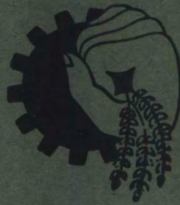


# BHARATIYA MAZDOOR SANGH



GENERAL SECRETARY

Reports to

EIGHTH ALL INDIA CONFERENCE

BANGALORE

26 to 28 December, 1987

# भारतीय मजदूर संघ



महामंत्रि प्रतिवेदन

आठवाँ अखिल भारतीय अधिवेशन

२६ - २८ दिसम्बर १९८७

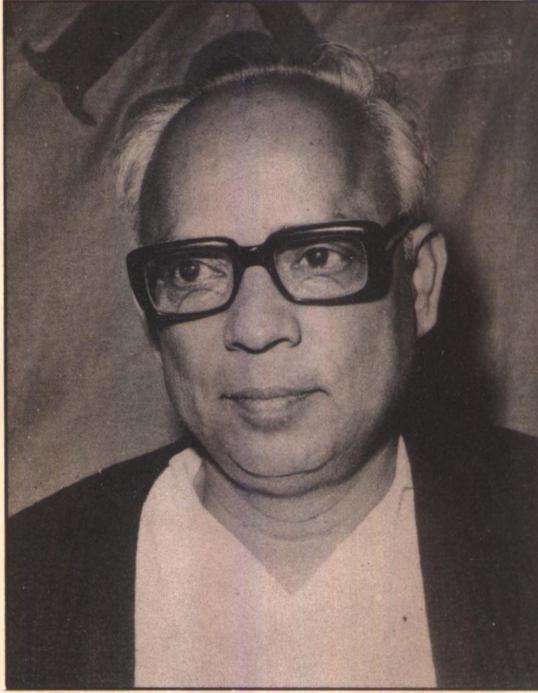
बेंगलूर, कर्नाटक.

रामनरेश भवन  
'RAMNARESH BHAVAN'



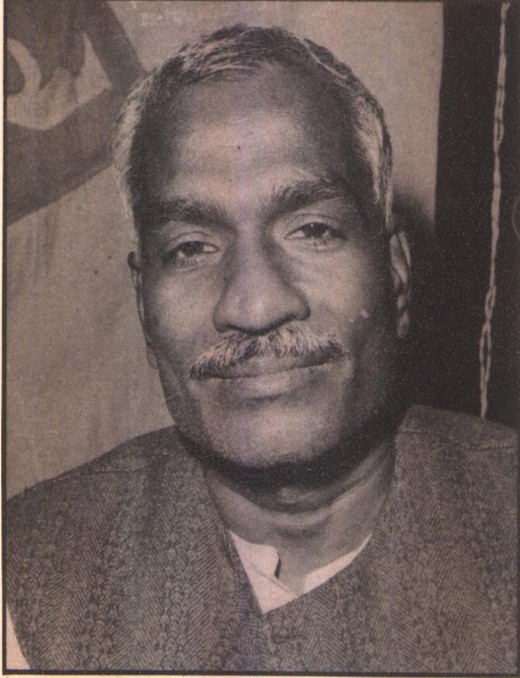
भा.म. संघ का दिल्ली स्थित केन्द्रीय कार्यालय  
Central Head Quarters of B.M.S. at New Delhi

**स्व. श्री नरेशचन्द्र गांगूली**  
**Late Shri Naresh Chandra Ganguli**



**अध्यक्ष, भा.म. संघ (एप्रिल १९७५ से जनवरी १९८४)**  
**President, B.M.S. (April 1975 to January 1984)**

स्व. श्री रामनरेश सिंग, “ बडेभाई ”  
**Late Shri Ram Naresh Singh**



महामंत्री, भा.म. संघ (फरवरी १९७६ से मई १९८५)  
**General Secretary, B.M.S. (February 1976 to May 1985)**

## GENERAL SECRETARY'S REPORT

Dear Delegate brothers and sisters,

I am placing before you for your acceptance a brief report of our Organisation for the period 1984 to 1987.

1.1 Today we are meeting at Bangalore in the Eighth All India Conference of our Organisation. You have come from near and far, representing various industries, small as well as big, service organisations, public, private and rural sectors, men and women, to play your part in the deliberations. You are aware that we had planned to hold this Conference not here, but in Rajkot, Sowsashtra Region of Gujarat. Our cadre there had assiduously made all preparations to host this Conference. But Mother nature did not co-operate. Rains failed, not once, but successively for the fourth season and the whole area is in the grip of severe drought and facing acute scarcity of water. We had no other go but to change the venue. How disappointed the workers there would have felt, we can only imagine. I am sure you will give them due consideration and priority when the question of selecting the venue for the next Conference is taken up.

1.2 Our Karnataka brothers willingly came forward to take up the responsibility. They had to face all sorts of odds—short time for preparation, lack of funds and the like. All this has been made up by the enthusiastic band of workers who have toiled day and night to provide us the best of facilities and comfort, possible under the circumstances. If there is any shortfall in this, I am sure, the delegates would take it with a stride because this is such a fine place, Bangalore, a city of gardens with a pleasant agreeable climate, with nice people, which will make all of us forget any inconvenience or shortcoming.

1.3 It is an unusually long interval almost four years between this and our previous Conference held in January 1984 at Hyderabad. Also extremely unfortunate it is that this report is brought before you by me instead of by respected Bade Bhai, Ram Naresh Singhji who had been re-elected the General Secretary unanimously at the Hyderabad Conference. It was destiny's cruel play that our "Elder Brother" was snatched away from us over two and a half years ago. I have barely tried to fill the void caused.

1.4 Another stalwart who is missing today is Nareshda - Naresh Chandra Ganguli - our previous President, who had volunteered to step down at the Hyderabad meet, after leading the Organisation for nearly ten years. I cannot but remember these two noble souls of our Organisational family and bow my head with reverence to their hallowed memory.

1.5 Indian political ship was rocked during this period when Smt. Indira Gandhi, who piloted it as Prime Minister almost for a period of one and a half decade, was assassinated on October 31, 1984 by some amongst her own Security Personnel. Whatever may have been her style of functioning or policies and programmes, there is no denial that she has left behind an impressive and indelible mark on the country's political life. We deeply mourn her passing away.

1.6 The R.S.S. lost a number of stalwarts from its ranks. Sarvashree Laxmanrao Inamdar, Paschim Kshetriya Pracharak, Lala Hansaraj Gupta, Delhi Prant Sangh Chalak Radhakrishna Rastogi, Sangha Chalak of Rajasthan, Dr. Kaka-saheb Kulkarni, Sangha Chalak of Karnataka, Malhar Rao Kale, previous Sarkaryavah, Babu Bhai Oza, Gujarat Prant Pracharak are no more. To them we offer our respectful homage.

1.7 Two former Vice Presidents of B.M.S. are not amongst us now. Sarvashri V.P. Joshi, Delhi and Gajananrao Gokhale, Bombay. On this occasion, it is my duty to remember them and recall with gratitude their service to the cause of our organisation.

1.8 I also pay my homage to all those prominent personalities, National and International who have left the world scene and express our sentiments of sorrow and respect.

1.9 I feel that I have to mention at this stage, a couple of incidents of grave nature that have shaken the conscience of the world and have evoked sharp responses from all over. I have in mind the Bhopal Gas Leakage Tragedy of December, 1984 which killed over two thousand innocent people and maimed, probably permanently, tens of thousands of others. This incident cries aloud to mankind to show real concern to the safety, health and protection to people in the face of rapid industrialisation and modernisation. Similarly the accident at Chernobyl atomic power plant in Russia which killed 31 people and resulted in extensive radiation hazard has drawn world's attention to this type of danger.

1.10 Another incident is the destruction, by sabotage of Air India's Jumbo Jet Airliner "Kanishka", which plunged into the sea, off the coast of Ireland, in June 1985 taking all its 329 passengers and crew to their watery grave. This is the wickedest terrorist act perpetrated anywhere in the world. This barbaric deed has had its deep impact on the civilised population. If it makes all people who matter on this globe to abhor and shun terrorism, perhaps the innocent martyrdom would not have gone in vain.

1.11 We mourn the death of these innocent, men, women, children and babies.



## INTERNATIONAL SITUATION

2.1 During this period the world has been passing through terrorism, turmoil and tension. At the same time peoples' opinion for peace and disarmament has been gaining ground and its pressure on the two super powers has forced them to reduce the nuclear missiles though to a limited extent. Let us hope that this will be the beginning of a comprehensive agreement to eliminate all types of nuclear weapons.

2.2 The signing of a treaty earlier this month to destroy intermediate and medium range nuclear missiles from their respective arsenals by the American President Reagan and Soviet Chief Mikhail Gorbachov has been hailed throughout the world. This can easily be acclaimed as the most important development in the recent times.

2.3 Reagan got elected for the second time without any difficulty. His domestic policies seem to have stabilised the economy and contained inflation. But the country's foreign policy of arming Pakistan confrontation with Libya, involvement in Gulf war, interference in Nicaragua etc., have been cause of world wide criticism. Its secret arms deal with Iran has exposed a scandle which has rocked the administration.

2.4 In the Soviet Union, younger generation of leadership under Gorbachov has emerged. Suppressed feelings under the ideological dogma are getting freed and there is a wave of change sweeping the vast expanse of that territory. This 'glasnost' is destroying several traditional beliefs of Marxism thus opening the doors for liberal ideas to enter that closed society. Only time will tell what far reaching effect it would have on the world.

2.5 Even so the Russian Military presence in Afghanistan continues though several internal changes have taken place in that country.

2.6 As Russia, China too is experiencing a wave of change. People are demanding more freedom. Students have taken to street asking for union elections. Old men at the top of the Party and the Government are being replaced by those of younger generation. Political and economic policies are being liberalised. But there have been incidents of troop infiltration within the Indian borders in Arunachal Pradesh. Territory occupied by the Chinese in 1962 is still not vacated.

2.7 So also the independent kingdom of Tibet is still under Chinese control. Recently there have been riots in Lhasa demanding the withdrawal of Chinese troops and liberation of the country.

2.8 Iran-Iraq war is still continuing, U. N. O. Secretary General's efforts to end it, notwithstanding.

2.9 In Poland the free trade union movement, Solidarity, remains suppressed under the heels of the Communist military regime.

2.10 Anti black people racial policy is continuing in South Africa inspite of world-wide condemnation. Trade Union movement is being suppressed and leaders put behind the bar.

2.11 Phillippines got democracy restored when because of popular movement, dictator Ferdinand Marcos had to flee the country. Quite opposite to this happened in Fiji Islands where the elected government headed by people of Indian origin was ousted by the Military leaders who have proclaimed to change the constitution of the country in such a way that non-Fijians can never come to power in the future.

2.12. Nearer home, Pakistan is being armed to the teeth by America which is having a disturbing effect on our policies. Its nuclear programme is also becoming a threat to peace in this area. All this has emboldened it to take major military offensive to attempt to capture the Siachen glacier in Kashmir. It is also overtly and covertly helping the Sikh militants in Punjab.

2.13 Infiltration from Bangladesh into our country is continuing. Chakma tribals are also being forced out from there.

2.14 A new type of relationship with Sri Lanka is emerging. With the consent of the Island Government, Indian troops have moved into Sri Lanka to solve their ethnic problem which has unfortunately involved our troops in open clash with one of the Tamil militant groups.

2.15. In spite of all these political differences and conflicts, a South Asian Association for Regional Cooperation of seven neighbouring nations-SAARC has been formed for regional co-ordination of economic development.

## THE HOME SCENE

3.1 This period has witnessed tremendous upheavals on the national scene. The brutal assassination of the then Prime Minister, Smt. Indira Gandhi, on 31st October, 1984 by her own Security Guards and the consequent inhuman killings of Sikh men, women and children, looting and arson that continued unchecked for a couple of days have been agonising incidents that have left behind scars which could hardly be erased. The General Elections that soon followed saw the people rallying behind the Congress (I) Party which secured massive mandate surpassing the earlier popular support which the party had secured. And in the process Shri Rajiv Gandhi was catapulted as the leader, thus perpetuating the dynastic rule.

3.2 As a young Prime Minister, Rajiv Gandhi started with a promising note. His image was clean, his politics seemed to be different from the line of confrontation which his mother had adopted. Consultation and consensus was the theme of his administration. Within days of the convening of the new Parliament, an anti-defection law was adopted by it unanimously. On the Punjab problem which had worsened during the Indira regime after the 'operation Blue Star', Rajiv brought about a settlement with late Sant Longowal and held elections in Punjab which returned the Akali Dal (L) to power. But meanwhile Longowal fell to the bullets of the extremists and Punjab problem passed through ups and downs defying the possibility of establishing early normalcy.

3.3 This was followed by a settlement of the Assam Agitation on foreigner's issue and soon after a popular Government headed by Assam Gana Parishad, which had spearheaded the long drawn struggle in that sensitive state, was established. But hopes aroused on account of these settlements died down soon after as the terms of the settlement were not implemented for one reason or the other.

3.4 A third settlement with the rebel Mizo National Front Leader, Laldenga, though put an end to armed insurrection by the MNF, resulted in the MNF forming a popular Government in Mizoram displacing the earlier Congress Ministry. Wisdom of entering into a settlement with a secessionist rebel has been strongly questioned in Nationalist Circles as it is feared that Laldenga, who has already voiced his demand for Greater Mizoram may prove to be a source of inspiration to anti-integrationist and pro-secessionist forces in the various parts of the country.

3.5 After the defeat of Congress (I) at the states-level hustings, held immediately after the spectacular win in the Lok Sabha polls, in States like Karnataka, Andhra Pradesh and Sikkim and later in Punjab, Assam and Mizoram, the

Prime Minister has abandoned his earlier policies. The rout of the Congress (I) in West Bengal and Kerala crowned by the humiliating defeat in Haryana, hastened its return to previous style of functioning thus bringing to an end the short lived experiment of new ways in administration.

3.6 The same old mode of confrontation with the opposition parties became the rule of the day and all hopes of a change for the better were dashed to the ground. In the first two years the Prime Minister was more busy building up his image internationally and visited all major countries. But the brazen way in which these sojourns were undertaken proved to be rather counter productive.

3.7 The continued American patronage of Pakistan and arming it with all the latest sophisticated weapons and military aircraft, inspite of the repeated protest pleas from India, has rightly created a feeling of indignation against the U.S.A. and its policies. Its dilly dallying even on the sale of a super computer, for which a MOU was signed over a couple of years ago, has also irked the sentiments of the Indian people. This has naturally encouraged the Russian lobby in our country to bring India a still closer to Russia. It would, therefore, require quite some daring statesmanship to keep India really away from the diplomatic offensive of this group. In an attempt to keep aloof from the unrealistic policies of the United States, we should not become a prey to the other bloc whose policies such as denying freedom to their own people, suppression of human rights of independent trade union movement such as solidarity in Poland and brazen occupation of Afghanistan and Arms race are equally anti-democratic and expansionist in character. Let it not be a case of—from the frying pan to the fire.

### **NATIONAL INTEGRATION AT A DISCOUNT**

3.8 Throughout this period emotional feeling of national integration got weakened on account of the open secessionist

declaration and extremist activities, especially in Punjab, where a handful of Sikh Youths under the leadership of Sant Jarnail Singh Bhindranwale converted the Gurdwaras, particularly the Golden Temple in Amritsar, a safe haven for the terrorists to unleash their terror on the innocent and gullible people. Hundreds of non-Sikh Hindus were brutally killed with a view to strike terror among them to create communal tension and to provoke them to flee the state. Later the killers did not even spare the Keshadharies who did not toe their line. It is evident that these extremists are being trained armed, aided and abetted by Pakistan within its territory. Their activities did not confine to the borders of Punjab but spilled beyond it in the neighbouring Delhi and even far off Pune in Maharashtra. Among the prominent persons who became martyrs to the bullets were Sant Longowal, Gian Singh, H.S. Manchand, Lalit Maken, Arjun Das, Romesh Chander, Harbans Lal Khanna, Arjun Singh Mastana, Sant Singh Gill, General A.S. Vaidya, Hansraj Sethi, Sudarshan Munjal, Dalbir Singh to mention only a few. The massacre of over 70 bus passengers in three incidents on 6th and 7th July, 1987 was heart rending.

3.9 Banks, and other offices were raided and money worth lakhs of rupees was looted to finance terrorism. This happened not only in Punjab, but in Delhi, Gujarat, Maharashtra and some other States.

3.10 Though on account of these unending and inhuman killings, hundreds of families left their home state to settle in the neighbouring Haryana and Delhi, it must be said to the credit of the people of Punjab that there was no mass exodus. Neither were there communal clashes though at places people bravely resisted the terrorists.

3.11 Under the able guidance and strategy of the specially posted Director General of Punjab Police Shri J.F. Ribeiro, the

police confronted the formidable challenge from the extremists which cost the life of several officers and policemen. Even Ribeiro narrowly escaped an attack on his person. Several extremists died in encounters with police and several other were arrested. The Akali Dal Government of Punjab proved to be too weak to inspire confidence among the people due to split in its ranks and the alleged links of some of its Ministers with the extremists.

3.12 Ultimately Centre intervened and dismissed the Ministry and imposed President's rule.

3.13 A section of the overseas Sikhs especially in U.K. Canada and U.S.A. financed the extremists and provided safe covers to those who were wanted for criminal acts in India. Some of them were arrested and sentenced in these countries for proved conspiracy to murder the visiting Indian leaders or planning to plant explosives on Air India planes.

3.14 Several organisations and individuals took upon themselves the task of bringing about the spirit of brotherhood among the Sikh and non-Sikh Hindus as also to keep up the morale of the people who were the targets of the terrorists. In this, mention should be made of the laudable role played by Rastriya Swayamsevak Sangh, Rashtriya Suraksha Samiti, the Vishwa Hindu Parishad which sent a Jatha of Sadhus and Sanyasis, Baba Amte who carried on Bharat Jodo Campaign Sunil Dutt, M.P. and Acharya Tulsī, the Jain Muni. All the Central Trade Unions including B.M.S. highlighted the message of National Integration by organising rallies and procession in which both Sikhs and non-Sikhs participated. This did have an exemplary effect on the people of Punjab including working people. Even now Punjab Unit of B.M.S. is engaged in organising peace marches and ekata sammelans to foster amity among various sections of the people.

3.15 Country's unity is threatened from other quarters too. The demand for a separate Gorkhaland, though ostensibly for regional autonomy, has seeds of disintegration in it. The agitation carried on by the Gurkha National Liberation Front has invariably turned violent.

3.16 In the East and North-East foreign missionaries are fomenting anti-Indian feeling among the tribal population, so much so that some of them had to be ordered out of the country. The demand for separate Jharkhand State also is a result of these activities of the foreign missionaries, who under the garb of social service are encouraging separatism.

### **SET BACK TO GOVERNMENT IMAGE**

3.17 The promising start with which the new Government under Rajiv Gandhi commenced its business received a set back all of a sudden when it was caught unawares in a number of controversies and alleged corrupt deals one after the other. President Giani Zail Singh felt that he was being ignored by the Government. He mildly rebuked the Prime Minister for keeping away vital information of important national and international developments from him which he argued was against the clear mandate of the Constitution. Before the dust raised by this unusual constitutional controversy between the Head of the State and Head of the Government settled down, another one raised its head on the propriety of utilising the services of an American Private detective agency to trace the Indian economic offenders, who were siphoning off illegally acquired wealth outside India. Shri V.P. Singh the then Finance Minister in whose tenure the agency had been entrusted with the job, stoutly defended it as being in line with the Government's policy of booking the big business who have been freely indulging in their economic offences.



3.18 The big industrialists who had by the time exercised considerable influence over the Congress Party, succeeded in mobilising a campaign against Shri V.P. Singh who was shunted out from the Finance to Defence. Ultimately he had to quit the Cabinet but before doing so, as Defence Minister, he ordered an enquiry into alleged kick backs in the West German Submarine deals. This put the Government in a tight position. Another controversy again in another defence deal, put out its head when the Swedish National Radio Broadcast that a private Swedish Company Bofors had in a multi million dollars deal for supplying Howitzer Guns to India, paid a very large amount as commission to Indian agents and politicians. Though Government denied this, damage had already been done and the credibility of the Government slumped to a new low. In a frantic bid to save itself, the Congress(I) raised a big hue and cry about the foreign hands trying to destabilise it as a party of a Global conspiracy. However, it does not seem to have cut much ice.

3.19 This controversy about Bofors deal is becoming curio-  
ser and curio-  
ser day-by-day. The visit of the two top officials of Bofors Company from Sweden to India to set at rest the controversy regarding the arms deal, instead of clearing the dust that had been raised, helped in creating more confusion so that the controversy is continuing unabated. The Parliamentary Committee constituted to enquire into this affair has been boycotted by the opposition and hence its one sided composition has failed to convince the people of its effective role.

