

File No. 4A

ALL INDIA TRADE UNION CONGRESS
24, Canning Lane, NEW DELHI-110001

SUBJECT SECRETARIAT

YEAR 1994.

AIITUC DIGITAL ARCHIVE

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AIITUC 1826-2020

February 22, 1996,

The meeting of the Working Committee held on 17-18 February, 1996, at New Delhi, presided over by Com. J.Chitharanjan adopted the following resolution unanimously.

"The Working Committee of AITUC resolves to open a separate account as agreed to with ILO to maintain accounts for the contributions for promotion of activities under the Project for progressive elimination of child labour for sensitization of AITUC activists for education of working children to be ultimately put into the formal schools. The account shall be opened in the name - All India Trade Union Congress: Action Programme on Child Labour:154 and shall be with the signatures of the following four persons - 1. Com. A.B.BARDHAN, General Secretary; 2.Com.D.L.Sachdev, Secretary; 3. Com.AAmarjeet Kaur, Secretary and 4.Com.R.Parashar, Treasurer. The account should be operated upon under any of the two signatories from the above mentioned four persons. It is further resolved.that this savings account should be opened in the UNITED BANK OF INDIA, ICH Branch, N.Delhi".

Chairman of meeting

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

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

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

22nd February 1996,

file - left,

The Manager,
 United Bank of India,
 ICH Branch,
 New Delhi-110003,

Dear Sir,

We would like to open a new account with your Bank under Saving Bank Account the title of account should be under the name of " ALL-INDIA TRADE UNION CONGRESS:ACTION PROGRAMME ON CHILD LABOUR:154

The signatory will be for this said account are as follows:

1. Shri A.B.Bardhan,
General Secretary, AITUC,
2. Shri D.L.Sachdev,
Secretary, AITUC,
3. Ms. Amarjeet Kaur,
Secretary, AITUC,
4. Shri R.Parashar,
Treasurer, AITUC.

The method of withdrawal will be any two person's signature on the cheque. We request you to please do the needful immediately.

Thanks,

Yours truly,

Specimen signatures

1. A.B. Bardhan, *A.B. Bardhan*
2. D.L.Sachdev, *D.L. Sachdev*
3. Amarjeet Kaur, *Amarjeet Kaur*
4. R.Pararshar, *R. Parashar*

A.B. Bardhan
 (A.B.BARDHAN)
 General Secretary,
 AITUC,

Com K.L.M

File
AA/96

To

All Members of the Secretariat

SUB: Safety, Health & Environmental issue our unions role and responsibilities.

Dear Comrades,

In the General Council meeting held on 1 and 2nd November '95 there was a lively discussion on the subject and a lot of suggestions and observations came from a number of participants. It was agreed after the discussions that the Secretariat will consider all aspects and views and came out with guidelines and Action Plan for the future. Therefore, we have ^{to} consider this important subject and frame policy/guidelines, besides proposing some broad Action Plan to be adopted by our affiliated unions:

During the discussion the following views and observations came up from us as well as from the participants.

1. AITUC Centre should coordinate the unions' actions on Safety, Health and Environmental issues.
2. Our Unions must demand solutions to the pollution problem in the interest of the people/surrounding areas (e.g. Ramugundam NTPC experience - unions gave strike notice and NTPC came up with a grant of Rs.75 lakhs to solve the problem).
3. Dust to be stopped in open cast mines.
4. 100 years old Tannery industries caused water pollution in the entire area.
5. Unorganized workers like Beedi workers have no relief at all.
6. We must attend to Environment-Ecology issues and our charter of demands to deal with.
7. In Pollution Control Board, there is no representation from Trade Unions.
8. Accident in Construction Industry is highest.
9. Our unions should actively participate in Safety Councils at State level.
10. Seminars and classes to be conducted to our union cadres;

Those who participate in the Works ^{Safety} Committees, must be made conscious.

11. Durgapur Committee of AITUC is prepared to organize a National Seminar on the subject.
12. In hazardous scheduled industries, 5-days week to be brought in; So also in such industries Night Shift should not be more than 4 hours; And minor workers should not be employed in the Night Shift.
13. Radical changes to be made in the Factories Act; Similarly amendments to be made in the Environment Act and Mines Act also.
14. 'Preventive' measures to be urged by our unions.
15. Medical wing to be set up in the Inspectorate; Now there is no provision in the Factories Act.
16. Corrupt practices of the enforcement machinery to be tackled.
17. A Tripartite Committee on Environment to be formed.
18. Specialist doctors under the ESI Scheme are not available-Role of ESI on OSHE.
19. S.C.'s decision on shifting of Industry-to be tackled with a view to remove the hazard and real estate lobby should not be allowed to take advantage of the situation.
20. Balance to be made between Ecology problem and the establishment of industry.
21. Usage of dangerous chemicals for quick results to be avoided (a proper study on such chemicals to be made) (Tannery Industry).
22. DUPONT - permission denied in Goa, but Tamilnadu given permission.
23. Copper Sterliser Factory in Tuticorin, will result in mass death of sea fish.
24. Prohibition of women employees in polluting industries.
25. Casual and Contract workers are the victims, without protection.
26. Accidents in mines - Mine Safety Conference was not held over the years.
27. Chemicals banned in the developing countries are produced in India.

28. International Toxic wastes are targetted South Asia including India.

In the light of our experiences over the decades in the factories and mines and in the light of the discussions that were held in our forums (WC, GC) in the last 2 years, I propose that we may offer the following policy directives/guidelines, for adoption by our Federations/States/Units.

1. AITUC insist on 'Cleaner production' and not production at any cost.
2. There must be 'sustainable' development and development need not be a compromise on Environment and Safety.
3. Our demand is humane working conditions.
4. We insist on preventing measures/engineering controls rather than protective equipments or compensation towards hazardous working conditions.
5. There must be a 'code of conduct' for the MNCs/TNCs on matters relating to Safety, Health and Environmental protection.
6. Shifting of pollution from one place to other, even under the Supreme Court Directive shall not be agreed to; what is required is elimination of pollution, water, air and noise.
7. Trade Unions must be represented in the National as well as the State Pollution Control Boards; In the National Commission on Environment.
8. The Govt. should not allow import of Toxic wastes and production of banned Chemicals in India- Our members of Parliament will fight in legislative forums while our unions should conduct agitations, including physical prevention.
9. The Charter of Demands of all our unions must contain issues relating to Safety, Health and Environment, concerning the respective factory/industry; The settlement made by our unions should incorporate "green" clauses on the above and they should not be dropped or treated as withdrawn/not pressed. We shall also not compromise hazards or health by accepting monetary benefits/allowances.
10. Wherever Safety Committees are prescribed under the Factories

Act/Mines Act, our unions must actively participate in them; Our members in these Committees should undergo training relevant to the respective industry and thus play a meaningful role in these Committees.

- State/Regional level classes/seminars will be organized by our state
11. Committees/jointly by the State Committees in the region to the leading/ industrywise cadres to make them competent to tackle the SHE issues.
 12. Our unions/State Committees shall remain as 'watch dogs' over the functioning of the Factory Inspectorate/Safety officials in the factories/ESI authorities; Organize programmes ensuring their effective functioning and mobilise the common workers as and when lapses and inadequacies are found.
 13. Our unions will become members of the National Safety Council of India, which will ensure automatic membership in the State chapters of NSC; participate in all the activities concerning Safety, Health and Environment programme.
 14. Our unions may take up the cause of the public at large, on water/air/noise/soil pollution to rectify them and gain public sympathy (instead of allowing some 'motivated' NGOs to do the job).
 15. Our State Committees to be vigilant and watchful that the hazardous units disallowed on public protest in some other state is not allowed in their states. It need be legal steps also to be taken by our cadres either directly mobilizing the masses or through public interest litigations.
 16. Our unions must make it their duty to protect the contract and casual workers in the respective factories/industries to protect them from unsafe, unhygienic and inhuman working conditions.

We will discuss the above in the ensuing meeting of the Secretariat and based on the consensus reached, we shall convey the above policy guidelines and Action Programme to all our State Committees and important unions besides Federations for strict compliance of the same.

With regards,

Yours fraternally,

(H. MAHADEVAN)
SECRETARY

New Delhi,
September 9, 1996

My Dear Com. MSK,

We have got your letter resigning from the
presidency of the AITUC due to your most
unfortunate handicap.

I placed it before the AITUC Secretariat.
They were all very much moved by the content
and tone of the letter. Every one recalled
your long association as vice-president and
then as the president of the AITUC. They asked
me to write to you to convey their deep feelings.
We know AITUC and its future will always be near
your heart.

We have convened the AITUC General Council on
November 2, 3, & 4, 1996. The AITUC Secretariat will
will place your letter before the General Council.

Allow me to convey my best wishes for your health
and our comradely greetings to you and your wife.

Yours fraternally,

(A. B. Bardhan)

Com. M. S. Krishnan,
Ex-MLA,
President, AITUC,
BANGALORE-3

AI TO C letter head

~~AI TO C~~

~~112~~

To The Chairman,
R.C. Khupinda Cement Co.,
Mansarovar, 90, Nehru Place,
New Delhi.

Sub: For light work in the mines of the
Company at Kailaras (HP) to
Shri Bakulal s/o. Shri Sarwan T. no. 248.

Dear Sir,

Your kind attention is drawn to the case
of Shri Bakulal who had suffered from serious
injury due to accident in duty and became
incapacitated to do his normal job. He has
been pursuing his case for light job in
the same mines. However, the local management
did not heed to his request. Thus he is not
allowed to work for a long time and not earning
his wages to maintain his family.

I request you to direct the
local management to provide him with
light job and also payment of all
due that would accrue to him.

Thanking you.

for

Encl: Letter from AI (C), Dhyul

O/c Cement
File

12th July, 1996.

To

The Chief Labour Commissioner (C),
Government of India,
New Delhi.

SUB: Improvement of Working & Service
Conditions in the 'Mini', White &
Spl Cement Companies, by implementing
the Tripartite settlement for Cement
Workers.

Dear Sir,

We, the Central Trade Unions and affiliated federations representing the cement workers of India, either in the major, mini or other cement plants all over the country, wish to state the following.

Though a settlement is being evolved in the conciliation before you, between the central TUs/Cement workers federations and the Cement Manufacturers Association, this is not being made applicable to a large number of workers who are employed by the Mini, Special White Cement Companies numbering over 250, on the plea that the employers of these companies are not the members of CMA and that they were not covered by the Arbitration Award.

2. These workers in the plants do the same jobs as done in the major plants. They, in fact, are exposed to more hazards and subjected to exploitation and most of the workers being kept as casuals/contract workers and by to an artificial definition of the installed capacity they are called 'Mini' plants and excluded from the various benefits which are legitimately entitled to these workers, based on the principle of 'Equal Wage and Service Condition for Equal Work'.

