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Folder Code: 4 File No. 4-A S. No. _____

Digital File Code: _____

Title: Working Committee (1994-1996)

File No. 4

Year: 1994-96 / _____

Metadata: Scanned:

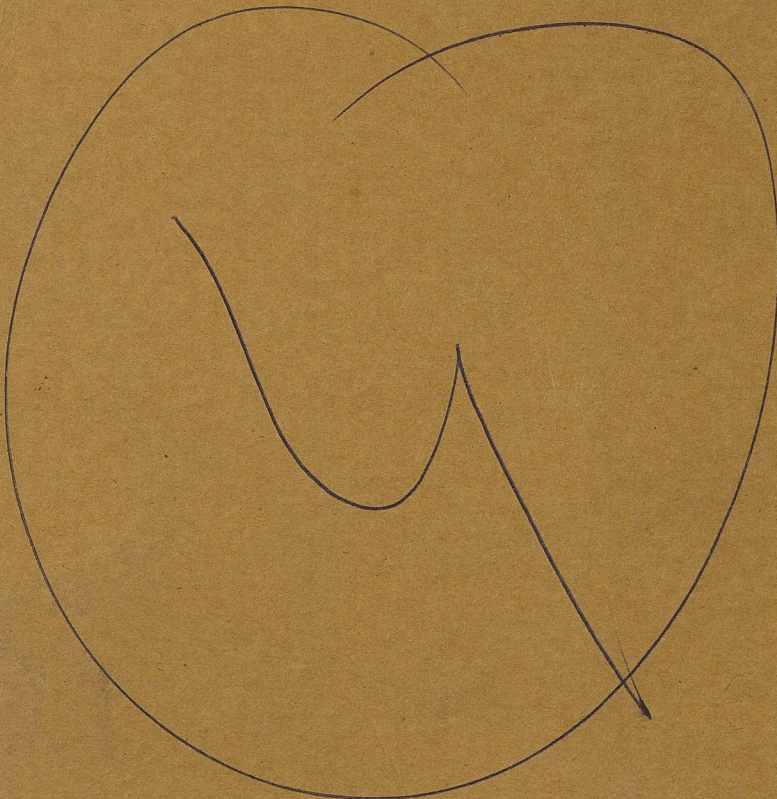
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ALL INDIA TRADE UNION CONGRESS

24, Canning Lane, NEW DELHI-110001

SUBJECT WORKING COMMITTEE

YEAR 1994



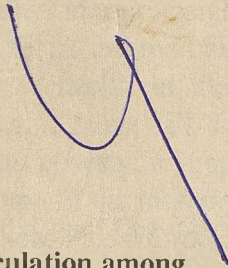
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A REPORT TO THE AITUC WORKING COMMITTEE

(April 24-25, 1995)

(as finally adopted)



For restricted sale and circulation among
AITUC activists

*By A.B. Bardhan
General Secretary*

AITUC Publication

MAY, 1995

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Price Rs. 10/-

Printed and Published by B.D. Joshi, for All India Trade Union
Congress, 24 Canning Lane, New Delhi 110 001. Composed and
Print By AANKLAN SOFTWARE, Tel : 386077

We are meeting after October 31, 1994. These six months have been packed with events, in the political, economic and industrial spheres, both internationally and nationally. The AITUC has tried to be in tune with these events, and to interact with them whenever necessary.

In a number of countries the forces of socialism have staged a come back, after renewing themselves and drawing lessons from the past, thus disproving the false prophets who had pronounced their doom. Faith in socialism, its ideology, and in the role of the working class and its democratic allies is growing after a period of set back.

The left forces have scored victories in elections in several countries, -the most spectacular being in our neighbouring country Nepal. Workers and toiling people are marching in the streets in increasing numbers against attacks on their living standards and social achievements, against all forms of exploitation and social injustice, against poverty, unemployment and social exclusion, against the attempts of the imperialists and the MNCs to impose their so-called New World Order.

Working people in India have also played their part in such struggles. They have yet many more bitter struggles to fight, as we shall presently see.

Despite all claims and forecasts by officials spokesmen, the Indian economy has not looked up after 4 years of the new economic policies. **We can note the following features :**

- i) Inflation is consistently double digit, and the claim that it will be brought down to between 6 and 7 per cent has not materialised. It cannot be attributed to over-investment, to a too rapidly growing economy-what is called 'over heated economy', as in China. The common man is suffering from price rise, especially in respect of essential commodities. During these 4 years, the CPI has gone up by as much as 50 per cent.

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- ii) The rate of growth has fluctuated between 2 and 3%. The expected 5.5. per cent growth this year is on a base that had earlier declined or stagnated. The overall growth rate is influenced by high rate in some sectors.
 - iii) The budget deficit has not been brought down as was contemplated, mainly because Government profligacy and nonplan expenditure remain unchecked. This year too, the deficit is well beyond the contemplated limit.
 - iv) Trade deficit continues to grow every quarter with more and more import liberalisation, and a comparatively slower rise in exports. While part of the growth in imports can be attributed to imports of necessary machinery and better technology, there is a good deal due to imports of non essential consumer items. Pointing the finger at our large foreign exchange reserves is misleading since much of it is due to borrowings, and "footloose hot money", rather than export earnings and remittances.
 - v) While custom duties are being reduced to open our markets to foreign firms, excise and levies on products of local manufacture continue, making the ground more uneven for 'competition'.
 - vi) Public sector investments are the lowest in all these years which is putting the lid on the development of the public sector, and reduces employment prospects. This reduction in public sector investment is not counterbalanced by any substantial growth in investments from the private sector whether local or foreign. Regional disparities are growing as a result of market-oriented policies and investment patterns. This is a dangerous strain on our national unity.
 - vii) The rate of domestic savings is low due to monetary factors and 'consumerism' preached by market philosophy. On the other hand there is a lot of money which flows into speculation on the stock exchange.

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- viii) Sickness in SSI or non-SSI sectors continues, leading to closures, retrenchments, and loss of employment in many cases under cover of V.R.S.
 - ix) Addition to the workforce is outstripping new employment and job placement. Unemployment is thus rising alarmingly. 'Jobless growth' in a country with a huge unemployed workforce, aggravates our social problems.
 - x) The so called NRF has been a non-starter in the matter of retraining and redeployment, despite its much vaunted aims and guidelines. Its only use has been for financing VRS. As to helping in modernisation of units so as to make them viable and competitive, this is not among its objectives.
 - xi) The drive for privatisation, despite disclaimers continues in several devious ways, through outright sale of public sector units (both central and state), allowing entry of private (including MNCs) into hitherto restricted sectors (like power, telecom, finance, electronic and even defence production), denying budgetary support, denying orders to PSEs and diverting them to the private sector, forbidding PSEs to bid along with private parties, disinvestment, allowing MNCs and other private parties to move over into positions of control and management, farming out regular and departmental work to contractors, and so forth. There is a conspiracy afoot to hand over entire lucrative state sector units, or for instance mines, oil fields, etc. explored and developed by the public sector at great costs, to private parties for their profits, even if this means crippling the public sector undertakings.
 - xii) Huge funds acquired from 'disinvestment' are being funneled to meet budgetary deficits, and nothing is set apart for modernisation and further development of the very same units. Public assets built through tremendous national efforts and sacrifices. are being liquida-

ted to meet current expenditure. As a part of the deceptive propaganda on this subject, employees are being encouraged and dragged into purchasing shares of the disinvested units.

xiii) Debt servicing charges are increasingly eating away a major part of our budgetary resources. The country is hovering perilously close to the brink of a debt trap. There is a net outflow from developing countries including India, to the developed capitalist countries despite vast doses of loan.

The Controller and Auditor General (CAG), expressing his concern on the mounting public debts, had noted that the Government was now in a situation, when it was required to borrow from the market and apply the bulk of internal borrowings towards debt service obligations. In its latest report, the CAG has exemplified its points by citing the case of 1992-93, when Rs. 93,754 crores were raised from internal borrowings, while Rs. 67,764 crores were spent on repayment of old loans and Rs. 13,542 crores were paid as interest. "In effect 86% of this internal borrowings were utilised to repay instalments and pay interest dues."

xiv) The GATT regime under the W.T.O. can have many other consequences both foreseen and unforeseen. Already our patent laws are being amended and questions are being raised about sky rocketing prices of drugs, putting a lid on our R & D, jeopardising our food security etc.

Who are the 'gainers' and who are the 'losers' :

According to *Economic Times* Research Bureau (*Economic Times*, 9th may 1994) "never before in the past have corporate results been so encouraging".

Operating results of the 110 private companies for the year 1993-94 show a rise of 41% in gross profits and 11% in net profits.

What is significant is that such high profits came from an increase of only 23.8% in sales!

The following is a sample of the high profit earnings, after liberalisation. (Source : *Economic Times*, Calcutta, 19th November, 1994).

Net Profits - 1993-94	% of growth	Rs. in crores
1. Tata Chemicals	27.6%	269.00
2. Telco	191.8%	239.00
3. Grasim	277.9%	65.00
4. Bajaj Auto	145.7%	183.00
5. Indian Rayon	97.9%	124.00
6. Reliance Industries	576.0%	79.00
7. L. & T.	195.6%	65.00
8. Eassar Gujrat	182.2%	77.00
9. Hindalco	157.9%	37.00
10. Kirloskar Oil Engines	10.2%	231.00

Dr. D.H. Panandiker, former Secretary, FICCI has observed "Profits earned by Corporate India in 1993-94, were higher than any other Asian country. The only other country which appears to be close to India is Taiwan."

But it is the working class which is the worst sufferer, whether by forced redundancy and forcible separation through VRS or otherwise; continuous reduction of their share in the value added or of increasing work loads under the new systems of production like TACT Time, BPR etc.

a) Unemployment is increasing by leaps and bounds. According to the assessment of the *National Institute of Public Finance and Policy Studies*, as per the 8th Five Year Plan, backlog of unemployment on 1st April 1992 was 23 million. By 1997 it is expected to go up by 35 million and 2002 by another 36 million. Thus by 2002, unemployment will be 94 million. Consequently, between 1992 and 2002 employment will have to be generated at the rate of 9.4 million each year.

b) As against this requirement, actual performance is highly disheartening.

i) In 1991 while closure of sick, private sector companies was 25000 units, in December 1993 the number went up to 4,07,000. During the last 3 years, sick public sector units referred to BIFR were 106, of which it dealt with 12 and decided to liquidate 10 out of them.

ii) According to a study by the Associated Chamber of Commerce and Industry, there must have been an additional unemployment of 1 to 3 million in Public Sector Units in 1992-93 and further 4.8 million during 1993-94.

iii) The National Textile Corporation declared 80,000 workers surplus (*Economic Times*, 20.12.93).

c) In addition, work previously done in the bigger, organised factories over the years and which provided work for large numbers, is now being systematically "off loaded" to the unorganised sector, lacking both in adequate equipment and necessary expertise. This shift hurts the working class in two ways. Firstly, jobs which were worth high salaries, secured by the concerned workmen, through prolonged struggles over a number of years, are lost and along with that their employment. Secondly, the new workers, who are now called upon to do these jobs in the unorganised sector, are subject to rank exploitation, being forced to work on very low wages, total absence of proper working conditions and often for very long hours.

In many cases whole factories are being shifted out of their present locations, sometimes to other districts and even to other states (CIBA shifted to Goa) with consequent loss of jobs and useful employment for erstwhile employed workers. No doubt, they are sometimes offered employment at the new locations, but it is not always possible for the workers to shift to these new locations due to a number of factors.

The debate whether the policies and decisions are in exercise of the sovereign powers of the State, or at the dictates of the IMF and World Bank, diverts attention from the fact that all these are integral parts of the Structural Adjustment Models being imposed by the Bretton Woods institutions on most of the developing countries.

The common people in our country may not have grasped all aspects of this policy, but have not failed to understand that it is anti-poor and oriented towards the top layers of our society. They have expressed their resentment through 4 industrial strikes within 4 years, by organising several protest demonstrations and satyagrahas, resistance at local levels and so on.

They have used the poll opportunities to give their verdict on these policies, along with other failings of the govt. such as its ambivalence towards communal forces, corruption, criminalisation of politics and the politics of criminalisation. In some states well organised and aggressive communal parties like the BJP and the Shiv Sena have been able to exploit the popular discontent and resentment and gain spectacular successes where the Left is weak and the secular forces are divided and unable to put together an united act.

Stung by the poll debacle, the ruling Congress is now talking about giving its policies a 'pro-poor' image and a 'human face'. It has, as if, 'rediscovered the poor'. Glib talk about the 'market' solving everything is now substituted by guarded talk of a "market plus".

The latest budget in fact indulges in a lot of talk about the 'poor', and even outlines several schemes for the poor, though without corresponding budgetary allocations. But the basic policies continue unchanged. They are supposed to be "irreversible."

The crash in Mexico, which was held up as a model, a success story of structural adjustment carried through under

IMF/WB direction has caused some uneasiness here too, though government spokesmen are putting up a brave face and asserting that "India is not Mexico", and that Indian 'reformers' were cleverer than their Mexican counterparts. Undoubtedly, India is not Mexico but there is a lesson to be learnt and danger signals to be noted, which can be ignored only to our peril.

As a developing country we must certainly learn from the experience of many countries. But India is not Singapore, Taiwan or S. Korea. It is a big country, with a huge population and vast resources, with its special social and economic problems, its legacy of poverty, illiteracy and disease waiting to be eradicated, its own political complexion, and so on. It can well advance along the path of self-reliance, while developing links and integrating with the global economy.

What is our Stand?

Let us repeat without any possibility of misunderstanding, that we stand for allround development of our country in the industrial, agricultural, social and cultural fields. For this, in the first place, certain economic reforms are indeed necessary. The 'license permit raj' which after a certain point (of planning and allocation of resources) has only shackled development, led to political discrimination, bureaucratic interference and domination and resulting corruption, has to be dismantled. Bureaucratic controls have to be replaced by democratic initiative and decision making.

Secondly, for development, foreign investment and import and induction of technology is necessary in certain spheres. This is not the same thing as an 'open door' to MNCs, wooing them with all sorts of concessions, guarantees and counter-guarantees, and allowing them a free run in all spheres. It does not mean indiscriminate induction of technology even

where labour- intensive methods can do, with no greater economic disadvantage, but rather the contrary.

Thirdly, even MNCs have a role to play when they bring in resources and technology sorely lacked by us in certain spheres of basic industries and which can serve as jumping off ground for further development. But this should not compromise our general approach of selfreliant growth, or allow MNCs to acquire control over vital sectors of the economy. We should in no case slacken our struggle for a code of conduct which should apply to the MNCs, and for applicability of our laws on their operations, on the plea of not 'scaring them off'. In fact the present anomalous position is that we are prepared to subsidise the profits of the MNCs and big capital, while cutting subsidies for the poor.

Fourthly, we are for defending the public sector which has served as the bedrock of our selfreliance, and plays vital part in our economy. Even today, most of them are running well, making substantial contributions to our economy, to our budgetary revenues, and helping in the growth of the private sector. It is a slander to say they are a drain on our resources. Budgetary allocations for them flow from the fact that the state owns them, but much of their development is financed from their own internal resources. Anyway, the cure for many of the ills from which they suffer, lies within the framework of the public sector itself, and not in privatisation. What they call for is debureaucratisation, autonomy in their functions, professionalism in management, and democratic participation of workers and officers in their management and working.

Fifthly, when we say defend the public sector, we do not necessarily mean that each and every unit, nonviable, nonessential, and without any possibility of new life being breathed into the chronically sick ones, should be defended. That would be vulgarising a correct slogan, and weakening

our struggle in the case of the overwhelming majority of genuine and essential ones. But even in the non-viable cases, we have to see that the workers' interests are fully protected. A concrete example is the tripartite committee's recommendations on the NTC mills.

Sixthly, while defending the public sector, we are for development of the private, the joint, the cooperative, the self-employed, the individual peasant farming sector and so on, each contributing towards the growth of productive forces in our country and taking it forward.

But seventhly, we assert, that the state has to play a major role in investment for infrastructure development, both social (educational, health, jobs) and physical. To abdicate this role, or to withdraw from it, as is being propagated, is to leave the common man to his fate, and to rely on the market, which is no respecter of human needs and rights. While it is true that without growth there is no development, yet growth by itself is not development unless it has social dimension, which includes the right to education, right to work, right to housing, and so on.

Eighthly, stress has therefore to be laid on extending the PDS, and ensuring all essential commodities for the poor. Subsidies to the poor, to agricultural production (mainly of the poor peasants, in the matter of power, fertilizer etc.) must not be cut, when actually subsidies to the rich and the industrialists in the form of tax cuts are being given. Similarly, control on prices of drugs has to be enforced, so that they do not go outside the reach of the common people. Employment opportunities have to be expanded actively. Wages and Social Security for the unorganised mass of rural and urban workers have to be secured.

The AITUC has put forward the above views in the course of its written and oral presentations, in the Standing Labour

Advisory Committee of the Planning Commission, during the prebudgetary discussions between Central Trade Unions and the Finance Minister, before the Parliamentary Committee attached to the Industry Ministry on two occasions, and the Parliamentary Committee on Energy. These views have guided us while participating in discussions in the Special Tripartite Committee, the Standing Labour Committee and the Indian Labour Conference, as well as in various conventions, seminars and manifestations organised by trade unions and other organisations.

We have at some length restated our analysis and position about the government's new economic policy in the light of latest developments, and the ongoing debate on these policies at the international and national level.

The realisation is dawning that **neoliberalism** is an attempt by imperialism to strengthen and extend its grip over the markets of developing countries and to subordinate them to imperialism's policies.

The West Bengal Industrial Policy :

In this context, question has naturally been raised about the West Bengal industrial policy, precisely because it is a Left Front govt. and not just any other government. It has undeniably caused some confusion. The question is asked : How can we oppose the centre's new economic policy, and support the Left Front government's industrial policy in the same breath? The question arises from the perception that the two are identical, or at any rate, similar. **But are they?**

Initially, the policy was announced without any prior consultation with other L.F. parties, and without a thorough discussion even within the major constituent party. As to the trade unions, they had not been consulted at all. This gave further ground for many misunderstandings and misgivings, — more so because, the initial announcement had a number

of loopholes and shortcomings. We took this position from the beginning that without such consultations neither can misgivings be removed, nor can the shortcomings be corrected.

Subsequently, we learn that some such consultations have taken place. Of course, a number of reservations remain even now. It is not necessary that there should be complete agreement on all points, or that, what the L.F. does or says in West Bengal should decide our approach on national issues, though it is natural to expect that there should not be an outright conflict between the two positions. Apart from anything else, political enemies can exploit such conflict and contradiction, and further disorient the ranks.

Firstly, we must remember that industrial development is a must, both for the whole of India, and also for West Bengal. West Bengal was among the few top industrial states in India. Due to several reasons, there has been a process of 'deindustrialisation' in the state over the last few decades. This process has to be reversed. The alternative is not merely small industries and agro-industries, in which it has made some progress, but also building large industries, for which all the objective conditions exist.

Secondly, the economic policies, — which we have noted before, are determined by the Centre, and not by the State of West Bengal. It is within the economic parameters set by the Centre, that the State has to undertake its industrial development, and find the necessary resources and technology etc. It cannot lay down new parameters, though it can try and manouvre for space within them.

The easing of the licensing system and freight equalisation have given an opportunity, which was denied to it by the Centre by its earlier discriminatory and obstructionist policy. It is trying to attract some investment from the private sector

and foreign sources, which otherwise would go to the other states. Today, a very small percentage comes to the eastern and north eastern regions. The Left Front continues to oppose privatisation of basic PSEs, strives for orders to the public sector units and for budgetary support where necessary, so that they are not deliberately made 'sick'. It is insisting that in the case of new investments, equipment be ordered from indigenous sources whenever available, and so on.

Traditional industries like jute, tea etc. have to be revived, —a thing which was not emphasis in the earlier announcements.

Of course, in implementation there are and may possibly be, many wrong actions. There may be several errors in approach, which have to be combated. Therefore it is not a question of accepting or agreeing with everything. **We have to remember that at all times, trade unions have to stand up for workers' interests, and integrate it with the interests of the country, of the particular state, and of the people in general. There should not be economic or moral conflict among these interests.**

THE AITUC-ILO WORKSHOP :

In view of the complexities of the problem and the new facts and moves that come up, it is always necessary to update our understanding and clarify our thinking on the economic policies and the situation arising therefrom. That is why we organised a three-day Workshop on "*Economic Policies, Development and Social Justice*" (March 22-24, 1995). We sought the collaboration of the ILO in this effort. We were able to secure the presence of eminent people like Sarvashri Ramakrishna (Planning Commission Member), Hanumantha Rao (Former Member, Planning Commission), S.P. Shukla (Former Finance Secretary), Somnath Chatterjee, Prabhat Patnaik, Kamal Kabra, Ashok Rao and others. Among those

who acted as moderators were Coms. Indrajit Gupta, Gurudas Das Gupta, Kamal Chinoy, Yellamanda Reddy, Parduman Singh, besides the secretaries of the AITUC. Leading industrialists and economic journalists were also invited to present their views.

The Workshop has helped to enrich our understanding about certain aspects and fall-outs of the economic policies.

Conclusions are to be drawn and to be presented after thorough discussion. We intend to publish the contributions made at the Workshop in the form of an AITUC publication. Let me bring to your notice that a few comrades who had been invited to attend, did not do so. Perhaps, they did not appreciate the importance of doing so.

Struggle Against Privatisation :

In this period, we have been engaged in the struggle jointly with other CTUOs to revive some of the sick PSUs which were under threat of privatisation and awaiting their fate in the BIFR. These included, the NTC and Jute Mills, the IISCO, the Scooter India, Braithwaite and other wagon-making units, etc. Apart from taking positions within the Tripartite and the BIFR, there were mass demonstrations such as of textile workers on December 15, 1994, and of jute workers on march 27, 1995.

We have to intensify our struggle against privatisation of cement units, — of the 11 CCI factories, the Dalla units (which had in an earlier fight against privatisation sacrificed 9 workers' lives), the Tamilnadu units etc. A joint convention under the auspices of the AITUC, CITU and HMS was organised on March 21, 1995. It has called for observing a week from May 15 to 20, 1995. However, our effort to revive and reorganise our All India Cement Workers Federation has not succeeded. We have to make another effort sometime in July-August 1995.

The struggle against privatisation in other vital sectors like power, financial, telecom, oil, transport (including ports) has to be intensified.

The banks and insurance unions are very active in the matter.

'Enron' has become a symbol of all non-transparent and questionable deals, which are harmful to the country's and consumer's interests, and associated with bringing in MNCs into vital sectors of the economy. It is today in the limelight. But this is not the only one. There are a number of so-called similar fast-track projects, and several M.O.U.s signed with private parties in the sphere of generation and distribution of power.

In Maharashtra the '*Enron Virodhi Sangharsh Samiti*' is conducting a satyagraha and campaign, for seeing that the new government does not square up the deal with a few cosmetic changes, but scraps it. Any things else will be another deal struck with Enron. There can be an Indian project which operates for meeting peak load if not as a base load operating station.

In Andhra, a huge joint demonstration took place against NTR's policy of privatising power, under the banner of the "*JAC against Privatisation.*"

In Tamilnadu, a big Convention took place on this issue. In Karnataka and Orissa however, where such MNC projects are coming up, no movement has yet been launched.

The role of the state sector in road transport is being systematically diminished. Profit-making routes are being farmed out to private operators.

We must take up the struggle against privatisation both state-wise and sector-wise, so as to defeat the moves of government.

For instance the move to privatise some ports or sections within the ports should be opposed by a joint move of the port and dock unions.

Productivity and Service :

The issue of productivity of labour in our condition, has been a controversial one. This is natural, since increased productivity is linked with growing intensity of labour and is associated with greater exploitation in the existing capitalist system. Trade unions have therefore shirked this issue, and pointed to its negative side.

Generally, all workers are proud of their skill and their labour, and have no respect for those who are idlers. They struggle for better conditions of work and life, and not for shirking work. When they collectively refuse work or abstain from work, — i.e. resort to strike action, it is as a weapon of struggle specifically to obtain better conditions and to assert the dignity of labour.

Today, when our indigenous industries are threatened with extinction by the onslaught of the MNCs and dumping from the developed capitalist countries, when our public sector is threatened with privatisation, when competitiveness has been thrust upon us, we have to ensure that our industries are 'competitive' in all respects, including quality.

Defence of the public sector also means that it should be run efficiently and competitively. This means higher productivity and better service. One can see the big scope when one recalls that the Scooters India Ltd. which manufactured only 1800 three-wheelers with 3000 employees on the rolls, has been able to step up production to 7200 vehicles with only 2000 workers, and is poised to raise it even further. In the case of ECIL Hyderabad also, we have seen a spurt in productivity with better management and motivation.

We have seen this in several other cases. But why should this happen only when the enterprises are threatened with closure or privatisation?

In the case of service industries, better service is an obligation that we owe to our own people. We cannot expect people's support in defence of the public sector, (and this is a must if we are to succeed), unless they feel that the public sector renders better and cheaper service than the private whose sole motivation is to earn profits, and yet more profits!

Of course, higher productivity and better service should also lead to better earnings for the workers through suitable production incentives. Higher productivity depends on several other factors like efficient management ('management culture'), availability of capital, regular supply of inputs, steady market for the finished products, uninterrupted power, good industrial climate etc. and not just on labour productivity. Since most of these factors are not under the workers' control, the trade unions have generally not favoured the idea of productivity linked wages though piece-rates are a form of such wages.

Wage Negotiations :

Wage negotiations have been on the agenda in most of the industries during these months.

Successful negotiations have led to good wage agreements in Port & Dock, H.A.L., B.E.L., NTPC, BEML and Oil. In Coal and Steel negotiations are in the final stage.

In banks, a good agreement has been signed. Question is being raised however, about 'relativity' of wages with officers who are also getting a wage revision. The issue of 'relativity' has other aspects, such as the flight of talent to private sector and MNCs, and the extraordinary salaries and perks that the private sector is willing to pay for specialised personnel.

Negotiations in insurance are being delayed by government, in their preoccupation with the move to privatise the industry. This has resulted in an all-India strike on March 31, 1995.

Negotiations in electricity boards are going on.

Generally, the increases in emoluments range from as much as 10.5 percent to 19 percent.

Successful agreements have also been signed in Tomco, Maruti, Greaves Cotton, Mahindra & Mahindra, and several other private sector units, which have substantially raised wages and allowances.

In Sugar Industry, there have been state-level agreements in some states. But the effort is to have a national settlement. The National Coordination Committee which unites sugar workers' unions of the AITUC, INTUC, CITU, BMS, HMS, UTUC, HMKP and Independents, has been activated. It has submitted a charter, and demanded the setting up of a Tripartite Committee on Sugar. The Labour Minister has accepted this demand, but it remains to be implemented.

We have launched a move to reorganise our state sugar workers' federations in U.P. Bihar and Tamilnadu, and to then hold an All India Sugar Workers' Conference sometime in September 1995.

The issue of bonus and D.A., as also pension, are still hanging fire. The CPSTU is organising action on the first two issues, which has already become a sore point with all public sector employees, and caused great embarrassment to the INTUC and the Labour Minister himself.

As to the long-pending pension issue, it is being discussed jointly with other central trade unions so that a common move can emerge, and the scheme can be implemented soon.

International Standards and the Social Clause :

Our movement on economic policies of government, brought us up against the pressures being exercised against the developing countries by the IMF/WB and now the W.T.O. In brief, the developed capitalist countries preach the glories of the 'Open Market' so that they can find access to the vast markets of the developing countries. On the other hand, they do not wish to open their markets to our goods or their borders to our labour. Access to their markets is sought to be denied on the grounds of our low labour and environment standards. The issue of child labour has gained prominence in this context. This is what is known as the '*Social Clause*'. This is camouflaged by a show of humanitarian concern, which was not noticed so far.

All CTUOs have taken up the united position that while we are fighting and will intensify our fight, for the eradication of child and bonded labour, and for protection and upgradation of the environment, we oppose linking it with trade. This latter is a calculated move for 'Protectionism', for raising non-tariff barriers to trade. It is aimed against all developing countries.

We took this stand at the Standing Labour committee (November, 1994) where we gave a detailed note. A joint memorandum by the CTUOS setting forth this stand was presented at the conference of labour ministers from the Non-aligned and Developing Countries (19 to 23 January, 1995). The issue however remains as a hanging sword. It is to be noted that while the WFTU has taken a clear stand on this issue, the ICFTU has only voiced the view of the developed capitalist countries.

This situation underlines the urgency of AITUC's work among women and child labour, unorganised and heavily exploited workers, as also on issues of environment, health and safety.

Women and Child Labour :

The AITUC has decided to step up our agitational and organisational work among these sections and on those issues. One Secretary has been assigned this task as her major responsibility.

A preparatory committee has been set up in Delhi for holding a working women's zonal convention here by June '95. Drawn into this effort are nurses, bank and office employees, teachers, mill workers, etc.

This initiative of drawing in women workers into more active T.U. work was taken up by the AIBEA also, which held a successful All India convention of women bank employees in Bombay in February '95. Some state conventions are also planned.

The central 3-day school of women T.U. activists was however not very successful mainly because some states showed indifference about sending women cadres to the school.

A joint Anganwadi demonstration before Parliament is scheduled for May 5. But our work among them has stagnated during the last year or two. State TUCs are not giving this job the necessary importance. There is no initiative displayed by the STUCs to bring forward women T.U. activists, and to organise women workers.

The AITUC has brought out a booklet entitled "**Trail Blazing Women T.U. Leaders**" in order to hold up their examples before women workers.

The issue of child labour is very much on the agenda these days at both international and national levels. And rightly so! NGOs have been more active on this issue than the trade unions. The lag is to be made up now.

The first step is to bring about a keen awareness about the existence and exploitation of child labour and the need to eradicate it. Arguments which directly justify it or connive at its existence have to be rejected. It is simply a matter of

inhuman exploitation and one of taking advantage of extreme poverty, and has to be vigorously fought. Children have to be in school and their labour has to be replaced by adult workers on the job.

The AITUC Centre organised an exhibition on Child Labour in January '95. It now plans to put it up in regional languages for exhibiting in different states.

A project on child labour has been prepared and is being submitted to the ILO-IPEC for their sanction. We have identified a number of State TUCs for carrying out this project. We will welcome the help of youth and student comrades in implementing it.

Industrial 'SICKNESS' :

On the insistence of the CTUOs, the question of industrial sickness in general, and of sickness in private sector was put on the agenda of the Special Tripartite convened on April 10, 1995.

The number of sick units and of the total bank credit locked up in them, is as follows :

Category	No. of Units (Sept. 1992)	Outstanding Bank Credit (Sept. 1992) (in Crores)
SSI Sick Units	233,441	3346
Non SSI Sick Units	1599	6805
Non SSI weak Units	828	2436
Total	235,868	12587

The banks' outstanding credit to the SSI Sick, non SSI sick and weak units is 17.6% of the total bank advance to industry.

Industrial sickness is most widespread in the traditional sectors like textiles, jute and engineering.

The viability position is as follows :

Of the 233441 sick SSI units, 17450, i.e. 7.5% are viable; about 1% (i.e. 2383) is not yet decided, and 13141 (5.6%) are

put under nursing programme.

