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ALL INDIA TRADE UNION CONGRESS

24, Canning Lane, NEW DELHI-110001

SUBJECT WORKING COMMITTEE

YEAR 1997

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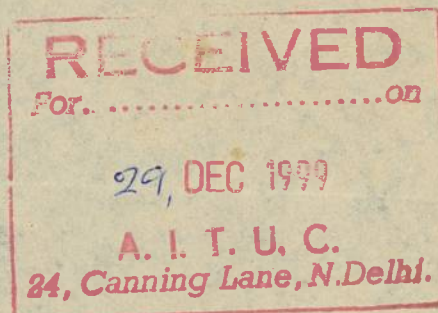
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No. Z-13015/9/99-Coord.
Government of India / Bharat Sarkar
Ministry of Labour / Shram Mantralaya
Shram Shakti Bhavan / Rafi Marg

New Delhi, dated 24.12.99

To,

✓ The Deputy General Secretary,
All India Trade Union Congress,
24, Canning Lane,
New Delhi - 110 001



Subject : Resolution adopted by the Working Committee of
AITUC in the meeting held on 25-26th October, 1999.

Dear Sir,

I am directed to invite a reference to your letter dated 02.11.1999 addressed to the Prime Minister of India enclosing a copy of resolution adopted by the Working Committee of AITUC in the meeting held on 25-26th October, 1999 and to say that the position in respect of issues concerning Ministry of Labour is as under :-

(i) **Second National Commission on Labour**

The Chairperson as well as the terms of reference of the Commission have already been decided. Communications received from various quarters containing their views regarding the terms of reference of the Commission would be forwarded to the National Commission on Labour for consideration while formulating their views on various issues.

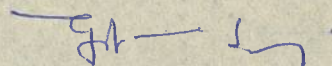
(ii) **Bonus Act**

The matter regarding removal / enhancing of the ceilings under the Payment of Bonus Act, 1965 is under consideration of the Government.

(iii) **Investment of PF& Pension Fund**

The EPF money is being invested as per the pattern notified by the Ministry of Finance. At present, the PF trusts have been permitted to invest PF money upto 10% out of 20% at their disposal in private sector bonds / securities having investment grade rating from at least two credit rating agencies. The Central Board of Trustees, EPF has already decided not to make investment of PF in private sector. A proposal to delete the provisions relating to investment in private sector has already been submitted to the Ministry of Finance for their consideration.

Yours faithfully,



(GOPAL SINGH)
UNDER SECRETARY TO THE GOVT. OF INDIA
3001317 / 3001378

Resolution on Action Programme

The Working Committee of the AITUC notes with concern the proposed hard decisions of the Vajpayee Govt., which only means the implementation of the structural adjustment programme as dictated by IMF and also WTO.

There is a steep rise in the price of Diesel, which is unwarranted. The statements of the Finance Minister, minister for Industries and Commerce all show that with the confidence of the stable majority they are out to complete the first round of reforms and move on to the second round of reforms.

The proposed reforms are meant to dismantle the public sector, by sale of sick industries, conversion of 24 PSUs into joint sector and disinvestment in the profit making PSUs.

The Govt. has announced that Insurance Regulatory Bill be adopted, opening the insurance sector to private sector in India and MNCs. The Ministers have indicated that Verma Committee report will be implemented for Banks and the sector will be opened up for private sector Banks. The Govt. envisages introducing anti-labour amendments to the I.D. Act providing for exit policy and also legalisation of contract labour.

The Govt. proposes to meet the budget deficit by reducing subsidies and increasing the prices of Commodities supplied through public distribution system. The finance minister has said that the amount accrued through disinvestment shall be used to clear the debt burden.

The wage revision of public sector workers due from 1-1-97 is held up because of the DPE guidelines while the Govt. has approved the recommendations of the Justice Mohan Committee report for the executives and superior officers.

Inspite of the unanimous demand of the trade unions to remove the ceiling in payment of wage act and the Bonus act for eligibility, govt. has failed to amend these acts.

But the Govt. is contemplating to amend section 25 (O) of the ID act so as to introduce exit policy and legalisation of contract labour.

The sick industries are closed down without payment of statutory dues to the workers and none of the state Govts have taken any action against the offenders.

The Govt. has not so far enacted comprehensive legislation on agriculture labour inspite of the demand of the trade unions for security of service, social security and a reasonable minimum wage for the worker in the unorganized sector. Nor have the land reforms been implemented. The minimum wages for the Mine worker have not been revised for more than twelve years and only dearness allowance is enhanced from time to time.

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The working committee of the AITUC decides to organise a programme of action on the following demands:-

1. Stop closure, conversion into joint sector of the PSUs and disinvestment in profit making industries, which is virtual privatisation.
2. Oppose the Insurance regulatory bill and implementation of the Verna Committee report and opening of Banking Sector to private Sector.
3. Oppose closure of Coal mines and proposed retrenchment of workers.
4. Oppose deletion of Section 25 (O) of the ID Act providing for policy of hire and fire and against amendment of the contract labour abolition and regulation act to legalise contract labour.
5. Oppose placing of the PF and Pension fund in the market.
6. Remove the ceiling on the payment of wages act and the eligibility ceiling in Bonus Act.
7. Enact the comprehensive legislation for agriculture labour.
8. Ensure reasonable wages, service of security and social security for the worker in the unorganised sector and indexation of their wage.
9. Revive the viable sick industries.
10. Ensure payment of legal dues including PF contribution, wage arrears and gratuity etc. in the industries which are closed.
11. With draw DPE guidelines.

The working committee of the AITUC decides to conduct a phased programme on the above demands. The AITUC working committee decides that-

- LUNCH HOUR MEETINGS ON 24TH NOV'99 IN ALL INDUSTRIAL CENTRES IN INDIA.
- DHARNA IN ALL INDUSTRIAL CENTRES IN INDIA ON 14-12-99 LEADING TO MASSIVE DEMONSTRATIONS AT THE STATE CENTRES ON 6-1-2000 WHEN A MEMORANDUM SHALL BE PRESENTED TO THE GOVT.

AITUC

*Working Committee
Meeting*

25-26, OCTOBER 1999
NEW DELHI

Working Committee Meeting 25th and 26th October'99

Report of General Secretary

• ELECTION AND AFTERMATH

The Lok Sabha elections and the elections to the assemblies in Andhra, Karnataka and Maharashtra are over. The NDA got a comfortable majority and the Govt. led by Vajpayee has been formed. In the elections the number of seats of NDA has increased but BJP has increased its tally by only one. The NDA has increased its strength to over 300.

Atal Behari Vajpayee has been sworn as the Prime Minister and the new cabinet is constituted. The strength of the Congress (I) has gone down to 112 though the percentage of votes has increased and as a single party it secured highest votes as it contested also the largest number of seats. In the assembly elections, in Andhra TDP BJP combine has secured a big victory, the CPI is not represented in the assembly and CPI (M) has 2 legislators only. In Karnataka Congress got majority. In Maharashtra Congress (I) and NCP together have a majority. In Punjab Congress has won the polls with CPI and CPI (M) one seat each.

The seats of the left front are reduced to 42 and out of this the CPI has only 4 MPs compared to 9 in the last Lok Sabha.

Vajpayee has been stressing that the elections were fought on the NDA agenda and not on BJP agenda. It is a coalition of 24 parties. The Govt. has the outside support of the TDP. The Prime Minister has said that he will work on the basis of consensus.

Nawaz Shariff dismissed Mushraff the commander in Chief and within hours military took over and now Mushraff is chief executive. Nawaz Shariff is under custody, the central and state governments have been dismissed, the parliament has been dissolved emergency has been declared and Mushraff is now the Chief Executive. The order also states that the Supreme Court shall not entertain any case against the chief executive. Though Martial Law is not declared, virtual Martial Law is enforced. This is a blow to democracy in Pakistan. The people feel relief because of their anger against Nawaz Shariff for the misadventure of Kargil war and worsening economy etc.

It is to be watched as to what policy the military govt. adopts towards restoration of democracy, attitude towards Taliban and relations with India.

The Prime Minister has said the situation requires hard decisions. This means there will be closure or sale of sick mills, rapid disinvestment on the plea of keeping low the fiscal deficit and increase in the price of cereals supplied through PDS. The Kargil war has cost the exchequer Rs.5000 crores and elections have caused Rs.1000 crores. The revenue shortfall could be as high as Rs. 18000 crores with the non-plan

expenditure going up by Rs.6000 crores. The price of Diesel has been increased by 35%. The measurers visualised are downsizing of the Govt. and cutting down Govt. expenses.

They will now push through Insurance regulatory bill, the Patents amendment bill etc. and further opening up of the market etc. Already the industrialists are raising their voice that Banks have a surplus staff of more than a lakh. There is pressure to downsize the Government departments and also for reduction of subsidies. The Congress has initiated the economic reforms and the Govt. is confident of getting support. The Verma Committee report on weak banks suffers from anti employers' bias and constitutes attacks on employees' jobs, job security and wages as if employees are responsible for ill health of the banks. The banks can not come to good health unless the problem of non-performing assets of Rs.45000 crores is tackled.

• GOVTS' BIASED APPROACH

Since the meeting of the General Council there have been lot of political changes. The BJP led Government tried to appoint the second National Labour Commission with both representative of the workers and employers from the Sangh Parivar and Chairman sympathetic to them, whose qualification was that Shri Ravindra Verma was Labour Minister for a short term during Janta Party Govt. The A.I.T.U.C., C.I.T.U., I.N.T.U.C., and H.M.S. opposed this saffronised commission and declared that they will boycott it. The proposal of the labour Ministry was not implemented because election commission did not permit. The Labour Ministry has notified the Central Minimum Advisory Board with B.M.S. vice President as Chairman and five B.M.S. leaders as independent members in violation of the Act which requires independent Chairman and one third independent members apart from workers and employers representatives. The Govt. has notified the Second National Commission of Labour with adding G. Sanjeev Raddy, Ela Bhatt and over three members to the earlier list. The terms of reference are to work out amendment to labour laws keeping in view the economic scenario. This means the policy has been laid and commission has to work within its frame work.

The Government tried to push through the Insurance Regulatory Bill and the Patents Bill. Yashwant Sinha has promised to pass it within three months.

The Insurance employees went on stricke and the A.I.T.U.C., C.I.T.U., H.M.S. leaders expressed solidarity and MPs of left parties also addressed the demonstrations. The convention against Insurance Regulatory Bill and Patents bill was addressed amongst others by leaders of A.I.T.U.C., C.I.T.U. and H.M.S..

The NPMO decided on a programme of action during the Parliament session but A.I.ADMK withdrew from BJP led govt. and moved the non-confidence motion in which the BJP led govt. was defeated by one vote. The Congress (I) tried to form a government but Mulayam Singh refused to support the Govt. with the result that Parliament was dissolved and Vajpayee led the care taker Govt. The care taker govt. lasted for long, because of rainy season. But during this period they took major decisions and also faced critical problems.

There was attempt to normalise relations with Pakistan when Vajpayee undertook Bus journey to Lahore and signed the Lahore declaration. But short time after that came the intrusion in Kargil by Pak forces which were noticed late after they had occupied the highest peak and took shelter in the bunkers. This led to Kargil War.

Admiral Bhagwat Chief of the Naval Staff was dismissed without even an enquiry with a view to promote officials having relations with arms dealer. The charge included his wife is half muslim and appeared for the communist party before the Shri Krishna Commission. Bhagwat exposed the links of the defence minister with the insurgents in North East and others.

• ECONOMIC ISSUES

There is economic revival in the world, though it is not known how long this will continue. There is also revival in India and the GDP has reached 5.5 percent recently with industrial production slightly picking up. But this year there is drought situation in parts of the country compared to good crops in the previous years. With the impact of Kargil War on the budget a Kargil Tax may be imposed. Moreover the international oil prices have gone up. The price of diesel has been increased by 35 percent immediately after the election was over. It is to be noted that revenue collections are lower than estimated and fiscal deficit is being faced. During 1998 the FDI was \$2 billion compared to \$3 billion in the earlier year. The revival is based on demand picking up.

The problems that were pending before the dissolution of the Parliament have to be faced now. The finance minister has assured the world Bank that the Insurance Regulatory bill will be adopted within three months after the elections. Efforts will be to amend the patents act. The govt. had declared that sale of 10 PSUs will be completed and Rs.10,000 crores disinvestment from the profit making industries will be done. The govt. had decided to amend the I.D. Act deleting section 25(o) to provide for exit policy and legalisation of contract Labour.

• PSU WAGE REVISION

The Wage Revision of the PSUs is held up though 2½ years have elapsed since the expiry of last agreement because of the guidelines issued by the Department of Public Enterprises. There is a propaganda that increase in wages and performance of the workers reduces the chances of increasing employment. Yet the Govt. has accepted the recommendations of Justice Mohan Committee to hike the salaries and perks of the executives and the supervisors. One of the so-called guidelines prescribes a ten year settlement in PSUs, which can not be accepted.

Thus in the coming period there are bound to be struggles for which the working class has to get prepared.

The controversial telecom policy which was changed by the care taker govt. leading to a loss of Rs.50,000 crores will come for serious debate. So also the failure of vigilance regarding the intrusion in Kargil which led to heavy loss of life. The sugar scam and the wheat scam during the Kargil war period will have to be investigated.

• KARGIL

During the Kargil war the whole nation stood as one man behind the army which registered success and threw back the Pak intruders in a very difficult situation. The working class rose to the occasion and donated liberally to the defence fund. In some areas fund was collected and given directly to the dependants of the martyrs. Soldiers from the various parts of the country gave their lives to drive out the enemy from the Kargil area.

• TALK ON GLOBAL GOVERNANCE

The Director General of the ILO in his report has stated that poverty and unemployment have increased during the period of globalisation and neo liberalism and stressed on defence of workers rights and implementation of social standards. The UNCTAD report has pointed that the FDI during 98 in the developing countries was lower than in the previous year. There is a talk of 'reforms with a human face'. But free market economy knows only cut throat competition and profits and is most inhuman. The role of the state has been undermined. The UNDP concedes that national governments are not in a position to take any action against the mega corporations formed with cross border mergers of MNCs. It is also noted that the money in circulation is much more than production and hence it is finance that controls. The MNCs have the economic power, control the information technology and the developed countries have the military power, which can ignore the United nations. The NATO bombings of Yugoslavia by-passing the UNO shows the growing concentration of power of the developed countries. The G-15 have decided that the next session of WTO should review the agreements and no new agenda should be taken up. But the OECD wants negotiations on multilateral agreement on investments (MAI). Com. Fidel Castro in an article before the conference of the non-aligned countries has stated that globalisation can not be reversed. Hence it is necessary that the developing countries take a united stand at the WTO and seek reversal of the policies to safeguard the interests of developing countries. He further appealed for south- south cooperation.

China has celebrated its fiftieth anniversary of revolution and detailed reports of the progress made have been published which are inspiring. The reports also state that workers thrownout of employment are mostly absorbed. But those who are not absorbed get minimum pay from the unemployment insurance scheme fully financed by the state.

The Industrialists in the Country are now demanding that the government should defend the national interests at the WTO meeting in November.

It is in this background that UNDP has suggested that global governance is required to regulate the economy. President Clinton addressing the ILO session suggested that ILO should cooperate with the IMF, World Bank and WTO the institutions that are working in the interests of the MNCs and the developed countries. The ICFTU

representative at the ILO made the same proposal. Now IMF and world Bank have consultations with ICFTU. The ICFTU has suggested that these institutions should insist on the implementation of social standards. There will be more attack on the working class and increase in poverty with increasing concentration of power of MNCs. Hence Trade Union Unity against globalisation and neo liberalism must be developed and the T.U.s should demand new international economic order, code for the multinationals and democratisation of the international financial institutions.

• **NPMO**

The NPMO decided on a programme of mobilisation throughout the country on implementation of Supreme Court direction on sexual harassment, against price rise, comprehensive legalisation for agriculture labour, education for all employment for all and health for all during the parliament session and anti-communal all India Convention. But the whole programme had to be postponed because of the no-confidence motion in the parliament.

• **S.L.C. AND I.L.C.**

The session of the SLC was held for a day and the Trade Unions demanded that the finance minister and industries minister etc. should be present at the ILC. At the ILC the trade union delegates wanted postponement as the finance and industry ministers were not present and the ILC is being reduced to a talking shop. The Bonus ceiling is not removed, interest on the pension fund corpus is not increased to 12½ percent as recommended unanimously by the SLC, the wage revision in PSUs not being done because of the guidelines of the BPE, and even the ceiling of Payment of Wages Act and to the Bonus Act have not been removed. The guidelines of the Central Govt. regarding minimum wages is not implemented and instead of steps to revive the sick industries the industries ministry has decided to close eight PSUs. The Trade unions wanted a new date to be fixed for the conference. The Labour minister assured that a meeting with both the finance and industry ministers would be fixed. But subsequently the parliament itself was dissolved.

• **VERIFICATION**

The judge appointed to help the CTUOs to decide the date of reckoning for the central verification held two meetings but no consensus could be arrived. The judge then gave a ruling that the verification of central trade unions should be done on the basis of memberships on 31.12.97. The CLC has issued notice that the central Trade Unions should submit the lists by 30th November'99. The modified rules of procedure by the Central Organisations have been circulated. The BMS has gone to the court against verification on the basis of 1997 membership and want it on the basis of 1998.

• BANK EMPLOYEES

The Bank employees went on two days strike and there was an agreement that the wage revision and other benefits including the retirement benefits to be within 12½ percent increase.

During negotiations the IBA stated that the D.A. linked pension requires a deposit of 26½% of the wages. As present 10% are being deposited and the rest of 16½ percent should be within the 12½ percent increase agreed for wage revision. The Trade Unions held that as per the original agreement the management should bear the extra cost since 10% of the management's contribution from the beginning of service has been given up by the employees. The management in a subsequent meeting came with the proposal that it will bear the burden of 6% and employees should contribute 10½ percent out of the wage settlement. The unions rejected. The IBAs not fixing any meeting for negotiations and issued a statement to the press accusing that unions are backing out of the agreement. The unions are for negotiated settlement.

The 26½ percent proposal is based on the finding is of the conference of the actuaries. The unions have not questioned that but the question of who should bare the burden is being negotiated.

• PENSION SCHEME – THE REALITY

Here one should note that some Trade Unions gave the call for pension as third benefit in the Banks and extended to all. Some central organisations did not agree with the demand for third benefit but demanded indexation. Now it is noted that full indexation is not possible without 26½ percent contribution while the contribution to the P.F. pension scheme is 8½ percent plus 1.17 percent. Upmanship only creates illusions and derails the trade union movement. Higher economic demand is not revolutionism. Let us raise the consciousness of the workers about the weakness of the system and the necessity to struggle for a new society based on social justice and socialism.

There was a seminar at MUMBAI organised by the Shramik Pratisthan founded in memory of Com. Dange. It was attended by leaders of all the leading central organisations and intellectuals. Some of the speakers urged on the unity of Trade Union organisations with the aim of marching towards a single centre.

• SOME STRUGGLES

The Satyam committee recommended privatisation of ESI which was opposed by AITUC. The govt. decided that 10 percent of P.F. contribution will be invested in corporate sector which was opposed by Trade Unions. The EPF board did not approve. The NDA election manifesto assured placing of the provident funds and pension funds in the market which will help the capitalists and expose the funds to risk.

The central organisations AITUC, CITU, HMS and INTUC represented to the Prime Minister for revival of Cement Corporation of India.

The All Indian Radio and Doordarshan employees went on strike against the in justice done to them in fixation of scales. AITUC expressed solidarity but strike had to be withdrawn with the passage of no confidence motion. The palledars of FCI have won a victory after a prolonged effort.

Birlas OCM mill in Chirharata went on strike for more than 100 days. Birlas issued advertisements carrying false propaganda against the AITUC led unions. When Veteran leader Satyapal Dang issued a rejoinder none of the papers published it.

The power workers of Bihar conducted struggle against efforts to privatise the Board. The engineers and workers of U.P. Electricity Board went on strike against bid to trifurcate and privatise. A compromise was reached that they will study the effect of trifurcation in Orissa and Andhra Pradesh.

The Tea Garden workers of Bengal went on united strike and with the intervention of the chief minister an agreement was reached by which 10,000 new workers will be recruited and housing and hospital facilities will be provided. Similarly Bengal hosiery workers went on strike.

The extended meeting of the CPSTU decided that two days strike will be organised after the Kargil war, for withdrawal of DPE guidelines, wage revision, amendment of Bonus Act, and revival of sick industries etc. But because of the elections the dates were not fixed.

The non-coal workers held a conference at Malajkhand and organised the Non-coal Mines workers federation.

The Kamataka govt. refused to implement the Supreme Court decision regarding the check off system i.e. deduction of union subscription from pay. The victimisation, transfers and harassment of KSRTC employees continues unabated inspite of the attempts by the union for a compromise.

The BHEL Trade Union Federation held its conference at Ramchandrapuram.

In the case of IDPL the Supreme Court held that reservation for purchase of medicines, from a public sector undertakings is not discriminatory. The Govt. has prepared a revival package for HSCL which includes such sacrifices by the workers as freeze of DA, freeze of recruitment and VRS etc. which the unions refused to accept.

The Kerala govt. employees went on a days token strike.

Non payment of minimum wages led to self immolation of a worker in Madhya Pradesh. This event brought to the fore the horrible conditions prevailing there.

• AITUCS PARTICIPAION IN DIFFERENT FORA

K.L. Mahendra attended the ILO Conference in June at Geneva. H. Mahadevan attended the XV world conference on health and occupational safety in Sao Paulo (Brazil) An action plan proposed by all the 5 National TU Centres in a National Seminar held in Bombay on Safety and Health in at Annexure. Com. M.M. Deskhar greeted the BMS Conference at Nagpur.

• EDUCATION

Com. Parmar and Com. Dr. Kango attended the Training course of ILO in Katmandu and under the ILO programme conducted classes for the APSRTC employees federation and the Maharashtra Electricity Board Workers Federation. Further training class is to be organised for eleven state cadres in December in Trivandrum who will continue conducting to classes thereafter. A plan of action on Education placed by the AITUC participants in the ILO Review meeting held at Bangalore is in the Annexure. The training programme conducted by APSRTC Federation brought out a document on Transport Policy; So also MSEB Workers Federation.

The V.V. Giri institute of labour organised a class for AITUC cadre for Assam, Meghalaya and Arunachal Pradesh at Gauhati in September. A similar class will be organised in Imphal for Manipur and Tripura.

The National Labour Institute has sanctioned some amount for documentation of AITUC records by the N.M. Joshi research centre. At present three persons are working on the project. We have also suggested that the senior leaders should be interviewed and they have agreed. As and when the schemes are sanctioned we shall take up the job.

The centre published syllabus for education in English and Hindi. English pamphlets are practically sold out. We have no reports if any classes were conducted by the state committees or the big unions. Integrating our syllabus with the new modules / syllabus by ILO classes to be conduct at all levels.

On our request the Institute for workers education has organised classes for leadership training specially for AITUC.

• WFTU

At the general council meeting in February it was decided to hold the 14th Congress of WFTU at Delhi in November'99. Coupons were printed and initial collections were made for booking Vigyan Bhawan and hotel rooms. The collections started in several places and the response was fairly good when secretariat members visited the states. But due to elections the conference was postponed and collections were stopped.

Now it is decided to hold the conference from 23rd to 28th March'99. Justice Krishna Iyer has agreed to be the Chairman of the reception committee.

Now the unions have to commence collections and also mobilise advertisements.

• UNORGANISED SECTOR

We have made some progress in organising the unorganised. Notable among them are Beedi, Construction, loading and unloading etc. Beedi workers have held their state conferences and rallies in Maharashtra, M.P. and West Bengal.

After the significant Supreme Court judgement on Contract Workers of December 6, 1996 many of our unions raised several disputes raised by control. Coal Field Ltd. Bokaro and Hariyan Electricity Board disputes for regularising the services of Contract Workers. The respective Industrial Tribunals gave 'Awards' in favour of workers. When the managements appealed in High Courts their petitions were dismissed. Hence the awards were upheld.

The Construction Workers and stone workers of Jodhpur (Rajasthan) held a big demonstration and Rally before the District Magistrate on July 13, 1999 in which more than two thousand construction and stone-workers participated. The rally was addressed among others by Com. S.N. Thakur Secretary, AITUC. A successful convention of Dari making workers was held in Jaipur on July 28, in which Lakshmidhar Mishra, Labour Secretary, Govt. of India and Com. G.L. Dhar, Secretary, AITUC participated from the centre.

A Contract workers named Sudama Rathore of M.P. Electricity Board at Bir Singhpur Pali resorted to self immolation by sprinkling petrol over the body and burning himself against the management's apathy to enforce payment of minimum wages to the workers. Inspired by the sacrifices of Sudama Rathore the five thousand contract workers of Sanjai Gandhi Thermal Power unit of MPEB staged a militant demonstration before the management on May 19, and thereafter before the District Magistrate of Umariya on June 15. Com. Nagendra Nath Ojha, MP and Com. S.N. Thakur Secretary AITUC participated in the rally. Sensing seriousness of the movement the Chief Minister of Madhya Pradesh announced Rs. 75,000/- compensation to the victim which was paid later. The Payment of minimum wages of Rs.72/- was enforced forthwith. Now the contract workers have intensified the struggle for abolition of Contract system and regularisation of their services.

• ORGANISATION

In the report at Amristar conference the weakness of our organisation were pointed out. The secretariat members attended the state general councils, again the issues were discussed in the last general council but the comrades continue with old habits. On the steps to be taken for verification based on membership of 1997 detailed circular was sent to all the unions and also a circular to the general council members but we have received no response.

We have asked for registration number, affiliation number and the number of members in 1997 but received little response so far.

Large number of unions have not paid affiliation fees for 1997 and very few have paid for '98. We have to correct the records at the centre and it can not be done without the cooperation of the unions and state committees. Many of our letters on "Organisational issues remain unanswered from several states. Letters seeking details about sugar & cement unions is amongst them. Lethargy still persists as far as keeping of records and payment of affiliation fees is concerned.

The centre has no other income and it is getting difficult to run the centre in these circumstances.

It was decided that wholetimers should be fixed to organise the unorganised. There is no report if any steps are taken or what are the difficulties.

Has the work expanded in the unorganised sector? Have any steps been taken for entering into new units in the organised sector? Is it that we are bogged down in the routine work of the existing unions. It was decided to organise the unions amongst weavers, toddy tappers and extend in stone breaking sector etc. It was decided that through seminars and group contacts we should create conscious cadre amongst the workers in the organised industry.

Some of the states have registered the agricultural workers union and others have yet to register them.

We have not tried to review the major struggles we conducted to notice the strength and weakness of the movement.

There is a continuous propaganda by the multinationals and also the big business that Trade Unions have lost their relevance, that society is heading towards union free atmosphere etc. There is also a propaganda that in India only 5 percent of the workers in the organised sector are organised. All this is meant to demoralise the workers and weaken the trade union movement. In the organised sector most of the workers are organised though quite a large number are not treated as trade unions and are registered as associations under that act.

The problem in the organised sector is that in certain areas mafias control the union, in others there are unions confined to the unit level issues and leaders are close to the management specially in the multinationals or some of the big business held industries. There are very big unions like the Railway men, the seamen and the Port and Dock workers who live in the world of their own and not to talk of common actions they do not even express serious concern over economic or political policies of the government.

There is a central organisation which is in favour of economic reforms and general policies but acts alongwith others on the industrial demands or unit level demands.

Then there is an organisation which stands as part of Sangh Parivar. It joins with others against certain policy issues but takes fundamentalist positions.

Hence even on the 11th December'98 strike which was the biggest mass action, Railways, seamen airways and the main industrial belt of India on the Western Coast did not participate in the strike. In the steel mills there was only a partial strike and virtually no strike in BHEL. The financial sector was on complete strike. For the first time some state govt. employees participated but not the central govt. employees or the teachers. Jute, cement, sugar, small and medium sector industries and some in the unorganised sector participated. Road transport workers in some of the states participated in strike.

We should note the weakness of the movement and try to overcome it.

Large sections of unorganised sector viz Agricultural workers, small and marginal farmers, weavers, fishermen, toddy tappers are organised in some form but mostly not as trade unions. The agriculture workers till recently concentrated on reforms and only recently are raising the demand for wages and social security. The small and marginal farmers are in the Kisan Sabha alongwith the rich peasant and the rural elites. The construction workers in the projects and under builders are organised. In some places the general construction workers are also organised. The plantation workers are organised. The workers in non coal mines in the public sector are better organised. But in some areas in private sector they are not organised.

A call to organise the unorganized was given. But never discussed what are the organisational steps to be taken and where is the cadre. It is necessary that a special meeting of the working committee be held to discuss the problem of organising the unorganised and expansion of the AITUC on the basis of a note to be prepared and detailed planning should be done. A good slogan will give no results unless it is backed by necessary organisational steps.