### **COMMUNALISM RAISES ITS UGLY HEAD**

3.20 Ever since the partition of the country which itself was the result of intense communal hatred, communalism had been trying to spread its venom with a view to further vivisection the country, if not completely overtake it. Sporadic communal

disturbances were taking place now and then enlarging their areas of operation. During this period the intensity and gravity of communal frenzy, influenced and abetted by the Islamic fundamentalism from inside as well as from outside the country increased to new heights. When the Supreme Court justly decided that a divorced Muslim woman has the right to claim maintenance from her former husband, the Mullah-Moulvi led Section of the Muslim community raised a hue and cry against the judgment branding it as opposed to the holy Quoranic writs and Muslim personal laws.

3.21 They got up an agitation throughout the country and showed their power by withdrawing support to the Congress(I) candidates in the Assam Assembly Election which was also one of the reasons for the Congress defeat in the battle of the ballot. This was sufficient to unnerve the Government which went out of its way to win the Muslim electorate by enacting "The Muslim Women's (Protection of Rights on Divorce) Act amending Section 125 of the Criminal Procedure Code to satisfy the fundamentalists. This was totally against the national ethos and the sentiments of a section of right thinking Muslims, especially poor Muslim women, supporting the Supreme Court view. This abject surrender to communalism, instead of satisfying the fundamentalist elements, whetted their appetite for more blood.

3.22 When a District Court in U.P. declared that there had been no existing order to lock the ancient temple at Ram Janmabhoomi in Ayodhya, and in pursuance of this, it was unlocked and made accessible to Hindus for worship, a right which had been denied to them for decades, again communal frenzy was whipped up by a section of the die-hard elements in the Muslim Community. Riots broke out far and wide, temples were desecrated and destroyed in Kashmir and other places and much innocent blood was spilled. Gutless and shaky policies of the Government, while failing in

checking fundamentalism, indirectly encouraged these elements to coerce it to pursue wrong policies.

3.23 Attempts to divide the Hindu Community by driving a wedge between the scheduled castes and tribals on the one hand and the rest on the other, indulging in arson, loot and killings whenever and wherever they like, flaring up Communal passions on the slightest pretext like the publication of a story in a Bangalore daily, these fundamentalist elements are trying to divide the nationalist forces with a view to attain control on the destiny of the nation. It would be hardly possible for a spineless Government to check it, not to speak of wiping it out. It is only the right thinking people from all communities, with a spirit of nationalism and broad outlook, that can bring about the desired change.

### WEAKENING OF DEMOCRACY

3.24 It is a sad development that time honoured democratic procedures are not seriously adhered to and there is an attempt to weaken the democratic institutions. Just a few days before the presentation of 1985-86 Budget, Petroleum prices were hiked by an administrative order. Similarly in December 1986 and January 1987 Railway Freight charges and postal and Telecom rates were steeply increased without any reference to the elective bodies. In several States the convening of legislative assemblies has become an empty formality. They assemble for a very short time only to fulfil the constitutional requirements, without transacting any substantial business. Bihar Government's attempt to rule the State with promulgation of successive ordinances came in for Supreme Court's strictures. There have been attempts galore to suppress the freedom of the Press. Raiding the offices of newspapers, houses of journalists, threatening the Press has increased. The arrest and detention of

Shri S. Balasubramanian, the Editor of the prestigious Tamil Weekly, Ananda Vikatan by the Legislative Assembly of Tamilnadu, evoked a loud protest throughout the country and he had to be hastily released. In several States police interference in labour disputes has been on the increase. Such attacks on democratic ways and institutions will ultimately weaken the fabric of democracy.

### **NATURE NOT SYMPATHETIC**

3.25 Failure of monsoon for three successive years has added to the misery. Big chunks of the country are reeling under severe drought. Drinking water has become scarce in many a city and in rural areas. For the first time a State like Kerala had to be declared a scarcity area on account of failure of rains. All this has come in the way of improving the power position which continues to cause anxiety. At the same time parts of the country — Assam, Bengal, parts of Bihar and U.P. have recently experienced devastating floods.

### **THE STATE OF THE ECONOMY**

3.26 The shape of our economy is none too flattering. The three successive budgets have depended more and more on deficit financing. The latest figure touching an estimated shortfall of above 5600 crores which may, by this year end actually cross Rs. 10,000/- crores inspite of assurances to the contrary. Increasing the exemption limit of income taxes has given some relief to the middle class salary earners and the drive to improve collection did have some good effect in mopping up some 40% more taxes. The introduction of modified value added tax was supposed to result in the reduction of cost in the end product, but in actual practice it never happened. Government itself raised the prices of petroleum products at a time when International market prices of crude oil had slumped. Increase in Railway freight and postal tariff, in prices of medicines and drugs and lack of machinery to

control the retail prices, all these resulted in the steady rise in price. Consumer price index on all India average basis, which stood at 563 in January, 1984 rose to 688 for January, 1987 and now stands at 745 points for the September, 1987.

3.27 The Seventh Plan which was expected to create more jobs than the job seekers has so far played only a hide and seek game. Closures, lockouts, lay offs and retrenchment on the Industrial sector have increased. Cotton Textiles, Jute and Engineering units including in the small sector are all in doll drums. Thoughtless computerisation in Banking and other service industries has reduced the intake of fresh employees. Ban on recruitment in Government sector continues.

3.28 The shape of the Public Sector is causing anxiety. Government's policy towards this sector, which was to have a commanding height in the Indian economy, is totally confused. It blows hot and cold at the same time. Centre has categorically stated that there would be no further take over of industries by the Government. There are moves to privatise the existing units in the public sector by handing them over to capitalists. At the same time verbally, in public statements, Government swears to stand by the public sector. There is too much interference of Government in the running of these units. Delay in decision making, rampant corruption, mis-management resort to off-loading and contract system, all this has brought about unhealthiness in this sector and no wonder quite a few of these are continuing in the red.

3.29 Workers participation in management is in many cases only a formality without the true spirit in it. It has not been very effective.

### **ON THE LABOUR FRONT**

3.30 In the Central Ministry, Labour portfolio is one of those which gets little importance. There is no Minister of Cabinet rank holding this portfolio.

3.31 Incumbents in the post of Minister of State for Labour, have changed so often in this period that it is difficult to keep count.

3.32 One of the major developments during Shri Anjiah's tenure is the reconvening of the Indian Labour Conference and the revival of the Standing Labour Committee after a lapse of 14 years. Though it was given to understand that I.L.C. Session would be convened once in a year, after its reconvening in November 1985, it is not again called to session. The Standing Labour Committee has also been convened only once in September, 1986. Committee on Conventions which used to meet twice in a year has been latent for the past four years.

3.33 Apart from the continuance of N.S.A. and E.S.M.A. the Supreme Court's Judgement in Union of India vs. Tulsiram Patel giving the right to Government to dismiss, remove or to effect reversion of a Government employee without holding an enquiry in certain circumstances came as a blow to the hard-won rights of the employees.

3.34 The present Labour Minister Shri P.A. Sangma raised hopes initially of some quick decisions. But unfortunately these stand belied. He is contemplating to bring-forth new labour legislation curtailing rights of workers to form unions of their choice, restricting the right to call a strike and so on which is agitating the minds of the workers. Attempts to replace the present 1960 series of consumer price index by the 1982 series without rectifying the errors as pointed out by the unanimous recommendations of the Rath Committee is also viewed by labour as an indirect measure to reduce the earnings of the workers. This has caused unrest among them.

3.35 The ministry seems to be dragging feet in respect of solving any of the problems of labour and wherever

decisions are taken they have failed to gain the confidence of the workers. Sugar workers were promised that their dearness allowance rate would be brought on par with that of the industrial workers at Rs. 1.65 per point of variation in the consumer price index number. Over a year has passed since and the workers are yet to get their benefit.

3.36 In respect of the demands of the Cement workers, the Government accepted the arbitration agreement between one Federation and the Cement Managements Association, ignoring the views of the other Federations, thus betraying its partisan attitude.

3.37 As for the public sector workers, the Labour Ministry has proved helpless in respect of the periodical guidelines that the Bureau of Public Enterprises is issuing from time to time which the workmen have treated with the contempt these deserve. When the Officers and Supervisors of PSUs were given ad-hoc raise in their emoluments of substantial amounts with retrospective effect from 1-1-1986 as per BPE's decision, the resultant sharp reaction among the workers forced the Government to pay interim relief to them at the same rates. Even after this the issue is kept boiling on account of the mischievous interpretation of the decision by the B.P.E. on the agreement arrived at between the Government and the Central Trade Unions on the question of interim relief. The long overdue wage negotiations in many of the major PSUs are yet to take off.

3.38 The labour department at the Centre agreed that the membership of the Central Trade Unions would be verified on the basis of their claims for the year 1986. It is exactly a year now after this agreement but the Labour Ministry has not even initiated the verification process.

3.39 Many of the anomalies arising out of the Fourth Pay Commission Report on the Central Government Employees'

**Service Conditions still remain unresolved even after 18 months after its being out.**

3.40 In the Banking industry, the Indian Banks Association has refused to negotiate wage agreement with National Organisation of Bank Workers (NOBW), our affiliate on the unjustifiable ground that NOBW refused to sign an agreement on computerisation in banking industry. In spite of several pleas by and on behalf of NOBW, Labour Ministry seems to be incapable of advising the IBA to change its stand.

3.41 Again in spite of the fact that B.M.S. Federations in Railway, Steel, Defence and some other industries, stand first on the basis of verified membership figures, the concerned Ministries are refusing to accept the verified figures and are keeping these federations out of the negotiating bodies without any justification, and the Labour Ministry has utterly failed to enforce its own verification results on the other ministries.

3.42 In the States the situation is no different. The legal process of solving labour problems is becoming an anathema for the workers because of its tardiness. Workers have already lost faith in its efficacy. There are no adequate number of labour courts and industrial tribunals. Governments are not serious in filling up the vacancies of the judges and even where judges are appointed the disposal of the cases takes place at a snail's pace.

3.43 With such a situation all-around the present set up of the labour ministry has failed to arouse the confidence of the labour force. Gone are the days when stalwarts like Dr. Ambedkar, Shri Gulzarilal Nanda, V V Giri and Babu Jagajiwansram manned the Labour Ministry.

3.44 I have in reserve a few kudos to the Government and the Labour Ministry on account of some of the actions taken by it. After the Bhopal gas leakage tragedy there have been swift moves to review the existing law regarding safety of the indu-



strial workers. With the ILO's assistance a comprehensive safety legislation is being formulated. I hope it will be passed soon and all measures to strictly implement the same are taken up in good faith and seriously.

3.45 Sri Sangma did show keen interest in the plight of child labour and has moved a bill to protect and safeguard the interest of these hapless boys and girls who are forced to join this economic activity at a tender age.

3.46 The Government has appointed two National Level Commissions, one on rural labour and the other on self employed women which term covers the women workers in the unorganised sector too.

3.47 These Commissions are chaired by competent and worthy persons and we will be awaiting the outcome of their labour with interest.

3.48 Many of the industries, especially, the Cotton Textiles, Jute, Engineering are passing through bad times. For the sickness of these industries, by and large the employers are to be blamed. The Reserve Bank of India study in this matter has clearly pin pointed the blame cause wise. Recently the Government has shown its inclination to let the nationalised mill be run by workers cooperatives, a demand which the BMS had been pressing for long. The workers of the now closed Srinivas Cotton Mill of Bombay, under the leadership of BMS, pledged to invest part of their Provident Fund savings in the cooperative society of employees to restart and run the mill. All efforts to get Government's approval failed on account of the red tape and unsympathetic attitude. Now that the Government has come out with a scheme of labour cooperatives running the NTC mills, we hope it would reconsider the plea of the workers of Srinivas Mill too.

## **ACHIEVEMENT OF NATIONAL PRIDE**

3.49 Some achievements by individuals and groups have certainly been of very high stature of which the nation can be proud.

3.50 Sq. Ldr. Rakesh Sharma's becoming India's first space orbiter, Capt. Harshjit Singh's journey from Kashmir to Kanyakumari in a microlight handglider, round the world trip in a naval yacht 'TRISHNA' by a group of men led by Lt. Col. K. S. Rao.

3.51 In sports, breaking of previous world records by Sunil Gavaskar, Chetan Sharma and Azharuddin's hatricks, winning of Benson and Hedges World Championship, winning of gold medals by our sports women P. T. Usha, Valsamma, Shiny Abraham and Vandana Rao.

3.52 Mountaineering records established by Phu Dorjee and Kumari Bachendri Pal, swimming across the English Channel by young girls Anita Sood and Arati Pradhan and captain Durga Bannerjee's becoming the first woman pilot in the world to log 18,000 flying hours.

3.53 Securing the Magsaysay award by Baba Amte, all these are some of the excellent performances which bring glory to mother India.

## **B. M. S. FAMILY GROWS**

4.1 Thanks to the untiring efforts of late Shri Bade Bhai former General Secretary, whose constant tours and consequent contacts and touch with the BMS cadre at the grass root level throughout the country, the organisational growth of BMS continued to be quite fast during this period. He would have definitely been a pleased and a contented man if he could witness today the expansion of BMS. But destiny willed otherwise and therefore we have

had to bring out his commemoration volume instead. I hope the efforts behind the publication of the Smriti Granth have succeeded in bringing out his multifaceted talents and great qualities of head and heart. Any shortcomings in it are surely mine. I also accept the blame for delay in compiling this volume and have no hesitation in expressing an apology.

4.2 In the last membership verification conducted on the basis of the claims for the year ended 1980, BMS emerged as the second largest organisation with a membership of over 12 lakhs (excluding about 1.5 lakh members of the Post and Telecom department). The membership verification that will now be undertaken on the basis of 1986 claims, will I am sure, establish our substantial lead over the last verification figures. Comparative final verification results for 1980 of different trade union organisations are given at the end at Annexure I for ready reference.

4.3 Our membership for 1986 has exceeded thirty lakhs (See Annexure II).

4.4 The work of BMS is almost evenly spread throughout the country and in the major industries. This may be described as a distinctive feature of BMS. Along with the activation and expansion of the Industrial Federation already existing, a few more have been newly started, namely, Paper and Paper Board Mazdoor Sangh, National Hydro Power Corporation Mazdoor Sangh, National Thermal Power Corporation Mazdoor Sangh. Efforts are afoot to form the F.C.I. Corporation Mazdoor Sangh.

4.5 District Committees of BMS have been formed in more number of districts thus strengthening the organisational structure.

4.6 On a country wide level educative/agitational programmes were held on the following issues.

(1) Bhopal Shall Not Repeat Day on 3-12-85 (2) National Integration Day on May 11, 1986 (3) Reduce Prices Day in October, 1986 (4) Why No New Index Series Campaign in July-August, 1987 (5) 1984 was observed as anti computerisation year and on March 1 rallies were held.

4.7 Apart from the programmes called by BMS its affiliated federations too carried out agitational programmes on an All India basis with or without the collaboration of other organisations. Some of such programmes were a call for one day token strike on September 26, 1984, by the four BMS Federations in Post & Telecom, Railways, Defence and the Federation of Government Employees, which had to be called off in the last minute as some of the demands were conceded by the Government and also as the Government conciliation machinery moved in to intervene. One day token strike by Officers Organisations in Nationalised Bank on August 13, 1985, in which NOBO participated. On February 11, 1986, Delhi Bundh observed by all the trade unions as well as political parties to protest against the steep hike in DTC fares. Also Bharat Bundh against increase in Petroleum prices at the end of February. Agitation by our Federations in protest against the delay in submission of IV Pay Commission Report and later after submission of the report against its anti-employee recommendations. Agitation by telephone technicians for a revised pay scale and restructuring of cadre in the second half of 1986 and early 1987. One day strike by Defence, Postal and Telecommunication employees in protest against the declaration of 15 days wages as ad-hoc bonus, in October 1986. Token strike by Federations in Cement, Sugar etc., industries.

4.8 Parivahan (Road Transport) Federation observed a dharna throughout the country in front of the State Transport Corporation offices in November, 1986 against privatisation of State Transport in Bihar and a massive protest demonstration before Parliament at Delhi on November 23, 1987. NOBW organised a mammoth protest demonstration against indiscriminate computerisation before Parliament in Delhi on August 20, 1987 when over 500 of its activists courted arrest.

4.9 To consolidate and coordinate the activities of various affiliated unions and units of unions at district levels, district level conferences have been held in more number of districts. This process will continue till it covers all the districts.

4.10 Thus from every angle, activities of BMS have been on the increase contributing to the strengthening of the organisational structure.

#### I.L.O. & B.M.S.

5.1 In view of the fact that BMS came out as the second largest organisation from the membership verification process, Government of India had to change its procedure in selecting the worker representatives to the International Labour Conferences and thus from 1984 onwards BMS has been included in the delegation every year. Apart from this BMS representatives attended the following international Programmes of ILO :

1. Asian Regional Conference at Jakarta in December, 1986 ;
2. Technical Committee on Salaried Employee May 1984 ;
3. Technical Committee on Inland Transport, January 1985 ;

4. Technical Committee on Wood and Forest Industry, September, 1985 ;
5. Technical Committee on Steel Industry, December, 1986 ;
6. Technical Committee on Building & Civil Engineering Industry, March-April, 1987 ;

The list of participants in the International Programmes is appended at Annexure III.

### **IN COLLABORATION WITH ILO**

5.2 In collaboration with ILO, BMS organised four seminars. Of these one day in May, 1986 at Delhi and the other in April 1987 at Bombay were on International Labour Standards. The one at Delhi was attended by 34 participants and the other at Bombay which was exclusively for women activists by 30 participants and two observers. They were of educative type meant to acquaint our cadre with the multifarious activities of ILO and its standard setting activities.

5.3 In July-August, 1987 one Seminar for rural workers was held at Buldhana. It was attended by 45 participants. The other one was held early this month at Bundi in Rajasthan.

5.4 All the four seminars have been quite successful. Shri Krishna Mohan Tripathi from ILO office Bangkok, Shri Bikas Majumdar and Shri Selliah both from Delhi office attended respectively the seminars held in Delhi, Bombay and Buldana. We express our sincere gratitude to them and also to ILO Delhi office.

### **INCREASED INTERNATIONAL CONTACTS**

5.5 Recently there has been increased international contact though B.M.S. is not affiliated with any of the International Confederations.

5.6 At the invitation of the All China Federation of Trade Unions a five man good will delegation of B.M.S. visited China during the month of April, 1985. The group which consisted of S/Shri Dattopant Thengadi, Manharbhai Mehta, Om Prakash Aghi, R. Venugopal and Rash Behari Moitra went round several places in China, besides Beijing and visited some of the industries and had exchange of views about trade unionism apart from general discussions. The Chinese counter-parts seemed to have been very much impressed by the B.M.S. views on economic and labour matters. Before departing from China, Shri Dattopantji gave a message to the Chinese nation and the workers, which was broadcast by the Beijing Radio.

5.7 Under the USA Government's programmes S/Shri Ram Prakash Mishra, Sharad Deodhar, Madanlal Seini and Ram Bhau Joshi visited the States on various occasions and participated in the educational programmes.

5.8 A seminar organised by the Asian Productivity Council at Kuala Lumpur, in Malasia in November, 1986 was attended by Shri Keshu Bhai Thakkar who is a member of the N.P.C.

5.9 As a member of the governing body of the National Safety Council, Shri Om Prakash Aghi attended the World Congress on Safety and Health which was held in Stockholm, Sweden, in May, 1987.

5.10 Dr. Harshavardhan Gautam attended an International Conference on Health and Health care held in Montreal, Canada in November, 1987 organised by the CSN Trade Union.

## **COMMON PLATFORM FOR TRADE UNIONS**

6.1 BMS policy has always been to join with other Trade Union Organisations for the common cause of workers. Therefore when INTUC invited all the Trade Union Organisations to evolve a common platform for joint trade union action on such

issues as national integration, Peace & Disarmament and to oppose Apartheid policy ruthlessly pursued by the South African Government, BMS willingly joined the common platform of all the ten organisations. On these issues BMS endeavour has been to educate the workers on positive aspects rather than on anti and negative aspects.

6.2 BMS has always accepted nationalism as one of its cardinal principles. Any programme that would arouse a feeling of nationalism or national unity or integration is therefore nearest to its heart, hence its contribution to success of the All India Convention on national integration held on 11th May, 1986 at New Delhi, was quite significant. BMS also participated in a big way in the programmes held in strife torn Punjab to foster unity among the Sikh and the non-Sikh. Active participation of trade unions in this campaign of spreading the message of national unity, when all along they have been engaged almost solely on issues of economic or monetary gains, was like breathing fresh air, a healthy and sound development.

6.3 On the South African issue a convention was held lending moral support to the struggle of the blacks to assert their authority in their own homeland. Not content with this when the trade union forum discussed raising funds to monetarily support the South African Trade Unions, BMS cooperated in collecting funds in the Public Sector units from the workers. A three man delegation of South African Trade Unionists which visited India in May 1987 got a welcome reception at BMS headquarter in Delhi and later in the joint meeting held to demonstrate trade union solidarity and support for them, BMS extended its full moral backing to their struggle.

6.4 On the question of world peace also a joint convention was held and a common declaration adopted.

6.5 Thus BMS actively participated on these important issues which are exercising the minds of workers not only in India but all over the world.



6.6 In such joint programme on a common platform there is great need to see that the issues are exposed in a positive way and that they are not marred by partisan, political and propoganda considerations. BMS has in its own humble way tried to do this.