3. There is a constant improvement in technology to meet the challenge of competition and productivity has improved in the process. This gave birth to the idea of bigger companies starting the so-called mini-plants. Mini plants require less capital and help decentralisation; Transport expenses are reduced for transporting both raw materials as well as finished goods. The quality is the same in all the plants, whether mini or major; so also the selling price. Proportionately they earn the same or more profit as in the case of bigger plants. The Govt. has also granted

...2.

numerous concessions and exemptions to these plants, keeping in view the rural development. Many of these plants produce more than their installed capacity and by no means they can be bracketted as 'Mini' plants. According to report about cement industry appeared in the "The Hindu" dated 30.6.96, the mini and white plants had a production capacity of 5.7 millions tonnes.

4. In spite of the above facts, the wages and service conditions of the workers of mini, spl. white cement factories are inferior. We are of the strong view that the workers in these plants should not be allowed to be left high and dry or continuously discriminated upon, because these employers do not become the members of the CMA for their own tactical reasons.

5. The cement industry is poised for further growth in our country. The installed capacity which was around 3.8 million tonnes in 1950-51, has registered the growth of a total installed capacity of 82.7 million tonnes in 1994-95. India is now the fifth largest cement manufacturing country in the world. The country is well endowed with raw materials for the industry. Recoverable reserves of limestone is estimated at 63.353 billion tonnes as of January, 1985. These reserves will last for well over 600 years at the current rate of quarrying. Naturally there is a big scope for the mini and other cement plants in future. Under these circumstances we must take a positive view about the improvement of wages and service conditions of the workers employed in these plants.

6. We, therefore, implore that the Govt. should use its machinery to do justice to the workers of Mini, Spl. white cement factories, and implement the Tripartite settlement signed between CMA and our federation/organisations. Further proceedings to be arranged in this regard to ensure a fair and reasonable settlement in respect of the workers having been discriminated in the Mini, Spl. white cement companies.

Thanking you,

Yours faithfully,

Sd/-
(H. MAHADEVAN)

AITUC
(AICWF)

Sd/-
(K. J. Thakkar)

BMS
(ABCMS)

Sd/-
(KANAI BANERJI)
CITU

Sd/-
HMS (V. THAGI)

Sd/- (NANJAPPAN)
INTUC.

अखिल भारतीय ट्रेड यूनियन काँग्रेस

A. I. T. U. E. (एटक)

शाखा- कलारस, जिला-मुरैना मध्यप्रदेश, ४७६२२४

संयोजक-

का. डॉ. के. के. श्रीवास्तव

प्रताप मार्ग, कलारस

Com. h. L. Shah
please advise a
letter to the
management
that they
should
also

क्रमांक

दिनांक

31-7-96

मन्मथ
A. J. B.

आदरणीय का. बसलजी

लाल सलाम

मैं आपके पास का. बाबू लाल शाक्य को भेज रहा हूँ ये
यहाँ पर भूपिन्दू सीमेंट कम्पनी में कार्य करते हैं, कार्य के दौरान इन्हें
काफ़ी चोटें लगी तथा एक एक्सीडेंट भी हुआ था, चिकित्सा के पश्चात्
डाक्टरों ने लाइट वर्क को लिखा, लेकिन मैनेजमेंट इन्हें लाइट वर्क न दे
कर निकालना चाहता है इन्हें न तो वेतन, चिकित्सा खर्च व अन्य
देय का भुगतान नहीं किया गया और न ही कार्य पर लौटे हैं।

इस सम्बन्ध में ज्वालिया व भोपाल तक श्रम विभाग (केन्द्रीय)
में कार्यवाही की गई लेकिन कोई नतीजा नहीं निकला, चूंकि यह केस
केन्द्रीय श्रम मंत्रालय के अन्तर्गत आता है, इसलिये इसकी सारी
कार्यवाही आप की ओर से वहाँ होगी, वहाँ पर इस कम्पनी का बालिक
भी रहता है।

का. जिला कार्यकारिणी के सदस्य हैं, इनके केस पर
सीमेंट कम्पनी में अपना यूनियन पैजामा लेगी तथा कार्य भी तजी
स आगे बढ़ेगा, इनके केस के बारे में का. बालक दासजी ने भी
का. इन्दजीत गुप्ता को पत्र लिखा था लेकिन कोई जबाब नहीं आया
ये काफ़ी परेशान हैं तथा बेरोजगारी में समय व्यतीत कर रहे हैं, इसलिये
आप इनकी सारी बातें सुनें व दखल के बाद कार्यवाही का वहीं से
तत्काल *Duty join with light work* का आदेश तथा चिपखला
बकाया का तत्काल भुगतान सम्बन्धी आदेश दिलवा दें, ताकि पीवा
का भरण पोषण हो सके और ये पार्टी का कार्य भी सुचारु रूप से का सके।

आप जब ज्वालिया आएं तो कलारस अवश्य आएं, आप से
जिला पार्टी के सम्बन्ध में आवश्यक चर्चा होगी।
शेष शुभ, भरी ओर से पार्टी के सभी साथियों को लाल
सलाम, पत्र का उत्तर आवश्यक रूप से देने का कष्ट करें।

आपका साथी

का. कृ. कुं. श्रीवास्तव

Akhil
Bharatiya
Trade
Union
Congress

भारतीय कम्युनिस्ट पार्टी

भारतीय कम्युनिस्ट पार्टी, भारत के भारत

का. केदार कंसल
आरिवल भारतीय कम्युनिस्ट पार्टी
दिल्ली

1/10/96-

महाराज

दिल्ली

Please note that there is no accommodation for
Residential Purposes in ATU

आरिवल भारतीय कम्युनिस्ट पार्टी, भारत के भारत

AGENDA / ITEMS for consideration in ITC Secretariat
meeting on 8th Oct '96

File Secretariat
4A/96

- ① Report on ITC conferences, workshops held recently.
Steel, Cement, Sugar, Environment child Labour, women etc.
SLE
- ② General Council meeting on 2-4, Nov '96
preparations
- ③ ILC meeting on 24th and 25th Oct '96.
Govt participation, preparations and stand on specific
issues/agenda.
- ④ Unification of AITUC - HMS. The progress so far and
steps to be taken. (Setting a target date, meeting of the
10 member committee to decide follow up actions etc)
- ⑤ N. M. Joshi Institute for Labour Research - further steps
for its functioning.
- ⑥ Place for AITUC Building } Follow up actions
present AITUC office }
- * ⑦ Govt's policies and their effects on Economy & Working
class (Inflation, disinvestment, financial institutions &
entry of foreign companies, Revamping of BIFR, SICA Act
amendments, no let up in sick and closures despite
ministers' assurance, PDS, assurances made on amending
the various labour laws etc)
- ⑧ Govt approach and definite stand on certain N.G.s
- ⑨ Govt functioning in ITC TUIs / WFTU
- ** ⑩ Organisational issues to be discussed in the Gen.
Council meeting (membership (Contd. 2)

Verification, expansion and improvement of our membership in states/specific industries, improving the AITUC centres functioning (we have promised to the WC for providing computerised industry wise/state wise membership/affiliation statement)

(11) Financial matters and suggestions/statement from Treasurer.

(12) Any other subject of importance including some major struggles/elections etc.

* also concerns item (3)

** also concerns item (2)

CPSTU
TO
ALL MEMBERS OF THE SECRETARIAT

AA/96

Meeting with Labour Minister on 5th June'96.

We (CITU & AITUC) had a meeting with Sri B.S.Ramoowalia, Minister for Labour at Shram Shakti Bhavan on 5th June'96, at 7.0.m. A memorandum signed by the Core Committee (the AITUC, CITU, HMS, JAF of Bangalore, CC of Hyderabad PSUs TUs) as enclosed hereto, was given to the Minister.

During discussions the following points were considered

1. Convening of the meetings of the Special Tripartite Committee and the 6-Industrial Tripartite Committees; to review the actions taken on the earlier recommendations in these Committees and to discuss other important issues concerning working class.

Minister agreed that the Special Tripartite Committee could be convened by the end of July'96, followed by the meetings of the other Industrial Tripartite Committees.

2. An exclusive meeting with the CPSTU on public sector issues:

It is agreed to organise a meeting.

3. We pointed out (i) that the Govt. should act as promoter in respect of sick public sector industries and schemes to be jointly evolved for their viability. A case to case study, based on the proposals already given by the trade unions and managements, is required. (ii) these PSUs coming under the category of sick and having been referred to BIFR are prohibited from implementing the new DA scheme applicable for PSUs. This has to be allowed because, this arises from the previous agreements and the revised DA (at the rate of Rs.2) is already implemented in these industries; so also the wage negotiations should not be stalled in these industries, we emphasised.

4. Contract Labour abolition and equal pay for equal work was emphasised. We told the minister that the decision of the Supreme Court dt. 9.5.95 directs the Govts, Centre & States to effect certain changes in the statutes and to avoid engaging of contract labour in public sector etc. The Govt. has to take a lot of follow up action as per the directives and observations of the Supreme Court.

The minister was briefed by the officials that action based on the directives and observations of the Supreme Court are being contemplated and nothing much has been done so far.

We urged that if ~~proper~~ actions based on the above judgement are taken, a large number of problems concerning contract labour will get resolved and this must be expedited.

5. Similarly, our emphasis was on the minimum wage sector, the non-implementation and the failure of the machinery. The unorganised sector is deprived of the enforcement of various laws applicable to them and this should not be allowed any more, we stressed.

6. I also brought to the notice of the labour minister that the indefinite strike by the cement workers, on account of the non-settlement of their demands will commence from the mid-night of 24th June '96, and all central TUs (INTUC, AITUC, HMS, CITU & BMS) have jointly decided this course of action.

It was indicated by the Chief Labour Commissioner (C) that the Govt. ^{will} call for conciliation and try to bring ^{ab}out an amicable settlement between the cement federations and the CMA, before the strike.

7. Minister, by way of reference to the minimum programme of the United Front, stated that the Govt. has accepted Secret ballot as the method of finding the majority, to accord recognition.

8. Workers participation in management, as a bill has been pending for several years and this has to be introduced and brought to force, was our next demand. Minister recalled that as an MP he was present in the meeting held when V.P. Singh was the P.M. The officials clarified that the bill has been returned back, to be considered by ILC.

9. Minister wanted the construction workers bill as it is proposed in the Ordinance should go through. CITU stated that it was an election ordinance. We pointed out that there are a number of loop holes and objectionable provisions contained in the ordinance. These were pointed out and written by the NCC on construction labour as well as by central TUs;

A meeting to thrash out differences is required. The minister and the bureaucracy, however, seems to be of the view that the bill to be placed in the ensuing Parliament Session and during discussions our members can bring amendments for consideration instead of stalling the bill itself.


contd....3

10. The Labour Minister himself raised the issue whether CITU is agreeable for the pension scheme through PF scheme, as already brought in the form of a third ordinance. The Govt. side informed that already about 65,000 persons have obtained benefits and this is a good scheme which provides for pension on death even after one month's contribution.