Large sections of agricultural workers, weavers, fisherman, construction workers and Home based workers remain unorganised. The forest workers and stone breakers are unorganised.

A concrete programme is required to be worked out to organise them and cadre should be allotted. Further concrete programme needs to be worked out about workers in the industrial belt of western coast and new industrial centres that are coming up in different states.

We have to further plan our approach as to how to raise the consciousness of those who confine themselves to their unit level or industrial level issues.

A detailed programme will have to be chalked out.

Annexure

Problems of the Working Class Movement

A question is normally asked as to why the working class is not able to intervene and reverse the policies of globalisation and neo liberalism which are dictated by IMF, World Bank and WTO.

It is normally pleaded that the working class is fighting defensive battle against privatisation, job losses, contractualisation and casualisation of jobs and growing unemployment and poverty.

It is a fact that on the call of the national platform of mass organisations there have been general strikes. Further on the problems of wage revision, closures or privatisation there have been strikes of the workers of public sector.

But never were the strength and weaknesses of these actions reviewed and hence no steps were taken to overcome these weaknesses.

The general strike of December'98 evoked very wide response, as Port & Dock workers, insurance and bank and state govt. employees also participated in the strike and there was virtual bandh in seven states.

But during these strikes the biggest industrial centre i.e. the Western Coast the industrial hub of the country did not participate. The new industries in several states mostly didn't participate. The Railwaymen; the defence workers, the telecom and postal workers did not participate in these mass actions. They normally do not adopt other forms of actions either to express their opposition to these policies. The workers of ONGC, Oil, BHEL, H.M.T. and some other public sector organisations do not normally participate. The Central Govt. employees, and teachers from primary to university level do not act on issues of policies. In the Western region most of the unions in Gujrat are either I.N.T.U.C. or independent. In Bombay the Shiv-Sena or the Mafia groups control most of the unions. The unions in the Poona sector are mostly independent. The unions affiliated to I.N.T.U.C. do act on issues of wages etc. but do not act on issues of economic policies. They are in the joint action committee for revival of NTC Mills or the IISCO but on economic policies they support the reforms. The President of I.N.T.U.C. even supports disinvestment and privatisation.

The independent unions confine themselves to the unit level problems and do not at all react to the economic policies. In most of industries under the Multinational Corporations or Indian big business there are independent unions or unions affiliated to I.N.T.U.C. The unions under Shiv-Sena create hatred towards minorities, resort to intimidation but are for market economy and hence silent on the impact of structural adjustment.

Even today the sections who actively participate in mass actions are the employees of financial institutions, the workers in the coal, jute and textile industry, public sector workers of Bangalore and a section of public sector workers in the small – scale sector certain sections of unorganised sector. In Begal the total transport workers, buses, taxies, auto riskshaw workers join the action.

The workers of electricity board and port & dock have started moving into action with the threat of privatisation.

There are unions which have left leaders in the leadership but confine themselves to the problems of the unit or at best of the working conditions in the industry.

If this vast section becomes conscious of its responsibility to intervene are reverse the policies it could exercise influence on framing the policies of the country. But no attention is being paid to this weakness of the trade union movement.

Much energy is wasted in inter rivalry while united efforts are necessary to overcome the weakness and create consciousness amongst all sections of the workers about the disastrous policies and that the working class can intervene and give an alternate direction to the policies.

The trade unions have been critical of the policies and have pointed out the ill effects. But a direction to the policies or mobilisation of the bulk of the working class is not possible unless the trade unions also come forward with an alternate policy.

Apart from these there are large number of workers in the unorganised sectors who have to be organised and drawn into action. The agricultural workers have to be mobilised not only for land reforms, but also for higher wages and social security or welfare measures. The construction workers can best be organised if boards are set up both for work and welfare measures. The stone breakers should be organised in cooperatives as it is difficult to get better wages and working conditions from the petty contractors who exploit and use terror method or victimise the moment they are organised. The handloom and powerloom workers have to be organised in cooperatives and strive for easy credit, and proper marketing. The home-based workers should be organised on cooperative basis and also as trade unions. Even the small entrepreneurs cannot victimise if the workers in the unorganised sector are organised keeping the objective conditions in view. The consciousness of these sections will have to be raised linked with their experience.

The call for organising the unorganised was given about 15 years back, but no attention was paid to working out organisational sanctions. Who is to organise them and how?

During the period of freedom of struggle young, educated persons came forward to organise the workers and peasants. Even after independence certain young educated persons came forward. As far as new industries are concerned the workers themselves are educated and form the organisation and manage with internal leadership or get a prominent political leader with a view to use his influence. In areas where level of political consciousness is high person from the professions themselves take the initiative to organise. But vast areas still remain where that level of consciousness is not there.

The young persons who come into political activity are more interested in the elected posts of the local bodies, cooperatives, assemblies and Parliament and not in the hard life of organising the workers, specially in the unorganised sector. There is the problem of raising the consciousness of large sections of workers whose organizations confine themselves to problems of the unit or industry.

The leaders of the existing trade unions confine themselves to the areas where they are working but do not apply their mind to wider issues and problems of the movement.

The division in trade union movement cause waste of energy and time in the rivalries and efforts to win the leadership than the problems of the movement as a whole.

These are some of the points which the trade union leadership should discuss and work out a programme for expansion of the movement and raising the consciousness of the workers. Some of the important issues have been posed above.

Apart from these there are weaknesses in the organisation and method of working of the unions which were dealt with in the report of Amritsar Conference and subsequent meetings of the General Council but there is not much improvement except in certain states.

ANNEXURE

ALL INDIA TRADE UNION CONGRESS (AITUC) PLAN OF ACTION (PLACED BEFORE ILO REVIEW MEETING)

1. By Dec'99, AITUC will have 22 Trained facilitators, drawn from 11 states.
2. Each state, consequently will be asked to organise at least one facilitators' programme by JULY'2000 (11 programmes)
3. State Committees will identify major unions / federations and conduct training programmes, by JULY'2001.
4. An exclusive programme for women cadres will be organised some times in Oct-Nov 2000 (If possible, this may be done in two phases, one in North and Other in South).
5. The programmes under (3) will include exclusive programmes for unorganised, viz, CONSTRUCTION LABOUR, PLANTATION WORKERS, BEEDI WORKERS through the respective federations.
6. At the AITUC Centre, TU EDUCATION DEPT. is responsible. In several states, similar arrangement exists. These will be created wherever they do not exist. At the centre as well as the state one functionary will be made in-charge to co-ordinate. This will be based on the decision of the respective working committee.
7. Monitoring of TU Education Programmes to be done by the in-charge functionary indicated in (6) above.
8. Target Groups :
 - i) State level cadres.
 - ii) Leadership in major unions / federations
 - iii) Leadership in specific unorganised sectors.
 - iv) Women activists.

FINANCES : To be met from the following sources

- (i) From respective unions/ federations.
- (ii) From CENTRAL BOARD OF WORKERS EDUCATION.
- (iii) Assistance from other friendly organisations (JOSHI-ADIKARI INSTITUTE, SHRAMIK PRATISHTAN etc.)
- (iv) From INTERNATIONAL LABOUR ORGANISATION (ILO).

NUMBER OF PROGRAMMES:

As estimated, TWENTY (20) in 2½-3 yrs.

INTEGRATION OF AITUC TRAINING PROGRAMME WITH THE LEADERSHIP DEVELOPMENT PROGRAMME

AITUC's Curriculum includes the following :

- (I) Birth Growth of TU Movement in India.
- (II) Role of Working Class in Freedom Struggle.
- (III) Splits & the problems of TU unification
- (IV) Trade Union Organisation
- (V) Unorganised sector ; Agri. Labour; Class-Caste
- (VI) New Economic Policy.
- (VII) Industrial Sickness.
- (VIII) New Technology & Trade Unions.
- (IX) Evolution of Wage Structure.
- (X) Working Women, Problems and Unionisation
- (XI) Trade Union Perspective on Child Labour and its Elimination.
- (XII) Health, Safety and Environment
- (XIII) Teaching Techniques.

The modules given by ILO will be appropriately integrated with the AITUC's Education programme shown above.

Involvement of the Education Dept, will integrate the curriculum.

Annexure

Trade Unions' Action Plan on Safety, Health, and Environment for Workers

At the culmination of a 5 day National Workshop organised jointly by the International Labour Organisation (ILO) and Directorate General Factory Advise Service and Labour Institute (DGFASLI) Govt. of India, the participating trade union leaders from AITUC, BMS, CITU, HMS and INTUC unanimously agreed to the following action plan.

Action Plan to be **SMART**

- S - Specific
- M - Measurable
- A - Adaptable
- R - Reliable
- T - Time Bound

On the general action plan, each central TU will discuss in their own separately and fix up specific plan, responsibility, time etc.

Draft Action Plan at National, Regional & Local Levels

(A) National Level

- (1) National Campaigns (in different forms) on....
 - (a) Formulation of 'National Policy of SHE' by Govt.
 - (b) Constitution of 'National (Tripartite) Commission on SHE'
 - (c) Codification of 'SHE legislations into one umbrella Act' (jointly finalising the Terms and references & composition)
 - (d) Empowered Tripartite Machinery at all levels for monitoring / reviewing of implementation of 1 (c) above.
- (2) Exclusive National level 'TRAINING THE TRAINERS PROGRAMME ON SHE'
- (3) Brining out simple literature / Training materials.
- (4) Adoption of Trade Unions' own policy on 'SHE' and directing the same to all levels
- (5) 'SHE' GUIDELINES' from National Centre to state, Industrial Federations and units down below.
- (6) ACTIVISATION OF JOINT TU FORUM ON SHE, such as 'TUPEP' (Trade Unions Participation on Environment Protection)

- (7) Co-ordinated efforts with International and National fora like ILO, ISSA, GREEN PEACE etc. Co-ordination with National bodies like DGFASLI, NSC, specific NGOs like PRIA etc. Participating in the programmes sponsored by them; Interacting on specific issues.
- (8) PERIODIC REPORTING / REVIEW of SHE ISSUES AT THE NATIONAL LEVEL
- (9) Net working; Database –up- dating; Introducing modern methods at the National Centre/ Regional Centres.
- (10) Make efforts to enter forum like POLLUTION CONTROL BOARDS etc.
- (11) JOINT CAMPAIGN/ ACTION PROGRAMME on National issues like (i) Import of Toxic wastes, manufacture of 'banned' chemicals, hazardous substances, disposal of wastes, manufacture of 'banned' chemicals, hazardous substances, disposal of wastes, CODE for MNCs, implementation of labour friendly Supreme Court / High Awards on SHE issues etc.
- (12) Take up the cause of the workers in the unorganised sector / unorganised workers in the organised sector, on matters relating to SHE. legally or otherwise.
- (13) Monitoring / Co-ordinating / interacting with the concerned authorities on implementation / feed back of the SHE related departments.

(B) REGIONAL LEVELS / STATE LEVEL

- (1) Continue the campaign on SHE issues taken up at National level and referred below.
- (2) Regional level TRAINING OF TRAINERS PROGRAMME exclusively on SHE issues, with the assistance of professional bodies / experts on specific issues / topics.
- (3) Implementing / Monitoring the central unions 'SHE POLICY GUIDE LINES; Bringing out simple syllabus on regional / local languages.
- (4) Formation of UNIONS' (if need be, along with relevant NGOs) JOINT FORUM (such as TUPEP) at the regional / state level.
- (5) Remain was 'Watch Dogs' over the functioning of FACTORY INSPECTORATE, ESI, POLLUTION CONTROL & ENVIRONMENT AUTHORITIES etc. Mobilise opinion and organise the affected, against injustices caused.
- (6) RESIST against installation of hazardous units disallowed elsewhere in another region – mobilising public opinion; Initiate public –interest – litigations and / or other legal steps against degradation of SHE.
- (7) Take up the SHE PROTECTION issues affecting the community at large and fight for remedial measures.
- (8) Take up the cause of the workers in the unorganised sector / unorganised workers in the organised sector in the region / state on matters relating to SHE, legally or otherwise.
- (9) Organise, if need be, with the assistance of some NGOs, cultural programme for educating public on SHE (specific) issues and create awareness.

LOCAL / UNIT LEVEL

- (1) ENSURE adoption of SHE POLICY by the concerned unit/ company.
- (2) OBSERVE, along with the unit authorities, SAFETY DAY / WEEK, ENVIRONMENT DAY etc. and initiate / cause to initiate specific programmes; Rewarding the better house-keeping, zero-accident depts, Accident prevention suggestions etc.
- (3) TRAIN the SAFETY COMMITTEE MEMBERS on their role in the committee.
- (4) CONDUCT/ cause to conduct periodic HEALTH SURVEY of workers in hazardous jobs / areas, ' Organise health records of the individual workers and for periodic review.
- (5) Integrate SHE issues in the unions' workers Education Programmes; conduct regular training in batches.
- (6) EDUCATE the workers for making use of the RIGHTS provided under sec 111A of the FACTORIES ACT.
- (7) Include/ incorporate SHE related demands in the union's CHARTER OF DEMANDS; (Do not drop them until they are realised).
- (8) Make SHE PROTECTION as the NEW COLLECTIVE BARGAINING AGENDA and settle GREEN CLAUSES in the Agreements.
- (9) Make proper use of the SAFETY COMMITTEE for taking meaningful and effective steps on occupational diseases / health, conducting special studies, training the workers on specific SHE problems etc.
- (10) Bring to the knowledge and information of STATE/ REGIONAL, NATIONAL Levels, the need for policy changes required on selective SHE issues based on the unit's experience; suggest to the National, State/ Regional level leadership for initiating specific amendments to the SHE provisions in legislations or notifications.
- (11) Espouse the cause of unorganised workers in the unit/ factory on matters relating to SHE issues, legally or otherwise.
- (12) Make use of the specific, talented workers for propagating the cause of SHE protection.

NOTE : In the existing conditions, the trade unions, besides their own limited resources, need physical, material, technical, and financial support and co-operation from the International organisations – ILO, ISSA, FES, CTUC, ICFTU, WFTU etc. and National organisations of similar potential. This has to be appropriately extended, as sought for.

Working Committee Meeting
25-26, October 1999

Draft Resolutions

I. ON SECOND NATIONAL LABOUR COMMISSION

This Working Committee Meeting of AITUC held in New Delhi on 25-26, October 1999 notes with deep concern that the Govt. of India has announced the formation of the 2nd NLC, without considering the unanimous proposals of the four central trade unions

- 1) that the commission be headed by a retired Supreme Court Judge and
- 2) that the terms of reference should be finalised in consultation with the trade unions.

The Govt. has laid down that the commission should suggest amendments to labour laws keeping in view the economic reforms and has thus compelled the commission to confine its work within a frame work as proposed by the Govt. and subordinate the labour legislation to the economic reform on the plea of competition shifting the entire burden on the working class.

The composition of the commission clearly shows that those who have identical views on economic reforms, both from workers' and employers' side are included and therefore it is a one-sided and biased forum just to endorse the Govts approach on Globalisation, liberalisation and structural adjustment programmes which have adverse effects on the working class of India.

The working committee meeting of AITUC, therefore, demands that the Govt. of India re-constitute the commission giving proper representation to labour as well as modify the terms of references as demanded by the Central Trade Unions.

II. ON STEEP INCREASE IN DIESEL PRICES

"The Working Committee of AITUC in the meeting held on 25-26 October 1999 deplors the steep increase in Diesel prices announced by the Government immediately after completion of the election process without waiting for the new Lok Sabha to meet and have a look at the measure. While several populist measure were announced by the Care-Taker Government, this measure was held back till the polls were over. Further the steep rise imposed at one stroke is not warranted even with the rise in the international prices of Diesel.

The drastic rise is effected without exploring other avenues of raising revenue such as revision of import duties etc.

The rise is bound to have a cascading effect on the prices of all essential commodities including the essential commodities that would impose untold miseries on the toiling people. Already the bus fare has been doubled in Delhi and raised substantially in other states and the rate of inflation has jumped to 2.5 per cent from the 0.46 per cent last published.

The meeting apprehends that a massive hike in LPG prices and other taxes are in the offing for realisation of short fall in revenue.

The NDA Govt's move is anti people as it seeks to impose more and more burden on the common people while allowing relief to the trading and rich classes, besides massive tax evasion by the business and corporate lobby which has been reflected in the decline of corporate tax collection by 6.9% in April-August 1999.

The hike has stirred a general strike of Transport operators. The obstinate stand of the Government has led to scarcity of essential commodities in several areas. The AITUC deplors the obstinate stand of the Govt. of India and demands that the Government open immediate negotiations with the Transport Operators with a view to settling the strike and stay the hike in Diesel prices till the new Lok Sabha discusses the measure and decides on the hike."

III. BONUS ACT

This meeting of the Working Committee of AITUC held on 25-26 October'99 notes with grave concern that despite repeated demands from different sections of the working class as well as the Central Trade Unions, the Payment of Bonus Act which has become out dated and which does not cover a large section of employees continues to remain unamended. This has deprived Bonus to almost the entire organised sector workers. In successive ILCs the demand for removal of the ceilings under the Bonus Act was a live agenda but the Govt. did not act positively, succumbing to the pressure of the employers' lobby.

This meeting urges upon the Govt. of India to immediately amend the Bonus Act by removing the ceilings on eligibility and by enhancing the ceiling suitably on payment in consultation with the Central Trade Unions as these provisions have now become obsolete. The rate of minimum Bonus may also be enhanced to 12.5%. This meeting calls upon the working class to conduct joint demonstrations demanding immediate amendments to Bonus Act in the coming session of Parliament itself.

IV. ON PUBLIC SECTOR – WAGE NEGOTIATIONS & DISINVESTMENT

This meeting of the Working Committee of AITUC held on 25-26, October'99 in Delhi notes with grave concern that the central public sector workers have been denied wage revision for over 2½ years after the expiry of the last settlement by the end of 1996 AITUC strongly protest against the so-called guidelines of the DPE, in particular extension of the tenure of the settlement to 10 years, and demands withdrawal of these guidelines.

This meeting also notes with all seriousness the Govts hectic moves for privatisation of profitable PSUs through disinvestment and liquidation / closure of the so-called sick industries, flatly denying the required funds and assistance for their revival. The move of the Govt. of India, under the dictates of the IMF and World Bank, is a path against the self-reliant growth of the economy.

The AITUC calls upon the public – sector workers all over the country to renew their agitation programme as already decided by the CPSTU in its last National Convention in order to defend the public sector as well as achieving their own demands. AITUC fully supports the struggle of the PSU workers in this regard.

V. ON INVESTMENT OF PF & PENSION FUND

This meeting of the Working Committee of AITUC held in Delhi on 25-26 October'99 notes with shock that the Govt. has decided to release the provident and pension funds for speculation in stock market in line with the election manifesto of the ruling combine.

The AITUC is of the considered opinion that the hard earned money of the workers, accumulated in provident and pension funds should not be invested in the stock market as this will erode the security and liquidity of these funds.

It is to be recalled that all the workers representatives in the Board of PF Trust have unanimously opposed the proposed move of the Govt. and despite this disagreement the Govt. is going ahead unilaterally. The AITUC demands the Govt. stop this ominous move forthwith.

VI. ON FINANCIAL SECTOR – BANKS & INSURANCE

The Working Committee of the AITUC meeting in Delhi on the 25-26 October'99 considers with seriousness the alarming situation that would arise on account of the implementation of Verma Committee Report on Bank reforms which has spelt out massive reduction of employees, privatisation and liquidation of certain Banks. Instead of paying serious attention to the question of recovery of bad loans from big business, the committee has advocated steps like forcing 25% employees to opt out for VRS, no wage increase etc. The Govt. has already allowed the proliferation of foreign banks in India which has already affected the Indian Nationalised Banks.

The AIBEA and the United forum of Bank employees and officers have decided to launch an immediate protest action against the Govts' anti-public sector bank move. The AITUC while fully supporting the struggle of the Bank employees, demands the Govt. not to implement the Verma Committee's recommendations.

The working committee of AITUC also notes with grave Concern that the Finance Minister has declared that the IRA Bill, which was kept pending since the last session will be brought before the next session of parliament. The Bill which seeks to open up Insurance for Indian and foreign private companies will be a disaster to the National Developmental programmes and will be yet another move dictated by IMF / World Bank / WTO in support of the foreign capitalists.

The Insurance employees have rightly decided to oppose the introduction of IRA Bill in Parliament by conducting joint struggles. AITUC fully supports the struggle of the Insurance employees and demands withdrawal of IRA Bill from Parliament.

VII. ON COMPREHENSIVE LAW FOR AGRICULTURAL WORKERS.

The AITUC working Committee Meeting in Delhi on the 25-26 October'99 notes that the present Govt. led by BJP, true to its anti-worker character continues to dodge the introduction of a bill for enacting comprehensive law for Agricultural workers who constitute the vast majority of the unorganised working class. Under the pressure of the Kulak/ Land Lord lobby, the same Govt. in the last term took a stand against the introduction of the law.

The AITUC calls upon the agricultural workers to unite and agitate demanding comprehensive law for agricultural workers.

On Papal Visit

Com. Srinivasan

The meeting of the working committee view with concern the call given by the Vishwa Hindu Parishad to demonstrate against the Pope's visit to India and demanding an apology from him for earlier conversions and inquisition in India and an assurance that their shall be no further attempts at conversion. The purpose of the Sangh Parivar is to create hartred against Christians and for creating tensions against the minorities. The track record of the Sangh Parivar in Gujarat, Orrisa, Madhya Pradesh & other places in India and attacks on Churches and Christians and the buring of Mr. Stains & his children are well known.

Inspite of the declarations of Vajpayee and Advani that hey will act on the NDA manifesto, the Sangh Parivar carries on its activity while the Vajpayee led Govt. has only stated that Pope is a state guest. The very fact that the Govt. has not taken any steps to prevent such demonstration naturally shows that the BJP led Govt. will carry on its agenda through Sangh Parivar.

Their plans are an attack on the secular and democratic fabric of the country. The AITUC is surprised at the silence of partners of NDA who in their lust for power have not uttered a word against the declared nefarious programme of the VHP and Sangh Parivar and hidden programme of BJP.

The Working Committee of the AITUC condemns the nefarious activities of the VHP and Sangh Parivar and urges on the Govt. to ban the so called jathas and demonstration and take action against the organisers whose only intension is to rouse hatred against the minorities.

IX.

ON AMENDMENT OF PAYMENT OF WAGES ACT

The Working Committee of AITUC in the meeting held on 25-26 October'99 takes serious note that after introduction of economic reforms many industries have become sick and workers working in such industries are not paid their salary / wages for months together. Payment of Wage Act has become totally in effective of because of salary ceiling of Rs.1600/- per month.

AITUC demands that the salary ceiling of Rs.1600/- under the Payment of Wage Act be removed by amendment of the Act.

X. Resolution on WFTU Congress

The Working Committee of the All India Trade Union Congress held in New Delhi on 25-26 October'99 notes with satisfaction the steps being taken by AITUC Centre to make WFTU Congress a success.

It is for the first time that the World Congress of the World Federation of Trade Unions is being held in India, indeed in Asia. The significance of the congress is heightened by the fact that it is being held at the beginning of the new millenium when working people and their Trade Unions World over are facing an uncertain future due to worsening economic crisis and its social consequences and financial turmoil under mining economic security and basic human rights because of globalisation and neo-liberalisation in the phase of MNCs.

The agenda of the congress includes negative impact of the new economic policies and the problems of acute unemployment, poverty etc. faced by the working class in India and other developing countries.

The working committee resolves that in order to popularise the significance and importance of this congress among Indian working people in the context of the attack they are facing from the Govt's economic and other policies, to organise state-wise jathas within their states in Feb 2000 and directs state committees of AITUC to work out details of these jathas. The working committee also directs AITUC secretariat to prepare a suitable pamphlet to be distributed to people during the course of jathas / yatras.

The Working Committee calls upon all State Committees to make strenuous efforts to reach their membership and explain to them the significance of the congress and collect generous donations from them to meet the expenses of the congress.

XI .

Resolution on Military Take-over in Pakistan

This meeting of the working Committee of the All India Trade Union Congress held on 25-26 October'99 expresses its deep concern over military take-over in Pakistan. The military rule in Pakistan will not solve the problems of the working and toiling masses of Pakistan. In fact it will only aggravate them and lead to suppression of democratic rights. The working Committee expresses the hope that working class of the Pakistan will work for the restoration of democracy and democratic institutions in their country, in which struggle the working class of India will support them fully.

XIII/ Resolution on devastating cyclone in Orissa.

This Working Committee meeting of the AITUC held on 25-26, October 1999 notes with anguish the devastating cyclone that has lashed coastal areas of Orissa, killing nearly 200 people and leaving behind trail of destruction in the form of house collapses, uprooting of trees etc.

The AITUC urges upon the Govt. of India to rush immediately massive financial assistance to the people of the affected area in order provide them immediate assistance and relief.

The Working Committee also directs AITUC Centre and State Committees to send donations to the Orissa State Committee so that they may organise relief work for the affected people. It also appeals to the friendly Industrial Federations of AITUC to extend financial assistance to Orissa State Committee in order to enable them to organise relief work for affected people.

Resolution on Action Programme

x 19
The Working Committee of the AITUC notes with concern the proposed hard decisions of the Vajpayee Govt., which only means the implementation of the structural adjustment programme as dictated by IMF and also WTO.

There is a steep rise in the price of Diesel, which is unwarranted. The statements of the Finance Minister, minister for Industries and Commerce all show that with the confidence of the stable majority they are out to complete the first round of reforms and move on to the second round of reforms.

The proposed reforms are meant to dismantle the public sector, by sale of sick industries, conversion of 24 PSUs into joint sector and disinvestment in the profit making PSUs.

The Govt. has announced that Insurance Regulatory Bill be adopted, opening the insurance sector to private sector in India and MNCs. The Ministers have indicated that Verma Committee report will be implemented for Banks and the sector will be opened up for private sector Banks. The Govt. envisages introducing anti-labour amendments to the I.D. Act providing for exit policy and also legalisation of contract labour.

The Govt. proposes to meet the budget deficit by reducing subsidies and increasing the prices of Commodities supplied through public distribution system. The finance minister has said that the amount accrued through disinvestment shall be used to clear the debt burden.

The wage revision of public sector workers due from 1-1-97 is held up because of the DPE guidelines while the Govt. has approved the recommendations of the Justice Mohan Committee report for the executives and superior officers.

Inspite of the unanimous demand of the trade unions to remove the ceiling in payment of wage act and the Bonus act for eligibility, govt. has failed to amend these acts.

But the Govt. is contemplating to amend section 25 (O) of the ID act so as to introduce exit policy and legalisation of contract labour.

The sick industries are closed down without payment of statutory dues to the workers and none of the state Govts have taken any action against the offenders.

The Govt. has not so far enacted comprehensive legislation on agriculture labour inspite of the demand of the trade unions for security of service, social security and a reasonable minimum wage for the worker in the unorganized sector. Nor have the land reforms been implemented. The minimum wages for the Mine worker have not been revised for more than twelve years and only dearness allowance is enhanced from time to time.

P.T.O

The working committee of the AITUC decides to organise a programme of action on the following demands:-

1. Stop closure, conversion into joint sector of the PSUs and disinvestment in profit making industries, which is virtual privatisation.
2. Oppose the Insurance regulatory bill and implementation of the Verma Committee report and opening of Banking Sector to private Sector.
3. Oppose closure of Coal mines and proposed retrenchment of workers.
4. Oppose deletion of Section 25 (O) of the ID Act providing for policy of hire and fire and against amendment of the contract labour abolition and regulation act to legalise contract labour.
5. Oppose placing of the PF and Pension fund in the market.
6. Remove the ceiling on the payment of wages act and the eligibility ceiling in Bonus Act.
7. Enact the comprehensive legislation for agriculture labour.
8. Ensure reasonable wages, service of security and social security for the worker in the unorganised sector and indexation of their wage.
9. Revive the viable sick industries.
10. Ensure payment of legal dues including PF contribution, wage arrears and gratuity etc. in the industries which are closed.
11. Withdraw DPE guidelines.

The working committee of the AITUC decides to conduct a phased programme on the above demands. The AITUC working committee decides that-

- LUNCH HOUR MEETINGS ON 24TH NOV'99 IN ALL INDUSTRIAL CENTRES IN INDIA.
- DHARNA IN ALL INDUSTRIAL CENTRES IN INDIA ON 14-12-99 LEADING TO MASSIVE DEMONSTRATIONS AT THE STATE CENTRES ON 6-1-2000 WHEN A MEMORANDUM SHALL BE PRESENTED TO THE GOVT.

Founded on 31.10.1920



Founder President, Lala Lajpat Rai

अखिल भारतीय ट्रेड यूनियन कांग्रेस All - India Trade Union Congress

President : J.Chittaranjan, M.P.
General Secretary : K.L.Mahendra
Dy. General Secretary : H.Mahadevan

November 8, 1999,

Statement of AITUC Secretariat

The AITUC Secretariat mourns the demise of Com. Kamlapathi Roy, a senior trade union leader and General Secretary of the West Bengal State Committee of AITUC. He devoted his whole life to the cause of the working class and led many a struggles.

