<td>68</td>
<td>14</td>
<td>5</td>
<td>1</td>
<td>13</td>
<td>33</td>
</tr>
</tbody>
</table>

One of the distinctive features which characterises Andhra Pradesh is the outstanding achievement of the healthy confluence of the northern and southern parts of civilisation to the advantage of both and to the detriment of neither. Also the traditional culture of the Ikavasas, Sathavahanas, the later Andhras and the Kaktiyas had, for the first time in history, found an opportunity to develop itself on modern lines in healthy alliance with other cultures.

This influence of culture is manifold. It is not only a matter of northern and southern peculiarities, but also of different religions. It is not merely a matter of habits and systems of living, but also of ideas of languages.

The people of Andhra Pradesh live predominantly in villages with agriculture as the main pursuit. Though not much attention was given to the industrial areas in the pre-planned period, there were different degrees of economic and cultural development characterising the different regions of the state which are broadly divided into the Circars, Rayalaseema and Telengana. Each of these regions has some features distinguishing the life of the inhabitants and these features may be generally attributed to the level of educational and economic growth and consequential changes in the cultural and social life of the people. The language
bond is the main uniting factor. The comparative economic prosperity of the Circars partly explains relatively high standard of living, giving rise to a greater consciousness and appreciation of literature and development.

Given opportunities, the people of Andhra Pradesh are capable of absorbing and acclimatising themselves to new ideas notwithstanding their traditional occupation of agriculture and rural arts. This has been substantially demonstrated during the five year plans, in the programmes for the development of village and small scale industries, which among others, have been a singular success in various parts of the state. The flexibility of temperament and capacity to absorb new ideas readily is a pre-requisite for the success of any developing economy. These qualities, it is observed, auger well for the future of the state with its accent on industrialisation as the surest means of bringing about a rise in the standard of living of the population.

The impact of agricultural reforms and ceiling on land in Andhra Pradesh has resulted in the displacement of Zamindars and big land holders from their ancestral occupation. Either they have given up their occupation altogether or have continued it only as secondary occupation. In both these cases they naturally have had to seek other occupations and invest their
resources and energies in fields other than agriculture. But there is very little scope in other professions for them except industries which alone may provide sufficient opportunity for investing their talent and resources with the certainty of getting a reasonable return on their capital and labour.

Economic background of Andhra Pradesh

The economic background of Andhra Pradesh can properly be analysed as that before 1948, of the erstwhile Hyderabad state, that between 1948 to 1956, of the Telangana period, that between 1953 and 1956, when Andhra was separated from the composite state of Madras, and that after 1956. During 1948 - 1956, there was no remarkable economic development except that seeds of such development were sown in this period. The following table gives some idea of the incipient growth of various industries.
Table 3: Details of number of factories, capital employed and persons working in Andhra Pradesh in 1956.

<table>
<thead>
<tr>
<th>Industries</th>
<th>ANDHRA PRADESH</th>
<th></th>
<th></th>
<th>ALL INDIA</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of factories</td>
<td>Fixed capital (figures in lakhs)</td>
<td>Number of workers employed</td>
<td>Number of factories</td>
<td>Fixed capital (figures in lakhs)</td>
<td>Number of workers employed</td>
</tr>
<tr>
<td></td>
<td>Regis-</td>
<td>Returns</td>
<td></td>
<td>Regis-</td>
<td>Returns</td>
<td></td>
</tr>
<tr>
<td></td>
<td>tered</td>
<td>received</td>
<td></td>
<td>tered</td>
<td>received</td>
<td></td>
</tr>
<tr>
<td>Rice milling</td>
<td>426</td>
<td>402</td>
<td>54.25</td>
<td>14730</td>
<td>1615</td>
<td>705.24</td>
</tr>
<tr>
<td>Biscuit making</td>
<td>4</td>
<td>4</td>
<td>7.91</td>
<td>104</td>
<td>95</td>
<td>261.06</td>
</tr>
<tr>
<td>Fruit and vegetable processing</td>
<td>3</td>
<td>3</td>
<td>3.31</td>
<td>109</td>
<td>32</td>
<td>60.82</td>
</tr>
<tr>
<td>Sugar</td>
<td>8</td>
<td>8</td>
<td>157.94</td>
<td>4244</td>
<td>161</td>
<td>2489.50</td>
</tr>
<tr>
<td>Oil seed crushing</td>
<td>218</td>
<td>207</td>
<td>140.57</td>
<td>7801</td>
<td>1067</td>
<td>1218.82</td>
</tr>
<tr>
<td>Tanning</td>
<td>10</td>
<td>8</td>
<td>2.26</td>
<td>324</td>
<td>153</td>
<td>118.68</td>
</tr>
<tr>
<td>Cotton textiles</td>
<td>10</td>
<td>10</td>
<td>102.25</td>
<td>2976</td>
<td>532</td>
<td>97.17</td>
</tr>
<tr>
<td>Jute textiles</td>
<td>4</td>
<td>4</td>
<td>29.75</td>
<td>6216</td>
<td>112</td>
<td>36.85</td>
</tr>
<tr>
<td>Chemicals</td>
<td>10</td>
<td>8</td>
<td>18.74</td>
<td>228</td>
<td>351</td>
<td>4727.12</td>
</tr>
<tr>
<td>Aluminium, copper and brass</td>
<td>15</td>
<td>15</td>
<td>4.05</td>
<td>729</td>
<td>261</td>
<td>847.38</td>
</tr>
<tr>
<td>General engineering</td>
<td>36</td>
<td>34</td>
<td>29.56</td>
<td>1714</td>
<td>2060</td>
<td>1865</td>
</tr>
</tbody>
</table>