CITU wanted change of the scheme not linked to PF contribution of employees. It was pointed out that the CITU differs with the others on pension scheme. We wanted some more improvements like indexation etc. We pointed out that in respect of organised sector/public sector a separate scheme may be allowed to be evolved (under section 39) providing for contribution of 3% from both employer & employees with the entire EPF accumulation and the continuance of 1.16% from Govt. with the removal of the stipulation that the deposits to be only put in LIC annuity only. In that case an amount of unanimity might be possible amongst the trade unions.

However, Govt. seems to be interested in bringing the law to replace the present ordinance.

Almost all important officials of the labour dept. were present (except Sec. Labour Department who is in Geneva) in the meeting. Minister has assured to convene the meetings requested for and continue the dialogue.


(H. MAHADEVAN)

Note:

A press statement is separately released in the name of CPSU.

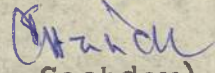
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4/7/96

ALL INDIA TRADE UNION CONGRESS

27- 8- 1996

To All Members Of The Secretariat

A meeting of the AITUC Secretariat has been fixed for 5th September, 1996 at 3.00 P.M. at AITUC Office. You are kindly requested to attend the same.


(D. L. Sachdev)
Secretary.

1. Com. A.B. Bardhan.
2. Com. J. Chitaranjan.
3. Com. Gurudas Das Gupta.
4. Com. B.D. Joshi.
5. Com. K.L. Mahendra.
6. Com. G.L. Dhar.
7. Com. H. Mahadevan.
8. Com. Amarjeet Kaur.
9. R. Parashar.
10. Com. D.L. Sachdev.
11. Com. Gayasinh

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

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

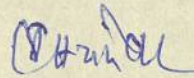
August 2, 1996,

TO

ALL MEMBERS OF THE SECRETARIAT
NOTICE FOR A MEETING

Com. A. B. Bardhan
" B. D. Joshi
" K. L. Mahendra
" Gaya Singh
" G. L. Dhar
" Mahadevan
" Amarjeet Kaur
" B. Parashar
" D. L. Sachdev

A meeting of the Secretariat shall be held
on 9th August, 1996 at 10.00 a.m. at 24-Canning Lane,
New Delhi-1. Kindly participate in the meeting.


(D. L. SACHDEV)
SECRETARY

12th September, 1996

Dear Comrade Mahadevan,

I have heard about your complaint ^{regarding} ~~about~~ the article by ^{Com} Ghazanfar Nawab in Hindi TUR and heard Com. Bardhan talking to you on Phone to-day.

I am just giving the last portion of the article in Hindi.

In organised Sector industries large number of Contract Workers ^{ad} engaged and in perrinial nature jobs they are there in large numbers. In the act there is no ban on engaging contract labour nut there is provsion for abolition. Even that can be achieved through a winding procedure and long delays. There is no provision for absorption of Contract Labour even after long service with the abolition of Contract Labour. The employers threaten dismissal of contract labour whenever the demand for abolition of Contract System is made.

Justice P.B.Savant and S.V.Mazumdar, have advised the Govt. to amend the act and provide for absorption of Contract Labour.

The Bihar State Council of AITUC has represented to the State Govt. to implement the directions and recommendations of the Apex Court. But the State Govt. has taken no action. The policy of the State Govt. is such that even the Contract Labour Advisory Board has not been reconstituted.

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12/9-

Because of this for last several years the Contract Workers are not getting the benefits of the Act and are being tuthlessly exploited.

In the coming period the AITUC and other Central Trade Unions have to conduct united struggle for the implementation of the Apex Courts directions and recommendations.

The Hindi TUR is published on 15th Aug.96 and the English TUR on 20th August when the Hindi TUR was being edited he had ~~the~~ article of Com.Nawab and had not seen your article. In the same issue Com.Bardhan's article which appeared in English did not appear in Hindi as it had reached late.

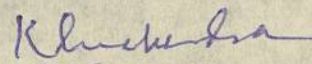
Further some news in the English TUR is not reproduced in the Hindi TUR and in its place some other news which will be of interest in Hindi Region to the bulk of the workers is published.

Hindi TUR is independantly edited and is not just a copy. Certain portions are common. Agriculture Labour news are given in Hindi TUR.

I hope the above quotation will remove the misunderstanding. I have not translated the portions which give the Supreme Court Judgement in the article.

With greetings,

Yours fraternally,



(K. L. Mahendra)

H. MAHADEVAN
President
ALL INDIA TRADE UNION CONGRESS
Bangalore District

No. 664, 11th Cross
JP Nagar, Phase-III
Bangalore - 560 078

06th December, 1995

Shri Jayakar Jerome,
Commissioner of Labour,
Government of Karnataka,
VISL Building,
J.C. Road,
BANGALORE - 560 002.

Dear Sir,

Sub : Amendments to Labour Laws - Regarding.

Ref : Your letter No.CUP:SEMINAR:95 Dated 29 Nov 95.

* * * * *

With reference to the above, I wish to state the following :-

1. The 32nd Indian Labour Conference held at Delhi on the 23rd and 24th November 1995 decided as follows in regard to the legislations and other connected matters.
 - i) The issue relating to the Notification of Section 2(j) of the ID Act being one on which employers and workers are not agreed (employers are for notifying this provision and workers are not and a few State Governments want Notification after alternative grievance redressal systems are established), it may be taken-up for detailed consideration before the Standing Labour Committee.
 - ii) The employers are opposed to the Workers' Participation Bill and they are for bipartite participatory mechanism; workers want the legal frame-work; the Bill the amendments that have been proposed by various quarters and the Report of the Parliamentary Committee will be further discussed in the SLC after consideration in the Review Committee.
 - iii) The proposal for the enactment of law for giving protection to agricultural workers should be presented for tripartite consultation in the SLC.
 - iv) The working conditions of labour in Export Processing Zones should be subjected to detailed study so that the workers concerned are given full labour protection as applicable under the various labour laws.

- v) The scope for introduction of Uniform Minimum Wages in the country should be investigated further so that drastic wage disparities do not contribute to plight of industries and sudden unemployment in pockets.
- vi) Bonus Ceiling militates against productivity and skilled workers who are normally in comparatively higher wage settlements; So Bonus ceilings should be scrapped (employers expressed reservation). And also Section-20 to be scrapped.
- vii) Detailed and comprehensive studies of Sickness in Industrial Enterprises should be undertaken for evolving appropriate remedial and pre-emptive measures (including legal matters).
- viii) BIFR to function at the Regional level.
- ix) The scope for introduction of Unemployment Insurance should be investigated so as to give protection against job losses.
- x) A status paper on the existing Social Security Schemes to be prepared and the scope for extension of the existing Social Security Laws and Systems applicable to the Organised Workers as well as the Unorganised Sector should be gone into.
- xi) Environment and Labour Protection : Adequate representation in Government bodies in-charge of establishing and regulating environmental standards.
- xii) Elimination of Child Labour : State Government to be empowered to prohibit Child Labour in Non-hazardous Occupation as well (outside the scheduled hazardous employment and processes) keeping in view the local circumstances.

2. Most of the above issues are related to Labour Legislations and directives concerning the State Government also. Hence, we may deal with the above aspects while amendments are being proposed for the existing Labour Legislations.

3. Proposals are mooted by the Government of India for exempting certain categories of workers from the provisions of the ID Act, such as in Khadi & Village Industries, Agricultural Operations, Hospitals, Educational Institutions and Co-operative Societies employing less than ten workers, Institutions owned by Charitable Organisations and of certain Government Departments, etc. This has been rightly rejected by all Trade Unions, as this is an attempt to deprive millions of workers (in the case of Karnataka, a few lakhs) from the Right to Collective Bargaining and Right to Strike, in violation of the ILO Conventions as well as the Rights provided under the Constitution of India. This is also an attempt contrary to the Rights upheld by the Supreme Court Judgements.

I feel that the rights are to be extended to the all employees by bringing a comprehensive employment relations legislation covering all wage earners.

In the case of those categories proposed to be exempted, instead of restricting the rights of these workers, the Government must evolve a machinery to expeditiously resolve their grievances so that there may not arise the necessity to go on strike. The Seminar may consider these aspects also.

4. Recommendations of the Bi-partite Committee on Industrial Relations Law headed by Shri Ramanujam could be considered in the Seminar. They include the following important provisions :-

(A) TRADE UNION ACT

- i) Coverage to all employees regardless of their status, salary, wage or the character of the employers.
- ii) Compulsory Recognition of Union by every employer (and compulsory registration of Trade Union) where there are more than one union, recognition by Secret Ballot.
- iii) Membership Fee (enhancing and rationalising).
- iv) Tenure of Service (Three years).
- v) Ban on Registration of Trade Unions if they are restricted to particular Craft, Occupation, Caste, Community, Race, Religion, etc.
- vi) Machinery and Procedure for settlement of Intra-Union disputes.
- vii) Number of Outsiders' in any Union; (position of ex-employees).

B. AMENDMENTS TO INDUSTRIAL RELATIONS ACT (IN PLACE OF INDUSTRIAL DISPUTES ACT).

- i) Coverage of all persons regardless of the character of Employer or Destination of Profit.
- ii) Industry - to cover all systematic activities carried on by co-operation between an Employer and his Employees (whether they are employed by such Employer directly or through any Agency including a Contractor) for the production, supply or distribution of Goods or Services.
- iii) Employee' - the difference between Workmen' and Non-workmen' to go and include any person' (including an apprentice, a Casual or Contract Worker) in any Industry to do any Normal, Un-skilled, Skilled, Technical, Operational, Teaching, Sales Promotion, Clerical, Supervising, Administrative or Managerial work for hire or reward, whether employed directly or indirectly through Contractors, whether the term of employment be express or implied. (For the purpose of any proceedings under the Act in relation to an Industrial Dispute, to include any such person who has been Dismissed, Discharged or Retrenched also).
- iv) Specific Timing to settle Disputes (individual and collective disputes).
- v) Recognition of Union(s) - (already dealt with).
- vi) Negotiating Council (where more than one Union had to be recognised based on certain criteria).
- vii) Voluntary Arbitration (Generally not agreed to be referred by Employers).
- viii) Modifications to be effected in respect of the existing conciliation and adjudication machineries in order to make them more effective.
- ix) Prior permission in respect of Lock-out and Payment of Wages in case of Illegal / Unjustified Lockouts.
- x) The distinction between Sections 33(2) and 33(3) of the ID Act to be done away with and permission to be obtained before altering the service condition, etc. of the employee concerned or punishing him / her by way of dismissal or discharge during the pendency of any proceedings (No Unilateral Action).