The untimely death of Com. Kamlapathi is a great loss to the Trade union movement in West Bengal and the country.

The Secretariat of the AITUC conveys its heartfelt condolences to members of his family and the members of BPTUC.


(K.L.MAHENDRA)

*File
Working Committee
K.L.M.*

November 3, 1999,

CONDOLENCE MESSAGE

AITUC notes with profound grief the demise of Comrade R.K.Ganguly, Vice President of the AIDEF and Working Committee member of AITUC on 3rd November at Nagpur.

In the untimely death of Comrade Ganguly the Defence ~~Civilian~~ Employees have lost a pillar of their movement, as he had been in the forefront of the movement for several years and extended yeoman service.

We convey our heartfelt condolences to the family member of Com. Ganguly as well as to the fraternal organisation AIDEF.

(K.L.MAHENDRA)
General Secretary

ALL INDIA TRADE UNION CONGRESS

अखील भारतीय ट्रेड युनियन काँग्रेस

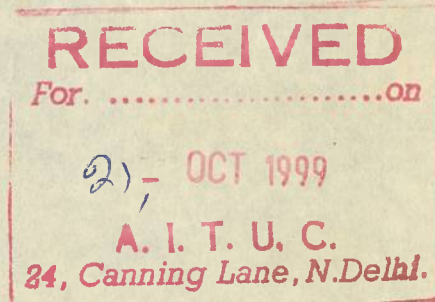
गोवा राज्य कमिटी

VELHO'S BUILDING, (2nd Floor), OPP. MUNICIPAL GARDEN, PANJIM-GOA.

Ref. No.: _____

Date : 17 Oct, 99

To,
Comrade K.L. Mahendra,
General Secretary,
All India Trade Union Congress,
24, Canning Lane,
New Delhi 110 001,
INDIA.



My dear comrade Mahendra,

I thank you for the invitation sent to me to attend the Working Committee Meeting on 25th Oct, 1999.

I wish to inform you that I am unable to attend the Working Committee Meeting on 25th and 26th October on account of the recently-held Lok Sabha elections which laid-us-off from day-to-day union work for more than 20 days.

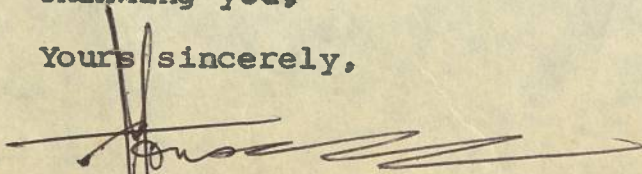
I have also received a letter from comrade G.L. Dhar informing me that I should attend the National Seminar on ILS from 4th to 5th November in Mumbai. Enclosed is the copy of my letter to comrade G.L. Dhar-accepting my nomination.

I request you, in the light of the above, to kindly condone my absence from attending the Working-Committee Meeting.

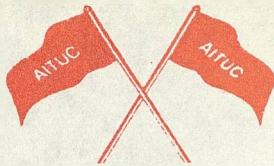
However, Comrade Narayan Palekar our Senior comrade from Goa shall attend the Working-Committee Meeting.

Thanking you,

Yours sincerely,


(Christopher Fohseca)

Founded on 31.10.1920



Fonder President, Lala Lajpat Rai

अखिल भारतीय ट्रेड यूनियन कांग्रेस
All - India Trade Union Congress

President : J.Chittaranjan, M.P.
General Secretary : K.L.Mahendra
Dy. General Secretary : H.Mahadevan

o/c

2nd November, 1999

Shri Ram Naik
Hon'ble Minister of Petroleum & Natural Gas,
Govt. of India,
New Delhi

Dear Sir,

We enclose herewith the Resolution adopted by the Working Committee of AITUC in its meeting held on 25-26, October 1999.

We request that necessary action may be taken and we are informed of the same.

Thanking you,

Yours sincerely,


(H. MAHADEVAN)
Dy. Gen. Secy.

Encl.:- As stated
Resolution: (II)

Working Committee Meeting 25th and 26th October '99

Report of General Secretary

* Election and aftermath.

The Lok Sabha Elections and the elections to the assemblies in Andhra, Karnataka and Maharashtra are over. The NDA got a comfortable majority and the Govt. led by Vajpayee has been formed. In the elections the number of seats of NDA has increased but BJP has increased its tally by only one. The NDA has increased its strength to ~~296~~ over 300. le

Atal Behari Vajpayee has been sworn as the Prime Minister and the new cabinet is constituted. The strength of the Congress (I) has gone down to 112 though the percentage of votes has increased and as a single party it secured highest votes as it contested also the largest number of seats. In the assembly elections, in Andhra TDP-BJP combine has secured a big victory, the CPI is not represented in the assembly and CPI (M) has 2 legislators only. In Karnataka Congress got majority. In Maharashtra Congress (I) and NCP together have a majority. In Punjab Congress as won the polls with CPI and CPI (M) one seat each. R

Vajpayee has been stressing that the elections were fought on the NDA agenda and not on BJP agenda. It is a coalition of 24 parties. The Govt. has the outside support of the TDP. The Prime Minister has said that he will work on the basis of consensus.

The seats of the left front are reduced to 42 and out of this the CPI has only 4 MPs compared to 9 in the last Lok Sabha. Nawaz Shariff dismissed Mushraff the commander in Chief and within hours military took over and now Mushraff is chief executive. Nawaz Shariff is under custody, the central and state governments have been dismissed, the parliament has been dissolved emergency has been declared and Mushraff is now the Chief Executive. The order also states that the Supreme Court shall not entertain any case against the chief executive. Though Martial Law is not declared, virtual Martial Law is enforced. This is a blow to democracy in Pakistan. The people feel relief because of their anger against Nawaz Shariff for the misadventure of Kargil ~~was~~ war and worsening economy etc. a/

It is to be watched as to what policy the military govt. adopts towards restoration of democracy, attitude towards Taliban and relations with India.

The Prime Minister has said the situation requires hard decisions. This means there will be closure or sale of sick mills, rapid disinvestment on the plea of keeping low the fiscal deficit and increase in the price of cereals supplied through PDS. The Kargil war has cost the exchequer Rs.5000 crores and elections have caused Rs.1000 crores. The revenue shortfall could be as high as Rs. 18000 crores with the non-plan expenditure going up by Rs.6000 crores. The price of Diesel has been increased by Rs. 35. The measures visualised are downsizing of the Govt. and cutting down Govt. expenses. 107

They will now push through Insurance regulatory bill, the Patents amendment bill etc. and further opening up of the market etc. Already the industrialists are raising their

voice that Banks have a surplus staff of more than a lakh. There is pressure to downsize the Government departments and also for reduction of subsidies. The Congress has initiated the economic reforms and the Govt. is confident of getting support. The Verma Committee report on weak banks suffers from anti employers' bias and constitutes attacks on employees' jobs, job security and wages as if employees are responsible for ill health of the banks. The banks can not come to good health unless the problems of non-performing assets of Rs.45000 crores is tackled.

GOVTS' BIASED APPROACH

Since the meeting of the General Council there have been lot of political changes. The BJP led Government tried to appoint the second National Labour Commission with both representatives of the workers and employers from the Sangh Parivar and Chairman sympathetic to them, whose qualification was that Shri Ravindra Verma was Labour Minister for a short term during Janta Party Govt. The A.I.T.U.C., C.I.T.U., I.N.T.U.C., and H.M.S. opposed this saffronised commission and declared that they will bycott it. The proposal of the labour Ministry was not implemented because election commission did not permit. The Labour Ministry has notified the Central Minimum Advisory Board with B.M.S. vice President as Chairman and five B.M.S. leaders as independent members in violation of the Act which requires independent Chairman and one third independent members apart form workers and employers representatives. *The Govt has notified the second national Commission of Labour with adhip. Sanjay Reddy, Shri Ghosh and other well known to me earlier.*

The Government tried to push through the Insurance Regulatory Bill and the Patents Bill. Yashwant Sinha has promised to pass it within three months.

The Insurance employees went on stricke and the A.I.T.U.C., C.I.T.U., H.M.S. leaders expressed solidarity and MPs of left parties also addressed the demonstrations. The convention against Insurance Regulatory Bill and Patents bill was addressed amongst others by leaders of A.I.T.U.C., C.I.T.U. and H.M.S..

The NPMO decided on a programme of action during the Parliament session but A.I.ADMK withdrew from BJP led govt. and moved the non-confidence motion in which the BJP led govt. was defeated by one vote. The Congress (I) tried to form a government with the support the non-confidence motion but Mulayam Singh refused to support the Govt. with the result that Parliament was dissolved and Vajpayee led the care taker Govt. The care taker govt. lasted for long, because of rainy season. But during this period they took major decisions and also faced critical problems.

There was attempt to normalise relations with Pakistan when Vajpayee undertook Bus journey to Lahore and signed the Lahore declaration. But short time after that came the intrusion in Kargil by Pak forces which were noticed late after they had occupied the highest peak and took shelter in the bunkers. This led to Kargil War.

Admiral Bhagwat, Chief of the Naval Staff was dismissed without even and enquiry with a view to promote officials having relations with arms dealer. The charge *includes* was that his wife is half muslim and appeared for the communist party before the Shri Krishna Commission. Bhagwat exposed the links of the defence minister with the insurgents in North East and others.

The terms of reference are to work out amendment to labour laws keeping in view the economic situation. This means the policy has been laid and Commission has to work within it to frame laws.

(10)

ECONOMIC ISSUES

There is economic revival in the world, though it is not known how long this will continue. There is also revival in India and the GDP has reached 5.5 percent recently with industrial production slightly picking up. But this year there is drought situation in parts of the country compared to good crops in the previous years. With the impact of Kargil war on the budget a Kargil Tax may be imposed. Moreover the international oil prices have gone up ~~and naturally there will be a price rise in the country as well.~~ The price of diesel has been ~~by 35 percent~~ ^{increased} ~~immediated~~ ^{after the following} was over. It is to be noted that revenue collections are lower than estimated and fiscal deficit is being faced. During 1998 the FDI was ~~2 billion~~ ^{retention} compared to \$3 billion in the earlier year. The revival is based on demand picking up.

The problems that were pending before the dissolution of the Parliament have to be faced now. The finance minister has assured the world Bank that the Insurance Regulatory bill will be adopted within three months after the elections. Efforts will be to amend the patents act. The govt. had declared that sale of 10 PSUs will be completed and Rs.10,000 crores disinvestment from the profit making industries will be done. The govt. had decided to amend the I.D. Act deleting section 25(o) to provide for exit policy and legalisation of contract Labour.

PSU WAGE REVISION

The Wage Revision of the PSUs is held up though 2½ years have elapsed since the ~~period~~ ^{expiry} of last agreement ~~has lapsed~~ because of the guidelines issued by the Department of Public Enterprises. There is a propoganda that increase in wages and performance of the workers reduces the chances of increasing employment. Yet the Govt. has accepted the recommendations of Justice Mohan Committee to hike the salaries and perks of the executives and the supervisors. One of the so-called guidelines prescribes a ten year settlement in PSUs, which can not be accepted.

Thus in the coming period there are bound to be struggles for which the working class has to get prepared.

The controversial telecom policy which was changed by the care taker govt. leading to a loss of Rs.50,000 crores will come for serious debate. So also the failure of vigilance regarding the intrusion in Kargil which led to heavy loss of life. The sugar scam and the wheat scam during the Kargil war period will have to be investigated.

KARGIL

During the Kargil war the whole nation stood as one man behind the army which registered success and threw back the Pak intruders in a very difficult situation. The working class rose to the occasion and donated liberally to the defence fund. In some areas fund was collected and given directly to the dependants of the martyrs. Soldiers from the various parts of the country gave their lives to drive out the enemy from the Kargil area.

RMA

TALK ON GLOBAL GOVERNANCE

The ^Ddirector ^Ggeneral of the ILO in his report has stated that poverty and unemployment have increased during the period of globalisation and neo liberalism and stressed on defence of workers rights and implementation of social standards ~~standards~~. The UNCTAD report has pointed that the FDI during 98 in the developing countries was lower than in the previous year. There is a talk of 'reforms with a human face'. But free market economy knows only cut throat competition and profits and is most in human. The role of the state has been undermined. The UNDP concedes that national governments are not in a position to take any action against the mega corporations formed with cross border mergers of MNCs. It is also noted that the money in circulation is much more than production and hence it is finance that controls. The MNCs have the economic power, control the information technology ~~and~~ and the developed countries have the military power, which can ignore the United nations. The NATO bombings of Yugoslavia by-passing the UNO shows the growing concentration of power of the developed countries. The G-15 have decided that the next session of WTO should review the agreements and no new agenda should be taken up. But the OECD wants negotiations on multilateral agreement on investments (MAI). Com. Fidel Castro in an article before the conference of the non-aligned countries has stated that globalisation can not be reversed; Hence it is necessary that the developing countries take a united stand at the WTO and seek reversal of the policies to safeguard the interests of developing countries. He further appealed for south-south cooperation. 10/11

China has celebrated its fifteenth anniversary of revolution and detail reports of the progress made have been published which are inspiring. The reports also state that workers thrown out of employment are mostly absorbed. But those who are not absorbed get minimum pay from the unemployment insurance scheme fully financed by the state.

The Industrialists in the Country are now demanding that the government should defend the national interests at the WTO meeting in November.

a | It is in this background that UNDP has suggested that global governance is required to regulate the economy. President Clinton addressing the ILO session suggested that ILO should cooperate with the IMF, World Bank and WTO the institutions that are working in the interests of the MNCs and the developed countries. The ICFTU representative at the ILO make the same proposal. Now IMF and world Bank have consultations with ICFTU. The ICFTU has suggested that these institutions should insist on the implementation of social standards. ~~This will mean more attack on the working class and increase in poverty with increasing concentration of power of MNCs.~~ Hence Trade Union Unity against globalisation and neo liberalism must be developed and the T.U.s should demand new international economic order, code for the multinationals and democratisation of the international financial institutions. There be

NPMO

The NPMO decided on a programme of mobilisation throughout the country on implementation of Supreme Court direction on sexual harassment, against price rise, comprehensive legalisation for agriculture labour, and education for all during the

Employment for all and health for all

parliament session and anti-communal all India Convention. But the whole programme had to be postponed because of the non-confidence motion in the parliament.

S.L.C. and I.L.C.

The session of the SLC was held for a day and the Trade Unions demanded that the finance minister and industries minister etc. should be present at the ILC. At the ILC the trade union delegates wanted postponement as the finance and industry ministers were not present and the ILC is being reduced to a talking shop. The Bonus ceiling is not removed, interest on the pension fund corpus is not increased to 12½ percent as recommended unanimously by the SLC, the wage revision in PSUs is not being done because of the guidelines of the BPE, and even the ceiling of payment of wages and to bearers Act have not been removed. The guidelines of the Central Govt. regarding minimum wages is not implemented and instead of steps to revive the sick industries the industries ministry has decided to close eight PSUs. The Trade unions wanted a new date to be fixed for the conference. The Labour minister assured that a meeting with both the finance and industry ministers would be fixed. But subsequently the parliament itself was dissolved.

Verification

The judge appointed to help the CTUOs to decide the date of ^{renewing} revoking for the central verification held two meetings but no ^{consensus} consensus could be arrived. The judge then gave a ruling that the verification of central trade unions should be done on the basis of memberships on 31.12.97. The CLC has issued notice that the central Trade Unions should submit the lists by 30th November'99. The modified rules of procedure by the Central Organisations have been circulated. The BMS has gone to the court against on the basis of 1997 membership ^{and want it on the basis of 1998.}

Bank Employees

The Bank employees went on two days strike and there was an agreement that the wage revision and other benefits including the retirement benefits to be within 12½ percent increase.

^{increase} During negotiations the IBA stated that the D.A. linked pension requires a deposit of 26½ of the wages ^{to be deposited}. As present 10% are being deposited and the rest of 16½ percent should be within the 12½ percent ^{of}. ^{Agreed for wage revision.} The Trade Unions held that as per the original agreement the management should bear the extra cost since 10% of the management's contribution from the beginning of service has been given up by the employees. The management in a subsequent meeting came with the proposal that it will bear the burden of 6% and employees should contribute 10½ percent out of the wage settlement. The unions rejected. The ^{DBAs} DBAs not fixing any meeting for negotiations and issued a statement to the press ^{accusing} that unions are backing out of the agreement. ^{the unions want} the unions want are for negotiated settlement.

The 26½ percent proposal is based on the findings of the conference of the actuaries. The unions have not questioned that but the question of who should bare the burden is being negotiated.

PENSION SCHEME – THE REALITY

Here one should not^e that some Trade Unions gave the call^x for pension as third benefit in the Banks and extended to all. Some central organisations did not agree with the demand for third benefit but demanded indexation. Now it is noted that full indexation is not possible without 26½ percent contribution while the contribution to the P.F. pension scheme is 8½ percent plus 1.17 percent. ^uMembership only creates illusions and details the trade union movement. Higher economic demands^s is not revolutionism. Let us raise the consciousness of the workers about the weakness of the system and the necessity to struggle for a new society based on social justice and socialism.

state school intellectuals
There was a seminar^{at} MUMBAI organised by the Shramik Pratisthan founded in memory of Com. Dange. It was attended by leaders of all the leading central organisations and ^{intellectuals}. Some of the speakers urged on the unity of Trade Union organisations with the aim of marching towards a single centre.

~~The BJP caretaker govt. announced that 10 PSUs will be sold to the private sector. The left trade unions opposed it.~~

SOME STRUGGLES

The ~~S~~ Satyam committee recommended privatisation of ESI which^{was} opposed by AITUC. The govt. decided that 10 percent of P.F. contribution will be invested in corporate sector which was opposed by Trade Unions. The EPF board did not approve. The NDA election manifesto assured placing of the provident funds and pension funds in the market which will help the capitalists and expose the funds to risk.

The central organisations AITUC, CITU, HMS and INTUC represented to the Prime Minister for revival of ^C cement ^C corporation of India.

The All Indian Radio and Doordarshan employees went on strike against the injustice done to them in fixation of scales. AITUC expressed solidarity but strike had to be withdrawn with the passage of no confidence motion. The ^{leaders} of FCI have won a victory after a prolonged effort. *Pallekari*

Birlas OCM mill in Chirharata went on strike for more than 100 days. Birlas issued advertisements carrying false propaganda against the AITUC led unions. When Veteran leader Satyapal Dange^s issued a rejoinder none of the papers published it.

The power workers of Bihar conducted struggle against efforts to privatise the Board. The engineers and workers of U.P. Electricity Board went on strike against bid to trifurcate and privatise. A compromise was reached that they will study the effect of trifurcation in Orissa and Andhra Pradesh.

The Tea Garden workers of Bengal went on united strike and with the intervention of the chief minister an agreement was reached by which 10,000 new workers will be recruited and housing and hospital facilities will be provided. Similarly Bengal hoisery workers went on strike. ^{is} The extended meeting of the CPSTU decided that two days strike will be organised after the Kargil war, for withdrawal of DPE

and they have agreed. As and when the schemes are sanctioned we shall take up the job.

WFTU

At the general council ^{meeting} in February it was decided to hold the 14th Congress of WFTU at Delhi in November '99. Coupons were printed and initial collections were made for booking Vigyan Bhawan and hotel rooms. The collections started in several places and the response was fairly good when secretariat members visited the states. But due to elections the conference was postponed and collections were stopped.

Now it is decided to hold the conference from 23rd to 28th March '99. Justice Krishna Iyer has agreed to be the Chairman of the reception committee.

Now the unions have to commence collections and also mobilise advertisements.

ORGANISATION

In the report at Amristar conference the weakness of our organisation were pointed out. The secretariat members attended the state general councils, again the issues were discussed in the last general council but the comrades continue with old habits. On the steps to be taken for verification based on membership of 1997 detail ~~circular~~ ^{ed} was sent to all the unions and also a circular ^{to} the general council members but we have received ~~no~~ ^{no} response.

We have asked for registration number, affiliation number and the number of members in 1997 but received little response so far.

Large number of unions have not paid affiliation fees for 1997 and very few have paid for '98. We have to correct the records at the centre and it can not be done without the cooperation of the unions and state committees. Many of our letters on "Organisational issues remain ^{unanswered} ~~unanswered~~ from several states. Letters ~~service~~ ^{seeking} details about sugar & cement union ^{is amount} ~~is amount~~ them. Lethargy still persists as far as keeping of records and payment of affiliation fees is concerned.

The centre has no other income and it is getting difficult to run the centre in these circumstances.

It was decided that wholetimers should be fixed to organise the unorganised. There is no report if any steps are taken or what are the difficulties.

Has the work expanded in the unorganised sector? Have any steps been taken for entering into new units in the organised sector? Is it that we are bogged down in the routine work of the existing unions. It was decided to organise the unions amongst weavers, toddy tappers and extend in stone breaking sector etc. It was decided that through seminars and group contacts we should create conscious cadre amongst the workers in the organised industry.

The centre published syllabus for education in English and Hindi. English pamphlets are practically sold out. We have no reports if any classes were conducted by the state

committees or the big unions. Integrating our syllabus with the new modules / syllabus by ILO classes to be conducted at all levels. (~~Refer Annexure~~) 10

On our request the Institute for workers education has organised classes for leadership training specially for AITUC.

Some of the states have registered the agricultural workers union and others have yet to register them.

We have ⁺ not tried to review the major struggles we conducted to notice the strength and weakness of the movement.

There is a continuous propaganda by the multinationals and also the big business that Trade Unions have lost their relevance, that society is heading towards union free atmosphere etc. There is also a propaganda that in India only 5 percent of the workers in the organised sector are organised. All this is meant to demoralise the workers and weaken the trade union movement. In the organised sector most of the workers are organised though quite a large number are not treated as trade unions and are registered as associations under that act.

The problem in the organised sector is that in certain areas mafias control the union, in other there are unions confined to the unit level issues and leaders are close to the management specially in the multinationals or some of the big business held industries. There are very big unions like the Railway men, the seamen and the Port and Dock workers who live in the world of their own and not to talk of common actions they do not even express serious concern over economic or political policies of the government.

There is ^a central organisation which is in favour of economic reforms and general policies but acts alongwith others on the industrial demands or unit level demands.

Then there is an organisation which stands as part of Sangh Parivar. It joins with others against certain policy issues but takes fundamentalist positions.

Hence even on the 11th December '98 strike which was the biggest mass action, Railways, seamen, airways and the main industrial belt of India on the Western Coast did not participate in the strike. In the steel mills there was only a partial strike and virtually no strike in BHEL. The financial sector was on complete strike. For the first time ~~the~~ ^{some} state govt. employees participated but not the central govt. employees or the teachers. Jute, cement, sugar, small and medium sector industries and some in the unorganised sector participated. Road transport workers in some of the states participated in strike.

We should note the weakness of the movement and try ^{to} overcome it.

Large sections of unorganised sector viz Agricultural workers, small and marginal farmers, weavers, fishermen, toddy tappers are organised in some form but mostly not as trade unions. The agriculture workers till recently concentrated on ~~and~~ ^{and} reforms and only recently are raising the demand for wages and social security. The small and marginal farmers are in the Kisan Sabha alongwith the rich peasant and the rural elites. The construction workers in the projects and under builders are organised. In some

places the general construction workers are also organised. The plantation workers are organised. The workers in non coal mines in the public sector are better organised. But in some areas in private sector they are organised. A call to organise the unorganized was given. *note*

But never discussed what are the organisational steps to be taken and where is the cadre. It is necessary that a special meeting of the working committee be held to discuss the problem of organising the unorganised and expansion of the AITUC on the basis. A note to be prepared and detailed planning should be done. A good slogan will give no results unless it is backed by necessary organisational steps.

Large sections of agricultural workers, weavers, fisherman, construction workers and Home based workers remain unorganised. The forest workers and stone breakers are unorganised.

A concrete programme is required to be worked out to organise them and cadre should be allotted. Further concrete programme needs to be worked out about workers in the industrial belt of western coast and new industrial centres that are coming up in different states.

We have to further plan our approach as to how to raise the consciousness of these who confine themselves to their unit level or industrial level issues.

A detailed programme will have to be chalked out.

← Annexure

Problems of the Working Class Movement

A question is normally asked as to why the working class is not able to intervene and reverse the policies of globalisation and neo liberalism which are dictated by IMF, World Bank and WTO.

It is normally pleaded that the working class is fighting defensive battle against privatisation, job losses, contractualisation and casualisation of jobs and growing unemployment and poverty.

It is a fact that ^{on} the call of the national platform of mass organisations there have been general strikes. Further on the problems of wage revision, closures or privatisation there have been strikes of the workers of public sector.

But never were the strength and weaknesses of these actions reviewed and hence no steps were taken to overcome these weaknesses.

The general strike of December'98 evoked very wide response, as Port & Dock workers, insurance and bank and state govt. employees also participated in the strike and there was virtual bandh in seven states.

But during these strikes the biggest industrial centre i.e. the Western Coast the industrial hub of the country did not participate. The new industries in several states mostly didn't participate. The Railwaymen; the defence workers, the telecom and postal workers did not participate in these mass actions. They normally do not adopt other forms of actions either to express their opposition to these policies. The workers of ONGC, Oil, BHEL, H.M.T. and some other public sector organisations do not normally participate. The Central Govt. employees, and teachers from primary to university level do not act on issues of policies. In the Western region most of the unions in Gujrat are either in I.N.T.U.C. or independent. In Bombay the Shiv-Sena or the Mafia groups control most of the unions. The unions in the Poona sector are mostly independent. The unions affiliated to I.N.T.U.C. do act on issues of wages etc. but do not act on issues of economic policies. They are in the joint action committee for revival of NTC Mills or the IISCO but on economic policies they support the reforms. The President of I.N.T.U.C. even supports disinvestment and privatisation.

The independent unions confine themselves to the unit level problems and do not at all react to the economic policies. In most of industries under the Multinational Corporations or Indian big business there are independent unions or unions affiliated to I.N.T.U.C. The unions under Shiv-Sena create hatred towards minorities, resort to intimidation but are for market economy and hence silent on the impact of structural adjustment.

Even today the sections who actively participate in mass actions are the employees of financial institutions, the workers in the coal, jute and textile industry, public sector workers of Bangalore and a section of public sector workers in the small –

scale sector certain sections of unorganised sector. In Bengal the total transport workers, buses, taxies, auto riskshaw workers join the action.

The workers of electricity board and port & dock have started moving into action with the threat of privatisation.

There are unions which have left leaders in the leadership but confine themselves to the problems of the unit or at best of the working conditions in the industry.

If this vast section becomes conscious of its responsibility to intervene are reverse the policies it could exercise influence on framing the policies of the country. But no attention is being paid to this weakness of the trade union movement.

Much energy is wasted in inter rivalry while united efforts are necessary to overcome the weakness and create consciousness amongst all sections of the workers about the disastrous policies and that the working class can intervene and give an alternate direction to the policies.

effects The trade unions have been critical of the policies and have pointed out the ill ~~efforts~~. But a direction to the policies or mobilisation of the bulk of the working class is not possible unless the trade unions also come forward with an alternate policy.

Apart from these there are large number of workers in the unorganised ^{sectors} workers who have to be organised and drawn into action. The agricultural workers have to be mobilised not only for land reforms, but also for higher wages and social security or welfare measures. The construction workers can best be organised if boards are set up both for work and welfare measures. The stone breakers should be organised in cooperatives as it is difficult to get better wages and working conditions from the petty contractors who exploit and use terror method or victimise the ~~movement~~ ^{moment} they are organised. The handloom and powerloom workers have to be organised in cooperatives and strive for easy credit, and proper marketing. The home-based workers should be organised on cooperative basis and also ^{are} trade unions. Even the small entrepreneurs cannot victimise if they ^{are} workers in the unorganised sector ~~will have to be~~ organised keeping the objective conditions in view. The consciousness of these sections will have to be raised linked with their experience.

The call for organising the unorganised was given about 15 years back, but no attention was paid to working out organisational sanctions. Who is to organise them and how?

During the period of freedom of struggle young educated persons came forward to organise the workers and peasants. Even after independence certain young educated persons came forward. As far as new industries are concerned the workers themselves are educated and form the organisation and manage with internal leadership or get a prominent political leader with a view to use his influence. In areas where level of political consciousness is high persons from the professions themselves take the initiative to organise. But vast areas still remain where that level of consciousness is not there.

The young persons who come into political activity are more interested in the elected posts of the local bodies, cooperatives, assemblies and Parliament and not in

the hard life of organising the workers, specially in the unorganised sector. There is the problem of raising the consciousness of large sections of workers whose organizations confine themselves to problems of the unit or industry.,

The leaders of the existing trade unions confine themselves to the areas where they are working but do not apply their mind to wider issues and problems of the movement.

The division in trade union movement cause waste of energy and time in the rivalries and efforts to win the leadership than the problems of the movement as a whole.