The feudal classes who dominated the scene in the past could not encourage any large scale industrial enterprise even unconsciously because they patronised luxuries which were in demand only in limited quantities. This meant artisans engaged in the making of artistic goods could flourish to some extent, satisfying the whims and fancies of the rich feudal classes. Even if the village artisans wanted to use their skill and produce goods on a mass scale for export, they had neither the capital nor perhaps the permission for it. Their income was extremely low. The rich classes could extract from the working population of the villages most of what they produced, giving them in return enough only to keep their body and soul together. Workers did not dare to demand more because of the fear of the feudal lords. This led to keeping the producer perpetually in poverty and want and thus forcing him to continue in a sort of economic slavery.

Psychologically too this could not but have an adverse effect on any instinct for economic advancement among the people. They were forced to live as an inferior class, hewers of wood and drawers of water, having no right to compete with the higher classes in any way or aspire to raise their own standard of living. In a real democracy even the lowest can aspire to become the President; the poorest can aspire
to build a fortune if he has the skill and acumen. But in the old feudal atmosphere, the working population had to live apart and look always upwards to the gentry who could never tolerate the idea of equality. This prevented proper social contact and necessary psychological stimulus for economic advancement of the people.

Backwardness is contagious in a way. If there is no progressive thinking in respect of social relations, there will be no progressiveness in economic policies, in productive methods etc. There was no attempt at helping the village artisan or the cultivator to improve the methods of production by utilising new machinery or scientific research. This forced the artisan into contentment in his outmoded methods of production. He could rarely think of expansion and development. The money lending class is one potent factor in encouraging industrial advancement. But in old Hyderabad this class found it profitable to lend its money to the idle feudal classes to keep up their luxurious ways; whenever the petty money-lender helped the cultivators in the village, it was invariably a case of ruthless exploitation and exorbitant rates of interest which resulted in keeping the peasant in perpetual debt.

The authorities in the state did not think of providing cheap and adequate power supply, which is a basic requisite
for industrial growth anywhere. Electricity supply in this state was meagre and costlier than in other advanced states. A definite effort at planned expansion of power resources, governed by economic considerations, was not made by the state. The private entrepreneurs too did not think of making such an effort themselves.

Under such circumstances, it is no surprise that capitalists from outside the state did not generally venture to establish industries here, in spite of the fact that in respect of raw materials this state was known to be rich. Those that could do it found it profitable to arrange as much export of these raw materials as possible outside the state.

Hyderabad was reputed to be the most lightly taxed state in India as there were no income tax, profession or other taxes which act as a burden on business people. Yet this one redeeming feature did not act as sufficient incentive to industrial enterprise.

The political upheaval in the state, after the dawn of independence, and the consequent changes in financial and administrative sphere had a serious effect not only on the position of the existing industries but also on the opportunities and possibilities for new enterprises.
The economy of Andhra generally lagged behind in the composite Madras state. May it was due to the step motherly feeling of the Tamilians or the backwardness and illiteracy among the Andhras. Agriculture was the main source of income and the per capita income was low. Further a large area of Andhra consisted of villages where illiteracy was high. A few rich men set up their industries outside the region. There was a large number of agricultural labourers and their wage was very low. Almost in every family, several members depended on one man's income. Further there was no effective system of communication for the mobilisation of labour. It is only after independence that the region showed some sign of economic activity through the establishment of a number of factories.