Labour, or strikes as reasons in industrial sickness is minimal (not more than 8% in all, of which strikes account for only 1.5%).

Cases referred to the BIFR under the 'Sick Industrial Companies Act' (SICA), are in all 2310 as on 31.1.95. Of these, public sector accounts for 164 (Central -67 and State -97).

The number of workers who are affected, in respect of cases registered by BIFR, (excluding cases dismissed as non-maintainable), are 989208 (covering 1292 cases) as on December, 1994.

Industrial sickness is thus a major problem, affecting nearly a million workers. Unions have to take up the problem, see how many can be revived, and how workers' interests can be protected. The Special Tripartite is to discuss the matter concretely and comprehensively, sometime in July '95.

The AITUC has submitted a critical note on the functioning of the BIFR. It has also demanded that joint revival schemes submitted by workers and officers or managements must be taken as basis and generally accepted. Government departments must not remain indifferent or ambivalent. Where financial support is called for and suggested in BIFR proceedings, government should agree to it and guarantee bank advance, etc.

Employment :

This brings us to the question of employment, job security of those who are in jobs, retraining and redeployment of those who are likely to become redundant and of struggle for the creation of new job opportunities.

The magnitude of the problem can be seen from the following data compiled by a **Working Group of the Planning Commission in May 1990.**

Backlog and the Employment Need

(In million persons)

	Beginning of 1990-91 1990-91 1994-95	to to	1990-91 to 1999-2000
Estimated employment	300	—	—
Growth in labour force (per cent per annum)	2.2	2.2	2.2
Backlog of unemployment	28	—	—
Increase in labour force	7	37	78
Total number of persons Employment at the end of the period	35	65	106
Implied growth rate of employment if the goal of full employment is to be attained by 2000 AD	—	3.0 per cent per annum	3.0 per cent per annum
If the present employment growth rate of 1.55 per cent continued, the of employment absorption during the period.	4.7	23.5	47.0
Estimated backlog of employment, if the present trend exists.	30.3	41.5	59.0

Thus, unless the growth rate of employment is substantially higher than the growth rate in the labour force, the backlog of employment will continue to rise every year. As we see, the growth rate is only half of what it should be if the goal of full employment is to be reached.

We have proposed in the meeting of the Sponsoring Committee of Trade Unions that a Convention on the issue be

held in which trade unions and youth student organisations should work out a programme of employment backed by mass action.

In this context, we have severely criticised the working of the NRF, whose funds have been almost entirely used for helping V.R.S. in PSEs. More than 75,000 have been sent out. What about their retraining? About 550 have been retrained, - no one knows for what trade and in what skill! As to redeployment nothing much is known. The scheme of retraining has been given to organisations like the CII, Assocham, Gandhi Labour Institute.

The point about using the fund for modernisation and revival of some viable units is not among the guidelines. Is it not better to try and keep as many workers as possible on the job, than talk of redeploying them after making them redundant?

We have therefore demanded a complete restructuring of the NRF Scheme.

The Drive to Organise the Unorganised Sections :

We have mentioned about the slow progress in this task. In our meeting at the state levels, we have identified some sections. But cadres and resources have to be deployed. It requires an "organising drive and will". It is not a casual task, or one of getting a few thousand more workers on our membership registers. But one of organising and consolidating the **workers as a class**. It is a class duty. The T.U. clout in society cannot grow without it.

It is necessary, first of all, to set up unions among those large sections even among organised industries who are not in the fold of the unions. In the case of small scale industries and industrial estates which are proliferating, it may be advisable to launch area-wise unions.

On an all-India scale, we are proposing to target construction workers, rural workers and fishermen.

We plan to hold the Conference of the A.I. Building & Construction Workers' Federation at Palghat in June, and to revitalise it. All states have a role to play in this. The central issue is the comprehensive legislation for regulating employment, health, safety and social security for nearly one crore of construction workers.

Regarding rural workers, we propose to discuss this jointly with the fraternal BKMU. Here again, in addition to land struggle and land reform, there is the question of comprehensive legislation for agricultural workers, regarding wages, social security etc. The struggle for this in effect means intensifying the class struggle in the countryside, It is not just another movement.

We have contacted the National Fish Workers' Forum, And Action Committee and propose trade union involvement in their struggle against the mechanised trawlers and MNCs prowling in our territorial waters and economic zone, and threatening the livelihood of lakhs of traditional fishermen. We have a few unions, which have to be activised and expanded. The coastal states have to pay attention to this task. A national convention has been proposed at Cochin sometime in September.

We have already mentioned the need to take up the task of organising the rural workers and anganwadi employees. Attention be also given to setting up panchayat employees unions, and forest workers' unions. They will take the trade union movement to the wide countryside.

The AITUC Centre has to act as a clearing house for information and guidance in the minimum wage sector, which is so vast.

Trade Union Unity :

The tasks in the trade union field are so vast and complex today that no single centre in the present condition of division, can tackle them. In fact, it is this objective condition that is driving all towards more and more joint work. Traditional bitterness, rivalry and one-upmanship should not deflect us from this path, unless one wishes to be content with running one's own show whatever happens. Finding fault with the 'other fellow' is an exercise that does nobody any good.

Today, there are rumblings within the INTUC also due to government's anti-people policies, which is pushing the INTUC too towards joint work on issues.

This broadens the prospect for joint stand on policies. On some issues and in some places even united actions depending on our relation with their union and the INTUC leadership, are possible. Already, there have been such joint actions on NTC, NMDC, IISCO etc. We have to take a flexible stand, so as to be able to accommodate them and draw them in whenever possible.

We are taking steps to revive the Sponsoring Committee (which met on April 14), and the National Platform of Mass organisations (scheduled on April 26).

The CPSTU has set up a skeleton structure, and is proposing to bring out a regular bulletin jointly edited by representatives of different centres.

The question is coming up of closer organisational cohesion of the Left-led CTUOs and industrial federations alongside the development of broad-based joint actions and movements. The UTUC and TUCC are willing to join in any organisational framework agreed upon by the AITUC and CITU. To discuss this urgent but complicated problem further, we propose a joint meeting of the AITUC + CITU + HMS.

The question of industrial federations will also be discussed there. We approach the problem without any preconceived notion, except to advance towards unity.

Secret Ballot :

The Supreme Court Judgement re : FCI, which upholds "secret ballot" as the only way to determine a union's representative character has to be popularised, and utilised for asserting our leading position in certain industries and establishments.

Next Six months of the Jubilee Year :

We are now in the middle of the Jubilee Year. Some tasks indicated at the Bombay G.C. meeting have been carried out, but many remain to be tackled. We are drawing your attention once again to the Programme of Action adopted there.

Some unions have popularised the Jubilee year in their functions, and also widely. Every union should do so during the next 6 months.

Meetings of state councils and state conferences have been held in Kerala, Tamilnadu, Karnataka, Andhra, Rajasthan, Gujarat and Punjab. Bihar, W. Bengal, Orissa, M.P. and Haryana are to have them in May. Other states must decide by June. These meetings have helped to infuse some vigour in the organisation. But this is just a beginning. Regular functioning has to become the norm and practice.

Steps to revive a few industrial federations are being taken. But we should see that all industrial federations that have not held their conferences, do so within the year. Democratic functioning must be stressed.

We are giving each state the names of all affiliated unions that are on our register. Let the dead ones be removed. Those that can be revived should be identified. We are indicating the arrears of affiliation fees and Special Fund that is due in each case. They have to be paid up within the month.

Annual returns for 1994 (and that means also returns pending for 1993), must be submitted within a month, and registers, records etc. set right.

District councils have to be formed and functioned, as required.

Without all this, the aim of substantially adding to the AITUC membership and streamlining its organisation cannot be achieved.

We have to decide and plan the Jubilee Celebration on October 31, 1995, in a befitting manner.

Responsibilities for the 4 Seminars in Madras, Chandigarh, Calcutta (Durgapur), and Lucknow have to be assigned.

The Short History of the AITUC has to be published by August 15.

The short education course has to be ready by October 31, 1995.

Finances :

Expenses of the AITUC have gone up substantially. This is inevitable if we are to sustain the increasing level of activities. But to sustain this level of expense, we must have corresponding income. For this -

a) All unions have to regularly pay their annual affiliation fees. This should become the practice.

b) Special Fund call, and then the Jubilee Fund call must be carried out.

c) Following agreements on wages, when a drive for contribution is launched by a union, AITUC should get a share. We have the inspiring example of Com Rama Rao-led Greaves' Cotton union, which has contributed more than a lakh and a half ruppes to the AITUC.

The Treasurer will submit a Note on the AITUC's budget for 1995- 96, and statement of accounts for the year 1994-95.

Trade Union Record

We have tried to improve the TUR, and as promised we have started publishing the Hindi TUR. But the number of subscribers is too little yet. We have to enrol an additional 1500 new subscribers (E), and 1000 new subscribers (H), by October 31, 1995.

For this, we must aim (i) to enrol as subscriber each union with a membership of more than 100; (ii) enrol each branch in the case of state-wise unions; (iii) enrol all state committee members in addition to G.C. members; (iv) and enrol leading cadres of ours and friendly non-affiliated unions, etc. Let a subscription drive be launched in right earnest.

A separate report on TUR will be presented in this meeting.

We should also regularly undertake sale of AITUC publications.

International Tasks :

During the last 6 months we undertook several international tasks:

The General Secretary attended the "World Solidarity Conference With Cuba", at Havana from November 21st 1994. The campaign for solidarity with Cuba's struggle against the U.S. -imposed blockade, has to be carried on.

A delegation of 16, along with 4 observers attended the WFTU Congress in Damascus from Nov. 22 to 26, 1994. The attempts to weaken the WFTU were rebuffed, and the need to strengthen it as a militant organisation of the international working class, was reiterated. (You will hear a brief report on this).

The AITUC played an important role in the effort to keep the WFTU going. We shall continue to stand with the WFTU. Indian affiliates and associates have also shown willingness to locate and manage the Public Services and Teachers' TUI from India.

We attended an international T.U. Seminar at Kathmandu in December '94. Its importance lies in developing our relations with the **emerging** trade union centre in Nepal - the GEFONT.

A SAARC Transport Seminar was held in Delhi, which was jointly organised by the CITU and AITUC. INTUC also

collaborated. Its declaration that the existing public sector transport should not be undermined, and an integrated transport policy for the region should be worked out, is important. The follow-up committee has to be functioned.

Though the government churlishly refused to include T.U. leaders in the Indian Delegation to the World Summit at Copenhagen (March 6 to 12, 1995), the general secretaries of the AITUC and CITU attended the NGO summit and the World Summit as observers. The gist of this important Summit has been brought out as an AITUC publication. The movement has to be carried forward.

A 2 member AITUC delegation visited Tashkent, and attended the Uzbekistan T.U. Conference.


A one-member delegation is in China to participate in the Jubilee Celebration of the All China Federation of Trade Unions.

We are pursuing the aim of strengthening our fraternal links with the trade unions of other countries, and concentrating on S. Asia, and on the Asia-Pacific Region. Contacts and exchange of correspondence with them are growing.

We are participating actively in the Indo-Pak People to People Dialogue.

We have to remember that this year is the **50th Anniversary of the victory over Fascism, and dropping of the Atom Bomb on Hiroshima and Nagasaki.** The AITUC (also CITU) have undertaken collection of mass signatures on the Hiroshima Appeal. Every union should take up this task.

From this Working Committee we should go back with a concrete programme of action for the next 6 months, till our Jubilee Celebration. Our style of work has to improve. There must be more professionalism in our activity.



4/94

Industry/sector/Services & other functions entrusted to Secretariat members.

Industry/Sector/Services/Functions

secretariat member responsible to look after

- | | | |
|----|--|-----------------------------------|
| 1. | Working women & Child Labour, Anganwadi & Balwadi;
All India Federation of Beedi workers, besides assisting
Com. G.L.Dhar in organising filing work. | Com. Amarjeet Kaur
(SECRETARY) |
| 2. | Unorganised labour; construction labour (under supervision
of Com. A.B.Bardhan; Hospital & local bodies movement;
Publications and library | Com. P.A. Francis
(SECRETARY) |
| 3. | Trade Union & workers' Education; Jute & Tea industry;
assistance to Com. S.Kumar in T.U.R. publication. | Com. Gobin Karar
(SECRETARY) |
| 4. | Engineering & Allied industry; Safety & Environment;
Productivity Council; assistance to Com. M.S.Krishnan
in CPSTU work. | Com. H.K.Mahadevan
(SECRETARY) |
| 5. | State & Central Govt. employees' movement; aviation/air
ports, etc.; besides organisation of office work,
supervision of filing work & systems; liaison with
Com.Gurudas Das Dipta for renovation & furnishing, repair,
etc. of AITUC premises; follow up of location of a
suitable plot for AITUC Building with the Department
concerned; to associate with Com.Gaya Singh in establishing
contacts with Govt. Ministries & Govt. offices. | Com. G.L.Dhar
(SECRETARY) |

contd.....2

6. Control & Supervision of AITUC Accounts; custody of funds; with assistance from Com. Kohli; check-up of affiliation work & annual returns. Besides looking after Textiles (including Powerloom, Handloom, garments & hosiery) with Com. Joshi's assistance; and Milk Dairies & allied industries.

Com. D.L. Sachdev
(TREASURER)

7. Steel & connected industries, Fertilizers, non-coal mining - besides representations & correspondence with Govt. ministries as M.P., on behalf of AITUC.

Com. Gaya Singh
(SECRETARY)

8. Coal mines; Road Transport; All India BHEL Federation; N.M.Joshi Institute

Com. K.L.Mahendra
(SECRETARY)

9. ~~ComxxxKxkxM~~

Attending to duties and functions of routine and unavoidable nature connected with the office of the President & Genral Secretary in case of non-availability of both; ensuring execution of tasks set by the Secretariat through concerned members of the Secretariat.

Com. B.D.Joshi
(DEPUTY GENERAL SECRETARY)

10. General direction and control over AITUC activities in accordance with programme and policies laid down by the last session of AITUC; WPTU; Oil & Power sector (with assistance from Com. Y.D.Sharma) Sugar industry to

Com. A.B.Bardhan
(GENERAL SECRETARY)

11. CPSTU & connected responsibilities (with Com. Mahadevan's assistance) Cement industry; other responsibilities as President of AITUC

Com. M.S. Krishnan
(PRESIDENT)

अखिल - भारतीय ट्रेड यूनियन काँग्रेस
ALL - INDIA TRADE UNION CONGRESS
24, CANNING LANE, NEW DELHI-110001

URGENT

President : M. S. KRISHNAN
General Secretary : A. B. BARDHAN
Dy. General Secretary : B. D. JOSHI

August 9, 1996,

o/c file
4/96

Dear Comrades,

The Working Committee of AITUC in the last meeting constituted a Sub-Committee to consider about the BIFR, SICA and connected matters and give recommendations.

We, the members of the above Sub-Committee will meet on the 12th August '96 at about 12.30 p.m.

Please attend without fail,

With greetings,

Fraternally yours,

(M. MAHADEVAN)

Com. B.D. JOSHI,
" K.L. Mahendra,
" Y.D. Sharma,
" Gurudas Das Gupta,
" D.L. Sachdev.

R/S/L
APB

Greaves Cotton & Allied Companies' Employees' Union

(Registered under the Indian Trade Unions Act 1926, 314 dated 15-11-1946)

PHONE : 2046430

7/94

503 Dol-Bin-Shir, 5th Floor,
69/71, Janmabhoomi Marg,
(Ghoga Street), Fort,
Bombay-400 001.

Date 1st June 1996.

The General Secretary,
All India Trade Union Congress,
24, Canning Lane,
NEW DELHI, 110 001.



Dear Comrade,

Working Committee Meeting
on 12th and 13th July 1996.

I have received your notice of the above meeting.

I realise the importance of the meeting but regret my health does not permit me to make the trip to Delhi. I am therefore unable to attend the meeting. I request that I may be granted leave of absence from the meeting.

Greetings,

Yours fraternally,

T.N. Ram Rao
T.N. Ram Rao
Vice-President
AITUC.

RECEIVED

4/94

June 26, 1996,

Dear Com. Sujanpriya,

I am inviting you for the meeting of
the AITUC Working Committee in Delhi on July 12
and 13.

I have said this orally to Com. Vijayan.
He must have informed you.

Greetings,

Yours Sincerely,

etc

ABR
(A.B. BARDHAN)

Rec
7/96

ALL INDIA TRADE UNION CONGRESS

WORKING COMMITTEE MEETING

REPORT

12, 13 & 14th JULY, 1996,
New Delhi

A.I.T.U.C. WORKING COMMITTEE MEETING
New Delhi 12-14th July, 1996,

The Working Committee held its last meeting on February 17-18, 1996, in New Delhi. Among the issues which engaged its attention and on which certain decisions were taken after fairly long discussions were: 1) The Pension Scheme and amendments therein; 2) Working women and child labour. The third item, on the priority list, i.e. the issue connected with tenancy of premises occupied by the AITUC Centre could not be taken up due to lack of time.

The Working Committee had naturally stopped short of taking up any major programme of agitational activity extending beyond a very short period essentially due to evident proximity of general elections in the country. That the announcement of election dates will come virtually on the heels of the conclusion of the meeting, however, could not at that time be foreseen or expected. None the less there was realisation that elections in a situation marked with unprecedented social and political tensions created by the misrule of the Narasimha Rao Government were of crucial concern for the secular democratic polity and stability of the country. This led to the AITUC leadership at different levels dividing its attention between trade union tasks claiming priority on the one hand and preparing the working class as such to throw its weight in the titanic electoral battle in favour of secular democratic formations, including its own permanent class allies on the other. An initial analysis of the post-election situation marked by the dramatic emergence of a secular democratic platform, leading to the formation of the U.F. Government at the Centre with its CMP., has already been undertaken through the columns of the T.U.Record dated 20.6.96.

Briefly stated, the AITUC's assessment of the situation and the attitude the working class is called upon to adopt towards the U.F.Govt. is as follows:

The United Front has evolved as a consequence of the situation created by the 1996 poll-verdict, crystallising in the removal of the Congress from power at the Centre and frustrating the designs of communal reaction represented by the BJP to win a majority in the Parliament. The several political formations and groups, favoured by the electorate for their secular democratic and broadly progressive outlook, with some of them consistently pursuing a strong pro-working class and pro-people programmes and policies, felt that they owe it to the people and the country to form a coalition Govt. at the Centre under the United Front umbrella. The Common Minimum Programme of this

Front is born out of this concrete reality. In the given situation this Programme could not but be based on the common concerns and policy approach of a broad front pledged to fight for secularism, social justice, democratic political reforms, and self-reliant economic policies oriented towards solving the burning problems of poverty, unemployment, primary health care, illiteracy, etc. Though it does not in full measure reverse the anti-people policies of the Narasimha Rao Government, it does promise to move the country in the direction of providing relief to the deprived, oppressed and backward sections of the society through a poverty-alleviation package. The programme also promises enactment of a comprehensive law for protection of rights of agricultural workers, besides implementing land-reforms effectively. Strengthening of the Public Sector, and revival of sick industries and enterprises, recognition through secret ballot, and enactment of legislation to protect interests of construction and beedi workers are a welcome feature of the programme.

As an organised and leading social force the working class and their Trade Unions cannot but support these policies, simultaneously mounting pressure through various forms of propaganda, publicity, agitation and struggles to secure their faithful and effective implementation.

The programme however, also has shortcomings and loopholes, which the working class must take due notice of with a view to undertake counter measures. Caving in on policies of disinvestment, of induction of foreign capital in power, oil, telecom and railways, privatisation of Insurance Sector, etc. furnish concrete examples of negative features of the Programme which will have to be strongly resisted by the working class and their Trade Unions. To further this objective, the AITUC and other Central T.Uns backing the U.F., including if possible the INTUC, have to sit together and deliberate over all these issues to evolve a common stand and chalk out a plan of action. Dialogue and interaction with the Govt. should form a necessary part of such programme. In any case whenever and wherever necessary struggles have to be resorted to notwithstanding the workers' general support to the U.F.Govt.

In the situation immediately preceding as well as following the general elections the AITUC could not but confine its activities to certain trade union tasks claiming priority, including uninterrupted functioning of the Central office. The issue of incorporating certain major amendments in the Pension Scheme, as initiated by the AITUC with the concurrence of some of the other national T.U. Centres continued to be agitated at different levels. The Labour Ministry was compelled to hold repeated consultations with TUs on these amendments. Members of Parliament representing different political parties were also associated with some such consultations. The Govt. ultimately agreed to incorporate amendment in the Employees' Provident Fund Act enabling it to continue its contribution @ 1.16% to the new Pension Fund. It however continued to resist incorporation of some of the major amendments proposed by TUs on the ground that actuarial calculations did not for the present permit their incorporation.

A number of meetings, conventions and discussion sessions with the participation of leading cadres of other Central T.Us viz. INTUC, HMS, BMS, TUCC and certain independent workers' organisations, were organised by the AITUC in cooperation with these organisations to pressurise the Govt. to accept amendments in the Pension Scheme in order to make it acceptable to all sections of the workers including those falling in the higher wage-brackets. The main among these were indexation of the scheme, abolition of ceilings, substantial increase in the rate of interests on the Pension Fund deposits held in the so-called "Public Account", abolition of ceiling, etc. Countrywide observance of an "Amend the Pension Scheme Day" was organised culminating in a joint rally at the Parliament on 1st of March '96. A joint delegation comprising representatives of AITUC, HMS, BMS and TUCC met the then Finance Minister, S. Manmohan Singh, demanding enhancement in the rate of interest on Pension deposits from 8% to not less than 12% so as to increase the Pension fund to fully meet the workers' expectations expressed through the various amendments proposed by TUs.

Despite unfortunate persistence of difference of opinion on the demand of the CITU and UTUC(L.S.) for Pension as a third benefit and wholesale exercise of individual option as insisted on the employees in higher salary brackets, the persistent pressure

built up around the amendments suggested by us along with some other major national T.U. Centres, did yield some results with the then Labour Minister, Mr. Venkat Swamy, announcing acceptance of some of the amendments insisted upon by TUs, including the reduction of review interval from 3 to 1 year, etc. But some of the major amendments like indexation of the Scheme, abolition of ceiling on contributions as well as corresponding benefits, substantial increase in Pensionary benefits conforming to the huge accumulations in the Pension Fund, etc. were not agreed to. The struggle for securing the acceptance of these major amendments in the Pension Scheme to make it acceptable to all sections of workers remains to be carried forward. Efforts to bridge the differences among majority of T.U. Centres and CITU and UTUC (L.S.) have to be pursued vigorously. In the new situation, a bit more favourable than before combined pressure from T.U.s is quite likely to yield the desired results. The new Govt. at the Centre must in our opinion be persuaded or pressurised as the situation may demand, to have the enabling provision incorporated in the E.P.F. Act and adopted in the coming session of the Parliament. This should be accompanied by restarting discussions and negotiations on the Pension Scheme so as to evolve a solution acceptable to all sections of employees.

Activities connected with abolition of Child Labour, etc.

In this period the AITUC continued to pursue seriously the work among women workers and the campaign for abolition of child labour. Enlisting the assistance of ILO, the AITUC has almost gone ahead of other CTUOs in developing the campaign against Child Labour by organising a series of seminars, workshops, etc. in different states. A report on this aspect of our activities, as prepared by their main organiser, Com. Amarjeet Kaur, is being presented separately.

NTC WORKERS' MARCH

Organised under the banner of the Joint Action Committee of Textile Workers' Unions, NTC workers from different parts of the country held a big demonstration on the Parliament House, demanding implementation of the Tripartite agreement on rehabilitation of NTC units. AITUC-led unions from several states participated in the demonstration quite in strength. A joint deputation of the Action Committee met the Labour and Textile Ministers, demanding withdrawal of reference of several

subsidiaries of NTC to the BIER, and immediate measures to put the tripartite settlement in operation. However, no progress in the matter has so far been made except securing a long adjournment of hearing before the Board by the holding company. Our Textile Unions must intensify the campaign for implementation of the settlement, especially in view of complications introduced due to installation of the Shiv-Sena-BJP Govt. in Maharashtra.

CONSTRUCTION & BUILDING WORKERS' REPRESENTATIVES MEET

An important meeting of the Executive Committee of All India Confederation of Building & Construction Workers was organised in Madras on 22-23 June, 1996. Over 60 representatives of construction and building workers from different parts of the country participated in the meet. After deliberating on the contents of the proposed central Bill for building and construction workers, it was decided that the Govt. should be pressurised suitably in order to have certain vital amendments incorporated therein before it is adopted by the Parliament. Deliberations of the meeting were guided by some of the AITUC leaders from the Centre.

JUTE FEDERATION

The first Conference of All India Federation of Jute workers was held in Raigarh, M.P. between 7-9th June 1996. Besides regularising its organisational set up, the Conference approved an eight-point demand-charter, and decided on a phased programme of agitation and action to compel the Govt. to take effective long-term measures to put this important traditional industry on the right track. Our Secretary, Com. Gobin Karar along with Com. Debasish Dutta and comrades from M.P. took appreciable initiative in organising the Conference. The programme includes the organisation of a massive march of Jute workers to the Parliament.

TUR

A brief "status" report on TUR will be given separately. It has to be admitted that despite repeated exhortations and decisions, and notwithstanding comparatively better performance of the journal in terms of quality as well as coverage,

we have not yet been able to realise its potential for much wider circulation in terms of increase in the number of subscribers to both Hindi as well as English editions of TUR. Unless this is taken up as one of the prior tasks and efforts intensified not only to increase the number of subscribers but also to secure advertisements to augment its delicate finances, all our efforts to build it up as a leading T.U. Journal will come to nought.

Need to fulfil certain accepted organisational tasks

That majority of State Committees have not yet geared themselves up to fulfil some of the important organisational tasks is apparent from the fact that repeated circulars from the Centre concerning drive for fresh affiliations, weeding out of non-functioning affiliates and ensuring payment of affiliation dues from non-paying but functioning unions, etc. have hardly been responded to. This is an absolutely essential organisational task especially in the background of repeated defaults on the part of our State Committees and affiliates in the past verification exercises.

Inclusion of AITUC representative in delegation to the I.L.O. Conference.

The Congress Govt.'s persistent and calculated practice of excluding the AITUC as well ^{as} CITU representation on delegations to ILO Conference was to a certain extent set right by the U.F. Govt. in its first positive step towards undoing the wrong. As already reported in the latest issue of TUR Com. Joshi was nominated by the Govt. as an adviser to the Indian Workers' delegation on AITUC's recommendation. His departure to Geneva got unduly delayed due to technical formalities on the Govt.'s side. However the very fact of his being registered as a member of the Indian Workers' delegation representing the AITUC will be helpful to the organisation. Participation in various activities, including meetings, consultations, seminars, etc. organised by the ILO in the present global situation acquires special importance which has to be kept in mind. The Conference adopted an important Convention for protection of rights of home-workers. A brief report on the deliberations of the ILO Conference is being published in the TUR.

AITUC representatives' pre-budget discussions
with the Finance Minister and the Prime Minister

A high-level delegation led by the AITUC General Secretary held discussions with the Finance Minister and the Prime Minister of the newly installed U.F. Govt. A somewhat detailed memorandum was presented to both containing AITUC's views on different aspects of the socio-economic situation prevailing in the country, together with concrete suggestions as regards the measures the Govt. must take to tackle the burning issues confronting the working people and mass of the toiling people in fields and factories.

While appraising the general orientation of the Minimum Common Programme of the U.F. Govt. positively, the memorandum pointedly criticises certain negative features thereof. Contents of both the memoranda have been published in TU recently.

Coordination with Parliament Members

It has been felt that there has been lack of coordination between the AITUC Centre and members of Parliament friendly to the working class movement, in particular the AITUC. This shortcoming has to be overcome if the cause of the working class and its trade unions is to be advanced taking advantage of the present situation with U.F. Govt. at the Centre. The AITUC Secretariat has given thought to the problem. A suitable mechanism has to be evolved as early as possible so as to ensure closer identification of friendly members of the Parliament with the working class movement, which in turn will prove helpful in resolving some of the major problems the solution of which mainly lies with the Central Govt. rehabilitation of the so-called sick industries and enterprises, being one of them.

AITUC - HMS merger

We have had several rounds of consultative meetings with the HMS leadership at apex-level the majority of whom give the impression of being committed to the idea. Coordination Committees comprising representatives of our STUCs and of corresponding HMS bodies have already been set up in several States, while some others are on way to establishing such coordination. In a few cases delay in response either from

HMS or from STUC has been reported, though both appear to be intent on establishing contact.

The AITUC Centre has taken the care to keep all the national Trade Union Centres and major Federations of workers/employees informed about the progress in merger parleys with the HMS, making it clear that the proposed merger is conceived as a step to create favourable environment for further organisational consolidation of the movement, without in any way affecting relationship with other Central T.U. organisations. Such response as has so far been forthcoming is encouraging. If and when the idea of merger is concretely realised along the conceived lines, it is bound to serve the purpose of strengthening pro-unity trend among the mass of the workers and their trade unions including the Central Trade Union organisations. This in turn could not but lead to their joining efforts to take the process of organisational unity forward.

It has been more or less agreed in principle between the HMS leadership and AITUC Secretariat that: 1) no parallel/rival union in any industry or service should be floated henceforward; 2) that areas of parallel/rival activity or conflict between the affiliates of the two organisations should be clearly identified and steps taken forthwith to halt hostile activity against each other, preparatory ^{to} evolving a mechanism to bring about harmonious relations and coordinated activity between them; 3) that a time-bound programme of completing the merger process at least at union/federation level be adopted with active intervention, wherever necessary from the apex or state level coordination committees; 4) that a joint meeting of Working Committees of two organisations be held on the 14th July, 1996, in New Delhi, with the purpose of discussing and deciding the norms or principles governing the modalities of merger at different levels; (5) A joint convention preparatory to the final unity conference be held before the year is out; 6) that the twin remaining important matters relating to a) the name/style and flag of the merged organisation, and b) the international affiliation, be continued to be discussed with a positive mind so that they do not come in the way of achievement of the proposed merger.

The AITUC Secretariat has had a series of discussions on the various issues emerging from the aforementioned tentative decisions. In its opinion the process of merger of units at the plant/establishment/industry level should be carried out along the following lines:

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In case the proven membership of the concerned rival units bears the ratio of not less than 1:5 to each other, the one having lesser membership should be entitled to have the office of President, with the other (major one) getting the office of General Secretary. The other offices, including membership of other leading bodies, Working Committee/General Council, etc. should be divided on pro-rata basis, provided the smaller entity gets post of at least one Vice-President and one Secretary.

In case, however, the membership of one of the unions happens to be less than 20% of the others' membership, then it should be entitled to have only one Vice-President's office besides one post of Secretary. Both the President as well as General Secretary's office will go to the union enjoying 80% or more membership. Membership of other leading bodies will, as before, be decided on pro-rata basis.