⁶ There are some of the points which the trade union leadership should discuss and work out a programme for expansion of the movement and raising the consciousness of the workers. Some of the important issues have been posed above.

Apart from these there are weaknesses in the organisation and method of working of the unions which were dealt with in the report of Amritsar Conference and subsequent meetings of the General Council but there is not much improvement except in certain states.

← ANNEXURE

ALL INDIA TRADE UNION CONGRESS (AITUC)
PLAN OF ACTION (PLACED BEFORE ILO REVIEW MEETING)

1. By Dec'99, AITUC will have 22 Trained facilitators, drawn from 11 states.
2. Each state, consequently, will be asked to organise at least ^{one} an facilitators' programme by JULY'2000 (10 programmes)
3. State Committees will identify major unions / federations and conduct training programmes, by JULY'2001.
4. An exclusive programme for women cadres will be organised some times in Oct-Nov 2000 (If possible, this may be done in two phases, one is North and Other in South).
5. The programmes under (3) will include exclusive programmes ^{for} unorganised, viz, CONSTRUCTION LABOUR, PLANTATION WORKERS, BEEDI WORKERS through the respective federations.
6. At the AITUC Centre, TU EDUCATION DEPT. is responsible. In several states, similar arrangement exists. These will be created wherever they do not exist. At the centre as well as the state one functionary will be made in-charge to co-ordinate. This will be based on the decision of the respective working committee.
7. Monitoring of TU Education Programmes to be done by the in-charge functionary indicated in (6) above.
8. Target Groups :
 - i) State level cadres.
 - ii) Leadership in major unions / federations
 - iii) Leadership in specific unorganised ^{sectors}
 - iv) Women activists.

FINANCES : To be met from the following sources

- (i) From respective unions/ federations.
- (ii) From CENTRAL BOARD OF WORKERS EDUCATION.
- (iii) From other friendly organisations (JOSHI-ADIKARI INSTITUTE, SHRAMIK PRATISHTAN etc.)
- (iv) From INTERNATIONAL LABOUR ORGANISATION. (ILO)

NUMBER OF PROGRAMMES: — (Next page)

As estimated, TWENTY (20) in 2½-3 yrs.

**INTEGRATION OF AITUC TRAINING PROGRAMME WITH THE LEADERSHIP
DEVELOPMENT PROGRAMME**

AITUC's Curriculum includes the following :

- (I) Birth, Growth of TU Movement in India.
- (II) Role of Working Class in Freedom Struggle.
- (III) Splits & the problems of TU unification
- (IV) Trade Union Organisation
- (V) Unorganised sector ; Agri. Labour; Class-Caste
- (VI) New Economic Policy.
- (VII) Industrial Sickness.
- (VIII) New Technology & Trade Unions.
- (IX) Evolution of Wage Structure.
- (X) Working Women, Problems and Unionisation
- (XI) Trade Union Perspective on Child Labour and its Elimination.
- (XII) Health, Safety and Environment
- (XIII) Teaching Techniques.

The modules given ^{by ILO} will be appropriately integrated with the AITUC's Education programme shown above.

Involvement of the Education Dept, will integrate the curriculum.

Cable: "AITUCONG"
FAX: 91-11-338 64 27

Tel. 338 73 20,

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

President: J. Chittharanjan, M.P.,
Gen. Secy.: K.L. Mahendra,
Dy. Gen. Secy: H. Mahadevan

September 15, 1999,

CIRCULAR
TO

WORKING COMMITTEE MEMBERS

Dear Comrades,

The meeting of the AITUC Working Committee shall be held on Monday and Tuesday, the 25th and 26th October, 1999, at AITUC Office. The meeting will commence on 25th October at 10:00 a.m.

You are requested to attend without fail.

The notice is issued with the approval of the General Secretary.

AGENDA

1. Report of the General Secretary
2. Tasks.
3. W.F.T.U. 14th Congress.
4. Documentation Project.
5. Organisational matters.
6. Any other subject with the permission of Chair.

With Greetings,

Yours sincerely,

D.L. Sachdev
(D.L. SACHDEV)

SECRETARY

*File working committee
K.L. Mahendra*

July 12, 1999,

Dear Comrade T.N. Rama Rao,

Received your letter of 18th June. I returned from Geneva on 19th morning and left for Hyderabad on 20th as the Singareni Collieries Workers' Union served strike notice and there were negotiations.

I have gone through your letter and noted your concern about the A.I.T.U.C. finances. The rupees two lakhs that you sent were placed in fixed deposit. We are trying to be as economic as possible.

I can report to you about the details when I come to Mumbai on 29th July.

You are already donating to the A.I.T.U.C. to the maximum and hence there can't be any question of pressures.

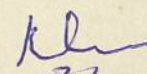
I am really grateful for your concerns about the A.I.T.U.C. finances and the magnanimous help that you have been rendering.

There is delay in reply because I didn't know how to express the gratitude. Comrade Bardhan ^{is} mostly on tour so I could not discuss with him.

Rest when I meet.

With greetings,

Yours sincerely,



(K.L. Mahendra)

CHATURANAN MISHRA

FORMER UNION AGRICULTURE
MINISTER

23, Meena Bagh,
New Delhi - 110 011
Phone : 3014262

Date... 31st Dec.

General Secretary, A.I.T.U.C.

N. D.

Dear Com. Mahendran,

Due to some insect infection on my forehead it may not be possible for me to attend this G.C. meeting.

I attended the Bihar T.U.C. Conference at Bhurkunda. Bihar is going to be de-industrialised. Almost all the State Govt undertakings have collapsed and the wages are not paid for years. Press reports several hunger deaths of unpaid workers. Workers have left the place of work. They are almost scattered. The Trade unions which led several agitations and are now helpless. They could not ^{work out} ~~advance~~ any effective tactics. I met some of them at Patna. Under the ^{convoyship} chairmanship of Com. Chakradhar Singh a Committee has been formed to launch a Statewide movement associating the people and the students in particular against de-industrialisation. I have personally written to Rastrapaljee and met him regarding the plight of workers. He perhaps talked to P.M. I wish to see them. The only way to save the workers life is to use article 360 of the constitution which perhaps AITUC may not agree. Another

CHATURANAN MISHRA

FORMER UNION AGRICULTURE
MINISTER

23, Meena Bagh,
New Delhi - 110 011
Phone : 3014262

Date.....

Another temporary solution is to pay the workers dues out of the plan funds of the Bihar X plan.

My article published in the most widely circulated ^{Hindi} daily of Bihar ^{Hindustan} is enclosed for your information.

The other two ^{main} industries of Bihar where AITUC is strong are steel and coal. ~~But~~ SAIL is in red. Many items of steel are unable to face foreign ~~cost~~ competition. I think Comrades Gaya Singh & Anandh are in a better position to put it before the G.C.

Coal industry in Bihar and Bengal is collapsing. All the three coal companies namely ECL, B.C.C.L and C.C.L have virtually eaten away their capital also. ^{copy of} My article on Bihar coal published in well circulated ^{Hindi} daily 'Prakhat Khabar' of Coalfields printed in booklet form is sent for your information.

I don't know of other states and industries. Bihar matter is extremely serious. It should be taken up immediately and seriously.

Please inform the G.C. of this situation. New years' Greetings to all of you.

Thanks.

Yours Comradely
Chaturanan Mishra

(F) Working Committee
Tarakeswar Chakraborti

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

RECEIVED
For on 16.12.1998

19 DEC 1998
FAKED
A. F. U. C.
24, Canning Lane, N. Delhi

Dear Com. Mahendra,

I have learnt from Com. Kamalapati Roy that the AITUC General Council is meeting in Delhi on 4th and 5th January, 1999. I have not received any notice for attending the meeting even though I was told after Amritsar Congress of the AITUC that I have been elected as Member of the General Council of AITUC. Whether I am a member or not, I would like to attend the meeting and appraise the AITUC General Council about the developments in Bank Front, Wage Negotiations, All-India Bank Strike on 12th January, 1999 and problems of weak public sector banks etc. etc. and also to be benefited by the deliberations. I hope I shall be allowed to attend the meeting.

With greetings,

Yours comradely,


TARAKESWAR CHAKRABORTI

cc to : Com. J Chitharanjan, President, AITUC.
Com. AB Bardhan, Vice President, AITUC.
Com. Indrajit Gupta, Vice President, AITUC.
Com. Kamalapati Roy, General Secretary, BPTUC

① Council
Com Rakesh
Pl. check

Checked
address
is already
noted
✓

V. V. S. MURTHY
ANKITHA APARTMENT D.F.F-5,
RAMAVARAPPADU-521 108.

Phones (Res) 0866-842351
and 0866-841077

(OH) 480680

To,

The General Secretary
AITUC,
24, Canning Lane,

New Delhi 110001

RECEIVED
For.on

5 MAY 1998

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

Dear Com.

At the 36th Conference of AITUC
held at Amrithsar from 16th to 20th October 1997,
I was elected as a member to the General
Council from Andhra Pradesh.

You are therefore requested
to ~~note~~ keep my address in your
records for sending notices / intimations
etc.

I regret for the delay in
communicating my address
Ramavarappadu with warm regards
yours fraternally,
V.V.S. Murthy
1-5-1998.

ALL INDIA TRADE UNION CONGRESS

24 Canning Lane, N. Delhi-1.

President: J. Chitranjan, M.P.

Gen. Secy.: K.L. Mahendra

Dy. Gen. Secy: H. Mahadevan

April 20, 1998,

CIRCULAR
TO

ALL STATE COMMITTEES OF AITUC

Dear Comrades,

Here are some important instructions.. These may please be sent to all affiliated unions also in the local language.

1. The Annual Returns (Form E) has to be duly filed and sent to the respective Registrar of Trade Unions before 30th April. Please ensure that this is sent with all details including the AITUC affiliation number and the copy of the same kept in the State centre also.
2. For the year 1997 and onwards, the affiliation fee is Re.1 per member and the minimum is Rs.100 out of which 50% will be given back to the State. The affiliation fees to be collected accordingly.
3. "Protected Workmen" under the I.D. Act and State rules to be sent by each union to the respective management in April every year. As per the rules, the minimum number of protected workers in any industry is 5 (1 for every 100 workers) and the maximum is 100.
4. It is the decision of the General Council that each union will at least subscribe for one 'Trade Union Record' and each General Council member must also subscribe to TUR.
The last subscriptions have already lapsed in some cases and they have not yet renewed despite reminders. This is also to be done on a priority basis as the TUR cannot be sent unless the subscription renewed.
5. The Working Committee has decided that all States and Federations which have not conducted their regular Conferences should hold them as early as possible and this should not be delayed any further.
6. The National Conference of our Plantation Workers' Federation is proposed to be held sometime in October '98 at Darjeeling. All plantation workers' unions are requested to send the reports to the AITUC Centre by the end of June '98 so as to enable the National Federation to prepare the Report to be placed before the Conference.
7. The Action Programme decided by the Working Committee meeting on 16-17, April, 1998, are: -
 - i) Hunger Strike on 27th May '98 on specific demands, viz. Remove Bonus Ceiling, Revive Sick PSUs, Gratuity

amendment, Negotiation in PSUs, Indexation of Pension, ESI improvement etc.

- ii) District and state level Conventions during June '98, on unorganised workers' demands including Law for Agricultural Labour, Amendment to Contract Labour Act, Social Security for Unorganised Labour, Construction Labour Boards, etc. and to decide action plans.

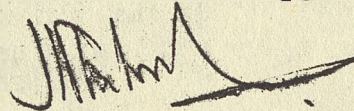
(Full text of all resolutions are published in TUR dated 20th April, 1998).

Please ensure the success of the above programmes of AITUC and send reports immediately.

8. CPSTU Meeting - 12th and 13th May '98 at 3:00 p.m. at Banga Bhavan, Hailey Road, New Delhi-1, on 12th May; At 11:00 a.m. at AITUC Office our public Sector leaders will meet. Please attend both the meetings.

With greetings,

Yours fraternally,



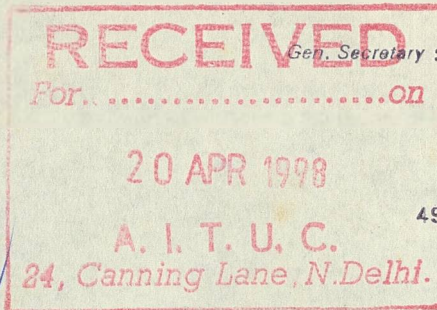
(H. MAHADEVAN)
DY. GENERAL SECRETARY

ALL INDIA FEDERATION OF ELECTRICITY EMPLOYEES

President : A. B. BARDHAN

Working President : S. C. KRISHNAN, B. A.

Deputy Gen. Secy : R. PREM SHAW
South Zone



Gen. Secretary : CHAKRADHAR PRASAD SINGH
Tel. No. 232495 (PATNA)

Treasurer : M. H. TALIB

49 GURUVAPPA STREET, MADRAS-600 002.
Ph : 833520

Date 15th Apl. 1998.

Working Committee
S. C. Krishnan

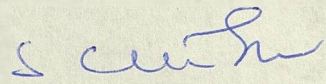
COPY OF TELEGRAM DATED 15TH APL. 1998.

COM. MAHENDRA,
24, CANNING LANE,
NEW DELHI-110 001.

MEDICAL ADVICE UNABLE TO ATTEND(.) DECIDE
IN FAVOUR OF MERGER INSPITE OF IRRITANT
IN ONE OR TWO STATES(.) SIMILAR APPROACH
WITH REGARD TO CITU ALSO(.)

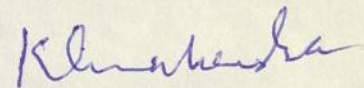
S.C. KRISHNAN

Copy by post in confirmation.


(S.C. Krishnan)
WORKING PRESIDENT

WORKING COMMITTEE EMERGENCY MEETING 16TH - 17TH APRIL
1998 AT A.I.T.U.C. NEW DELHI 10:00 A.M. MAIN AGENDA ACTION
PROGRAMME IN PRESENT SITUATION AND AITUC-HMC UNIFICATION
PLEASE ATTEND POSITIVELY: MAHENDRA:GENERAL SECRETARY:
AITUCONG 110001.

NOT TO BE TELEGRAPH



(K.L. MAHENDRA)
GENERAL SECRETARY,
A.I.T.U.C.

DATED: 23.3.98

24-Canning Lane,
New Delhi - 110001.
Tel. No. 33 87 320.

हिमाचल प्रदेश कमेटी

अखिल भारतीय ट्रेड यूनियन कांग्रेस

H. P. Committee A I T U C

Fay-Lodge, Shimla-171001

17th February
1998

Dated.....

No.....

Comrade D.L. Sachdev,
Secretary AITUC,
New Delhi.

Dear sir,

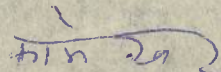
Your letter regarding addresses of
General Council members.

1. K.K. Ksushal is contesting Vidhan Sabha election on BJP ticket. He has been suspended from membership by the H.P. State Committee AITUC.
2. The address of comrade Jagdish Bhardwaj is

JAGDISH BHARDWAJ
SAPROON
DISTT. Solan
Himachal Pradesh - 173.211

With greetings,

Yours fraternally,

(Kameshwar Pandit)
Gen. Secretary.U.P.① O. P. Tewatia
SS-46
Shastri Nagar
Ghaziabad, U.P.② Com. Jitendra Sharma
30, Bhoor Bhasat
Nagar
Ghaziabad, U.P.

ALL INDIA TRADE UNION CONGRESS

1156/1, Sector 40-B, Chandigarh Ph. : 697142

Ref. No.....

RECEIVED
 For.....
 Dated... Feb. 20, 1998.
 23 FEB 1998
 you A. I. T. U. Cashed
 22, Canning Lane, N. Delhi.

Com. Rakesh

Dear Com. Sachdeva ji,

In a letter

The addresses of 9 comrades who are
 the general council members of AITUC.
 It means others members addresses are
 already with you, in the AITUC office.
 Addresses are given below.

President :
 Madan Lal Didi

Vice-Presidents :
 Kartar Singh Baba
 Ruldu Khan
 Amar Singh
 Sunehri Lal
 Mukhwant Singh
 Parduman Singh

General Secretary :
 Bant Singh Brar

Secretaries :
 O.P. Mehta
 Gurdeep Moti
 Harpal Singh
 Ravinderjeet Kaur

Finance Secy.
 H.S. Gambhir

1. Com. Bhan Singh Bhanra, Malerkotla, Dist. Sangrur.
2. Com. Gulzar Singh, CPI office, Indira Nagar, Ludhiana.
3. Com. Nirmal Singh PATC workers Union office near Bus Adda Patiala.
4. Com. Gurnam Singh JE II, North Sub Division city circle Ludhiana.
5. Ravinderjit Kaur E-145, Bhupinder Nagar near Civil - line, Patiala.
6. Com. Mohan Lal Verma, BSB, wireless station Bhunter - Kuler, H. P. 175125.
7. Com. Piara Singh Deoli 345-21A, Chandigarh.
8. Com. Karam Chand Bhardwaj JE II city upmandal Malerkotla Dist. Sangrur.
9. ~~Com~~ Balwinder Singh, ~~Bus Adda~~ Punjab Roadways Bus Adda MOGA.

Yours brotherly,
 Bant Singh Brar.

(F) Addressed by Com. Rakesh

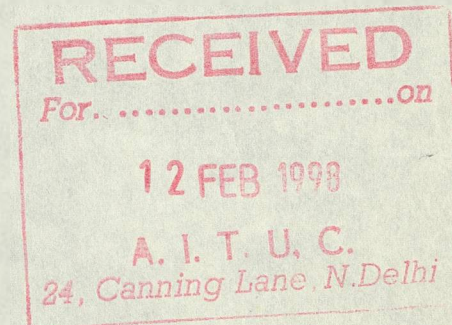
TAMILNADU A. I. T. U. C.

25, KOVOOR VAITHYANATHAN STREET,
CHINTADRI PET, CHENNAI-600 002.

Date : ..07.02.1998..

President : S. C. KRISHNAN
General
Secretary : S. S. THIAGARAJAN

To
Com. D.L. SACHDEV,
Secretary,
AITUC,
24, Canning Lane,
New Delhi-110 001.



Dear Comrased,

As requested by your in your letter of 27th January 1998 we herewith furnish the addresses of the following comrades for your records.

Thanking you,

Yours Comradely,

T.R.S. Mani
(T.R.S. Mani)
Secretary.

-
- | | |
|---|--|
| 1. Com. K. Subbarayan,
432, Peramanallur Road,
Tirupur - 638 602. | 6. Com. R. Suseela,
TTK - LIG Ltd.,
35, Old Trank Road,
Pallavaram,
Madras. 600 043. |
| 2. Com. R. Mutharasan,
25B, Gandhisalai,
Tiruvarur - 610 001. | 7. Com. G. Maniachari,
A-6, HWP Colony,
Muthiapuram,
Tuticorin- 628007. |
| 3. Com. S. Jagan,
45, Arunachalam Street,
Triplicane- 600 002. | 8. Com. R. Perumal,
29A, Gopalamudram,
Vadakuveedhi,
Mannargudi- 614 012. |
| 4. Com. M. Arumugam,
99, Rengan Street,
Kattur, Coimbatore.9.
641009. | 9. Com. P. Krishnaiah,
199, First Main Road,
M.R. Nagar,
Chennai- 600 051. |
| 5. Com. Meenalthuraman, -AITUC,
1-A, Veerapandiapuram East,
Devakottai - 630 302. | |

...

New Office-bearers, Working Committee and G. Council members

The following office-bearers were elected by the 375 General
Council members who were earlier elected by the Conference.

PRESIDENT	J.Chitharanjan, M.P.
GENERAL SECY.	K.L.Mahendra.
DY. GEN. SECY.	H. Mahadevan.
TREASURER	R. Parashar.
VICE-PRESIDENTS :	Indrajit Gupta
	A.B.Bardhan
	Gurudas Dasgupta
	Parduman Singh
	P.Nageswara Rao
	Shafique Khan
	Dwarika Singh
	D.K. Panda
	Parvathi Krishnan.
	Pramod Gogoi
	M. Selvaraj, M.P.
	Tikaram Majhi.
	R.K. Ratnakar.
	Y.D.Sharma.
	T.N.Rama Rao.
SECRETARIES :	Gaya Singh, M.P.
	D.L. Sachdev.
	Amarjeet Kaur.
	G.L. Dhar.
	Sunil Sen.
	P.S. Parmar.
	Raj Kumar Singh
	Atul Hazarika.
	Satynarayan Thakur.
	Sadruddin Rana.

1 General

Working Committee Members

Comrades Chaturanan Mishra	Comrades M.S.Krishnan
Comrades B.D.Joshi	Comrades Homi Daji
Comrades K.Srinivas Rao	Comrades G. Ramchander
Comrades R.P.Ranga Rao	Comrades P. Sarbhalingam
Comrades P.J.Chandershekhar Rao	Comrades Chakradhar Pd. Singh
Comrades Ramendra Kumar	Comrades Ghazanfar Nawab
Comrades P.K.Ganguly	Comrades Anirudh Singh
Comrades M.M.Gope	Comrades N.N.Manna
Comrades R.L.Dogra	Comrades Darshan Singh
Comrades Raghubir Singh	Comrades Christopher Fonseca
Comrades Narain Palekar	Comrades Vijay Shenmare
Comrades C.Divakaran	Comrades C.A.Kurian
Comrades Vijayan Kunissery	Comrades K.P.Rajendran
Comrades M.C.Narsimhan	Comrades H.K.Ramachandrappa
Comrades H.V.Anantha Subba Rao	Comrades Krishna Modi
Comrades Ajit Jain	Comrades G.V.Chitnis
Comrades M.M.Deshkar	Comrades Bhalchandra Kanugo
Comrades Sukumar Damle	Comrades Madan Lal Didi
Comrades Bant Singh Brar	Comrades D.K.Chhangani
Comrades S.C.Krishnan	Comrades A.M.Gopu
Comrades S.S.Thiagarajan	Comrades M.Manjini
Comrades Basudev Pandey	Comrades Sukhbir Singh Tyagi
Comrades Nemai Routh	Comrades Nandadulal Srimani
Comrades B.N.Tewary	Comrades Kamalpathi Roy
Comrades Gobin Karar	Comrades Ranjit Guha
Comrades Chanchal Ghosh	Comrades R.K.Ganguli
Comrades Deb Kumar Ganguli	Comrades V.V.Rama Rao
Comrades Debashish Dutta	Comrades K.B.Subba.

- alright
except removing
com. in front of every name
- NO numbering

11 Meenal Sethuraman
13 G.Maniachari
15 R.A.Govindarajan
17 S.Kasi Viswanathan
19 T.M.Murthy
21 P.Krishnaiah
23 K.Desingh
25 K.Subbarayan
27 S. Jagan

12 R.Suseela
14 R.Perumal
16 W.A.Dayarathna
18 S.Chandra Kumar
20 K.Parthasarathy
22 V.K.Balakrishnan
24 P.S.A.Salam
26 P.Mutharasan
28 M.Arumugam

13 Kuber Singh
15 Himanshu Chatterjee
17 S.R.Paul
19 Purnendu Sen Gupta
21 N.R.Kanjilal
23 Gurudas Dasgupta
25 Sudhir Bhowmik
27 Shyamal Bose
29 Ram Bilas Ram
31 Shanker Sen
33 Dulal Dutta
35 Kamalendu Ganguly
37 L.D.Makaria
39 K.D.Ghosh
41 Karuna Gurung
43 Vacant

14 Himanshu Das
16 Jyoti Lahiri
18 Pradip Moitra
20 Ajoy Das Gupta
22 Saral Sen
24 Sunil Mohinta
26 Ranjan Das Gupta
28 Ranjit Guha
30 Niranjana Ghara
32 Chandreswar Das
34 Samir Ghosh
36 R.C.Singh
38 K.N.Mohapatra
40 K.B.Subba
42 Vacant

TRIPURA

1 Dhanmani Singha

UTTAR PRADESH

1 Dwarika Singh
3 Sadruddin Rana
5 K.R.Kashyap
7 Arvind Raj Swaroop
9 Shyam Kishore Srivastava
11 S.N.Tripathi
13 O.P.Singh
15 Vinod Bhalla
17 Ajay Kumar Singh
19 O.P.Tewatia

2 Basudev Pandey
4 Sukbir Singh Tyagi
6 Lallan Rai
8 D.K.Saxena
10 Radheshyam Tiwari
12 Balwant Singh
14 Jitender Sharma
16 Jagdish Prasad
18 B.K.Awasthi

WEST BENGAL

1 Indrajit Gupta
3 Sunil Sen
5 Nemaï Routh
7 Safi Ahmed
9 Debashish Dutta
11 Gour Sikdar

2 Kamalapati Roy
4 B.N.Tewari
6 Nanda Dulal Srimani
8 Gobin Karar
10 Chanchal Ghosh
12 Abdul Mannan

CO-OPTED MEMBERS

Centre

1 B.D.Joshi
3 R.Parashar
5 Raj Bahadur Gaur
7 Chaturanan Mishra
2 G.L.Dhar
4 Santosh Kumar
6 D.K.Ganguly (WFTU)
8 Homi Daji

FEDERATIONS

1 Tanakeshwar Chakraborty
3 C.M.Singh
5 R.Ratnakar
7 Ishar Singh
9 V.V.Rama Rao
11 Vikash Chakraborty
13 R.K.Ganguli
2 O.P.Gupta
4 S.Chandra
6 Ramdev Sahni
8 Swamy T.L.
10 Chiranjib
12 H.N.Narendra Prasad
14 Vijayan Kunniserry

Cons Rakesh
mk-a request include
these in the list
Date 10/11/97

ALL INDIA TRADE UNION CONGRESS

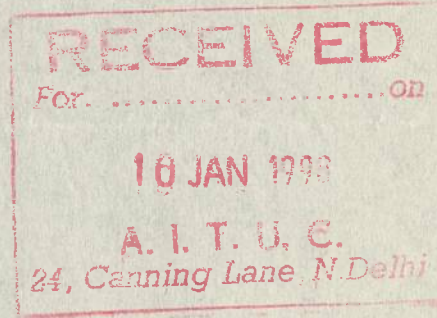
अखिल भारतीय ट्रेड यूनियन कांग्रेस (एटक)

मध्यप्रदेश राज्य समिति

आफिस सदन, 5, पटेल नगर, लेबर कालोनी, भोपाल-462001 फोन : (0755) 535505
3/40, विधायक विश्राम गृह, भोपाल

अध्यक्ष : कृष्णा मोदी

महासचिव : अजित जैन



दिनांक 6.1.98

साथी महासचिव,
स्टक, नई दिल्ली

विषय : जनरल कौंसिल हेतु मध्य प्रदेश से रिक्त स्थानों की पूर्ति हेतु नामांकन ।

प्रिय साथी ,

36 वां स्टक महाधिवेशन में निर्वाचित जनरल कौंसिल हेतु म. प्र. से 4 स्थान रिक्त रहे गए थे । दिनांक 22 दिसंबर 97 को सम्पन्न स्टक राज्य परिषद की मीटिंग में जनरल कौंसिल हेतु निम्न 4 साथियों का नामांकन किया गया है :-

1. का. आर. सी. जैन
1028/एन 2/ बी सेक्टर, गोविंदपुरा, भोपाल -23
2. का. मीरा कोरी ,
सागर जिला बीड़ी मज़दूर यूनियन स्टक
पदमाकर स्कूल के पास, नमक मंडी, कटरा, सागर 470002/म. प्र.
3. का. नूतनेश्वर खोत्रागटे,
साइंस कालेज के पास, कोटा वार्ड, रायपुर 492002/म. प्र.
4. का. बालक दास
मज़दूर सभा भवन, स्टक, गौशपुरा न. 2, ग्वालियर -474003/म. प्र.

कृपया उपरोक्त साथियों को जनरल कौंसिल में शामिल करने का कष्ट करें ।

अभिवादन सहित ,

आपका साथी
अजित कुमार जैन
महासचिव

(P)



ALL INDIA TRADE UNION CONGRESS

अखिल भारतीय ट्रेड यूनियन काँग्रेस (एटक)

मध्यप्रदेश राज्य समिति

राजकीय सदन, 5, पटेल नगर, लेबर कालोनी, भोपाल-462001 फोन : (0755) 535505
3/40, विधायक विग्राम गृह, भोपाल

अध्यक्ष : कृष्णा मोदी
महासचिव : अजित जैन



दिनांक 12.1.98

प्रिय साथी महेन्द्रा जी ,

आपका ग्रामीण श्रमिक सम्मेलन बाबत दिनांक 6 जनवरी, 98 का पत्र आज मिला ।

29 जनवरी को तैयारी कमेटी को बैठक रायपुर में है ऐसा उक्त पत्र में दर्शाया है । मीटिंग किस स्थान पर होगी तथा उक्त सम्मेलन में आपसे क्या चर्चा हुई तथा उसमें जो साहित्य आदि उपलब्ध नहीं है ।

पत्र मिलते ही निम्न पते पर बैठक का स्थान, समय तथा साहित्य आदि जो भी हो विवरण के साथ भिजवाने का कष्ट करें । ताकि साथी अजित जैन उक्त बैठक में तैयारी के साथ पहुंच सकें । सूचना निम्नलिखित बिलासपुर के पते पर दें ।

आपका साथी

॥ कृष्णा मोदी ॥

अध्यक्ष

महामंत्री,
अखिल भारतीय ट्रेड यूनियन काँग्रेस,
24, कैनिंग लेन, नई दिल्ली

पत्र व्यवहार हेतु पता :

साथी नरेश अग्रवाल

जिला सचिव भाकपा,

पुराना पावर हाउस के पास, तोरवा नाका

पोस्ट - जिला - बिलासपुर (म.प्र.)