- x i) Lay-off - Full payment, in case of Lay-off due to factors within the control of Employer. Contract Labour also to be paid Lay-off Wages by the Principle Employer, if the Contractor fails to do so. Prior concurrence from the Appropriate Body / Forum required for Lay-off. (Different names such as Suspension / Temporary Suspension of Operation, etc. are used now by te Employers).
- x ii) Retrenchment - Various methods / Processes be worked-out to avoid Retrenchment as Modernisation should not lead to Retrenchment.
- x iii) Closures - Closure to be avoided by discussing in the appropriate Bi-partite Forum and no closure without permission from Government. Closure compensation to be substantially high. Compensation to workmen should take precedence over all other claims.
- x iv) Rights and Responsibilities of the Recognised Unions / Negotiating Councils (where more than one union had to be recognised).
- x v) Reference of Unfair Practices to Labour Court.
- x vi) Misual of 25(FF) regarding change of ownership to be corrected and fool proof provision for continuing of employment to be made.

5. Contract Labour Abolition

The observations made and directives given by the Supreme Court of India in the judgement dated 09th May 1995 to be incorporated in the relevant statutes.

Some of the above are as follows :

"All undertakings which are employing the Contract Labour System in any process, operation or work which satisfies the factors mentioned in Clauses (a) to (d) of Section 10(2) of the Act, should on their own, discontinue the Contract Labour and absorb as many of the labour as is feasible as their direct employees.

Both the Central and State Governments should appoint a Committee to investigate the Establishments in which the Contract Labour is engaged and where on the basis of the criteria laid down in Clauses (a) to (d) of Section 10(2) of the Act, the Contract Labour System can be abolished and direct employment can be given to be Contract Labour. The appropriate Government on its own should take initiative to abolish the Labour Contracts in the Establishments concerned by following the procedure laid down under the Act.

The Central Government should amend the Act by incorporating a suitable provision to refer to the Industrial Adjudicator the question of the direct employment of the workers of the Ex-contractor in the principle Establishment, when appropriate Government abolishes the Contracty Labours.

The Supreme Court has further observed as follows :

"..... We cannot help expressing our dismay over the fact that even the Undertakings in the Public Sector have been indulging in Unfair Labour Practice by engaging Contract Labour when workers can be employed diectly even according to the tests laid down by Section 10(2) of the Act. The only ostensible purpose in engaging the Contract Labour instead of the direct employees is the monetary advantage by reducing the expenditure. Apart from the fact that it is an unfair labour practice, it is also an economically short sighted and unsound policy, both from the point of view of the undertaking concerned and the country as a whole. The economic growth is not to be measured only in terms of production and profits. It has to be gauged primarily in terms oif employment and earnings of the peple. Man has to be the focal point of development. The attitude adopted by the Undertakings is inconsistent with the need to reduce unemployment and the Government Policy declared from time to time to give jobs to the unemployed. This, aprart from the mandate of the directive principles contained in Articles 3 8, 39, 41, 42 & 47 of our Constitution.

The Supreme Court has also held that the appropriate Government has the authority to abolish genuine labour contract. If the contract is sham or not genuine, the workmen of the Contractor can raise an Industrial Dispute for declaring that they were always the employees of the principal employer and for claiming the appropriate service conditions. If the Labour Contract is genuine, a Composite Industrial Dispute can be raised by the direct employees of the principal Employer."

In the light of the above and based on our practical experiences, the following steps to be taken legally :

The provisions of the existing statutes, in particular the Contract Labour (Regulation & Abolition) Act and rules framed thereunder must be suitably amended to define 'Permanent and perennial nature of job' in concrete and unambiguous terms and to make it mandatory on the part of principal employers to regularise/absorb all contract workers engaged in perennial nature of work, not taking into consideration the 'service break' if any, effected by the employer from time to time.

In case of recruitment/filling of vacancies in any industry / establishment either in private or public sector, specific percentage of vacancies should be earmarked for absorption / regularisation of contract workers and for that, if necessary such workers should be provided in-plant or in-house training to meet the necessity.

Strict application of the principle of equal wage and service condition for same and similar nature of work to determine contract workers' wage and to ensure payment of industry's governing wage (for the regular workers) for different levels of work (unskilled, semi-skilled and skilled) to contract workers under respective industries, corporations as well as departmentally run undertakings.

Violation of the statutory provisions either in respect of regularisation / absorption of contract workers, or in respect of payment of equal wage and service condition as per regular workers must attract strongest penalty including imprisonment.

Contract workers should be ensured same service conditions and social security and welfare measures including compensation for employment injury at par with regular workers in all establishments.

Social security legislations like Workmen's Compensation Act and others should be suitably amended to ensure equal benefit to contract workers at par with regular workers.

A comprehensive legislation should be enacted for the construction workers to take care of their interest, service security, wages, safety, etc. in consideration of their typical nature of work, in consultation with the Trade Unions.

In order to ensure proper protection of health and safety and environment for the contract workers, strict implementation of suitable statutory provisions be made and enforced.

Special attention be given to the specific requirements of women contract workers like provisions of maternity benefits, crech and other facilities for women workers under contractors, and strict adherence of equal pay for equal work for the women workers.

6. Child Labour

Government of India has announced to abolish child labour in hazardous jobs by 2000 AD. Needful steps to be taken by the State also in this regard. The 32nd ILC has also recommended that the State Government to be empowered to prohibit child labour in non-hazardous occupation as well (outside the scheduled hazardous employments and processes) keeping in view the local circumstances.

The objectives and reasons pertaining to the Child Labour (P&R) Act 1986 which is based on the Constitution of India (Article No.24, 39(c), 49(f) and ILO Conventions 5, 123, 6, 90, 15 & 16) are not able to be realised yet and this problem cannot be tackled any more half-heartedly.

Recommendation of Gurupadaswamy Committee, The Task Force for Child Labour 1989 and National Commission on Rural Labour 1991 are not implemented.

Projects on Child Labour are carried on in a routine manner and mechanically handled and the reports sent by DCs are far from satisfactory and not based on realities.

7. Minimum Wages

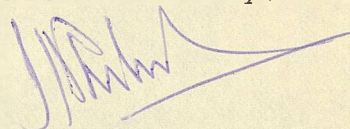
- i) A uniform minimum wage - National Minimum Wage is the need of the hour. This is to be fixed based on 15th ILC formula.
- ii) The recommendation of the Labour Ministers Conference held in July 1980 that the Minimum Wages should be revised once in two years or on a rise of 50 points in CPI, whichever is earlier, to be statutorily enforced.
- iii) Strict enforcement of Minimum Wage in the unorganised / informal sector to be statutorily ensured.
- iv) Incorporating the decision of the Supreme Court in Raptakos Brett & Co. Ltd. vs its workers regarding the additional factor to be considered while fixing the minimum wage to be statutorily brought in.
- v) To ensure built-in uniformity in the wages fixed by Central and State Governments; the Japanese Minimum Wage Law may be studied.
- vi) Karnataka's Minimum Wages is low compared to many other States and there is no uniformity also.

- vii) The recommendations of Minimum Wage Advisory Board are arbitrarily changed by the Government, based on other obvious' considerations. This should not be allowed and the statute to be amended to ensure that.
- viii) No deduction of amount from the Minimum Wages (as at present) in respect of amenities provided by the employers (eg. Hotels).
- ix) Rates Fixation in respect of wages in kind.
- x) Fixation of wages on piece rate system - problems encountered to be overcome by adequate statutory measures.
- xi) Provision for Identity Card to workers and Service Certificates.
- xii) Liability of the Principle employer to be specified more clearly.
- xiii) Exemption' provision to be deleted.

8. The above considered views of me may be brought in the Agenda or this letter may be attached to the Agenda and circulated to all participants.

Thanking you,

Yours sincerely,



(H. MAHADEVAN)

June 17, 1995,

To

All Members of the Secretariat

SUB: NGOs\Voluntary Organisations

Dear Comrades,

The other day (28th May'95) an All India Convention was organised jointly by a number of NGOs\Voluntary organisations, in Bangalore, including SEWA, Gujarat Construction Workers Organisation, Bangalore, Workers Management Centre of Mr. Thankappan, National Fishermen's Forum etc. They gathered for the 'cause' of unorganised labour. They spoke (Ila Bhat and others) that the other, central trade unions, do not take care\represent the unorganised numbering about 30 crores or so (90% of the work force) and their organisation is established to take care of the unorganised workers. (based on an invitation from the organisation, after consulting me, Com.M.C Narasimhan attended the inaugural session partly; Com. Babu Mathew also attended, representing some organisation).

The above session decided to form a central organisation to protect the interests of the unorganised workers all over the country, in all spheres. A draft Constitution\rules for the formation of the Central organisation was also adopted in the Convention, followed by a well attended mass rally. Needless to say there were a large number of voluntary organisations\NGOs\organisations connected to some churches ~~were~~ associated with this convention. It is reported that a number of them get foreign assistance\funds.

2. In Copenhagan summit, it is reported that a number of NGOs assembled. Some details are already made known by Com. A.B.Bardhan.

3. On the eve of the above summit, in India, it was noted that the Government of India, and its various forums were giving more prominence\accommodation to the NGOs\Voluntary organisations than to Central TUs. This was witnessed by our leaders also on certain specific occasions in Delhi and elsewhere.

4. On the Environmental issues, construction workers, self employed women workers, child labour, even estate workers in some parts of the country . certain NGOs\Voluntary organisations have been organising them. But they do not have any coordination with the central trade unions and they are funded by certain sources.

5. The Government, though not labour ministry as such, has been trying to marginalise the central trade unions in many areas and particularly under the sphere of unorganised workers.

6. There are many articles\indications that there is a definite attempt by the world trade organisation and their forums to substitute the trade unions, encouraging the NGOs\Voluntary organisations. In this context, the decision of the Bangalore Convention of "unorganised workers" to form a central organisation is to be taken note of.

7. I think it is necessary to discuss the subject in greater detail and work out our (central TUs) strategy and the task of our State Committees in organising the unorganised.

This may please be considered in the next meeting.

Yours fraternally,

(H.MAHADEVAN)

Com. B D J

File L A

In personal
reference -
180

To

All Members of the Secretariat

SUB: Safety, Health & Environmental issue our unions role and responsibilities.

Dear Comrades,

In the General Council meeting held on 1 and 2nd November '95 there was a lively discussion on the subject and a lot of suggestions and observations came from a number of participants. It was agreed after the discussions that the Secretariat will consider all aspects and views and came out with guidelines and Action Plan for the future. Therefore, we have to consider this important subject and frame policy/guidelines, besides proposing some broad Action Plan to be adopted by our affiliated unions:

During the discussion the following views and observations came up from us as well as from the participants.