### **NATIONAL CAMPAIGN COMMITTEE**

6.7 Activities of the N.C.C. continued vigorously in this period. The second massive rally before the Parliament was held on 18th April, 1984 to highlight the demand for enhancement of the rate of dearness allowance. It is humbly submitted that BMS participation in this rally was outstanding.

6.8 Due to the persistant efforts of all trade unions in the tripartite committee constituted to go into the question of enhancement of D.A. rate for industrial workers, ultimately Government had to relax its rigid stand and to announce a hike in the rate of D.A. at Rs. 1.65 per point of variation in consumer price index number in place of the then existing Rs. 1.30.

6.9 Overnight hike in prices of petroleum products on 1st February, 1986 when in the International market prices had slumped to an all time low level, evoked a strong response from the public. N.C.C. did not fail to catch hold of this opportunity and mobilised the workers to participate in the All India Bundh on 26-2-1987 which was a great success.

6.10. At the instance of the NCC a convention of unions in public sector was convened in Delhi in October, 1986. This adopted a lengthy declaration, highlight of which was the Government's attitude of apathy to the Public Sector, its attempts at privatising the public sector units, threat of retrenching a large section of employees declared by them as surplus and so on. It further gave a call to observe November 21 as Protect Public Sector Day, to collect

signatures of workers on a memorandum setting forth the demands enumerated by the Convention for submission to the Government and a call for token strike on 21st January, 1987 in the Public Sector.

6.11 The response to these calls was tremendous. The demands of the convention were widely published by the national press. Observance of Protect Public Sector Day was throughout the country and lakhs of signatures were appended to the memorandum which was submitted to the Prime Minister. The impact of these programmes were such that the Ministers had to come out with statements inside as also outside Parliament assuring that the Public Sector would be strengthened and that there was no move to weaken it. The response to the token strike call was excellent and the Government had to take note of it.

6.12 On April 16, in all State Capitals and Industrial Centres rallies and demonstrations were held at the instance of NCC to protest against the Government move to bring about changes in the I.D Act and the T.U. Act curtailing the rights of workers. In Delhi a massive demonstration was held at Patel Chowk.

6.13 Government initiated a move to change the prevailing 1960 series of consumer price index number to that of 1982. N.C.C. decided to register its protest against this move as it felt that the 1982 series did not take into account the unanimous recommendations of the tripartite Rath Committee. This was also one of the issues included in the April, 16 Protest Day.

6.14 Again on these issues as also to demand fixation of minimum wages not below the poverty level and linking these to consumer index numbers, at all industrial centres protest demonstrations were held on August 3, 1987 and workers courted arrest. BMS can legitimately take pride that its participation exceeded that of other partners of NCC.

6.15 N C C has also decided to urge the Government to ensure that minimum wages to be fixed by the Central and State Governments are not below the poverty line as computed by the Planning Commission. Further while fixing the minimum wages cost of living allowance also should be provided to ensure protection of real wage. Thus the NCC has focussed its attention to the basic problem of workers in the minimum wage sector, who are mostly unorganised.

6.16 As regards the Government move to bring a bill to amend the labour laws it has been the view of BMS to give specific alternative proposals to the Govt. on the basis of the suggested amendments. This view has also been adopted by the NCC which has sought from the Minister of State for Labour the details of the Government proposals in the matter. Similarly as regards the public sector, BMS has emphasised that attention should be paid for its healthy growth.

#### **ROLE OF BMS IN N.C.C.**

6.17 BMS has from the beginning stood for complete unity of trade unions on common issues confronting workers. That is why it has whole heartedly participated with the activities of NCC. But at the same time it has been vigilant to ensure that (a) the issues are not blurred by politicisation (b) no one organisation takes undue advantage and that all of them, whether big or small, get equal status and importance (c) positive aspects are highlighted (d) and unity at the lower ranks is maintained. This is not an easy task.

6.18 By and large all the constituents have cooperated in various programmes given by NCC. Still on several occasions the programmes could not be carried out in West Bengal due to the non-cooperative attitude of some units there.

6.19 Similarly a joint decision of four major constituents of NCC in Cement industry for a day's token strike against the decision to set up an arbitration Board was carried out only by BMS unions.

6.20 BMS thus played its part honestly and faithfully.

6.21 Major Programmes of NCC are given at annexure IV.

### MAHILA VIBHAG

7.1 The Women's wing of BMS, Mahila Vibhag, which was formed in 1981 at the 6th Conference held at Calcutta, has been a little more active in this period, even though the progress achieved is not very significant. One of the important development was a three day residential seminar held at Bombay at the end of April, 1987 in collaboration with ILO. Since then quite a few of the Seminar participants have shown keen interest in shouldering responsibilities of opening units of Mahila Vibhag. Meetings of Women activists have been held in a few centres.

7.2 A two day state level study class was held at Nasik exclusively for women members working in the Maharashtra State Electricity Board. It evoked considerable interest and there is demand for organising such a programme at other places.

7.3 Representatives of the Mahila Vibhag met with the National Commission on Self Employed Women and discussed the women workers' problems once in Bombay and later on in Delhi.

7.4 Maharashtra Pradesh Unit has taken some positive steps to evoke interest in women members to take up union work. On March 8, 1987, International Women's Day, it organised Women workers' conferences at Nasik, Thane and Bombay. These efforts were quite successful.

7.5 In Orissa women employees of the Anganwadi have been organised who have enthusiastically taken up organising the Mahila Vibhag of BMS.

7.6 All Pradesh and Federation units should take more interest in developing the women's wing and offer proper opportunities for women members to become active cadres for our organisation.

## RURAL WORKERS

7.7 Though rural and agricultural workers' unions have come up in many states, what has been achieved so far is but a drop in the ocean. In some states such unions cover the workers in the organised farms, or Agricultural University farms. As a beginning this may be alright. But this is not the real thing. Landless labour and poor agriculturists in the vast rural segments of our country have to be brought within the organisational fold. This would demand involving ourselves in multifarious welfare and socio-economic activity for which we are not well equipped as on date. Our infrastructure has to be improved to a great extent.

7.8 In this matter Buldhana district in Vidarbha region of Maharashtra stands out on a special footing. There our workers have penetrated the rural area and even the remote hilly tract habited by the tribal families and have organised a vast population.

7.9 A three day seminar for these rural workers held at the end of July and beginning of August, 1987 with ILO assistance, has been quite a unique one. Others should emulate the hard and fruitful work done by our Karyakartas in Buldhana and take positive steps to organise the real rural poor.

7.10 By the time we meet again every major Pradesh should have covered at least one district substantially.

7.11 The other aspect of this work is the participation with keen interest of workers in the organised sector in the work of organising rural workers. In some places this has been tried

with good effect. Members of the Maharashtra Vij Kamgar Mahasangh and the Maharashtra Arogya Kamgar Sangh have shown the way in this respect. Their members in the rural areas have attempted organising the landless labour.

7.12 The National Organisation of Bank Officers, and Vij Kamgar Mahasangh have been helping the Krishi Mazdoor Sangh financially too.

7.13 We have to organise the rural workers in a big way. We have also to see that the organised workers take up their part of responsibility in this task. This should get our utmost attention.

### **URBAN UNORGANISED**

7.14 Apart from the rural workers, there is a big section of urban unorganised workers. A recent survey has revealed that 40% of the work force in Bombay is in the unorganised sector and their lot is extremely unsatisfactory. Attention has to be paid to organise and improve the living and working conditions of these workers.

7.15 In Bombay our activists have organised the domestic workers, Ghareloo Kamgar. Through our efforts these workers, whose service conditions are not governed by any law, have secured the benefit of bonus, gratuity etc. It is heartening to note that the State Labour Minister has expressly mooted enactment of a legislation for these workers.

7.16 One of the main tasks in respect of these labour will be to persuade the Govt. to fix or revise minimum wages at appropriate levels with variable cost of living allowance & oversee their proper implementation. This has to be done vigorously.

### **NON-FORMAL ACTIVITIES**

7.17 Our Unions have now and then engaged in non-formal activities such as social work, welfare programme and the like.

But these activities are not widespread. I am of the considered view that we have to pay more and more attention to such activities as these will help balanced development of workers. But this requires a different out-look and specialised aptitude and relevant training of the cadre. Bharatiya Koyla Khadan Mazdoor Sangh was instrumental in starting a few primary schools in Parasia Coal Mines area in Madhya Pradesh. So also in Khetri Copper project our Union is running a primary school. Electricity Board Workers Union in Maharashtra has started a welfare fund to take care of death and retiral benefits to its members. In Harihar, Karnataka, the Mysore Kirloskar Mazdoor Sangh has raised Kshema Nidhi (Welfare fund). In Pune and other few places BMS did some social service when it organised eye testing camps and distributed spectacles to the poor at very low prices. Similarly, in Hangaracutta in Karnataka, eye testing camp was conducted by the Plywood Mill workers belonging to BMS. In Hyderabad our Union in Andhra Bank conducted eye donation camps. At several places blood donation camps were organised. In Jhansi, Madhya Railway Karamachari Sangh took up housing programme. At a number of places our Unions are actively participating in house building activities. In Mulund, near Bombay our members were responsible for having a housing complex called Deen Dayal Nagar. So also in Hyderabad Ram Naresh Singh Housing Colony has been got built by our members. Several unions are running consumer societies/credit societies and so on. Bombay Unit of BMS organised sports competition among its members at the time of its conference. This list is only illustrative and not exhaustive.

7.18 In Buldhana Khetihar Mazdoor Sangh took up such problems as lack of drinking water, inadequate medical facilities, want of proper school building etc. in the rural areas and succeeded in providing these basic amenities to the villages.

7.19 Housing is one of the primary needs of man. But in our country poor and the middle class is facing an acute shortage of it. This problem is really a very serious one. It would therefore, be worth the efforts on the part of our Unions and competent activists to take up housing activities. A big constructive campaign is necessary to solve this enormous problem. Should we not do a wee bit in this direction ?

### **MEMBERS' EDUCATIONAL ACTIVITIES**

7.20 We established the Vishwa Karma Shramik Shiksha Sanstha at Nagpur a few years back to cater to the need of carrying on educational activities for the benefit of our workers. We did conduct several study classes and training classes for our activists. Some of these were organised through this Sanstha while others were conducted by the Unions or BMS units. There is still scope to fully utilise the facility of the Sanstha. In the coming years we must make it more active and purposeful.

7.21 A national level study class was held at Indore in October-November 1984. It was a five day class attended by 333 activists. At Pradesh and Federation levels too educational courses have been conducted, details of which you will find at Annexure-V. Apart from these, number of classes have been conducted at lower levels for varying periods and on different subjects. While The Central Board of Workers Education has extended its grant whenever approached, several classes have been conducted on our own. On the whole in this period frequency of the classes has been more than in previous years.

### **E S I CELL**

7.22 Our ESI Cell is functioning from Bombay. Due to its efforts BMS got representation in several local committees. It has also taken up the question of alterations brought about recently in the ESI scheme which effect adversely the inter-



of insured workers. Once or twice attempts were made to coordinate the activities of BMS representatives in various local committees of the ESI. There is need to further activate the working of this Cell.

### **NATIONAL LABOUR DAY**

7.23 You are all aware that we are observing Vishwa Karma Jayanti as National Labour Day. This was B. M. S.'s novel contribution. During this period the idea has caught the imagination in other quarters too as is evidenced from the following. The Central Government which had instituted Shram Vir Awards for best workers has renamed the awards as Vishwakarma Shrama Vir Awards. The Assam Government, accepting the importance of Vishwa Karma Jayanti for workers, declared it as a public holiday this year.

### **THE TASK AHEAD**

8.1 Organisationally B.M.S. work is spread through out the country. State units have been formed in all the major States. In several of the smaller States and Union territories, functioning affiliated Unions are existing. Of the four hundred districts our work covers more than two thirds. In many a districts we have powerful unions but in some others presence is made known through a single union. As some of our unions and federations, like the Railway, Post & Telecom, Electricity, Bank etc. have their branches located in smaller places and rural areas, even in such of the districts as have no registered BMS Unions, we do have membership through these unions. But atleast one Union in a district is a target which could and should be achieved.

8.2 Wherever there are a number of Unions of BMS functioning in a district, it is organisationally necessary to have close collaboration and working cooperation between the Unions which would call for a well knit

district unit or industrial council actively functioning. This will help in strengthening the organisational structure. When this is supplemented by ideological cohesion, it would add to the health of the structure. This applies equally to industrial centres too.

8.3 Similarly such of the industries which are not covered so far have to be covered.

8.4 Thus these objectives on organisational side could be achieved in two phases.

8.5 Immediate target for achievement before the next Conference to be held in 1990.

- a) To start at least one union in such of the states where there is no registered affiliated union as on date.
- b) To start union in such of the well defined big industries where we have so far no unions.
- c) To form industrial federations in such of the major industries which have functioning registered unions but federation is yet to be formed.
- d) To constitute district level committees or industrial councils for coordinating the activities of various affiliated unions where they do not exist today.
- e) To commence the work in such of the districts which have a fair measure of industries but no BMS Union, by starting at least one union.

8.6 As a long range objective to be achieved before the end of this century we should gear up for the following. :-

- a) No industry should remain without BMS.

b) All districts to have BMS units.

8.7 Rural and unorganised sector should receive our top attention in the coming years. From this point of view separate goals should be demarcated.

8.8 Before the end of the century :

a) Krishi Mazdoor Sangh should have branches in every major state.

b) Akhil Bharatiya Beedi Mazdoor Sangh should cover all states having Beedi industry.

c) Federation of Weavers should be formed.

d) Unions of shop employees, construction workers, brick-kiln workers should be formed.

e) Unions of Ghareloo Kamgar (domestic workers) should be formed.

f) Associations of poor rural artisans-cobblers, potters etc. should be formed with close cooperation of local BMS unit.

g) Associations of tribal people should come into existence as a part of BMS family.

8.9 All this requires expansion of our cadre, full time dedicated workers. Their net work has to be enlarged and strengthened. This is a continuous process. Means of training and education, moulding such of the enthusiast and competent workers who come in our contact into our thought process and ideological outfit should be vigorously carried out. This is a complicated process which would require prolonged personal contacts and setting of personal examples by all of us.

8.10 Education, training and study classes should be organised at all levels, may be of different duration, official or informal according to convenience. They need not follow the set pattern. Innovative ways will have to be found out.

8.11 Women workers are another section which we should pay attention to. At the Calcutta Conference in 1981 we initiated the Mahila Vibhag. During the 6 years it has made some progress. We have to cover a lot of ground in the next period. By the time we meet again in 1990 it should be possible to report a unit of Mahila Vibhag at least in each major state.

### **KARYA SAMITI MEETINGS**

9.1 Our National Executive, Karya Samiti, met during this period ten times as detailed in annexure VI. During the period there were a number of changes in the personnel of the Samiti on account of the change in the incumbents in the posts of General Secretary of Pradesh BMS units or All India Industrial Federations. Apart from these normal changes, a few changes in special invitations were also made.

### **PRADESH UNITS**

9.2 There have been some changes in the organisational set-up at the Pradesh and Industrial Federation levels.

9.3 Tamilnadu Pradesh unit was formed after the Hyderabad Conference with Shri K. Mahalingam as President and Shri R.V. Ramachari as the State General Secretary. Later Shri Ramachari became State President and Shri N.M. Sukumaran, was elected General Secretary at the State Conference held at Coimbatore on 19 January, 1986. Tamilnadu BMS owes much to Shri Mahalingam's efforts for the cause of B.M.S.

9.4 In Kerala Pradesh, in the place of Shri K. RamKumar, Advocate who served a long splendid innings as State President

Shri V. Hariharan Pillai, Advocate, Perumbavoor was elected President at the State Council Meeting held in Pathanamthitha in February, 1987.

9.5 Shri R. Sheshadri an employee in a Sugar Factory replaced Shri S.B. Swethadri, Advocate, as President of the Karnataka State unit at the state conference held in Bangalore in April 1985. Shri Swethadri's contribution to Karnataka BMS is worthy of praise.

9.6 Andhra Pradesh chose R.V. Subba Rao, a railway employee to the post of General Secretary in place of Shri Bhavannarayana.

9.7 In Orissa, the then General Secretary Shri Saroj Kumar Mitra was elected President and his place was taken up by Shri Ranganath Mahapatra.

9.8 Maharashtra unit elected Shri Mukund Gore as General Secretary and Shri Raman G. Shah till then the State General Secretary was elected President in place of Shri M.V. Gavandi at the Sholapur Conference. Shri Gavandi's service to the cause of BMS is invaluable.

9.9 Madhya Pradesh held its State Conference at Korba where Shri Suresh Sharma, till then General Secretary was elected President and Shri Arvind Moghe replaced him.

9.10 The General Secretaryship of Rajasthan unit went to Shri Rishabh Chand Jain, who replaced Shri Madanlal Saini, who has been entrusted the work of organising Krishi Mazdoor Sangh.

9.11 In Himachal Pradesh Shri Kanwar Vijay Singh was elected new General Secretary in place of Shri Pyaralal Beri who became organising secretary.

9.12 Shri Suresh Prasad Sinha became the State Genl. Secy. of Bihar and the previous incumbent Shri Ramdeo Prasad became President.

9.13 These changes in most cases have brought young generation to the State Leadership.

9.14 Annexure VII gives the details of the State Conferences.

### **ALL INDIA INDUSTRIAL FEDERATIONS**

9.15 Consequent on the bifurcation by Govt. of its Post and Telegraph Department into Post and Telecom. departments the Bharatiya Post & Telegraph Employees Federation (BPTEF) has been split into Bharatiya Postal Employees Federation (BPEF) and Bharatiya Telecom Employees Federation (BTEF). Government entrusted the management of Delhi and Bombay Telephones to an autonomous corporation by name Telephone Nigam whose employees have formed a separate Union, Bharatiya Mahanagar Telephone Nigam Karamchari Sangh. The original BPTEF is now headed by Shri M. Mohan Rao as President and Shri M.R. Borkar as Secretary General. BPEF has Shri D.G. Ambatkar as President and Shri R.B. Surve as Secretary General. Sarvashri K.S. Venugopal and Jagmohan Lal Sharma were elected President and Secretary General respectively of BTEF.

9.16 National organisation of Insurance workers, at its Conference held in Pune in Nov. 1986 elected Shri S.D. Kulkarni as the President, in place of Shri Bhavanarayana who becomes its organising Secretary.

9.17 Bharatiya Swayatha Shasi Karmachari Maha Sangh has now new President in Shri Devanath and new Genl. Secy. in Jit Singh Khurana.

9.18 Bharatiya Port & Dock Mazdoor Sangh has a new Genl. Secy. in Suresh Vithal Lole.

9.19 Akhil Bharatiya Vidyut Mazdoor Sangh elected new General Secretary Shri S.N. Deshpande in place of Shri B.N. Sathaye who now heads the Federation as President.

9.20 Bharatiya Parivahan Mazdoor Maha Sigh has new office bearers, Sarvashri Raman G. Shah as President, S.S. Chandrayan working President and Rishiraj Sharma Genl. Secretary.

9.21 Bharatiya Ispat Mazdoor Sangh has Shri Ram Prakash Mishra as the new President. Shri Om Prakash Gautam is the new President of Akhil Bharatiya Sugar Mill Mazdoor Sangh.

9.22 Shri Mahi Narayan Jha has become President and Shri B.L. Narasimham Genl. Secy. of the Akhil Bharatiya Kendriya Sarvajanik Pratisthan Mazdoor Sangh.

9.23 Shri Achyut Deshpande replaced Shri Ram Prasad Parikh as Genl. Secy. of Akhil Bharatiya Bidi Mazdoor Sangh.

9.24 Annexure VIII gives the details of the federation conferences.

### **B.M.S. PUBLICATIONS**

9.25 Two journals one in Hindi, Bharatiya Mazdoor Sangh Samachar (fortnightly) and one in English, Bharatiya Mazdoor (monthly) have continued regular publication from Kanpur and Bombay respectively. Several Pradesh and Federations too are publishing their journals (see Annexure ix).

9.26 Several books and booklets have been published in this period. It is heartening to note that in various Bharatiya languages too books have come out to cater to the needs of local members. List is attached at annexure-X.

### **BMS PARTICIPATION IN SEMINARS, COURSE AND DISCUSSIONS**

9.27 There has been increased participation of BMS representatives in seminars, courses and discussions as will be

evidenced by annexures XI & XII.

9.28 So also our nominees are working on various Boards, Committees and councils Details. you will find in annexure - XIII.

### **NATIONAL HEADQUARTERS**

10.1 National Headquarters has continued to be housed in the building owned by the Organisation at Paharganj in New Delhi. Shri Bade Bhai, our previous General Secretary, had taken a keen interest in setting up the Central Office in this premises. But unfortunately he did not live long thereafter. The Karya Samiti meeting held in Kota after his passing away decided to perpetuate his memory by naming the H.Q. building after him and it is now named "RAM NARESH BHAVAN". At the time of the last Conference only 8 rooms were in our possession. Now we have 13. Delhi Office of National Organisation of Bank Workers & Bharatiya Railway Mazdoor Sangh are now housed in this structure.