All India Trade Union Congress

புதுச்சேரி மாநில தொழிற்சங்க கவுன்சில்

49, Rodiar Mill Street, Mudaliarpet, PONDICHERRY-605 004.

President :

M. MANJINI. M.L.A.

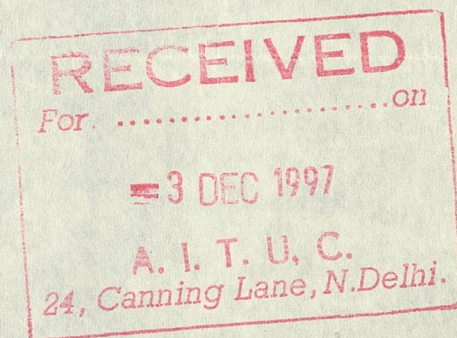
General Secretary :

V. S. ABISHEGAM

To

Com. K. L. Mahendra
General Secretary
AITUC
24, Canning Lane
New Delhi - 110 001.

Date 21/11/97.....



Dear Comrade,

(AITUC) The Pondicherry State Trade Union Council, shifted its office from July - 30, Thiayagigal Nilayam, opp. Swadeshi Cotton Mills, Pondicherry - 605 001. to 49, Rodiar Mill Street, Mudaliarpet, Pondicherry and hence hereafter the Communication from AITUC may be sent to the following Address for effective Communication

Present Address,

The General Secretary
Pondicherry State Trade Union Council of AITUC
No. 49, RODIER MILL STREET,
MUDALIARPET
PONDICHERRY - 605 004.

with greetings !

Yours Comradely

V. S. Abishegam
Gen. Secretary.

(F) Working Committee

OL
R
3/12

Bangalore

Dt:11-11-1997

To,

The General Secretary
Karnataka State Committee AITUC
Malleswaram
Bangalore.



Dear Comrade,

I understand that my name was proposed to AITUC General Council Member in order to represent BEEU/Karnataka. This proposal was made without consulting me and without consulting our Union. Under the circumstances I wish to hereby inform you that I do not want to be on the General Council and instead of me the nominee of BEEU should kindly be inducted in to the General Council.

Kindly do the needul.

Thanking you,

copy to District Council.

yours sincerely,

(B.E. MANIVANNAN)

ESTD: May Day 1956

ಸ್ಥಾಪನೆ: ಮೆ ದಿನ 1956

BHARAT ELECTRONICS EMPLOYEES' UNION

Regd No. 148

(Affiliated to AITUC & AIDEF)

BEEU

ಬಿಇಇಯು

ಭಾರತ್ ಎಲೆಕ್ಟ್ರಾನಿಕ್ಸ್ ಎಂಪ್ಲಾಯಿಸ್ ಯೂನಿಯನ್

ನಂದನೆ ಸಂಖ್ಯೆ: 148

Silver Jubilee Year 1982

ಎ.ಐ.ಟಿ.ಯು.ಸಿ ಮತ್ತು ಎ.ಐ.ಡಿ.ಇ.ಎಫ್ ನ ಅಂಗ ಸಂಸ್ಥೆ

ಬೆಳ್ಳಿ ಹಬ್ಬದ ವರ್ಷ 1982

(F) wcl/uc
file

Ref No.

Date 11-11-1997

To,

The General Secretary
Karnataka State Committee AITUC
Malleswaram
Bangalore-560 003.

Dear Comrades,

Our E.C. meeting held on 10th Nov.1997 noted with happiness that BEEU has been allowed to retain one representatives on the National General Council of the AITUC at the 36th session.

We understand that the name of Com.B.E.Manivannan was first proposed without even consulting him. Com.B.E.Manivannan has declined this proposal and his letter in this regard is enclosed herewith.

Our E.C. Meeting discussed this matter and unanimously decided to propose ~~the~~ the name of Com.R.Muniswamy, General Secretary of BEEU to fill up this position. We trust that you will do the needful and inform us about the same.

Thanking you,

yours sincerely,



R.MUNISWAMY
(Gen.Secretary.)

Copy to:

General Secretary
AITUC, 24, Canning Lane
New Delhi-110001.

BEL HOSTEL AREA, JALAHALLI POST, BANGALORE-560 013. PHONE: 360 779. 345382 Ext. 2331

ಬಿ.ಇ.ಎಲ್. ಹಾಸ್ಟಲ್ ಪ್ರದೇಶ ಜಾಲಹಳ್ಳಿ ಅಂಚೆ, ಬೆಂಗಳೂರು-560 013. ದೂರವಾಣಿ: 360779

TAMILNADU A. I. T. U. C.

25, KOVOOR VAITHYANATHAN STREET, CHINTADRI PET,
MADRAS - 600 002.

Date... 26.11.1997.....

Hon. President

K. T. K. THANGAMANI
M. A. Bar-at-Law

President

S. C. KRISHNAN

Vice - Presidents

- A. M. GOPU
- K. S. SOMU
- Dr. G. KANNABIRAN
- P. S. A. SALAM
- M. ARUMUGAM
- M. MANJINI
- S. JEGAN

General Secretary

S. S. THIAGARAJAN

Secretaries

- T. R. S. MANI
- J. LAXMANAN
- R. A. GOVINDARAJAN
- T. M. MURTHI
- A. RAMASUBBU

Treasurer

K. PARTHASARATHY

To
The General Secretary,
AITUC,
24, Canning Lane,
New Delhi-110 001.

Dear Comrade,

Sub: List of General Council Member of
AITUC - certain omissions - regarding.

...

The Trade Union Record dated 20 October -
5 November '97 has published the list of
General Council members elected in the 36th
Conference of AITUC held at Amirtsar.

The list of the union territory of Pondicherry
has not been included. Comrades 1. M.Manjini,
2. V.S.Abishegam and 3 R.S. Zivanandham have
been elected along with the list of Tamilnadu.

In the General Council meeting at Amirtsar,
our proposal to include Com.T.R.S.Mani to the
Working Committee was modified by the leadership
and accepted to include Com. T.R.S.Mani as a
permanent invitee to the Working Committee.
This has also omitted in the list.

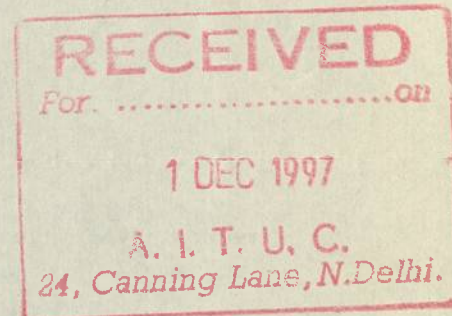
Also, the announcement that Com. Taraheshwar
Chakravarthy to represent A.I.B.E.A., and
Com. OP.Gupta to represent N.F.T.E., as co-opted
members do not find place in the list.

Kindly look into the matter.

With regards,

Yours Comradely,

S.S. Thiagarajan
(S.S.Thiagarajan)
General Secretary,



*Concotions given
in TUC in Committee
with Council M
2/12/97*

*(F)
Working
Committee*

COLLIERY MAZDOOR SABHA

(Affiliated to : I. M. W. F. & A. I. T. U. C.)

Regd. No. 3449

G. T. ROAD, (West) ASANSOL-713304 : BURDWAN (W.B.)

Ref. No. CMS/AITUC/Address/97

Dated. 29/10/97

The General Secretary
All India Trade Union Congress
New Delhi.

Sub : Address

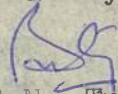
Dear Comrade,

My address, which is need for you for having communication with me for official purposes and which was required to be sent to your office on the last date of the 36th Session of AITUC is given below.

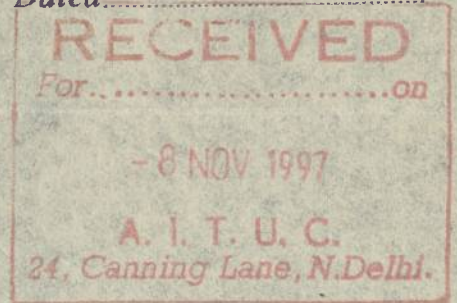
B. N. Tewary
Colliery Mazdoor Sabha
Opposite - Municipal Market
At - Chellidanga (West)
P.O. Asansol-713304
Dist. Burdwan
(West Bengal)

With Greetings,

Comradely yours,


(B.N. Tewary)
Member

General Council
All India Trade Union Congress



① DWE

☎ : 20-4249 ASL.

COLLIERY MAZDOOR SABHA

(Affiliated to : I. M. W. F. & A. I. T. U. C.)

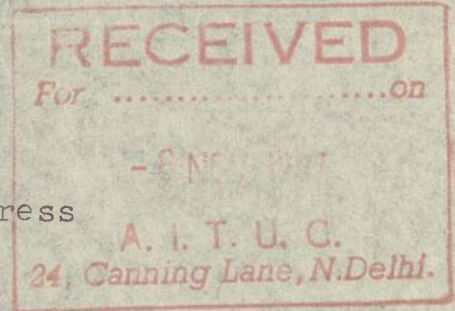
Regd. No. 3449

G. T. ROAD, (West) ASANSOL-713304 : BURDWAN (W.B.)

Ref. No.

Dated 29/10/97

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



Dear Comrade,

I give below my address which will be needed by you in sending letters and other communications to me from your office.

With Greetings,

Comradely yours,

R.C. Singh
(R.C. Singh)
Member,

General Council,
All India Trade Union Congress

Address :-

R. C. Singh
At - Siduli
P.O. Siduli
Dist. Burdwan
(West Bengal)

(F)
RTE

अखिल भारतीय ट्रेड यूनियन काँग्रेस

ALL INDIA TRADE UNION CONGRESS

राजस्थान प्रदेश शाखा

RAJASTHAN STATE BRANCH

स्वामी कुमारानन्द भवन
हथरोई किले के पास
जयपुर - 302002

क्रमांक

दिनांक 28-10-97

To

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

Sub: Address of members of General Council.

Dear Comrade,

As desired, I am giving below address of all the newly elected members of the General Council.

1. Com. K. Vishwanathan
12, Satyendra Nagar, Laxminagar
Ajmer Road, Jaipur.
2. Com. P.S. Parmar,
Khetri Tamba Shramik Sangh,
D-1, Sector IIB, Khetri Nagar
Distt. Jhunjhunu (Raj.).
3. Com. D.K. Chhanganai,
C-3, Netaji Subhash Nagar, Hari marg,
Tonk Road, Nagpur, 302015 Tele-Res. 576430
4. Com. M.L. Yadav
S 8, Siwar area, Krishna marg,
Bapu Nagar
Jaipur- 302015.
5. Com. Premji,
Swami Kumaranand Bhawan
Near Hathroi fort, Church Road,
Jaipur.
6. Com. Hariom Chugh,
Radhu Swamy Kuteer, Bhikan Sayyad,
Alwar, Distt. Alwar (Raj.).
7. Com. Birdu Ram Saini
Khetri Tamba Shramik Sangh
D1, Sector-II, Khetri Nagar, Distt. Jhunjhunu (Raj.).
8. Com. Shri Ram Yadav, Shri Ram Engineering works,
Bhiwad Mod, BHIWADI, Distt. Alwar (Rajasthan).
9. Com. A.W. Ansari, Bijlighar Maddeor union, out side sojate gate,
Jodhpur (Rajasthan).



10. Smt. Kavita Vyas,
C/o Com. Shiv Kishan Joshi, Joshi Wada
Inside KOT-GATE
Bikaner (Distt. Bikaner).

Kindly arrange to record these address in the record.

Yours comradely,

(D.K. CHHANGANI)
GENERAL SECRETARY



RECEIVED

For

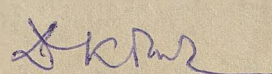
19 NOV 1997

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

(F) WC
All India Trade Union Congress
Orissa State Committee,
Gr.No.- F5/2, Unit-4, M.L.A. Colony,
Bhubaneswar.

Address of National Council Members of AITUC from Orissa State

1. Com.D.K. Panda,
F-5/2, M.L.A. Colony,
Unit -4
Bhubaneswar,
ORISSA Ph.No.(0674)412699.
2. Com.Basudev Samal,
Manisha, Utkalmani Marg,
Aparna Nagar,
Cuttack-753004,
ORISSA. Ph. No.-0671/640300.
3. Com.Dibakar Ray,
K.M.F.W.Union,
At/Po.- Barbil,
Dist.-Keonjhar,
ORISSA. Ph.No.-06767/30403.
4. Com.Akhaya Pradhan,
Sarvodaya Nagar,
Saw Mill Lane,
Puri,
ORISSA. Ph.No.-0674/418561.
5. Com.Pravat Mishra,
C.P.I. Office,
Bisra Road,
Rourkela,
Dist.-Sundargarh,
ORISSA.
6. Com.Souri Bandhu Kar,
Gajapati Nagar,
Bhubaneswar,
ORISSA. Ph.No.-0674/441949.
7. Com.Debasish Ghose,
At.-Remua, Po.-Hatatota,
Via-Talcher, Dist.-Angul,
ORISSA. Ph.No.-06762/40481.
8. Com. Debendra Panda,
C.P.I. Office-Park Street,
Berhampur, Ganjam,
ORISSA. Ph.No.-0680/205210.
9. Com.Jayanta Das,
OLIC Employees Union Office,
Padhuanpada, Proff.Road,
Balasore,
ORISSA. Ph.No.-06782/63707.
10. Com.Pramod Mishra, (Advocate)
Civil Court,
Bolangir,
ORISSA. Ph.No.-06652/23120.
11. Com.Jatindra Kumar Ray,
Gr.No.-2RA-62
C.S.E.B. Colony,
Bhubaneswar,-751007,
ORISSA.
12. Com.Rajendra Bala,
OLIC Employees Union Office,
Padhuanpada,
Prof.Road, Balasore,
ORISSA. Ph.No.-06782/63707.
13. Com.Kishore Jena,
Prachi, Utkalmani Marg,
Aparna Nagar,
Cuttack,
ORISSA. Ph.No.-0671/645434.
14. Com.Anit Chakrabarty,
At/Po. -Lamtibahal,
Via- Brajaraj Nagar,
Dist.-Jharsuguda,
ORISSA. Ph.No.-06645/42773.


GENERAL SECRETARY

General Secretary,
All India Trade Union Congress,
Orissa State Committee.

(F) we

GOA STATE COMMITTEE

Tel. : 42436

222436

ALL INDIA TRADE UNION CONGRESS

अखील भारतीय ट्रेड युनियन काँग्रेस

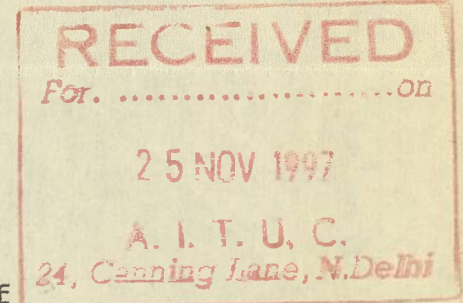
VELHOS BUILDING (2nd floor) Opp. MUNICIPAL GARDEN, PANJIM - GOA

Ref. No. _____

Date : 21st November, 1997.

To

Shri K.L. Mahendra
General Secretary
All India Trade Union Congress,
24, Canning Lane,
New Delhi - 110001.



Subject: Filling-up of Vacancies of
General Council of AITUC.

Dear Comrade,

We are very sorry we cannot send any name at present for the Sub Committee for working women and Child Labour.

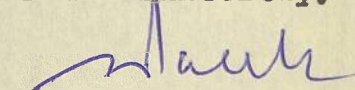
As for the General Council is concerned we had Six (6) Male and Three (3) Female, General Council Member. We already given 3 female members names and 5 male names, the one remaining is of male names.

We, have, discussed the name in our Secretariat meeting and Com. Anil Naik is selected for the post.

We, therefore, request you to include Comrade Anil Naik to the General Council. Thus we have got 6 male and 3 female in the General Council

Thanking you,

Yours sincerely,


(Narayan Palekar)
President

Andhra Pradesh State Road Transport Corporation Employees' Union

(Regd. No. 215)

(AFFILIATED TO A.I.T.U.C. & N.F.I.R.T.W.)

President :

R. P. RANGA RAO

Secretary General :

B. RAMA RAO

Ref. No.

Satyanarayana Reddy Marg,

Azamabad,

Hyderabad-500 020.

Phone : 7632581

Date : 10-11-1997

To,

The General secretary

A.I.T.U.C.

NEW DELHI

Com,

The Address of Com.T.L.Swamy General Council member is furnished here under.

Com.T.L.Swamy

5-11-64/2

Yellamaagutta

NIZAMABAD-503003

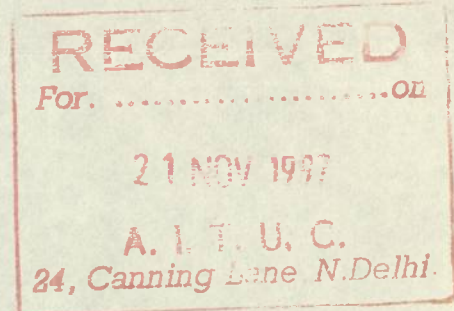
This is for your information please.

Yours paternally

a. a. Rangarao

(Com.R.P.RANGARAO)

President



(F)

Working Committee file

GOA STATE COMMITTEE

Tel. 42436
222436

ALL INDIA TRADE UNION CONGRESS

अखील भारतीय ट्रेड यूनियन काँग्रेस

VELHOS BUILDING (2nd floor) Opp. MUNICIPAL GARDEN, PANJIM - GOA

Ref. No. _____

To

Com D.L. Sachdev
Secretary
All India Trade Union Congress
24, Canning Lane
New Delhi 110 001.

RECEIVED
Date 21st Oct. 1997
For.On
25 OCT 1997
A. I. T. U. C.
24, Canning Lane, N. Delhi

Subject: Addresses & Phone Nos. of the General Council Members elected at the 36th Conference held at Amritsar, Punjab from 16th to 20th October, 1997.

Dear Comrade,

Please find below the names, addresses and Phone Nos. of the General Council Members of All India Trade Union Congress elected at the 36th Conference held at Amritsar, Punjab from 16th to 20th October, 1997.

<u>Sr.No.</u>	<u>Name & Address</u>	<u>Phone No.</u>
1.	CHRISTOPHER FONSECA House No. 60 Gonguerem Assagao, Bardez, Mapusa, Goa.	0832 - 254251 (R) 222436 (O)
2.	R.D. MANGUESHKAR House No. 92 Mangueshi Mardol, Ponda, Goa 403 404.	0834 - 357331 (R) 0832 - 222436 (O)
3.	NARAYAN PALEKAR Sheetal Co.op Society Behind Cine Lata Theatre Margao, Salcete, Goa.	0834 - 732350 (R) 0832 - 222436 (O)

[Handwritten signature]

...2/-

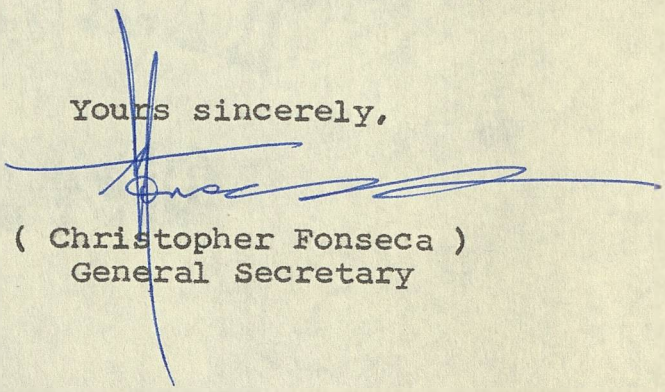
Sr.No. Name & Address

Phone No.

4. BABRUWAN GAONKAR
House No. 213
Post Assnora
Modlovaddo
At Sirigao
Bicholim, Goa.
5. SMT. HARSHA GAWDE
C/o Hari Y. Gawde
Amarkhandi, Kerim,
Ponda, Goa.
6. A.F.G. MASCARENHAS
Church View
Ratvado, Navelim,
Salcete, Goa 403 707. 0834 - 720573 (R)
7. MOGREM POIKULKAR
House No. 3,
Post Guleli,
Poikul, Sattari, Goa.
8. JAMAALBI SHAIKH
Near Old Panchayat
Xeldem, Quepem, Goa.

Thanking you,

Yours sincerely,


(Christopher Fonseca)
General Secretary

* ***** J. Chitharanjan

October 24, 1997,

To

The Registrar of Trade Unions,
Govt. of N&E Delhi
15, Rajpur Road,
Delhi - 110054.

SUB: List of Office-bearers of AITUC elected at the 35th Conference held in Amritsar, on 16-20 October, 1997.

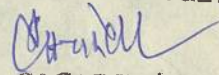
Dear Sir,

Enclosed please find the list of office-bearers elected by the General Council which was elected at the 36th Conference of AITUC held in Amritsar. Constituting of General Council and election of office bearers by it on 28th October is in accordance with the provisions of Clause (9) of the registered constitution.

The above is being submitted for your information and necessary record.

Thanking you,

Yours Faithfully,


(D.L. SACHDEV)
SECRETARY

Encl: list of office-bearers.

List of Office-bearers of AITUC
(36th Conference Amritsar 16-20 October, 97)

- PRESIDENT - Com. J. Chitharanjan. MP
- GENERAL SECRETARY - Com. K.L. Mahendra.
- DY. GENERAL SECRETARY - Com. H. Mahadevan.
- VICE-PRESIDENT - Com. Indrajit Gupta.
- Com. A.B. Bardhan.
- Com. Gurudas Dasgupta MP
- Com. Parduman Singh.
- Com. P. Nageswara Rao.
- Com. Shafique Khan.
- Com. Dwarika Singh.
- Com. D.K.Panda.
- Com. Parvathi Krishnan.
- Com. Pramod Gogoi.
- Com. M. Selvaraj, M.P.
- Com. Tikaram Majhi.
- Com. R.K. Ratnakar.
- Com. T.N. Rama Rao.
- Com. Y.D. Sharma.
- SECRETARIES - Com. Gaya Singh, M.P.
- Com. D.L. Sachdev.
- Com. Amarjeet Kaur.
- Com. G.L. Dhar.
- Com. Sunil Sen.
- Com. P.S. Parmar.
- Com. Raj Kumar Singh.
- Com. Atul Hazarika.
- Com. Satyanarayana Thakur.
- Com. Sadruddin Rana.
- TREASURER - Com. Ramdhari Parashar.

3
W Committee
D.L.

AITUC's CALL TO OBSERVE PROTEST DAY
TO PRESS DEMANDS OF WORKING CLASS

The Working Committee of AITUC held in New Delhi on 12th-13th May'97 resolved to observe a protest day during the last week of June'97, to press the following most important demands of the Indian working class

1. Revival of sick industries viz. NTC, IDPL, Fertilizers, Jute, CCI etc.
2. Stop privatisation of public sector.
3. Comprehensive legislation for agricultural workers.
4. Indexation and improvement of P.F. Pension Scheme.
5. Exemption of ESI coverage to those having better facilities, ESI hospitals to be run by the Corporation.
6. Anganwadi workers be treated as Govt. employees.
7. Pay revision of public sector employees.
8. Welfare schemes for unorganised workers.
9. Amendments to Construction Workers Act and providing for Boards.
10. Enhancement & strict enforcement of minimum wage.

On any one day during the last week of June'97, massive workers under the AITUC banner, will launch a day long Dharna and demonstration in Delhi as well as in all State capitals and industrial centres, the Working Committee decided.

Specific task towards the unorganised

The Working Committee constituted a national-level Sub-Committee to study in detail the various issues concerning the unorganised/informal sector workers including home-based workers and work-out concrete proposals. The Sub-Committee consisting of Coms. Ratnaker, Srinivas Rao, V.Kunnissery/General Secretary of Construction Workers' Federation, Darshan Singh, Ghazanfar Nawab, Bant Singh Brar, Damle, Satyanarayan Thakur, TRS Mani, Amarjeet Kaur and M.C. Narasimhan.

A national-level Workshop will be organised on the unorganised/minimum wage/home-based sector, some time in August'97 to decide the future programmes and strategies.

Trade Union Schools

Two national-level Trade Union schools to educate the educators, one in Hindi and other in English will be organised during July'97 which will be followed by State-level Trade Union classes. An updated syllabus is already under preparation at the national-level for the Trade Union education which will be translated into different languages and used to educate the cadres.

Activation in the National Capital Region

The Working Committee constituted a NCRC (National Capital Region Committee) consisting of 2 leaders each from Delhi, Rajasthan, Haryana, U.P. with Com. D.L. Sachdev

the convenor to activate the trade union movement in and around the ^{National} capital Delhi.

Government's Economic Policy - Struggle to continue

The Working Committee discussed in detail the economic policies of the Govt.. In his Report the General Secretary Com. K.L.Mahendra dealt with the two reports of the Disinvestment Commission, proposing to disinvest even in the core sector also just to reduce the budgetary deficit, and opening up of 25 industries for foreign investment upto 51% including Textile, Sugar, Iron Ore, Bauxite, Education & Health, etc., reduction of budgetary provision for industry, dereservation of 14 major items from S.S. sector giving chance to MNCs, non-revival of sick PSUs including NTC as per the provisions ^{of the} package, opening up of Insurance Sector etc. These will have to be fought, Com. K.L.Mahendra asserted. He deplored the attitude of the employers representatives in the Bipartite Committee constituted by the 33rd ILC in going back even from the unanimous recommendations of the Ramanujam Committee and informed that the Trade Unions have given to the Govt. their unanimous proposals on amendment to Trade Union Act.

Speaking on the occasion Com. A.B.Bardhan, Vice-President, AITUC, informed that all the Left parties have given joint memorandum to the Finance Minister on the various shortcomings in the budget. He said 20 bills on issues decided under the C.M.P. have been formulated, with the object of social changes. But vested interests and Govt. officials have been causing obstruction, since the bills on 33% reservation for women, on agricultural workers etc. are kept pending; mobilisation of working class for social changes is essential and imperative, Com. A.B.Bardhan exhorted.

AITUC-HMS Unification

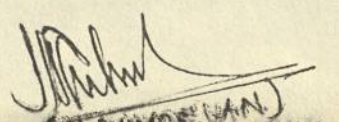
The Working Committee reiterated, the decision on the unification of AITUC-HMS and decided to continue the efforts, in the States where the progress is not to the expectation.

36th Congress of AITUC

The 36th Session of AITUC will be held in Amritsar (Punjab) during 16-20 October'97. The preparations had already commenced by the Reception Committee. Rs.150 will be the fee for each delegate (including boarding & lodging).

Resolutions on Many Issues

The Working Committee, after deliberations adopted Resolutions on many important issues viz. comprehensive legislation for agricultural workers, 33% reservation for women, against privatisation of PSUs, Welfare schemes for unorganised workers, enhancement and strict enforcement of minimum wage, indexation and improvement of pension scheme, exemption of ESI coverage to those having better facilities and ESI hospitals to be run properly by ESIC, amendment to T.U.Act, Urging early wage negotiations in PSUs, Price rise, Environment and protection of workers' interest, on Vth Pay Commission, Revival of sick PSUs, Removal of Bonus ceiling and Enhancement of minimum bonus, Anganwadi workers' permanency as Govt. employees etc.


A.B. BARDHAN
SECRETARY, AITUC

*Women's
Committee
File*

ALL INDIA TRADE UNION CONGRESS

WORKING COMMITTEE MEETING

REPORT

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

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

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

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

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

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

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

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

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

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

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

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

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

Activities connected with abolition of Child Labour, etc.

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

NTC WORKERS' MARCH

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

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

CONSTRUCTION & BUILDING WORKERS' REPRESENTATIVES MEET

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

JUTE FEDERATION

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

TUR

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

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

Need to fulfil certain accepted organisational tasks

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

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

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

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

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

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

Coordination with Parliament Members

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

AITUC - HMS merger

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

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

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

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

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

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

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

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

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

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

Working Committee meeting of the AITUC

July 12 -14, 1996, New Delhi.

Working Women

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

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

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

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

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

contd

ON CHILD LABOUR

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

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

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

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

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

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

contd....

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

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

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

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

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

contd.....