As regards the method to be adopted to ascertain the Membership strength of the two sides, it may have to be different in different cases. Subject to mutual agreement the basis could be provided by the Membership recorded in the Annual Returns submitted to the Registrar of T.U.s. In the alternative the number of subscribers on the membership registers maintained by each side could also be adopted as the criterion of relative membership-strength of the unions concerned, subject again to agreement between the parties. Failing an agreement on none of the above proposals, relative strength of the two sides would have to be determined through secret ballot, taking their combined membership, as exhibited on their membership records as one single constituency. This should not exclude any other method that may have to be adopted for the purpose.

Apart from the general approach on the issue of modalities or procedure of merger outlined above, there are cases, which it has to be recognised, involve federations in some of the major sectors, mainly Ports & Docks, Road Transport and Coal, where it would perhaps be necessary and advisable to directly involve their leadership in deciding the basis and procedure of merger. Towards this end joint meetings of leaders of these organisations will have to be arranged so that they can be enabled to come to agreed solution on all relevant aspects of merger.

Merger talks have gone on for nearly 5 years. They have now reached a stage where they have to be concretised in terms of a definite phased but time-bound programme marking an unmistakable advance towards merger. Bold, though cautious, steps have to be suggested from our side so that the other side is compelled to come out openly with reservations, vacillations or undecidedness, if any, entertained by them. Otherwise the AITUC would get exposed to ridicule, or suspected of frivolous conduct or dealings. This Working Committee must, therefore, unequivocally spell out its intentions in favour of merger in terms of proposals outlined above, or proposals it considers more appropriate in respect of their concreteness. We must not allow the 14th instant joint meeting of Working Committees of the two organisations to disperse without adopting a decisive attitude in favour of merger in terms of concrete and time-bound steps in that direction.

Working Committee meeting of the AITUC

July 12 -14, 1996, New Delhi.

Working Women

In the Working Committee meeting held on February 17-18, 1996, at Delhi, We had noted that the objective of AITUC....

It was decided that AITUC Centre with assistance from CTUC and ILO will help the State Committees in training women activists to take up leadership responsibilities in organising women into the trade unions. The AITUC-CTUC workshop which was scheduled to be held for women activists in Punjab had to be postponed due to general elections as per State Committee's request. Now that workshop has been proposed to be held as per dates agreed upon with CTUC in the end of August. Another three-day workshop for women is planned to be held with assistance of CTUC for women activists in Goa in the last week of September.

We had decided to hold two regional conventions for working women, in Bangalore for Karnataka, Kerala, Tamilnadu, and Andhra Pradesh, the other one at Bombay for Maharashtra, Goa, Gujrat and Madhya Pradesh. None of these could be organised. In the meanwhile we had been talking to ILO for some assistance for these workshops. It has been agreed upon, even though it will be small help but it will be otherwise beneficial to do it along with ILO. These two-day convensions must be organised within next three months.

We propose that the rest of the State Committees in the meanwhile should proceed for planning state level initiatives for organising working women conventions/meetings/seminars in the coming six months.

Anganwadi workers' federation conference is still pending which has been agreed to be hosted by Nagpur Committee AITUC. Sooner the better if the dates could be finalised in this Working Committee.

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ON CHILD LABOUR

In the last Working Committee we had reported about the successful holding of the national workshop as launching of AITUC-ILO Project on Child Labour and the tasks were taken to hold state and industrial workshops in the months of March to June.

The following activities could be accomplished in the progress of this project implementation.

A.P. State Workshop held on February 25,26,27, at Hyderabad with participation of 38 delegates from seven districts attracting wide publicity in print and visual media. Dr. Mahavir Jain from NLI Labour Commissioner, Hyderabad, and renowned Justice and other dignitaries from A.P.participated.

Kerala State workshop held on 9-10-11 March at Thrissur inaugurated by Mr. M.P. Joseph, National Co-ordinator, ILO-IPEC, Dr. Mahavir Jain from NLI, Addl. Labour Commissioner, Justice Krishna Iyet and other dignitaries participated in deliberations. Thirty two trade union leaders from Beedi, coir, fish peeling, tile, construction & hotel industries participated. The media attention was very good.

The next workshop in the series was held in Patna on March 15-16-17, inaugurated by Mr. A.P. Verma, Director, NLI, participated by 58 comrades representing unions in beedi, stone crushing, construction, hotel and restaurants, handloom, powerloom, jute, (stitching) readymade garments. Apart from this representatives of women federation, students federation, kisan sabha, journalists and two NGO's were also there. The other dignitaries who addressed the gathering included Mr.Vyasji, former Labour Commissioner and present Transport Commissioner, Bihar; Mr. Subhash Sharma, Labour Commissioner; Dr. Shakeel from health sector. This workshop also got good media attention.

Then followed Tamilnadu Workshop held in Madras on 18,19,20, March inaugurated by Com. Amarjeet Kaur, Secretary, AITUC, and addressed by Mr. A.P.Verma, Director, NLI; Labour Commissioner, Mr. S.U.Samudram, Jt Director, Field Publicity Directorate and other dignitaries from judiciary and academic life and NGO Sector. There were 40 participants representing match & fire works, construction, hosiery-textile, banking sector, beedi, hotel industry, anganwadi workers etc.

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The next in the series was Madhya Pradesh State Workshop. held at Bhopal from March 30 to April 1, with 66 participants from 24 districts representing beedi, construction, mines, small factory workers hotel & restaurants, agriculture workers union, teachers unions, anganwadi workers. Dr. Mahavir Jain, NLI, Justice Gulab Chand Gupta, for Chief Justice, Haryana & H.P., Shri Amar Singh, Labour Commissioner, Addl. Labour Commissioner, representatives of Child Welfare Council, educationists and NGO representatives addressed the participants. The newspapers and T.V. media gave good coverage.

Due to elections we had to abandon our State workshops till the middle of May.

Then 18 to 20th May, three-day workshop was held for Rajasthan AITUC activists at Jaipur inaugurated by Dr. Mahavir Jain participated by 40 comrades representing industries such as stone crushing, stone quarries, construction, shops establishment, gems & diamond cutting and polishing, small factories of metal and plastics, anganwadi workers, agricultural workers and banks etc. Mr. M.P. Joseph, Co-ordinator, ILO-IPEC, Justice Vinod Shanker Dave, Labour Commissioner, Addl. Labour Commissioner, journalist union leader and NGO representatives also participated in the deliberations. The press gave wide publicity.

The next workshop in the series was held at Kanpur with participation of 50 activists from 9-districts and from various sectors such as carpet, metal industry, glass industry, printing, construction, shops, banks, teachers, lawyers, journalists, hosiery textile, beedi, etc. Dr. Mahavir Jain from NLI inaugurated the Workshop and other dignitaries from the state included S.K. Das, Labour Commissioner, Mr. Pankaj, Addl. Labour Commissioner, Dr. Hemlata Swaroop former Vice-Chancellor, Kanpur University, Vijaya Srivastava, Acting Director, Regional Workers' Education Board, Mr. Harbhajan Singh, District Magistrate, Kanpur. The press widely covered proceedings of all the three days of the Conference.

On May 29, 30, 31, Orissa State Workshop was held at Bhubaneswar with participation of 42 activists from 9-districts representing activists from beedi, construction, fishery, handloom, metal, hotel-restaurant, agriculture, banks & professionals in teaching and judiciary. The workshop was inaugurated by Mr. Durga Shankar Patnaik the Minister of Labour, Orissa, and addressed by Dr. Mahavir Jain from NLI, Mr. Binaya Bhushan Mishra, Labour Commissioner, Anjana Manglagiri Project officer, UNICEF, Justice S.C. Mahapatra, Dr. Prafulla Chander,

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Deputy Director, Labour Department, Aboni Boral, teachers' union leader and some NGO representatives. Sections of media paid good attention to the proceedings of the workshop.

The last workshop was held from June 28 to July 1, at Calcutta with 49 delegates from eight districts, of West Bengal; 17 representatives of NGO's, 10 guest invitees and 12 speakers. The delegates represented unions from beedi, metal industry, construction, shops & establishments, handloom, small factory workers, from professions of teaching & legal practice. The Workshop was inaugurate by Shanti Ranjan Ghatak, Labour Minister and those who addressed included Mr. M.P. Joseph, Co-ordinator, ILO-IPEC, Dr. Mahavir Jain from NLI, Jt. Secretary Labour Department, West Bengal, representatives of NGO's and educationists.

Except West Bengal, due to practical problem everywhere else the poster exhibition was displayed. The documentary shows were organised most of the places. Com. Amarjeet Kaur as National Co-ordinator attended all the workshops and participated in the deliberations.

These state workshops worked out plans for activities to be taken up in the states, including one National Industrial Workshop in each state, district level and area level conventions/seminars/meetings including documentary shows exhibition displays, street corner plays wherever possible, and poster painting competitions and essay competitions wherever possible. The concerned State Committees should inform the progress in this regard about follow up activities.

The State workshop for Maharashtra is finalised to be held at Nagpur from July 20 to 22, 1996. The Uttar Pradesh Committee has proposed for National Industrial Workshop on carpet to be held on August 9-10-11, at Varanasi.

We propose to hold teachers training workshop in the end of July for those who will be teachers for 2 schools each for child labourers in the states. The representatives need to be finalised now.

In a meeting with the Secretary Labour, we have requested for extension of the time for schools from six months to one year. We have also asked for extension of our project to other states which are not part of our present project. We do not have response uptil now but we are pursuing the matter.

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Our experience from the State workshops held upto now is encouraging and comrades participants in the states and State AITUC leaders felt so, which prompted us to suggest for extension for sensitization programmes in other states also.

We are awaiting to hear from you, for the follow-up and other suggestions for making the implementation of the project successful.

RESOLUTION AGAINST PRIVATISATION AND DISMANTLING OF
STATE ELECTRICITY BOARDS

This meeting of the Central Executive Committee of All India Trade Union Congress expresses grave concern on the attempts of privatisation and dismantling of State Electricity Boards in the country by the different state Govts. as well as the Govt. of India. The doors of power sector are being opened for privatisation and the multinational corporations are being given all sorts of concession for their entry in this sector. This policy will weaken the existing public sector undertakings and will also create a situation wherein the existing electricity boards will be endangered. It will also make it impossible to provide electricity at reasonable and affordable rates.

Severe financial crunch is said to be the main reason for inviting private sector and specially the multinational corporations to the power sector.

Whole country is in the know of the history of the Dahbol Plant to be constructed by the ENRON Company (American Co.) in Maharashtra. This giant plant is to be constructed in two stages and a memorandum of understanding (MOU) and power purchase agreement (PPA) was signed for the first phase. This agreement was signed without calling for tenders and the whole thing was done in secrecy. Later when fact came out, it became clear that this agreement was detrimental to the interests of the consumers, MSEB and the nation. A powerful mass movement was build up demanding cancellation of this MOU and PPA. We feel proud of the fact that MSEB federation had taken the initiative for forming Enron Virodhi Sanyukt Sangharsh Samity and organising the mass movement. People in the Konkan area participated in this struggle in massive way facing even severe police repression.

As a result of these agitations, the BJP-Shiv-Sena Govt. suspended the agreement. But they had to retreat and enter into an agreement for the first and second phase of the agreement. The Vajpayee Govt. had decided to give stand guarantee also. This tantamounts to a betrayal. This agreement will endanger the financial viability of the MSEB. It will also had to increase electricity tariff rates.

Now it is learnt that efforts are afoot to allow MNCs to invest in power sector in M.P., A.P., Orissa, and Bihar.

In fact the state electricity boards are not in loss. Although it is also a fact that the annual accumulated loss to the state electricity boards in India comes to about Rs.7000 crores but when we see the amount of gross subsidy involved in supplying electricity to agriculture, domestic etc. which comes to about Rs.15000 crores (1995-96), it is not a loss inspite of all sorts of pilferase corruption huge ^{line} loss etc. If these subsidies are born by the state enchequer which should be no state electricity ^{born} / w. be in loss.

Orissa Govt. has hurriedly passed an ordinance amending the provisions of the Electricity Supply Act 1948, enabling it to divide the State Electricity into three separate companies, This is done as dictated by the U.B. and the ultimate aim is to privatise all the public sector institutions. The ordinance is yet to be approved by the Parliament and it is learnt that a bill to that effect will be moved in the coming Parliament Session.

This meeting of the Central Executive of All India Trade Union Congress requests the Govt. of India not to pass the Bill to approve the Orissa ordinance and cancel the guarantee to Dahbol project as decided by the Vajpayee Govt.

This meeting also request the Govt. of India to review the conditionalities attached to World Bank loans for the power sector.

This committee also requests the Govt. of India to seriously consider the pros and cons of inviting private capital, especially foreign capital, to the power sector, while doing so, the view of all interests concerned particularly, the trade unions should be heard on the subject. This Committee hope that Govt. will finalise the policy only after such a wide discussion.

This meeting also requests the Govt. of India to arrange a conference to discuss about these matters and also the steps to be taken to make efficient the existing public sector undertakings in the power sector.

On BONUS ACT

Large number of workers in public sector and organised sector of industries are drawing salary more than Rs.3500 and thus are deprived of Bonus.

The Working Committee of the AITUC demands that the Bonus Act should be amended to remove ceiling on Bonus for workers.

ON BALCO WAGE REVISION

Demand for re-constitution of wage negotiation Committee consisting of all Central Trade Unions pending in various units/plants of Bharat Aluminium company. AITUC affiliates which are stronger than any one in the captive Bauxite Mines and have a formidable membership in both departmental and contractual workmen are deliberately kept out of the wage-negotiation Committee which at present consists of INTUC and CITU. This is much against the concept of bi-partism in wage-fixation and other issues and also against the much talked participation of workers in management.

Working Committee of AITUC calls upon the Govt. of India, to direct the BALCO Management for re-constitution of wage-negotiation Committee with the inclusion of AITUC affiliate at the local level and one representative each from every Central T.Uns operating in BALCO at apex level on the lines of steel, coal etc.

RESOLUTION AGAINST PROFESSIONAL TAX IN MADHYA PRADESH

B.J.P. Govt. headed by Sunderlal Patwa in M.P. who made an election promise to end the Congress-imposed Professional tax had only restored it after a gap of 3 years on enhanced rate. Employers have started recovering 2-year arrears together with the current month tax under the present Congress-regime despite mass disapproval.

Working Committee of AITUC condemns this anti-worker act of the M.P.Govt. and calls upon for immediate withdrawal of Professional Tax retrospectively; Working Committee further calls upon its all affiliates in the State of M.P. to fight back through united mass movement.

RESOLUTION ON

HOME BASED WORKERS

The Working Committee of the AITUC welcomes the adoption of a Convention by ILO regarding the home-based workers about Minimum Wages, security of service, social security etc. There are lakhs of home-based workers in India.

The Working Committee urges upon the Govt. of India to ratify the convention and enact a comprehensive legislation on home based workers in line with the Convention of the ILO.

PRIVATE SCHOOL TEACHERS

Lakhs of private schools have come up throughout the country. Even in West Bengal they have no security of service, social security or any service rules. The private school teachers of West Bengal have commenced agitation on their demands.

The Working Committee of the AITUC demands that a legislation should be passed providing pay structure on par with aided schools and similar service conditions.

The Working Committee of the AITUC urges on the Govt. of West Bengal to concede the just demands of the teachers of the private schools.

STEEP HIKE IN PRICES OF PETROLEUM & PETROLEUM PRODUCTS

The recent steep hike of 25 to 30% increase in price of petroleum & petroleum products shall lead to inflation and hit the common man. Whatever the cause of increase in deficits the steep hike cannot be justified.

The Working Committee of the AITUC strongly expresses its protest against the steep hike and demand that the Govt. should withdraw the steep hike.

R E S O L U T I O N

(D R A F T)

ON transfer of 11-B deposit of Bailadilla Mines to Joint-Venture Company.

The Working-Committee of the AITUC noted with serious concern that in reply to a question on behalf of the Ministry of Steel, the Union Minister for Parliamentary-Affairs told the Lok-Sabha the other day that the U.F. Government has no objection to the proposal for transfer of 11-B deposit of Bailadilla Mines to Joint-Venture Company of Nippon Denro Ispat Limited, with certain safeguards.

The 'Safeguards' as enumerated in the reply are nothing but an eye-wash to confuse the main issues involved in the Bailadilla-deal. The key questions that have been raised and debated in both the houses of Parliament and outside by the trade unions, their representatives and others during the Congress-rule are neither answered nor considered to be probed-into. When the NMDC, a most successful PSU, is admittedly giving excellent performances in the fields of production, productivity and despatches of Iron-ore and has categorically stated that it has got the required technical expertise, financial capacity and Managerial-efficiency to develop 11-B deposit on its own, then what has prompted the Ministry of Steel during the Congress-regime to insist for transfer of the Lease of 11-B deposit from the hands of NMDC to a joint venture Company in which Nippon Denro will enjoy 89% Equity-Share ? Secondly, whether the transfer of such a deposit of best quality of Iron-Ore which has the potential to fetch profit of nearly 2000 Crores of Rupees in 20 years will not be against the interests of the Nation.

Thirdly, lack of transparency of the deal was questioned by many quarters and the entire issue is still pending with the Public Accounts Committee.

If the U.F. Government keeps its eyes shut to these questions and disregards the public opinion against this infamous deal, that will betray the faith of the people on the New Government. Actually, Many of the constituents of the United Front had actively protested against Bailadilla Deal when Congress Government was in office. Now, on the one hand the Common Minimum Programme (CMP) of the United Front has emphasised the need for strengthening of PUBLIC-SECTOR by making a departure from the policies pursued by the Narsinhva Rao Government, and on the other hand the same United Front Government is endorsing the sell-out of Bailadilla being the same-line of the Previous Government.

THE AITUC WORKING COMMITTEE strongly urges the U.F. Government to re-consider its stand on the Bailadilla-issue, withdraw the proposal for transfer of Lease, and allow the NMDC to develop 11-B deposit for which the AITUC has been agitating from the beginning.

ON PENSION SCHEME

The Working Committee of the AITUC urges upon the Govt. to enact the P.F. Pension Scheme in the ensuing session of the Parliament with the amendments proposed by Trade Unions as increase in the interest on corpus from 8½ to not less than 12% indexation, capital return without reduction of pension etc. The P.F. Act should be amended removing the ceiling of Rs.500. The AITUC is opposed to individual option which will sabotage the scheme itself. The Bill provides for exemption of establishments.

PENSION SCHEME FOR PROSPEROUS INDUSTRIES

The Working Committee urges on the Govt. to exempt prosperous and stable private and public sector industries from the scheme so that another scheme can be worked out on the basis of 3% contribution from the management and workers each along with the contribution of family pension i.e. 2.33% and 1.16% by the Govt. A viable scheme can be worked out on par with P.F. Pension Scheme without touching the total provident fund share by the employers.

For the separate scheme to be worked out, Government should withdraw the condition of LIC annuity, should transfer the total accumulation of Family Pension Fund and payment of 1.16% Government contribution.

The Working Committee of AITUC hopes that a consensus amongst trade unions can be brought about the above basis.

The Working Committee of AITUC views with concern the policy of the Govt. of India for ordering directive Iron, manganese and other non-coal mines for non-confirmation and non-implementation of the provision of Forest Act regarding environment problems in Orissa. As a result of this about 3000 mine workers will be unemployed.

It is true that environment laws should be enforced scrupulously. It is also true that whenever a mine is worked out environment is disturbed. Therefore a balance between the two has to be maintained.

Therefore it is demanded that in case of new mines, steps should be taken to implement the law from the beginning. In the case of old and existing mines, the mines should be allowed to continue its operation and prevent unemployment of labour who are mostly tribals and down-trodden.

The mines owners should be forced to pay for adequate and equivalent afforestation in other areas.

The work of afforestation should be entrusted to workers co-operatives and tribal and down-trodden, local kisans co-operatives. They should be provided with necessary land and funds collected from mine owners.

The Working Committee expects that present order for stoppage of mines should be withdrawn and adequate steps for afforestation should be taken.

RESOLUTION ON WAGE REVISION OF SUGAR WORKERS (D.K. PCNDA)

The Working Committee of AITUC expresses its serious concern over long silence of the Union Govt. on the question of Wage revision of sugar workers numbering more than lakhs.

The previous Labour Minister assured the National Sugar Workers Coordination Committee to constitute a Tripartite Committee for wage revision of sugar workers who are the lowest paid compared to any industry in the organised sector. But so far the Tripartite Committee is not constituted till date. Moreover, there is no revision of wages for the last seven years . inspite of sky-rocketting price rise.

In the context of new developments in the country, the Prime Minister has expressed its anxiety for payment of huge cane arrears running to crores to the sugar-cane growers and for revival of sugar industry, the Working Committee urges upon the Govt. to order of immediate constitution of the Tripartite Committee (on sugar) before 30th August'96 with a direction to go into the question of revision of wages and complete the same by December'96.

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We call upon the Sugar workers' unions in the country to hold meetings and send their resolutions to the Union Govt. for immediate steps in the above direction.

It is time that environment laws should be enforced scrupulously. It is also time that whenever a mine is worked out environment is disturbed. Therefore a balance between the two has to be maintained.

Therefore it is demanded that in case of new mines, steps should be taken to implement the law from the beginning. In the case of old and existing mines, the mines should be allowed to continue its operation and prevent unemployment of labour who are mostly tribal and down-trodden.

The mine owners should be forced to pay for adequate and equivalent reforestation in other areas. The work of reforestation should be entrusted to workers co-operatives and tribal and down-trodden local kisans co-operatives. They should be provided with necessary land and funds collected from mine owners.

The Working Committee expects that present order for stoppage of mines should be withdrawn and adequate steps for reforestation should be taken.

RESOLUTION ON WAGE REVISION OF SUGAR WORKERS (D.K. PORDA)

The Working Committee of AIUC expresses its serious concern over long silence of the Union Govt. on the question of wage revision of sugar workers numbering more than lakhs. The previous Labour Minister assured the National Sugar Workers Coordination Committee to constitute a Tripartite Committee for wage revision of sugar workers who are the lowest paid compared to any industry in the organised sector. But so far the Tripartite Committee is not constituted till date. Moreover, there is no revision of wages for the last seven years. sky-rocketting price rise.

In the context of new developments in the country, the Prime Minister has expressed his anxiety for payment of huge cane arrears running to crores to the sugar-cane growers and for revival of sugar industry. The Working Committee urges upon the Govt. to order of immediate constitution of the Tripartite Committee (on sugar) before 30th August '94 with a direction to go into the question of revision of wages and complete the same by December '94.

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ALL INDIA TRADE UNION CONGRESS

24, Canning Lane, N. Delhi-1.

President : M.S. KRISHNAN
Gen. Secy. : A.B. BARDHAN
Dy. Gen. Secy: B.D. JOSHI

January 25, 1996,

CIRCULAR

TO

ALL MEMBERS OF THE WORKING COMMITTEE of AITUC

SUB: Notice of meeting.

Dear Comrades,

An urgent meeting of the Working Committee will be held on February 17 and 18, 1996, to discuss the following agenda.

AGENDA

1. The Pension Scheme and our tasks in this respect.
2. The progress in organising the unorganised workers (reports from States).
3. Report and future tasks about Working Women Convention.
4. Report on National level Child Labour Workshop and organisation of State level Workshops.
5. Affiliations. 6. Guideline on our task on Safety, Health and Environmental issues.
7. Finances. 8. TRADE UNION RECORD.
9. Any other matter.

The meeting will start at the AITUC Office at 10 a.m. on 17th and continue on the 18th. You are requested to intimate arrival and to book your departure not before 19th morning. In view of the importance of this meeting all comrades are requested to be present. Since postal system does not work properly, therefore all State secretaries are requested to inform Working Committee members of their states by way of abundant caution .

With greetings,

Yours fraternally,

A.B. Bardhan

(A.B. BARDHAN)
GENERAL SECRETARY

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4/94
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General Secretary : A. B. BARDHAN
Dy. General Secretary : B. D. JOSHI

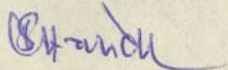
Dated: 11.12.95

Dear Comrade,

The next meeting of the AITUC
Secretariat is fixed for Dec. 19th at
11.00 AM at AITUC Central Office.

Please attend it punctually.

Yours Comradely,


(D.L.SACHDEV)
SECRETARY

Com. A.B.Bardhan
Com. B.D.Joshi
Com. K.L.Mahendra
Com. H.Mahadevan
Com. Gaya Singh
✓ Com. G.L.Dhar
Com. Gobin Karar
Com. T.A.Francis
Com. Amarjeet Kaur
Com. Ramdhari Prashar

Cable : "AITUCONG"
Tele Fax : 91-11-386427

Telephone : 3 8 7 3 2 0

file 4/94

अखिल - भारतीय ट्रेड यूनियन काँग्रेस
ALL - INDIA TRADE UNION CONGRESS
24, CANNING LANE, NEW DELHI-110001

President : M. S. KRISHNAN
General Secretary : A. B. BARDHAN
Dy. General Secretary : B. D. JOSHI

Dated: 18.11.95

TO ALL MEMBERS OF SECRETARIAT

As already decided the next meeting of the Secretariat will be held on 24th November, 1995. The meeting will be held at 5.00 pm. or soon after the ILC Session is over, whichever is later.

All the members are requested to kindly attend the meeting.

D.L. Sachdev

(D.L.SACHDEV)
SECRETARY

Com. G.L. Dhar

Cable : "AITUCONG"
Tele Fax : 91-11-386427

Telephone : 3 8 7 3 2 0

५/१५
अखिल - भारतीय ट्रेड यूनियन कांग्रेस
ALL - INDIA TRADE UNION CONGRESS
24, CANNING LANE, NEW DELHI-110001

President : M. S. KRISHNAN
General Secretary : A. B. BARDHAN
Dy. General Secretary : B. D. JOSHI

Dated: 28.11.95

Dear comrade,

The meeting of the AITUC Secretariat
is fixed for Dec. 7, 95 at 10.30 AM
specifically to discuss AITUC Child Labour
Project. Apart from that other urgent *matter*
matter if any may also be taken up.

Please attend it punctually.

Yours comradely,

Sd/
(A. B. BARDHAN)
GEN. SECRETARY

Cable: "AITUCONG"
FAX: 38 64 27

4/94
TEL: 387320

ALL INDIA TRADE UNION CONGRESS

24, Canning Lane, N.Delhi-1.

President : M. S. KRISHNAN
Gen. Secy. : A. B. BARDHAN
Dy. Gen. Secy.: B. D. JOSHI

May 9, 1995,

CIRCULAR

ALL STATE COMMITTEES OF AITUC

Decisions of the Working Committee.

Dear Comrade,

1. The Report as adopted has been printed. It is for sale among AITUC leaders and activists. Please order copies. It is our guide for next 6 months.
2. Resolutions have been printed in T.U.R.
3. Regarding Affiliation Fees: It has been decided that all affiliated unions should pay up their affiliation fees upto 1994 before June 30. Please ensure this. Those unions which not paid at all for the last 3 years and more, should be personally checked up. If they are defunct, advise us to remove them from the rolls. If they can be revived, then please try and send their fees.
4. Regarding Special Fund as per the Patna decision has to be paid before June 30. After that, kindly take up the Jubilee Fund as decided by the Bombay General Council meeting. With new wage agreements signed in many industries, this should not be difficult.
5. Regarding Trade Union Record (English & Hindi): launch a subscription drive. Every union above 100 members should become subscriber. Every General Council member and State Committee member should subscribe. Every branch of State union should subscribe. Send money and address immediately.
6. Regarding 75th Anniversary: Every union or group of unions in a district should organise function. Write on walls. Print local posters and bring out leaflets. Send reports.

PTO.....

7. Regarding 4 Seminars: Launch preparations at Calcutta, Lucknow, Chandigarh and Madras. Propose themes for approval by the AITUC Secretariat. The Calcutta theme is: "Environment and Development".
8. Regarding Organising Unorganised: By now your State Committee meetings must have indentified new spheres. So please inform us about that, and what efforts you are making to organise them.
9. Regarding Agricultural workers: We had a joint meeting with BKMU office-bearers. District AITUC Councils, and/or major organised unions should help concretely in getting Dt. BKMU bodies registered, and help them with maintaining membership registers, counterfoils etc.
10. Regarding Cuba Solidarity: Circular attached. Please approach all major affiliated and friendly unions to collect and contribute.
11. Regarding Collecting Mass Signatures on Hiroshima Appeal: Copy of Appeal and signature form attached. Please undertake collection of signatures.

Greetings,

Yours fraternally,

A. B. Bardhan

(A. B. BARDHAN)
GENERAL SECRETARY.

P.S.

12. Regarding Construction workers: The all India Conference will be at Palghat on June 27-28. Please ensure that delegates from all Constructions Unions in your State are mobilized.
13. Regarding Contract Labour Conference: CPSTU is organising an all India Conference of Contract Labour. Both in Public and Private sector establishment. Contract Labour is increasing. It is necessary to send representatives (including women if possible) to this Conference which is at Durgapur (W. Bengal) on June 10-11.

(F)

Gobin Karar

RECEIVED

457

- JUN 1995

A.I.T.U.C.

224, Canning Lane, N. Delhi

Phone: ~~6690379~~ 6690379

DURGA KAMALA KUTHIR
 P.O. & VILL. MASHILA
 VIA: ANDUL-MOURI
 DIST. HOWRAH.

Pin : 711302

Ref. No.....

Date..31..5..1995.

My dear Com. Sachdev Bhai,

I am pleased to receive your letter of intimation dated 18.5.95.

It is sure that I would attend the meeting of the Secretariat to be held on 13.6.95. I do not know whether I shall avail reservation in the Purba Express. If not available, I am to book it in the Rajdhani Express on 12.6.95. I am to attend the meeting of the All India Federation of Ju- te workers on June, 10 and 11 at Calcutta which has been convened.

You are perhaps aware that this time I was fully involved in my family as my son and daughter are appearing in the final examinations of B.A. and B.Sc in Calcutta University. There is no other persons to look after them at this moment. My wife is ill. The examinations are still continuing with gaps and will end in the last week of June. So, I am to return by June 22 again. I will be free from 1st week of July. Perhaps I shall be in Delhi for entire month of July and again I am to come to ~~the~~ my state ~~1~~ by August 1. ~~Ekka~~
~~Gatbarxik~~

I hope that all Secretariat members have gone through my draft Syllabus of Education for TU school and the coming meeting will probably finalise it and concrete programme for conducting TU schools will be adopted.

Please intimate Com. Bardhan, Com. Joshi.

Convey my greeting to all comrades of the
 AITUC Office.

With greetings to you,

Yours comradely,

Gobin Karar
 (Gobin Karar)

Andhra Pradesh Medical Employees' Union

Regd. No. 1725

(AFFILIATED TO A.I.T.U.C.)

Recognised by the Government of Andhra Pradesh

Phone : 597869

HIMAYATNAGAR

HYDERABAD - 500 029.

RECEIVED

For.ON

18 MAY 1995

A. I. T. U. C.
24, Canning Lane, N. Delhi

21-5-383

Hyderabad 500 624

15 May 1995

R/ File
A/B
G. RAMCHANDER
Member
Working Committee
All India Trade Union Congress

Dear Com General Secretary,

I was surprised to receive letter dated 2-5-1995 taking note of my alleged absence from the Working Committee meeting held on 24-25 April 1995.