Industries employing large numbers of workers were faced with multiple problems of industrial relations. The laws enacted by the government could not protect the interests of the workers due to the interference of the middle man through the bureaucracy and red-tapism. This harassment not only lowered the productivity but also had an adverse effect on the industrial health. There were always complaints from the workers and threats by the management. The result was industrial strikes, lock-outs, and closure of industries. This further aggravated the situation of economic development and employment.
Working population in the state constituted nearly 51 per cent of the total population according to the 1961 census. Occupational structure of the working population according to this census shows that nearly 79 per cent of the entire working population was employed in agriculture. The second important industry that provided employment to a large number of people was the household industry.

Table 4: Distribution of working population by industry group.

<table>
<thead>
<tr>
<th>Industry</th>
<th>Andhra</th>
<th>Telangana</th>
<th>Andhra Pradesh</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>82.55</td>
<td>45.69</td>
<td>120.23</td>
</tr>
<tr>
<td>Mining, livestock, forestry, fishing and allied activities</td>
<td>3.53</td>
<td>2.08</td>
<td>5.61</td>
</tr>
<tr>
<td>Household industry</td>
<td>11.06</td>
<td>7.10</td>
<td>18.15</td>
</tr>
<tr>
<td>Manufacturing other than household industry</td>
<td>2.62</td>
<td>2.14</td>
<td>4.76</td>
</tr>
<tr>
<td>Construction</td>
<td>1.20</td>
<td>1.01</td>
<td>2.20</td>
</tr>
<tr>
<td>Trade and commerce</td>
<td>5.21</td>
<td>2.77</td>
<td>7.98</td>
</tr>
<tr>
<td>Transport, storage and communications</td>
<td>1.64</td>
<td>0.74</td>
<td>2.38</td>
</tr>
<tr>
<td>Other services</td>
<td>10.64</td>
<td>6.68</td>
<td>17.32</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>118.45</strong></td>
<td><strong>65.21</strong></td>
<td><strong>186.63</strong></td>
</tr>
</tbody>
</table>

Source: Directorate of Employment and Training, Andhra Pradesh.
There was a slight increase in employment in public sector during the period from September 1966 to September 1967 as a result of expansion activities in the synthetic drugs project, Hindustan aeronautics, Visakhapatnam port, educational institutions, Health, medical and community services and also due to the execution of construction works in the railway projects. Considerable decrease in employment occurred in construction and electricity division due to adoption of economy measures in the public works and electricity departments and the completion of construction works in some districts. The total number of workers employed in the public sector at the end of September 1967 was 0.66 million which increased to 0.68 million at the end of September 1969. It will be interesting to note that in the public sector, the employment was highest in the category of "other services" accounting for as much as 0.40 million followed by transport, storage and communications accounting for 0.13 million.

In the private sector, information relates to those establishments which employ 10 or more persons and are limited to non-agricultural activity. The volume of employment in the private sector declined from 0.25 million at the end of September 1967. The employment in the private sector however showed a slight decline at the end of September 1969 and stood at 0.23 million. It may be seen from the table below that the total
volume of employment in public and private sectors together went up from 0.91 million in 1967 to 0.92 million in 1969.

Table 5: Industrywise employment in public and private sector establishments  

<table>
<thead>
<tr>
<th>Industry (including fishing and forestry)</th>
<th>1967</th>
<th>1968</th>
<th>1969</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>13.7</td>
<td>13.5</td>
<td>13.3</td>
</tr>
<tr>
<td>Mining and quarrying</td>
<td>33.7</td>
<td>31.4</td>
<td>29.5</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>25.9</td>
<td>27.4</td>
<td>28.4</td>
</tr>
<tr>
<td>Construction</td>
<td>41.6</td>
<td>39.7</td>
<td>41.6</td>
</tr>
<tr>
<td>Electricity, water and sanitary services</td>
<td>19.8</td>
<td>21.5</td>
<td>22.6</td>
</tr>
<tr>
<td>Trade and Commerce</td>
<td>11.5</td>
<td>11.9</td>
<td>14.5</td>
</tr>
<tr>
<td>Transport, storage and communications</td>
<td>131.6</td>
<td>129.6</td>
<td>131.0</td>
</tr>
<tr>
<td>Other services</td>
<td>385.4</td>
<td>392.2</td>
<td>402.0</td>
</tr>
<tr>
<td>Total</td>
<td>663.2</td>
<td>667.2</td>
<td>602.9</td>
</tr>
</tbody>
</table>

Sources: Directorate of Employment and Training, Andhra Pradesh.
Though the number of persons employed in the central and private sectors decreased in 1969 as compared to 1967, the increase in employment occurred in "state government" and "local bodies."