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

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

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

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

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

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

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

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

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

4/97
Cable: "AITUCONG"
FAX: 91-11 33 86 427

Tel. 33 87 320

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

president : B.D.JOSHI
Gen. Secy. : K.L.MAHENDRA

April 9, 1997,

CIRCULAR
TO

ALL MEMBERS OF THE WORKING COMMITTEE OF AITUC

Working Committee meeting

The meeting of the AITUC Working Committee shall be held on 12th ^{May} (from 3 p.m.) to 14th (forenoon) at the AITUC Office, at New Delhi.

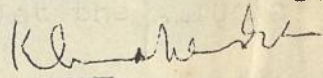
All the members of the Working Committee are requested to be present in time.

Agenda

1. Minutes of the last meeting,
2. Report of the General Secretary.
3. Discussion on Plan for streamlining the unions and expansion.
4. AITUC - HMS Unity.
5. The AITUC Conference.
6. Organisational matters.
7. Resolutions
8. Accounts.
9. Any other matter with the permission of the chair.

With greetings,

Yours sincerely,



(K.L.MAHENDRA)
GENERAL SECRETARY.

Hm's personal copy

ALL INDIA TRADE UNION CONGRESS

*Working Committee
File*

**WORKING COMMITTEE
MEETING**

REPORT

**12-13 MAY, 1997
New Delhi**

10/11/1911
10/11/1911
10/11/1911

KLM
VIJES, not necessarily in Secretary's wing

AITUC WORKING COMMITTEE MEETING

12th - 13th May '97

The ten month old United Front Govt. was toppled by the withdrawal of support by the Congress. The Congress President staked the claim to form the Govt. but finding no support climbed down to the demand that Deve Gowda should step down. Sita Ram Kesri argued that though it extended support from outside, the party was neglected and not taken into confidence. He accused Deve Gowda of trying to split the Congress.

Now Inder Kumar Gujral is elected as Prime Minister and the AITUC welcomes his choice. It is to be seen in the coming days whether the U.F. and the Congress move towards closer coordination or this Govt. too awaits the same fate as that of Deve Gowda. | ?

The BJP has been winning new allies such as the Akalis and the BSP apart from the Samta Party and the Haryana Vikas Party. The BJP leaders feel that they will get the maximum advantage and hence demand **dissolution** of Parliament and fresh elections.

ECONOMIC SCENARIO

The rate of growth of industrial production in 1996-97 was 9.3% compared to 2% in 1995-96. Similarly the rate of growth of exports was 13% compared to 24% in the previous year. The price of wheat, rice and Arhar dal shot up increasing the price-index of the rural labour high which meant that the number of people below povertyline has increased.

The Govt. has appointed disinvestment commission and declared that disinvestment in the core sector can be upto 49% and in the non-core, non-strategic sector upto 74% which virtually means privatisation. Already the disinvestment commission has

submitted its second report. The AITUC submitted a memorandum to the disinvestment Commission and the General Secretary participated in the Seminar conducted. The main purpose of disinvestment is to reduce the budgetary deficit and in the process privatise the public sector. The Govt. can disinvest the shares of public sector institutions in the private sector and create a revolving fund for modernisation and revival of sick industries. But the new economic policy is based on free market economy and hence privatisation of private sector does not appeal.

The Industries Minister had announced opening up of 25 industries for foreign investment upto 51% including Textiles, Sugar, Iron ore, Bauxite, Education and Health etc. We have opposed opening up of the six industries mentioned earlier.

In the budget for 1997-98 provision for industry and energy have been reduced by Rs.4669/- crores compared to 1996-97. The shortfall for industry and minerals is Rs.1618/- crores and for transport it is Rs.1588 crores. The outlay for energy will decline from Rs.24270 crores to Rs.24234 crores, on industry and minerals from Rs.11826 crores to Rs.11200 crores and on transport from Rs.15972 to Rs.15016 crores.

Only the outlay for telecommunications has increased from Rs.9879 to 13854 crores. The main bottleneck in growth is the problem of physical infrastructure and yet the allocations have been reduced. Manmohan Singh accepted that it was wrong to have depended on private sector for power generation and yet the budget does not improve the position.

The recession in 1996-97 was because of the high rate of interest on commercial borrowings and the resultant financial stringency. Now with the reduced allocations for investment in public sector the rate of growth cannot be expected to rise.

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The Govt. has already cleared revival package for HEC, Scooter India and four other small enterprises. The budgetary provision for revival of sick mills is Rs.1107 crores only. This means new Govt. is not going to revive the NTC Mills, the IDPL, fertilizer factories and the Cement Corporation of India etc.

The Govt. has announced that private sector will be permitted to enter the coal industry to produce for sale and the coal has been deregulated. The Govt. further proposes to import coal. Singareni suffers losses if it does not increase the price for 'D' and 'E' Grades. Once the coal is imported probably it will not be competitive to raise the DEF grades of coal and our natural wealth will remain burried.

In the budget 14 major items reserved for small scale industries have been ~~reserved~~ giving a chance to the multinationals and the local big capital to elbow out the small entrepreneur.

The Govt. called for revival plans of all the sick industries. The Govt. of Maharashtra has not agreed for sale of surplus land of Textiles mills hence the Govt. has dropped the idea of implementing the 1994 agreement. Now the proposal is to revive only 50 of the 123 mills. The Govt. is not prepared to give budgetary support to sick PSUs and hence will move towards privatisation or closure of a number of PSU's. But it has provided Rs.245 crores only for VRS.

The Govt. has not provided incentives for the growth of small scale industries, Agro industries and subsidiary occupations of agriculture which can provide larger opening for employment.

The Govt. has opened up insurance for private sector relating to health, as a beginning of privatisation. Further the Govt. has decided to permit private rural banks which will be risky for the public and the bank employees and officers are carrying on agitation against this policy. The insurance employees went on one days strike against the move to open up the sector for privatisation.

As per the decision of the Indian Labour Conference a Bipartite Committee was set up for recommending a comprehensive industrial relations law covering Trade Union Act, I.D.Act, bargaining agent or council by secret ballot and workers' participation in the management. The Committee has to submit its report by May end. The workers group has already submitted its report on Trade Union Act as no agreement could be reached with managements representative. But on two issues i.e. the question of industrial relations and recognition by secret ballot differences continue amongst the trade union representatives. From the management's side no top level office-bearer of their organisation is participating. They are represented by some lawyers and professional managers. Already ten meetings over 25 days have been held. Now a separate report on Trade Union Act was submitted directly to the Minister. The management representatives have announced that they will directly submit their report to the Minister and are not in the Bipartite Committee. They do not accept even the unanimous recommendations of Ramanujam Committee and want new industrial relations suitable for globalisation and liberalisation.

In the meeting of the Finance Minister with trade union leaders a memorandum on the industrial policy, and demands of the workers was presented. The AITUC delegation consisting of K.L.Mahendra and Mahadevan attended. The General Secretary raised the issue of Bonus and Gratuity ceiling, raising of the income tax exemption limit, and investment policy for the provident fund. The Secretary Labour convened a meeting of T.U.leaders, which was attended by Com. B.D.Joshi and K.L.Mahendra. The trade union representatives unanimously recommended that P.F. contribution should be raised from 10% to 12% and from 8½% to 10%. Further the ceiling of Rs.5000 limit should be removed. The P.Fund should be deposited keeping in view the safety and better returns to be decided by the Board of Trustees, but the Fund should not be deposited in private sector or mutual funds or share market.

In the budget speech Finance Minister announced that the exemption limit is raised and no income tax is to be paid upto Rs.75000 income. The ceiling of Gratuity is raised to Rs.2½ lakhs and P.F. contribution rate shall be raised 12% and 10% and the ceiling of Rs.5000 will be removed. Further the Board of Trustees shall decide as to how 20% of the fund shall be invested. The Board of Trustees have now decided to invest in State securities with 13½% interest. The officials suggested bidding but Com. Parduman Singh in the Board resisted it and the AITUC made a representation to the Minister against it.

NMDC management and the trade unions have signed an agreement on Pension Scheme which provides that the workers will contribute 5¼%, management will ^{be} contribute 2% of wages and 1.67% of the Family Pension Scheme will added to it. Fund shall be deposited in LIC annuity at 12% interest. The benefits shall be slightly better than provided in the P.F. Pension Scheme. On Rs.9000 corpus of P.F.Pension Scheme Govt. is able to give 8½% interest only. The employees of NMDC are satisfied with the new Pension Scheme because they feel that they are able to deposit more money and also save on income tax. This is in line with proposal given by AITUC on Scheme for better paid workers.

The ceiling on Bonus for industrial workers has not yet been removed though it is removed for Govt. employees.

The Govt. has raised the coverage of ESI from workers drawing upto Rs.3000 to those drawing upto Rs.6500. The public sector employees of Bangalore obtained stay orders from the Court (which is subsequently vacated) and demonstrated before the house of the Dy. Chief Minister against this decision. The workers in Bombay have demonstrated in front of the office of the regional Commissioner. These workers are having better facilities like reimbursement of medical expenses. The AITUC leaders B.D.Joshi, K.L.Mahendra and D.L.Sachdev met the Labour Minister and submitted a memorandum. They pointed out the discontent prevailing regarding the medical facilities and wanted the order to be

withdrawn and the hospitals be managed by the corporation and not the State Governments. The Minister promised to convene a meeting of the T.U. leaders to discuss about improvement in medicare.

During this period the Textile and IDPL workers demonstrated before the Parliament and hundreds courted arrest demanding revival.

The Anganwadi workers demonstrated at the call of the Joint Action Committee and AITUC mobilisation was very good.

Thousands of agricultural workers demonstrated demanding comprehensive agricultural labour legislation to be adopted.

The private school teachers of West Bengal demonstrated. The Govt. has covered them under the Gratuity Act. The AITUC has demanded that they should have trade union rights and their service conditions should be legislated.

The platform of mass organisation planned countrywide agitation. Because of several other programmes this was not very successful. But Rasta Roko and Rail Roko was organised in several places in Bihar, Maharashtra, Andhra Pradesh and other States by the AITUC.

The CPSTU Convention was held and a programme of action chalked out. A Workshop on charter of demands was held at Bangalore, Dharna before the Parliament was organised for revival of sick PSUs and for wage revision and revised DA for workers of sick PSU. The proposed 2nd April strike was withdrawn due to the changes in political situation.

The Ministry in a letter has informed K.L. Mahendra, General Secretary, AITUC that steps are being taken to commence negotiations for wage revision in public sector.

The JBCCI for Coal has been reconstituted. The coal workers Pension Scheme is not yet implemented.

The Convention of the Construction workers organised by the Confederation was postponed due to political situation.

There are efforts in Karnataka to split the Road Transport Corporation and for privatisation and in Rajasthan for privatisation.

The Transport Minister of Karnataka has made it a issue of personnel prestige and victimisation and harassment is resorted to in KSRTC which is being resisted by the workers. The recognition of the union is withdrawn and the facility of check off is also withdrawn so as to brow beat the union into acceptance of Government's policy.

PAY COMMISSION

The report of the Fifth Pay Commission has been criticised by general employees and even the officials of various departments because of the special treatment meted out to IAS officers.

The employees of the industrial undertakings viz. defence, postal, telecommunication and the Confederation of Central Govt. employees and workers have been demanding parity with public sector workers. As against their demand for Rs.3340/- Minimum Wage the Pay Commission has recommended Rs.2440 which means the disparity gap will widen to Rs.900 from Rs.210 in 1986.

The Minimum Wage has been fixed on the basis of increase in per capita net national product between 1st January '86 and 1st January '96. But the salaries of senior officers have been fixed on the basis of their consumption. Thus double standards have been applied for determination of wages which is most unjustified. Hence the low paid employees have been given a rise of just 13% and officers have been given a rise of 53% on their present emoluments.

The annual increments of low paid employees are fixed at 1.6% and that of officers at 3%. Similarly while three automatic promotions have been provided for officers for others only two such promotions are provided.

The worst of all is the fitment formula which denies the senior employees the earned benefit of their past service and will also create serious anomalies.

While 5 day week is the trend world over the Commission has recommended 6-day week instead of the existing 5-day. The recommendation to give prospective effect to recommendations is to deny the benefit that would accrue in arrears.

The Commission has gone beyond its terms of reference in recommending entry of MNCs in various strategic areas, major privatisation and off-loading and introduction of contract labour. The Commission has recommended abolition of 3½ lakh vacant posts and reduction of one third strength in ten years.

SUPREME COURT JUDGEMENTS

Supreme Court ordered shifting of the industries from Delhi as they were in residential areas. On the intervention of AITUC the apex court ordered that either the employees should provide employment at the relocation place or pay a compensation. Supreme Court judgement tried to harmonize environment, development and workers' interest.

Similarly the Supreme Court ordered that where child labour is working in hazardous industries, it should be stopped and compensation be paid at Rs.25000 to the child so that he may pursue his studies. It is decided that the Govt. will create a welfare fund to finalise the child once the work in hazardous industries is abolished.

The Supreme Court ordered closure of all non-forest activity carried out in forest areas without permission. This led to stoppage of work in timber factories in Assam, and mining operations in several parts. The Central Govt. took the position that if the State Govt. approaches for permission to the Ministry of Environment immediate temporary permit will be issued and the enquiry will be conducted.

The AITUC delegation met the Environment Minister and represented the matter and AITUC was closely following the courts judgements and subsequent orders and kept the unions informed whichever had approached about the developments.

The AITUC Karnataka Committee approached the administrative tribunal regarding the anganwadi workers and the tribunal awarded that they are Govt. employees though the Govt. has been claiming that they are honorary workers. The Govt. of Karnataka has appealed in the Supreme Court and AITUC has become a party in the case.

The Supreme Court in yet another judgement on December 16, 1996, has held that if the Govt. has abolished contract labour, the existing contract system workers should be regularised by the principal employer. AITUC has published the judgement.

Indian Ocean Trade Union Conference was held at Calcutta convened by some unions of Australia and South Africa and the CITU.

The AITUC, INTUC, HMS and UTUC were on the Preparatory Committee. But the Australians did not include the amendments moved by AITUC and CITU delegates and adopted by the Congress is the final release. They were not prepared to criticise the IMF - World Bank and WTO and were not prepared to oppose the linkage of social clauses with trade.

This showed that there was no proper assessment of the participants from Australia and South Africa.

At Singapore ministerial meeting of WTO because of differences amongst the developing countries the direct opposition to linkage of social clause with trade and the multilateral investment agreement could not be dropped. It was agreed that its implications will be studied along with UNCTAD and placed before the next meeting 1998.

K.L.Mahendra, General Secretary attended the Conference of the free trade unions of Russia. The Conference decided that a general strike should be organised to protest against the non payment of salaries, retrenchment and closures inspite of the displeasure expressed by the leadership.

Inspite of the propaganda offensive of the Yeltsin Govt. and repression, five million workers went on strike on 27th March, 1997 and more than ten million participated in the demonstration.

The AITUC sent a solidarity message and received communication in return.

The workers of South Korea the Asian tiger went on strike and long drawn agitation and the AITUC sent a solidarity message. The workers of Liverpool are conducting agitation against privatisation.

Com. H. Mahadevan, Secretary, AITUC, attended the Conference of Metal and Engineering workers of France and also an international meeting on present situation where the CGT leadership placed its assessment of the situation.

The CGT has circulated a document which states that the ICFTU and the WFTU reflect the two ideologies of cold war period and the European Trade Union Congress is adopting a correct line though it has not yet admitted CGT in the European TUC.

On the appeal of the Cuban Ambassador for donations to publish the workers of the great revolutionary leader Jose Marti the AITUC has donated \$200.

With the instalation of internet and E-Mail we are receiving messages from various countries.

The Vietnamese delegation visited the AITUC office and had exchanged of view with K.L. Mahendra, General Secretary, and others.

The Italian delegate from CGL affiliated to ICFTU and the European TUC visited the AITUC office and had exchange of views with the General Secretary and other leaders.

The Chines delegation was received at AITUC office and exchange of views took place. Similarly the Russian delegation from Oil and Natural Gas Commission visited the AITUC office.

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AITUC WORKING COMMITTEE MEETING

12th to 13th May'97

ON ORGANISATION

Immediately after the Patna Conference we got the preliminary reports of verification conducted on the basis of 1989 membership which was shocking. We analysed the causes and found the lossness in organisation, the failure to keep records, failure to submit records and also failure to raise objections and pin point the false claims of B.M.S. It was also noted that a number of unions had shown less membership than existed. The AITUC was shown with a membership of over 9 lakhs was the fifth national centre.

After the General Council meeting at Bombay the call was given to streamline the organisation and double the membership.

It was also noted that number of unions had not paid affiliation fees for years; They were asked to clear.

The weakness in organisations and failure to regularly pay the affiliation fees was a feature for long number of years for a number of unions; It became second nature.

In the last general council in November'96 it was decided that the unions that have not paid affiliation fees after 1989 are disaffiliated and those that have not paid between 1990 and 1995 can pay the arrears by the end of March'97 failing which they will be disaffiliated. Then there are those unions who claim to be affiliated to AITUC for years but did not even apply for affiliation. If the states send the list of such unions they would be first warned and then they will be sued in the court. These hard decisions were taken by the General Council because the comrades were not changing their old habits. Even the comrades who really are running the unions properly and conducting struggles pay little attention to keeping of records or payment of affiliation fees.

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After the Council meeting the Secretariat decided that we should directly write to the unions about non-payment of affiliation fees or cancellation of affiliation. Notices were sent to the unions directly though it meant a little expenditure because the Secretariat wanted to streamline the organisation. Some of the unions who were disaffiliated wrote back that they are paying the arrears or in one case that they had paid for 1990 and rest will be paid. More important the unions have started paying arrears and it is hoped the rest will follow and will not force us to take the extreme step.

II In the meanwhile the Govt. officially announced the results without following the proper procedure. We had pointed out how the procedure for verification was bogus and that BMS had manufactured records in the workshops set up for the purpose. In case of differences in the Committee the matter was to be referred to the Minister who ought to refer the objections to an independent agency. But the Govt. violated the rules framed in 1986.

The INTUC has filed a case in Delhi High Court and Govt. and all trade union centres parties, to the case.

In the meanwhile we represented to the Govt. that a fresh verification be held on the basis of 1996 membership and the rules of verification will have to be amended. The Govt. has not taken any step so far. Probably the Govt. may convene a meeting to finalise whether the verification should be on the basis of 1995 or 1996.

The Secretariat decided that the Secretariat members will tour all the states and attend the Working Committee only to discuss about submission of annual returns and other organisational matters. During the last three months the Secretariat members have covered almost all the States. One or two states did not even reply to letters from the Centre. It is found that the membership has increased.

We are not aware if any machinery was set up at the State level to see that the unions prepare the records properly and submit the annual returns.



It is noted that large number of new industries are coming up in the country but the workers are mostly forming independent trade unions. They may deal with their managements but due to lack of perspective they do not join the movements for change in Government's policies even on policies that affect the industry or workers. This is the result of the division in trade union movement. The trade union centres are playing their role in dealing with the problem of sick industries, and looking after certain sectors of the unorganised workers.

It is necessary that AITUC is strengthened by extending its influence in the new industries and also organising the vast sections of unorganised and home-based workers.

For extending the activity to new industries the unions in the organised sectors can take initiative to develop contacts and fraternal relations by organising seminars and workshops or joint conventions on issues faced by the workers in the new industries. For the unorganised and home-based sectors the activity cannot be extended unless new cadre is drawn for the work. Once cadres is available the existing unions should take the responsibility of financing them for sometime so that they build up the organisation.



The call for "organise the unorganised" was rightly given at Bangalore. A correct policy depends on organisation for its success.

In future new industry will come up with advanced technology providing very little chance for increase in employment. Employment shall be available in the unorganised sector and in the service sector.

The approach paper for the 9th five year plan envisages that a legislation will be adopted for the home workers and that social security will be provided to the unorganised sector. The comprehensive bill for agriculture labour is also pending.

Hence it is necessary that sufficient number of cadre is provided by the state and district committees for organising the unorganised and the home-based workers.

V To streamline the organisation the State centres have to be strengthened. It is noted that in some states there are only one or two comrades at the state centre and they are burdened with other than trade union work and can't give full time attention. In some states responsibilities are not divided amongst the leading comrades and one comrade accepts all responsibility and is not able to fulfill them. From the State Centre comrades should be assigned the job of visiting district and statewide unions to see that organisation is streamlined. Various comrades should be placed on committees like Labour Advisory Committee, Contract Labour Abolition Committee, Minimum Wages Advisory Board, P.F. and ESI Advisory Committee etc. so that along with their other work they can look to one or two of these Committees and comrades should be specifically assigned for organising the unorganised, the Child Labour and Women workers.

VI It is noted that unions in the public sector or of State-wide character in many cases some times ignore the functioning of the State Centres which is not a healthy approach and does not help in strengthening of AITUC.

Some of the problems are raised here just to give an idea of what all is required to strengthen the AITUC.

While we strive for trade union unity we have to strengthen the AITUC. A strong AITUC can play a much better role for unification of trade union movement.

VII On issues the AITUC Centre sends circulars but they do not reach most of the unions or concerned industries. If the district committees are functioning the State Committees can immediately take out the copies in local language and send it to districts and the information can be passed on to the unions or report in the local daily or weekly paper.

The functioning of the centre had improved after Patna. But after November Council meeting Com. B.D.Joshi was ill except for a short period, Com. Bardhan is not available because of his other responsibilities and Com. Francis is not sharing any central responsibility since more than a year.

Atleast two comrades will have to be inducted at the Centre and already Com. Satyanarayan Thakur has agreed to work from the Centre.

VIII The syllabus for education are being finalised and it is proposed to bring out series of pamphlets on each subject and then a bound volume will also be brought out. We hope to start the publication of the series from May itself and complete before the end of June.

The Workshop on Social Security is being organised from 14th to 16th May 1997, with the ILO and we propose to organise a Workshop on Unorganised Sector and Home-based Workers in July.

We further propose to arrange two classes for teachers, one in English and the other in Hindi within next three months.

IX Comrades in the unorganised sector feel that their problems are not discussed in the Working Committee properly. It is proposed that a meeting of the Working Committee members dealing with the unorganised or home workers sector be held for sometime during the Working Committee meeting and a separate Sub-Committee be constituted for the purpose.

X Ensure that all unions submit the annual returns and properly keep the records. Ensure that all unions clear the dues of affiliation fees before the end of September and delegates will be allowed to participate if full affiliation fees along with arrears has been paid.

XI Inspite of reminders advertisements were not collected either for the Republic Day number or for May Day number for which we had appealed to the unions to give insertions. Previous two years Trade Union Record had become self sufficient due to advertisements, but now the position has changed.

The Engineering and Metal Workers Union of Maharashtra has donated Rs.1 lakh for TUR with a condition that only the interest is to be used. If the example is emulated and the unions come forward with donations to create a corpus, it will go a long way to make TUR self sufficient.

WOMEN WORKERS

After the National Council meeting in Delhi in November, 1996, on initiative of AITUC Centre in collaboration with CTUC a leadership and capacity building training programme for working women was arranged in Goa from November 25 to 28, which was a very useful training for our women activists as per their feedback. The CTUC Co-ordinator was also satisfied with the efforts. That has been now followed up by another initiative by our Goa State Committee to conduct similar programme with assistance from CTUC for another set of young women workers due in May itself, which will be conducted and managed by the leading women trained in the first Workshop.

Another similar effort for capacity building and leadership training for AITUC women activists in collaboration with CTUC in the northern-eastern states has been successfully attempted. A five day training for leading women workers in the region was organised at Guwahati from May 5 to May 9, 1997.

In our efforts of regional conventions for women activists from organised and unorganised sectors, after North, East and West regional efforts, the Southern regional convention is finally fixed to be held at Chennai on May 31 and June 1, 1997, with women from Kerala, Karnataka, A.P. and Tamilnadu. Each State other than Tamilnadu should ensure not less than 10 to 15 women from their states. The host state has been requested to have maximum use for having participation from all their districts with at least 100 working women.

These regional initiatives were aimed to help the State Committees to identify a team of women leaders at State-level to enhance the activities of AITUC among working women to organise state and district Conventions to raise the specific concerns and difficulties of women working forces.

We have no information at the Centre of any initiatives by the State Committees in this matter.

contd.....

During the National Council meeting itself the Samyukta Sangharsh Samithy of Anganwadi workers (unions of AITUC-CITU-HMS-NFTU-HMKP and Lal Nishan) had given a call to organise a march to Parliament on November 28 to press for their demands. Even though the time for preparation was short and Maharashtra unit Anganwadi workers federation had its own programmes in the State and expressed their inability to join, there was very impressive and overwhelming participation from our Karnataka unit. The Anganwadi workers from AITUC affiliated unions came in large numbers from U.P. & Bihar. There were contingents from Rajasthan and Madhya Pradesh and Manipur. Some of our activists from Punjab also participated. AITUC mobilisation overall outnumbered others impressively in this joint action. Deputations met Prime Minister, Finance Minister and Human Resource Development Ministers. Later on the Samithy called for 31st January to be all India strike day by Anganwadi workers and helpers, which was observed by most of the unions affiliated to the constituents of Central Trade Unions in Samyukta Sangharsh Samithy. We received information in our office of actions from Maharashtra, Tamilnadu, Karnataka, U.P., Rajasthan, Tripura, Bihar, Manipur, Punjab (Some of these informations were directly from units in the districts and not from State Headquarter such as in case of Bihar, Rajasthan, Punjab etc.)

The Ministry of Human Resource Development has recommended only raise in honorarium which is not yet realised into notification as it is still lying with Finance Ministry for clearance.

There is feeling below that a struggle programme be launched so we would like to know the opinion and suggestion of Working Committee members in this regard.

In our support activity to the Saathin Karamchari Union's struggle in Rajasthan, State AITUC participated with AITUC women workers to express solidarity in four day long continuous Dharna in first week of April. National Secretary, Amarjeet Kaur went for that. AITUC Centre also participated in solidarity action organised in this regard at Delhi.

In this period all other initiatives by other organisations of women issues and on home-based workers who are mostly women were participated from AITUC Centre as and when required.

For 1997, two more training programmes have been planned for AITUC women activists with assistance from CTUC, in Gujrat and in Rajasthan. We would urge other State Committees also to come forward to take initiatives for having capacity building activities for women cadres to enhance AITUC work among women workers.

We also requested ILO to give us help in developing training programmes for upgrading skills of women workers in unorganised sectors. But our State Committees should be able to tell us if they have any proposals and suggestions in this connection.

ON CHILD LABOUR

* After the National Council meeting in November '96, some more activities for implementation of our project agreement with ILO on Child Labour were taken up.

* In the targetted 11 states for state-level Workshops, 10 had been held in July '97, the eleventh Workshop for the AITUC leading activists from Delhi State was completed on 20 to 22, December at Delhi inaugurated by Comrade Indrajit Gupta with participation of 80 comrades. Those who could take different sessions and addressed included Mr. Laxmidhar Mishra, Secretary, Labour Ministry, Dr. Mahavir Jain, Incharge, NRCCL, National Labour Institute; Mr. Amod Kanth, Addl. Commissioner of Police and Director of an NGO 'Prayas', Mr. Gerry Pinto Programme officer on disadvantaged children in UNICEF; Mrs. Jaya Srivastava, ANKUR (an NGO) and office resource persons from our AITUC leadership.

* In the series of national industrial workshops on Child Labour, we had completed our workshops in Carpet industry, held in Varanasi in August, in Gem-Diamond cutting & polishing in Jaipur in October '96, in Beedi sector in Saagar at Madhya Pradesh in October '96. after our last Working Committee. After National Council meeting we organised the following workshops industry-wise.

* In construction industry November 29-30 and December 1, 1996, at Palghat which was attended by participants from Kerala, Orissa and Tamilnadu. Dr. Mahavir Jain from NLI had gone to attend it from Delhi. Other resource persons were from the State.

* On 6-7-8 December '96 the National Industrial Workshop held on Child Labour in Agriculture sector at Rajgir, Bihar. Com. Amarjeet Kaur attended from AITUC Centre.

* In Hosiery sector the workshop was organised from December 29 to 31st, 1996, at Tiruppur in Tamilnadu beginning with very much impressive inaugural session participated by hundreds of workers and inaugurated by the Ministry of Forest and Animal husbandry and addressed by other prominent persons from Labour Department, Municipality, Unicef, ILO, NLI and the field of law and education.

* Another Workshop was organised in Match & Fire-works industry on February 4-5-6, 1997, with participation of large number of delegates and those who addressed included Labour Secretary, from U.P. Govt., ILO representative from Geneva, National Co-ordinator, ILO-IPEC, Member Parliament from the constituency and other dignitaries of the Area.

* National Workshop on Child Labour in Slate Mines in Markapur was held from March 28 to 30, 1997. This Workshop began with discreet visit of mines by State and District AITUC comrades along with Com. Amarjeet Kaur and Dr. Mahavir Jain from NLI. The team could bring the photographic proofs of children working in the mines and the report which was presented to the Secretary, Ministry of Labour, Dr. Laxmidhar Mishra for immediate action in the matter as Child Labour is prohibited in Slate mines and factories. The Workshop was well attended with almost half of the women among participants.