The fact is that I attended the meeting and signed the register as well. So I am surprised how this wrong impression of my absence has been created and the letter sent.

This is for your information.

With regards,

Yours comradely,



G. Ramchander
MEMBER

Com A.B. Bardhan
General Secretary
All India Trade Union Congress
24 Canning Lane, New Delhi 110 001

4/99

May 2, 1995,

Dear Com. Nageswar Rao,

While speaking in the AITUC Working Committee, and referring to the issue of productivity, you had mentioned the case of the ECIL.

Could you send me immediately the details of the case ? You can speak on the phone or fax it. I have to include it in the revised and printed version of the Report. It is already in the Press.

With greetings,

Yours comradely,

A. B. B.
(A. B. BARDHAN)

Com. Nageswara Rao,
Vice-President, AITUC,
Hyderabad.

Phone: 61-9379: 6690379

DURGA KAMALA KUTHIR
P.O. & VILL. MASHILA
VIA: ANDUL-MOURI
DIST. HOWRAH.

Pin : 711302

Gobin Karar
File Working Committee
A.A.S.

4/94

Ref. No.....

Date...12...4...1995.

To
Com. A.B. Bardhan,
General Secretary, AITUC,
New Delhi-1.

RECEIVED
ForOn
24 APR 1995
A. I. T. U. C.
24, Canning Lane, N. Delhi

Dear Comrade,

It is matter of deep regret that I am not being able to attend the meeting of Working Committee of AITUC to be held on April 24 and 25.

My youngest son and daughter will appear in the final examinations of B.Sc. and B.A. from April 21 to May 27 this year. There is none in my family to look after them during this period. So I am to stay at home.

I have communicated to Kamalapatida that you have fixed up the date to attend the meeting of BPTUC Working Committee on May 7. Kamalapatida ~~as~~ agreed and almost confirmed the date. On April 13 Secretariate meeting is convened to confirm it. He is going to Delhi to attend N.C. and W.C. meeting.

With greetings,
Gobin Karar
(Gobin Karar)

Cable: "AITUCONG"
FAX: 386 427

4/94
TEL: 387 320,

ALL INDIA TRADE UNION CONGRESS
24, Canning Lane, N. Delhi-1.

President : M. S. KRISHNAN
Gen. Secy. : A. B. BARDHAN
Dy. Gen. Secy. : B. D. JOSHI

March 30, 1995,

CIRCULAR

TO

ALL WORKING COMMITTEE MEMBERS
ALL OFFICE BEARERS

Meeting of the Working Committee

Dear Comrades,

The meeting of the AITUC Working Committee will be held on April 24 and 25, 1995 in Delhi, at the office of the AITUC. The meeting will start at 10 a.m. on the 24th April, and will continue till the evening of the 25th April.

Agenda of the meeting will include:

1. Report on developments since October 31, 1994;
2. Fulfilment of the Programme of Action adopted by Bombay General Council meeting;
3. Report on "Workshop on Economic Policies", and conclusions;
4. Planning the next half of Jubilee celebrations;
5. Finance;
6. Affiliations;
7. Any other subject.

Comrades may kindly reach either on 23rd evening or early morning of 24th, so as to be in time for the meeting to commence at 10 a.m.

Members may kindly reserve their return tickets from Delhi also while booking. If the return reservation is to be done from Delhi, then money should be sent in advance.

Greetings,

Yours fraternally,

A. B. Bardhan

(A. B. BARDHAN)
GENERAL SECRETARY.

R/Su
A.B.B.

To
Com. A.B. Bardha, General Secretary,
AITUC.

4/24

Dear Comrade,

I am leaving Delhi to day for Calcutta and shall come back on the 23rd March here. Later on I heard that Secretariat would meet on the 15th. But 15th is my date for 'voter's photo'. So, it is regretted that I could not attend the Sectt. meeting on the 15th. Hope, you will fixt up the next meeting within April 14 and I ~~want~~ would be able to attend that meeting because I shall be staying then at Delhi.

For attention on other matters:

1) Jute workers' Parliament March on 27th March. They will arrive at Delhi on 26th and all arranges have been made by Delhi comrades (Francis and Sachdev know). Hope, you will be available then. On 28 March, a meeting of leaders of jute unions is convened at AITUC office to for an All India Federation.

2) Syllabus of AITUC School have been made and the draft have been distributed to all secretariat members for check etc. and it has been decided that in the next Secretariate meeting the syllabus would be finalised. Please see to it.

~~xxx~~

With greetings,

Gobin Karar

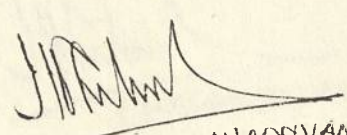
13.3.95.

4(a) 4/99

The following subjects, as follow up of our previous discussions/decisions, be considered in the secretariat meeting

1. Preparations for 16 programmes to be held in March '95
 - (i) Working Women Workshop on 17, 18 & 19, ~~18~~, 95 at Delhi ^{March}
 - (ii) AITUC Committee of P Sector Trade Unions - meeting on 19th ~~18~~ ^{March} 95
 - (iii) Cement Federation meeting's on 20th and 21st ~~19~~ ^{March}
 - (iv) AITUC Workshop on Economic policies, Development and Social Justice on 22, 23 & 24 th March '95
2. Booklet on AITUC History on the eve of Platinum Jubilee.
3. AITUC/TU class - updating of our syllabus.
4. meeting of AITUC Secretariat & Parliament members.
5. Handout by AITUC on minimum wages, unorganised labour and connected issues.
6. Working Committee meeting - place & Date
7. Verification - Follow up for the next meeting.
8. Affiliation Fee, Spl. Fund, TUR enrolment - Review (English & Hindi)
9. Gur ownr project on Environmental protection under para II of the ILO/NOR project.
10. Letter from VHA on TU's Resolution on ^{The Bill to} banning smoking Adverts in the media.
- 11.

26, Feb, '95.


(H. MAHADEVAN)

File
Working Com. File
A.B.S.

Com. R. K. Ratnakar.
224, Choupati Karanj,
Ahmednagar.
Dl. 7/8/1994. H

Dear Com. A. B. Bardham,

Your letter d/. 31/7/94 is at hand. Due to my ill health I missed the opportunity to participate in the Working Committee meeting held under your leadership (for which I am proud) on July 23, 24.

I am sorry and kindly excuse me for not giving prior intimation for not attending the meeting. Due note of your letter is taken. I assure you to remain present ~~at~~ at the meetings which will be held in future.

With revolutionary greeting and

good wishes

Yours comradely
D.K. Satnam

15
भारत
INDIA



RECEIVED
For
11 AUG 1994
A. I. T. U. C.
24, Canning Lane, N. Delhi.

पॉस्ट कार्ड POST CARD

To
Com. A. B. Bardhan
General Secretary
All India Trade Union Congress
24 Canning Lane
New Delhi 110001.

पिन PIN 1 1 0 0 0 1

ZCZC DNDCCA0221 BBB DNDIPA



0 1225 PA 52 PANAJI 25 32/37

COMA B BARDHAN

GENERL SECRETRY

ALL INDIA TRDE UNIONCONGRESS

24 CANNINGLANE **0461**

NEWDELHI110001



COMCHRISTOPHER ANDI UNABLE TO COME BECUSEOF PRESSUING PROBLEMINGOA

NARAYAN PALEKAR ALLINDIA TRDE UNIONCONGRESS SECRE-TARY

COL 52 24 110001===

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MBYCCA0856

NNNN

Com. Raghbir Singh Chaudhary

Bhagat Singh Samark

Assandh Road, PANIPAT-132103

Member A.I.C.
A.I.T.U.C.

Resi. Ph. 20542

Office : 21532

DATED...14-7-94

आदरनीय काफ़ेड वर्येन जी,
खाल खलास

विनयन यह है कि 23, 24 जूलै 1994 को राक किक
कारिक्कारणी की मिरीयां में मैं खबर खप पहुँचता याइरहा
वा लेकिन खन खद मजुदरीयो के कारणा इवरो-रुप
मिरीयां में नई पहुँच पाऊंगा। इसके लिये क्षमा
याइता है

कारिक्कारणी अहिन्दन

आपका साथी
रघुबीर चौधरी

Please put up in
WT - weelship

AGS

(not mentioned in
weelship since
it did not reach
me before the
strike-morning)
KSS

RECEIVED
For.....on
15 JUL 1994
A. I. T. U. C.
24, Canning Lane, N. Delhi

Vijayan Kunissery

5/420-1, Pranamom
Puthur, Palakkad-678 001

Date 19-7-94

To

The General Secretary,

AITUC

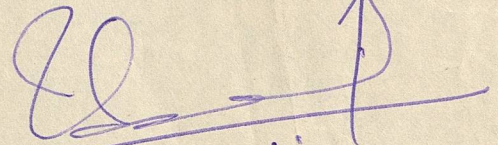
24, Lanning Lane
NEW DELHI

Dear Comrade,

I had already booked my ticket for attending AITUC working committee which will be held on 23rd & 24th July. But as I am suffering from severe headache and fever, I couldn't travel as a long distance.

So please grant me leave for the same.

Yours Comradely



Vijayan Kunissery

**Andhra Pradesh State Road Transport Corporation
Employees' Union**

President :

R. P. Ranga Rao

Satyanarayana Reddy Marg,
HYDERABAD-500 020.

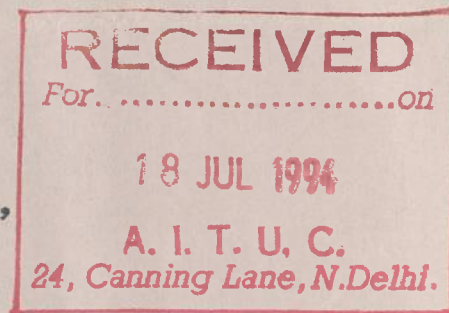
Date : 16.07.1994

Secretary General :

B. Rama Rao

Ref. No.

To
The General Secretary,
A. I. T. U. C.,
24, Canning Lane,
NEW DELHI.



Dear Comrade,

Sub:- Meeting of the Working Committee of A. I. T. U. C.

* * *

The Central Office bearers of our Union are meeting at Hyderabad to discuss some important organisational matters on 24th & 25th of this month.

In view of this, I regret to express my inability to attend the Working Committee Meeting on 23rd & 24th July, 1994, at New Delhi.

With Greetings,

Yours fraternally,

a. a. d. s. r.
(R. P. RANGA RAO)

*To be read
out in the meeting
R.P.R.
21/7*



Phone : 230372

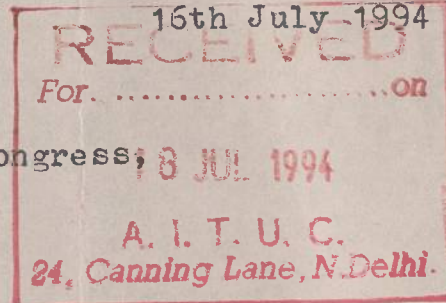
ANDHRA PRADESH COUNCIL

All India Trade Union Congress

ఆంధ్రప్రదేశ్ కాన్సిల్, ఏ.ఐ.టి.యూ.సి.

Satyanarayan Reddy Bhavan 3-5-912, Himayat Nagar, Hyderabad-500 029.

To
The General Secretary,
All India Trade Union Congress,
New Delhi-110001.



Dear Comrade,

I am sorry for my inability to attend the Working Committee meetings on 23-24 July 1994 because of my father-in-law's demise in Mangalore and in my presence there is unavoidable.

I therefore request that my absence may please be condoned.

With greetings,

Yours comradely,

(K.Srinivas Rao)

*Take presented in
to the W.C. meeting*

[Signature]
21/7

From J.C. Moberg.
Member, Working
Committee

ATTN

11/7/94

~~W.C.
Moberg~~

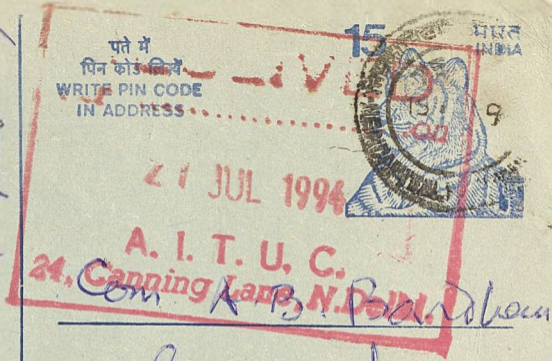
Dear Comrad.

As I am proceeding
to USA for treatment
of my eyes, I will
not be able attend
the meeting of your
Working Committee on
23/24th July 94.
My absence may
kindly be condoned.

I Shall be back in
October.

With regards
Fraternely

Durga Ch
Mishra



President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan

ಎಂ. ಸಿ. ನರಸಿಂಹನ್

General Secretary :

ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ :

H. V. Anantha Subba Rao

ಎಚ್. ಎ. ಅನಂತಸುಬ್ಬರಾವ್

ALL INDIA TRADE UNION CONGRESS

Karnataka State Committee

ಆಲ್ ಇಂಡಿಯಾ ಟ್ರೇಡ್ ಯೂನಿಯನ್ ಕಾಂಗ್ರೆಸ್
ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಮಿತಿ

25, 1st Floor, 4th Cross, Sampige Road, Malleswaram, Bangalore-3
೨೫, ಮೊದಲನೇ ಮಹಡಿ, ೪ನೇ ಕ್ರಾಸ್, ಸಂಪಿಗೆ ರಸ್ತೆ, ಮಲ್ಲೇಶ್ವರಂ, ಬೆಂಗಳೂರು-೩

Telephone } 366497
ದೂರ ಸಂಖ್ಯೆ } ೩೬೬೪೯೭

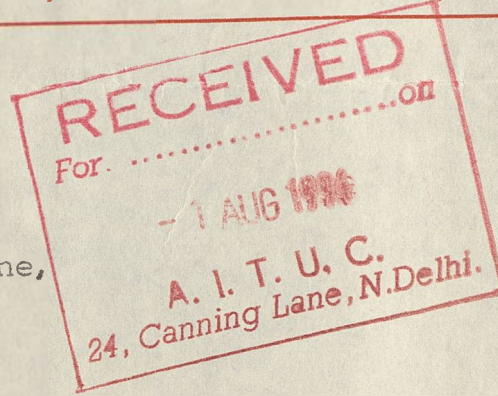
Ref.No.12/59/94

To,

The General Secretary,
AITUC, No.24, Canning Lane,
New Delhi-110 001.

Dear Comrade,

Sub: Working Committee Meeting
23rd, 24th July 94.



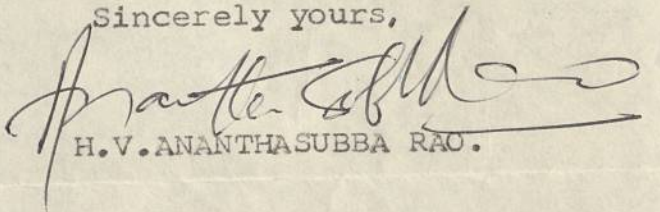
21.7.1994
Bangalore.

With reference to the above, I wish to inform you that neither myself nor Com.M.C.Narasimhan are in a position to attend the Working Committee Meeting due to preoccupations with the All India agitation and local trade union issues. Com.V.R.Ananda Thirtha (Working Committee Member) is attending on our behalf also.

Our absence may kindly be condoned.

With Greetings,

Sincerely yours,


H.V.ANANTHASUBBA RAO.

Com. B. S. J.
A. S. J.
for
minds
H. V. C.
m. J.

अखिल भारतीय ट्रेड युनियन काँग्रेस (आयटक)

महाराष्ट्र राज्य कौन्सिल

अध्यक्ष : कॉ. राम रत्नाकर
सरचिटणीस : कॉ. गंगाधर चिटणीस

१७, दळवी बिल्डिंग,
डॉ. आंबेडकर रोड, परळ नाका,
मुंबई ४०० ०१२.
ता. 6th August, 1994.

आपला संदर्भ क्र.:

Com. B.S. /
Working Com. File

The General Secretary,
A.I.T.U.C.,
New Delhi.110 001.

RECEIVED
For..... ON
12 AUG 1994
A. I. T. U. C.
24, Canning Lane, N. Delhi.

Dear Comrade,

On return from Delhi today, I just saw your letter of 29th July, 1994 concerning my absence at the W.C. Meeting held on 23rd & 24th July, 1994.

I got a strong attack of Flu on 21st July and the Doctor advised me not to move out and take complete rest, if his treatment was to do me any good.

I had therefore to cancel my ticket and stay back. I had explained this to Com. Ram Rao who was to travel with me to Delhi and asked him to get me leave of absence. He conveyed to me on return that this was done.

I explained this to you, when I met you at Delhi on 2nd & 3rd inst.

Anyway after seeing your letter above referred to, I thought that I should explain my position again.

With Greetings.

Yours fraternally,

(G. V. Chitnis.)

W.C. Meeting
Com. B.S.
13/8/94

Thought
NE

ALL - INDIA TRADE UNION CONGRESS

24, Canning Lane, New Delhi-1.

WORKING COMMITTEE MEETING, July, 23 & 24, 1994.

CONDOLENCE RESOLUTIONS

This meeting of the Working Committee of AITUC deeply mourns the demise of Coms. C.Rajeswar Rao, veteran communist and peasant leader and ex-General Secretary, C.P.I.; N.E. Balaram, Rajya Sabha Member and veteran Communist and Trade Union leader; Renu Chakravarty, Ex-M.P., former West Bengal Minister, veteran Communist and Woman leader; S.K.Sanyal, Ex-Secretary of AITUC and renowned leader of mine workers; Ghanshayam Sinha, Ex-President of UP AITUC; Kunju, a fighting load workers' union leader, who was tortured and murdered in police custody, and Shibulal Bardhan of Calcutta, an intellectual, grass-root Trade Union leader.

This meeting also expresses profound shock and grief at the tragic death in car accident of Com.R.K.Garg, Member of the General Council of AITUC and a leading Supreme Court Advocate, and Com. Pratul Laheri, Member of National Council of C.P.I., intellectual, and Executive Director of the People's Publishing House, New Delhi.

Working Committee also condoles the passing away of Coms. K.A.Karaleeyar, N.K.Ramankutty, and Mohd. Basheer a well known literary figure of Kerala State.

The Working Committee of AITUC conveys its heart felt condolences to the bereaved families.

ON FLOODS

Heavy rains and floods have caused havoc in a number of States leading to loss of hundreds of lives. Thousands of houses have collapsed and property worth crores of rupees has been lost.

The havoc has caused damage in some States which is unprecedented.

The Working Committee mourns the death of those who have died due to recent floods.

The Working Committee urges on the Central Government and the respective States to immediately provide relief to the victims. The Government should pay compensation to the kin of the deceased, supply material for the construction of houses lost or damaged and also seeds and other inputs in sufficient quantity to the peasants/cultivators.

The Government should also work out long term plan for construction of projects so as to prevent the havoc frequently played by floods.

The Working Committee expresses its heart-felt sympathy for those who have suffered due to this calamity.

The Working Committee appeals to the working class in the affected States to cooperate in relief and rehabilitation work and donate liberally towards the relief fund.

.....

NATIONAL ENVIRONMENT COUNCIL

The Working Committee deploras the attitude of the Ministry of Environment in excluding workers' organisations from National Environment Council. It is unfortunate and totally devoid of any rationale or justification that the Trade Union movement representing tens of million working men and women and their families who bear the brunt of all manner of environmental hazards should be excluded from the Council. Mineral wealth is hidden in the forest and valleys and their exploitation does raise question of environment and ecology in a big way. The development of economy and the problem of employment are linked up with it. Trade Unions are in a better position to help in finding out a proper balanced solution.

Involvement of workers' organisations in national effort to tackle the problem of growing environmental and ecological degradation, resulting in particular from pollutant industrial activity, is indispensable.

The Working Committee of the AITUC urges on the Minister of State for Environment and Forests, Government of India to include the representatives of the National Trade Union Centres in the National Environment Council.

....

RESOLUTION ON TELECOM SECTOR

This meeting of Working Committee of the AITUC held on 23/24th July, 1994, notes with deep concern the far reaching changes made by the Government in Telecom Policy recently on the eve of the Prime Minister's departure to USA. The new Telecom Policy will open this sector to MNCs and foreign capital. It is an attempt to sell this vital sector to MNCs and private capital to enable them to make unlimitted profits. It will result in the world giants in this Industry gobbling up entire Telecom sector in India.

The Telecom sector is an important part of the infrastructure and very vital to security needs of the country. The decision to throw open Basic services of this sector to MNCs and private sector will undermine the security needs of the country.

The Working Committee of the AITUC strongly opposes the decision of the Government to throw open Basic services in Telecom sector to MNCs and private sector. It congratulates the Telecom employees who have resolutely been opposing privatisation of Telecom sector. The Working Committee welcomes the decision of the Telecom employees to go on indefinite strike from 17.8.94 as a mark of protest against the New Telecom Policy and assures them of their full support and solidarity.

.....

RESOLUTION ON THE POWER POLICY

The American Delegation led by Mrs. O'Leary signed a number of agreements in the field of Power in India. These agreements will change the entire Power Policy. Earlier it was reported that the Government agreed to give sovereign guarantee for 16 percent return on capital invested. The Government also seems to have agreed that the Multi-national Companies will be allowed to have captive coal mines which would mean that they can sell surplus Coal in open market. This will also deprive BHEL and other Companies producing equipment of orders leading to substantial under civilization of capacity. BHEL, the pride of our Industry, is competitive both in respect of quality as well as the price. But the Multinationals will dump their equipment on the country. The entry of MNCs into this vital sector, the grant of a whole package of concessions and facilities to the MNCs which would in affect bankrupt the SEBs, will severely disorganise the Power Sector in the country, built through heavy public investments. It would nullify all social obligations undertaken hitherto for supplying inexpensive and subsidised power to agriculture, to small scale industries, to weaker sections of the people, and to remote regions or areas of the country. It would considerably raise the Power Tariff and put it out of reach for the vast majority of our people.

Already the first such project to be sanctioned is the Enron Project in Ratnagiri District of Maharashtra. There was a massive demonstration at the project site on 5th June '94 by Trade Unions, Service Associations and others. Sanction of Power projects to some other MNCs and private sector giants is also on the cards.

The Working Committee of the AITUC protests against the inroads of the multi-national Companies in the key sector of our economy such as the Power Sector. Power supplied by these companies will cost much more than is being supplied by the State Electricity Boards.

The Working Committee of the AITUC urges on the Government not to open up the Power Sector to the Multi-nationals. The Power Sector should remain in Public Sector as power is required both for industrial development and agriculture apart from domestic purposes.

The Working Committee urges on the Government to cancel licences given to the MNCs for Power Projects.

....

July 1994

1) General Secretary's Report.

- 1) A detailed Study of the privatisation process should be studied by the ATUC Unions so that they may intervene effectively.
- 2) Consumers have to be motivated to join with the workers in the struggle against privatisation.
- 3) Working Women's Conferences to be held in Nov.

- 2) Report by T.A. FRANCIS
on the unorganised.
- 3) Report by Com Mahadev
on BIFR.
- 4) Com D.L.S. to present
the account.
- 5) Com. Y.D. Sharma
on the ~~dis~~ reports.

The oil industry is
well run and efficient.
Foreign multi-nationals
are coming. Many MNC's
have taken over some
oil companies. The
workers are showing
interest in buying
shares during investment.

Danger in the oil sector
must be highlighted.
Am Y. D. Sharma mentioned
a very serious danger
of workers getting
entangled in the shares
disinvestment.

Parity of benefits
irrespective of capacity
to pay should not
be pressed. Discussions
should take place.

Strategy to get out
of the BIFR list.

Sacrifices may have to
be made. Are we
ready to give up
some existing demands.
National Min. Wage
should be thoroughly
discussed.

Com M. L. Mahendra

Resolution on the demands
of the Public Sector
workers.

Com. G. L. Dhar objected
to some observations in the
above resolution.

Com M. M. Deshkar

suggested that Rs 1 lakh
should be given to
three families whose
~~the~~ members have died.

Solidarity Fund? Central
Rehabilitation ^{help for} of local
unions. _{d. G.}

Opposing the U.R.S.
by Com Rama Rao,
The education is not
taken seriously. A trip
is made and nothing is
learnt. The union has
now stopped sending
cadres.

Calls have not been
responded to. AITUC
centre has improved
considerably. Finances
have to be improved.
Unity is alright but
improve AITUC and
strengthen it.

Com Gopin lead the
resolution on 21c of GIC.
Com C.A. KURIEN.

ATUL secretariat
has made a good start.

Trade Union should not
collect funds from
consumers. This is a
bad practice.

Comparison with other
T.U. centres should not
be made as a measure
to gloss over

A legal cell should be
made especially for
DIFR.

TUR has improved
tremendously.

Education dept. The
syllabus should be
cleared before the W.C.

A National Minimum
wage is a good idea
but we should ask
for a State Minimum
wage below which no
worker can be paid.

P.F. scheme is beneficial
for the unorganised.

A ~~state~~ National
protest day for immediate
implementation of the P.F.
Scheme.

Resolution on Power by
Com C. Krishna.

Com Shefiq. What is the
line of action in the coal
industry. 3 yrs have passed
and nothing has happened.

IN TVC has given a call
for 1 week from 1st Py.

CPSTU is giving a
calendar of strikes
of one day duration. This
is not helping. There
should be 3 day or one
week strikes.

The demand for uniform
pay scales in the Public
Sector is not feasible.

Should we go ahead and
settle an agreement or
do we wait for everybody
else.

We will pay our levy of
one lakh.

The verification was always
to be on the basis of 1989

So what is the big idea
of now saying that 1989
is obsolete.

Com B. D. J. moved a
resolution on NTC.
Passed.

Com Nageshwar Rao:
High Court should not give
stay in Min. wages matter.

One day a protest day
in May was observed for
implementation of Min. wages.

14th July strike was partial.

Should BIFR refered
companies go on strike?

A national level min. wages
~~should~~ cannot be fixed.

U. skilled worker will
get Rs 1200 to Rs 1300.

There should be a shift
towards unorganised.

BIFR does not give
opportunity to the unions
BIFR procedure should
be changed

URS is being opposed
~~to~~ but workers are
approving it.

Fund will be sent to
ATVC before Oct 31st

IDPL discussion must
take place. A direction
should be given on IDPL
by ATVC Secretariat.

Resolution on K.S.R.70 by
Com

Com. D.K. Rao.

Lands of Rs 10 & Rs 15
have been printed and
the State T.U.C. will
pay its dues.

The Central DTUC should
chalk out a programme.

Executive committee should
be held in different states.

National Min. wage is not
possible immediately.

Coal industry even notified
min. wages are not given.

DTUC should give
directive on our
participation in civil
disobedience.

Resolution on Ind. Strikes
moved by

Resolution adopted.

Com Thyagarajan

~~all~~ Only 120 could participate in April 5.

But April 15 a good protest of action on Galt was observed.

As for funds we are collecting Re 1 for ourselves and Re 1 directly to ATVC Centre.

Min wage stay should not be given by courts. We held a demonstration. Capacity to pay should be considered.

National min. wage is not practical.

Some states names
are missing.

We will enroll atleast
1000 members of T.U.R.

The syllabus cannot be
uniform because comrades
have different levels.

A senior com. be sent
to Tuticorin to resolve
the dispute there. Either
they both merge or one
should be disaffiliated

Com Nageshwera Rao - on
Public Sector.

Com G. K. PANDA.

On the G.S. report.

Satyagraha programme

Only 11 attended. That is true but there are so many all India programmes how can we come.

The programmes should be in the states and central leaders should come to the states.

Our submission is that workers alone cannot prevent privatisation. The locals must be mobilised.

Can we think of takeover where is the alternative?

Can workers takeover
we feel we can do it.
Funds we have printed
coupons and by end of
August we will give.

200 T.U.R.

Those who do not pay
affiliation fees must
be penalised.

B.S. Brer.

National min. wage not
possible. There maybe
a revision of M.W. but
there is a lot of pressure
on the C.M. not to revise
M.W.

We are going to have
district level shares
etc for min. wages.
As we CITU etc are.

going to have on 3rd August
a massive Rally in the night.
We are considering a 7 day
industrial strike for
Min Wages.

B.M.S. and G.N.TUC
always ridicule us
because of its low min.
wages. B.M.S. is taking
credit for its highest
min. wage in Delhi.

Pension Scheme There is
a lot of enthusiasm for
the lower category workers

T. U. unity must be energetically followed. A good number of working women can be mobilised by us.

Angawadi is being sought to be included as a scheduled employment.

V.R.S. is being welcomed by all the workers.

Com Anantha. Karntike.

National Min. Wage not possible because industry may close.

Implementation committee should be set up and this should be tripartite.

We are educating our cadres on GATT.

On U.R.S. we should
be clear. These are
being welcomed by
the workers.

Arthur Dunkel is coming
we should think of a
bigger action.

Can News Bihar.

To organise the informal
sector there should be
straightforward guidelines.
Resolutions alone will not
do. In Bihar we have
a united front along with
BMS and INTUC also are
struggling for linking D. A to
the min. wages.

On 2nd August we will
have an All Bihar
Strike on the question of
linking D.A.

Against Repression we
are struggling ~~in~~ ^{with} a broad
front.

A department should be
made to look into

Its affairs and the
Regional M.W. board
members should be included.
National M.W. not possible
now.

Some ATVC comrades should
come for our convocations.

Min wages we don't have
per point. 1986 base CPI

And wages at that
time ~~should be~~ is
protected.

National Min. Wage
is practical. Let that
be the base and then
we should leave it to
state initiative to get
it.

Com C. Diwakaram.

29th Augst Strike will
be made very successful
Fund will come in time
from Kerala.

Unorganised. 50,000.
Construction workers. We
never demanded increases
in M.W. In the unorganised
Principle Employer should

be deemed to be the
Govt. A welfare
Scheme was introduced
by the Govt.

20 crores as corpus now
drop the M.W. slogan
but take social commitments
from the Govt.

The social Agenda should
be given priority.

Child labour, bonded
labour exists. We must
release these workers.

The Govt. should be
compelled to comply
with its social commitments.

The Secretariat should
constitute a sub-committee
for the unorganised.

A serious active dept
for Unorganised with
a Secretariat member
as head.

Com Kamalapati Ray

The workers in unorganised
sectors are $1\frac{1}{2}$ crore.

55 lakh agri worker.

The position of M.W.
is very poor in W.B.

In W.B. 1993 is
~~take~~ taken as the
cut off point. And
Re 1 as V.O.A. over
the 1993 figure.

The Campaign for a
National Min. Wage
should continue.

In W.B. There will
be no satya graha or
arrests, only Dharnas.

Except some Multinationals
most other units are
Sick.

On V.R.S. workers are
taking it because they
are scared that they
may loose this money
also.

M.M. Desai ~~with~~ The
mobility of central
leaders should increase.

A separate fund for the
unorganised is being
created.

Two strikes in such
close succession is
not desirable.

Verification.

In the unorganised there
are 5 main sectors,
Construction, Beedi,
Handloom. The SITUC
secretariat should
sit with these leaders
from these organisations.

Habitat should also be
taken as an issue.

Commonwealth The
Copper industry is in
trouble due to the
liberalised schemes of
import of copper.

Workers water shares
should be left open.