### **MEMORIAL TRUST**

10.2 A Ram Naresh Memorial Trust has also been formed mainly with a view to improve the lot of rural workers.

### **VISITS BY FOREIGN DIGNITARIES**

10.3 Several Foreign dignitaries and delegations visited our H.Q. during this period whose list is opened at annexure XIV. Special mention has to be made about the COSATU delegation comprising three leaders of the Congress of South African Trade Unions. Apart from seeking information about BMS and its educational activities, they apprised us about the oppression let loose on the black trade unions and workers by the South African Government.

10.4 There was also a visit by a Chinese Trade Union delegation.



10.5 Among the dignitaries who visited us mention must be made of Shri Cesare Poloni, Chief of Workers Education, ILO in Geneva and Shri Carl Wright and Shri Sterling Smith of Commonwealth Trade Union Council.

### **FINANCE**

10.6 An aspect of strengthening the organisation is its sound finance. Though in this aspect we have taken a big stride, still there remains a big ground to be covered.

- 1) The entire finance should be raised from the workers.
- 2) Since the BMS finance depends on the sharing of money from the unions, the unions should seriously consider this aspect.

10.7 At union level, these few things should be taken care of.

- a) Union rate of subscription should be adequate taking into consideration the present circumstance or it should be fixed as a percentage of the earnings of workers.
- b) Apart from the regular subscription, workers should be made to pay donation regularly to the Union.
- c) There should be proper machinery to ensure collection of these monies.
- d) Cent percent collection should be the objective.

10.8 Unions should share their funds with their Federations and the concerned BMS units.

10.9 It should be ensured by every union that 5% of its membership subscription subject to a minimum of Rs. 50/- as affiliation fee and other periodical levies would reach the Central Office of BMS. Similarly the State BMS, District/ City BMS also should receive their shares.

## RETIRED BUT NOT TIRED

10.10 Many of our members, after retirement, have taken to organisational work. Their examples are sure to be of inspiration to others. One instance is worth mentioning. Shri Achyutrao Deshpande of Pune retired from the Telephones Department last year. He volunteered to go to Assam for BMS work and is already there since over six months.

## NEW DIRECTION TO TRADE UNION MOVEMENT

11.1 BMS has taken to this field with a mission. All round there is visible degradation in standards and values. In such a situation the trade union field cannot remain unaffected. Our goal is to restore a high sense of purpose and right means to achieve the social as well as national goals. We believe that with right type of lead this can be achieved.

11.2 Workers' unity is now fragmented on account of too much politicisation. While political awakening of the masses is desired, mass organisations, should not become partisan. They have to function on a broad nationalistic outlook. Another development, quite opposite to this, is the total domination of economism in the trade union movement. This is rather a dangerous trend which has raised its head in many parts of the country.

11.3 Both these trends are undesirable and have to be reversed. The innate task of BMS is to reverse these trends and give a new direction to the trade union movement and establish a rationalistic genuine trade union. This is rather an uphill task. BMS has to strive against odds, swim against the current. But with efforts new direction to the trade union movement can undoubtedly be given. Instances could be quoted where with proper

guidance, the workers have developed a new work culture and influenced the Management and the administration to such an extent that a failure story of a unit has been changed into a success. Losing industry has become profitable.

11.4 We have also to work for a new trade union culture by evolving a self accepted code of conduct among the various central trade unions, in the first stage, to be gradually expanded to cover the other organisations. This would help in curbing the unhealthy competition among the unions and restore helpful and healthy relations.

11.5 Let us with zeal and zest work for bringing about this desired change.

11.6 This in short is the report of our activities in this period. I am afraid this has not covered all the aspects fully. I place it before this august delegation for consideration and acceptance.

11.7 Our Finance Secretary Shri Balasaheb Sathaye will submit the audited accounts for the four years from 1983 to 1986 for your approval.

11.8 I hope you will approve both the report and the accounts. At this stage I should thank all my colleagues in the Karya Samiti for their excellent cooperation.

11.9 In fine, I think I should make a passing reference to the situation which we are in today. It is certainly not satisfactory, it is surely a grave one that should make us sit up and think. Our country is facing dangers from outside as well as from within. Apart from the threat of armed aggression from beyond our borders, there is a technological invasion which unfortunately our Government itself is inviting and also a threat of economic domination. The safety, security, human rights, and well being

of the poor and the workers is also under constant threat. But even so the situation is not too alarming. The climate for the growth of nationalistic and patriotic forces is favourable enough. BMS views and ideas have acceptance far and wide. What is required is more and more efforts on our part.

11.10 Young men and women should come forward to shoulder more responsibilities with missionary zeal. They should improve their competence and capacity with knowledge, training, a spirit of devotion and sacrifice.

11.11 Today's challenge is also an opportunity. Let us accept these challenges with determination and convert this opportunity into success.

11.12 Success gives company to men of determination.

11.13 So forward brothers and sisters with full confidence, with dedicated determination.

Bharat Mata Ki Jai

G. PRABHAKAR

Bangalore  
26th December 1987.

---

- : : AN OVERVIEW OF B.M.S. GROWTH : :-

---

In the reporting period there has been all round growth of B.M.S. in all the States as well as in all the Industrial Federation — Significant developments have been included in this short overview :

### TAMILNADU

Tamilnadu State unit was formed at the end of 1984. In this period new Unions were formed in five more districts, Coimbatore, Nilgiris, Salem, North Arcot, and Kanyakumari, thus totalling the coverage to eight districts. New industries in which unions have been formed are Textiles, Transport, Plantation, Construction etc. There are committees in five districts.

In BHEL, Trichy, our Union has been active in voicing the demands of the Workers for which number of agitations were held. Similarly our union in Avadi has been in the forefront in the agitations.

B.R.M.S. affiliated unions in Southern Railway and I.C.F. got erected a Statue of Dr. Ambedkar in Aynavaram near the Railway Workshop, thus fulfilling a long felt desire of the Railway employees.

Study classes have been regularly held in several centres.

### KERALA

The 8th State Conference held at Calicut from 25th to 27th January 1986 can be considered as a watershed in the march of B.M.S., in this small State lying on the west coast of India. Entire state was mobilised for the conference. Saffron flags and buntings adorning even the

most interior parts of Kerala heralded a new message to the workers. Over 10 thousand workers who converged at Calicut from all nooks and corners took out an impressive procession and ended in a huge rally which drove home a point to all concerned that B.M.S. had come to stay in the State.

During the report period new industries were covered such as State Road Transport, Cochin Shipyard, Construction and Fishing. Kottayam district which had no union has now four unions. Thus all the fourteen districts have B.M.S. Unions. 8 districts have full fledged District Committees whereas the remaining six have ad hoc bodies.

Every year State General Council meets. State level study classes were held. In eleven districts National Integration Day was celebrated with joint trade union rallies. Of the 20 thousand that participated in these rallies, B.M.S. share was about 5500. The union number has grown to 123 with a membership of nearly 30 000. Seven booklets, in Malayalam, have been published and 'Mazdoor Bharathi' a Malayalam monthly has restarted publication from Calicut.

## KARNATAKA

The success story of Karnataka BMS is the achievement in securing revision of minimum wages for the lakhs of workers in this sector with a linked variable dearness allowance for the first time in the state. This was possible after a continuous agitational programme which included a successful Cinema Bandh and also a 9 days cinema strike, hunger strike by State General Secretary and persistent and persevering efforts by BMS at the Minimum Wages Advisory Board level. Agitations in Bharat Foundry and of Areca Mandi Workers both at Shimoga, Bhoruka Textile Mill at Dharwad are worthy of note. Bhoruka workers were even

targets of firing by the security personnel and had to fight with back to the wall to secure their primary basic amenities.

Notable settlement included reinstatements of dismissed employees, payment of huge compensation amounts to some others in ESKAYEF, Bangalore, reinstatement of workers of Tungabhadra Sugar Works with substantial back wages in Shimoga, wage rise in Karnataka Explosives and Canara Steel in Mangalore District.

Karnataka covered new ground in Belgaum, Raichur, Bijapur, Bellary, Chickmagalur and strengthened its position in Mangalore, Mysore, Shimoga and Dharwad districts. New industries where BMS entered include Power generation, Aluminium, Cement, Plantation and Post & Telecom Department. Wider coverage was secured in Engineering and Textiles. State level Federations were formed in Banking, Hotel, Engineering, Cinema and Textile Industries. A special feature at the district level Conference at Shimoga and Taluk level meet at Karkal was the attendance of a number of women workers. A Pradesh level study class of young activists was held in which 137 persons, mostly of the age group 25-35, participated.

## **ANDHRA PRADESH**

Andhra Pradesh work got a big boost after the 7th All India BMS Conference held at Hyderabad in January, 1984. Today in all the 23 districts of the State, unions have been organised and in 22 districts, district level committees are functioning. Entire State has been divided into Zones based on State labour department's divisions. Zonal and district level conferences and study classes are regularly being held.

Apart from public sector units, big industrial units, BMS has paid attention to organise workers in the unorganised sector too. There is an active State level federation of Shop Employees. Hotel workers, weavers, rickshaw drivers too have been unionised. Shop employees carried out a state wide agitation for revised minimum wages and other benefits. Weavers Union organised a demonstration in Hyderabad. In the public sector in Midhani, BMS union is recognised. In BHEL Ramachandrapuram, our union is quite powerful. In an unfortunate incident of firing that took place inside this unit one of our office bearers got killed. Adilabad district bundh organised demanding reopening of the Sir Silk Mills and workers courted arrest.

In the Post and Telecom Departments active unions are functioning. So also in Bank and LIC; RTC workers too have a good functioning union in the State Road Transport Corporation. In the Agricultural University farms workers have been organised under the BMS banner.

State unit has published a few booklets in Telugu.

## **MAHARASHTRA**

The State level conference held in 1985 November was attended by more than one thousand delegates. Bombay district unit first conference was held in April 1987. This was preceded by sports events for members and prizes were distributed to successful workers.

Pune is fast developing into a very big industrial centre and BMS unit there has been geared up to meet the requirements. In the Banking, LIC and Railways we have powerful unions. So also in the Maharashtra State Electricity Board and State Road Transport. In the Small scale units of MIDC in several Centres, BMS has active unions. Bombay port trust employees have organised a union.



Union of domestic servants, Ghareloo Kamgar, is a unique feature of Maharashtra. Without any support of law it has succeeded in securing several basic benefits to its members like, leave, bonus, gratuity etc. The temple employees of Pandharpur conducted a strike for 3 days and got their salaries increased.

This unit has paid attention to organise its women's wing. Women Workers Conferences and study classes exclusively for women workers were arranged.

In the textile industry BMS union has tried to give a new lead by persuading the workers of the closed Srinivas Mills to offer to run the mills on a Co-operative basis.

### VIDARBAH

Vidarbha region of Maharashtra which has been equated as a separate state by BMS has shown constant progress in this period—Number of unions have shown an increase of 30 to reach 86 and membership has registered a growth of 20,000 to reach 1,12,929.

Organising rural agricultural workers, the tribals of Satpura Hill range has been going on in Buldhana district, where the BMS has succeeded in getting ownership rights to about 150 tribal people on the Govt. land which they had been cultivating.

Successive efforts have been made to organise the workers of the small scale industries, set up in the MIDC areas of Warora in Chandrapur, Hingna and Kalmeshwar in Nagpur, Gondia in Bhandara, Khamgaon in Buldhana districts. Because of these unions there is an addition of 5000 to the BMS membership. Similarly weavers in Nagpur are also being unionised.

In the textile sector, unions in Pulgaon, Akola, Khamgaon and two co-operative mills in Nagpur, are functioning

actively. There is increased Union activity in Gin Pressing Industry in Buldhana, Yeotmal and Pulgaon. Organising the unorganised workers in temples, hospitals, public works mazdoor, head load workers, bullockcart workers and those coming under the employment guarantee scheme is going on.

Unions are also functioning in the paper, metals, chemicals, asbestos and engineering industries at different centres.

In the organised and Government sector too BMS unions are powerful in the coal mines, defence production establishments, banks, insurance, postal and Telecommunication, railways, local bodies, Central Government employees and so on. BMS unions are also controlling some of the employees co-operative societies of which mention may be made of those pertaining to State Transport Employees at Nagpur and Yeotmal, of Defence Employees in Ambazari and Jawaharnagar, and Housing Society of Reserve Bank Employees.

Agitations against indiscriminate computerisation were conducted in 1984 at several places such as Wardha, Amaraavati, Chandrapur, Buldhana, Nagpur etc. Seven days strike of Electricity Board Employees, agitation by Gin Press Workers, Hospital and Water Supply Workers, 17 days strike by Co-op. Spinning Mill Workers, chain hunger strike for 20 days by Fabriforge Gas Cylinder Workers, of Manganese Iron Ore Workers are worth mentioning. After 10 years of legal battle municipal workers of Amaraavati succeeded in securing permanency, pay scales etc. with retrospective effect.

Pradesh level study class for young activists was conducted at Nagpur in which 180 youths participated.

## G U J A R A T

At the time of the last Conference, work was confined to only ten districts. Now it has spread to 15 out of 19 districts.

These new districts covered are Kutch, Jamnagar, Amreli, Bhavnagar and Mehsana. Likewise in this period unions have been started in the Gujarat Refinery, Defence establishment, Gujarat Electricity Board and in several industrial centres such as Mit-hapur (Chemical industry), Dharangdhra, LIC unit at Vadodara, Kandla Nagar port and so on. On the organisational side now there exist eight district committees in place of only two during the previous period.

When the management of ACC wanted to close their Cement works at Porbander, rendering about 450 workers jobless, our union resisted the move and in the legal battle that ensued the workers have won their case so far and their jobs have remained secure. Another achievement is the winning of the Bonus case of 1973 in the Supreme Court pertaining to Sarabhai Chemicals.

Workers of Udyog Bharati at Gondal in Rajkot district agitated to secure basic rights. Management's adamant attitude evoked such a resentment among the people that the entire town observed a days' hartal in support of the workers cause.

### **MADHYA PRADESH**

M.P. can legitimately boast of having BMS unions in 32 out of its 45 districts which are divided into 12 divisions for Administrative purposes. Work of BMS has covered all the important industries in the State. In the unorganised sector, BMS is the foremost organisation actively carrying on trade union work. In recognition of the BMS work in the state, Govt. has given representation to it in almost all committees.

On account of the sustained efforts of BMS to increase the number of labour courts and for filling the vacancies in the post of judges, State Government has recently taken steps in that direction.

Immediately after the Bhopal Gas Leakage tragedy, BMS unit organised relief work. It also appointed a three man en-

quiry committee to go into the various aspects of the accident. The Committee has since submitted its report.

M.P. Unit of BMS hosted the All India Study Class at Indore in October - November 1984. In spite of the tense situation created after the assassination of the then Prime Minister Smt. Indira Gandhi, the local workers worked hard and managed to conclude it successfully without any inconvenience to participants.

It was mainly due to the efforts of BMS union in Singhania Straw Products Ltd. at Bhopal, that the move of the management to close down one section was defeated.

The problems arising out of an accident in Pathakheda Coal Mines were highlighted successfully by the BMS union which resulted in proper compensation being paid to the families of the workmen killed.

Government policy is unfortunately not in favour of workmen and interference of police to curb the legitimate and peaceful trade union activity is on the increase. In Byavara and Kirba arrested workers were handcuffed and lodged with dacoits. Foisting of false criminal cases by the police has become routine matter.

BMS work is spread in 32 districts out of 45. New districts covered during the period are Rayasen and Shajapur. The number of full timers has increased from 7 to 10.

## **RAJASTHAN**

Rajasthan Pradesh activity is full of agitations and suffering repressive actions of the Police.

There were prolonged agitations in the textile mills against increased work loads on the mill workers. In several places police indulged in lathi charges and arrests. The three week

long strike by the State Government employees was supported by BMS and the State General Secretary was arrested by the police. There was agitation by over 2000 printing press workers of Ajmer. Employees of the irrigation department had to go on agitation against threats of retrenchment. Kota Thermal Power workers succeeded in getting thermal allowance after 95 days relay hunger strike.

Workers of the forest department are being organised. Every year in Udaipur a regional conference of the workers is held in which thousands participate. Last year in this conference 6000 workers attended.

In the banking sector there has been significant progress in work. Grameena Bank workers are well organised.

There are about 155 unions with an approximate membership of 2,30,000.

## HARYANA

Ambala district registered significant progress in BMS work. This city is famous for its surgical instruments industry. Hundreds of big and small units have sprung up here to make it Asia's biggest manufacturing Centre of surgical instruments. BMS has organised these workers and after sustained efforts succeeded in securing them basic amenities like minimum wages. In the Cement industry, after a struggle, the management has agreed to abolish contract system and the casual workers are being regularised. In the Mini banks a union has been organised. In these banks the workers are getting very meagre wages. Union is continuing its efforts to increase their wages. In the agricultural implements industry in Karnal which is also the biggest one in Asia, BMS union is the only one functioning. There is considerable progress in the union of workers of Atlas Cycle factory in Sonapat. One day strike on 20-8-86 was total inspite of the management's repression and other

union's non-co-operation. Efforts are afoot to consolidate work in Faridabad district.

### **DELHI PRADESH**

Being the capital of the country, Delhi Pradesh unit has been quite active shouldering responsibilities for the N.C.C. programmes, industrial programmes etc. which are held in the capital city as well as dharnas and demonstrations organised before the Parliament.

In the organised Sector Unions in Textile industry, Delhi Transport Corporation have waged struggles for increase in wages, interim relief and so on. The 31 hours gherao in Swatantra Bharat Mill, token strike in all the textile mills on 11th April, 1986 and 104 days long drawn out joint strike in the entire textile industry in which 20 thousand workers participated are worth noting. On 18th July 1986 there was textile workers dharna at Boat Club in which out of a total of 4000 workers over 1,500 were from B.M.S. Unions. Similarly workers of the D.T.C. conducted various types of agitations for getting benefits of the fourth pay-Commission.

In the unorganised sector, B.M.S. has been in the forefront in the struggle to get the minimum wages revised. It is continuing its efforts to get their wages linked to consumer price index.

During this period new grounds have been covered organisationally. About 2000 workers of an important factory Texta TV, joined the BMS family.

### **HIMACHAL PRADESH**

The State Government at first was totally averse to give representation to BMS on various committees inspite of the fact that it had the highest verified membership among the

industrial labour. Whereupon, demonstrations were organised throughout the state on 18.5.86 as a result of which the Government had to relent. The State level HPMC Workers union and the State Transport Corporation Mazdoor Sangh have gained progress in this period. One day token strike by the transport workers opposing the proposed privatisation policy of the Government was a big success. Himachal Plyworker Employees Union in Vanotiwala has been very active among the workers and succeeded in achieving several demands.

A three day study class was organised in August, 1986 in which 40 activists participated.

### **PUNJAB**

Punjab BMS continues to occupy the foremost position among the trade union fraternity with 184 affiliated unions and about 1,30,000 membership. It has succeeded not only to maintain its organisational structure but to improve it inspite of the abnormal situation through which the state has been passing in the last about 5 years. It took several active steps to maintain high morale of the Punjab workers in the face of senseless killings, among others, of poor workers, by the misguided terrorists, to forge unity among the rank and file of workers, to promote communal harmony and to instil courage and firmness in them. This was achieved through organising peace marches, conventions of workers in which Sikh and non-Sikh workers actively associated where reading Ramayan and Guru Granth Sahib was arranged; by organising protest action against the highhanded acts of terrorist by providing help to the bereaved families and the like. Such unity conventions were held in Amritsar, Ludhiana, Jullundur and other places. These efforts on the part of BMS, singly and also with the other trade unions, have in their small way, promoted communal amity and maintained peace

among the different communities thus fortifying the process of national integration.

Fifty-six employee members of the Vardhaman Spinning Mills, Ludhiana, who were charge sheeted for criminal offences including Sec. 302 I. P. C. and were remanded to jail custody after an unfortunate firing and violent incident in April 1982 were acquitted by the Court in September 1984 on account of the sustained efforts of BMS and its leaders. In spite of the unpleasant incident, today BMS is the only union functioning in the said Mill and the Industrial Relations climate therein is generally cordial.

Similarly criminal cases foisted against our Karyakartas in the Dhariwal Woolen Mill agitation in which police firing took one life, ended in their acquittal.

Punjab BMS work covers local board employees whose State Federation is the only recognised one by the State Government. It may be recalled here that the BMS unions, of Amritsar Corporation, fought a legal battle successfully upto the Supreme Court to secure bonus.

Employees of defence establishments, Government employees, Textiles, Engineering, Postal, Railway, Banks, Electricity Board, PWD, Municipalities and so on have powerful BMS unions.

### **JAMMU & KASHMIR**

There is significant growth in organisational work in this northern state. Membership has more than doubled to over 15 thousand and the number of unions to 23 from 18. 4 district committees and one city committee have been constituted.



On various occasions dharnas, demonstrations and rallies were organised at different places by various unions. Big rally by All J & K PWD Labour Union at Bari Brahmana demanding permanency to daily wage labourers is worth mentioning. Salal project workers successfully agitated against mass retrenchment and Central Co-operative Bank employees against mass transfer of employees. Jammu Flour Mill Workers, Municipal Workers achieved raise in salary, permanency etc.