* The National Industrial Workshop in Hotel Industry was held on 6-7-8, May 1997, at New Delhi. Those who addressed or took Sessions included Asstt. Director General from ILO Office in Bangkok, Ms.M.Hoiruchi, Director-ILO, India office; Mr. Werner K.Blenk, National Co-ordinator ILO-IPEC, from National Labour Institute and others.

* AITUC has already produced posters under this project, 8 posters in Hindi language and 17 posters in Regional languages to be used as propaganda material for campaign to combat Child Labour. The pamphlets are in the process of printing.

* Apart from this Kerala State in its Mini Project has held about 5 district programmes on Child Labour.

* West Bengal AITUC could organise a well attended State Workshop on Child Labour in Beedi Sector at Malda on 17-18-19, November '96 preceded with impressive procession.

* The reports about school initiatives is very less. We will give the details in the meeting.

* All other initiatives on Child Labour by other organisations or by ILO were responded and attended when and as required.

* AITUC Secretary, Amarjeet Kaur was selected by the Central Trade Unions to represent trade unions in evaluation team, for IPEC project. In all there were total four members in the team, one from Govt. one from employees, one from trade unions and one from NGO's.

* The IPEC is already extended till December '97 and likely to be extended for another 2 year's. So we would want to have your response and suggestions for our next phase.

(iii) Disinvestment will be considered as a different
category of business in 1997 operating in the same
structure and management.

The policies relating to this will be fine tuned to
achieve greater autonomy, better cost efficiency,
flexibility and increased resource generation
especially in the areas of assigned targets.

APPROACH PAPER TO THE NINTH FIVE YEAR PLAN (1997-2002)

- (iv) The existing criteria for identifying sickness in
the case of an enterprise and referring it to the
BIFR will be reviewed to permit timely action for
rehabilitation of such enterprises. The existing
BIFR procedure will be streamlined to expedite the
process of rehabilitation of potentially viable
BIFR.
- (v) The scope and content of National Renewal Fund
(NRF) will be reviewed with a view to ensure that
the NRF addresses the objectives for which it has
been constituted.
- (vi) Appropriate policies would be evolved to encourage
location of new industries in backward areas. The
State Central Scheme in operation during the
Eighth Plan will be reviewed and adapted to make it
an effective instrument for promoting industrial
development of backward areas.
- (vii) The recommendations of Chelliah Committee on
rationalisation and simplification of the tax
structure will be implemented.
- (viii) The system of awarding contracts to private
in the public sector will be suitably strengthened
to ensure that cost savings in project
implementation.



**GOVERNMENT OF INDIA
PLANNING COMMISSION**

- (iii) Disinvestment will be considered upto 51% and beyond in the case of PSEs operating in the non-strategic and non-core sectors.
- (v) The policies relating to PSEs will be fine tuned to ensure greater autonomy, their more efficient functioning and increased resource generation. Potentially viable units will be assisted through restructuring, offering a more attractive VRS package and conversion to joint ventures etc. Public Enterprises with comparative advantages will be supported in their drive to become global giants.
- (vi) A part of the proceeds of disinvestment of PSEs will be earmarked for revamping/ restructuring of PSEs. The Managements of PSEs will be strengthened through professionalisation and encouragement of workers' participation. While encouraging a competitive environment, the domestic industry in the private and public sectors will be assured of a level playing field.
- (vii) The existing criteria for identifying sickness in the case of an enterprise and referring it to the BIFR will be reviewed to permit timely action for rehabilitation of such enterprises. The existing BIFR procedures will be streamlined to expedite the process of rehabilitation of potentially viable PSEs.
- (viii) The scope and content of National Renewal Fund (NRF) will be reviewed with a view to ensure that the NRF subserves the objectives for which it has been instituted.
- (ix) Appropriate policies would be evolved to encourage location of new industries in backward areas. The Growth Centres Scheme in operation during the Eighth Plan will be reviewed and adapted to make it an effective instrument for promoting industrial development of backward areas.
- (x) The recommendations of Chelliah Committee on rationalisation and simplification of the tax structure will be implemented.
- (xi) The system of monitoring implementation of projects in the public sector will be suitably strengthened to ensure that time and cost overruns in project implementation are minimised;
- (xii) A greater degree of coordination will be brought about between the industrial policies of the Centre and the States.

4.6(b) Village and Small Industries

The Village & Small Industries sector includes sub-sectors such as Small Scale Industries (SSI), Coir Industry, Khadi and Village Industries (KVI), Handlooms, Powerlooms, Handicrafts, Wool Industry, Sericulture and Food Processing Industries (FPI). The VSI sector has a considerable potential for generating employment. It is more amenable to widespread regional dispersal and also more elastic in responding to the changes in the market. The SSI sector contributes more than 40 % of the value added in manufacturing and more than 35 % of the exports, both direct and indirect. The Textile Industry, in particular, contributes substantially to the country's exports. It is for these reasons that the VSI sector needs greater focus in terms of investment and technology upgradation, infrastructural support, marketing and credit facilities, testing, quality certification and training facilities.

The main highlights of the Ninth Plan strategy for the VSI sector will be:

- i) The small scale and village industries will be provided incentives and support to facilitate their growth and employment. It will be ensured that foreign investment does not displace such industries.
- ii) The investment limit for the small scale industry sector will have to be revised to take account of inflation and to enable the achievement of minimum economies of scale and upgradation of technology so as to withstand emerging competition.
- iii) The list of items reserved for small scale industries (SSI) will be reviewed with a view to achieve the benefits of economies of scale, technological upgradation, export capabilities, etc.
- iv) Credit flow to SSI will be augmented. The financial institutions will be motivated to offer factoring services to SSI in addition to the present system of discounting bills.
- v) The coverage of programmes such as the Prime Minister's Rozgar Yojana (PMRY) will be enlarged to create new self-employment opportunities for the educated unemployed.
- vi) The KVIC will be organisationally and financially strengthened to be able to generate more job opportunities under the 2-million jobs programme in khadi and village industries.

- vii) Technology development and upgradation in the VSI sector, especially in the case of small scale industries, handlooms, powerlooms, coir, handicrafts, wool, etc. will receive special attention.
- viii) In the case of sericulture which has a large rural employment generation potential, in addition to enhancing credit availability on easy terms, special attention will be paid to improvement of quality of raw silk by introducing better silkworm breeding practices.
- ix) In the case of wool industry, special attention will be paid to improvements in sheep breeds, adoption of scientific animal husbandry practices, enlarging the availability of grazing areas to the shepherds, etc, and enhancement of pre-loom and post-loom facilities.
- x) New institutional mechanisms will have to be evolved for augmenting credit flow to informal and rural non-farm sector.

The Food Processing Industry contributes about 18% of the total output of the industrial sector and provides employment to about 1.5 million persons. However, about 70 % of the units in this sector are in the informal sector, in a primitive state of technology. This sector has enormous scope for growth. The country being the largest grower of fruits and second largest producer of vegetables, having a large livestock population and a long coastline for exploiting fisheries resources, the food processing industry promises to be an area where the potential for development is enormous.

The following measures will be taken in the Food Processing sector during the Ninth Plan:

- i) Provision of activity-specific infrastructure such as cold storage and transportation facilities, efficient processing facilities, technologically advanced abattoirs, trained manpower, adequate capital availability and better packaging.
- ii) The existing legal framework will be suitably modified to promote the growth of this sector, particularly with reference to dairy products, cold storage facilities, etc.
- iii) Linkages will be established between farmers and processing units through contract farming.
- iv) Special efforts will be made to rehabilitate and modernise flour milling units, rice hullers, etc, by providing credit and other facilities. The experiment of "Factory on Wheels" that has been tried in

Karnataka will be extended to other parts of the country.

- v) Excise policy applicable to the industry will be reviewed to minimise the levy on production and introduce the MODVAT concept.

4.7. Labour

The labour policy during the Ninth Plan will rationalise, simplify and integrate Labour Laws to bring them in tune with the needs of the changing socio-economic scene. At the same time, the existing legislative framework will be strengthened to protect the interests of the labour in the unorganised sector. The following specific steps will be taken.

- In the context of newly emerging labour market scenario, the role of the Employment Exchanges will be reoriented from being mere registration and placement agencies to centres for compilation and dissemination of comprehensive market information, promotion of self-employment, career counselling and vocational guidance.
- For the improvement of economic and working conditions of the workers in the unorganised sector, a multi dimensional approach will be adopted with involvement of voluntary organisations and schemes meant for the welfare of the unorganised sector and for bringing about awareness among them of their legislative entitlements.
- An integrated approach will be adopted to rehabilitate bonded labour by pooling resources from a variety of sources.
- Abolition of child labour will be attempted through a multi-pronged approach involving identification and enumeration of child labour and their eventual emancipation.
- Women will be provided access to education, training and skill development to enable them to improve their productivity, access to employment and to take up new jobs involving technological changes. Necessary legislative protection for home workers to protect and safeguard their interests and promote their well being will also be initiated.
- Social security will be provided to workers both in the organised and unorganised sectors. An Integrated Comprehensive Scheme of Social Security

will be evolved by having a single legislation covering all the existing social security schemes.

- Occupational health and safety measures will be provided at the work place to improve the overall productivity of the workers.
- Educational and training systems will be reoriented towards improving their capability to supply the requisite skills and introduce greater flexibility in the training system so that it may become responsive to labour market changes.
- Functional autonomy will be granted to the training institutions to make them responsive to the changing skill requirements of industries. Training, curricula and equipment, tools and other infrastructure will be upgraded.
- The net work of women ITIs and Regional Vocational Training Institutes for Women will be expanded and further strengthened. All out efforts will be made to encourage eligible women trainees for enrolment in the Women ITIs and Women Wings of general ITIs through suitable incentives, so that the reservation available to them may be optimally utilised.

4.8. Energy

The annual compounded growth rate of final commercial energy consumption during the Eighth Five Year Plan is expected to be around 5.5%. The elasticity of consumption of commercial energy with reference to GDP will be around 0.92.

The new capacity addition in the power sector during the Eighth Plan is expected to be only around 17,700 MW as against the target of 30,538 MW. There has been, however, significant improvement in the performance of the thermal power stations and the likely plant load factor at the end of the Eighth Plan is expected to be about 64% against 57.1% in 1991-92. As a result of this marked improvement, shortfall in energy generation in Utilities will only be about 4.3% in spite of shortfall in new capacity creation by about 42%. The electricity availability from the Utilities at the bus bar in 1996-97 is expected to be about 400 billion units, registering an annual compounded growth rate of 6.8% during the Eighth Plan as against the targetted growth rate of 7.8%. The energy and peak deficits have gone up to 9.2% and 18.3% respectively in 1995-96 as against the corresponding figures of 7.8% and 18.8% in 1991-92. The transmission and distribution losses continue to be high and there has been no significant reduction during the Eighth Plan.

The oil and gas production during 1992-97 are now estimated to be 160 million tonnes and 100 billion cubic meters respectively as against the Eighth Plan targets of 197.32 million tonnes and 125.42 billion cubic meters respectively. The shortfalls are on account of uncertain reservoir behaviour in Bombay Offshore basin, problems in the North Eastern region and delays in implementation of joint venture projects. The demand of petroleum products is likely to be 80.8 million tonne in 1996-97 showing an annual compounded growth rate of about 7.3% during the Eighth Plan period.

Domestic production of coal and lignite during 1996-97 are expected to be 289 million tonnes and 21 million tonnes respectively as against the corresponding Eighth Plan targets of 308 million tonnes and 23 million tonnes respectively. The demand for coal is estimated to be 325 million tonnes in 1996-97; the likely availability, including imports, however, is expected to be only around 300 million tonnes.

The effects of shortfall in power capacity addition during the Eighth Plan are going to be felt during the Ninth Plan. The following is the approach for the Ninth Plan.

- (i) The State and the Central Utilities will ensure speedy completion of the ongoing and approved power projects and also take steps for new projects.
- (ii) These efforts will be supplemented by new projects in the private sector; transparency in selection of private parties and speedy decision making will be ensured for enlisting private sector participation in a significant manner.
- (iii) The share of hydel power is declining over the years. Adequate outlays will be provided for this sector for completion of ongoing projects within the shortest possible time. A cost-benefit analysis of the relative advantages of mega projects versus small projects will be made and the environmental considerations addressed to adequately in selection of new projects. Provision of fiscal incentives and concessions for enlisting the private sector for hydro projects will be considered. The State Governments will also ensure full investigation of hydro projects before they are offered to private parties.
- (iv) The deteriorating financial health of the State Electricity Boards has been one of the most critical factors constraining power development

in the country. The commercial losses of SEBs taken together were Rs.7,500 crore in 1995-96. The Boards will be given fullest autonomy so that they may run in a commercial and professional manner. During the Ninth Plan, alternative models of restructuring the SEBs will be explored with a view to enhance their effectiveness. Concrete and determined steps will be taken for rationalisation of the electricity tariff. The issues regarding time-of-the-day metering/peak load pricing will be examined while rationalising the tariff structure. Such tariff rationalisation is not only necessary for generating adequate internal resources by the SEBs, but also for enlisting participation of private sector which will come forward in large measure only when they are dealing with financially healthy Boards. These will include specific steps for reducing the cost of supply, Transmission and Distribution (T&D) losses, theft of power and for improving the plant load factor.

- (v) Special emphasis will be placed on accelerated rural electrification programme with due attention to decentralised energy sources.
- (vi) There will accordingly be emphasis on augmentation and improvement of the transmission and distribution (T&D) facilities as also on necessary renovation and modernisation of the existing generating stations. Private sector participation in T&D sector will be encouraged.
- (vii) The growth in nuclear power capacity has not been as per earlier expectations. This issue needs to be addressed to in its totality as nuclear power has the potential of being a very cost effective option in the long run.
- (viii) Fuel imports, both hydro carbon and coal, for the power sector will be organised as domestic availability will fall short of requirement.
- (ix) Domestic manufacturing capability for power equipments will be promoted.

As regards the hydrocarbon sector, the import dependence of oil in 2001-02 may go up to 65-70% as against about 55% now. The following areas would be given specific attention:

- (i) Exploration efforts will be accelerated, especially in deep offshore areas. The possibility of acquisition of acreage in other countries will be explored.

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**REVISED
TURNAROUND PLAN**

FOR

THE N.T.C. 1997 -

(A Summary)

REVISED TURN AROUND PLAN FOR THE N.T.C. 1997 - (a Summary)

1. In view of the hurdles being faced for implementation of the 1995 Turn Around Strategy, the Govt. decided that issue of rehabilitation of NTC mills should be reviewed de-novo.

2. A Committee to undertake the fresh exercise based on techno-economic viability of each mill (not on subsidiary basis) was constituted. The members of the Committee are -

- Secretary (Textiles) - Chairman.
- Secretary (Expenditure) - Member
- Secretary (Labour) - Member
- Advisor (PAMD)
Planning Commission, - Member
- Shri N.M. Anathapadmanabhan - Member
- C.M.D., NTC(HC) Ltd., N. Delhi - Member Secretary

3. The Committee, while finalising its report based on techno-economic study of each mill, has kept the following parameters in view:

- A) No further sacrifices (contributions) by the Govt. other than agreed to by the Cabinet on 9th May, 1995 for Turn Around Strategy. (Revival by modernisation of 79 mills involving total expenditure of Rs.2005 crores).
- B) BIFR norm of networth becoming positive within a period of 10 years.

4. The Committee has categorised 120 mills into three groups.

- A) The mills which can stand on their own. There are 13 such mills with the strength of 8135 employees.

Budgetary Support

- a) 4 mills requiring budgetary support in the form of grant for replenishing the funds that were diverted to support sister sick mills. The required budgetary support is estimated as Rs.60 crores. (Rs.38 crores for investment and Rs.22 crores for salaries and wages for 2 years).
- b) 9 Mills requiring budgetary support in the form of loans with interest waver for the first 5 years. Extent of budgetary support would be Rs.150 crores (investment Rs.88 crores, salaries and wages: Rs.62 crores for two years.)

B) In this group 37 mills have been placed with an employee strength of 35196. These mills will require budgetary support of Rs. 1501 crores to make their net worth positive within a stipulated period of 10 years. This group of mills has further been divided into.

- a) 25 mills which will become viable with profit. Investment Rs. 864 crores
- b) 12 mills becoming viable resulting into profit with investment of Rs. 637 crores. (investment Rs. 506 crores and salaries and wages Rs. 131 crores for two years and sale proceeds of Rs. 727 crores from their surplus land.

5. The third category is of 70 mills whose networth cannot become positive unless substantial additional sacrifices are accepted by the Govt. These sacrifices include conversion of loan into equity, waiver of loans and interest thereon, etc. These 70 mills have total workforce of 67330 persons.

6. The Committee is of the view that no further investment would be sustainable in the third category of mills. The Committee has recommended closure of these mills. The closure could be effected through legal recourse by paying retrenchment compensation or allowing these mills to continue till such time, the normal liquidation course takes effect. Waiting for normal liquidation process to take effect will entail payment of salary and wages from budgetary resources.

7. The Committee has also suggested that in order to protect the interests of workers in a better way, the Govt. should work out a handsome package of compensation. The Ministry of Textiles could pose various options available along with financial requirements for approval of the Cabinet.

8. The Committee has also pointed out that the new revival package would require to be placed before the BIFR for approval before implementation.

9. The Committee has suggested creating a separate Company for each mill to be rehabilitated.

VIEWS OF MINISTRY OF TEXTILES

1. The Ministry of Textiles while agreeing with the views of the Committee on not reviving these 70 mills employing about 67330 persons, has expressed its reservation on closure of these mills under Industrial Disputes Act or as per BIFR directive. This course will lead to official liquidation which will hamper the Govt. utilizing the funds becoming available on sale of land and other assets of these 70 mills. Ministry has, therefore, suggested offering enhanced compensation package. After the workers take the improved package the Govt. can decide about disposal of land and other assets and utilize the same for various priorities. The Ministry is also of opinion that it will not be prudent to close these units officially keeping in view the commitment of the Govt. to the Special Tripartite Committee that these mills will not be closed and no retrenchment will take place.

2. The Ministry of Textiles expressed three options:

- a) allowing existing VRS - 45 days wages for each year of completed service. Financial implications in respect of these 70 mills will be around Rs.880 crores.
- b) Improved VRS on Gujrat State Govt. pattern for State Textile Corporation mills - 35 days wages for every completed year of service and 25 days wages for every remaining year of service or Rs.25000/- whichever is higher. For Badli workers compensation @Rs.4000/- per year subject to a minimum of Rs. 16000/-. Financial implications as per this Scheme will be around Rs.1054 crores.
- c) Payment to workers as per compensation provided by Supreme Court for relocating mills of Delhi - 6 years wages as compensation. The burden in this option works to about Rs.1711 crores.

3. The Ministry has suggested that it will not be practicable to stop the budgetary support towards payment of salaries and wages for the time being. Alternatively the enhanced package could be left open for 3 to 6 months and thereafter provide no further budgetary support either in the form of VRS or towards payment of wages.

VIEWS OF MINISTRY OF FINANCE

The Ministry of Finance has recommended revival of only 13 mills. Compensation equivalent to existing VRS be offered.

COMMENTS OF MINISTRY OF LABOUR

The revised Turn Around Plan 1997 does not envisage retrenchment of workers and protects their interests. The enhanced package of compensation (higher than the existing VRS) may require approval of DPE.

This Ministry of Labour has no objection in implementing the proposed "Turn Around Plan for the NTC 1997".

MILLS WHICH CAN BE MODERNISED OF THEIR OWN AND WHICH CAN BE REVIVED WITH LITTLE SACRIFICE FROM THE GOVERNMENT

(Rs. in lakhs)

a) With amount receivable from other mills

NO.	NAME OF THE MILL	No. of employees on roll as on 30.9.96	Proposed total investment	Projected net profit per year
1	2	3	4	5
NTC(TNP)				
1	Cambodia	671	797	205
2	Pankaja	542	1274	86
3	Balaramavarma	376	650	74
4	Kaleeswarar - B	590	1045	91
		2179	3766	456

b) With interest waiver for first 5 years

NO.	NAME OF THE MILL	No. of employees on roll as on 30.9.96	Proposed total investment	Projected net profit per year
1	2	3	4	5
NTC(TNP)				
5	Pioneer	386	410	102
6	Omparasakthi	471	537	84
7	Coimbatore Murugan	803	1178	118
8	Sri Rangavilas	766	820	68
9	Somasundaram	768	1088	179
		3194	4033	551
NTC(SM)				
10	Barshi	451	1397	90
NTC(APKKM)				
11	Alagappa Tex. Mills	965	1290	130
12	Kerala Laxmi	715	1108	91
13	Mahe Mills	621	996	77
		2301	3393	298
		5956	8823	939
		8135	12589	1395

1. NTC(TNP) not referred to BIFR
2. NTC(SM), NTC(MN), NTC(APKK&M) AND NTC(DPR) referred to BIFR. Draft Schemes published. Hearing fixed for 2nd January, 1997 postponed.
3. NTC(GUJRAT), NTC(MP), NTC(UP) and NTC(WBAB&O) referred to BIFR. Show cause notice for winding up issued. Hearing fixed for 3rd January, 1997 postponed

MILLS WITH NET WORTH TURNING POSITIVE IN 10 YEARS
 ONLY WITH PROFIT FROM INVESTMENT

Rs. in lakhs

S. NO.	NAME OF THE MILL	NO. of employees on roll as on 30.9.96	Proposed total Investment	Projected net profit per year
1	2	3	4	5
NTC(TNP)				
1	Kishnavent Mills	367	140	4
		367	140	4
NTC(SN)				
2	Aurangabad	333	1491	109
3	Chalisgaon	1198	3047	161
4	Finlay	1890	4113	181
5	New City	1724	3035	182
6	Gold Mohur	1433	2702	150
7	Podar Process	786	3436	196
	Total for 6 mills	7364	19133	970
NTC(MN)				
8	R.D.B.A. Mills	1213	3152	182
9	Tata Mills	1955	5132	249
10	Kohinoor Mills 1	1184	3709	144
11	Podar Mills	1501	3159	169
	Total for 4 mills	5853	15153	744
NTC(DPR)				
12	Suraj Textile	677	2179	127
13	Kharar Textile	869	2505	126
14	Delaiapur Cotton	615	2736	120
15	Shree Bijay Cotton	589	2180	154
	Total for 4 mills	2750	10600	527

Rs. in lakhs

1	2	3	4	5
<u>NTC(APKK&M)</u>				
16 Anantapur Cotton		569	1728	134
17 Cannanore Spg. Mills		520	1464	79
18 Gree Yallamma		604	2187	166
19 Nataraj		325	1595	101
20 Adoni		445	1454	115
21 Tirupathi		466	1243	81
22 Netha		465	3131	101
23 Vijay Mohini Mills		518	1086	130
Total for 7 mills		3912	13887	906
<u>NTC(UP)</u>				
24 Swadeshi Maunath		759	2747	131
25 Raebareli Mills		581	3431	173
Total for 2 mills		1340	6178	304
Total for 25 mills		21586	65592	3456

1. NTC(TNP) not referred to BIFR
2. NTC(SM), NTC(MN), NTC(APKK&M) AND NTC(DPR) referred to BIFR. Draft Schemes published. Hearing fixed for 2nd January, 1997 postponed.
3. NTC(GUJRAT), NTC(MP), NTC(UP) and NTC(WB&O) referred to BIFR. Show cause notice for winding up issued. Hearing fixed for 3rd January, 1997 postponed

Government of India
Ministry of Textiles
12 MILLS WITH NET WORTH BECOMING POSITIVE
WITH PROJECTED PROFIT AND SALE OF LAND

Annex. IV

Rs. in lakhs

NAME OF THE MILL		No. of employees on roll as on 30.9.96	Proposed total investment	Projected net profit per year	Value of Surplus Land
1	2	3	4	5	6
NTC(TNP)					
1	C.S & W	1422	1324	31	3033
2	Swadeshi Cotton	779	853	15	1734
		2201	2177	45	4767
NTC(SM)					
3	Apollo	1169	3583		
4	Bharat	1200	3854	142	23097
5	Nanded	1039	2717	200	2603
6	Mumbai	1116	5587	131	721
		4524	15742	269	7983
				741	34404
NTC(MN)					
7	India United No.6	657	2713	127	9429
8	India United - 1	2275	6594	322	13865
		2932	9306	450	23294
NTC(DPR)					
	Ajudhia Mills *	854	5537	144	5574
		854	5537	144	5574
NTC(APKKM)					
	Azamjahi	755	7268	182	2671
		755	7268	182	2671
NTC(UP)					
	Shri Vikram	636	6022	227	1445
	Laxmi Rattan	1708	4566	182	552
		2344	10588	409	1997
		13610	50619	1971	72707

* Mill to be closed as per Supreme Court Order

(TNP) not referred to BIFR
(SM), NTC(MN), NTC(APKKM) AND NTC(DPR) referred to BIFR. Draft Schemes
issued. Hearing fixed for 2nd January, 1997 postponed.
(GUJRAT), NTC(MP), NTC(UP) and NTC(WBABA&O) referred to BIFR.
* cause notice for winding up issued. Hearing fixed for
January, 1997 postponed

ANALYTICAL STATEMENT OF COMPENSATION TO EMPLOYEES UNDER VARIOUS PATTERNS

(Rs. in lacs)

No.	NAME OF MILL	Number of Employees	Total amount required		Wages Till Retirement
			As per DPE's Scheme	As per ID ACT Retrenchment Compensation	
1	2	3	4	5	6
<u>NTC (TNP)</u>					
1	Kaleeswarar - A	616	690.87		
2	Sri Sarada	864	90.71	383.82	3326.40
3	Sri Bharthi	1108	1242.66	538.34	4665.60
Total 3 Mills		2588	2902.51	690.37	5983.20
<u>NTC (SM)</u>					
4	Dhule	1352	2063.88		
5	Digvijay	1530	2335.60	1146.60	6811.08
6	Jupiter	1059	1616.60	1297.56	7711.20
7	New Hind	1208	1814.06	898.11	5337.36
8	Madhusudan Mills	820	1251.76	1021.48	6088.32
9	Elphinston	1031	1573.86	695.42	1132.80
Total 6 Mills		7000	10685.77	871.37	5196.24
<u>NTC (MN)</u>					
10	India United No.5	905	1417.30	804.06	1181.10
11	R.S.R.G. Mills	872	1391.53	771.71	1028.61
12	Vidharbha	973	1556.05	864.47	1495.26
13	India United - 1	1960	3131.42	1711.38	9055.20
14	Model Mills	1951	3120.19	1733.39	3013.62
15	India United - 3	-	.00	.00	.00
16	India United - 2	1176	1880.79	1014.83	5433.12
17	Savatram Mills	681	1089.08	605.04	3116.22
18	Jam Mills	998	1596.03	886.68	1610.76
19	Sitaram Mills	596	953.14	529.52	2753.52
20	Kohinoor - 2	-	.00	.00	.00
21	Kohinoor - 3	-	.00	.00	.00
Total 12 Mills		10112	16171.42	8984.11	46717.44
<u>NTC (DPR)</u>					
22	Mahalakshmi	635	751.71	417.63	3200.40
23	Dayalbagh Mills	613	725.70	403.17	3089.52
24	Panipat Wollen	791	936.42	520.23	3986.64
25	Edward mills	537	635.73	353.18	2706.48
Total 4 Mills		2576	3049.56	1694.22	12983.04

F.No:18011/9/96-NTC
Government of India
Ministry of Textiles

STATEMENT

(Rs. in lacs)

1	2	3	4	6
<u>NTC (APKKM)</u>				
26 Parvathi Mills	1203	1499.12	832.18	5630.04
27 Minerva Mills	2537	3161.49	1756.78	11873.16
28 MSK Mills	991	1234.94	686.18	4637.88
29 Mysore Mills	-	.00	.00	.00
Total 4 Mills	4731	5895.554	3275.14	22141.08
<u>NTC (GUJARAT)</u>				
30 Ahm'bad New Tex	1366	1634.16	907.12	7868.16
31 Himadri Tex.Mills	941	1125.73	625.12	5420.16
32 Jehangir Tex. Mills	1597	1910.50	1061.12	9198.72
33 New Maneckchowk	1031	1233.39	685.12	5938.56
34 Rajnagar - 1	1690	2021.76	1123.12	9734.40
35 Mahalaxmi	929	1111.37	617.12	5351.04
36 Petlad	460	550.30	305.12	2649.60
37 Rajkot	392	468.95	250.12	2257.92
38 Viramgam	939	1123.33	624.12	5408.64
39 Rajnagar - 2	-	.00	.00	.00
40 Ahmedabad Jupiter	1117	1372.16	762.12	6606.72
Total 11 Mills	10492	12551.66	6973.12	60433.92
<u>NTC (MP)</u>				
41 Burhanpur Tapti	1419	1547.26	859.12	5108.40
42 Bengal Nagpur Mills	1805	1968.14	1093.12	6498.00
43 New Bhopal Mills	1050	1144.90	636.12	3780.00
44 Indore Malwa	2440	2660.54	1478.12	8784.00
45 Kalyanmal	2052	2237.47	1243.12	7387.20
46 Hira Mills	1425	1553.80	863.12	5130.00
47 Swadeshi Indore	907	988.98	549.12	3265.20
Total 7 Mills	11098	12101.09	6722.12	39952.80
<u>NTC (UP)</u>				
48 Swadeshi Naini	1969	2318.72	1288.12	7655.47
49 Bijli	441	519.33	288.12	1714.61
50 Lord Krishna	1294	1523.83	846.12	5031.07
51 Muir	1769	2083.20	1157.12	6877.87
52 New Victoria	1757	2069.07	1149.12	6831.22
53 Swadeshi Kanpur	1983	2335.21	1297.12	7709.90
54 Atherton	1406	1655.73	919.12	5466.53
Total 7 Mills	10619	12505.10	6947.12	41286.67