Caste unions we
have to take a stand.

Deb. Kr. Gupuli.

Reports should be
given earlier to the
Comrades so that
amendments can come
in time.

Agricultural workers
should be affiliated
to ATUC as an
Industrial Union.

Unity question is not
being given adequate
importance.

This is being neglected

No co-ordination
among HMS & AITUC
Unions.

Unorganised

Non-unionised

Informal sectors

We have to study the
informal sector.

Developed Industrial
countries have registered
a fall from 28% to
about 8%.

~~No set~~

Finance Rs 8 lakh
is required for
AITVC functioning
App. fee should be
increased.

W. B. B. B. B.

In steel industry
there is going to be a
mass modernisation.

work force will come
down from 2.35 thousand
to One lakh thirty five
thousand.

AITVC press liason
should be improved as
Com M. K. Pandhe sees

to get the limelight.

Coon Chittaranjan

There are many unions who do have good membership but try to depress them for various reasons.

State Committees should thoroughly examine and submit a report to the Centre.

In respect of BKMU we have to re-examine the issue.

No National Min. Wage practiced now.

Regional Min. Wage should be enacted.

Industrial Federations.

• Comrades who are heading these Federations should give a written report.

Every state should identify the sectors in which unorganised movement should concentrate.

~~A~~ National movement
for min. wages
should be there.

Federations that have
not met in one
year should

Registration should be set up

Cable: "AITUCONG"
FAX: 386 427

TEL: 387 320,

ALL - INDIA TRADE UNION CONGRESS
24, Canning Lane, New Delhi-1.

PRESIDENT : M.S.KRISHNAN
GEN. SECY. : A.B. BARDHAN
DY. GEN. SECY.: B.D. JOSHI

6th October, 1994,

CIRCULAR

URGENT

ALL STATE COMMITTEES OF AITUC
ALL OFFICE-BEARERS, MEMBERS OF THE
WORKING COMMITTEE & GENERAL COUNCIL

SUB: Special Fund drive as per decision of
Patna session.

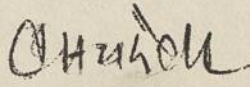
Dear Comrades,

Your urgent and special attention is invited to Central office Circular dated 10th May, 1994, issued under the signature of General Secretary, Com. A.B. Bardhan on the subject. The State Committees were given an idea through the above circular of Special Programmes and Campaigns some of which have already been taken in hand, which involved substantial extra expenditure for development of AITUC Work.

It is with regret that I have to inform you that the response so far from the many State Committees for implementing the decision of the Patna Congress has been less than encouraging. It is however hoped that the State Committees are alive to their responsibility ^{to} implement this highly important decision to launch a Special Fund Drive. It is consequently expected that the Special Fund will be made available to the Centre by each State at the time of Bombay General Council meeting on 29-30th October, 1994.

With greetings,

Yours fraternally,


(D.L. SACHDEV)
TREASURER

NOTE: Special Fund sending does not mean that we have to neglect our obligation to pay affiliation fee this year.

Cable : "AITUCONG"
Fax : 91-11-3755419

Telephone : 3 8 6 4 2 7
3 8 7 3 2 0

जखिल - भारतीय ट्रेड यूनियन काँग्रेस
ALL - INDIA TRADE UNION CONGRESS
24, CANNING LANE, NEW DELHI-110001

President : M. S. KRISHNAN
General Secretary : A. B. BARDHAN
Dy. General Secretary : B. D. JOSHI

27th September '94.

TELEGRAM

COMRADE PARDUMAN SINGH
EKTA BHAVAN
PUTLIGHAR
AMRITSAR

GENERAL COUNCIL NOTICE ISSUED ON
14TH SEPTEMBER. BOOK RETURN TICKETS

A. B. BARDHAN

Sent -
387320
27/9/94
P.B.

Cable: "AITUCONG"

TEL: 387 320,

FX: 386 427

ALL - INDIA TRADE UNION CONGRESS
24, Canning Lane, New Delhi-1.

President: :M. S. KRISHNAN
Gen. Secy. :A. B. BARDHAN
Dy. Gen. Secy.: B. D. JOSHI

26th September, 1994,

CIRCULAR

ALL STATE COMMITTEES OF AITUC AND
ALL OFFICE-BEARERS OF THE AITUC

Reminder on urgent Tasks

Dear Comrade,

This is a final reminder about the following urgent tasks.

1. The General Council meets from October 29 at 11 a.m. at Shivaji High School (King George High School), Dadar, Bombay. The celebration meeting will be on October 31 from 3 p.m. at Ravindra Natya Sadan, Prabhadevi, Bombay. So book your tickets (including return), and inform the Reception Committee in Bombay.
2. The Special T.U.R. Number will be out by October 25. So all advertisements (including greetings) must reach by October 15. Those comrades who took quotas may please note.
3. AITUC levy (at the rate of Rs.2 per member) has to be deposited before October 31. So hurry up and send the amount by Draft to AITUC Office.
4. T.U.R. subscribers' drive (especially Hindi edition) has to be completed before October 31. So please intensify the drive.

States are requested to immediately pass on these instructions to all unions.

Greetings,

Yours fraternally,

A. B. Bardhan
(A. B. BARDHAN)
GENERAL SECRETARY.

Cable : "AITUCONG"
Fax : 91-11-3755419

Telephone : 3 8 6 4 2 7
3 8 7 3 2 0

अखिल - भारतीय ट्रेड यूनियन काँग्रेस
ALL - INDIA TRADE UNION CONGRESS
24, CANNING LANE, NEW DELHI-110001

President : M. S. KRISHNAN
General Secretary : A. B. BARDHAN
Dy. General Secretary : B. D. JOSHI

6th September, 1994,

Dear Com. Mahendra,

I have duly received both your letters,
one three days back, and the other yesterday.

I agree that these matters should be
discussed and threshed out. Since we are meeting in the
AITUC Secretariat on September 16, and that is only
10 days off, we can discuss there.

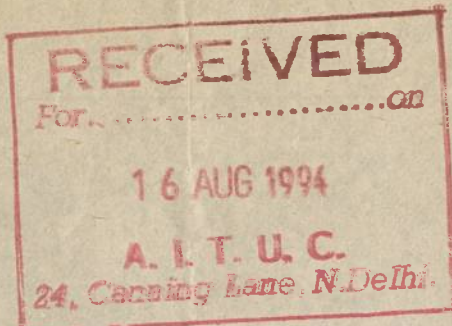
Please do come here on 14th as decided
and keep in view your programme in Rajasthan (September 17, 18-
not confirmed yet) and in Pandharpur (for NRMU).

Greetings,

Yours fraternally,

Com. K.L.Mahendra,
Hyderabad.

A. B. Bardhan
(A. B. BARDHAN)



Ekta Bhawan
Putlighar
Amritsar 143001.

11th August 1994.

Dear Com. Bardhan Ji,

I want to share my thoughts with you on conducting W.C. and G.C. meetings.

My experience has been that after the General Secretary's report, the Comrades from the States begin giving State reports and much time is lost leaving little time to discuss urgent problems in depth.

My proposal is that the President or the Presidium as the case may be divide the time at the disposal of W.C./G.C. for the various urgent issues of Policy. State problems/Reports can also be given some time.

In my opinion this way the discussions will be more fruitful.

Please let me have your views.

Yours sincerely,

Parduman Singh

(PARDUMAN SINGH)
Vice President
A.I.T.U.C.

Com. A.B. Bardhan,
General Secretary,
A.I.T.U.C.

A

22nd August, 1994,

Dear Com. Parduman Singh,

Thank you for your letter of 11th August 1994. Your critical observations about conduction the Working Committee and General Council meetings, are very correct. I agree with them.

We have got into a rut, and use the meeting for state reports, which should have course in regular course. Issues remain undecided.

This time I could do nothing, what with Garg's and Pratul's death. I could not even attend the meeting on the second day.

But we must make a change henceforth.

Thanks also for the paper clipping.

Greetings,

Yours comradely,

A.B.

(A. B. BARDHAN)

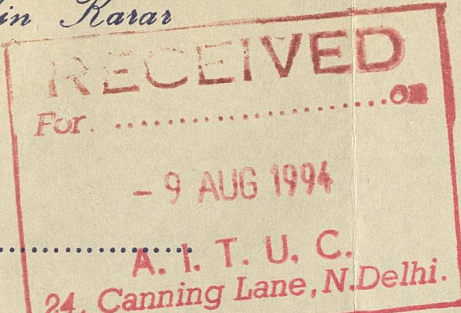
stc
Com. Parduman Singh,
Ekta Bhavan,
Putlighar,
Amritsar.

Gobin Karar

Phone : 61-0379

DURGA KAMALA KUTHIR
P.O. & VILL. MASHILA
VIA: ANDUL-MOURI
DIST. HOWRAH.

Pin : 711302



Ref. No.....

Date...2...8...94.....

To
Com. A. B. Bardhan, Gen. Secretary,
AITUC.

Dear Comrade Bardhan,

It was scheduled that I would return to ~~Delhi~~ Delhi on 7th morning. But due to serious illness of my wife I had to cancel my return ticket on the 6th. My wife is now bedridden and under medical treatment- somany complications in her body. Now I am to bring her to a specialist in Calcutta for thorough check-up and treatment. There are none to look after her. I am not well also, facing trouble in heart. So there would be a bit late to return ~~to~~ to Delhi. I shall try my best to return before the 24th August, i.e. Secretariate meeting.

I know that there would be some inconveniences due to my absence, particularly in publication of TUR. But what can I do? I am helpless. Under such condition of my wife, I am not being able to return to Delhi earlier. My wife is only earning member of my family of six heads .

Hope, you will please appreciate my difficulties.

With comradely greetings,

Gobin Karar
(Gobin Karar)

4

A brief Note on BIFR and our approach on 'Sick' industries

* The BIFR was set up "for the timely detection of industrial sickness and speedy determination of preventive and remedial measures".

* A recent study on Industrial sickness reveals as follows:

Causes of Sickness

1. Mismanagement: (Siphoning away of funds, purchase of sub-standard or defective equipment, fraud on the banks/institutions, failure to do a market survey, bad financial planning, failure to move with the time, updating of technology, diversion of working capital, internal dissensions - sharing of black money etc.)
2. Government's policies: (delays in power connection, payment of subsidies, power problems, sudden changes in import-export policies, changes in customs and excise duties, failure to provide infrastructural facilities in backward areas etc.)
3. Labour problems: (Labour unrest plays a role, but this is not a major cause and a consequence of industrial sickness)
4. Time and Cost over runs: (major cause in newer units, thus sick from inception)

* 44 Central Public Sector Units and 55 State Public Sector Units before BIFR, as of March '94 are given in the AITUC Information Documents ^{at Patna Session.} On receipt of the reports from our State TUCs, an updated picture, including that of private sector could be prevented.

Some experiences/observations on the functioning of BIFR:

- i) There is no way of speeding up the process unless we change our legal system and tamper with the independence of judiciary.
- ii) Many viability schemes are like keeping the patient in coma clinically alive over an indefinite period.
- iii) Diversion of working capital for other purposes to be prevented by banks reacting immediately.
- iv) Welfare of the industries affected (not merely the revenue) to be borne in mind, when changes are made in policies (exports-imports) or duties (customs or excise).

- v) Powers of the BIFR are purely persuasive, not mandatory so far as Governments, banks/institutions are concerned.
- vi) Automatic consent/acceptance to be made, when reliefs/concessions/assurances are sought from Banks and State Governments, if they are within RBI guidelines and policy package of State Governments.
- vii) In respect of sick PSUs, Government should discharge its responsibilities as a PROMOTER, give reliefs on taxes/duties besides marketing support, failing which no scheme could survive.
- viii) All dues of workmen (terminal benefits) to be deposited along with applications for closure; workers should be entitled to draw that, without prejudice to their rights for continuity of service.
- ix) BIFR should have power to black list fraudulent promoters and cause to initiate appropriate legal proceedings.
- x) NRF should more sharply focus on rehabilitation rather than funding voluntary separation. It should be a perpetual organisation, with a revolving fund and to function like a commercial body. Its scope and objectives should be defined so as to concern itself with rehabilitation and renewal primarily.
- xi) In the case of insolvent and closed units the statutory dues of the workers should be paid by NRF and recover amounts from the assets of the insolvent and closed units.
- xii) Re-training and rehabilitation should precede redundancy and (voluntary) retirement.
- xiii) The floor level workers should be taken into confidence before decisions regarding the 'sick'/BIFR facing industries are taken by the leaders.
- xiv) Our leaders/cadres at the plant levels should "know their industries well", collect necessary data from middle level management personnel who are willing and helpful; Evolve joint schemes and consistently follow up instead of leaving to lawyers.
- xv) AITUC Centre has set up a 'cell' to study BIFR cases, collect information/data and offer guidances/suggestion. The experience of our comrades dealing with the BIFR cases/sick industries should be shared with the (available) members of the cell periodically.

4

OUTLINE REPORT FOR THE WORKING COMMITTEE MEETING OF

THE ALL INDIA TRADE UNION CONGRESS (Delhi-July 23, 24, 1994)

1. The period after the Patna Session (March 11 to 15, 1994) has been marked by Govt. pushing ahead with its new economic policies, in every sphere. The official level signature on the Dunkel Text, was also confirmed in this period by ministerial-level signature on April 15, despite strong protests voiced within Parliament, and outside on the streets.

This has been a period which has registered several positive events in the international scene. Freedom for South Africa is the most outstanding event. Gains of the Left in former socialist countries are also noteworthy. They have torn asunder the claim that while socialism is dead, capitalism (euphemistically called the 'Free Market') is the only alternative, and the foundation of democracy.

This period has seen spurt in prices at home, with inflation figures hovering between 10.6 per cent to as high as 12 per cent. The rise in sugar prices and sugar imports has turned into a scam, and public pressure coupled with inter-bureaucratic and inter-ministerial dispute has compelled the Prime Minister to institute a probe.

Industrial establishments continue to be referred to the BIFR. There are now over 53 awaiting their fate, at various stages, and with Government generally disowning all responsibilities for their revival.

The Trade Union Movement has engaged itself in general movement and struggle against steps to dismantle the public sector, and push forward with privatisation in various ways and forms, -- entry of private sector and multinationals in hitherto prohibited sectors; tie-ups with MNCs and permission to them to acquire large slices of equity, which would in effect mean acquiring control over our industries; disinvestment; proliferation and extension of contract system; etc. At the same time, trade unions have offered concrete alternatives to revive and run closed or 'sick' units, e.g. NTC mills, IISCO, and others.

Govt has shown no willingness yet to accept such proposals, though they are of bipartite, and in some cases even tripartite nature.

Dunkel Act, though it is not clearly understood as yet, has given rise to strong apprehension and hostility. It needs to be explained in its essentials, and opposition to it has to be given a proper tongue.

The period has thus been one of intense TU activity. The AITUC has strived to play its heightened role in this intensification of activity. In several cases, the AITUC has played an initiating role.

2. The first major event in this period was the APRIL 5 Rally, called by the Platform of Mass Organisations. There was little time to organise it, yet participation exceeded 2½ lakhs. AITUC and its ^{mass} sister organisations can claim the credit of mobilising the largest number (more than 40 per cent). It was meant to be a March to Parliament. But every type of obstruction was put, leading eventually to a clash with the might of the police for nearly three hours. The police virtually laid siege and then charged with tear gas, lathis and repeated sorties of armed mounted police. The massive participation, the militancy and fighting spirit of the entire mass are signs of the mood of the masses, which is the music of a mass movement.

3. This mood was also displayed while observing April 15 as a 'Black Day' for which the Platform had immediately issued a call. This has been one of the most widespread observances on any issue of protest.

4. The same spirit prevailed this time on May Day, for which the AITUC had issued a Manifesto, highlighting both national and international issues.

5. The Platform of Mass Organisations, which met on April 19 and 20 reviewed the earlier actions, and decided to continue the struggle for a halt and then a reversal of present policies. "The wrath of the people has to be transformed into further mobilisation of the people and spread over every nook and corner of the country" -- so the Platform declared. A Convention of delegates from all mass organisations was

convened for June 21 in Delhi. A Draft Declaration and an Action Programme was prepared.

6. Once again the response was greater than expected. Altogether 7000 delegates attended the Convention. AITUC and its sister organisations played a significant role both in preparing the Declaration and initiating it at the Convention. But it has to be noted that our numerical presence was not upto the mark. Against an expected 1000, we mustered only 600. Several states failed to bring their quota of delegates. Several federations led by us also fell short. This weakness in joint programmes should not be repeated if the AITUC is to register its impact.

7. The attempt of certain ultraleft elements to smuggle in their views, to hijack the Convention, and raise a clamour in the Open Convention itself, had to be resisted through the joint efforts of the AITUC, CITU, HMS, UTUC, AIRF and other allied organisations. This means constant political and organisational vigilance, and also strict adherence to a code of conduct in joint conventions and meetings by all.

8. The adopted Declaration has to be popularised in all languages, and preparations have to be initiated for successfully implementing the programme of action, so that the tempo of agitation and resistance steadily goes up and does not flag. AITUC unions have to play an initiating role in this.

9. The highlights of the Programme of Action are :

(i) Support to the CPSTU's call for July 14 strike;

(ii) A week to be observed from August 3 to 9, by each section on each specific day. August 3 is earmarked for the working class and the TU's, during which jointly and unitedly, they should focus on issues affecting them. There should be at least 1000 rallies, processions, dharnas, depending on local situation on that day;

(iii) All India Rail Roko on September 20. Here, once again

hundreds of youth, students, rural and urban masses should be mobilised to squat on railway lines in at least a thousand places. There have been local 'rail rokos' so far. This would be the first of an all-India nature;

(iv) Countrywide torchlight (candlelight) procession on September 27, and finally culminating in ---

(v) One day countrywide General Strike on September 29.

The point to underline is that each programme is spread out all over the country and not just concentrated at national or state capitals. They have therefore a grassroot character, and should mobilise not just lakhs, but millions. This calls for closer cooperation and coordination with other organisations.

Secondly, it must be noted that success of Sept 29 strike depends on the tempo created by the earlier actions.

Thirdly, they can succeed only if we are able to carry the message to the mass of working people, and not just to the activists.

And finally, this should not be confused with the call of the Left parties for a Civil Disobedience Movement from August 16 to September, and the preparations for that by holding meetings, enrolling volunteers etc. The two programmes have been planned, such that, they do not clash, but rather supplement each other.

But admittedly, this will keep all activists of mass organisations and parties, extremely preoccupied throughout the months of August-September. Let us hope, we can rise to the occasion.

10. We have referred to the July 14 strike of the central public sector undertakings. This was decided in a two-day extended meeting of the CPSTU held on May 26 and 27. It was preceded by a meeting of the AITUC unions on May 25. The INTUC had already given a call for a strike on July 14, on some long-pending demands. The CPSTU decided to synchronise its call, and to the demands put forward by the INTUC, added the ones re: privatisation, revival plan, discrimination etc. The meeting also decided to hold 'Dharna' before the PM's house at

at New Delhi demanding Govt's active participation in revival of sick PSUs and protection of public sector undertakings on June 22, 1994.

However police refused permission. Even permission to meet the P.M. in a small deputation was refused. Workers collected, and after a few speeches marched some distance. They were stopped and dispersed. Note has to be taken that the AITUC's participation in this programme, even from Delhi and neighbouring areas, was dismal. We repeat, these failures should not recur.

The INTUC withdrew from the strike on July 7. AITUC, HBS and CITU leaders, who were in touch with Bangalore and Hyderabad Joint Comas met the Labour Minister on July 8, and after going through the minutes of discussion with INTUC--which contained nothing new, declared that the strike will take place.

Considering that there was some confusion due to the INTUC's last minute withdrawal, the strike was satisfactory.

11. During this period, the struggle against privatisation, especially in Power, Telecom, Financial, Road Transport, and essential PSUs (like Fertiliser, Chemical, Steel, IISCO) was stepped up. In each sector, there were struggles on the specific issues involved. We have to draw the lesson that in all such struggles, the general and the specific have to be combined; the agitational approach has to be combined with the constructive alternative (wherever possible); and the workers' struggle has to be combined with the people's support and movement.

There may be several points of criticism and controversy about the Kanoria Jute Mill struggle, for instance. But three lessons can be drawn, viz. that the desperation of workers if properly channelled can lead to organised militancy and not frustration and destructive anarchy; that there can be disillusion with long-established unions if they do not act properly in time and show a way out; and three, that mass support can be mobilised, and can sustain a movement.

12. The financial sector (banks and insurance) take the palm in the matter of fighting privatisation. They had gone on strike earlier too.

But an unhesitant govt had to be reminded again by a massive strike on April 8, which involved 1.5 million employees (officers included). Again on May 11, the day Parliament passed the Banking Bill, the AIBEA + BEFI + AIBOA went on a protest strike. Militant actions are being combined with a petition to ~~xxxxxxxment~~ addressed to the President, not to give his assent. The unions have warned of further joint actions in case entry of foreign banks is allowed apace, the spate of closure of branches is not halted, and disinvestment starts. AIBEA has called upon employees not to go in for shares.

Noteworthy is the fact that there is realisation about coordinating actions by all organisations, and that on wage talks, employees and officers' organisations are respectively sharing the tables. Note should also be taken that the Bank Management has slapped on the negotiating table, its own 'Management Demands'. Is that going to be the coming pattern, initiated by finance capital, in the first place?

In Insurance, the campaign against the Malhotra Committee is being carried both within Parliament (thru' Petition), and Outside Parliament (through mass action). What is necessary in the financial sector is to work up more customer support, and not confine the movement to employees alone. More pamphlets, seminars, meetings addressed to the people is the need. Also, we have to prove by our own attitude and work culture that public sector services are in no way inferior to the service glamour in the private sector. This applies to all service sector establishments.

13. The Power Sector is in the eye of the storm. Here, privatisation means for all practical purposes, opening the vital infrastructure to the MNCs. A good deal of literature has been produced by experts in the field. A good many seminars (very broad-based) have been held in Bombay, Calcutta, Lucknow, Trivandrum etc. A number of rallies, fairs, exhibitions (this by the CITU) have been organised. Both AIBEA and BEFI have joined hand with Power Engineers, Officers, and veteran experts in opposing the move.

Nowhere have so many concessions, guarantees, counter-guarantees and even sovereign guarantees been held forth by Govt. as here, in the name of enticing foreign capital. Nowhere has so many extra-economic pressure worked as here. Even arbitration proceedings are allowed in U.S. courts for disputes that may occur within Indian jurisdiction.

The tariff rates will go up several times, and grip on this vital industry will slowly pass into their hands. After generation, privatisation will be targeted. As to distribution, in certain areas of concentrated industrial and urban load, have been called in.

'ENERON' has become the symbol of this new policy. And the unions have concentrated on fighting ENERON. The MSEB Workers' Federation has succeeded in mobilising on this issue all other unions, parties, MLAs, ZP and panchayat members and even businessmen and fishermen's organisation in the locality where it is to come up. We are now thinking also of a Court case, along with physical resistance locally.

This struggle has to be built up also in A.P., Tamilnadu, Orissa, U.P. and M.P. where similar projects are contemplated.

14. Road Transport unions are also fighting a battle against privatisation. We have a strong All India Federation. Besides, there is an all India coordination committee. There was a joint dharna on April 4. There have been strikes in Kerala, Karnataka, Goa, Tamilnadu, etc. In A.P. a good agreement has been signed. There is a proposal to hold a Transport Convention of all neighbouring countries in Delhi. Earlier, there was a South Asian Conference at Dhaka on April 5, 6. We have to gear up our Federation working, and take initiative in all such matters.

15. The AIRF observed a 'Save Railways Week' from May 1 to 7. This was against the steady privatisation of the railway system, bit by bit. The weakness remains that they are not part of nationwide actions, though they are always involved in nationwide decisions.

16. In the Telecom Sector too, the struggle continues against the Atrey Committee Report, and the entry of MNCs in this sensitive sector.

Unfortunately, our CITU-influenced friends in the organisation have chosen this moment to divide the Union. We hope that dialogue at the top level will help in setting this right in the coming days, without which the arrogant demand of the MNCs to claim more than 51 per cent equity cannot be fought back.

17. A number of industries (mainly PSUs, but also some from the private sector, are before the IIFR. We are giving a special note on it. But attention has to be drawn specially to the battle fought on the intended handing over of the giant IISCO to the Mukand Iron. On this issue, there has been a joint front with INTUC, CITU, AITUC, HIS and MIS unions. There was also a joint strike, jatha and rally against this backdoor sell-off. A common position has been taken that the unions are agreeable to a joint sector along with SAIL. This requires to be bigorously pursued. It appears that the stiff resistance of the workers has scared off Mukand for the time being. But the Minister appears to have a vested interest.

18. The struggle for implementation of the tripartite agreement in TTC revival is on. In this too, we have a broad front from INTUC to the rest. This week we had a conference in Bombay. It was a follow-up of the May 5 Convention in Delhi. A similar effort is now on about the jute industry, whose market and export prospects are bright, but the industry has been brought to a crisis point by the erstwhile owners.

19. Since long, our emphasis has been on the unorganised and informal sector. The task of first priority is to organise them. In the economic sense, they hold out prospects for employment generation. I must confess this has not been taken up seriously by all state TUCs and District Councils. The AITUC cannot grow, the working class cannot be consolidated as a class, unless this is done, both in rural and urban areas. It cannot be done without material help from the organised sections. These are self-evident truths. We have to identify the sections which we can approach at once, and get it to the campaign.

Connected with this is the question of contract labour, and also minimum wages and their revision and implementation. A short note on this issue will be presented before the Working Committee.

20. The AITUC Centre proposes to pay special attention to the problem of working women and child labour. We have set up a Department for this purpose. To begin with, we are proposing to hold a 'Working Women's Convention' confined to the Delhi, Haryana and Punjab region. With this experience, we will think of spreading out.

21. Looking to the importance of Delhi, as the national capital region, and also as a fast-growing industrial region, the AITUC Centre has revived the 'DELHI CAPITAL REGION TU COORDINATION COMMITTEE'. It will include leading comrades from Delhi, Faridabad, Gurgaon, Noida, Gaziabad areas and meet regularly.

22. AITUC-HMS UNITY : Progress has been registered in Maharashtra. At a joint meeting held recently, we have decided to form coordination committees in Gujarat, Rajasthan, Chandigarh, Haryana and Assam, as the second step forward. We are also on a mutual consultation wave-length at the Centre. But the process is inevitably longer than some expect.

The struggle for TU unity also requires not exclusive relations with HMS, but also talk and dialogue with others, --CITU, UTUC, PUCC in the main, as other Red-flag organisations. Naturally, our resolution will be the basis for such a dialogue. But we cannot shut out other proposals, if they are made. The AITUC as a consistent fighter for TU unification, can also publish a pamphlet giving its proposals made from the Bangalore session till today.

23. A matter of utmost concern is the result of verification, held on the 1989 membership figures. The AITUC has called for cancelling this verification. (Copy of letter is being circulated). But it is necessary to impress upon all comrades, that our attitude to office records, registers, files, account books, and to organisational matters in general, is very casual and slipshod. How is it that many union-

failed to produce their records before the verification officer ?
 How is it that many unions still do not affiliate themselves to the
 AITUC, in the name of 'unity and independence' ? Whom do we fool by
 these methods ?

Together, the Red Flag unions -- AITUC, CITU, IIS, UPUC have a much
 larger membership than either the BMS or the INTUC. When and how do we
 drive home this point ? We await the decision of govt. and the legal
 implication, if any, about cancelling the present verification. But what
 is the guarantee that our next performance will be better ?

24. The AITUC CENTRE : We are trying to make this into a modern,
 fast-moving, and really coordinating centre. This is two-way traffic.
 Our new Secretariat is fast evolving into a collective team, which meet
 regularly and often, and in which individual responsibilities are also
 worked out. But this has meant an increase in expenditure. A budget
 will be presented to you, which gives the picture. The AITUC Centre can
 fulfill its responsibilities, only if the AITUC Levy decided at Patna
 is sincerely paid up. The response so far is encouraging. But the
 trickle has to swell into a flood.

25. TUR : We have made this into a 16-page labour journal (from an 8-page
 gazette). Before October, we will also bring out a Hindi edition. But
 only if, 1000 subscribers are enrolled for Hindi (and a similar number
 for English). We request all WC members, all STUCs to help in this
 process. It must be made compulsory for all G.C. members, and all unions
 with a membership above 100. To make it really useful, reports must
 come promptly (thru' FAX if necessary), and from all states. The re-
 sponsibility lies as much with the unions and states, as with the Centre

26. Our added responsibility at the centre, means setting up a
 "Research and Documentation Centre" for which responsibilities and
 funds have been assigned ; reforming and building up our international
 connections with important trade unions abroad ; an Education department

for imparting trade union education to cadres based on a syllabus, and also utilising Workers' Education Board and the National Labour Institute, to be undertaken and so on. For each of these, proper depts and/or cells have to be set up. Some have already been constituted. But some, as for instance, looking after AITUC publications have to be undertaken. Our/effort ^{constant} will be to see that Hindi states get every circular, letter, report, journal etc. in Hindi, while the rest get them in English. But we ask for patience and cooperation from you.

25. We feel that in the coming days a closer coordination has to be achieved with our parliamentarians. For this we are proposing a meeting with them, and some mbers of our Secretariat. As you will see we have drafted amendments to the TU (Amendment) Bill, 1994, and intend to put forth our suggestions on issues affecting industries and labour.

26. At the end, I will remind comrades that the AITUC will be celebrating its 75th Anniversary Year on 31st October 1994. This year is of great significance to us. The Maharashtra Rajya TUC has set up a Committee for its proper celebration in Bombay. We propose that the General Council of the AITUC meets on October 29 and 30, and that October 31, becomes a ceremonial rally, where TU veterans and other leading centres are also invited.

Delhi,

20.7.94.

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Meeting of the Working Committee of AITUC
(23rd and 24th July, 1994)

Diary of the important Trade Union Struggles/Campaigns.