Table 6: Sectorwise employment in public and private sectors establishments.

<table>
<thead>
<tr>
<th>Type</th>
<th>1967</th>
<th>1968</th>
<th>1969</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Central government</td>
<td>141.3</td>
<td>140.1</td>
<td>136.8</td>
</tr>
<tr>
<td>State government</td>
<td>224.1</td>
<td>224.6</td>
<td>229.1</td>
</tr>
<tr>
<td>Quasi-government</td>
<td>104.4</td>
<td>110.2</td>
<td>117.7</td>
</tr>
<tr>
<td>Local bodies</td>
<td>193.4</td>
<td>192.3</td>
<td>199.3</td>
</tr>
<tr>
<td>Private</td>
<td>243.9</td>
<td>242.7</td>
<td>234.7</td>
</tr>
<tr>
<td></td>
<td>907.1</td>
<td>909.9</td>
<td>917.6</td>
</tr>
</tbody>
</table>

Note: All establishments in public sector and non-agricultural establishments in private sector employing 10 or more persons in the state are covered.

Source: Directorate of Employment and Training, Andhra Pradesh.

Registration in employment exchange

The number of registrations in employment exchange showed an increase from 0.22 million in 1967 to 0.26 million in 1969. However the number of placements came down to 21,000 in 1969, as against 23,000 in 1967.
Table 7: Registration and placements in employment exchange 1960.

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Item</th>
<th>Unit</th>
<th>1967</th>
<th>1968</th>
<th>1969</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Number of registrations during the year (*000)</td>
<td>('000)</td>
<td>222</td>
<td>230</td>
<td>266</td>
</tr>
<tr>
<td>2.</td>
<td>Total number of applicants on live register at the beginning of the year (cumulative) (*000)</td>
<td>('000)</td>
<td>145</td>
<td>157</td>
<td>177</td>
</tr>
<tr>
<td>3.</td>
<td>Number of applicants employed through employment exchange (*000)</td>
<td>('000)</td>
<td>23</td>
<td>22</td>
<td>21</td>
</tr>
<tr>
<td>4.</td>
<td>Number of applicants who ceased to be on live register due to reasons other than placements (*000)</td>
<td>('000)</td>
<td>187</td>
<td>199</td>
<td>203</td>
</tr>
<tr>
<td>5.</td>
<td>Number of applicants on the live register at the end of the year (*000)</td>
<td>('000)</td>
<td>157</td>
<td>177</td>
<td>219</td>
</tr>
</tbody>
</table>

Source: Directorate of Employment and Training, Andhra Pradesh.

Impact of political and socio-economic factors on trade union development and industrial relations in Andhra Pradesh

Most of the renowned writers and research scholars on labour management relations repeatedly assert that an ideal climate for enabling trade union development and better industrial relations depends upon political and socio-economic
factors. It is observed that these factors and industrial harmony move in a vicious circle meaning thereby that if there is an industrial strike in a growing society, the political and socio-economic welfare of the people of the state is at stake.

In the first 5 year plan, place for industry was identified as of great significance. Economic progress is bound up with industrial peace. Naturally industrial relations are not a matter between the employers or management and employees or trade unions alone, but are also of vital importance to the community at large.

The separate Telangana agitation of 1969 and the separate Andhra agitation of 1973 had a crippling effect on the development of trade unions and industrial relations in the state. As far as industrialisation was concerned, the state suffered much, as compared to the other states in the southern region, in spite of its geographical advantages. It may be interesting to note that in 1969 when several industrialists wanted to shift their plants from West Bengal due to Naxalite trouble, Andhra Pradesh was a natural choice; but unfortunately many of them deferred or changed their decision on account of the Telangana agitation. The continuous unrest stood in the way of large scale blossoming up of the private sector in the state. When the Telangana movement
gathered momentum, the non-gazetted officers of the
government spontaneously threw their lot with the government
and the result was cessation of work and the repeated
sympathetic and general strikes in which workers from various
industries participated. For a realistic appreciation of
the industrial relations situation, it is not enough to study
only the trend in time loss over a particular period; it has
also to be related to the time worked.