1. AITUC Centre should coordinate the unions' actions on Safety, Health and Environmental issues.
2. Our Unions must demand solutions to the pollution problem in the interest of the people/surrounding areas (e.g. Ramugundam NTPC experience - unions gave strike notice and NTPC came up with a grant of Rs.75 lakhs to solve the problem).
3. Dust to be stopped in open cast mines.
4. 100 years old Tannery industries caused water pollution in the entire area.
5. Unorganized workers like Beedi workers have no relief at all.
6. We must attend to Environment-Ecology issues and our charter of demands to deal with.
7. In Pollution Control Board, there is no representation from Trade Unions.
8. Accident in Construction Industry is highest.
9. Our unions should actively participate in Safety Councils at State level.
10. Seminars and classes to be conducted to our union cadres;

Those who participate in the Works ^{Safety} Committees, must be made conscious.

11. Durgapur Committee of AITUC is prepared to organize a National Seminar on the subject.
12. In hazardous scheduled industries, 5-days week to be brought in; So also in such industries Night Shift should not be more than 4 hours; And minor workers should not be employed in the Night Shift.
13. Radical changes to be made in the Factories Act; Similarly amendments to be made in the Environment Act and Mines Act also.
14. 'Preventive' measures to be urged by our unions.
15. Medical wing to be set up in the Inspectorate; Now there is no provision in the Factories Act.
16. Corrupt practices of the enforcement machinery to be tackled.
17. A Tripartite Committee on Environment to be formed.
18. Specialist doctors under the ESI Scheme are not available—Role of ESI on OSHE.
19. S.C.'s decision on shifting of Industry—to be tackled with a view to remove the hazard and real estate lobby should not be allowed to take advantage of the situation.
20. Balance to be made between Ecology problem and the establishment of industry.
21. Usage of dangerous chemicals for quick results to be avoided (a proper study on such chemicals to be made) (Tannery Industry).
22. DUPONT - permission denied in Goa, but Tamilnadu given permission.
23. Copper Sterliser Factory in Tuticorin, will result in mass death of sea fish.
24. Prohibition of women employees in polluting industries.
25. Casual and Contract workers are the victims, without protection.
26. Accidents in mines - Mine Safety Conference was not held over the years.
27. Chemicals banned in the developing countries are produced in India.

28. International Toxic wastes are targetted ^{to} South Asia including India.

In the light of our experiences over the decades in the factories and mines and in the light of the discussions that were held in our forums (WC, GC) in the last 2 years, I propose that we may offer the following policy directives/guidelines, for adoption by our Federations/States/Units.

1. AITUC insist on 'Cleaner production' and not production at any cost.
2. There must be 'sustainable' development and development need not be a compromise on Environment and Safety.
3. Our demand is humane working conditions.
4. We insist on preventing measures/engineering controls rather than protective equipments or compensation towards hazardous working conditions.
5. There must be a 'code of conduct' for the MNCs/TNCs on matters relating to Safety, Health and Environmental protection.
6. Shifting of pollution from one place to other, even under the Supreme Court Directive shall not be agreed to; what is required is elimination of pollution, water, air and noise.
7. Trade Unions must be represented in the National as well as the State Pollution Control Boards; In the National Commission on Environment.
8. The Govt. should not allow import of Toxic wastes and production of banned Chemicals in India- Our members of Parliament will fight in legislative ^{forums} while our unions should conduct agitations, including physical prevention.
9. The Charter of Demands of all our unions must contain issues relating to Safety, Health and Environment, concerning the respective factory/industry; The settlement made by our unions should incorporate "green" clauses on the above and they should not ^{be} dropped or treated as withdrawn/not pressed. We shall also not compromise hazards or health by accepting monetary benefits/allowances.
10. Wherever Safety Committees are prescribed under the Factories

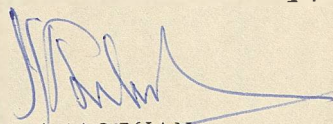
Act/Mines Act, our unions must actively participate in them; Our members in these Committees should undergo training relevant to the respective industry and thus play a meaningful role in these Committees.

11. → *State/Regional level classes/seminars will be organized by our state*
Committees/jointly by the State Committees in the region to the leading/ industrywise cadres to make them competent to tackle the SHE issues.
12. Our unions/State Committees shall remain as 'watch dogs' over the functioning of the Factory Inspectorate/Safety officials in the factories/ESI authorities; Organize programmes ensuring their effective functioning and mobilise the common workers and when lapses and inadequacies are found. *as*
13. Our unions will become members of the National Safety Council of India, which will ensure automatic membership in the State chapters of NSC; participate in all the activities concerning Safety, Health and Environment programme.
14. Our unions may take up the cause of the public at large, on water/air/noise/soil pollution to rectify them and gain public sympathy (instead of allowing some 'motivated' NGOs to do the job).
15. Our State Committees to be vigilant and watchful that the hazardous units disallowed on public protest in some other state is not allowed in their states. It need be legal steps also to be taken by our cadres either directly mobilizing the masses or through public interest litigations.
16. Our unions must make it their duty to protect the contract and casual workers in the respective factories/industries to protect them from unsafe, unhygienic and inhuman working conditions.

We will discuss the above in the ensuing meeting of the Secretariat and based on the consensus reached, we shall convey the above policy guidelines and Action Programme to all our State Committees and important unions besides Federations for strict compliance of the same.

With regards,

Yours fraternally,


(H. MAHADEVAN)
SECRETARY

(File # 1)

To: All Members of the Secretariat

NEW DELHI
20th JAN 96

Dear Comrades,

Since over 2 years we have been holding regular periodical meetings of the Secretariat and a number of decisions taken in these meetings were either fully implemented or considered in the other forums, viz Working Committee or General Council.

However some of the above decisions could not be implemented yet, either due to lack of feedback from or follow up by the state committees / federations or due to paucity of time / attention in the Secretariat. On some of these issues, policy decisions/steps by the AITUC, in the present context, are still awaited; And some issues could not be discussed at all.

Having gone through the notings made by me in the meetings I attended, I thought it fit to bring to your notice the following for discussions, follow up actions or decisions, as the case may be:

MEETINGS TO BE HELD AT THE ALL INDIA / REGIONAL LEVEL

- (a) Meeting of our leaders who are the members of the minimum wage advisory Boards, along with our central representative in the minimum wage Board.
- (b) Meeting of our members in the Regional ESI, PF and Welfare Boards along with the concerned central reps.
- (c) Meeting of our nominees in the Grd. Tripartite Committees and Spl. Tripartite Committees.
- (d) Meeting of our public sector Co-ordination Committee to consider (i) present position of PSUs including sick industries / which are becoming sick, disinvestment / workers share

holding, privatisation moves, work culture, productivity etc., our line of approach/steps/struggles etc.

NOTE: (a) Gen. Secretary Rad written a detailed ~~report~~ letter indicating our tasks, addressed to all State Committees on "organising the unorganised". Discussion on (a) above to be held if possible along with the State secretaries either at the All India level or even regionally will serve the follow up action and fix up target groups on priority to be dealt with in the next 6 months/one year. This will also improve our membership strength.

On (c) & (d) above, combined meeting may be arranged, so that a schedule of action plan, including the state PSUs, could be worked out. This is to be done on priority.

(b) If this is not an urgent issue, can be held later on.

II ACTIONS TO BE TAKEN ON:

(a) Finalisation of syllabus for TV class, followed by classes for leading cadres at the National, Regional, State, District level. This chain of action is necessary because our cadres/leaders at many levels need education and re-orientation to enable them to work with the required commitment and conviction. This will also help in cadre building.

(b) Updating our unions' list, state wise, industry wise, removing the names of the dead and non-functioning unions, including the new unions. States were asked to do this. Consistent follow-up is required. We even now go by

- 1989 list which needs corrections / updating. We should now itself prepare for verification, which might surprisingly come after the ensuing parliament elections. (CITU's last working committee decided to increase its membership to 30 lakhs)

(c) AITUC's own Building Project.

(d) Revival of Asia-Pacific Organisation (of WFTU)

(e) "N M Joshi Educational Trust", Data Bank, Research Centre

(f) District level organisation in each district.

(g) Cultural Wing of AITUC, state wise / major union wise - Strengthening IPTA.

(h) TUR Drive: Even now not all GC members are subscribers; So also not all our unions with 100 and above members subscribe to TUR. Hyd. GC decision refers.

If circulation is doubled / tripled there would be no need to increase the subscription rate (All other journals of central TUs charge less than us) Banks, LIC, GIC unions in all states may be requested to subscribe.

(i) Review of the First / Second Spl. Fund contribution and Affiliation Fees.

(j) Strengthening of Delhi AITUC and surrounding areas.

II FEDERATIONS & CONNECTED MATTERS:

(a) The following conferences were decided to be held:

(i) Anganwadi women at Nagpur

(ii) Godlan mine Women's Federation.

(iii) Plantation Workers' Conference

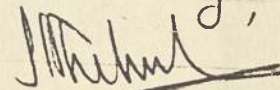
(iv) Steel Federation Conference.

- (b) The following All India Demands to be finalised and Actions to be decided:
 - (i) Cement women's demands.
 - (ii) Sugar women's demands.

IV OTHER ISSUES FOR CONSIDERATION

- (i) My note dated 17th June '95 on NGOs / certain Voluntary organisations role.
- (ii) My note dated 11th Aug '95 on CTV's slandering Campaign against AIRUC (Now it is on pension also)
- (iii) TU unity (further steps)
- (iv) Visit of Com. ABB and Com. J.C. to Bangalore, as per our decision.

With Greetings,

Fraternally,

(CH MAHADEVAN)

REFILE
A.B.B.

4/84

Cable: "AITUCONG"
FAX: 33 86 427

TEL: 33 87 320,

ALL INDIA TRADE UNION CONGRESS

24, Canning Lane, N. Delhi-1.

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

January 25, 1996,

CIRCULAR

TO

ALL MEMBERS OF THE WORKING COMMITTEE of AITUC

SUB: Notice of meeting.

Dear Comrades,

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

AGENDA

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

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

With greetings,

Yours fraternally,

A.B. Bardhan

(A.B. BARDHAN)
GENERAL SECRETARY

R/ File
A/B

4/94

RESOLUTIONS

Dissolution of Sri Krishna Commission

The B.J.P.-Shiv Sena Govt. of Maharashtra has wound up the Sri Krishna Commission which was appointed to enquire into the riots in Bombay in 1992 when it was reaching the final stage of enquiry just with a view to protect the leaders of Shiv-Sena and B.J.P. in the riots which has led to loss of lives and property of minorities.

The AITUC condemns the decision of the Maharashtra Govt. which is clearly anti-minorities. The Govt. of Maharashtra has also abolished the minorities Commission. These steps are an attack on the secular fabric of the country.

The Working Committee of the AITUC demands that Sri Krishna Commission should be restored and all those responsible for the riots should be tried and punished. The AITUC further demands that the minorities Commission should be revived.

The Anti Dalit Policy of the
B.J.P. - SHIV SENA GOVT.