- | <u>S.No.</u> | <u>Date</u> | <u>Form and issues involved in struggle</u> |
|--------------|-------------|--|
| 1. | 22-2-1994 | Govt. of India Navigation Employees Union (Goa) held a mammoth rally in Panjim to oppose "privatisation" of Ferry services in Goa. A memorandum was submitted to the Chief Minister seeking his intervention. |
| 2. | 28-2-94 | The Newspaper Employees of Delhi- both Journalists and Non-Journalists resorted to days Token Strike which was a total success. The striking workers were demanding immediate appointment of new Wage Board. |
| 3. | -3-94 | A National Convention of the Unions of Road Transport Workers affiliated to AITUC, CITU and HMS was held at Calcutta against privatisation of Road Transport Industry. |
| 4. | 5-4-94 | On the call of the National Platform of Mass Organisations, March to Parliament was organised on 5-4-94 to protest against NLF and Dunkel proposals. It was a magnificent Demonstration in which Lakhs of Workers, Kisans, Students, Youth, Women etc. participated facing bravely Police brutalities and asserting their right to peacefully March to Parliament. |
| 5. | 4-4-94 | On the call of All India Co-ordination Committee of Road Transport Workers (AITUC, CITU, HMS) more than 5000 Road Transport workers from 16 States staged a day long DHARNA at Jantar Mantar, New Delhi to protest against privatisation of Road Transport and in support of their other demands. The demonstrating workers were addressed by Com. H.V. Anantha Subba Rao, Convenor of the Co-ordination Committee, Com. M.S. Krishnan, A.B. Bardhan, B.D. Joshi (AITUC), Chaturanan Mishra, Jalaludin Ansari, Gaya Singh, Geeta Mukerjee, all Members of Parliament |
| 6. | 6-4-94 | The First South Asian Regional Road Transport Workers Convention was held in Dhaka on 5/6-4-94. The Convention was attended by representatives of Road Transport Workers of Bangladesh, India, Pakistan, Nepal, Vietnam and THI Transport. The Convention adopted a Charter of Demands. |
| 7. | 8-4-94 | More than 1.5 million workers belonging to Banking Industry and Financial Sector organised a total All India Strike against Govt.'s policy of privatisation and Branch closures. The strike was first of its kind in India covering entire Financial Sector employees. |

8. 15-7-94 On the call of the National Platform of Mass Organisations, 15-4-94 was observed as Black-Day all over the Country to protest against GATT Accord. Bandhs, Rallies, Demonstrations, Opposition Walk-outs and Dharnas marked the Black Day.
9. 21-4-94 All India Palledar Workers Federation started Dharna on 21-4-93 to press their demand for uniform application of settlement dated 12-7-93 irrespective of Unions affiliations. The Dharna is still continuing.
10. 1-5-94 May Day was observed with fervour all over the Country, workers expressing their determination to fight NEP. In Capital, a Joint May Day Rally was held by AITUC, AICCTU, HMS, UTUC, UTUC (LS) and TUCC, Bank Employees etc.
For the first time in History May Day was observed in Doda (J & K State) by AITUC Union.
11. 5-5-94 A well attended Convention of Textile Mill Workers was held on 5-5-94. It was jointly organised by AITUC, CITU, H.M.S. and B.M.S. The Convention called upon Textile Workers to prepare for country-wide Industrial action in the month of September, 1994.
12. 11-5-94 The Bankmens agitation against privatisation touched new heights as AIBEA, ALBOA and BEFI, brought entire Banking Industry to stand-still on 11-5-94.
13. 11-5-94 K.T.C. Workers in Goa organised a massive morcha in support of their demands.
14. 28-4-94. Following Strike Action by APSRT Employees Union, an agreement was reached between the management and the Union regarding revision of Pay Scales etc.
15. -5-94 KTC workers held a massive DHARNA in Ponda, Goa. Thousands of workers of different industrial workers supported K.T.C. workers sitting on Dharna and their demand to safeguard K.T.C. from being liquidated by corrupt management.
16. 8-6-94. Karnataka State Road Transport Corporation staff and workers Federation organised Relay Hunger Strike from 1st June 94 to pressurise management to settle workers demands.
On 8.6.94, AITUC leader Com.H.V. Anantha Subba Rao started indefinite Hunger Strike for the same cause.

17. 20-4-94
To
15-5-94. Leaders of Kerala State Transport Workers went on Indefinite Fast from 20-4-94 to 15-5-94 against Kerala Govt.'s Policy to Freeze their D.A., Increments, Curtailment of Leave, Holiday etc. Since Indefinite Fast did not force the Govt. to change the stand workers started Indefinite Strike from 16-5-94. INTUC Union initially joined the strike but later withdraw but their members continued to be on strike. Strike was banned under ESMA. On 24-5-94 there was General Strike in Kerala on the call of State Sponsoring Committee. The strike ended on 22nd June in a glorious victory.
18. 10-5-94 More than a lakh cashew workers in Kerala were on path of agitation against failure of procurement assured by the Government. On 10.5.94 there was total Bandh in Kailon District in support of cashew workers.
19. -5-94 Textile workers in Kerala including BMS and INTUC went on days token strike in support of their long pending demands. The strike was great success
20. 30.4.94. The head-load workers observed a State-wide strike in Kerala demanding enrolment of Head-load Workers in Welfare Schemes.
21. 5-6-94 Thousands of Power Workers, Govt. employees, Bank and Insurance Employees poured into Sringartal (Ratna Giri Dist.) demanding throw-out Enron, Save Public Sector, SSB, Save Maharashtra and Save India.
22. 21.6.94 More than 7000 delegates participated in the National Convention of National Platform of Mass Organisations held in Talkatora Indoor Stadium at Delhi. On behalf of AITUC the Convention was addressed by General Secretary, Com. A.B.Bardhan. Com. B.D.Joshi was in the presidium. The Convention adopted a declaration and detailed programme of action culminating in General Strike on 29.9.94.
23. 12-6-94. A State Level Convention was held in Orissa on 12.6.94 against NEP of the Central Government and anti-people policies of the State Government. The Convention gave a call for Mass Actions.
14. 22-6-94 Hundreds of leaders and other representatives of P.S. Industries staged a day long Dharna at Delhi. They wanted to March to Prime Minister's residence but were prevented from doing so and were arrested along with two members of Parliament. Later they held a meeting and condemned the attitude of P.M.O in not arranging a meeting with the P.M. and resolve to make strike on 14-7-94 a success

25. -7-94. An unique Convention of the representatives of Power Engineers, and Electricity Employees was held at Delhi. The Convention in a declaration opposed the current policy of inviting foreign investors on terms which would be ruinous to the Power Sector. The Convention decided to organised Protest Day on 25-8-94.
26. 3-7-94. Ten Central Trade Unions in Bihar (AITUC, CITU, INTUC, BMS, AICCTU, HMS, UTUC, UTUC-LS, TUCC organised a Convention on 3-7-94 at Patna to fight growing sickness and closures in Industries and against victimisation. The Convention decided to observe "Protest Day" on 28-7-94.
27. 14-7-94 Strike by Public Sector Workers on 14-7-94 was a grand success throughout the Country. Organisations in most Public Sector Undertakings also joined the strike which added to the success of the strike.
28. 15-7-94 Karnataka Rajya Anganwadi Workers staged Dharna from 15th to 17th July. On the last day they held Demonstrations throughout the State. The agitation was called off as some demands were conceded.
29. -7-94 Employees of GKW were on strike for 20 days from 14-4-94 for Wage Revision.
- Employees of Wipro, Tumkur, are on continuous strike against vicrimisation of their Office-Bearers.
30. 3-7-94. State units of the five Central Trade Unions (AITUC, INTUC, BMS, CITU, HMS) in Haryana held a Convention on 3-7-94 and decided to organise Joint Dharnas on 20-7-94 and Strike on 18th and 19th August, 1994.

Seen. Fill in
ATTUC Working Committee
10/05/94

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On The Power Policy

The American Delegation led by Mrs. O'Leary signed a number of agreements in the field of Power in India. These agreements will change the entire Power Policy. Earlier it was reported that the Govt. agreed to give sovereign guarantee for 16 percent return on capital invested. The Govt. also seems to have agreed that the Multi-national Companies will be allowed to have captive coal mines which would mean that they can sell surplus Coal in the market. This will also deprive B.H.E.L. and other Companies producing equipment to be deprived of orders and the capacity to remain unutilised. The B.H.E.L. the Pride of Our Industry is competitive both regarding quality and the price. But the Multinationals will dump their equipment on the Country. The entry of MNCs into this vital sector, the grant of a whole package of concessions and facilities to the M.N.Cs. which would in affect bankrupt the SEBs, severely disorganise the Power Sector in the Country, built through heavy public investments; nullify all social obligations undertaken hitherto for supplying cheap and subsidised power to agriculture, to small scale industries to weaker sections of the people, and to remote areas of the country, considerably raise the Power Tariff and put it out of reach for the vast majority of our people.

Already the first such project to be sanctioned is the Enron Project in Ratnagiri District of Maharashtra. There was a massive demonstration at the project site on 5th June, 94 by Trade Unions, Service Associations and others.

The Working Committee of the A.I.T.U.C. protests against the inroads of the Multi-national Companies in the key sector of our economy such as Power Sector. The Power to be supplied by these companies will cost much more than being supplied by the State Electricity Boards.

The Working Committee of the AITUC urges on the Govt. not to open up the Power Sector to the Multi-nationals. The Power Sector should remain in Public Sector as Power is required both for Industrial Development and Agriculture apart from domestic purposes.

The Working Committee urges on the Govt. to cancel licences given to the MNCs for Power Projects.

Wage Negotiations in Public Sector

The Wage Revision is due in the Public Sector Industries from 1-1-92 and in Coal etc. due from 1-7-1991. The last agreements were signed for four years. The D.P.E. has issued guidelines that the agreements should be for five years and already ~~2~~ 2 1/2 to 3 years have elapsed and yet even negotiations have not commenced.

Further the D.P.E. issued guidelines that there will be no budgetary support and the additional burden should be met from within i.e. on the basis of internal resources. The D.P.E. has further clarified in the circular issued in January 1994 that the labour costs of the product should not increase due to revision of wages.

A circular of D.P.E. dated 17th Jan. 94 clarifies that the cost per unit refers to physical unit and not to a unit in financial terms. The circular clarifies that the managements of P.S.E's have been delegated full autonomy to conclude the long term wage settlements with the workers' Unions in accordance with the parameters spelt out in the D.P.E.. Office Memorandum of 12th April, 1993.

The D.P.E. which has put restrictions on wage negotiations with the workers' union has recommended steep hike for executives and non-unionised supervisors. The existing salary of G-8 is 8250-200-9250 and the proposed scale is 11500-400-13500. For the Supervisors S-4 the existing scale is 2250-3200 and the proposed scale is 3375-5735.

The amendments in scheduled XIII to Companies Act provides for Rs. 6 Lakhs per annum or Rs. 50,000 per month including the dearness and other allowances calculated on the basis of effective capital of the Company. Apart from this there are innumerable perks which are more for N.R.I.

The cost effectiveness and the paying capacity are no bar for these categories. The Govt. owes an explanation for this discrimination.

The Working Committee of the A.I. T.U.C. urges

of the managements of the Public Sector enterprises
to immediately commence negotiations and finalise the
wage agreements.

National Environment Council.

The Working Committee deploras the attitude of the Ministry of Environment in excluding workers organisations from National Environment Council. It is ~~important~~ unfortunate and totally devoid of any rationale or justification that the Trade Union movement representing tens of million working men and women and their families who bear the brunt of all manner of environmental hazards should be excluded from the Council. Mineral wealth is hidden in the forest and valleys and their exploitation does raise question of environment and ecology. The development of economy and the problem of employment are linked up. The Trade Unions are in a better position to help in finding out a proper balanced solution.

Involvement of workers organisations in national effort to tackle the problem of growing environmental and ecological degradation, resulting in particular from pollutant industrial activity is indispensable.

The Working Committee of the A.I.T.U.C. urges on the Minister of State for Environment and Forests, Govt. of India to include the representatives of the National Trade Union Centres in the National Environment Council.

On Floods

Heavy rains and floods have caused havoc in a ~~number~~ number of States leading to more than five hundred loss of lives, thousands of houses collapsed and property worth crores of rupees has been lost.

The havoc has caused damaged in six States which is unprecedented.

The Working Committee mourns the death of those who have died due to recent floods.

The Working Committee urges on the Central Govt. and the respective States to immediately provide relief to the victims. The Govt. should pay compensation to the kin of the dead, supply material for the construction of houses lost or damaged and also necessary seeds and other inputs to the peasants.

The Govt. should also work out long term plan for construction of projects so as ~~to~~ avoid the havoc played by floods.

The Working Committee expresses its heart -felt sympathy for those who have suffered due to this calamity.

Pension Scheme

The introduction of Pension Scheme for the P.F. Subscribers has been pending for too long.

The Working Committee urges on the Govt. that all workers should be covered under the P.F. Act. The Govt. should continue to contribute 1 1/16 per cent of the pay of the workers towards Pension Fund.

The Pension Scheme should be worked out in consultation with the Trade Unions. The earlier scheme is very defective.

The actuary has calculated interest ~~in the~~ ~~past~~ at 6 per cent though it was 8 percent in the past and 12 percent now. Rs. 5000 Crore was the balance in the Family Pension Scheme about three years back which has substantially increased. The Trade Unions further demanded ~~the~~ indexisation of Pension.

Further Pension Scheme for the Coal and Steel Industries should be worked out on the basis of contribution by both the management and workers as per the 1989 agreement. Similar Pension Scheme should be worked out for all Public Sector Undertakings.

On Bonus Ceiling.

Large number of workers are deprived of Bonus because of the ceiling fixed about 25 years back.

The Trade Unions have been demanding that the ceiling of Rs.1600/- for calculation be enhanced to Rs.3500/- and the ceiling on wages be removed so that all the employees are entitled to Bonus. The Govt. has adopted a policy of *Enhanced*-ceiling for the Railway and P & T employees but not for the Industrial workers.

The Working Committee of the A.I.T.U.C. urges that the Bonus Act should be amended forthwith removing the ceiling.

On Slab System of D.A.

The Govt. agreed to introduce the slab system of Dearness Allowance from 1-1-1992 but the same has not been finalised so far. The Labour Minister in a meeting with the representatives of Trade Unions and the officials of the D.P.E. held on 9th May assured that the same will be finalised within two months but nothing is heard so far.

The Working Committee urges on the Govt. to finalise the Slab-System of D.A. in consultation with the Trade Unions without any further delay.

Industrial Sickness

Large number of industries i.e. above 4 lakhs are sick out of which quite a number are viable. These include Public Sector Undertakings as well. Most of the industries are closed because of mis-management, failure to modernise in time and other factors but not due to industrial relations.

Already lakhs of workers are thrown out of jobs adding to the army of the unemployed. In the private sector the factories are closed without giving even legal dues such as gratuity or P.F. and E.S.I. contributions.

The employers are demanding exit policy and there is pressure from the Multi-nationals and the I.M.F. and World Bank to introduce exit Policy i.e. right to hire and fire. The Govt. of India has declared that it is going slow in the matter which indicates that it is going to introduce the exit policy.

As it is the cases are referred to B.I. F.R. which after dragging for some time either decides to hand over to the big business or orders for liquidation.

The cases of Central and State Sector industries in losses are also referred to B.I.F.R. so that once an industry is declared sick no law applies to them and their efforts are to privatise them.

The Govt. as owners are Public Sector have the responsibility to provide budgetary support for modernisation. But it has adopted the ideological position of privatisation.

The Trade Unions urged that Tripartite Committees be constituted to work out plans for revival and modernisation but only formal meetings were held with no result.

For the N.T.C. Mills an agreement was reached but the Govt. has not yet approved it.

The National Renewal Fund is being used for voluntary retirement and not for retraining and redeployment as was envisaged.

The Working Committee of the A.I.T.U.C. urges on the Govt. to work out revival and modernisation schemes in the Public Sector and State Sector in co-operation with the Trade Unions.

The Working Committee further urges on the Govt. to take speedy steps to see that the industries that are viable in the Private Sector are revived without further delay. The National Renewal Fund should be used for ~~retra~~ retraining and redeployment

The Govt. of India because of its I.M.F., World Bank dictated economic policies has failed to take necessary steps for revival of sick industries.

The Working Class has gone into industrial actions during the last two years but with no response from the Government.

The Working Committee fully endorses the call given by the Mass Platform for Actions in September including the call for General Strike in September, 1994.

The Working Committee urges on the Govt. to take steps on war footing for revival of sick industries in the Central, State and Private Sectors.

On I.I.S.C.O.

The Central Trade Unions have opposed the privatisation of I.I.S.C.O. a basic industry. The Govt. had planned to hand over I.I.S.C.O. to Mukund Steels much below the market value of assets and also without guarantee of any big investment as required for modernisation.

The Central Trade Unions held a Convention and worked out an alternate Plan. The Trade Unions offered to place Rs. 150 Crores of their Pension Fund for the revival of I.I.S.C.O. and wanted that a revival plan should be worked out by SAIL and the Trade Unions. It was decided in a Meeting at the Labour Ministry but the Govt. didn't give clearance to the management of SAIL to work out a revival Plan and no meeting with the Trade Unions was held.

In the meanwhile the I.I.S.C.O. case has been referred to BIFR which shows that the Govt. is not interested in revival. It should be realised that Govt. cannot shirk the responsibility for modernisation by budgetary support.

The Working Committee of the A.I.T.U.C. urges on the Govt. to authorise the SAIL Management to work out a Plan for revival and modernisation of I.I.S.C.O. in consultation with the Trade Unions.

The Trade Union movement is strongly opposed to privatisation of basic industry like I.I.S.C.O. and urges on the Govt. to modernise it and assures the cooperation of the working class.

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ALL - INDIA TRADE UNION CONGRESS

24, Canning Lane, New Delhi-1.

WORKING COMMITTEE MEETING, July, 23 & 24, 1994.

CONDOLENCE RESOLUTIONS

This meeting of the Working Committee of AITUC deeply mourns the demise of Coms. C. Rajeswar Rao, veteran communist and peasant leader and ex-General Secretary, C.P.I.; N.E. Balaram, Rajya Sabha Member and veteran Communist and Trade Union leader; Renu Chakravarty, Ex-M.P., former West Bengal Minister, veteran Communist and Woman leader; S.K. Sanyal, Ex-Secretary of AITUC and renowned leader of mine workers; Ghanshayam Sinha, Ex-President of UP AITUC; Kunju, a fighting load workers' union leader, who was tortured and murdered in police custody, and Shibulal Bardhan of Calcutta, an intellectual, grass-root Trade Union leader.

This meeting also expresses profound shock and grief at the tragic death in car accident of Com. R.K. Garg, Member of the General Council of AITUC and a leading Supreme Court Advocate, and Com. Pratul Laheri, Member of National Council of C.P.I. intellectual and Executive Director of the People's Publishing House, New Delhi.

Working Committee also condoles the passing away of Coms. K.A. Karaleeyar, N.K. Ramankutty, and Mohd. Basheer a well known literary figure of Kerala State.

The Working Committee of AITUC conveys its heart felt condolences to the bereaved families.

*For our file
of TUR only
18/2/94*

*(Mistakes to be corrected in the
copies to be set to various
news, etc)*

ON DEMANDS OF PUBLIC SECTOR WORKERS

The Working Committee of the AITUC congratulates the public sector workers and officers for their participation in the strike on 14th July at the call of the CPSTU inspite of the withdrawal by the INTUC at the last moment.

The demands were - wage negotiations, slab system of D.A., amendment of the Bonus Act, Pension Scheme, lowering of Income Tax exemption limit and revival of sick industries.

The wage negotiations in public sector have not commenced inspite of the fact that 2 1/2 to 3 years have elapsed since the expiry of the duration of the last agreement.

The D.P.E. has, instead of withdrawing the anti-labour guidelines issued last year, further clarified that unit cost of the product should not increase due to wage-rise.

The D.P.E. has recommended hike in the salaries of directors, executives and non-unionised supervisors without any conditions but has put conditions on wage negotiations for the workers.

The Working Committee of the AITUC urges on the Government to take expeditious steps to finalise the wage negotiations, introduce slab system of D.A., amend the Bonus Act, introduce Pension Scheme, raise the exemption limit of Income Tax and work out plans for revival and modernisation of sick public sector units.

- To
- (1) Hon'ble Minister for Finance, G. of India ...
- (2) Union Min. for Labor
- (3) ~~Min~~

ON I.I.S.C.O.

1+3

The Central Trade Unions have opposed the privatisation of I.I.S.C.O. a basic industry. The Government had planned to hand over IISCO to Mukund Steels much below the market value of assets and also without guarantee of any substantial investment required for modernisation.

The Central Trade Unions held a Convention and worked out an alternate plan. The Trade Unions offered to co-operate for the revival of IISCO and wanted that a revival plan should be worked out by SAIL and the Trade Unions. This was decided in a meeting at the Labour Ministry but the Government failed to give clearance to the management of SAIL to work out a Revival Plan and no meeting with the Trade Unions has been held.

In the meanwhile the IISCO case been referred to BIFR which shows that the Government is not interested in its revival. The Government must realise that it cannot shirk the responsibility for modernisation by making available necessary funds, including continued budgetary support.

The Working Committee of the AITUC urges on the Govt. to authorise the SAIL Management to work out a Plan for revival and modernisation of IISCO in cooperation with the Trade Unions.

The Trade Union movement is strongly opposed to privatisation of basic industrial enterprise like IISCO and urges on the Government to modernise it with assured cooperation of the working class.

Shri Santosh Mohan Dev,

- ① Union Minister
for Steel,
Govt of India
N.D.
-
- ② Union Minister for
Labour, G. I. D.
N.D.

ON TEXTILE INDUSTRY

The Working Committee of AITUC expresses serious concern at the continuing incidence of sickness, closures and partial closures in the organised sector of the Textile industry, both in private as well as nationalised segments. The extent of this man-made sickness can be gauged from the fact that as on October 31, 1994, 255 Textile units were registered with the BIFR. On all available evidence this number has by now swelled further, resulting in colossal loss of jobs, estimated around a quarter million. With overt as well as covert collusion with the Government the tycoons dominating the private sector of the industry have by now managed to effect large-scale transfer of weaving operations to power-loom which are being allowed to proliferate at the cost of lakhs of workers thrown out of organised sector and forced to work on powerlooms under inhuman conditions. The Government has been turning a deaf ear to unanimous demand of Trade Unions, backed by the recommendations of the Abid Hussain Committee, to apply appropriate regulatory measures to prevent colossal loss of Government revenues besides exploitation of labour in the Powerloom sector, a major chunk of which has already been grabbed by big capital operating under 'Benami' transactions.

The Government has been avoiding discussion on the causes actually underlying sickness in the private industry despite repeated demand by all the Trade Union Centres to convene full-scale meeting of the Tripartite industrial Committee on Textile Industry to decide on remedial measures which have acquired extreme urgency.

What is most reprehensible, the Government has so far failed to implement the 9th April, unanimous agreement on complete revival and rehabilitation of the NTC ~~xx~~ arrived at in the Special Tripartite Committee, based on a comprehensive techno-economic study unanimously approved by Special bipartite Sub-Committee on NTC set up under the chairmanship

of the Union Textile Minister himself. In fact it continues to blatantly violate all the conditions of the agreement including those banning closures and retrenchment, and explicitly favouring complete revival, rehabilitation and modernisation of NTC units with the involvement of workers' representation at all levels of the management. NTC units on the contrary are being starved of their usual requirements of budget allocations, including working capital, thus depriving them of capacity utilization and rendering tens of thousand workers idle, leading to their concealed retrenchment.

While castigating the Government of India for its blatant failure to observe the terms of the agreement on NTC, and demanding immediate implementation of the agreement, the working Committee congratulates the Joint Action Committee of Textile workers, comprising unions with diverse affiliations, for its united stand and agitation to enforce implementation of agreement besides compelling the Government to carry out a thorough review of its ill-conceived 1984 Textile Policy to rid it of its anti-people and anti-working class orientation.

Shri G. Venkataswamy,
(1) Union Minister for Textiles
{ Shri P. A. Sangma }
(2) Union Lab }

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RESOLUTION Supporting the struggle of
K. S. R. T. C. Workers' strike

The Working Committee of the AITUC in its meeting held on 23-24, July '94 noted with grave concern the anti-labour and undemocratic approach of the Government of Karnataka in K. S. R. T. C. by refusing to honour the Memorandum of Understanding between the chairman and Managing Director of the Corporation with the only recognised trade union; namely KSRTC STAFF & WORKERS' FEDERATION, on the Charter of Demands. Indiscriminate transfer of the Union functionaries cadres and leaders, and disruption of the regular functioning of the union, by victimising, suspensions and dismissals of union functionaries and cadres; imposition of very heavy fines on even a day's absence despite prior intimation; withdrawal of the check-off system and cancellation of all facilities earlier agreed as per the last settlement; introduction of Rota system, which has been considered undesirable as per the House Committee appointed by the Karnataka Legislature, besides invocation of provisions of ESMA to deal with the Karnataka transport workers struggle, are some of the draconian measures adopted by the State Government.

While strongly condemning the unreasonable and anti-trade union approach of the Karnataka State Government, this meeting urges upon it to implement the provisions of MOU, stop all victimisation measures and come to a negotiated settlement in this vital service sector.

1) The Chief Minister,
Karnataka State,
Bangalore

2) The Minister for Transport,
Gov. of Karnataka
Bangalore

ON RETRENCHMENT IN PUBLIC SECTOR

1+3

The Prime Minister and the Finance Minister have time and again assured that there will be no retrenchment in Public Sector and the workers' interests will be protected. The Government made budgetary provision for the National Renewal Fund which in the main is being used for Voluntary Retirement which means concealed retrenchment of the posts.

And now Shri Ram Lakhan Singh Yadav has announced that if the workers do not accept voluntary retirement they will be retrenched.

The working class stoutly opposes the exit policy for which the MNCs the World Bank and I.M.F. have been persistingly bringing pressures. The Trade Unions agreed for retraining and redeployment but the National Renewal Fund is not being utilized for this purpose.

The Working Committee of the AITUC condemns the policy of retrenchment envisaged by the Minister for Chemicals and Fertilizers and calls upon the Trade Unions to stoutly resist the same.

- (1) Shri Ram Lakhan Yadav,
Union Mem. for Chemicals + Fertilizers,
Govt. of India, N.D.D.
- (2) Shri P.A. Sanyal,
Union Mem. for Lab.
S.F.J. N.D.D.

(1+3) (1+4)

INDUSTRIAL SICKNESS

Large number of industries numbering above 4 lakhs are sick, out of which quite a number are actually viable. These include Public sector undertakings as well. Most of the industries are closed or rendered sick because of mismanagement, failure to modernise in time and other factors but not due to any default.

Already lakhs of workers are thrown out of jobs adding to the army of the unemployed. In the private sector factories are being closed without giving even legal dues such as Gratuity or P.F. and E.S.I. contributions.

The employers are clamouring for exit policy and there is pressure from the Multi-nationals and the I.M.F. and World Bank to introduce this Policy which ensures employers' right to hire and fire. The Government of India has declared that it is going slow in the matter which indicates that introduction of exit policy is only a matter of time.

As it is, the cases are referred to B.I.F.R. which after dragging on its proceedings for some time either decides to hand over either to the big business or orders liquidation of the concerned unit.

The cases of Central and State sector industries running in losses are also referred to B.I.F.R. so that once an industry is declared sick no law applies to them and their privatisation becomes an easy way out.

The Government as owners of Public sector have the responsibility to provide budgetary support for modernisation. But it has adopted the ideological position of privatisation.

The Trade Unions urged that Tripartite Industrial Committees be fully involved in plans for revival and modernisation but only formal meeting of these Committees have been held with no result. With regard to the NTC Mills an agreement was reached but the Government has not yet implemented it.

The National Renewal Fund is being used for payment towards voluntary retirement and not for retraining and re-deployment as was envisaged under the Special Tripartite decision.

The Working Committee of the AITUC urges on the Govt. to work out revival and modernisation schemes in the Central and State public sector industries and enterprises in co-operation with the Trade Unions.

The Working Committee further urges on the Government to take speedy steps to see that the industries that can be made viable in the Private sector are revived without further delay. The National Renewal Fund should be used for retraining and redployment of workers.

The Government of India, because of its IMF, World Bank dictated economic policies has, failed to take necessary steps for revival of sick industries.

The Working class has gone into industrial actions during the last two years but without a positive response from the Government.

The Working Committee fully endorses the call given by the platform of Mass Organisations for Action in August '94 and a call for General Strike on 29th September, 1994.

The Working Committee urges on the Government to take steps on war footing for revival of sick industries in the Central, State and Private sectors.

(1) Shri Shrikrishna Kishore Jais, Union Mem. for Industries, S. J. D., Udyog Bhawan, N. S. S.

(2) ~~The Union Member for State Govt.~~
Shri M. Mohan, The Haldia Finance Dept., S. J. D. N. D.

(3) Shri P. A. Panna, Union Mem. for Lab. —

ON FLOODS

Heavy rains and floods have caused havoc in a number of States leading to loss of hundreds of lives. Thousands of houses have collapsed and property worth crores of rupees has been lost.

The havoc has caused damage in some States which is unprecedented.

The Working Committee mourns the death of those who have died due to recent floods.

The Working Committee urges on the Central Government and the respective States to immediately provide relief to the victims. The Government should pay compensation to the kin of the deceased, supply material for the construction of houses lost or damaged and also seeds and other inputs in sufficient quantity to the peasants/cultivators.

The Government should also work out long term plan for construction of projects so as to prevent the havoc frequently played by floods.

The Working Committee expresses its heart-felt sympathy for those who have suffered due to this calamity.

The Working Committee appeals to the working class in the affected States to cooperate in relief and rehabilitation work and donate liberally towards the relief fund.

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- ① ~~Union~~ / Hash / P.M. / J.D. / P.M.'s House, New Delhi.
- ② Sh. B. / Jalehar, / Union / 7 J. N. D.

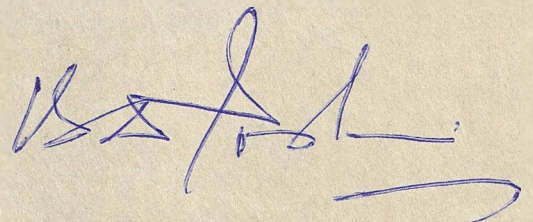
RESOLUTION ON TELECOM SECTOR

This meeting of Working Committee of the AITUC held on 23/24th July, 1994, notes with deep concern the far reaching changes made by the Government in Telecom Policy recently on the eve of the Prime Minister's departure to USA. The new Telecom Policy will open this sector to MNCs and foreign capital. It is an attempt to sell this vital sector to MNCs and private capital to enable them to make ultimated profits. It will result in the world giants in this Industry gobbling up entire Telecom sector in India.

The Telecom sector is an important part of the infrastructure and very vital to security needs of the country. The decision to throw open Basic services of this sector to MNCs and private sector will undermine the security needs of the country.

The Working Committee of the AITUC strongly opposes the decision of the Government to throw open Basic services in Telecom Sector to MNCs and private sector. It congratulates the Telecom employees who have resolutely been opposing privatisation of Telecom sector. The Working Committee welcomes the decision of the Telecom employees to go on indefinite strike from 17.8.94 as a mark of protest against the New Telecom Policy and assures them of their full support and solidarity.

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NATIONAL ENVIRONMENT COUNCIL

The Working Committee deplors the attitude of the Ministry of Environment in excluding workers' organisations from National Environment Council. It is unfortunate and totally devoid of any rationale or justification that the Trade Union movement representing tens of million working men and women and their families who bear the brunt of all manner of environmental hazards should be excluded from the Council. Mineral wealth is hidden in the forest and valleys and their exploitation does raise question of environment and ecology in a big way. The development of economy and the problem of employment are linked up with it. Trade Unions are in a better position to help in finding out a proper balanced solution.

Involvement of workers' organisations in national effort to tackle the problem of growing environmental and ecological degradation, resulting in particular from pollutant industrial activity, is indispensable.

The Working Committee of the AITUC urges on the Minister of State for Environment and Forests, Government of India to include the representatives of the National Trade Union Centres in the National Environment Council.