Due to the efforts of BMS, Labour Advisory Board has been constituted. State Government has approved the extension of ESI scheme.

### UTTAR PRADESH

Uttar Pradesh, the biggest State in India continues to be the top most unit of BMS with 422 unions and increase of 50 in this period. Head quarters of certain industrial workers federations, like Bharatiya Sugar Mill Mazdoor Sangh, Bharatiya Pratiraksha Mazdoor Sangh are located in the state.

Textiles, Sugar, Defence, Public Sector units, local bodies, Roadways, Railways, Postal and Telecommunication, Electricity Board, Thermal power units, state Government employees etc. in the organised sector have powerful BMS unions. BMS unions are also active in the unorganised field like forest workers carpet weavers, agricultural workers etc.

Agitations have taken place in Hardwar BHEL, Mathura refinery, Hotel Clerks, Varanasi, Thermal Project, Varanasi, Elgin Mills, Kanpur, Several sugar mills and many other industries. In Deoria, Sugar Workers demonstrated before the Chief Minister to protest against his statement about closure of the Sugar. Mills in which several.

Workers were arrested. In Faizabad where the municipal safai workers conducted agitation in support of their demands, Shti. Sailendra Tripathi, BMS worker who was detained under MISA had to be immediately released on account of the severe unrest it created among the workers. In the Rae Bareilly Spinning Mills one worker succumbed to the firing resorted to by the security staff.

At several centres substantial monetary benefits were secured to workers. Elgin Mill Workers donated a scooter to BMS.

Programmes against indiscriminate computerisation were held at Varanasi, Kanpur, Lucknow. A powerful state level demonstration of workers was held at Lucknow in April, 1986 in which over 4000 workers participated.

Several study class programmes were held in this period. State unit donated Rs. 3000/- to the Bhopal Gas victims. In Bijnore district sugar workers union donated Rs. 500/- and one sewing machine to each of the widows of the union members.

## BIHAR

New areas and industries where BMS Unions were started in this period include, State Public Industries like High Tension Insulator Factory and Swarna Rekha Watch Factory in Ranchi District, Bauxite Mines in Lohardagga, Mica Mines in Giridih. Indian Explosives, Gomia which is run by a Multi National Corporation. Asahi Glass Company in Hazaribagh District etc. In the Singhbhumi District where large scale iron ore mining is carried on, B.M.S. unions have been started in Kiriburu, Chidia, Meghatuburu and Gua Mines. In

the stone quarries of Rajmahal area and Lalmotia and Chitara Coal Mines, in the district of Santhal Paragana newly BMS work has been started. BMS alone has taken steps to highlight the plight of 25 thousand workers who have been rendered unemployed on account of the closure of such industries as in Japla Cement, Ashok Paper Mill Samastipur and the Industrial Complex in Dalmianagar.

During the 1980 verification of membership of central trade unions, Bihar BMS unit ranked first in the state and it is maintaining that position by conducting prompt activity. There has been significant agitations, at HEC, Ranchi which resulted in a settlement for time bound promotion, payment of 80 lakhs arrears etc TELCO, Tatanagar witnessed a number of trade union actions by our unit and brought home the fact that a large section of the workers supported BMS though its union does not enjoy management's recognition. In Indian cable company at Jamshedpur, our union secured majority votes as against the recognised union. 39 days' long strike organised in Bokaro was unique by itself. The demands for improvement in incentive scheme, etc. were referred for arbitration which ultimately resulted in an award favouring the workmen. All the important industries in the state such as electricity, Coal, Mica, Railways, Engineering, Cement, Road Transport are covered by BMS Unions.

Full time activists increased from 7 to twelve. In this period work was started in Sahebbganj, Godda, Lohardagga, Paschim Champaran and Devdhar districts. Out of the 40 districts 24 are at present covered.

## ORISSA

Eleven more unions are under formation taking the total number of unions to 26. Out of the 13 districts five have been covered so far.

BMS has entered the Coal Mines Area. A unique organisation is that of employees and teaching staff of Anganvadi schools in Cutack District. Due to their unionisation they achieved security of jobs and better service conditions. A special study class for women workers was held for five days in November, 1986.

There is organisational activity among the extra departmental employees of the Postal department.

### WEST BENGAL

The industrial climate of West Bengal has been speedily deteriorating owing to the ineffective policies of the Left Front Government, among the other causes. There have been prolonged lockouts in many Jute Mills, Steel Factories and Cotton Textiles industries rendering a large number of workers jobless. The State C.I.T.U, is siding with the State Administration in suppressing the other trade unions with the help of the police force. Latest instance is that of Samnuggar North Jute Mill Shramik Sangh where the police forcibly removed the workers from the factory in the night shift and helped the management to declare a lockout. Bank Employees Federation of India an outfit of CITU abruptly withdrew its joint agitation against installation of computer in the clearing house at the instance of the political leadership while NOBW continued the agitation and braved the police zoolum which has exposed the role of CITU in Bengal which is totally pro-establishment and anti labour. All this has disillusioned the common worker about the CPM and left front parties about which high hopes had been raised.

BMS work has speedily increased in the Jute, Engineering, Steel, Cotton, Textile, Bidi, Tea, Paper & Pulp, Electricity, Transport, Rubber etc. Industries as well as in Postal and Telecommunication, Banks, LIC, Port and Dock, Railways and like services. Non teaching staff of educational institutions and employees of shops and commercial firms have also been organised. To solve the vexed problems of sickness in Jute industries BMS has suggested a plan for labourisation of the

industry when Union Minister for Textile Shri. R.N. Mirdha and Union Labour Minister Shri P. A. Sangma visited the State.

As the management of Rawal Rubber Works, Calcutta, expressed its inability to manage the factory due to difference among partners, BMS union has taken charge of the factory and is running it. To organise the Agricultural Workers, a district unit in Nadia has been formed.

In Coal industries, Khan Shramik Sangh (BMS) got a boost when workers in Moira and other collieries joined it in protest against hooliganism of other unions.

Due to the agitation and efforts of BMS the proposed closure of Alipore Depot has been stayed and the jobs of 600 employees therein were protected.

All the unions and federation units have been active in espousing the cause of the workers, by agitation, dharnas and other means.

Growth of BMS in Bengal is quite encouraging. At the end of 1986 it had 148 unions with a membership of 1,58,751 registering substantial increase in membership during the period and three more districts have been covered.

### **A S S A M**

In the tea gardens of Assam our union has very powerful units both in the Tinsukhia and Silchar regions. Recently Silchar district committee has been formed. In the LIC divisional unit here an active unit of NOIW is functioning with help of young and dedicated employees. There are 19 unions with a membership exceeding one lakh.

BMS work covers the textiles industry, Banking, non-teaching staff of educational institutions and recently the refinery.

### **OTHER STATES**

Apart from the above, BMS has made its presence in Nagaland (road transport) Tripura (Tea gardens) Pondichery (textiles) Goa, (Chemicals) Chandigarh (small industries) too.

## **BHARATIYA RAILWAY MAZDOOR SANGH**

One more union was added to this federation when COFMOW Mazdoor Sangh was formed at Delhi. In the newly established Railway Workshops at Patiala and Kapurthala, attempts are afoot to start unions. New units have been opened in Kharagpur workings and Mahalakshmi Car Shed in this period.

BRMS emerged as the foremost among the federations in the Indian Railway having the largest membership. But the Railway administration was adamant in refusing to grant recognition to it. All pleases and requests having borne no fruit, BRMS was compelled to approach the Supreme Court. Its plea has been admitted by the Supreme Court, which has issued notice to the Central Government asking it why the Court may not pass orders directing the Central Government to accord recognition. The decision of the Court in this matter is keenly awaited. During this period, BRMS has been very active. It observed the 10th Anniversary of the historic railway strike on 8th May, 1984 by holding meetings and demonstrations throughout the country. It submitted a detailed submission to the Fourth Commission in writing substantiating the demands of the workmen and later appeared before the Commission and made oral submission too. Later when the commission recommendations were not favourable to the workmen, it organised a protest week from 11th to 16th August, 1986. In conjunction with the other BMS federations of Central Government employees a call was given for a days strike on 26th September, 1984 demanding among other things interim relief, bonus etc. and wide mobilisation was achieved. On the intervention of the conciliation machinery of the Labour department, it was withdrawn at the last minute as some of the demands like Bonus had been conceded.

Railway administrations intended action to reduce the staff by 5% to introduce computerisation, to compulsorily retire employees, continued ban on recruitment was strongly opposed by organising anti-annihilation week from 7th to 14th April, 1986. In August, 87 'Dhoka Dhadi Saptah' was observed when the administration and other federations were purposely trying to mislead the workers on the bonus issue.

For participation in the one day protest strike on 26th February against Price-rise etc. some of its activists were victimised by the administration. Their cases were successfully taken up and disciplinary action was got vacated.

BRMS has been taking keen interest in constructive activities too. It is running Co-operative societies, Canteens at several places like Bombay VT, Wadi Bunder, Karjat, Akola, Baroda House in Delhi and so on. Its DLW unit in Varanasi is encouraging good workers by presenting awards to them on the National Labour Day.

It organised a Seminar on the effects of Computerisation on Railways at Bhusaval in February, 1986. Another important subject about which it has shown keen interest is safety in Railways. It had a useful discussion Session with the Safety Commissioner where views were exchanged and suggestions given.

BRMS has today 14 unions with 6,35,330 members.

### **BHARATIYA PRATIRAKSHA MAZDOOR SANGH**

BPMS has now 87 unions with a membership of 1,25,150 which registers an increase of about 20%. In the 1980 verification it stood first among all the federations in this sector of civilian defence force. In the report period 10 new unions have been formed.

The federation headed the agitations of employees at several centres and succeeded in getting their grievances solved. Thus about 650 casual workers of naval Dockyard, Vishakhapatnam who faced retrenchment, got regularised as BMS union called for a three day successful strike in April, 1984. The closure of ordnance department Alipore was averted due to intervention of the Federation. Lunch boycott, rallies, demonstrations were held locally at different places on several occasions. One day strike demanding higher bonus in 1986 was total at Kanpur and other places.

Protest demonstration in connection with IV Pay-Commission was held at Boat Club in New Delhi in 1984. It has also taken up legal proceedings against the anomalies arising out of Pay-Commission recommendations.

BPMS Union secured significant victories at several centres in the works committee, canteen committee and co-operative society elections.

Zonal meetings was held to strengthen the organisation. In Field Gun Factory, Kanpur, a serious accident resulted in the on-the-spot death of twelve workers and grievous injuries to twenty five. The situation became emotionally surcharged and would have resulted in violant reaction but for the sobering influence of federation, which pacified the workers, secured Rs. 50,000/- as compensation for the family of each deceased worker and Rs. 15000/- for the injured. Co-workers also donated blood to the needy injured.

Inspite of its wide influence over a large section of workers, Government of India is showing pussillanimity in according recognition to this federation, which justifiably it deserves.



Its conference at Barrackpore, West Bengal on 30-31st December, 1986 was attended by over 11 hundred delegates.

## **NATIONAL ORGANISATION OF BANK WORKERS**

Most significant development in the Banking sector, in this period has been the refusal of NOBW to sign pact with Indian Banks Association, agreeing for installation of computers in Banks, without allowing it to discuss the matter thread bare. AIBEA and NCBE signed computerisation settlement in 1983 and have extended it by three more years upto 1989. Though NOBW's refusal to sign such a settlement deprived it of its participation in wage negotiations, an act of reprisal on IBA's part, NOBW is fighting a legal battle maintaining its self respect. Writ petition filed in Nagpur Bench of the Bombay High Court against IBA in this matter has been admitted. NOBW organised a massive morcha against indiscriminate computerisation and demanding participation in tripartite negotiations in Delhi on 20th August, 1987. Demonstrators also courted arrest.

The Bank Employees have been realising that the Computerisation settlement has reduced significantly the recruitment of fresh employees in this sector. The voice of reason raised by NOBW against thoughtless and indiscriminate computerisation has echoed and re-echoed from all directions and has put the Government in a defensive role in the matter.

It is significant to note that in a private sector Bank, the United Western Bank, our Union signed a wage settlement without the computerisation clause, inspite of heavy odds and pressures. In Calcutta NOBW members courted arrest when RBI tried to instal a computer in the clearing house. This exposed the BEFI, a federation aligned to CITU,

which though was vociferous in opposing computerisation, later gave in and withdrew from the agitation.

The rise of the Gramin Bank workers organisation as a powerful mouthpiece of Gramin Bank workers is quite noteworthy. It has been agitating for equal remuneration with nationalised banks and has conducted powerful agitations.

It took this issue to the Supreme Court. The Court has directed the Government to set up National Tribunal to go into this matter.

Some of the NOBW unions have secured check off facilities while some bank managements are unjustifiably withholding its extension to our unions.

Due to the intervention of the politicians in the working of the banks, rampant corruption at highest levels, and insecure conditions created by dacoits, the bank employees are facing new challenges and NOBW is at present standing up to effectively meet these.

## **NATIONAL ORGANISATION OF INSURANCE WORKERS**

Though the splitting of the LIC, a fond dream of the Finance Ministry of G.O.I., had to be dropped on account of the stiff opposition of employees, other structural changes in LIC took place like decentralisation of functioning, forming of new divisions and the like, creating fresh problems and requiring new adjustments. N.O.I.W. rose upto the task and geared its machinery to meet the new situation. Unions were quickly got registered at the new Divisional head quarters such as Srinagar, Aurangabad, Warangal, Raipur, Karnal, Thana, Baroda, Silchar, N.O.I.W. secured majority membership in some of these divisions at once.

The organisation and the local units took up the problems that arose out of such reorganisation with the management. At present N.O.I.W. is mainly concerned with

the revision of wage settlement. By an act of Parliament, Government has assumed powers to notify the service conditions of LIC employees. But the workmen are insisting on the right to collective bargaining. N.O.I.W after preparing the charter of demands circulated it to all the employees irrespective of their union affiliation, before submitting the same to the management, this has helped to create a new awareness among the employees.

Its sixth conference was attended by more than 500 delegates, which consisted of a large number of lady employees. A mini conference of lady delegates considered their own problems like transfer on marriage, provision of common room, maternity and baby care etc.

N.O.I.W. is maintaining solidarity with other federations of employees to continue a combined struggle.

Its then President Shri S. Bhavanarayana attended the ILO Tripartite Committee meeting of the salaried employees and professional workers at Geneva in April, 1985.

At various levels study classes have been held to train the young members for trade union work.

## **BHARATIYA POST & TELEGRAPH EMPLOYEES FEDERATION**

After the reorganisation of the P&T Department by the Government, the structure of B.P.T.E.F. has undergone a change with the 14 affiliated trade unions now forming part of the two Federations, namely, Bharatiya Telecom. Employees Federation, Bharatiya Postal Employees Federation. B.P.T.E.F. will continue to coordinate their activities.

All these three Federations have been recognised by the Government. Joint actions with other Federations have also taken place.

In cooperation with the other Federations, the BPEF gave a call for a weeks strike from 14th July 1987. All the Federations jointly made preparations for the strike. The atmosphere was so surcharged that the Government came forward to settle the major demands and an agreement was arrived at on 11th July with all the Federations and the strike was averted.

Study classes were held by B.P.T.E.F. The one held at Nagpur was addressed by the Sar Sangh Chalak of R.S.S Shri Balasaheb Deoras. In a National Conference on Telecommunication, a paper presented on behalf of BTEF was well received.

Responding to the call of National Confederation of Government Employees, B.P.T.E.F. called upon its affiliated Units to go on a strike on 26th Sept., 1984. It was so effective that other Federations in the P&T also had to follow suit. In the resulting situation Government released the D.A. instalment arrears, agreed to pay Bonus and appointed one man Committee to look into the service conditions of E.D. Employees.

Bharatiya RMS-III Union participated in the strike action on 6th June, 1985 along with N.F.P.T.E. in protest against the Government's action of reorganising the department.

Bharatiya Dak-Tar Mazdoor Manch staged a massive Dharana of Casual labourers before the Headquarters of the Ministry of Communications, and a mass rally of over 10,000 employees at the Boat Club lawns to press for the regularisation of these employees.

Extra Departmental employees conducted continuous dharna for 74 days from 24-2-87 to 8-5-87 in Delhi in which activists from all over the country participated in turn demanding improvement in their service conditions which the Govt. conceded partially in July. This was organised by the Bharatiya E.D. Employees Union.

Bharatiya Telecom Technicians Union also conducted agitations in this period to highlight the injustice done to its members by the IVth Pay Commission which resulted in the Government's constituting a Committee to go into their demands. Agitations and work to rule by the B.T.T.U. made the department negotiate with it to solve the technicians demands.

B.T.E.F. too conducted agitations and succeeded in forcing the administration to negotiate with it though it has no place so far in J.C.M.

### **AKHIL BHARATIYA KHADAN MAZDOOR SANGH**

The work of this Federation of Coal mines is spread in seven states where coal mines are in operation. About one and a half lakh mine workers are organised into 16 affiliated unions covering all the coal mining Companies. While the union level conferences, were attended by nearly 4500 delegates, Federations all India conference at Singrauli had 1200 delegates.

In the JBCCI, the wage negotiating body, A.B.K.M.S. is allotted only one seat though as per its membership it should get more seats. Efforts are continuing to persuade the Government to give due representation to it. In other committees too it has its nominees.

The Federation has been quite active in voicing the grievances, demands of the workers. It organised a mam-

moth demonstration at Dhanbad, a dharna at Shahdol, hunger strike agitation at Dhanpuri to highlight the demands of workers.

Resentment against the BPE guidelines was demonstrated with the burning of effigy of BPE at Pathakhera mines.

Work has been recently extended in Santhal Paragana area.

A.M.K.M.S. has undertaken constructive work such as running of primary schools in remote mining areas.

### **AKHIL BHARATIYA VIDYUT MAZDOOR SANGH**

This Federation of State Electricity Board Employees and State level Power Generating Corporations held its Conference at Ujjain, M.P. in October 1986. This was well attended with nearly 2000 delegates from all over the country. Federation now comprises of 72 unions spread over 14 States, having a membership of over 2.25 lakhs. This compares favourably with the figures at the time of last B.M.S. Conference-64 Unions and 1.42 lakhs membership.

An out-standing achievement of this Federation was in Maharashtra, when after successful struggles a revised formula of D.A. was made applicable which resulted in the workmen, getting an additional D.A. from Rs.200 to Rs.800 per month. Rajasthan unit succeeded in getting the victimisation, transfers withdrawn. It also secured for the Kota Thermal Plant Workers "Thermal Project Allowance." Punjab Unit courageously faced the turbulent situation in Punjab and helped to maintain communal harmony amongst the workers in face of the provocative situation, by

organising peace marches, protest actions and so on. It also got representation in the Joint Council. Gujarat, Himachal Pradesh, Jammu, & Kashmir and Orissa, registered significant progress. In M.P. a mammoth demonstration of over 5,000 workers was organised in Jabalpur which forced the Electricity Board to revise pay scales. Bihar unit too conducted agitations and strikes for implementation of the Industrial Tribunal Award. In Karnataka fresh ground has been covered in the Karnataka Power Corporation where the unit is making fast progress.

Some other noteworthy activities need be highlighted. The Maharashtra unit collected over 10.75 lakh of rupees as donation from its members from out of the D.A. benefits secured to the workers. This huge amount was shared among its units from Branch to the Federation and a substantial amount was donated to B.M.S. too.

Another inspiring action which goes to the credit of this unit is setting apart about Rs. 45,000 from its funds to help the Krishi Mazdoor Sangh to organise the landless labourers, a gesture which should motivate the workers of the organised sector to positively and constructively help our brethren in the unorganised and so far neglected sectors. It has also inspired its members in rural areas to organise agricultural workers.

Maharashtra Unit has taken a few more laudable Projects. It has formed a trust to help the families of the deceased members. It is successfully running Credit Cooperative Societies in a model way. Besides, blood donation, eye-camps, providing spectacles to the needy at very cheap rates have also been undertaken.

Another feather in its cap is the steps taken to train its young members to increase their competency and

capability to undertake organisational work. For this purpose it organised at divisional levels training classes for members in the age group 25-40 in which about 750 participated.

Thus the Federation has been active in multiple fronts and has shown the way to others, what all an active trade union could achieve.

## **BHARATIYA PARIVAHAN MAZDOOR MAHASANGH**

(Road Transport)

A most effective and important programme conducted on all India basis was the dharnas before the Central Offices of the State Road Transport Corporations on 10th November 1986 to dissuade the Bihar Government from privatising the Road Transport. This programme which was held in 9 States was so effective that it forced the Bihar Government to have a re-thinking on the issue. Out of all the dharnas the one at Jaipur was the biggest with 5000 workers participating in it.

Federation extended its work to Tamilnadu and consolidated its position in Maharashtra, Rajasthan, Andhra Pradesh, Himachal Pradesh and Delhi. Its conference held at Aurangabad in February, 1986 was attended by 1800 delegates. Study classes have been held not only on an all India level but also at lower levels. Efforts are afoot to integrate unions of transport workers in private sector with the federation.