The Working Committee of the AITUC strongly condemns the decision of BJP - Shiv Sena Govt. of Maharashtra to withdraw 1500 cases of atrocities on Dalits. This is a blatant attempt to save those of the upper caste persons who are responsible for atrocities on Dalits.

This will further encourage the bullies of the upper caste to carry on their atrocities.

The Working Committee demands that all those responsible for atrocities on Dalits should be punished.

On the success of Prithvi II

The Working Committee of the AITUC heartily congratulates the scientists and others who have worked for the success of Prithvi II which has helped to strengthen the country's de... The Govt. has gone ahead inspite of the pressure of U.S. imperialists to prevent it.

PTO.....

U.S. Arms supply to Pakistan

The U.S. has lifted ban on supply of arms to Pakistan through the Brown amendment even though it is known that Pakistan is moving to produce atomic bomb and is encouraging terrorism in Kashmir and others parts of India. The U.S. imperialists have pressurised India to desist from carrying on the Prithvi experiment and have expressed their unhappiness over the successful Prithvi II experiment.

They hold that there is dispute over Kashmir though Kashmir is a part of India. The U.S. is interested in encouraging tension in the region so that it can dictate its policies. The U.S. imperialists act as the world policeman and try to dictate terms to the whole world and specially the developing countries.

The Working Committee of the AITUC appeals to the working class to unitedly with others mobilise the people against the policies of U.S. imperialism the largest house of Multinationals.

HAWALA

The Working Committee notes with concern the nexus between politicians, criminals and corruption. The Hawala dealer Jain investigations has revealed that political leaders of Congress and B.J.P. in the main and also leaders of other ^{many} political parties have been receiving lakhs of ^{rupees} from Jains and the source of that money is not yet known. According to the confession of S.K.Jain even Prime Minister, P.V.Narasimha Rao is also a recipient of large sums from him. It is the directives of the Supreme Court that has led the CBI to investigate into these cases.

Recent arrest of a Congress and a BJP leader for harboring criminals of the gang of Dawood Ibrahim has shown the nexus between the politicians and the criminals.

During these investigations it is clear that only leaders of the Left Parties are free from corruption and links with criminals. The Working Committee of the AITUC demands that all those involved in corruption or links with criminals should be brought to book and punished so as to cleanse the political life of the country.

The Working Committee demands that the investigations should go on without political interference.

CONTD.....3

Exploitation
all
substances

Air Dropping of arms at Purulia

The Working Committee of the AITUC is shocked to note that arms were air dropped at Purulia. A foreign cargo plane could stop at several air-ports in the country and fly over various parts of the country without being challenged shows lack of vigilance on the part of the security forces.

Even after several days it is ^{not} known as to what is the source of supply and who are the end users of these arms brings out the utter failure of our intelligence wings.

The Govt. has been giving assurances that we are well equipped for defence of our country stands exposed by this event. The Working Committee demands that the Govt. should come out with all facts and deal firmly with all those responsible for the lapse. No attempt at covering up shall be tolerated by the people.

PAK -INDIA FORUM'S CONFERENCE

The Working Committee of the AITUC welcomes the initiative of the Pak-India Forum for peace and democracy and mobilisation of public opinion for solving the issues by negotiations.

It hails the forthcoming meeting of the Forum on 26th Feb. at Delhi and directs the affiliated unions to form such Committees at State levels and help in developing people to people contact between Pakistan and India.

The three Indo-Pak wars have not led to any solutions and resources are being wasted on military build up. Peace between the two countries will create an atmosphere where these resources can be used for economic and social development.

People should be mobilised to bring pressure on the Govts. of the two countries for a negotiated settlement of all issues and for increase in trade cooperation in efforts for development and cooperation at people's level by cultural leaders, academicians, trade unions and student and youth of both the countries.

We should not allow the imperialists to increase the tensions by their supply of arms and encouraging one against the other.

contd.....4

RESOLUTION

On Ordinance on Construction Labour

The Working Committee of the AIFUC views with dismay the Ordinance ^{on} Construction Labour as it leaves out the bulk of the construction workers, since it covers only the establishments employing 50 or more construction workers.

The AIFUC demands that the Govt. should bring forth the bill incorporating the following amendments:-

1. To eliminate child labour and to ensure payment of minimum wages and equal wages and maintenance of work records, it's imperative that compulsory registration of employer and workers and regulation of employment takes through Tripartite Construction Labour Boards to be formed at State District, and Local levels while the Central Board would co-ordinate the functioning at the national level. Even the workers required for a Private house construction or repair should be through the local level Board.
2. Provisions of Social Security measures such as ESI., P.F., maternity benefit and medical assistance (in areas where there's no ESI) gratuity and monsoon allowance to construction labour be implemented through Tripartite Construction Labour Board.
3. Provision of creches, stipends to children and Non formal Education for children of migrant labour are very important measures necessary for the protection of children of Construction Labour and to eliminate child labour.
 - i) Housing is basic need to be ensured through welfare measure.
 - ii) Skill training especially for women need to be provided by the Board.
4. All fatal accidents need to be enquired into and the causes found by Labour Officers and appropriate safety rules to be framed by the ^{Board to} prevent such accidents.

Contd.....5

5. Accident insurance for all construction workers as well as death benefits should be provided by the Board.
6. The composition of the Board should be atleast 50% to be workers to be elected by registered workers by secret ballot with proportionate representation to women.
7. There should be no exemption given under the law to any category of employers and such exemption are arbitrary and would pave way of corruption.
8. Cess on construction should be 2% of estimate cost (not 1% of incurred cost) to be collected by local bodies and passed on to State Board (not to consolidated Fund of Govt. of India).
9.
 - i) That the law would apply only to workers who are employed in an establishment employing 50 workers and above would only serve as escaperoute for the employers and to keep majority of workers from the purview of the law so the limitation should go.
 - ii) That the law would not cover the supervisors earning above 1300 Rupees must also go and all supervisors be covered.
10. In addition, we also would like to emphasis that identity card to be provided to all the construction workers .

ON PENSION SCHEME

The AITUC has been demanding the introduction of Pension Scheme for long. The AITUC has pressed for amendments of Scheme and some of the major amendments were accepted by the Govt. such as removal of ceiling of Rs.5000, removal of proposed deduction of 6% for those who have put in service of ten to 20 years and reduction of 6% to 3% for those opting for reduced Pension and commutation of one-third of the pension.

But there is disappointment that the Govt. has not accepted the other amendments proposed by the AITUC and also some other trade union centres.

The Working Committee of the AITUC demands that the following amendments be introduced in the Pension Scheme to make it meaningful and viable.

1. The Pension Scheme should be linked to the Consumer Price Index.
2. Instead of investment of the pension fund in the Central Public account of the Govt. of India, the Board should have the right to invest in public financial institutions that extend a higher rate of interest.
- 3, The administrative cost of the Pension Fund should be borne by the Govt. as was done in the case of Family Pension Scheme.
4. The Pension Scheme may require a separate organisation to administer it with a separate chief administrator. It is however preferable to have a separate boards of trustees and atleast 50% of the trustees on the board should be representatives of the workers.
5. The factor provided in the scheme for those retiring from service within next ten years should be amended. The managements share will be added to the Pension Fund but they will practically get the benefit only for the past service.
6. The Scheme provides that those who opt for V.R.S. not members of the Family Pension Scheme can opt for it on payment of arrears and interest. For calculating the same the formula given is last pay drawn x 5.96 x 2. The amount is so high and the return is not commensurate with it. Those who take V.R.S. are normally about 50 to 55 years. As no benefit is there the provision becomes illusory. The formula for calculating the arrrares and interest should be modified.
7. For reduced pension if drawn between 50 years and 58 years the reduction of 6% is altered to 3% but the maximum remains to be 25%. The Maximum should be reduced to 12%.
8. A worker who is more than 58 years of age on 1.4.93 or any date after that and continues to work and contributes to provident fund and Family Pension Scheme should be paid pension from the date he completes 58 years of age or from 1.4.93 on the basis of 58 years service. He may continue his employment and yet should get the pension.
9. It is noted that a worker who has put in 24 years of service and reached 50 years of age is entitled to pension whereas another worker who has put in 28 years of service and not reached the age of 50 years is not entitled to pension till reaching the age of 50 years though he has, left the service under V.R.S. or has been retrenched.

contd.....7

A worker who has completed 20 years of service and retires or is retrenched etc. should be entitled to pension irrespective of his or her age. Similarly a worker who has reached the age of 50 years and has completed 10 years of service should be entitled to pension.

10. The scheme provides for capital return if a worker accepts 10 percent reduction in the pension. There is no need for any reduction in pension and the capital should be returned as proposed after 20 years or to dependants on death.

11. The announcements made by the Minister in the meeting with members of Parliament and the trade union leaders have not been notified so far. The same should be notified .

The Govt. is urged to incorporate the above changes in the employees pension scheme.

The Working Committee of the AITUC wants the Pension Scheme to be introduced and appeals to all trade unions to carry on agitation to incorporate these changes so as to improve the Scheme.

4/94

Working Committee Meeting of the AITUC

**Pension, Construction Labour, Child Labour,
Working Women and Unorganised Labour - Discussed**

The meeting of the AITUC for the first time discussed various issues one by one and took decisions, not following the old pattern of reporting and general speeches. Business like discussions and decisions on Pension Scheme, Ordinance on Construction Labour, Unorganised Workers, Working Women, Child Labour and the Finances and also adopted resolutions on US Supply of Arms to Pakistan, The Purulia air-drop of arms, the Hawala scandla, abolition of SriKrishna Commission the minorities Commission by the BJP - Shiv-Sena Government in keeping with their communal outlook and also withdrawal of 1500 cases of atrocities on Dalits exposing their upper caste bias. There was a resolution on Pak-India people to people contact and the forum's convention to create an atmosphere of resolving the issues through negotiations.

The Working Committee note of the media campaign by those who are opposed to the scheme but reached a conclusion that the campaign is misleading as pension is the best form of social security. It noted the several amendments already agreed to by the Govt. and pointed out the major amendments that are required to be incorporated to make the Pension Scheme meaningful for instance indexation, increase in interest rate and Govt. meeting the administrative expenditure. It was decided to organise Dharnas throughout the country on 1st March.

The Working Committee decided to observe 26th February as demands day of construction workers. On that day Dharna will be offered along with workers of confederation at the Parliament.

The Working committee noted the progress made in organising the unorganised specially beedi workers, anganwadi workers, construction workers etc. It was decided to help comrades organising the agricultural labour to register district unions. More attention to be paid to organise the unorganised.

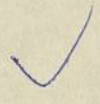
The details of statewide workshops on child labour were worked out. It was decided to have regional conventions of working women in South, and West regions as already the Northern convention was held.

contd....2.