F.No.18011/9/96-NTC
 Government of India
 Ministry of Textiles

SECRET

STATEMENT

(Rs. in lacs)

1	2	3	4	5	6
<u>NTC (WBADO)</u>					
55 Arati Cotton Mills	428	640.02	355.57	1386.72	
56 Sodepore Mills	293	458.15	243.42	949.32	
57 Associated Indus.	559	835.92	464.40	1811.16	
58 Gaya Cotton Mills	598	894.21	496.80	1937.52	
59 Orrisa Cotton Mills	716	1070.70	594.83	2319.84	
60 Manidra B.T.	516	771.62	428.68	1671.84	
61 Laxmi Narayan	580	867.32	481.85	1879.20	
62 Bangsri	376	562.26	312.37	1218.24	
63 Central Cotton	801	1197.80	665.45	2595.24	
64 Bengal Fine - 1	624	933.12	518.40	2021.76	
65 Bengal Fine - 2	316	472.54	262.52	1023.84	
66 Sri Mahalaxmi	585	874.80	486.00	1895.40	
67 Rampooria	679	1015.37	564.09	2199.96	
68 Bihar Cooprative	278	415.72	230.95	900.72	
69 Jyoti	279	417.21	231.78	903.96	
70 Bengal Laxmi	486	726.76	403.75	1574.64	
Total 16 Mills	8114	12133.55	6740.86	26289.36	
Grand Total	67330	87996.27	48886.79	299059.51	

ANALYTICAL STATEMENT OF COMPENSATION TO EMPLOYEES UNDER VARIOUS PATTERNS

(Rs. in lacs)

NO.	NAME OF MILL	Number of Employees	Total amount required			As per WAJES	
			As per GUJARAT Pattern	As per present Scheme	As per SUPREME COURT ORDERS	ID ACT TILL RETRENCHMENT COMPENSATION	RETIREMENT
1	2	3	4	5	6	7	8
<u>NTC (TNP)</u>							
	Kaleeswarar - A	616	906.23	690.87	1521.52	383.82	3326.40
2	Sri Sarada	864	1271.08	969.01	2134.08	538.34	4665.60
3	Sri Dharthi	1108	1630.04	1242.66	2736.76	690.37	5983.20
Total 3 Mills		2588	3807.35	2902.54	6392.36	1612.53	13975.20
<u>NTC (SM)</u>							
	Dhule	1352	2457.00	2063.88	3974.88	1146.60	6814.08
	Digvijay	1530	2780.48	2335.60	4498.2	1297.56	7711.20
	Jupiter	1059	1924.53	1616.60	3113.46	898.11	6337.36
	New Hind	1200	2195.31	1844.06	3551.52	1024.48	6088.32
	Nadhusudan Mills	820	1490.19	1251.76	2410.8	695.42	4132.80
	Elphinston	1031	1873.64	1573.86	3031.14	874.37	5196.24
Total 6 Mills		7000	12721.15	10685.77	20580.00	5936.54	35280.00
<u>NTC (MN)</u>							
	India United No.5	905	1675.12	1447.30	2678.8	804.06	4181.10
	R.S.R.G. Mills	872	1614.04	1394.53	2581.12	774.74	4028.64
	Vidharbha	973	1800.99	1556.05	2880.08	864.47	4495.26
	India United - 4	1960	3627.88	3134.49	5801.6	1741.38	9055.20
	Model Mills	1951	3611.23	3120.10	5774.96	1733.39	9013.62
	India United - 3	-	.00	.00	0	.00	.00
	India United - 2	1176	2176.73	1880.70	3480.96	1044.83	5433.12
	Savaram Mills	681	1260.50	1089.08	2015.76	605.04	3146.22
	Jam Mills	998	1847.26	1596.03	2954.08	886.68	4610.76
	Sitaram Mills	596	1103.17	953.14	1764.16	529.52	2753.52
	Kohinoor - 2	-	.00	.00	0	.00	.00
	Kohinoor - 3	-	.00	.00	0	.00	.00
Total 12 Mills		10112	18716.92	16171.42	29931.52	8984.11	46717.44
<u>NTC (DPR)</u>							
	Mahalakshmi	635	952.50	751.74	1581.15	417.63	3200.40
	Dayalbagh Mills	613	919.50	725.70	1526.37	403.17	3089.52
	Panipat Wollen	791	1186.50	936.42	1969.59	520.23	3986.64
	Edward mills	537	805.50	635.73	1337.13	353.18	2706.48
Total 4 Mills		2576	3864.00	3019.59	6414.24	1694.21	12983.04

STATEMENT

(Rs. in lacs)

2 3 4 5 6 7 8

NTC (APKKM)

25 Parvathi Mills	1203	1839.20	1499.12	3019.53	832.85	5630.04
27 Minerva Mills	2537	3878.68	3161.49	6367.87	1756.38	11873.16
28 MSA Mills	991	1515.09	1234.94	2487.41	686.08	4637.88
29 Mysore Mills	-	.00	.00	0	.00	.00

Total 4 Mills 4731 7232.9712 5895.5538 11874.81 3275.31 22141.08

NTC (GUJARAT)

30 Ahm'bad New Tex	1366	2143.57	1634.16	3592.58	907.86	7868.16
31 Himadri Tex. Mills	941	1476.65	1125.73	2474.83	625.40	6420.16
32 Jehangir Tex. Mill	1697	2506.06	1910.50	4200.11	1061.39	9198.72
33 New Maneckchowk	1031	1617.88	1233.39	2711.53	685.22	5938.56
34 Rajnagar - 1	1690	2652.00	2021.76	4444.7	1123.20	9734.40
35 Mahalaxmi	929	1457.82	1111.37	2443.27	617.43	5351.04
36 Petlad	460	721.85	550.30	1209.8	305.72	2649.60
37 Rajkot	392	615.14	468.95	1030.96	250.53	2257.92
38 Viramgam	939	1473.51	1123.33	2469.57	624.07	5408.64
39 Rajnagar - 2	-	.00	.00	0	.00	.00
40 Ahmedabad Jupiter	1147	1799.91	1372.16	3016.61	762.31	6606.72

Total 11 Mills 10492 16464.37 12551.66 27593.96 6973.13 60433.92

NTC (MP)

41 Burhanpur Tapti	1419	1841.97	1547.26	2979.9	859.59	5108.40
42 Bengal Nagpur Mill	1805	2343.03	1968.14	3790.5	1093.41	6498.00
43 New Bhopal Mills	1050	1362.98	1144.90	2205	636.06	3780.00
44 Indore Malwa	2440	3167.31	2660.64	5124	1478.08	8784.00
45 Kalyanmal	2052	2663.65	2237.47	4309.2	1243.04	7387.20
46 Hira Mills	1425	1849.76	1553.80	2992.6	863.22	5130.00
47 Swadeshi Indore	907	1177.36	988.98	1904.7	549.43	3265.20

Total 7 Mills 11098 14406.06 12101.09 23305.80 6722.83 39952.80

NTC (UP)

48 Swadeshi Naini	1969	2760.39	2318.72	4469.63	1288.18	7655.47
49 Bijli	441	618.25	519.33	1001.07	288.52	1714.61
50 Lord Krishna	1294	1814.09	1523.83	2937.38	846.57	5031.07
51 Muir	1769	2480.00	2083.20	4015.63	1157.33	6877.87
52 New Victoria	1757	2463.18	2069.07	3988.39	1149.48	6831.22
53 Swadeshi Kanpur	1983	2780.01	2335.21	4501.41	1297.34	7709.90
54 Atherton	1406	1971.10	1655.73	3191.62	919.85	5466.53

Total 7 Mills 10619 14887.02 12505.10 24105.13 6947.27 41286.67

STATEMENT

(Rs. in lacs)

	2	3	4	5	6	7	8
NTC (WBABO)							
Arati Cotton Mills	428	699.62	640.02	1104.24		355.57	1386.72
Sodepore Mills	293	478.94	438.15	755.94		243.42	949.32
Associated Indus.	559	913.75	835.92	1442.22		464.40	1811.16
Gaya Cotton Mills	598	977.50	894.24	1542.84		496.80	1937.52
Orissa Cotton Mill	716	1170.57	1070.70	1847.28		594.83	2319.84
Manidra B.F.	516	843.46	771.62	1331.28		428.68	1671.84
Laxmi Narayan	580	948.08	867.32	1496.4		481.85	1879.20
Bangasri	376	614.62	562.26	970.08		312.37	1218.24
Central Cotton	801	1309.33	1197.80	2066.58		665.45	2595.24
Bengal Flue - 1	624	1020.00	933.12	1609.92		518.40	2021.76
Bengal Flue - 2	316	516.54	472.54	815.28		262.52	1023.84
Sri Mahalaxmi	585	956.25	874.80	1509.3		486.00	1895.40
Rampoora	679	1109.90	1015.37	1751.82		564.09	2199.96
Bihar Cooperative	278	454.42	415.72	717.24		230.95	900.72
Jyoti	279	456.06	417.21	719.82		231.78	903.98
Bengal Laxmi	486	794.42	726.76	1253.88		403.75	1574.64
Total 16 Mills	8114	13263.27	12133.55	20934.12		6740.86	26289.36
Grand Total	67330	105363.11	87996.27	171131.94		48886.79	299059.51

FOUNDED ON 31.10.1920

FOUNDER PRESIDENT LALA LAJPAT RAI

Cable : "AITUCONG"

Tele Fax : 91-11-3386427

E-Mail : CTUC-CONNECT014@MCRI.POPTEL.ORG.UK

Telephone : 3 3 8 7 3 2 0

3 3 8 6 4 2 7

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

President : B. D. JOSHI

General Secretary : K. L. MAHENDRA

(A)

Working Committee
File
JRM

May 14, 1997,

Sri

Hon'ble Minister for
Govt. of India,
New Delhi.

Dear Sir,

We enclose herewith the Resolution adopted by the Working Committee of AITUC in its meeting held on 12-13 May, 1997, which is self-explanatory.

We request that needful actions be taken on the above and we may kindly be informed of the decisions/actions taken.

Thanking you,

Yours faithfully,

(H.MAHADEVAN)
SECRETARY

प्रस्ताव

मध्य प्रदेश के अन्दर निजीकरण के नाम पर राज्य सरकार मध्य प्रदेश बिजली बोर्ड एवं मध्य प्रदेश राज्य सड़क परिवहन निगम को धीरे धीरे निजीकरण के अर्न्तगत तथा नये पावर हाऊस को निजी मालिकों को दे रही है उसी प्रकार म0 प्र0 राज्य सड़क परिवहन निगम की राष्ट्रीयकृत सड़को पर निजी बस चलाई जा रही है, तथा 90 हजार से भी अधिक बस, जीप टैक्सी बिना परमिट के चला रही हैं। इस कारण 4-5 वर्षों में कामगारों को भाईलेज ओवर टाइम का पैसा एवं कई मामलों में 6-6 माह से ज्यादा समय हो गया वेतन नहीं मिला सही नहीं कई जगह नियमित समय पर वेतन भी नहीं मिल रहा है ।

उपरोक्त मण्डल एवं निगम धाटा बता रहे हैं परन्तु घाटा नहीं हैं अरबो रूपया बिजली का उधोग पतियों एवं शासन पर बकाया है। जो नहीं मिलने से मण्डल एवं निगम की हालत कमजोर हो गई है।

अतः एवं अखिल भारतीय ट्रेड यूनियन कॉग्रेस की 12-13 मई की कार्यकारणी म0प्र0 शासन से माँग करती है कि बिजली के नये पावर स्टेशन को एवं परिवहन को निजीकरण में न सौपें तथा बकाया रकम वसूल कर उनकी हालत दुरूस्त करें।

उपरोक्त प्रस्ताव सर्व समिति से पास।

मूल्य वृद्धि पर प्रस्ताव

एटक की केन्द्रीय कार्य समिति की बैठक नई दिल्ली 12 एवं 13 मई 1997 देश में बेतहाशा मूल्य वृद्धि खासकर खाद्य वस्तु की मूल्य वृद्धि पर गहरा क्षोभ व्यक्त करती है।

इस मूल्य वृद्धि का प्रतिकूल प्रभाव तमाम श्रमिक वर्ग एवं वेतन भोगियों पर पड़ रहा है परन्तु असंगठित क्षेत्र के मजदूर इससे बुरी तरह से प्रभावित हुये हैं। उनका वास्तविक वेतन में मूल्य वृद्धि से ह्रास हुआ है। देश में गरीबी रेखा के नीचे रहने वाले व्यक्तियों की संख्या में इससे वृद्धि हुई है।

अतः एटक की केन्द्रीय कार्य समिति की यह बैठक केन्द्रीय सरकार से मांग करती है कि वह मूल्य वृद्धि पर नियंत्रण बनाये रखें, और बड़े मूल्य को घटाने का प्रयास करें। गरीबी रेखा से नीचे रहने वाले व्यक्तियों को सस्ते दर पर खाद्यान्न आपूर्ति योजना का शीघ्र ही कार्यान्वयन कराया जाये ।

RESOLUTION ON PENSION SCHEME

This General Council of the AITUC held on 2-4, Nov '96 welcomes that its serious and sincere efforts along with the other central trade unions who have also supported the demand for pension scheme has resulted in the enactment of the pension scheme covering nearly two crore workers in private and public sector, after securing many important amendments to the original scheme and by now about 80,000 are already getting pension while the claim of some more are under consideration.

The General Council notes that as was agreed, the review of the operation of the scheme were to take place by Nov '96. The Council urges that the review should take place immediately and the following further amendments to the Pension Scheme to be incorporated with a view to make the scheme more meaningful and beneficial to the workers :

- Automatic indexation of Pension.
- Raising the rate of interest on old family pension deposits atleast to not less than 12% and allowing investment of PF and Pension Corpus in Govt. financial institution so as to get higher interest, consistent with the requirements of safety and liquidity of the deposits.
- The Conditions of P.F. Scheme coverage be brought down to 10 workers in any establishment, as in the case of ESI.
- Rs.5,000/- limit in the EPF Scheme be removed so that higher paid employees can also get pension on average of last 12 months actual salary and not on Rs.5,000/- as provided in the scheme at present.
- The Govt. should bear the cost of administering the scheme as it was done in the case of FPS.
- Refund of deposits to workers who leave before having 10 years minimum service with full interest and there should be no reduction.
- The General Council further urges upon the Govt. to exempt prosperous and stable public and private sector industrial establishments from the existing scheme so as to work out similar type scheme acrually certified to be viable on the basis of 3% contribution from the management and workers each along with the contribution of family pension i.e. 2.33% and 1.16% by the Govt. transferring their entire accumulation of EPF Fund.
- The age limit and number should be removed from disabled children.
- Workers who did not join family pension scheme in 1971 should be allowed to rejoin the new scheme by paying part EPF contribution from PF.

The General Council forcefully demands from the Government to accept the above mentioned justified demands of the workers at the earliest.

The General Council expresses its deep concern over the non compiling of comprehensive data base and evolving of softwork for the computer system, though a whole year has been elapsed. This will jeopardise the grant of pension in future.

In this regard the General Council demands that :

- Comprehensive data base be built up on an emergency basis by involving the entire EPF on machinery within 6 months.
- Software for the computer system be evolved immediately so that the data which is coming can be stored.
- One permanent account number be given to each subscriber.
- An identity card cum pass book be issued to each member.
- All the officers of EPFO should be computerised and interlinked so that wherever the worker is, he can get his pension.

The General Council calls upon all the trade unions affiliated to AITUC and TUs to carry on a sustained struggle for getting the above mentioned demands accepted by the Government.

RESOLUTION ON E.S.I.

The Govt. has decided to enhance the coverage by ESI for those drawing a salary upto Rs.6,500/- which has created discontent amongst the organised workers. Most of these sections specially in the public sector or big private enterprise have facility of Medical reimbursement.

The functioning of the ESI hospitals is such that those covered are disconted as most of the medicines though approved by the Council are not available. The Doctors pay attention to their private practice and are rude towards the insured employees and specialised treatment is lacking.

The finances for the Medical benefits are borne by the Corporation but are administered by the State Govts. which contribute only 12% and actually neglect the ESI hospitals and dispensaries. The accumulated funds of the ESI are such that all the hospitals and dispensaries can be run by the Corporation without interference by the State Govts.

The General Council of the AITUC demands that the hospitals and dispensaries should be directly under the Corporation and the sanctioned medicines should be stocked and made available. Only after the streamlining of the medical care the scheme may be appropriately extended failing which the workers may go for litigation and even actions.

Further the law should make it clear that the managements should not withdraw the existing benefits, in those enterprises which already have equal or better benefits to be exempted from the extension proposed.

As the Beedi workers are covered under the Beedi Welfare Fund, they should continue to be exempted from the ESI Act.

RESOLUTION ON RESTORATION OF REBATE TO HANDLOOM INDUSTRY

There are more than half crores of Handloom workers in India. This work force is second to Agriculture.

Handloom workers are fighting for their Industrial survival right from 1950. Result is the Government imposed a cess on the textile mills and the fund accrued were utilized for the welfare of handloom workers. By giving rebate it helped the Handloom Co-operatives to sell their produce in the market at competitive price.

Now the Govt. of India has imposed ceiling on Rebate and has been pegged to 1992-93 level.

Though we can make production at 1992-93 level, the value of handloom cloth produced is double the 1992-93 level.

Because of the new ceiling the off take is not as much and also lot of goods produced got locked in the godowns depriving the livelihood of lakhs of Handloom workers.

Hence his council resolves to request the Govt. of India to remove the ceiling imposed on the Rebate and help the industry as well as the Handloom workers.

RESOLUTION ON PROPOSED HANDING OVER OF DEOBHOG DIAMOND
MINES TO MULTINATIONAL COMPANY

The prospecting licence of the world famous diamond mines of Deobhog Tribal region in Raipur district of Madhya Pradesh covering some 5000 acres of land is proposed to be handed over by the State Government to a multinational company of South Africa named 'D-Bear's' which is having monopoly of more than 80 percent trading of Diamond in the world market. The justification offered by the state government for selection of this foreign company is that they possess high technology for this job. But the fact remains that D-Bear's company does not have the particular technology of its own. It will have to hire the equipments from a German firm. That being so there is no reason why the NMDC, a successful PSU in the country and also executing the diamond mining job in Panna district of Madhya Pradesh, which was also one of the tenderers, should be rejected by the state government.

Now a high power study team of the state government under the leadership of the Madhya Pradesh Chief Minister has gone on tour to South Africa for confirmation of the deal by obtaining green signal from the Central Government and by spending 5500 American Dollar. This has been seriously objected to by many political parties, trade unions and voluntary organisations in M.P.

Even the Congress (I) party is divided on this issue to the extent that one prominent Congress leader and Member of Parliament from M.P. charged in a press release that the Chief Minister of MP will be paid Rs.50 Crores against the permission of Diamond mining on Raipur district by the move in D-Bear's Company. According to him this deal include lowering rate of payment of royalty to the State Government from 20 percent to 10 percent only. He claimed that if D-Bear's excavate diamonds worth Rs.10 thousand crores per year, one thousand crore will remain in the country and the rest nine thousand crores will be taken away every year. He has written a letter to the Prime Minister protesting against this deal.

The General Council of AITUC expresses its serious concern over this diamond deal and demands the Central Government to prevent the MP state government from handing over the mines of such precious national wealth of diamond to the foreign company and also to select NMDC for execution of the job.

RESOLUTION ON COAL MINES PENSION SCHEME

The General Council of AITUC views with concern the delaying tactics of Ministry of Coal, Govt. of India in finalising the pension scheme for Coal Miners inspite of the passing the Coal Mines provident fund and miscellaneous provisions Act 1996 by both houses of Parliament and Assent of the President of India on 13 Aug 96.

Coal Mines Pension Scheme should have been finalised even before passing of Amending Act as was done in the EPF Scheme. But it is being further delayed even after enactment of law.

This delay on the part of the Govt. is creating resentment among Coal Miners and shortly it may lead to industrial unrest.

The General Council of the AITUC strongly demand that Govt. of India should finalise and publish the Coal mines pension scheme as framed by the pension scheme committee of CMPF Board of Trustees with amendments later agreed in EPF Scheme on the demand of Central Trade Unions such as indexation, payment of Govt. contribution beyond the ceiling of Rs.1,600/- and reduction of percentage deductions from 6% to 3% in the early retirement pension as has been done in EPF scheme.

The General Council of AITUC calls upon the Coal Miners to start agitation for early finalisation & implementation of Coal Mines Pension Scheme.



Founded on 31.10.1920

Founder President, Lala Lajpat Rai

*File
work
K.L.
AIT*

अखिल भारतीय ट्रेड यूनियन कांग्रेस
AIT - India Trade Union Congress

President : B.D.Joshi
General Secretary : K.L.Mahendra

September 24, 1997,

Dear Comrade T.N. Rama Rao,

Received the cheques of Rs.1 lakh for the Reception Committee of the 36th Conference of the A.I.T.U.C. at Amritsar, a cheque of Rs.60,000 for the Trade Union Record and Rs. twenty five thousand for the Cuban delegation travel expenses.

The Greaves Cotton union has been more than magnanimous in giving donations and helping the movement whenever there is real need.

I thank you personally as under your leadership the comrades of Greaves Cotton have developed a deep sense of solidarity and consider that they are a part of this wider movement being conducted by the A.I.T.U.C.. It is in the best traditions of the working class movement. Please convey my heartfelt greetings and thanks to the members of the Executive Committee of the Union.

With revolutionary greetings,

Yours fraternally,

(K.L.MAHENDRA)

497

Cable: "AIPUCONG"
FAX: 91-11 33 86 427

Tel. 33 87 320

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

President : B.D.JOSHI
Gen. Secy. : K.L.MAHENDRA

April 8, 1997,

CIRCULAR
TO

ALL MEMBERS OF THE WORKING COMMITTEE OF AITUC

Working Committee meeting

The meeting of the AITUC Working Committee shall be held on 12th ^{May} (from 3 p.m.) to 14th (forenoon) at the AITUC Office, at New Delhi.

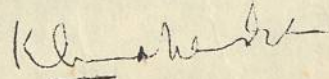
All the members of the Working Committee are requested to be present in time.

Agenda

1. Minutes of the last meeting,
2. Report of the General Secretary.
3. Discussion on Plan for streamlining the unions and expansion.
4. AITUC - HMS Unity.
5. The AITUC Conference.
6. Organisational matters.
7. Resolutions
8. Accounts.
9. Any other matter with the permission of the chair.

With greetings,

Yours sincerely,



(K.L.MAHENDRA)
GENERAL SECRETARY.

4/97

RESOLUTION ON ESI

The Working Committee of the AITUC held on 12-13, May 1997, in New Delhi reiterates the AITUC's considered views on ESI.

- that the Working of the ESI and the service rendered are most unsatisfactory.
- that the medicines sanctioned by the Corporation are not available in the hospitals.
- that in some towns ESI hospitals are constructed but lying unused.
- that the State Governments administers the health scheme while contributing only 12% and that the Central Corporation itself should run the ESI hospitals/medical schemes.
- that the recent amendments on increasing the coverage upto Rs.6500 and increasing the rate of contributions is unwarranted and causing a lot of discontent amongst those sections of employees who are already having better benefits/facilities under their own schemes.

This meeting recalls that the Labour Minister assured the AITUC delegation that the officers of the Department will prepare a report keeping in view the aspirations of the workers and convene a meeting of T.U. leaders to discuss the whole matter, concerning ESI. The Minister also assured that in the matter of giving exemption the State Government will be asked to consider and inform the Corporation.

The Working Committee of the AITUC, urges upon the Minister of Labour to convene the proposed meeting with the T.U.s to discuss all matters concerning ESI, give proper directions regarding grant of exemption to the companies who possess

better schemes.

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CIRCULAR

New Delhi,
March 6, 1997

To,

All State Councils
All India Trade Union Congress
All India Federation of Electricity Employees
All India Bank Employees Association

Dear Comrades,

Sub: International meeting of solidarity with CUBA;
June 12-15, 1997, Hanoi (Vietnam)

An international meeting of Solidarity with Cuba is to be held on 12-15 June 1997 in Hanoi, capital of Vietnam.

The National Committee on Solidarity with Cuba has decided to send a delegation representing various political parties committed to anti-imperialism, friendship and solidarity.

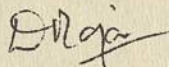
Our party is expected to send ten delegates. Since it is a solidarity action with Cuba delegates shall have to meet all the expenses. It means that each delegate has to pay around Rs.50,000 towards air travel, food and accomodation, etc.

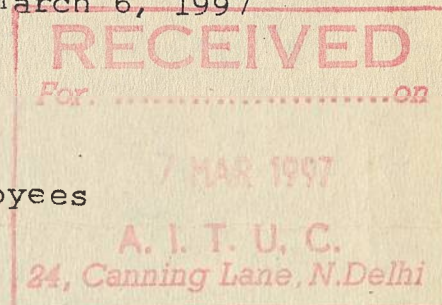
After consultations at centre it is proposed that AITUC and AIFEE should send each one delegate and AIBEA two delegates.

The State Councils are requested to send the name of the delegate by March 15. The party centre will finalise the list.

With greetings,

Yours comradely,


(D. RAJA)
Secretary



AITUC KERALA STATE COUNCIL

SUGATHAN MEMORIAL, THIRUVANANTHAPURAM - 14

Telephone : 63634
323634

President :
P. BHASKARAN

General Secretary :
C. DIVAKARAN

RECEIVED

For.....on

26 APR 1997

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

23-4-1997.

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18/4
28/4
To
Com.K.L.Mahendra,
General Secretary,
AITUC, 24, Canning Lane,
New Delhi.

Dear Comrade,

The Working Committee of AITUC Kerala State has decided to complete the District Conferences with in the months of April and May, 1997. There are more than five conferences will be held in between May 1st and 25th 97. I have to attend most of these conferences. Further it is decided to conduct the state conference during the coming months, for that the preparations are going on. In this context I am not in a position to attend the AITUC Working Committee Meeting scheduled on 12th and 13th May 1997.

With Greetings,

Divakaran
C. DIVAKARAN
General Secretary

27-3-97

1. Com A.B. Bardhan
General Secretary
2. Com Chittaranjan
Secretary, T.U. Department
3. Com K.L. Mahendra
Member, T.U. Department

National Council, Communist Party of India
Ajoy Bhavan, Kotla Marg, NEW DELHI 110 002

Dear comrades,

For quite sometime I am thinking of penning a few lines on what is upper most in my mind regarding what I consider a new and growing dimension of our trade union movement.

Take any trade union, more particularly those in public sector and government departments, or even closed undertakings, the demands of the unions are inter-twined with government policies. This new dimension is growing and demanding active consideration from us.

It is not only confined to management policy and culture. Of course, its bureaucratic character is a big causative factor in the present sad situation.

The medical employees' problems are getting more and more linked up with government medicare policy, of privatisation. It is no less linked up with the drug policy and the drug map of the country.

Naturally, the struggle of these unions (unfortunately employees are not fully aware of this dimension) will succeed only when there is a change in policy and this will require a joint movement of medical as well as paramedical staff and a strong public opinion.

Similarly, public sector undertakings need both a policy and a managerial reorientation.

In my opinion, the following tasks have to be addressed to:-

1. Full re-orientation of our unions
2. Concretisation of policy alternatives / amendments to save the undertaking and the employment and working conditions of workers
3. More and more united as well as solidarity actions
4. Mobilisation of public opinion through seminars as well as on the floors of Legislatures.

Various party committees have to take up these problems which at present they are, I am afraid, not doing. The agitation on the floors of Legislatures should not be a casual (or an individual's effort) on briefing. It should be taken as a political responsibility of the party at the concerned level.

These are some stray thoughts of mine for your consideration.

Greetings,

Yours sincerely,

Raj Bahadur Gour
(Raj Bahadur Gour)

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KL
20/4