In the elections to the Nagpur and Yeotmal cooperative societies, our panel got elected with overwhelming majority.

International Transport Workers Federation London, organised seminar on National Transport policy at Delhi on 25-26 April, 1985 in which the sole representative of Road Transport was from our federation. In the inland transport committee meeting held at Geneva, the then General Secretary of the



Federation Shri S.S. Chandrayan participated in an effective way. Federation is represented by two members in the reconstituted Road and Transport Industrial Committee.

A few legal battles have been won by the Federation affiliates. Among these the striking down of the Rajasthan Corporation rule empowering the management to dismiss a worker without enquiry, by the Supreme Court and the Maharashtra High Court's order upholding the Lower Court's decision to extend all facilities to the Mahasangh are worth noting.

Due to the efforts of the Federation and some other unions which cooperated with it, in Maharashtra, workers got average wage increase of Rs.250/-. The Delhi affiliate of the Mahasangh conducted prolonged agitations to highlight the just demand of the workers.

Mahasangh is trying its level best to improve the working of the Corporations by giving constructive suggestions to the management and motivating workers to render improved service which is slowly having its effect. In Rajasthan for the first time workers got 10% bonus more than the minimum for the year 1985-86.

To press for its demands for reorganisation of Boards of Managements, by giving representation to competent persons, transport users workers and the like, for unified service conditions, for creation of a transport service "cadre" etc., the Mahasangh organised a big rally before the Parliament in Delhi on 23rd November, 1986 in which 3000 workers from all over the country participated. They also courted arrest.

Mahasangh has focussed its attention to improving the Service rendered by its members. For this purpose it has organised separate classes for each cadre. It has also constituted its own committee to study the causes of road accidents and to find out ways and means of avoiding these.

It has on its rolls 11 State federations and 85000 members.

### **BHARATIYA ENGINEERING MAZDOOR SANGH**

This Federation with its 230 affiliated unions has a membership of over 1,60,000. It has representation in several committees constituted by the Central Government such as Industrial Committee on Engineering Industries, National Industrial Training Institute as also Industrial Reconstruction Committee of the Confederation of Engineering Industries.

In several States it is participating in the Tripartite Wage negotiations. In the recent years it has expanded work to cover 50 major industrial undertakings.

Its second Conference held early this year was attended by delegates from eleven states.

### **BHARATIYA ISPAT MAZDOOR SANGH (Iron & Steel)**

Government has continued to deny this Federation representation in the National Joint Consultative Committee though the General Secretary was selected to take part in the eleventh Session of the Iron and Steel Committee of ILO which met at Geneva in December, 1986.

In Bokaro Steel Plant our Union carried on a struggle for 38 days which resulted in the acceptance by the management of a new promotion policy and proper incentives to the workers.

At Burnpur seven days hunger strike was undertaken to settle the Grievances of contract workers. At Kiruburu and also at Meghatuburu mining areas three days strike was called to press for the demands.

In TISCO, Jamshedpur, for the first time the procedure of nomination by INTUC to the incentives Committee has given way to the process of election by workers through our efforts. Similarly our Union was successful in getting the off day excluded from the leave period of workers.

During the period under review four more unions were organised at Gua-Chiria Mines in Singhbhum, Meghatuburu and HSCL in Bokaro, all in Bihar and HSCL, Durgapur in West Bengal.

### **BHARATIYA JUTE MAZDOOR SANGH**

Jute Industry has been passing through critical period, on account of closures of several units, lengthy lockouts, reduction of work force, increase in workload, and consequent struggles and strikes. In spite of this B.J.M.S. has grown in size and numbers. During the period number of unions have increased from 37 to 40 and the membership from little over 40,000 to near about 53,000. Its area of operation has been extended to Andhra Pradesh for the first time apart from the usual states of Bengal, Uttar Pradesh & Orissa.

The work force in the industry has in the recent times got reduced to 1.5 lakhs from 2.5 lakhs. But the total production has not been affected, in fact, it has increased from 12.5 lakh tonnes to 14.5 lakh tonnes. This is due to the modernisation process and increase of work load on the operators. Provident Fund Contribution arrears in this industry has moved upto a colossal 52.2 crores of rupees at the end of 1985-86. The accumulated loss in the six nationalised mills alone has gone up to 90 crores of rupees. In this situation Government has categorically declined to take over the industry. BJMS has proposed labourisation and has requested the Government to hand over at least one mill to be run by workers. A new experiment in running the New Central Jute Mill by taking workers as share holders is going on.

United agitation in the form of strike was conducted from 16 January, 1984 to 7th April, 1984. BJMS opted to remain out of the settlement which it felt was not in the interest of workers. There have also been agitations against price rise, lockouts, closures etc. in 1985 and 1986. Unfortunately Police interference against the workers is increasing inspite of the pro-labour declarations of the left front Government.

BJMS has secured representation in Jute Manufacturers Development Council and increased representations in the Committee on Jute Industry constituted by the Govt. BJMS has organised study classes to its activists, one such course was held for BJMS activists by the I.I. WE. at Bombay.

### **BHARATIYA VASTRODYOG KARMACHARI MAHASANGH (Textile)**

This federation in cotton textile industry with head quarters in Bombay, has unions in twelve states. The main problem to be tackled is the sickness in the industry, question of modernisation and consequent loss in job. In many states alongwith modernisation, the workload was also increased causing unrest among the workers. Rajasthan unit of the federation had to wage relentless agitation to protect the rights of workers, even braving the police high handedness. In Delhi there was prolonged strike to secure a wage rise. In Bombay, Delhi, Kanpur and other places several Mills stand closed throwing thousands of workers to the street.

Our federation has been vigorously trying to persuade the Government to allow the workers to run the mills on a cooperative basis. Particularly in Srinivas Mills in Bombay the workmen pledged to invest a part of their Provident Fund

savings in the closed Mill to enable to be opened with the help from financial institutions. But the Government has not so far agreed to this. The efforts of our activists of Bombay Sri Jayant Gokhale who unfortunately expired earlier in this year, in this regard will be ever remembered by all the workers.

### **BHARATIYA CEMENT MAZDOOR SANGH**

This federation has 36 unions with 32,000 membership. At present an Arbitration Board has been constituted by the Government on the basis of an agreement between INTUC Federation and Cement Manufacturers Association on the Charter of demands which has been disapproved by the other federations.

In Katni agitation was carried on for the abolition of contract system. Similar agitation was successfully carried out in Ambala. Due to modernisation of the Plant, 300 workers were rendered surplus in Kaimoor.

### **AKHIL BHARATIYA SUGAR MILL MAZDOOR SANGH**

There has been substantial increase in the number of Unions in this federation. It has increased to 95 from 79. But due to the crisis through which the industry is passing, there is no corresponding increase in membership which stands at little over 48,000. New units have been started in Andhra Pradesh, Gujarat and Maharashtra.

Government has constituted the third wage board to go into the question of the pay structure and other demands of the workers. All the federations functions functioning in this industry have formed a joint forum to press the case of the workers forcefully before the Wage Board. Workers are very much disappointed as the Board gave only Rs. 45/- as interim relief. Twice one day protest strikes were

organised. Once on 18th October, 1986 and again on 29th January, 1987.

At local factory level successive agitations were organised. This happened in Uttar Pradesh, Gujarat, Madhya Pradesh etc. In M.P. our union in Sehore won the recognition as it commands the highest membership. In Karnataka, in the Tungabhadra Sugar works, several office bearers who had been victimised by the management had to be reinstated with huge back wage payments after a gap of ten years.

### **AKHIL BHARATIYA KRISHI MAZDOOR SANGH**

This federation of landless agricultural labourers, forest and rural workers in the unorganised sector has 61 unions registered in 14 states. At the time of the last conference its unions covered only 10 states. Union in Andhra Pradesh Krishi Vidyapeeth, Rajendra Krishi Vidyapeeth in Pusa, Bihar are recognised. Unions in Punjabrao and Marathwada Krishi Vidyapeethas, both in Maharashtra are quite active and powerful.

This Federation has several unique achievements to its credit. Due to the agitations conducted in Buldhana District more than 600 agricultural workers got employment under the Employment Guarantee Act of Maharashtra. Delay in and short payment of wages was also opposed and thousands of rupees of arrears of wages was got paid to in this district.

In Aurangabad indefinite hunger strike was resorted to for implementation of an award of the Industrial Tribunal, Pune.

In Uttar Pradesh, 25 daily rated workers of the agricultural farms attached to Veterinary College were made permanent.

About 20,000 forest workers of Rajasthan, would be benefited by a settlement by which daily rated workers would be taken on time scale basis. Forest workers in Bharatpur and Kota took out processions demanding immediate payment of arrears of wages. When 10 families who had been allotted plots of land for building houses were being illegally evicted on account of the pressure from vested interest our Union in Degana District moved the Jodhpur bench of the High Court and secured a stay order and protected the workers from eviction.

Tribal people have been organised by unions in Vidarbha in Maharashtra. About 147 tribal families were issued title deeds of more than 2000 acres of land at the hands of the Collector of Buldhana. An attempt by the forest department official to destroy the standing crops raised by the vanavasi tribals was foiled on account of our union's agitation in Buldhana.

Similar attempts to help tribal workers are going on in Shahad taluka in Maharashtra and Banswada district in Rajasthan.

Agricultural workers conferences have been held at various places in Maharashtra, Bihar, Rajasthan, Andhra Pradesh. Recent development is the formation of a trade Union by the fishermen folk in Kerala.

Federation conference was held in October, 1986, at Kota in Rajasthan which was attended by about 500 delegates including 100 women. This federation has published two booklets on the problems of agricultural workers and tribal people. It has also conducted two three-day seminars with the help of ILO for rural workers.

## **BHARATIYA PORT & DOCK MAZDOOR SANGH**

This is an up coming Federation. It held its first conference at Bombay at the end of December, 1986, which was attended by delegates from 5 ports.

In the Bombay Port Trust, our Union has taken up the matter of an anomalous situation arising out of the payment of house rent allowance as per a settlement with other federations. The Bombay High Court has sent back the matter to the Assistant Labour Commissioner (C) for disposal.

Our Federation has submitted a charter of demands on the Major Port Trusts. On several occasions, dharnas, demonstrations were held.

During this period Calcutta-Heldia Port Shranik Union got affiliated to B.P.D.M.S.

## **AKHIL BHARATIYA KENDRIYA SARVAJANIK PRATI-STHAN MAZDOOR MAHA SANGH :**

This confederation of workers and Federations of Central Public Sector workers held its third conference at Bhopal in Madhya Pradesh on 6, 7 and 8th April, 1986. It has units in various states covering workers of BHEL, ITI, BEL, HAL IOC, IDPL, IPCL, NTPC, NHPC Instrumentation Midhani HEC, HMT etc. 72 affiliated unions have nearly 85,000 members.

At their National level in various industries our affiliated unions have got the representations including BHEL, ITI, NIPIC, NHPC, FCI, IDPL, IPCL, Instrumentation Midhani. In IOD Methura our union is fighting a case in the Industrial Tribunal for getting the contract labour regularised. Their retrenchment could be stayed due to the efforts made by



our Union, Midhani workers Union, affiliated to us could achieve Bonus during the period of review only in getting the case decided from the court of law.

The Confederation has also organised study at Rae Barely and Bhopal during this period.

### **NATIONAL ORGANISATION OF BANK OFFICERS**

In the United Western Bank where there is only one Officer's Union and that one affiliated to NOBO and in Bank of Maharashtra where NOBO union is in majority there is recognition to these unions. In other banks there is a steady growth of NOBO unions.

On two occasions NOBO had to give a strike call. Once on 13-8-85 to force the IBA to settle the Officers demands. Second occasion was on 21st January, when the entire public sector workmen struck work against privatisation and neglect of public sector.

NOBO challenged the action of a Bank which took shelter under the provisions of termination simplicitor to send out an officer but the Bank hastily took him back fearing adverse decision of the court.

Quite a few constructive activities are taken up by NOBO. It has encouraged members to write books on banking and finance. Result is a number of publications of high standard. NOBO has two representatives in a trust called National Institute for Banking Education and Research which is conducting research and training in the Banking field. It is also assisting the tribal welfare in Buldhana district.

## **BHARATIYA SWAYATHSHASI KARMACHARI MAHASANGH**

This Federation of Local self - Government employees has about 200 unions spread over 14 states and has a membership of nearly 45,000/-.

The Amritsar Municipal Corporation Employees Union succeeded in getting a favourable order from the Supreme-Court on the demand for payment of bonus. Though the Corporation implemented the judgement in respect of previous years, this year it has passed a resolution that it is not in a position to pay any more bonus. Union is therefore preparing to protect its right.

In Punjab the state level federation of this Mahasangh is recognised by the State Government. State level Federations have been formed in Haryana, Uttar Pradesh, Madhya Pradesh, Rajasthan, Gujarat and Maharashtra.

Mahasangh held its conference at Varanasi on 22, 23 November, 1986.

## **AKHIL BHARATIYA BIDI MAZDOOR SANGH**

The work of this federation has spread in seven states. Federation has got representation in the two committees regarding the welfare of the Bidi workers. Federation conference was held in 1985 February at Mangalore in Karnataka which was attended by 250 delegates, mostly women.

In Karnataka due to federation's efforts the minimum wage in the industry is regularly being revised and for the first time an element of variable dearness allowance has been introduced. In Bihar the workers have conducted agitations for higher wages, abolition of contract system and other demands. In Pune, workers secured higher bonus due to the constant efforts of BMS unions.

## **AKHIL BHARATIYA KHANIJA DHATU MAZDOOR SANGH**

This Federation of workers of non-coal mines held its second conference at Khatri, in Rajasthan on 7th September, 1986. It has units in 8 States covering workers in such mines as Copper, Iron, Bauxite, Mica Manganese, Diamond, Stone quarries, Dolomite and so on. Thirty three affiliated Unions have nearly 32,000 members.

The Unions in Malanjkhand Copper Project and in Panna Diamond mines are recognised. Union in Malanjkhand is at present engaged in securing bonus for previous years. In Chikhla Manganese mines there has been a long drawn struggle to reinstate 125 contract workers who were summarily denied jobs.

**Statement Showing Claimed and Verified Membership figures of Central Trade Union Organisations for the year ending 31-12-1980.**

S.No.	Name of Central Organisation	No.of Unions	Claimed Membership	No.of Unions	Provisional verified Member ship	No.of Unions	Final verified Member ship
1.	INTUC	3457	3509326	1604	2236128	1604	2236128
2.	BMS	1725	1879728	1333	1211345	1333	1211345
3.	HMS	1122	1848147	409	735027	426	762882
4.	UTUC (L S)	154	1238891	134	621359	134	621359
5.	NLO	249	405189	172	246540	172	246540
6.	UTUC	618	608052	158	35384	175	165614
7.	TUCC	182	272229	63	14570	65	123048
8.	NFITU	166	527375	80	84123	80	84123
9.	AITUC	1366	1064330	1080	344746	1080	344746
10.	CITU	1737	1033432	1474	331031	1474	331031
<b>Total</b>		<b>10776</b>	<b>12386699</b>	<b>6507</b>	<b>5860253</b>	<b>6543</b>	<b>6126816</b>

- (1) The above figures do not include the membership figures of 13 unions of the BMS and one of the INTUC in the Posts and Telegraph Department as an objection has been raised in this regard. A final decision in this regard will be taken after further examination of the issue.
- (2) The figures shown as claimed membership of AITUC and CITU have been obtained from the records of respective Registrars of Trade Unions as these unions have failed to submit them.

**STATEWISE NUMBER OF AFFILIATED UNIONS AND  
MEMBERSHIP OF BMS AT THE END OF 1986.**

S.No.	PRADESH	No. of Unions	Membership
1.	Tamil Nadu	16	31,335
2.	Kerala	123	29,616
3.	Pondicheri	2	104
4.	Karnataka	108	90,030
5.	Andhra Pradesh	235	2,49,294
6.	Goa	1	300
7.	Maharashtra	175	2,15,564
8.	Vidarbha	82	1,05,758
9.	Gujarat	66	24,762
10.	Madhya Pradesh	164	1,67,790
11.	Rajasthan	155	2,30,956
12.	Haryana	108	69,103
13.	Delhi	91	6,55,215
14.	Chandigarh	21	4,000
15.	Himachal Pradesh	46	30,159
16.	Punjab	184	1,30,204
17.	Jammu-Kashmir	23	16,064
18.	Uttar Pradesh	416	5,42,984
19.	Bihar	152	4,22,848
20.	Orissa	15	5,987
21.	Bengal	148	1,58,751
22.	Assam	20	1,04,585
23.	Nagaland	1	350
24.	Tripura	1	800
	<b>TOTAL</b>	<b>2353</b>	<b>32,86,559</b>

## VISIT TO FOREIGN COUNTRIES BY B.M.S. ACTIVISTS

<b>Date</b>	<b>Name of the activist</b>	<b>Place of visit</b>	<b>Purpose of the visit</b>
6-27/6-84	Shri G. Prabhakar	Geneva	70th and 71st Sessions of the International Labour Conf.
7-28/6-85	(Mangalore)		
23-7-84	Shri Madan Lal Saini	Washington	Unions Role in Community Services.
to 17-8-84	(Jaipur)		
23-31/1/85	Shri S. S. Chandrayan	Geneva	11th Session of the Inland Transport Committee of ILO
	(Nagpur)		
17-25/4-85	Shri S. Bhavnarayan	Geneva	9th Session of the Advisory Committee on Salaried Employees & Professional Workers.
	(Hyderabad)		
3-19/4/85	Shri D. B. Thengadi	China	Five members delegation visit-on the invitation of All China Federation of Trade Unions.
	New Delhi		
	Shri Manharbhai Mehta		
	(Bombay)		
	Shri O. P. Aghi		
	(New Delhi)		
	Shri R. Venugopal		
	(Ernakulam)		
	Shri R. B. Moitra		
	(Calcutta)		
18-26/9/85	Shri Suresh Sharma	Geneva	1st Session of the Forestry & Wood Industries Committee of ILO
	(Bhopal)		

4-12/12-85	Shri Rishabh Chand Jain (Jaipur)	Geneva	3rd Tripartite Technical Meeting of the Leather & Footwear Industry ILO.
4-13/12-85	Shri D. B. Thengadi (New Delhi)	Djakarta	10th Asian Regional Conference of ILO.
1-22/2-86	Shri Sharad Dhundiraj Deodhar (Bombay)	America	Collective Bargaining Study Team in Private Sector
4-25/6-86	Shri O. P. Aghi (New Delhi)	Geneva	72nd and 73rd Sessions of Inter- national Labour Conference.
3-6/11/86	Shri Keshu Bhai Thakkar (Baroda)	Kaulalumpur (Malaysia)	International Conf. by Asian Productivity Organisation
3-11/12-86	Shri Vishwanath Sinha Kapoor (Burnpur)	Geneva	11th Session of the Iron & Steel Committee of ILO
1 -9/4-87	Shri Ram Lubhaya Bawa (Amritsar)	Geneva	11th Session of Building Civil Engg. & Public Works Committees of ILO
24-29/5-87	Shri O. P. Aghi (New Delhi)	Stockholm (Sweden)	11th World Congress on Prevent- ion of Occupational Accidents & Diseases.
July 87	Shri Ram Bhau Joshi (Indore)	America	Two Week Labour Study Program- me on Occupational Safety & Health
Nov. 87	Dr. Harshavardhan Gautam (Bombay)	Canada	International Symposium on Health and Health Care.

**N.C.C. CONFERENCE & MAJOR PROGRAMMES**

DATE	PLACE	NATURE OF PROGRAMMES
20/1/84	New Delhi	All India Convention against closure, lock-outs, retrenchment, lay off & denotification.
18/4/84	Boat Club, New Delhi	Workers March to Parliament and Massive Rally of Workers in Defence of Trade Union Rights and against B.P.E. guidelines.
21/3/85	New Delhi	Seminar on Bhopal Gas Tragedy.
24/8/85	New Delhi	Country-wide protest against Supreme Court Judgement on Article 311 (2) (B)
20/2/86		All India Protest Day against the price increases by the Government of India of Sugar, Coal, Vanaspati, Wheat and Rice and Petroleum products.
21,22/10/86	New Delhi	All India Convention of Public Sector Unions, against Privatisation, inroads of multi-nationals, genuine workers participation in Management and for Collective Bargaining & Bipartite Wage Negotiations.
21/1/87		One day strike in Public Sector.
16/4/87	New Delhi	All India Demonstrations against the proposed amendment Bill on Trade Union Act, I.D. Act & Introduction of New Price Index series.



3/8/87

Demonstration and courting of arrest against proposed labour legislation introduction of new CPI series and for revision of Minimum wages with cost of living allowance.