The Working Committee discussed the budget and resolved to pursue the jubilee collection quota and also appealed to the unions to contribute a portion of their fund collected on the occasion of wage agreements, out of which a share should go to the States. It is also felt that the unions should increase their membership dues and pay regularly to the Centre and States which is very essential for the efficient functioning of the All India Centre and the State Centre.

Since the Patna Conference the sale of AITUC publications has increased considerably and the State Committees are required to make more organised efforts.

The meeting has been very meaningful and discussed mainly the issues new ground is to be broken for further strengthening the Trade Union movement.



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

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

February , 1996,

PRESS RELEASE

Shri A.B.Bardhan, General Secretary of the AITUC has issued the following statement:-

The Working Committee meeting of the AITUC was held on 17th and 18th February'96 and considered the Pension Scheme, the construction workers ordinance and other issues. The resolution on pension stated, "The Working Committee of the AITUC appeals to all trade unions to carry on united agitation to incorporate the vital changes as suggested so as to improve the scheme and reiterates that the Pension Scheme which has come after long efforts be implemented".

"The urgent task at this moment is for all trade union organisations to come together and unitedly struggle for further amending and improving the scheme as it gets implemented. In this context the call for strike given by some unions, which is virtually for scrapping the scheme negates the possibility of building such united struggle, and thereby adversely affects the interests of the workers. It is also an inopportune move at a time when what is needed is the unity of the workers and of the trade union movement in India."

The amendments sought are indexation increase in interest rate on the fund which is 8½% separate machinery for implementation, and Govt. to meet the administrative cost etc.

The Govt. has issued an Ordinance on construction workers which only reproduces the bill which was earlier withdrawn by the Govt. Com. Indrajit Gupta, moved a bill on construction workers long back. The Confederation of the Construction Workers of which justice Krishna Iyer is the Chairman, prepared a draft bill but the Govt. has ignored all the basic provisions embodied in the draft bill. The Ordinance is applicable only to those employing more than 50 workers. The minimum facilities provided in the Ordinance will not be available to large sections of construction workers.

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- 2 - X

The Working Committee has demanded "To eliminate Child Labour, to ensure payment of Minimum Wages, and equal wages for equal work, and maintenance of work records, ; It is imperative that a compulsory registration of employer and workers and regulation of employment through Tripartite Construction Labour Boards.

The Working Committee has appealed to construction workers throughout the country to observe 26th February as demands day, hold demonstration and putforth the demands.

The Working Committee adopted resolution expressing concern at the US supply of arms to Pakistan and condemned the US imperialists for trying to build-up tensions with a view to intervene.

(A. B. BARDHAN)
GENERAL SECRETARY

अखिल - भारतीय ट्रेड यूनियन काँग्रेस
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President : M. S. KRISHNAN
General Secretary : A. B. BARDHAN
Dy. General Secretary : B. D. JOSHI

February 20 , 1996,

FOR FAVOUR OF PUBLICATION

Following is the resolution of the Working Committee of AITUC held on 17-18, February, 1996, on Pension Scheme:-

1. The Working Committee of the AITUC appeals to all trade unions to carry on united agitation to incorporate the amendments so as to improve the scheme and reiterates that the Pension Scheme which has come after prolonged efforts be implemented incorporating the amendments sought.:

The urgent task at this moment is for all Trade Union Organisations to come together and unitedly struggle for further amending and improving the Scheme, as it gets implemented. In this context, the call for strike given by some unions, which is virtually for scrapping the Scheme, negates the possibility of building such united struggles and thereby adversely affects the interests of the workers. It is also an inopportune move at a time when what is needed is the unity of the workers and of the TRADE UNION movement in India.

The AITUC has been demanding the introduction of Pension Scheme for long, since real social security without a Pension Scheme is incomplete. The AITUC has from the very outset pressed for substantial amendments to the Official Scheme. Some of the amendments pressed by us and other Unions have been accepted by Government such as removal of ceiling of Rs.5000, paying pension on 12 months' average wage instead of 36 months, removal of proposed deduction of 6% for those who have put in service of 10 to 20 years, reduction of 6% to 3% (we had demanded 2%) for those opting for reduced pension commutation of one-third of the Pension, review instead

contd.....2

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- 2 -

of three -yearly, removal of discrimination between widow and widower and son and daughter, payment of Pension even in cases where employers have defaulted on payment of PF contribution, payment of pension through banks and post offices in localities etc.

However Govt. has not yet accepted a number of other major amendments proposed by the AITUC and some other Trade Union Centres.

The Working Committee of the AITUC demands that the following further amendments which are vital, be introduced in the Pension Scheme to make it meaningful and viable.

1. The Pension Scheme should be linked to the Consumer Price Index.
2. Instead of 8.5 per cent interest on the 'Pension Fund' deposited in the Public Account of the Govt. of India, the rate of interest should be higher. Even today, P.F. Deposits attract 12 per cent interest.
3. The administrative cost of the Pension Fund should be borne by the Govt. as was done in the case of Family Pension Scheme
4. The Pension Scheme requires a separate organisation to administer it with a separate Chief Administrator. It is also preferable to have a separate Board of Trustees. Atleast 50% of the trustees on the Board should be representatives of the workers.
5. The factor provided in the Scheme for those retiring from service within next ten years should be amended. The managements' share will be added to the Pension Fund but they will actually get the benefits only for the past service.
6. The Scheme provides that those who opt for V.R.S. and are not members of the Family Pension Scheme can opt for it on payment of arrears and interest. For calculating the same the formula given is last pay drawn x 5.96 x 2. The amount is so high and the return is not commensurate with it. Those who take V.R.S. are normally about 50 to 55 years old. The formula for calculating the arrears and interest should be modified.

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- 3 -

7. For reduced pension if drawn between 50 years and 58 years the reduction of 6% is altered to 3% but the maximum remains as 25%. The maximum should be reduced to 12%.
8. A worker who is more than 58 years of age on 1.4.93 or any date after that and continues to work and contributes to provident fund and Family Pension Scheme should be paid pension from the date he completes 58 years of age or from 1.4.93 on the basis of 58 years service. He may continue his employment and yet should get the pension.
9. It is noted that a worker who has put in 24 years of past service and reached 50 years of age is entitled to Pension, whereas another worker who has put in 28 years of service and not reached the age of 50 years and has completed 10 years of service should be entitled to Pension, with immediate effect.
10. The Scheme provides for capital return if a worker accepts 10 percent reduction in the Pension. There is no need for any such reduction in pension and the capital should be returned as proposed after 20 years or to dependents on death.

The AITUC urges upon Govt. to incorporate the above changes in the employees Pension Scheme forthwith, and notify the same expeditiously. Tens of thousands of workers are looking forward to it.

(A. B. Bardhan)
General Secretary

Resolution On Ordinance on Construction Labour (adopted by AITUC Working Committee Feb. 17-18, 1996)

The Working Committee of the AITUC views with dismay the Ordinance on Construction Labour as it leaves out the bulk of the construction workers, since it covers only the establishment employing 50 or more construction workers.

The AITUC demands that the Govt. should bring forth the bill incorporating the following amendments :-

1. To eliminate child labour and to ensure payment of minimum wages and equal wages and maintenance of work records, it's imperative that compulsory registration of employer and worker and regulation of employment takes through Tripartite Construction Labour Boards to be formed at State District, and Local levels while the Central Board would co-ordinate the functioning at the national level. Even the workers required for a Private house construction or repair should be through the local level Board.
2. Provisions of Social Security measures such as ESI., PF., maternity benefit and medical assistance (in areas where there's no ESI) gratuity and monsoon allowance to construction labour be implemented through Tripartite Construction Labour Board.
3. Provision of creches, stipends to children and Non formal Education for children of migrant labour are very important measures necessary for the protection of children of Construction Labour and to eliminate child labour
 - i) Housing is basic need to be ensured through welfare measure.
 - ii) Skill training especially for women need to be provided by the Board.
4. All fatal accidents need to be enquired into and the causes found by Labour Officers and appropriate safety rules to be framed by the Board prevent such accidents.
5. Accident insurance for all construction workers as well as death benefits should be provided by the Board.
6. The composition of the Board should be atleast 50% to be workers to be elected by registered workers by secret ballot with proportionate representation to women.
7. There should be no exemption given under the law to any category of employers and such exemption are arbitrary and would paye way of corruption.

8. Cess on construction should be 2% of estimate cost (not 1% of incurred cost) to be collected by local bodies and passed on to State Board (not to consolidated Fund of Govt. of India).
9.
 - i) That the law would apply only to workers who are employed in an establishment employing 50 workers and above would only serve as escape route for the employers and to keep majority of workers from the purview of the law so the limitation should go.
 - ii) That the law would not cover the supervisors earning above 1300 Rupees must also go and all supervisors be covered.
10. In addition, we also would like to emphasize that identity card to be provided to all the construction workers.

The Working Committee of AITUC calls upon the construction workers all over the country to fully participate in the All India Protest Day on the 26th Feb. '96 & urge upon the Government to incorporate the above amendments in the bills pending before the parliament.

June 17, 1995,

To

DLA

All Members of the Secretariat

SUB: NGOs\Voluntary Organisations

Dear Comrades,

The other day (28th May'95) an All India Convention was organised jointly by a number of NGOs\Voluntary organisations, in Bangalore, including SEWA, Gujarat Construction Workers Organisation, Bangalore, Workers Management Centre of Mr. Thankappan, National Fishermen's Forum etc. They gathered for the 'cause' of unorganised labour. They spoke (Ila Bhat and others) that the other, central trade unions, do not take care\represent the unorganised numbering about 30 crores or so (90% of the work force) and their organisation is established to take care of the unorganised workers. (based on an invitation from the organisation, after consulting me, Com.M.C.Narasimhan attended the inaugural session partly; Com. Babu Mathew also attended, representing some organisation).

The above session decided to form a central organisation to protect the interests of the unorganised workers all over the country, in all spheres. A draft Constitution\rules for the formation of the Central organisation was also adopted in the Convention, followed by a well attended mass rally. Needless to say there were a large number of voluntary organisations\NGOs\organisations connected to some churches ~~were~~ associated with this convention. It is reported that a number of them get foreign assistance\funds.

2. In Copenhagan summit, it is reported that a number of NGOs assembled. Some details are already made known by Com. A.B.Bardhan.

3. On the eve of the above summit, in India, it was noted that the Government of India, and its various forums were giving more prominence\accommodation to the NGOs\Voluntary organisations than to Central TUs. This was witnessed by our leaders also on certain specific occasions in Delhi and elsewhere.

4. On the Environmental issues, construction workers, self employed women workers, child labour, even estate workers in some parts of the country . certain NGOs\Voluntary organisations have been organising them. But they do not have any coordination with the central trade unions and they are funded by certain sources.

5. The Government, though not labour ministry as such, has been trying to marginalise the central trade unions in many areas and particularly under the sphere of unorganised workers.