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- (1) Shri Kunal Nalla
Union Minister for Environment,
L. J. Jindal, Noida.
- (2) Shri P.A. Sangma,
Union Min. for Labour,
L. J. Jindal,
ND

RESOLUTION ON THE POWER POLICY

The American Delegation led by Mrs. O'Leary signed a number of agreements in the field of Power in India. These agreements will change the entire Power Policy. Earlier it was reported that the Government agreed to give sovereign guarantee for 16 percent return on capital invested. The Government also seems to have agreed that the Multi-national Companies will be allowed to have captive coal mines which would mean that they can sell surplus Coal in open market. This will also deprive BHEL and other Companies producing equipment of orders leading to substantial under civilization of capacity. BHEL, the pride of our Industry, is competitive both in respect of quality as well as the price. But the Multinationals will dump their equipment on the country. The entry of MNCs into this vital sector, the grant of a whole package of concessions and facilities to the MNCs which would in affect bankrupt the SEBs, will severely disorganise the Power Sector in the country, built through heavy public investments. It would nullify all social obligations undertaken hitherto for supplying inexpensive and subsidised power to agriculture, to small scale industries, to weaker sections of the people, and to remote regions or areas of the country. It would considerably raise the Power Tariff and put it out of reach for the vast majority of our people.

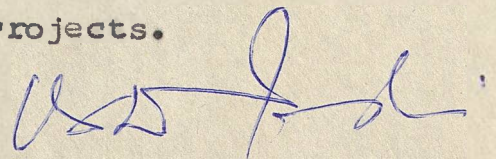
Already the first such project to be sanctioned is the Enron Project in Ratnagiri District of Maharashtra. There was a massive demonstration at the project site on 5th June '94 by Trade Unions, Service Associations and others. Sanction of Power projects to some other MNCs and private sector giants is also on the cards.

The Working Committee of the AITUC protests against the inroads of the multi-national Companies in the key sector of our economy such as the Power sector. Power supplied by these companies will cost much more than is being supplied by the State Electricity Boards.

The Working Committee of the AITUC urges on the Government not to open up the Power Sector to the Multi-nationals. The Power Sector should remain in Public Sector as power is required both for industrial development and agriculture apart from domestic purposes.

The Working Committee urges on the Government to cancel licences given to the MNCs for Power Projects.

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RESOLUTION AGAINST PRIVATISATION OF LIC & GIC

The Malhotra Committee Report has recommended privatisation of Life Insurance Corporation and the IMF. While the World Bank has been pressing for opening up of the Insurance "service sector" to multinationals.

The L.I.C. is not at all a sick unit and has paid an Annual Divident of Rs.117.6 crores on the Government Capital of Rs.5 crore. Even in the developed countries there are protective measures for the Insurance sector. Similar is the case of G.I.C.

The so called concept of market economy only aims at profits at the expense of country's most urgent social security needs.

In India large sections of population have no Insurance Cover because they have no money to buy Insurance Policy. The question of extending insurance cover to the whole population should therefore receive top priority in our country.

The Private Companies will not invest in rural and small industry or business. Their sole aim will be to go in big business for profit hunting. No regulatory authority can create and maintain "level playing field" as the experience elsewhere indicates. They will prefer to pay fine for non-fulfilment of conditions laid down by the Government in such matters instead of entering fields not capable of yielding high profits.

The funds available with Government for social services like supply of water, electricity, public transport will be reduced when there is a financial crunch.

The Working Committee of AITUC is opposed to any move for privatisation of the Insurance business on the basis of the Malhotra Committee Report.

The Working Committee urges on the Government not to implement the Malhotra Committee Report.

The Committee further suggests that an independant regulatory authority should be established for a strict supervision of LIC & GIC activities as demanded by the LIC Employees' Organisations.

① Shri Ram Nabe S...
V. N. J...
S. J. N. D.
② Shri N...
R...
P.D.S. H...
N. D.

1+3

RESOLUTION ON TELECOM SECTOR

This Working Committee meeting of the AITUC held on 23rd/24th July, 1994, notes with deep concern the far reaching changes made by the Government in Telecom Policy recently on the eve of the Prime Minister's departure to USA. The new Telecom Policy will open this sector to MNCs and foreign capital. It is an attempt to sell this vital sector to MNCs and private capital to enable them to make unlimited profits. It will result in the world giants in this Industry to gobble-up entire Telecom sector in India.

The Telecom sector is an important part of the infrastructure and very vital to security needs of the country. The decision to throw open Basic services of this sector to MNCs and private sector will undermine the security needs of the country.

The Working Committee of the AITUC strongly opposes the decision of the Government to throw open Basic services in Telecom sector to MNCs and private sector. It congratulates the Telecom employees who have resolutely been opposing privatisation of Telecom sector. The Working Committee welcomes the decision of the Telecom employees to go on indefinite strike from 17.8.94 as a protest against the New Telecom Policy and assures them of their full support and solidarity.

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- ① Sh. Sulekha,
Union Nishch for Communication,
L. J. K. N. D.
- ② Sh. Navabhai K. K.,
P. N. J. D.,
P. N. J. D.,
P. N. J. D., N. D.

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ON THE POWER POLICY

The American Delegation led by Mrs. O'Leary signed a number of agreements in the field of Power in India. These agreements will change the entire Power Policy. Earlier it was reported that the Government agreed to give sovereign guarantee for 16 percent return on capital invested. The Government also seems to have agreed that the Multi-national Companies will be allowed to have captive coal mines which would mean that they can sell surplus Coal in open market. This will also deprive BHEL and other Companies producing equipment of orders leading to substantial under civilization of capacity. B.H.E.L., the pride of our Industry, is competitive both in respect of quality as well as the price. But the Multinationals will dump their equipment on the country. The entry of MNCs into this vital sector, the grant of a whole package of concessions and facilities to the MNCs which would in affect bankrupt the SEBs will severely disorganise the Power sector in the country, built through heavy public investments. It would nullify all social obligations undertaken hitherto for supplying inexpensive and subsidised power to agriculture, to small scale industries, to weaker sections of the people, and to remote regions or areas of the country. It would considerably raise the Power Tariff and put it out of reach for the vast majority of our people.

Already the first such project to be sanctioned is the Enron Project in Ratnagiri District of Maharashtra. There was a massive demonstration at the project site on 5th June '94 by Trade Unions, Service Associations and others. A Power project has also been sanctioned to R.B. Move.

The Working Committee of the AITUC protests against the inroads of the multi-national Companies in the key sector of our economy such as the power sector. Power supplied by these companies will cost much more than is being supplied by the State Electricity Boards.

The Working Committee of the AITUC urges on the Govt. not to open up the Power sector to the Multi-nationals. The Power sector should remain in P.S. as power is required both for Industrial Development and agriculture apart from domestic purposes.

The Working Committee urges on the Govt. to cancel licences given to the MNCs for Power Projects.

1) Shri MKP Selve
 Union Secy for
 Power, S. J. J.
 N.D.
 2) Shri N. S. S.
 Union Secy for
 S. J. J.
 3) Shri P. A.
 Secy, Union
 Secy, Union

W/c File ABB

See A. B. Bardhan

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24, Canning Lane, N. Delhi

From
D. GANGULI
WFTU Office

NOTES ON BRIEF OBSERVATION
AT THE AITUC WORKING COMMITTEE MEETING
HELD ON 23-24 JULY '94 IN NEW DELHI

* * * * *

1. The reports presented here by the General Secretary and three Secretaries indicate that this time the Secretariat made better preparation for this Working Committee meeting. Cde Bardhan presented a very good report. The Secretariat especially the G.S. deserves our appreciation and sincere thanks.

2. Such report, if prepared and sent out to the participants at least before two weeks in advance the discussion could have been more concrete and of better quality. Same could be done in respect of draft Resolutions which will contribute towards better quality and preciseness.

3. REGARDING VERIFICATION OF MEMBERSHIP

Ofcourse non-production of records and non-appearance before the Verification Officer is important omission no-doubt but the principal reason is our inability to include the Khet Mazdoor Union membership within the AITUC. This long pending (old) dispute - whether or not the Agriculture Workers Organisation should be affiliated with the AITUC -needs to be resolved at appropriate level and through mutual discussion and agreement of the two organisations - AITUC - B.K.M.U. The BMS and the UTUC (L.S.) got their membership so high was due to inclusion of the agriculture workers within their membership.

4. UNITY - AITUC - HMS

Available internal reports about H.M.S. leadership activities indicates a negative position.

ICFTU's financial support is another factor standing in the way of such merger/unity with the AITUC.

Why the AITUC should not approach the other National Trade Union Centres including the UTUC (LS), UTUC (RSP), TUCC (Forward Block) for such Unity? Once such process or serious public discussion starts, it is bound have general impact on the entire trade union movement.

5. Re: UNORGANISED WORKERS

There are two Categories:

- (i) Non-unionised
- (ii) Informal Sectors

With regard to calculation of unionised figure one should be careful about the inflated membership figures claimed by all the National Trade Union Centres before the Central Verification Authority.

Regarding Informal sector: we should discuss and identify who are these informal sectors: Rural workers, domestic workers section, self-employed Peoples, family work, contract and sub-contract etc. After preliminary identification we should start this work with specific target and concrete Plan. We should take note that - Teachers in India are not treated as workmen and as such they are not counted within the Trade Unions. What about the Technician and managerial staff who occupy essential position in the present day production process in the context of New Technology?

Simply slogan "to organise the unorganised" will not bring about any tangible result.

WITH REGARD TO UNIONISATION:

We should take note of the alarming fall of Trade Union membership in all industrially developed countries who were the pioneer in the Trade Union movement - France, Great Britain, Germany, Italy, and other European countries, U.S.A., why? Why the workers especially the young workers now a days are not interested to be member of the Trade Union and do not want to be involved in the Trade Union movement?

* * * * *

Cde Bardhan in his report did not deal with several very important problems - such as Employment, unemployment, under employment - we have no figure at our disposal. Shall we not try to find out the situation at least in the industries where AITUC unions work?

What about the employment potential and further expansion of employment opportunities?

Re: Poverty alleviation in the context of Rural development.

Why shall not the AITUC press upon the Government demanding their clear position in these respect in concrete terms?

Poverty alleviation ('Garibi - Hatao')

What concrete Plan the Government has put forward?
What is our alternatives?

Creation of employment opportunities? Where? How many?
Specific Plan? etc.

Re: IMPACT OF NEW TECHNOLOGY AND STRCUTURAL ADJUSTMENTS?

We have oflate started realising that simply negative position can't bring about solution. But then what is the alternative?

i.e. the demand of:

equitable distribution of the benefits of new technology between the Labour and Capital?

What about:- Reduction of Working hours without loss of earning?

= More annual leave with Pay

= Improvement of Social Security and health protection

How many Trade Unions are raising these demands?
Possibly - none or very few (and in different manner).

In this respect two suggestions comes to my mind which I consider are very relevant although these comes within organisational spheres, should be taken up very seriously. Such as:

To set up and organise:

(a) Working Youth Federation (AITUC)
i.e. affiliated with the AITUC

(b) Working Women Federation (AITUC)
i.e. affiliated with the AITUC

These two groups within the current working class are not only the worst sufferers but they, if organised properly, are most important potentials for the Trade Union movement.

Their active involvement will bring about the required militancy in the Trade Unions (which is of late lagging very much) and offer suitable cadres which is one of the most important prerequisites and our shortcomings.

Let it be noted that setting up these two Federations within the AITUC, will not be any way rival to the respective sectoral National Federations such N.F.I.W. and A.I.Y.F. Rather these will be complimentary to each others. *Supplement*

Cde Bardhan's report did not deal with the question of the current trend and situation in the Collective Bargaining which are being conducted by the respective Industrial Federation. As a matter of fact such reports, should have been prepared and presented by the leaders of the respective Industrial Federations. If done, such reports would have made the secretariat reports comprehensive.

In this respect we should also study what is happening in the Industrialised developed countries in the west. How do we compare our situation? What are the lessons and guidelines?

FINANCE

The financial situation of the AITUC falls very much short of the requirement. The budget placed by the Treasurer is very minimum which I fully support.

There is a great need and possibilities of expanding our activities including those already suggested in the reports.

It is very difficult to fulfill those without adequate money at the disposal of the AITUC. We must therefore explore new and stable sources of augmentation of finance.

Increase affiliation fee, establishment of Permanent Solidarity Fund Contribution, Special Levy on occasions etc. could be among the means and sources of augmentation of AITUC's Central Finance.

* * * * *

The Booklet on 35th Session of the AITUC published recently by the AITUC Secretariat contains full of mistakes, omissions and commissions. It should be corrected if possible.

(Debkumar Ganguli)

For Com. Sachdev's
File
ABR

NOTE

ATUC

May-1994

A

The position of ATUC finances, specially of working capital to meet routine expenditure, is not good. Unless urgent measures are taken to realise the special levy as decided at Patna Session, we may run into serious crises and resort to encashment of our FDs. Collection of funds amounting to Rs 7-8 lacs through this levy should be done on priority basis with timely monitoring. We have effective membership of about 22 lacs and collection of Rs 7-8 lacs upto Dec, 94, should not be difficult. The ATUC Centre/Secht. should do it collectively.

2. The Fixed Deposit of Rs 1.50 lacs with SBI, Karol Bagh, which has since-matured, should be encashed and the amount be put in the current/CF a/c to meet the routine expenditure of the coming 2-3 months.
3. Some saving could be done on electricity and water charges and stationary heads. But keeping in view the increased functional activities at Centre the increase in expenditure in these heads can be met by savings/economising of these expenditures.
4. Consequent upon election of the new Working Committee and the Office Bearers new signatories to operate ATUC accounts are to be appointed.
5. Com. Rao (Crompton & Greaves) has sent a cheque for Rs. one lac with instructions that the amount be put in Fixed Deposit and 50% of interest earned thereon be utilised for ATUC Staff welfare.

A. I. T. U. C.

May'94

ESTIMATED RECEIPTS & EXPENDITURE

<u>Receipts (Expected)</u>		<u>Expenditure</u>		
Affiliation Fee	116000.00	I.	<u>P.M.</u>	<u>P.A.</u>
TUR Subscription	20000.00	Rent	3500.00	42000.00
Interest	140	Wages	^{10,000.00} 8350.00	^{1,20,000.00} 100200.00
Special Levy (as per call given by the Patna Session)	600000.00	Conveyance (Regular)	1300.00	15600.00
		Addl. Conveyance	2000.00	24000.00
		Telephone	2000.00	24000.00
		Stationary	2000.00	24000.00
		Newspaper & Periodicals	1000.00	12000.00
		Electricity & Water Charges	4000.00	48000.00
		TUR Printing	2000.00	^{24,000.00} 12000.00
		Postage (including TUR)	3000.00	36000.00
		Refreshments	^{850.00} 850.00	10200.00
		Miscellaneous	1500.00	^{12,000.00} 18000.00
		Total	<u>29500.00</u>	<u>354000.00</u>
			^{33,300.00}	^{445600.00}
		II.		
		Special Programmes and Campaigns		200000.00
		Publications		50000.00
				<u>250000.00</u>
		III.		
		Documentation Centre/ Electronic TW and Computer	7000.00	84000.00
		Staff Car	4000.00	48000.00
				<u>132000.00</u>
Total	<u>736000.00</u>	I+II+III	Total	<u>736000.00</u>
				^{7,78,000.00}

A.I.T.U.C.

May'94

PRESENT	AVERAGE EXPENDITURE	
	Per month	Per annum
- Rent	3500.00	42000.00
- Wages	6350.00	76200.00
- Conveyance Allowance (Regular)	700.00	8400.00
- Addl. Conveyance Charges	2000.00	24000.00
- Telephone	2000.00	24000.00
- Stationary	2000.00	24000.00
- Newspaper & Periodicals	600.00	7200.00
- Electricity & Water Charges	4000.00	48000.00
- TUR Printing	1000.00	12000.00
- Postage (incl. TUR)	2000.00	24000.00
- Refreshments	750.00	9000.00
- Miscellaneous	1000.00	12000.00
	<u>Sub Total</u>	<u>232880.00</u>
Special Programme & Campaigns		200000.00
Publications		50000.00
	<u>Total</u>	<u>Rs. 578000.00</u>

A. I. T. U. C.

May'94

DETAILS OF PRESENT MONTHLY WAGES BEING PAID

Com. Prashar	Rs.1200.00
Com. Manna	Rs.1050.00
Com. S.K. Mishra	Rs. 900.00
Com. G.L. Kohli	Rs. 850.00
Com. Sharda	Rs. 600.00
Com. Santosh	Rs. 550.00
Com. Rakesh	Rs. 900.00
Sweepers	Rs. 300.00
Total	Rs.6350.00

CONVEYANCE ALLOWANCE (REGULAR)

Com. B.D. Joshi	Rs. 300.00
Com. Santosh	Rs. 100.00
Com. G.L. Kohli	Rs. 100.00
Com. Rakesh	Rs. 200.00
	Rs. 700.00

ANNEXURE - III

A. I. T. U. C.

May'94

I. As at present we have fixed Deposits of Rs.21.50 lacs.
the break-up is -

Building Fund - Rs.8.50 lacs

Regular Fund -

with United Bank 8.00 lacs

with S.B.I. 1.50 lacs

with SAIL 3.50 lacs

- The F.D. of Rs.1.50 lacs with S.B.I. Karol Bagh, has since matured. Further instructions for its renewal or encashment are to be sent to the Bank on receipt of endoresement signatures of Com. Sanjay, who is at present in Hospital in Nagpur.
- All the FDs are cumulative, i.e. interest is not transferred to our running or saving fund accounts.
- The FD of Rs.3.50 lacs with SAIL is to mature in 1996 and the other FDs are to mature in 1995 and 1996.

II. We have three running accounts -

Current (-) (Overdraw of Rs.20000.00)

Saving Fund Rs.1.50 lacs

Building Fund
S/F Rs.0.28 lacs

III. Affiliation Fee - In normal time (other than Session Year) We receive affiliation fee approx. of Rs.1.16 lacs in a year, (base year 1992).

- TUR Subscription is approximately Rs.20,000/- per year with about 800 subscribers.
- Special Contribution varies from year to year depending on the call given by the AITUC.

Phone: 6690379

P.O. Mashila,
Dist. Howrah-711302.

Dated: 5.7.94.

File/R
A.B.S.

To
Comrade A.E. Bardhan, General Secretary,
All India Trade Union Congress,
24, Canning Lane,
New Delhi-110001.

Re: Some Proposals and suggestions before the
ensuing Secretariat and Working Committee
meeting.

Dear comrade,

I do hereby submit the following proposals and suggestions before you for discussions in the ensuing Secretariat and Working Committee meetings:

On Education for T.U. leaders and cadres :

1) A ~~Tammar~~ Central Education Team with 3/5 Secretariate members to be constituted in order to maintain continuity of educational activities at all levels. There must be a Convener of the Team.

2) Similarly all State Committees will constitute such smaller Team with one comrade as Incharge of Education with whom Central Team will keep contact and will make programme at state level.

3) Central Education Team will make syllabuses within three months on the following subjects:

- i) History of world working class movement
- ii) History of Indian working class movement and of AITUC upto independence.
- iii) Post independence working class movement and role of Trade unions and splits.
- iv) STR, disaster in some socialist countries and changes in global situation and its impact on the working class
- v) Retrograde and anti-working class policy of Central Govt. - surrender to IMF, WB, GATT affecting national interest
- vi) Tasks of the working class and call of Patna AITUC Session ~~xix~~ - mass struggles and organisational unity of Trade Unions
- vii) Day to day organisational functionings of Trade Unions at different levels.

4) Concrete plan and programme for conducting one Central (in the beginning) 7/10 days' school and state or Regional Schools will have to be finally adopted within the month of October in a meeting of State Secretaries (this meeting may be held one day before the ensuing General Council meeting at Bombay). The entire decisions may be placed before the G.C. meeting seriously.

On Trade Union Unity:

1) Patna Session's call for building "one union in one factory and industry", "one national Centre" have roused the working class but with doubts. They want to test our sincerity on this issue and we are to show it.

2) Now we are to adopt positive approach towards IWS's Co-ordination Committee or CITU's Confederation. Without any pre-condition, we are to take initiative to continue dialogues with them along with concrete proposals, knowing fully all complications. We are to negotiate with other Central Trade Unions also.

RECEIVED
For
13 JUL 1994
A. I. T. U. C.
24, Canning Lane, N. Delhi.

Concluded
to: Com.
TAF
DLB
S.S.
KLN
H.N.
A. Kar
Shan
13/7

- 3) AITUC-HMS relations and united activities are to be developed at the central and state levels. Maharashtra state has recently taken some concrete steps. What are the difficulties in other states to co-ordinate activities of both the Unions? In each state, AITUC is to take initiative to negotiate with HMS for starting united activities. The issue of AITUC-HMS merger is to be discussed in concrete ways and means at central level.
- 4) AITUC will have to propose to meet with CITU on the question of their proposal "Confederation". We can neither reject nor ignore their proposal of Confederation. This attitude will not help build unity. After hearing from them in the meeting, we may avail some points or positive approach and may proceed in future for towards unity.
- 5) I do not know how INTUC will come to us to build one national centre, when we are fighting directly against the anti-working class and anti-people retrograde policy of the Cong(I) Govt. This ideological question could also be clinched. This does not mean that INTUC will not be available in united struggles on any particular issue or event. Rather, situation is rapidly developing in such direction as to get INTUC more and more in united struggles in near future. But question of organisational unity with INTUC can not arise.
- 6) Res: "one union in one factory or one industry", why shall we not create some examples and initiatives in some places or factories, e.g.
 - Proposal 'for' and 'against' one Union to be ~~approved~~ approved by 'ballot'.
 - After declaration of results: which union will function? This to be decided by 'ballot': Either any of the old Union(name) or new Union to be constituted.
 - Before all these, AITUC Union will have to talk to other functioning Unions, to place the AITUC's policy on Unity before the mass of the workers in meetings, baithaks etc.
 - After formulation of general opinion of the workers in favour of unity, efforts to be made to form a Joint Committee with the leadership of other Unions for conducting the 'ballot' affairs and for building one Union.

Apart from so many proposals, we are to proceed with some concrete proposals at "grass-root" level also. In this way, we would be able to create confidence of the workers and our sincerity for building unity will also be tested.

More, when we shall discuss.

With greetings,

Gobin Karar
(Gobin Karar), Secretary,

AITUC

Copy to:
Com. B.D. Joshi, Dy. Gen. Secretary,
requesting to multiply and to circulate
it among the Secretariat members.

Cable: "AITUCONG"
FAX: 91-11-3755419

TEL: 387 320,
386 427,

ALL - INDIA TRADE UNION CONGRESS
24, Canning Lane, New Delhi-1.

President : M.S.KRISHNAN
Gen. Secy. : A.B.BARDHAN
Dy.Gen. Secy.: B.D.JOSHI

26th July, 1994,

PRESS RELEASE

AITUC Working Committee issues call for major protest actions including an industrial strike throughout the country.

Working Committee of All-India Trade Union Congress concluding its two-day session in New Delhi on 23/24 th July, 1994, took some important decisions with regard to the role the working class of the country must play in leading the struggle of the mass of the toiling people of the country against highly damaging consequences of the Government's New Economic Policy which has assumed added menacing proportions with the signing of the GATT agreement. Apprising itself of reports from various State units it has issued a call to all its affiliates and friendly organisations of workers to launch major mass actions beginning from the 3rd of August, 1994, culminating in a countrywide industrial strike on the 29th September, 1994, in response to the decisions of the National Platform of mass organisations.

After discussing various aspects of the present economic and social conditions in the country, the Working Committee adopted a number of resolutions intended to serve as guidelines for action to its affiliates operating in some vital industrial and financial sectors of the national economy. Some of the more important resolutions are summarised below:

1. On industrial Sickness: Expressing grave concern at the incidence of industrial sickness both in private and public sector, resulting in loss of several lakh jobs, the resolution demands of the Government to forthwith take steps on a war footing to revive and rehabilitate all sick units, abandoning its policy of surrender to the IMF - W.B. prescription on "industrial restructuring" with the so-called exit policy as its essential component.
2. Support to Telecom Workers' indefinite Strike: The Working Committee firmly opposed the far reaching changes being made in the Government's present Telecom policy aimed at virtually handing it over to the private sector and MNCs, with grave consequences for all around interests of the country, above all, for its security needs. Full support has been extended to the proposed indefinite strike of Telecom workers from 17.8.94 against New Government policies.

contd.....2

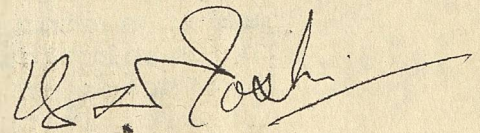
3. Demands of Public Sector Workers: Firmly opposing the attempts to impose anti-labour guidelines for wage negotiations issued by the BPE the Working Committee congratulated the Public Sector workers for their successful one day strike on 14.7.94. It strongly urged the Govt. to take expeditious steps to finalise wage negotiations, introduce slab-system of D.A., amend the Bonus Act besides introducing pension Scheme, raising the exemption limit for I.T. purposes, and working out a well conceived and comprehensive scheme for modernisation and rehabilitation of sick public sector units.
4. Against Privatisation of Insurance Sector & for comprehensive social Insurance scheme: Firm opposition has been expressed against the Government move at privatisation of LIC and GIC. The resolution flays the recommendations of Malhotra Committee favouring privatisation of this highly important financial sector. Observing that in India large sections of population have no insurance cover, the resolution, demands that steps be taken to extend insurance cover to the whole population as a priority task instead of privatising the high-profit-yielding Insurance sector.
5. Against opening of the power sector to Multinationals: Taking serious note of the series of agreements in the power sector signed by the Government with the American delegation led by Mrs. O'Leary, embodying in them unprecedented terms and conditions against our national interests, resolution on power sector has demanded of the Government not to open the vital power sector to multinationals, and cancel licenses given to the MNCs for power projects.

NTC

Expressing grave concern at the unabated series of closures of units in the Textile industry, the Working Committee demanded immediate implementation of the bipartite agreement reached between the concerned ministries and National Trade Union Centres, on modernisation, revival and rehabilitation of NTC units.

By another resolution the Committee condemned brutal Govt. repression against Karnataka State Road Transport Corporation Workers, and extended full support to the workers' strike.

Earlier the working Committee condoled the demise of several leading Trade Union leaders.



(B.D. JOSHI)

DY. GENERAL SECRETARY.

4

ALL INDIA TRADE UNION CONGRESS

WORKING COMMITTEE MEETING at NEW DELHI
on 23-24 JULY, 1994

SPECIAL FUND DRIVE

Considering the diverse role the AITUC Centre is required to play to fulfil the tasks set by Patna Congress, strengthening of financial position has become imperative. The position of AITUC finances, specially of working capital to meet routine expenditure, is not healthy. Besides this the secretariat has decided to undertake developmental activities like building up of Documentation Centre etc. The computer has been installed and the FAX is awaiting completion of licencing formalities. These two important instruments have been made available by our Bangalore Centre. A Fiat Diesel Car has been denoted by the Committee set up to felicitate Com. A.B. Bardhan at Nagpur. Com. Rama Rao has sent special contribution of Rs.1,00,000/- from Crompton Greaves Employees, Bombay. The beginning is encouraging but this has to be kept up.

The Secretariat has formulated the AITUC Centre budget in which Rs.2 lacs have been earmarked for special programmes and campaigns. Rs.50,000/- for publication of T.U. Literature and Rs.1 lac for operating the Data Bank. The Budget incorporating the estimated receipts and expenditure for the year beginning May, 1994, as approved by the Secretariat is enclosed (marked as Annexure-I) for perusal of the members of the Working Committee.

The estimated expenditure for the year adds upto Rs.8.00 lacs against 4 to 5 lacs spent in each year for the past two years. The increased expenditure is to be largely met by Special Contribution by way of Special levy as decided by the Patna Session. The other source of income is the affiliation fee which is expected to fetch an amount of about Rs.1.20 lacs (being the lean year after the session) and equal amount is expected as interest on the deposits. Thus much depends upon the Special Contributions as per call given by the Patna Session.

An urgent circular was sent to all State Committees, Office-bearers and members of Working Committee and General Council on 10th may, 1994. So far the response received to the Special Fund Drive has been given in Annexure-II.

The time limit given for this drive is October end, 1994. Affiliated unions, State Committees and Members of the Working Committee and General Council are required to pay special attention and ensure sending the levy to AITUC Centre. As per decision of the Secretariat, the names of the contributors are being published in each issue of T.U.R.

A. I. T. U. C.

ANNEUXRE-I

May '94

ESTIMATED RECEIPTS & EXPENDITURE

<u>RECEIPTS</u> (Expected)		<u>EXPENDITURE</u>	<u>P.M.</u>	<u>P.A.</u>
Affiliation Fee	116000.00	I. Rent	3500.00	42000.00
TUR Subscription	20000.00	Wages	10000.00	120000.00
Interest	120000.00	Conveyance (Regular)	1300.00	15600.00
Special Levy (As per call given by the Patna Session)	525600.00	Addl. Conveyance	2000.00	24000.00
		Telephone	2000.00	24000.00
		Stationary	2000.00	24000.00
		Newspaper & Periodicals	1000.00	12000.00
		Electricity & Water Charges	4000.00	48000.00
		TUR Printing	2000.00	24000.00
		Postage (Including TUR)	3000.00	36000.00
		Refreshments	1000.00	12000.00
		Miscellaneous	1500.00	18000.00
		TOTAL	33300.00	399600.00
		II. Special Programmes & Campaigns		200000.00
		Publications		50000.00
				250000.00
		III. Documentation Centre	7000.00	84000.00
		Electronic TW and Computer		
		Staff Car	4000.00	48000.00
				132000.00
TOTAL	781600.00	I+II+III	TOTAL	781600.00

SPECIAL FUND RECEIVED UPTO 21st JULY, 1994

Maharashtra	Greaves Cotton & Allied Companies Employees Union, Bombay	1,00,000.00
	Com. A.B. Bardhan Reception Committee Nagpur	10,000.00
	M.S.E.B. Workers Federation (Sangli Circle)	5,001.00
	M.S.E.B. Workers Federation 400 KV & EHVT Zones	501.00
Karnataka	Engineering & General Workers Union Bangalore	3,000.00
	Hindustan Aeronautic Daily Wages Workers Union, Bangalore	5,000.00
Tamil Nadu	Madurai Central Market Loading & Unloadin Porters Workers Union	30.00
	The T.U.C.S. Workers Union, Madras	500.00
	Tiruchy Dist. Municipal & Panchayat Workers Union	250.00
	Tirchy Dist. Motor Workers Union	56.00
	Tirunelveli Semippu Kidangu Sumai Thakkum Thozhilalar Sangam	84.00
	K.R.E.C. Society Workers Union, Thanjavour	100.00
	Town Panchayat Workers, Denkani Goltal	24.00
	Coimbatore Cement Workers Union	846.00
	Tuticorn Harbour Workers Union	400.00
Gujarat	I.P.C.L. Employees Union, baroda	3,598.00
	Gujarat Engg. & General Kamdar Union Baroda	14,320.00
Punjab	Punjab Govt. Transport Workers Union Jalandhar	5,000.00
Madhya Pradesh	Samyukt Khadan Mazdoor Sangh, Rajhara	2,000.00
	TOTAL	<u>1,50,710.00</u>

X

25 June 1994

Dear Com. M.S.K ,

The AITUC Secretariat which met on 24.6.94 , heard from Com. Mahadevan the latest report of your health .