### PRADESH LEVEL STUDY CLASSES

SL. NO.	PRADESH	DATES	PLACE	NO. ATTENDED
1.	Tamilnadu	15-17, Nov., 85	Tiruchi	95
2.	Kerala	8-10, June, 84	Pathanamthitta	84
		10-12, June, 84	Calicut	57
3.	Karnataka	July, 86	Bangalore	40
		13-17, July, 85	Shimoga	137
4.	Andhra Pradesh	13-15, April, 86	Srisailam	156
		15-17, Aug 87	Guntur	151
5.	Maharashtra	16-18, Nov., 86	Nasik	110
		26-28, Sept., 86	Sholapur	35
6.	Vidarbha	23-25, Nov., 85	Nagpur	80
		22-24, Aug., 86	Nagpur	175
7.	M.P.	18-20, July, 87	Parasia	68
8.	Gujarat	8-10, March, 86	Baroda	80
9.	Rajasthan	12-14, Sept., 86	Bharatpur	150
10.	Punjab, Haryana, Delhi, J & K	27-28, Feb., 87	Ambala Cantt.	198
11.	Himachal Pradesh	15-17, Aug., 86	Nagaratanangal	45
12.	U.P.	13-14, Dec., 86	Rae Bareilly	156
		3-4, Jan., 87	Narora	170
13.	Bihar	6-7, April, 87	Sindri	65
14.	Bengal	30-31, Aug., 86	Calcutta	326

**STUDY CLASSES ORGANISED BY INDUSTRIAL FEDERATIONS**

Sl No.	Name of the Federation	Dates	Place	No. of the participants
1.	Bharatiya Parivahan Mazdoor Sangh.	3-5, Aug., 87	Varanasi	130
2.	Bharatiya Railway-Mazdoor Sangh.	2-4, Feb., 86	Vijayawada	205
3.	Akhil Bharatiya Sugar Mill Mazdoor Sangh.	15-17, Aug., 86	Piliphit	62
4.	Bharatiya Jute Mazdoor Sangh.	14-15, June, 85	Chompdoni (WB)	115
	Bharatiya Jute Mazdoor Sangh.	15, Aug., 84	Titagarh	135
	Bharatiya Jute Mazdoor Sangh.	22-26, June, 86	Bombay (W.Ed.)	31
5.	Bharatiya Pratiraksha Mazdoor Sangh.	15-17, Sept., 1987	Kanpur	67
6.	Bharatiya Ispat Mazdoor Sangh.	30, April, to 2 May, 1987.	Meghatuburu	36
7.	Bharatiya Khadan Mazdoor Sangh.		Nagpur	300
8.	B.P.T.E.F.	March	Nagpur	200
9.	Sarvajanik Pratishthan Karamchari Mahasangh.	April, 86	Bhopal	211

**B.M.S. NATIONAL EXECUTIVE MEETINGS**

1.	Hyderabad	1984	January	11-12
2.	New Delhi	1984	April	19-20
3.	Indore	1984	October	29th to Nov. 1

4.	Kota	1985	July	12-14
5.	Bombay	1985	Nov./Dec.	30-2
6.	Jammu	1986	May	2-4
7.	Hubli	1986	September	23-25
8.	Patna	1987	April	2-4
9.	New Delhi	1987	August	21-22
10.	Bangalore	1987	December	25

### PRADESH CONFERENCES

SL. No.	Pradesh	Date	Place	No. of delegates
1	Tamilnadu	19 Jan., 86	Coimbatore	489
2.	Kerala	25, 26, 27, Jan. 86	Calicut	620
3.	Karnataka	20-22, April. 85	Bangalore	675
4.	Andhra Pradesh	23-24, June, 86	Nellore	1200
5.	Maharashtra	17-18, Nov., 85	Sholapur	1027
6.	Vidarbha	26-27, Oct., 85	Hinganghat	950
7.	Gujarat	5-6, Oct., 85	Vidyanagar (Anand)	403
8.	M.P.	12-13, Oct., 85	Korba	628
9.	Rajasthan	19-21, Feb., 86	Alwar	350
10.	Haryana	29, Sept., 85	Karnal	400
11.	Delhi	23-24, June, 85	Delhi	125
12.	H.P.	15, Dec., 85	Karnal	150
13.	Punjab	8-9, Nov., 86	Ludhiana	900
14.	J&K	26-27, Oct., 86	Jammu	200
15.	U.P.	17-18, Feb., 85	Lucknow	860
16.	Bihar	29-31, Dec., 85	Tatanagar	1100
17.	Orissa	12-13, Aug., 85	Kalunga	123
18.	Bengal	14-15, Sept., 87	Calcutta	424
19.	Assam	16-17, Jan., 87	Silchar	308

**CONFERENCES OF ALL INDIA INDUSTRIAL FEDERATIONS**

Sl. No.	Name of the Federation	Date of Conference	Place	No. of Delegates
1.	Bharatiya Parivahan Mazdoor Maha Sangh.	10-11, Feb., 86	Orangabad	1679
2.	Bharatiya Railway Mazdoor Sangh.	11-12, Nov., 86	Sabarmati	752
3.	Akhil Bharatiya Sugar Mill Mazdoor Sangh.	29-30 Jan., 86	Shamli	220
4.	Bharatiya Jute Mazdoor Sangh.	26-27, Jan., 86	Gouripore (WB)	253
5.	Bharatiya Pratiraksha Mazdoor Sangh.	30-31, Dec., 86	Barrackpore W.B.	1104
6.	Bharatiya Ispat Mazdoor Sangh.	13-15, Nov., 86	Bhilai	112
7.	National Organisation of Bank Workers.	26-27, Oct., 86	Jaipur	1200
8.	National Organisation of Insurance Workers.	21-22, Nov., 86	Pune	650
9.	Bharatiya Post and Telegraph Employees Federation	6-8, Oct., 85	Bombay	250
		14-16, July, 86	Agra	200
10.	Bharatiya Bidi Mazdoor Sangh.	Feb., 86	Mangalore	200
11.	Kendriya Sarvajanik Pratisthan Mazdoor Sangh.	6-8, April, 86	Bhopal	155
12.	Bharatiya Koyla Khadan Mazdoor Sangh.	29-30, Nov., 86	Singrauli	1200

13.	National Organisation of Bank Officers.	3-4, Oct., 87	Pune	
14.	Bharatiya Engineering Mazdoor Sangh.	25-26, Jan., 87	Gaziabad	257
15.	Bharatiya Krishi Mazdoor Sangh.	19-20, Oct., 86	Kota	500
16.	Bharatiya Khanij Dhatu Mazdoor Sangh.	7, Sept., 1986	Khetadi	100
17.	Akhil Bharatiya Vidyut Mazdoor Sangh.	15-17, Oct., 1986	Ujjain	1200
18.	Bharatiya Swayat-thashashi Karamchari Mahasangh.	22-23, Nov., 86	Varanasi	

### B.M.S. PERIODICALS

Bharatiya Mazdoor (English Monthly)  
3-AB, Hashim Building,  
40, Veer Nariman Road,  
BOMBAY - 400 023.

Mazdoor Bharati  
B.M.S.  
Kallai Road,  
Calicut - 2.

Kerala Technician  
(Malayalam Monthly)  
C/o Shri. M.D. Issac  
Circle Secretary, BTTU  
Kaitha Polle - 626 292 - Kerala

Telephone Bharati (English Monthly)  
49, Shailesh Society,  
Hingane,  
Pune - 411 052.

Tele-Tech (English Monthly)  
T-15, Atul Grove Road,  
New Delhi - 110 001.

Bharatiya Mazdoor Chronicle  
(Hindi Fortnightly)  
44/26 Dakshin Tatyapa Tope  
Nagar,  
Bhopal - 462003 - MP.

Postal Bharati (English  
Monthly)  
12, Lumsden Square,  
P&T Staff Quarter,  
Scindia Road,  
New Delhi - 110 001

Mazdoor Chetna (Gujarati  
Monthly)  
C/o Bharatiya Mazdoor Sangh  
Office,  
Div Chamber, Dhebar Bhai  
Road,  
Rajkot - 360 001 - Gujarat.

Mazdoor Udghosh (Hindi  
Monthly)  
Bharatiya Mazdoor Sangh,  
6/22 'R' Block,  
Patna - 800 001.

Bharatiya Mazdoor Sangh,  
Samachar (Hindi Fortnightly)  
2, Navin Market,  
Kanpur - 208 001

Mazdoor Samvad (Bangla)  
10, Kiran Shankar Roy Road,  
Calcutta - 700 001.

Door Sanchar Mahasangh  
T-15, Atul Grove Road,  
New Delhi - 110 001.

Bharatiya Tar-Path Vani  
T-15, Atul Grove Road,  
New Delhi -110 001.

Mazdoor Vartha (Kannada)  
C/o Bharatiya Mazdoor Sangh  
Felix Pai Bazar,  
Mangalore - 575 001.

Vahatuk Varta (Marathi Monthly)  
Maharashtra Motor Kamgar-  
Federation,  
Opp, Buti Building,  
Sita Bardi,  
Nagpur - 440 012.

Mazdoor Warta (Marathi Fort-  
nightly)  
185, Shanivar Peth  
Pune-411 030.

Parivahan Mazdoor (Hindi  
Monthly)  
Baxi Bhavan, Bhindon Ka Rasta  
Chand Pole,  
Jaipur - 302 008.

Sancharvani  
124, Abhyankar Nagar,  
Nagpur - 440 010.

**LITERATURE PUBLISHED AFTER THE  
HYDERABAD CONFERENCE.**

NAME OF BOOK	LANGUAGE	PUBLISHER
Sapta - Kram	Hindi	BMS Central Office New Delhi
Pratinidhi Margdharshan Satvan Hyderabad Adhiveshan	Hindi	" " "
Lakshya Aur Karya	Hindi	" " "
Nirdeshika	Hindi	Vishwakarma Shramik Shiksha Sanstha, Nagpur.
Mazdoor Aur Rashtriya Ekata	Hindi	B.M.S. Central Office, New Delhi.
Paschimi Deshon Mein Shram Sanghavad	Hindi	Bihar State BMS Patna
Kitna Ghatak Bankon Mein Computer	Hindi	N.O.B.W., Nagpur
Buldana Jilyateel Adiva- sicha Jaminisathi Ladha	Marathi	Bharatiya Shram Shodh- Mandal Bombay.
Saadhya Aani Sadhan	Marathi	Bharatiya Shram Shodh- Mandal, Bombay.
Bharatiya Mazdoor Sangh K V Kena.	Bangala	West Bangal State BMS Calcutta.
Bharatiya Mazdoor Sangam Adin Theni Chirupukakum	Tamil	Tamilnadu State BMS, Madras
Yellaranthalla Naavu Bharatiya Mazdoor Sanghada Munnade Karya Kartarigonda Kaipidi	Kannada	Bharatiya Mazdoor Sangh Karnataka, Bangalore

Karmikarangalu Karyakarulu	Telugu	BMS, Andhra Pradesh
Karyakartalu Karyakramalu	Telugu	" " "
Mana Vijaya Rahasyam	Telugu	" " "
Aacharanalo Viphalameina Communism	Telugu	" " "
Manamantha Moorghulam	Telugu	" " "
Shramika Geethalu	Telugu	" " "
Spectrum	English	Bharatiya Shram Shodh Mandal-Bombay
China in Transition	English	" " "
Consumer - A Sovereign without Sovereignty	English	Akhil Bharatiya Grahak Panchayat Nagpur.
You are Fools	English	Karnataka State BMS, Bangalore
SUI Generis	English	" " " "
Computer the Job Eliminator	English	" " " "
Social Responsibilities of Trade Unions	English	Vishwakarma Shramik Shiksha Sanstha, Nagpur.
Bharatiya Mazdoor Sangh on Consumer Price Index Numbers	English	Bharatiya Shram Shodh Mandal, Bombay.



BMS REPRESENTATIVES PARTICIPATED IN THE FOLLOWING COURSES CONDUCTED BY NATIONAL LABOUR INSTITUTE, NEW DELHI, INDIAN INSTITUTE OF WORKERS EDUCATION BOMBAY AND NATIONAL LABOUR LAW ASSOCIATION, NEW DELHI (AFTER HYDERABAD CONFERENCE)

<b>S.No.</b>	<b>Name of the Course</b>	<b>Place/Date</b>
1.	Effective Leadership Development Programme for rural Trade Union Leaders/Organisers.	New Delhi 20 to 27/4/84
2.	Silver Jubilee Conference of the Central Board for Workers - Educations.	New Delhi 28/29-3-84
3.	Seminar on Managing Employees Grievances in Industry—Talk on Handling of Grievances	New Delhi 19-21/4/84
4.	Effective Leadership Development Programme for Rural Trade Union Leaders/Organisers.	New Delhi 21 to 28/6/84
5.	One week Advance Training Programme on New Culture of Industrial Relations.	Bombay 13 to 18/8/84
6.	3-day Seminar on handling of grievances by Management—A Trade-Union view point	New Delhi 19/21-8-84
7.	Panel discussion on Rural Development & Organisation Building	New Delhi 1-2-1985
8.	Leadership Development Programme for Rural Trade Union Leaders/Organisers.	New Delhi 11-15/3/85

- |     |  |  |
|-----|--|--|
| 9.  | Leadership Development Programme for Rural Trade Union Leaders/ Organisers.                  | New Delhi<br>28 May to<br>2nd June, 85 |
| 10. | Two day Seminar on Unfair Labour Practices   | New Delhi<br>12/13-7-85                |
| 11. | Training Programme for Rural activists from the South  | Madras<br>7-12/10/85                   |
| 12. | One Week Training Programme for the activists of Bharatiya Vastra Udyog Karamchari Mahasangh | Bombay<br>23-27/9-85                   |
| 13. | One Week Training Programme for Treasurers of Various Unions Affiliated to B.M.S.            | Bombay<br>3-7/3-86                     |
| 14. | One Week Training Programme for Lady Trade Union Workers in Various States.                  | Bombay<br>2-6/12/85                    |
| 15. | One week Training Programme for Young Leaders in Trade Unions of various States.             | Bombay<br>4-8/11/85                    |
| 16. | 4 day Workshop on Constitutional Law, Industrial Juris prudence & Labour Adjudication        | New Delhi<br>22-25/11/85               |
| 17. | Rural Trade Union Leaders/ Organisers for the Leadership Development Programme               | New Delhi<br>17-22/12/85               |
| 18. | Rural Trade Union Leaders/ Organisers for the Leadership Development Programme               | New Delhi<br>6-11/1/86                 |
| 19. | One week Training Programme on Rural Workers Organisation & Rural Workers' Education.        | Bombay<br>10-14/2/86                   |
| 20. | 21st Leadership Development Programme for Rural Trade Union Workers' Organisers              | New Delhi<br>3-8/3/86                  |

- |   |                         |
|---|-------------------------|
| 21. One Week Training Course on Rural Trade Union Journalism  | Bombay<br>16-20/12/85   |
| 22. One week Advance Trade Union Leadership Course  | Bombay<br>10-14/3/86    |
| 23. Three day Seminar on Computer Appreciation & Information System for Personnel/Labour Administration | New Delhi<br>13-15/3/86 |
| 24. One Week Advance Trade Union Leadership Course  | Bombay<br>12-17/3/86    |
| 25. One Week Advance Leadership Development Course  | Bombay<br>21-25/7/86    |
| 26. Leadership Development Programme for the Trade Union Leaders/ Organisers.                           | Madras<br>22-27/9/86    |
| 27. One Week Training Programme for Young Workers   | Bombay<br>12-16/1/87    |
| 28. Rural Development Programme One Week Training Programme for Rural Leadership                        | New Delhi<br>4-9/11/86  |
| 29. Leadership Development Programme for Rural Trade Union Workers/ Organisers.                         | Calcutta<br>1-6/12/86   |
| 30. One Week Training Programme for Rural Activists   | Madras<br>22-27/12/86   |

**PARTICIPATION BY B.M.S. REPRESENTATIVES IN  
VARIOUS SEMINARS & DISCUSSIONS**

- |    |  |                         |   |
|----|--|-------------------------|---|
| 1. | Central Labour Organisations Meeting with President Canadian Labour Congress.                | New Delhi<br>22-11-83   | Shri. N. C. Ganguli<br>(Calcutta)                     |
| 2. | Meeting for Implementation of the Scheme for Employees Participation in Management.          | New Delhi<br>20-2-84    | Shri. Ram Bhau Joshi<br>(Indore)                      |
| 3. | Discussion on Indian Economy with Central Trade Union Leaders by the Union Finance Minister. | New Delhi<br>24-1-84    | Shri. Manhar Bhai Mehta<br>(Bombay)                   |
| 4. | Silver Jubilee Conf. of Central Board for Workers Education.                                 | New Delhi<br>28/29-3-84 | Shri. W. S. Mitkari<br>(Nagpur)                       |
| 5. | Seminar on the theme of workers Participation in management.                                 | New Delhi<br>14-3-84    | Shri. R. K. Bhakt<br>(New Delhi)                      |
| 6. | Extension of the Sales Promotion Employees (conditions of service) Act 1976                  | New Delhi<br>24-3-84    | Shri. Virendra Bhatnagar<br>(New Delhi)               |
| 7. | Tripartite Meeting on Productivity III Meeting   | New Delhi<br>5-4-84     | Shri. R. K. Bhakt<br>(New Delhi)                      |
| 8. | 51st Annual General Meeting of All India Organisation of Employers.                          | New Delhi<br>6-4-84     | Shri. Manhar Bhai Mehta<br>(Bombay)                   |
| 9. | Parliamentary Jt. Committee on the L.I.C. Bill 1983  | New Delhi<br>10-4-84    | Shri. R. N. Singh<br>Shri. R. K. Bhakt<br>(New Delhi) |

- |     |   |                          |  |
|-----|---|--------------------------|--|
| 10. | <b>Seminar on National Transport Policy</b>   | New Delhi<br>23/25-4-84  | Shri. G. Prabhakar<br>(Mangalore)  |
| 11. | <b>Advance Management Programme for Public Sector by Public Enterprises Selection Board</b> | New Delhi<br>16-8-84     | Shri. R. K. Bhakt<br>(New Delhi)   |
| 12. | <b>Workshop on participative Management in Public Enterprises</b>                           | Goa<br>12-9-84           | Shri. S. M. Dharap<br>(Bombay)   |
| 13. | <b>Seminar on Population Problem &amp; Economic Development of India</b>                    | Calcutta<br>4/6-9-84     | Shri. Durgapada Mukherji<br>(Calcutta)   |
| 14. | <b>International Symposium on Environment and Industrial Safety.</b>                        | Delhi<br>2-5-85          | Shri. H. N. Biswas<br>(Jalandhar)  |
| 15. | <b>National Tripartite Seminar on International Labour Standards</b>                        | New Delhi<br>15/19-10-84 | Shri. G. Prabhakar<br>(Mangalore)  |
| 16. | <b>National Workshop on Productivity &amp; Trade Unions</b>                                 | Goa<br>4/6-12-84         | Shri. Devidas Pai<br>(Bangalore)<br>Shri. Keshu Bhai Thakar<br>(Baroda)<br>Shri. Hasmukh Bhai Deve<br>(Rajkot)<br>Shri. Dinkar Joshi<br>(Nagpur)<br>Shri. Sharad Deodhar<br>(Bombay) |

- |   |                         |   |
|---|-------------------------|---|
| 17. Participative Management by Management Development Institute.   | New Delhi<br>28-11-84   | Shri R. K. Bhakt<br>(New Delhi)   |
| 18. Workshop on quality circles for industry connected with Power Generation Transmission & Distribution Equipment. | New Delhi<br>14-6-84    | Shri Mahinarayanan Jha<br>(Haridwar)  |
| 19. 6th Conference on Safety in Mines   | New Delhi<br>13-17-1-86 | Shri Sudhakar Kulkarni<br>(Balaghat)<br>Shri T. C. Jumde<br>(Bhopal)  |
| 20. Meeting with Labour Minister on general problems.   | New Delhi<br>9-4-85     | Shri R. K. Bhakt<br>(New Delhi)<br>Shri B. N. Sathaye<br>(Bombay)<br>Shri Ram Bhau Joshi<br>(Indore)<br>Shri Ram Parkash Mishra<br>(Kanpur) |
| 21. Finance Minister meeting with Central Labour leaders on the state of the Indian economy.                        | New Delhi<br>13-2-85    | Shri Manhar Bhai Mehta<br>(Bombay)  |
| 22. Planning Commission — Discussions on 7th Plans with Labour Representatives.                                     | New Delhi<br>1-7-85     | Shri R. K. Bhakt<br>(N. Delhi)  |

- |     |   |                        |  |
|-----|---|------------------------|--|
| 23. | National Seminar on Workers Education in the next decade  | New Delhi<br>9/11-7-85 | Shri Anant Krambilkar<br>(Bombay)                                  |
| 24. | Tripartite Meeting to discuss the proposal of stock options & fiscal incentives for encouraging workers participation in Management.        | New Delhi<br>5-7-85    | Shri R. K. Bhakt<br>(New Delhi)                                    |
| 25. | Seminar on Workers Participation in Management-Experience of NTC  | New Delhi<br>11-7-85   | Shri V. A. Satam<br>(Bombay)                                       |
| 26. | Labour Minister Meeting with trade union leaders Reg. the provisions of hospitals & other Institutions (Settlements of Disputes) Bill 1982. | New Delhi<br>19-8-85   | Shri R. K. Bhakt<br>(New Delhi)                                    |
| 27. | All India Org. of Employers second Northern Regional Conference.  | Ballabgarh<br>16-8-85  | Shri R. K. Bhakt<br>(New Delhi)                                    |
| 28. | Prime Minister of Trinidad Tobago delegation, member senator 'Crichlow' meeting with trade union leaders.                                   | New Delhi<br>30-7-87   | Shri O. P. Aghi<br>(New Delhi)<br>Shri K. L. Pathela<br>(N. Delhi) |
| 29. | Long term Fiscal Policy Discussion with Finance Minister  | New Delhi<br>19-9-85   | Shri G. Prabhakar<br>(Mangalore)                                   |
| 30. | Seminar reg. National Policy on Education.  | New Delhi<br>10-10-85  | Shri G. Prabhakar<br>(Mangalore)                                   |