The majority of leaders from the Andhra region, the
party leadership from New Delhi of the then ruling party, the
Communist party of India, and the other political parties
openly supported the Telangana movement. This had its
implication for the various trade unions in the Telangana
region. Some of the trade union leaders who owed allegiance
to the different political parties were in the forefront of
the agitation, and it was no wonder that repeated sympathetic,
general, relay-hunger strikes, not to speak of the general
Bundhs, seriously affected the cause of industrial harmony in
the state.

The greatest threat to industrial harmony came from the
splinter group of the INTUC in the state. With the start of
the Telangana agitation there was a split in the leadership of
the state INTUC, one group supporting the demand of separate
Telangana, and the other opposing it. Many trade unions
affiliated to the INTUC took sides with the two groups. This intra-union rivalry caused great damage to the industrial harmony of the state. It is a matter of great regret that the rivalry in the state unit has not yet been patched up, and this organisation remains a house divided to this day. The split in the Communist party of India had its own adverse effect on the development of AITUC affiliated trade unions in the state. In the Telangana region, the leadership of the trade union movement still remains in the hands of the rightwing of the Communist party, but, in the southern region of the state, there seems to be a split in the leadership of the trade unions and many unions vie with one another in proclaiming their loyalty to AITUC or CTU.

In the chronological order, the next storm in the political setup of the state arose in 1973 in the form of the demand for bifurcation of the state into Telangana and the Andhra region. The second agitation was launched mainly in the Andhra region and this time, the road, rail and even air transport in the state came to a standstill. The non-gazetted officers belonging to the Andhra region, both in the capital and the districts, went on an indefinite strike of one of the longest period known in the history of government employees' strikes in the country.

Production in many industries in the Andhra region
suffered a great setback and the loss incurred thereby amounted to crores of rupees. Productivity was at the lowest ebb and the economy was more or less paralysed. It is gratifying to note that, after the presidential rule for a period of 6 months, the economic stagnation in the state was slowly overcome.

The overall picture that emerges out of the impact of the political changes on industrial harmony and healthy development of trade unions in the state depends upon multifarious extraneous factors not connected with the labour-management relations. This is the greatest weakness with which the trade union movement in the state is faced. It is said that the starting point for the organised trade unionism turns on the crucial question, "When are our trade unions going to forsake their political affiliation?" It is high time that the law makers make up their minds to introduce changes relating to the structure, formation and leadership of trade unions. Too many unions in a plant, the influence of the outsider leadership with their political guidance or misguidance, and inter and intra-union rivalry are the factors which are detrimental to well knit trade union organisations in the state. It would not be out of place to suggest the eradication of these elements or weaknesses which have proved beyond doubt cancerous to industrial harmony in the state.
In general it is said that the industrial society as such has not yet emerged in our country. Even after attainment of independence, completion of more than two decades of five year plans, and vast industrial developments, the position remains more or less unchanged. This is exemplified by the census figures of 1971. Out of the total population of 547 millions only 20% account for urban population and 80% continue in the rural areas. The figures for Andhra Pradesh reveal the same trend. Attempts are of course made to attract industrialists to start new industries in rural areas, but the progress achieved is far from satisfactory. It is also said that a committed industrial society is yet to emerge in the country. The question then arises: what are the essentials of such a social philosophy of an industrial society? The answer can be attempted as follows. First and foremost, there must be a recognition of the fact that industry perform a vital social function. Fundamentally it is an accepted fact that an attitude towards industry has to be developed by all concerned and, unless this is done, the entire structure of trade union development and better industrial relations will receive a setback.