We have been told you are on the road to recovery .We are pleased to hear that.

We in the Secretariat wish you a more speedy recovery .

With greetings ,

d/c
Yours fraternally,

Com. M.S.Krishnan
President ,AITUC
Bangalore

A&A

अखिल - भारतीय ट्रेड यूनियन काँग्रेस
ALL - INDIA TRADE UNION CONGRESS
24, CANNING LANE, NEW DELHI-110001

President : M. S. KRISHNAN
General Secretary : A. B. BARDHAN
Dy. General Secretary : B. D. JOSHI

13th June, 1994,

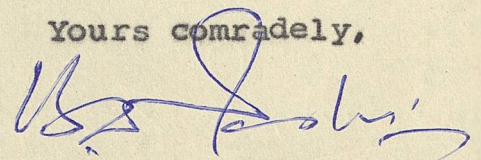
Dear Com. Gaya Singh,

We were expecting you to be with us in the Secretariat meeting on 3.6.94, about which you must have had prior intimation. However, you could not, for reasons entirely known to you join us in this meeting. The Secretariat felt unhappy at your absence since you are one of its senior members, shouldering important assignments and responsibilities. The Secretariat was keen to discuss some of the developments connected with these, but was deprived of the opportunity to do so due to your unexpected absence.

I am now taking the opportunity to remind you that you along with some other comrades are expected to participate in important meeting jointly convened by Central Trade Unions on 16.6.94 to discuss matters pertaining to IISCO. Kindly also be informed that the Secretariat has decided to hold its next meeting on the 24th June, at 10.00 a.m., to discuss various important issues, including those arising out of decisions of the 21st June National Convention of Platform of Mass organisations, which I am sure you would be attending along with as many delegates as possible from sectors of the industry being looked after by you.

With comradely regards,

Yours comradely,



(B. D. JOSHI)
DY. GENERAL SECRETARY

Com. Gaya Singh,
Secretary, AITUC,
14A, Ferozeshah Road,
New Delhi-110001.

For information of Com. A.B.B.
B.D.

R.
File - A.B.B.

MS 794

Gobin Karar

Phone : 6690379 6690379

DURGA KAMALA KUTHIR
P.O. & VILL. MASHILA
VIA: ANDUL-MOURI
DIST. HOWRAH.

Pin : 711302

Ref. No.....

Date...27.4.1994..

To

Comrade A.B.Bardhan, Gen. Secretary,
All India Trade Union Congress,
24 Canning Lane, New Delhi-1.

Dear Comrade,

I am in receipt of your letter duly intimating me to attend the meeting of Secretariate to be held on 9.5.94. But I have been writing you all the time that I am badly involved with so many assignments up to May. I intimated you that Howrah District Conference (I am the Secretary) will be held on 10th and 11th May. BPTUC Conference will be held on 31st May to 2nd June, '94 in which you have been also invited. So, you will easily realise that it is impossible for me to leave for Delhi before 1st week of June.

I tried to contact you over phone at AITUC Office and at Ajoy Bhavan also, but I ~~is~~ failed. I had talk with Com. B.D.Joshi. He told me that you are all aware at the Centre about my position and advised me to come to Delhi in June next and I would stay at AITUC office for 24 hours and would work as you would decide.

So, I am being unable to attend the Secretariat meetings to be held before 1st week of June.

Hope, you would forgive me .

With greetings,

Yours fraternally,

Gobin Karar
(Gobin Karar)

R
ABBS
GK:

SHRIKRISHNA

New Delhi,
29th April, 1994.

Comrade A.B. Bardhan,
General Secretary,
All India Trade Union Congress,
24, Canning Lane,
New Delhi.

Dear Comrade,

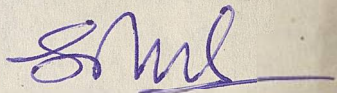
I have to bring to your notice that the following names of the members of the AITUC Working Committee which were proposed by Com. B.D. Joshi in the list of Working Committee and were approved by the General Council of AITUC in its meeting at Patna on the eve of the 35th Session on 15th March, 1994, do not figure in the list of members of Working Committee published on page 11 of the Trade Union Record of 20th April, 1994:-

1. Com. Chaturanan Mishra,, ex-officio Members
2. " Ranen Sen. ex-officio Members
3. " Shrikrishna

Kindly look into this and have the above names published in the next issue of T.U.R.

With greetings.

Yours fraternally,


(Shrikrishna)

C/- Com. B.D. Joshi,
Deputy General Secretary,
AITUC, New Delhi.

To be
discussed in
the
meeting
of
the
committee

94

Members of the Working Committee of AITUC (Patna Conference
11-15 March, 1994.)

1. Com. Y.Vijay Kumar,
6-3-1111/19, Nishath Bagh,
Begumpet,
Hyderabad - 500016.
Andhra Pradesh.
2. Com. K.Srinivas Rao,
Satyanarayana Reddy Bhavan,
Himayatnagar,
Hyderabad-500029,
Andhra Pradesh.
3. Com. G. Ramchander,
H.NO.21-5-383, Purnanapul,
Hyderabad-500002.
Andhra Pradesh.
4. Com. R.P. Ranga Rao,
26, Paigha Colony,
Sardar Patel Road,
Secunderabad-500003,
Andhra Pradesh.
5. Com. M.Komaraiah,
Singareni Collieries,
Workers' Union,
Kothagudem Collieries
Pin: 507101
Andhra Pradesh.
6. Com. Chakradhar Pd. Singh,
E/44, Electricity Board
Patna-800023. Colony,
Bihar.
7. Com. Ramendra Kumar,
United Coal Workers' Union,
P.O. Bhurkunda-825301,
District Hazaribagh,
Bihar.
8. Com. Gajnaffar Nawab,
Kedar Bhavan,
Amarnath Road,
Patna-800001. (Bihar)
9. Com. P.K.Ganguly,
Kedar Bhavan,
(near Janshakti Daily),
Amarnath Road,
Patna - 800001.
Bihar.
10. Com. Anirudh Singh,
Bokaro Ispat Kamgar Union,
E23-III/D Bokaro Steel City,
District Dhanbad-827001,
Bihar.
11. Com. Y.D. Sharma,
1685, Bhagirath Palace,
Delhi-110006.
12. Com. M.M. Gope,
7-D, D.D.A. Flat,
Nirman Vihar,
Delhi-110092.
13. Com. N.N. Manna,
C-7, D.D.A. Flats,
Bhimnagari,
New Delhi-110016.
14. Com. R.L. Dogra,
Fay Lodge,
Shimla - 171001,
Himachal Pradesh.
15. Com. Darshan Singh,
Haryana State Committee of
AITUC,
Sector-I - IK-109 NIT,
Faridabad NIT (121001).
Haryana.
16. Com. Raghubir Singh,
CPI Office,
Bhagat Singh Smriti Bhavan,
Asand Road Bus Adda,
Panipat,
HARYANA.
17. Com. Christopher Fonseca,
2nd Floor,
Velhos Building,
Panjim,
Goa. 0832/42436.
18. Com. Raj Kumar Singh,
34, Tapovan Society,
Nizampura Road,
Vadodara-390002
Gujarat.

19. Com. C.Divakaran,
Kerala State Committee
of AIFUC,
Sugathan Memorial Building,
Sugathan Road, Vazuthacaud,
Thiruvananthapuram-695014.
KERALA.
20. Com. C.A. Kurian,
Devikulam Estate workers'
Union, AIFUC,
Munnar-685612.
District Iduki,
Kerala.
21. Com. Vijayan Kunnisery,
5/420-1 Pranamom Puthur,
District Palghat
Kerala (678011).
22. Com. K.P. Rajendran,
Kuttankulangara,
P.O. Poonkunnam,
Thrissur - 680002,
Kerala.
23. Com. M.C. Narsimhan,
27, 6th Cross, 4th Main,
Malleswaram,
Bangalore-560003,
Karnataka. 0812/345684(R)
24. Com. H.V. Anantha Subba Rao,
No.37, 16th Main M.C. Layout,
Bangalore-560040.
Karnataka. 0812/354363(R)
25. Com. V.R. Ananda Tirtha,
CPI Office,
9/3, Ashoka Road,
Davangere-577002,
Karnataka. 0812/3703(R)
26. Com. Krishna Modi,
At & P.O. Pathakhera,
District Betul-460449,
Madhya Pradesh.
27. Com. D.K. Rao,
Sanyukta Khandan Mazdoor
P.O. Nandini Mines, Sangh,
District Durg-491228,
Madhya Pradesh.
29. Com. G.V. Chitnis,
120, Shivaji Nagar,
N.M. Joshi Road,
Bombay-400013,
MAHARASHTRA. 022/3094921(R)
4131608 (off.)
30. Com. M.M. Deshkar,
38, The Mall,
Kamptee Cantonment,
District Nagpur,
Maharashtra. 0712/524087(O)
Pin: (441001).688501 (Res.)
31. Dr. Bhalchandra Kango,
N-7, G-3/19, CIDCO Colony,
New Aurangabad-431003
Maharashtra.
32. Com. S.K. Sanyal,
Bornala,
Nagpur-440013,
Maharashtra.
33. Com. Ram Ratnakar,
Advocate,
224, Choupati Karanja,
At & P.O. Ahmednagar,
Pincode: 414001,
Maharashtra.
34. Com. D.K. Ponda,
At & P.O. Aska,
District Ganjam,
Orissa.
35. Com. D.C. Mohanty,
Gopa Bandhu Niwas,
Badambadi,
Cuttack-753012,
Orissa. 0671/612105
36. Com. Madan Lal Didi,
House No.338, Sector 21-A
Chandigarh - 160023.
(0172/20893).
37. Com. Bant Singh Brar,
H.No.3136, Sector-41-D,
Chandigarh.
38. Vacant.

39. Com. K.Viswanathan,
Rajasthan State Committee
of AIFUC,
Swami Kumaranand Smarak
Bhavan,
Behind Shalimar Cinema,
Jaipur - 302001.
Rajasthan. 0141/45636.
40. Com. S.C.Krishnan,
49, Guruvappachetty Street,
Chintadripet,
Madras - 600002.
Tamilnadu. 044/56 60 20.
41. Com. A.M. Gopu,
P-25, Premnagar,
South Boag Road,
Thyagarayanagar,
Madras-600017.
Tamilnadu. 044/ 44 25 04.
42. Com. S.S.Thiagarajan,
73, Main Road,
Ettayapuram-627902
Tamilnadu.
43. Com. M. Manjini,
Pondicherry State (AIFUC),
Committee,
July-30--Thiyagigal Nilayam
Maraimalai Adigal Salai,
Opp. Swadeshi Cotton Mills,
Pondicherry-605005.
44. Com. Basudev Pandey,
Uttar Pradesh Trade Union
Council,
7, Bisheshwarnath Road,
Lucknow,
Uttar Pradesh.
45. Com. Sukhbir Singh Tyagi,
235 Sadiq Nagar,
Ghaziabad,
Uttar Pradesh.
46. Com. Sadruddin Rana,
Uttar Pradesh Bijli
Karmachari Sangh,
OBRA 231001,
District Mirzapur,
Uttar Pradesh.
47. Com. Nemai Routh,
Benachity,
Durgapur-713213,
District Burdwan,
West Bengal.
48. Com. Nandadulal Srimani,
Ellias Road,
Agarpara,
Calcutta-700058
West Bengal.
49. Com. B.N. Tewary,
Colliery Mazdoor Sabha,
G.T. Road,
Prabhat Hotel,
P.O. Asansol, Dt. Burdwan,
West Bengal.
50. Com. Kamalpathi Roy,
3/1B, Panditia Road,
Calcutta-700029,
West Bengal.
- FROM INDUSTRIAL FEDERATIONS.
51. Com. R.K.Ganguli,
"Pitruchhaya Beyond",
(near Coalpara),
Katol Road, Giltikhadam,
Nagpur - 440013.
Maharashtra.
52. Com. Deb Kumar Ganguli,
2, School Lane,
New Delhi-110001.
53. Com. T.M. Aboo,
General Secretary, Port, Dock
and Water Front Workers
Federation of India,
P.O. Bazar,
Kochi - 682002,
Kerala.
54. Com. Sunil Sen,
Colliery Mazdoor Sabha,
G.T. Road, (West),
Upper Chelliadanga,
Opp.to the Asansol
Municipal Market,
P.O. Upper Chelliadanga,
Dist. Burdwan. 0341/4249

Meeting of the Working Committee of AITUC
(23rd and 24th July, 1994)

Diary of the important Trade Union Struggles/Campaigns.

- | <u>S.No.</u> | <u>Date</u> | <u>Form and issues involved in struggle</u> |
|--------------|-------------|---|
| 1. | 22-2-1994 | Govt. of India Navigation Employees Union (Goa) held a mammoth rally in Panjim to oppose "privatisation" of Ferry services in Goa. A memorandum was submitted to the Chief Minister seeking his intervention. |
| 2. | 28-2-94 | The Newspaper Employees of Delhi- both Journalists and Non-Journalists resorted to days Token Strike which was a total success. The striking workers were demanding immediate appointment of new Wage Board. |
| 3. | -3-94 | A National Convention of the Unions of Road Transport Workers affiliated to AITUC, CITU and HMS was held at Calcutta against privatisation of Road Transport Industry. |
| 4. | 5-4-94 | On the call of the National Platform of Mass Organisations, March to Parliament was organised on 5-4-94 to protest against NEP and Dunkel proposals. It was a magnificent Demonstration in which Lakhs of Workers, Kisans, Students, Youth, Women etc. participated facing bravely Police brutalities and asserting their right to peacefully March to Parliament. |
| 5. | 4-4-94 | On the call of All India Co-ordination Committee of Road Transport Workers (AITUC, CITU, HMS) more than 5000 Road Transport workers from 16 States staged a day long DHARNA at Jantar Mantar, New Delhi to protest against privatisation of Road Transport and in support of their other demands. The demonstrating workers were addressed by Com. H.V. Anantha Subba Rao, Convenor of the Co-ordination Committee, Com. M.S. Krishnan, A.B. Bardhan, B.D. Joshi (AITUC), Chaturanan Mishra, Jalaludin Ansari, Gaya Singh, Geeta Mukerjee, all Members of Parliament. |
| 6. | 6-4-94 | The First South Asian Regional Road Transport Workers Convention was held in Dhaka on 5/6-4-94. The Convention was attended by representatives of Road Transport Workers of Bangladesh, India, Pakistan, Nepal, Vietnam and THI Transport. The Convention adopted a Charter of Demands. |
| 7. | 8-4-94 | More than 1.5 million workers belonging to Banking Industry and Financial Sector organised a total All India Strike against Govt.'s policy of privatisation and Branch closures. The strike was first of its kind in India covering entire Financial Sector employees. |

8. 15-7-94 On the call of the National Platform of Mass Organisations, 15-4-94 was observed as Black-Day all over the Country to protest against GATT Accord. Bandhs, Rallies, Demonstrations, Opposition Walk-outs and Dharnas marked the Black Day.
9. 21-4-94 All India Pallekar Workers Federation started Dharna on 21-4-93 to press their demand for uniform application of settlement dated 12-7-93 irrespective of Unions affiliations. The Dharna is still continuing.
10. 1-5-94 May Day was observed with fervour all over the Country, workers expressing their determination to fight NEP. In Capital, a Joint May Day Rally was held by AITUC, AICCTU, HMS, UTUC, UTUC (LS) and TUCC, Bank Employees etc.
For the first time in History May Day was observed in Doda (J & K State) by AITUC Union.
11. 5-5-94 A well attended Convention of Textile Mill Workers was held on 5-5-94. It was jointly organised by AITUC, CITU, H.M.S. and B.M.S. The Convention called upon Textile Workers to prepare for country-wide Industrial action in the month of September, 1994.
12. 11-5-94 The Bankmens agitation against privatisation touched new heights as AIBEA, ALBOA and BEFI, brought entire Banking Industry to stand-still on 11-5-94.
13. 11-5-94 K.T.C. Workers in Goa organised a massive morcha in support of their demands.
14. 28-4-94. Following Strike Action by APSRT Employees Union, an agreement was reached between the management and the Union regarding revision of Pay Scales etc.
15. -5-94 KTC workers held a massive DHARNA in Ponda, Goa. Thousands of workers of different industrial workers supported K.T.C. Workers sitting on Dharna and their demand to safeguard K.T.C. from being liquidated by corrupt management.
16. 8-6-94. Karnataka State Road Transport Corporation staff and workers Federation organised Relay Hunger Strike from 1st June 94 to pressurise management to settle workers demands.
On 8.6.94, AITUC leader Com.H.V. Anantha Subba Rao started indefinite Hunger Strike for the same cause.

17. 20-4-94
To
15-5-94. Leaders of Kerala State Transport Workers went on Indefinite Fast from 20-4-94 to 15-5-94 against Kerala Govt.'s Policy to Freeze their D.A., Increments, Curtailment of Leave, Holiday etc. Since Indefinite Fast did not force the Govt. to change the stand workers started Indefinite Strike from 16-5-94. INTUC Union initially joined the strike but later withdraw but their members continued to be on strike. Strike was banned under ESMA. On 24-5-94 there was General Strike in Kerala on the call of State Sponsoring Committee. The strike ended on 22nd June in a glorious victory.
18. 10-5-94 More than a lakh cashew workers in Kerala were on path of agitation against failure of procurement assured by the Government. On 10.5.94 there was total Bandh in Kollam District in support of cashew workers.
19. -5-94 Textile workers in Kerala including BMS and INTUC went on days token strike in support of their long pending demands. The strike was great success
20. 30.4.94. The head-load workers observed a State-wide strike in Kerala demanding enrolment of Head-load Workers in Welfare Schemes.
21. 5-6-94 Thousands of Power Workers, Govt. employees, Bank and Insurance Employees poured into Sringartal (Ratna Giri Dist.) demanding throw-out Enron, Save Public Sector, SLB, Save Maharashtra and Save India.
22. 21.6.94 More than 7000 delegates participated in the National Convention of National Platform of Mass Organisations held in Talkatora Indoor stadium at Delhi. On behalf of AITUC the Convention was addressed by General Secretary, Com. A.B.Bardhan. Com. B.D.Joshi was in the presidium. The Convention adopted a declaration and detailed programme of action culminating in General Strike on 29.9.94.
23. 12-6-94. A State Level Convention was held in Orissa on 12.6.94 against NEP of the Central Government and anti-people policies of the State Government. The Convention gave a call for Mass Actions.
14. 22-6-94 Hundreds of leaders and other representatives of P.S. Industries staged a day long Dharna at Delhi. They wanted to March to Prime Minister's residence but were prevented from doing so and were arrested along with two members of Parliament. Later they held a meeting and condemned the attitude of P.M.O in not arranging a meeting with the P.M. and resolve to make strike on 14-7-94 a success

25. -7-94. An unique Convention of the representatives of Power Engineers, and Electricity Employees was held at Delhi. The Convention in a declaration opposed the current policy of inviting foreign investors on terms which would be ruinous to the Power Sector. The Convention decided to organised Protest Day on 25-8-94.
26. 3-7-94. Ten Central Trade Unions in Bihar (AITUC, CITU, INTUC, BMS, AICCTU, HMS, UTUC, UTUC-LS, TUCC organised a Convention on 3-7-94 at Patna to fight growing sickness and closures in Industries and against victimisation. The Convention decided to observe "Protest Day" on 28-7-94.
27. 14-7-94 Strike by Public Sector Workers on 14-7-94 was a grand success throughout the Country. Organisations in most Public Sector Undertakings also joined the strike which added to the success of the strike.
28. 15-7-94 Karnataka Rajya Anganwadi Workers staged Dharna from 15th to 17th July. On the last day they held Demonstrations throughout the State. The agitation was called off as some demands were conceded.
29. -7-94 Employees of GKW were on strike for 20 days from 14-4-94 for Wage Revision.
- Employees of wipro, Tumkur, are on continuous strike against vicrimisation of their Office-Bearers.
30. 3-7-94. State units of the five Central Trade Unions (AITUC, INTUC, BMS, CITU, HMS) in Haryana held a Convention on 3-7-94 and decided to organise Joint Dharnas on 20-7-94 and Strike on 18th and 19th August, 1994.

NOTE ON THE UNORGANISED FOR AITUC WORKING COMMITTEE JULY 1994.

After the Patna Session of the AITUC there has been a sharp shift in focus from an over emphasis on the organised sector to the informal sector. There are valid and material reasons for this shift. In fact in the circumstances explained below it may be said that it has become an organisational necessity.

The Trade Unions movement in general and the AITUC in particular will have to address itself to the following two questions.

First, as to what exactly is their primary support base derived from actual membership and secondly, whether by the nature and course of their struggles and activities a secondary support base has emerged among wage earners which view the trade union movement as representatives not just of their membrs but also of the entire working class by virtue of having obtained also for them, real and tangible benefits.

The answers to these two questions will have a vital bearing in understanding our limitations and the course of our future actions.

The question of delineating the boundaries of the active constituency over which the Trade Unions have both a formal and material influence has always been problematic. In 1980 the Central Trade Unions had claimed a membership of 13 million which on verification, a formal process by which the Govt. determines actual membership, turned out to be only 6.2 million. The claimed membership in the 1989 verification was 26 million of which 4 million were the newly included category of agricultural workers. Preliminary reports suggest that the actual figure may be in the vicinity of 18 million, a mere 5% of the labour force.

To fully understand the implications of these numbers and how they impinge on various sectors of the labour force it is necessary to understand the composition of the labour force and the nature of its segmentation.

Accoding to the 1991 census figures, the total labour force of the country was around 317 million. Of these 51% or 163.9 million were wage earners, the others being cultivators, self employed and unemployed.

It would be useful to restrict ourselves to a scrutiny of wage earners who constitute only half the labour force. This segment can be broadly divided into the following groups:-

- i) Organised sector;
- ii) Unorganised sector (non-agricultural);
- iii) Unorganised sector (agricultural).

The organised sector concerns those who are in the regular salaried employment and the Economic Survey of India 1990/91 has estimated their number to be 26 million or 8.2% of the labour force and their break up is as follows:

State Government employees	7.0 million
Central Govt. employees (including defence personnel)	5.5 million
State & Central Govt. Public Sector	6.0 million
Private Sector -	<u>7.5 million</u>
Total	26.0 million

The degree of unionisation of the Central and State Govt. employees and those in the public sector enterprises is 90% plus. If we take out the defence and police personnel of about 2.5 million a 90% degree of unionisation would mean that 14 million employees in this segment are unionised. In the organised sector, that is regular salaried employment both Govt. and private, the overall degree of unionisation is 60% or 15.5 million. This means only 1.5 million or 20% of the private sector within the organised sector is unionised.

UNORGANISED NON-AGRICULTURAL SECTOR

The 1991 census gives the total number in the unorganised non- agricultural sector to be 56.6 million of these 45.5 million are working in small non agricultural establishments and industries while 11.2 million are household industry workers.

The total claimed membership of the Central Trade Union organisations (CTUO's) for the organised sector and the unorganised non-agricultural sector is 20 million. Even if we assume this claimed membership to be absolutely correct, the number of workers who are unionised in the unorganised non- agricultural sector would be 4.5 million, ie 20 m minus 15.5 m from the organised sector.

Thus out of a total of 56.6 million wage earners in the unorganised non-agricultural sector only 4.5 million are unionised, i.e. a degree of unionisation of only about 8%.

UNORGANISED AGRICULTURAL SECTOR

Agricultural workers numbering 81.3 million constitute 25% of the entire labour-force and little over 50% of the wage earners; in the country. The CTUO's have claimed a total membership in this sector of 4.3 million. It is widely known that the discrepancy factor between claimed and actual membership is particularly high in this sector, but even accepting the CTUO figures only yields a degree of unionisation of 5% for this sector.

For our purposes this sector is best left alone as membership figures are extremely difficult to verify and their inclusion would only distort the actual position. The number of wage earners for our reckoning without agricultural workers, would be 161.4 minus 81.3 million i.e. 80.1 million. The following table is very revealing.

Sector earners	Wage	Unionised	Degree of Unioni- sation	% of Wage earners	% of CTUO's memb- ership
Govt./Public Sect. employees excl. defence and police	16M	14.5M	90%	20%	70%
Private Sector employees (org. sector)	7.5M	1.5 M	20%	9%	7%
Unorganised non-agri. sector	56.6M	4.5M	8%	70%	22%
Total	80.1 M	20.5			

It can be seen that the Govt./public sector employees constitute 70% of the membership of central trade unions even though they account for only 20% of the non-agricultural working class. On the other hand the unorganised working class even though it accounts for 70% of the non-agricultural wage earners finds only a 20% share of membership in the C.T.U.O.'s. In this extremely skewed composition of the CTUO membership lies the answer to the ease with which the Government went ahead with its structural adjustment programme.

Admittedly, like in other parts of the world the benefits accruing from the Trade Union movement were not confined to its membership alone but had a positive cascade effect on other wage earners as well. However, in the Indian context this beneficial effect percolated only to the organised sector. Though the degree of unionisation in the organised private sector is only 20%, their wages and conditions of service improved tremendously and became comparable though not as good as their Govt./public sector counterparts.

The unorganised non-agricultural sector unfortunately witnessed no such positive effect. Their approximately 20% share in the membership of CTUO's could only ensure that a small percentage of them got the officially declared minimum wages and some amount of job security and very little else. Since 90% of this very

large sector were not unionised even the wholly inadequate minimum wages remained unimplemented and job security was out of the question. To the workers in this sector the struggle against delays in wage negotiations, Dearness Allowance or against retrenchment in the organised sector had no immediate relevance to them. As they saw it, a de facto exit policy was always in force, aggravated in the last decade with large scale sickness in small units and consequent job losses without any form of compensation. There was little motivation in joining countrywide industrial actions and losing a day's wage from their meagre earnings or risking their jobs in what they saw as concerns essentially of workers in the organised sector. There was a deep sense of alienation from the Trade Union movement. In a sense, a caste division on the basis of huge differences in emoluments, perks and security of service had already emerged over the last three decades. Right on top were the Govt./public sector workers drawing average wages and perks converted in money terms at upwards of Rs. 3500/- per month, closely followed by the Private Sector workers. The unorganised non-agricultural workers occupied a poor third place with average monthly wages of Rs. 700/- to Rs. 800/- with the unorganised agricultural workers worse still at Rs. 500/- p.m. only. The unemployed numbering an impressive 36 million were naturally outside the system.

The organised sector constituting only 15% of the working class was getting upwards of Rs. 3500 p.m., the unorganised non-agricultural workers of 34% of the working class got average wages of Rs. 700/- p.m. While the agricultural workers accounting for over 51% of the wage earners got only Rs. 500/- p.m. With this sort of income distribution, working class unity was impossible to achieve and the NEP strategists understand it very well. If corrective strategies are not immediately adopted, the trade union movement runs the risk of being marginalised. It must be understood that selling a great vision has its practical aspects too. The informal sector, the agricultural workers, the unemployed must experience gains from the Trade Union movement to ensure their empathy and participation.

Ironically the infrastructure for real growth in the unorganised sector has existed for sometime now. Small and tiny unions that form the bulk of the affiliates of CTUO's though only 20% in membership terms, are spread out through the length and breadth of this country. Many of them have functioning offices but unfortunately lack the vision, expertise and financial resources to grow on their own. All it takes to break free is a radical change in attitudes and a concerted redeployment of trained manpower and financial resources already available with the CTUO's but tied up in the organised sector.

Statewide Industrial unions or federations have to be immediately set up in every branch of activity in the unorganised sector, whether it be construction workers or handloom workers or Rickshaw pullers. These Statewide Industrial unions must first fight for better minimum wages but should also take a host of other issues which improve the general quality of life. Issues which require the active intervention of the State and have a more generalised impact. As working people they have a right to cheap accessible modern health care, at least modest education for their children and pure drinking water. These must not be construed as "free lunches" but minimum necessary investments.

The question of Minimum Wages has been the main point for struggle in the informal sector. The factors to be taken into account while determining minimum wages was first enumerated by the 15th Indian Labour Conference in 1957. In attempting to quantify minimum wages the following five norms were to guide all wages fixing authorities.

- i) A standard working class family should be taken to consist of 3 consumption units for one earner. Earning of women, children and adolescents should be disregarded.
- ii) Clothing requirement should be estimated at per capita consumption of 18 yards per annum or 72 yards p.a. for a family.
- iii) Minimum calorie requirement should be calculated on the basis of a net intake of 2700 calories as recommended by Dr. Akroyd for an average Indian adult of moderate activity.
- iv) In respect of housing, norms should be the minimum rent charged by Govt. in any area for houses provided under subsidised industrial housing scheme for low income groups.
- v) Fuel lighting and other miscellaneous items of expenditure should constitute 20% of the total minimum wage.

This five component wage basket when converted to money terms required Rs. 130/- p.m. at the 1960 price level.

In other words when the C.P.I. 1960 = 100 stood at 100 points the minimum wages to ensure the five component minimum wage basket was Rs. 130 p.m. The Consumer price index 1960 = 100 now stands at 1200 points with slight variation from state to state. This would yield a minimum wage of $Rs. 130 \times 12 = Rs. 1560$ p.m.

The five component concept was established and agreed way back in 1957 and remained the guiding principle till the Supreme Court judgement of 1992 in the Raptokas Brett and Company Ltd. case. (1992 ILJ Vol I-340)

The Supreme Court observed that in addition to the five components an additional factor should also be taken into consideration while fixing minimum wages, namely : "Children's education, medical requirement, minimum recreation including festival/ceremonies and provisions for old age, marriage etc. should further contribute 25% of the total min. wages."

In other words the minimum wage at 1200 points 1960 = 100 would now stand at Rs. $130 \times 12 = \text{Rs. } 1560 + 390 = \text{Rs. } 1950$.

In the face of this minimum wage requirement most states pay minimum wages far below this figure. The lowest being West Bengal with Rs. 750 p.m. and Delhi being the highest at Rs. 1382 for unskilled workers.

The AITUC will have to launch a country wide agitation on the following.

3. Slogans

- i) Adequate Minimum wage and struggle to attain it.
- ii) A. Minimum degree of social security in the unorganised and informal sector.
- iii) T.U. organisation as the only guarantee for achieving the two above and ensuring their implementation.

Adequate minimum wages at 1000 points of 1960 base would yield the following.

Rs. $130 \times 1000 =$	Rs. 1300
25% (6th component)	Rs. 325
	Rs. 1625 p.m. for installed

Full neutralisation above 1000 points would give Rs. 1.63 paise per point increase. These are actually ~~lock~~ bottom minimum wages as understood way back in the 50's only marginally improved in 1992.

Those that rule have responsibilities towards those who in their own less exalted ways have created wealth for this nation. This generalised social agenda can be put to telling effect in the unorganised sector when taken up with routine economic demands. Given the special characteristics of the unorganised sector there is no other route. These steps may not reverse the New Economic Policy but they will certainly ensure the awakening of a massive dormant force which will be a trusted contingent of the Trade Union movement in the difficult years ahead.

(T.A. FRANCIS)