- |  |                          |  |
|--|--------------------------|--|
| 31. 28th Session of Indian Labour Conference.  | New Delhi<br>19-9-85     | <ol style="list-style-type: none"> <li>1. Shri Manhar Bhai Mehta<br/>(Bombay)</li> <li>2. Shri G. Prabhakar<br/>(Mangalore)</li> <li>3. Shri R. K. Bhakt</li> <li>4. Shri O. P. Aghi</li> <li>5. Shri B. N. Sathaye</li> </ol> |
| <p style="text-align: center;">Along with 5 Advisors S/Shri T. C. Jumde, R. P. Mishra, W. S. Mitkari, R. K. Gupta &amp; A. N. Dogra.</p> |                          |  |
| 32. Seminar on Article 311 (ii) (B) (C) Constitutional Protection to Civil Servants.   | New Delhi<br>25/26-10-85 | Shri M. R. Borkar<br>(New Delhi)   |
| 33. Industrial Disputes Act 1947 Exception in respect of Employees of the Deptts of Rlys, P & T and Defence Production.                  | New Delhi<br>28-10-85    | Shri Ved Mitter Vig<br>(New Delhi)   |
| 34. General Council, National Labour Institute.  |                          | Shri B. N. Sathaye<br>(Bombay)   |
| 35. Prime Ministers Meeting with Central Labour Organisations.   | New Delhi<br>8-4-86      | Shri G. Prabhakar<br>(Mangalore)   |
| 36. Discussion with Trade Union leaders by Finance Minister on the eve of Budget Session in Parliament.                                  | New Delhi<br>21-11-86    | Shri Manhar Bhai Mehta<br>(Bombay)   |



- |     |   |                                  |   |
|-----|---|----------------------------------|---|
| 37. | Finance Minister's Discussion with Central Trade Unions Post Budget Session of Parliament.                      | New Delhi<br>20-3-86             | Shri Manhar Bhai Mehta<br>(Bombay)                                      |
| 38. | 4th Advanced Management Programme   | New Delhi<br>24-5-86             | Shri O. P. Aghi<br>(N. Delhi)   |
| 39. | Seminar on Grievance Settlement Authority   | New Delhi<br>19/20-6-86          | Shri Laxman Ravindar Singh<br>(Jammu)<br>Shri O. P. Aghi<br>(New Delhi) |
| 40. | 4th & 5th Advance Management Programme by Public Enterprises Selection Board & the Bureau of Public Enterprises | New Delhi<br>24-5-86 &<br>1-9-86 | Shri G. Prabhakar<br>(Mangalore)  |
| 41. | Workshop on workers Participation in Management, by NPC   | New Delhi<br>11/12-9-86          | Shri R. K. Bhakt<br>(New Delhi)   |
| 42. | Workshop on Labour Management Co-op. on productivity & Technology changes                                       | New Delhi<br>19-9-86             | Shri R. K. Bhakt<br>(N. Delhi)  |
| 43. | Seminar on workers Participation by National Labour Institute.  | New Delhi<br>19-9-86             | Shri R. K. Bhakt<br>(New Delhi)   |
| 44. | 9th Development Programme for Trade Union Leaders by Public Enterprises Centre for continuing Education         | New Delhi<br>16-12-86            | Shri O. P. Aghi<br>(New Delhi)<br>As faculty Member.                    |

- |   |                          |   |
|---|--------------------------|---|
| 45. Central Labour Leaders Meeting with Director General ILO Sri Francis Blanchard        | New Delhi<br>13-1-87     | Shri P. N. Sharma<br>Shri Ved Mitter Vig<br>Shri Amar Nath Dogra<br>Shri R. K. Gupta<br>Shri Jagmohan Lal Sharma<br>(New Delhi) |
| 46. National workshop on Labour Management Relations – the Japanese & Indian Enterprises. | New Delhi<br>15/16-4-87  | Shri Uday Patwardhan<br>(Poona)   |
| 47. National Conference on quality  | New Delhi<br>10-11-86    | Shri Gian Sagar Vasishth<br>(New Delhi)   |
| 48. Seminar on workers Participation  | New Delhi<br>10-11-86    | Shri R. K. Bhakt<br>(New Delhi)   |
| 49. Seminar on workers Participation  | Bombay<br>12-11-86       | Shri Mukund Gore<br>(Poona)   |
| 50. Central Labour Leaders Meeting with National Commission on self employed women.       | Delhi<br>6-10-86         | 1. Smt. Jayanayak<br>2. Smt. Geetanjali Nargundkar<br>3. Smt. Sunita Roste  |
| 51. Training for Conciliation Officers New Delhi  | New Delhi<br>9-10-Oct 87 | Shri Anandkumar Dhanbad   |
| 52. Leadership Development Programme for Rural Trade Union workers.                       | Udaipur<br>2-7/11-87     | Four Participants   |

53. Indian Seminar on safety in construction in India  
New Delhi Nov. 19-20, 1987  
Shri. P.L. Beri ( Mandi )
54. National workshop on work Commitment & productivity
1. New Delhi Nov. 24-27, 1987  
Shri. Suresh Kumar ( N. Delhi )
  2. Bangalore Dec. 1-4, 1987  
Shri. Allampalli Venkataram.
55. Textile Minister's Meeting with Central Trade Union Leaders and offering of some NTC Mills to Labour Cooperatives  
Shri. R.P. Mishra ( Kanpur )  
Advisor, Shri. Mangalal ( New Delhi )

### **I.L.O. SEMINARS IN INDIA**

1. ILO/DANIDA National Workers Education Seminar on Economic Education for workers & their Representatives Mussoorie - 21-31 May, 1984
1. Shri. H.B. Dave ( Rajkot )
  2. Shri. M.N. Jha ( Haridwar )
  3. Shri. M.L. Saini ( Jaipur )
  4. Shri. S.K. Moitra ( Cuttack )
2. G.O.I./ILO-Tripartite Seminar on Compatibility of Labour Laws with National Labour Policy.  
New Delhi 27-10-1984.  
Shri H.N. Biswas ( Jullunder )
3. National Workshop for Maritime Union Educators & Decision makers, Bombay - 13th to 17th Nov., 1984
1. Shri Prabhaker Ganpat Uparkar ( Bombay )
  2. Shri Krishna Vithoba Atre ( Bombay )
  3. Shri Suresh Vithhal Lele ( Bombay )

4. **National Seminar on the Project for Formulating a General Comprehensive Legislation relating to Occupational Safety & Health.**  
New Delhi, 21-22 March, 1986  
Shri H.N. Biswas, ( Jullunder )
  
5. **Seminar on Regional Workers Education on ILO and its other activities.**  
New Delhi, 23-28 Nov., 1987  
Shri Gajendra Pal Sharma, Aligarh

#### **BMS REPRESENTATION ON BOARDS/COMMITTEES & COUNCILS**

1. **Shram Vir National Award & National Safety Awards**      Shri O.P. Aghi (New Delhi)  
Shri Anoop Aggarwal  
(Only for 1984)
  
2. **Advisory Committee for Model Industrial Training Institute**

For Jodhpur	:	Shri Dau Lal Gaur (Jodhpur)
For Haldwani	:	Shri Ravinder Mahendra (Pant Nagar) At Present : Shri. Kameshwar Prasad Kala (Nenital)
  
3. **Central Advisory Committee on Beedi Workers**      Shri Suresh Sharma (Bhopal)  
Shri R.P Parikh (Nanded)  
At Present : Shri Suresh Sharma and A.D. Deshpande (Tinsalkhia)
  
4. **Tripartite Committee for Brick - Kiln Industry**      Shri R.K. Bhakt, (New Delhi)

- |  |  |
|--|--|
| 5. Central Apprenticeship Council                                    | Shri Amaldar Singh (New Delhi)<br>Shri Ramlal (Faridabad)        |
|  | At present :   |
|  | Shri S.A. Joshi (Bombay)   |
| 6. National Council for Trg. in Vocational Trades                    | Shri Sarvottam Rao (Bangalore)                                   |
| 7. Grievance Settlement Authority Under Section 9-C of I.D.Act, 1982 | Shri R.K. Bhakt, New Delhi                                       |
| 8. Tripartite Committee on Employees Participation in Management     | Shri R.K. Bhakt (New Delhi)                                      |
| 9. Tripartite Industrial Committee on Cotton Textile Industry        | Shri V.A. Satam (Bombay)   |
| 10. Advisory Committee for Central Trg. Institute, Madras.           | Shri R.V. Ramachari (Madras)                                     |
| 11. Committee of Direction to guide on technical matters.            |  |
| 1) for advanced Trg. Institute Bombay                                | Prof. Dattatraya Gopal (Solapur)                                 |
| 2) .. .. do .. .. Hyderabad  | Shri K.C. Chandra Shekhar (Hyd.)                                 |
| 3) .. .. do .. .. Ludhiana   | Shri Ram Das Sharma (Patiala)                                    |
| 4) .. .. do .. .. Kanpur   | Shri Bhupender Nath Singh (Kanpur)                               |
| 5) .. .. do .. .. Calcutta   | Shri Nipendra Nath Sarkar (Savayatan)                            |
| 12. Joint Consultative Council for BHEL                              | 1. Shri Ram Bhau Joshi (Indore)<br>2. Shri R. Venugopal (Cochin) |
| 13. Coal Mines Labour Housing Board                                  | Shri V.K. Roy (Pathakhera)                                       |

- |  |  |
|--|--|
| 14. Board of Trustees Coal Mines Provident Fund  | Shri B.S. Azad (Ukhra)<br>at present Sh. Shivbaran Singh<br>(Parasia – M.P.) |
| 15. Coffee Board   | Shri Allampalli Venkataram<br>(Bangalore)                                    |
| 16. Tea Board  | Shri Durgapada Mukherjee<br>(Calcutta)                                       |
| 17. Tripartite Study Group for Welfare of Workers in Handloom & Powerloom Industry   | Shri Ram Lubhaya Bawa<br>(Amritsar)  |
| 18. Jute Manufacturers Development Council   | Shri Baijnath Rai (Calcutta)   |
| 19. General Council of Institute of Applied Manpower Research  | Shri S.S. Bhav Narayan (Hyd)<br>At present :<br>Shri Paritosh Pathak (Cal.)  |
| 20. Employees State Insurance Corpn. Under ESI Act 1948  | Shri Manharbhai Mehata<br>(Bombay)   |
| 21. Tripartite Committee for Bldg. & Constn. Industry.   | Shri Pyara Lal Beri (Mandi)<br>Sh. Ram Lubhaya Bawa<br>(Amritsar)            |
| 22. Regional Advisory Committee of Workers Education, Rajkot.  | Shri Hari Bhai Hirani<br>(Rajkot)  |
| 23. Regional Advisory Committee of Workers Education, Baroda.<br>Regional Advisory Committee of workers Education Ahamedabad | Shri Keshu Bhai Thakkar (Baroda)<br><br>Shri Balubhai P. Patel (Ahmadabad)   |
| 24. Industrial Committee on Plantation Industry.   | Shri Dwaraka Prasad Yadav<br>(Silchar)                                       |
| 25. Central Advisory Committee for Mica Mines Labour Welfare Fund  | <b>Andhra Pradesh :-</b><br>1. Shri K. Venkata Subbaiah<br>(Gudur)           |

- Bihar :-**
- |   |   |
|---|---|
| 26. Central Advisory Committee for Lime Stone & Dolomite Mines Labour Welfare Fund                | 1. Shri Nawal Kishore Mandilwar (Giridih)   |
| 27. Central Advisory Committee for Iron Ore, Manganese Ore & Chrome Ore Mines Labour Welfare Fund | 1. Shri Sham Sunder Gupta (Chirimiri)<br>2. Shri Vijaya Singh Chauhan (Udaipur)                             |
| 28. Tripartite Study Group for Leather Workers  | 1. Shri Sham Sunder Gupta (Chirimiri)<br>2. Shri Dr. Sudhakar Kulkarni Bhopal<br>Shri Rishabh Jain (Jaipur) |
| 29. Central Board of Trustees-Employees Provident Fund  | Shri B.N. Sathaya (Bombay)  |
| 30. Industrial Committee on Chemical Industry   | 1. Shri H.N. Biswas (Jullunder)<br>2. Shri Mukund Sadashiv Gore (Poona)                                     |
| 31. Industrial Committee on Jute Industry   | 1. Shri Baij Nath Rai (Barrackpur W B.)<br>2. Shri Ras Bihari Moitra (Cal.)                                 |
| 32. Industrial Committee on Engg. Industry.   | Shri Ram Dev Prasad (Patna)<br>Shri R.S. Lal Srivastava (Cal.)<br>Shri Mohan Lal Verma (Jaipur)             |
| 33. National Productivity Council for 1985-87   | Shri Raman Girdhar Shah (Bombay)<br>Shri Keshu Bhai Thakkar (Baroda)  |
|   | At present  |
|   | 1. Shri Ram Prakash Mishra (Kanpur)<br>2. Shri R. Venugopal (Cochin)  |

- |  |   |
|--|---|
| 34. Industrial Committee on Road Transport Industry                  | Shri S. S. Chandrayan (Nagpur)<br>Shri Rishi Raj Sharma (Jaipur).                                       |
| 35. 6th Safety Mines Con. Review Committee                           | Shri Shyam Sunder Gupta (Chirmiri)  |
| 36. Coal India Safety Board  | Shri Suresh Prasad Singh (Chandameta)   |
| 37. Industrial Committee on Tanneries & Leather goods Manufacturing. | Shri Rishab Jain (Jaipur)<br>Shri Jagdish Chander Bajpai (Kanpur)<br>Shri Gajindar Pal Sharma (Aligarh) |
| 38. Central Advisory Contract Labour Board                           | Shri Laxman Ravinder Singh (Jammu)  |
| 39. J.B.N.C. on National Thermal Power Corp. Ltd.                    | Shri B. N. Sathaye (Bombay)<br>At present : Shri M. N. Jha (Haridwar)                                   |
| 40. Central Advisory Committee under Equal Remuneration Act - 1976   | Smt. Swadesh Menon (New Delhi)  |
| 41. Industrial Committee on Cement Industry                          | Shri Ram Bhau Joshi (Indore)  |
| 42. Advisory Council for D.T.C.                                      | Shri Virender Bhatnagar (Delhi)<br>At present Shri Ved Singh Ahlowat                                    |
| 43. National Labour Institute (Governing Council)                    | Shri B. N. Sathaye (Bombay)   |
| 44. Committee on Emigration Labour                                   | Shri P. T. Rao (Cochin)<br>Shri B. S. Dogra (Chandigarh)  |
| 45. Committee on Conventions   | Shri G. Prabhakar (Mangalore)<br>Shri O. P. Aghi (New Delhi)  |
| 46. Minimum Wages (Central) Advisory Board                           | Shri H. N. Biswas (Jullundur)<br>Shri Sudhakar Kulkarni (Bhopal)  |
| 47. Standing Labour Committee  | Shri G. Prabhakar (Mangalore)<br>Shri O.P. Aghi (New Delhi)   |



- |  |   |
|--|---|
| 48. BHEL Promotion Policy Sub-Committee  | Shri. Ram Bhau Joshi (Indore)           |
| 49. Tripartite Group for Mobilisation of adequate resources by CPSUS                         | Shri. R.K. Bhakt (New Delhi)            |
| 50. Medical Benefit Council of ESI Corp.   | Shri. Ram Bhau Joshi (Indore)           |
| 51. Central Standing Committee on Rural Unorganised Labour.                                  | Shri. Madan Lal Saini (Jaipur)          |
| 52. National Council for Safety in Mines.  | Shri. T.C. Jumde (Nagpur)               |
| 53. Central Standing Committee on Bonded, Migrant & Casual Labour                            | Shri. R.K. Bhakt (New Delhi)            |
| 54. Board for Industrial & Financial Reconstruction/BIFR                                     | Shri. Jayant Gokhale (Bombay)           |
| 55. All India Council for Tech. Education  | Shri. Ramji Das Sharma (Cal.)           |
| 56. Board of Governors of the National Institute for Trg. in Industrial Engg. (NITE) Bombay. | Shri. S.B. Singh (Rae Bareilly)         |
| 56. Board of Governors of the National Institute for Trg. in Industrial Engg. (NITE) Bombay. | Shri. Ram Deo Prasad (Patna)            |
| 57. Industrial Committee on Coal Industry.   | Shri. T.C. Jumde (Bhopal)               |
| 58. Industrial Committee on Mines other than Coal Industry                                   | Shri. Sudhakar Kuikarni (Bhopal)        |
| 59. National Council for Vocational Training.  | Shri. H.S. Sarvottam Rao<br>(Bangalore) |
| 60. National Productivity Board for Cement industry  | Shri. Inder Bahadur Singh<br>(Chunar)   |

- |  |                                   |
|--|-----------------------------------|
| 61. Bi-partite Welfare Board for Coal India.   | Shri. T.C. Jumde (Nagpur)         |
| 62. Sub-Committee of Standing Labour Committee for relaxation of Labour laws for small establishments. | Shri. G. Prabhakar (New Delhi)    |
| 63. Sub-Committee by Standing-Labour Committee for unorganised Labour.                                 | Shri. R. Venugopal (Palghat)      |
| 64. Tripartite Committee to Monitor Industrial Sickness  | Shri. Baij Nath Rai (Cal.)        |
| 65. Coal Advisory Council  | Shri. T.C. Jumde (Nagpur)         |
| 66. Public Sector undertakings -Wage Negotiations.   | Shri. R.K. Bhakt (New Delhi)      |
| 67. Industrial Committee on Food & Drinks Industry   | Shri. T.S. Rama Rao (Hyderabad)   |
| 68. Industrial Committee on Glass & Pottery Industry   | Shri. Suresh Prasad Sinha (Patna) |
| 69. Tripartite Committee on Safety   | Shri. Ram Bhau Joshi (Indore)     |
| 70. Tripartite National Committee on Family Welfare Planning   | Shri. Raj Kumar Gupta (Delhi)     |

## VISIT OF FOREIGN DIGNITORIES TO BMS CENTRAL OFFICE

Date	Visiting dignitaries	Whence	Purpose of visit
9.3.84	Six member delegation headed by Mr. N.I. Zhifu	All China Federation of Trade Unions, Beijing, China.	Mutual understanding. Invited BMS delegation to visit China,
4.12.84	ILO/DANIDA Three member delegation headed by Mr. Niels Enevoldsen.	ILO Office Geneva	Advance mission on the possible use of Nordic Folk High School idea in Workers' Education in Developing Countries.
13.8.85	Miss F. O. DY	ILO Geneva	Research on Welfare Facilities & services provided by trade unions in developing countries
3.1.86	Mr. K.M. Tripathi Regional Advisor I.L.O.	Bangkok	Regarding BMS Seminar on International Labour Standards.
9.1.86	Mr. Amal Mukharjee Chief of Workers. Relations Branch ILO	Geneva	General Labour Situation in India.

13.2.86	Mr. David G. Ingram	Churchill fellow of 86 Assn., of Scientific Tech- nical & Mana- gerial Staff London (U.K.)	Role of Indian Unions for the improvement of health & safety measures.
4.3.86	Mr. Anthony M. Kern Labour Councillor, with Mr. P.K.V. Krishnan Labour Advisor.	American Embassy at New Delhi.	Courtesy Call.
12.8.86	Mr. Carl Wright & Mr. Sterling Smith	(i) Director TUC London	Courtesy visit
8.12.86	Mr. Cesare Poloni, Chief of Workers Education, with Mr. Selliah, Director Rural Workers Education	I.L.O. Geneva	Courtesy visit
25.3.87	Miss Gabrielle Trah Associate Expert on conditions of work & Welfare facilities	ILO, Bangkok	Reg. Chemical Industries Sept. 88

1.5.87	Three member workers Education team headed by Mr. Jan Martin Victor Weir	Congress of South African Trade Unions South Africa	Workers Education Team-for mutual understanding.
25.5.87	Three member Delegation headed by Mr. Yu Guingho & Com. LI Zhaobian First Secretary, Cultural Chinese Embassy New Delhi.	A.C.F.T.U. China Beijing	Courtesy Call
23.7.87	Law Attache of American Embassy in India Mr. William R. Salisbury along with Mr. P.K.V. Krishnan Law Advisor and Mr. V. Srinivasan Law Analyst	American Embassy New Delhi	Courtesy Call
6.11.87	K. Duraiappa	Regional Advisor on workers activities, ILO, Bangkok	Courtesy Call