Social function of an industry, it is said, is to meet the social needs or the common needs of the community. In other words industry has to serve the society or community.
The group of people known as industrialists or entrepreneurs not only form a part of society but they are also the people who plunge into the activity of industrial development and who are considered as social leaders. In this context it is to be noted that in Andhra Pradesh most men who started industrial enterprises are drawn from the class of landlords and this determines their leadership and influences the healthy growth and development of trade unions and promotion of industrial relations. The other direct collaborators in industry are the workers by whose close continuous cooperation industry is able to turn out the goods and services that are needed. Most of the workers who work in the industry are drawn from the rural basis and those who are drawn from the urban areas suffered from the exploitation of landlordism and feudalism. One can imagine how difficult it is to harmonise the tripartite elements of the industrial structure. As we have suggested elsewhere, the cause of industrial harmony calls for a philosophy of social change. Such a philosophy of social change has started taking shape and influencing industrial relations in the country and in Andhra Pradesh it is just making its appearance. In this context we should note that this state is not situated so favourably as compared to the neighbouring states like Tamilnadu, Kerala and Karnataka. It is perhaps the most backward among the southern states.
From this standpoint we may see the nature of social change obtaining or missing in the state. First what may be termed as social stratification does exist in a deep seated fashion in the society of Andhra. Though the words Andhra, Telangana and Rayalaseema are only geographical territories, there are varieties of social changes among these groups. Their political overtones are projections of social characteristics. For example there is in certain districts the feeling of the dominant group or groups who are alleged to have a dominating tendency in society, business, trade, commerce, industry and lastly in politics which is the ultimate form of domination. This had its inevitable repercussions in the industrial development and industrial unrest in the state, for the simple reason that these industrialists have come mainly from this dominant group. As these people have had a strong rural landlord base and background, their outlook perhaps could not have been otherwise. The working class in their industries allege that their management is landlord-cum-capitalistic. It is natural therefore that the labour leaders point this factor out as the source of the labour leaders that most of slow growth or setback to the development of trade unions and industrial relations in the state.

It is often complained that one does not find a committed working class in the state. Workers do not appear to recognise
the social importance of industry and their own co-obligation to society. This basic appreciation seems to have been accepted by the workers and trade unions as is evident from the various research studies in the field of social and behavioural sciences.

The workers normally have a strong rural bias and treat industry as a way of life resulting in seasonal absenteeism. The workers are swayed by extra industrial considerations like inter and intra-trade union rivalries planned with political motives and subject to political overtones. In Andhra Pradesh the picture of the impact of social change involving trade union movement and industrial relations is hazy. Nobody, neither the industrialists nor the labour leaders, nor the government, has come to grips with the problems of welding these parties into a strong industrial society. Even public opinion, such as it is, is quite apathetic to the problems.

Judging from figures not only from industrial workers but also those of gross state product, the industrialists of the state have not touched even the fringe of the problem. To reach a tolerable standard of living in the foreseeable future, the industrial effort in the state must grow manifold. A healthy growth and development of trade union movement and harmonious industrial relations is absolutely essential
to attain the objective of economic growth and standard of living.

Of all the transformations that takes place in a society, the impact of economic change is by far the most profound, producing revolutionary effects in the life of a nation. This has been borne out amply ever since the industrial revolution took place in U.K. Recent examples are the economic transformations of West Germany and Japan after the second World War. Singapore and Hong Kong exhibit a similar trend while Taiwan and South Korea are undergoing similar transformations. Our country however has not effected such a transformation despite our five year plans. This failure has handicapped the growth of trade unions and industrial relations. This holds good in the particular context of Andhra Pradesh.

The main indicator of economic progress is the quantum of economic goods and services produced in a given period and these are possible out of the funds generated from the economic sources. The record of the state in this matter is not very happy. The spirit of ad-hocism has been the main guideline of economic decisions. No proper attempt has been made to take into confidence the various agencies, responsible for bringing about economic change, like the business community, the industrialists and the other investing members of the
public. Any elaboration of this point leads one into the ideological arena and with that into politics. To make matters worst, it is observed that the working class has been fed with all sorts of tall promises and the resultant picture of economic change therefore is not to anybody's expectations.

The crux of the problem is that management and labour do not work in harmony, they pull into opposite directions, with the result that many are apprehensive of starting industries though generous incentives are offered. This is a double loss: loss to the state of the entrepreneurs and loss to the labour of the jobs. Added to this the industrial relations scene in the state is tied with the trade unions with politics. The unions' knowledge of techniques of collective bargaining, lack of unity, poor finances are only some of the pronounced aspects which are taking a heavy toll of economic life in the form of strikes, absenteeism, low productivity and the like.

The three geographical divisions of the state viz. Andhra, Telangana and Rayalaseema have been perpetuating amongst themselves the deep seated hatred and each thinks that it is more backward than the other two. It has been officially admitted that the state of Andhra Pradesh has been at least two five year plans behind the rest of India. This is borne
out by the elaborate set of statistics that may be found in any yearbook. It may therefore be said that the impact of economic change has not been brought in as much as it is required into the development of trade unions or the desired industrial relations doing which is a pre-requisite for the industrial development of the state. Efforts in this desired direction are being made by the state and this will be analysed in the next chapter.
Footnotes