6. There are many articles\indications that there is a definite attempt by the world trade organisation and their forums to substitute the trade unions, encouraging the NGOs\Voluntary organisations. In this context, the decision of the Bangalore Convention of "unorganised workers" to form a central organisation is to be taken note of.

7. I think it is necessary to discuss the subject in greater detail and work out our (central TUs) strategy and the task of our State Committees in organising the unorganised.

This may please be considered in the next meeting.

Yours fraternally,



(H. MAHADEVAN)

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

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

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

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

Dt: 14, March 95

To: All Members of the Secretariat

Dear Comrades,

The next meeting of the Secretariat will be held at 1.30 PM on 31st March 95

instead of at 11 AM on 30th March 95, in order to accommodate all.

Please note the change.

Fraternally,
(Signature)
(A. B. BARDHAN)

- Com ABB - ABB
- " B.D.J. - informed
- " K.L.M.
- " T.A.F. - informed
- " D.F.A.R.
- " G.K.
- " Amarjit - informed
- " Sachdev - OK

can't attend
(Signature)

Secretariat meeting is on 30th at 10.30 AM

Gram : CITUCENT

Secy

4A-94

Phone : 3714071
3723825

CENTRE OF INDIAN TRADE UNIONS
15, TALKATORA ROAD, NEW DELHI-110001,

President :

E. BALANANDAN, M.P.

General Secretary :

M.K. PANDHE

for file



Date.....

Fax: 3355856

19.12.94

General Secretary, AITUC
24 Canning Lane
New Delhi-1

Dear Friend,

Please find enclosed herewith the CITU Circular on the observation of 50th Anniversary of Atomic Bombing of Hiroshima and Nagasaki in August next year.

I am also enclosing a copy of the Hiroshima Declaration and a pro-forma prepared by the organisers for collection of signatures all over the world.

Since all trade unions in India have condemned the use of nuclear weapons and demanded total destruction of all nuclear arsenals we should join the signature campaign.

We should plan unitedly to observe the International Day in August next year in a fitting manner.

I would request you to take necessary steps on behalf of your organisation so that we can collect good number of signatures in India and prepare for observation of the 50th Anniversary of the Bombing of Hiroshima and Nagasaki in August 1995.

I am sure the united opinion of the working class of India can be powerfully reflected in the campaign against the nuclear weapons.

With greetings,

Yours fraternally,

M.K. Pandhe
(M-K Pandhe)

General Secretary



Phones: 3714071
3723825
Fax : 3355856

Centre of Indian Trade Unions
15, Talkatora Road, New Delhi - 110 001

Circular No.73/94

13.12.94

To
All State Committees
All Industrywise Federations

Sub: Observation of 50th Anniversary of Atomic
Bombing of Hiroshima and Nagasaki

Dear Comrades,

As you are aware, the 50th Anniversary of the Atomic Bombing of Hiroshima and Nagasaki falls in August in 1995. The ghastly action by US imperialist resulted in killing of lakhs of innocent men, women and children in these two cities which shocked humanity all over the world.

It is therefore most appropriate occasion to observe this anniversary in a fitting manner in India so that we can raise the demand for total prohibition and destruction of all atomic weapons in the world. The stockpile available with imperialist powers in the world today is sufficient to destroy the entire population in the world several times. The expenditure incurred on these destructive weapons can be utilised effectively to fight poverty all over the world and ensure better human life.

The CITU Secretariat therefore feels that our unions should take up this question in our day to day agitation and educate the workers about the dangerous consequences of the nuclear weapons in the world today. A popular campaign is being launched all over the world and the Indian working class must be a part of this worldwide movement.

We are enclosing herewith a copy of the Hiroshima Declaration adopted by the world conference against Atomic and Hydrogen Bombs held in Hiroshima and Nagasaki on August 6th and 9th which explains the background of the campaign. The declaration should be popularised among the workers so that campaign for banning nuclear weapons can be carried out by our unions through out the country.

A copy of the pro-forma for the signature campaign is also enclosed herewith. It should be translated in local languages and signatures of workers should be collected on them. Forms of signature collections should be sent to the CITU Central Headquarters so that they can be passed on to the organisers of this worldwide campaign.

We should make efforts to involve other trade unions and mass organisations in this campaign so that popular movement on this question can be initiated by us.

Please send us a report on the steps being taken by the State Committees/Industrywise Federations on these issues as soon as possible.

With greetings,

Yours fraternally,

M.K. Pandhe

(M K Pandhe)
General Secretary

HIROSHIMA DECLARATION

Hiroshima, August 6, 1945:

Nagasaki, August 9, 1945:

It will soon be fifty years since those two days. The atomic bombs killed over one hundred thousands people instantly, completely destroyed the two cities and there are still over 300,000 surviving victims, Hibakusha. The criminal nature of the atomic bombing can never be denied. The dimension of damage and suffering all around the world caused by over half a century of nuclear development is gradually coming to light. Tens of thousands of nuclear weapons are stockpiled on the earth, constituting a threat to the very survival of the human community. Today, after the break-up of the Soviet Union, the United States sticks to its Cold War posture centering on nuclear weapons and military blocs. What they call "non-proliferation," one of their main priorities, is to perpetuate their monopoly of nuclear weapons. We are opposed to the emergence of new nuclear weapon states. However, this is not intended to give the privilege of a nuclear monopoly to the USA and other nuclear-weapon states, but aims at the elimination of all nuclear weapons from the world.

The United States and other pro-nuclear forces are aiming at definite extension of the Nuclear Non Proliferation Treaty, which is due to expire in March, 1996. This is running counter to the demands of the people of the world for the prevention of nuclear war and the elimination of nuclear weapons. With the intervention of nuclear super-powers in the case of regional or ethnic conflicts, we must also pay our attention to the increase in the danger of the actual use of nuclear weapons.

To build a nuclear-free and peaceful world, we must quickly achieve a total ban and the elimination of nuclear weapons, i.e. banning their use, testing research, development, production, deployment and storage and develop the movement for an international treaty totally banning and eliminating nuclear weapons.

However, the successive governments of A-bombed Japan have expanded the function of Japan-US military alliance to cover the whole world, helped rapidly strengthen US bases in Japan, and have promoted an emergency system, including the full mobilisation of the Self-Defence Forces. In the G7 Summit Meeting in Naples the newly formed coalition government of Japan did not say one word about the elimination of nuclear weapons, but gave support to the indefinite NPT extension, thus rebuffing the wishes of the people of the A-bombed country.

On the eve of the 50th anniversary of the atomic bombing of Hiroshima and Nagasaki and the end of World War II, the current world situation makes it an imperative to build up public opinion and movement for a total ban and the elimination of nuclear weapons, the urgent core task for world peace. The pro-nuclear forces must be besieged and isolated.

The signature campaign for "Appeal from Hiroshima and Nagasaki for a Total Ban and the Elimination of Nuclear Weapons" has spread among more than 160 countries. In New Zealand, a nuclear-free law has been enacted, and in the Philippines, a nuclear-free Constitution has been adopted. Non-aligned countries, which form the majority of members of the UN have proposed the negotiations for the complete prohibition of nuclear weapons within a definite time-frame. In Washington DC., the US Capital, a majority of citizens have voted in favour of the

elimination of nuclear arms, and a bill is now before the US Congress to amend the Constitution to include a ban on nuclear arms. In Japan, more than 50% of the local municipalities, which represent some 70% of the total Japanese population, have declared themselves nuclear-free. Also, more and more local assemblies are adopting resolutions demanding an international treaty for the elimination of nuclear weapons.

We call on the people who stand for the elimination of nuclear arms and world peace to take an active part in the following activities.

- 1) Let us promote the signature campaign in support of the "Appeal from Hiroshima and Nagasaki" all over the world.
- 2) Together with the Hibakusha of Hiroshima and Nagasaki, let us demand the eradication of the damages and compensation for the damages by the state concerned.
- 3) We demand the dissolution of all military alliances and blocs, including the dismantling of nuclear bases, prevention of portcalls of nuclear warships, and the withdrawal of all foreign bases and troops.
- 4) We appeal to the people concerned about environmental deterioration. Bearing in mind that nuclear war would cause the worst possible environmental destruction, let us work together for the elimination of nuclear weapons.
- 5) Let us appeal to the public on the urgent need for the complete prohibition of military use of nuclear energy and total ban on nuclear arms.
- 6) Let us work in warm solidarity with the movements of the people of the world, working for national sovereignty and self-determination; independence and self-reliance; reduction in military expenditure; liberation from hunger, poverty, racism and social injustice.
- 7) Let us make fresh efforts from the grass roots of the world for the movement centering on the signature campaign for the "Appeal from Hiroshima and Nagasaki."

Our just cause will win the victory. Let us unite and go forward to ensure a world in stable peace set free of nuclear weapons.

August 4, 1994

Appeal from Hiroshima and Nagasaki

For a Total Ban and Elimination of Nuclear Weapons

Forty years have passed since the atomic bombing of Hiroshima and Nagasaki, and the end of the Second World War.

In spite of the intense desire of the A-bomb survivors of Hiroshima and Nagasaki and the people of all the world that such tragedies must never be repeated, nuclear weapons over one million times more destructive than the Hiroshima and Nagasaki bombs are now stockpiled, the result of the on-going nuclear arms race.

The use of nuclear weapons will destroy the whole human race and civilisation. It is therefore illegal, immoral and a crime against the human community.

Humans must not coexist with nuclear arms.

With effective activities for the prevention of nuclear war now developing throughout the world, the elimination of nuclear weapons, as a common international task, has become most urgent and crucial for the very survival of the whole of humanity.

Along with the survivors and on behalf of those who died and cannot now speak for themselves we appeal from Hiroshima and Nagasaki.

There must never be another Hiroshima anywhere on earth.

There must never be another Nagasaki anywhere on earth.

Now is the time to call for the complete prohibition and elimination of nuclear weapons. Let us work together urgently to achieve a total ban on the use, testing, research, development, production, deployment and stockpiling of nuclear weapons.

February 6 and 9, 1985

Hiroshima and Nagasaki

This Appeal was signed by all representatives who participated in the "Consultative meeting for the proposal and promotion of the signature campaign for a total ban and elimination of nuclear weapons," and addressed to all peoples of the world from the "Liaison Committee for the Promotion of the Signature Campaign."

I hereby support the Appeal from Hiroshima and Nagasaki for a Total Ban and Elimination of Nuclear Weapons.

Name	Address	Signature

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

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

GA

18th September 1994

NOTE : To All Secretariat Members

Sub: Wage Negotiations in Public Sector

Dear Comrades,

While generally there is no progress in the Wage Negotiations in Public Sector, partly due to the so called guidelines from the DPE and partly due to the lack of initiative by the concerned parties, some PSUs are however, holding discussions.

In certain Central TUs for example CITU, the same person attends the discussions in almost all important PSUs hence the sharing of information and co-ordination between those involved in the negotiations in PSUs does not suffer. But in our case that is not the situation. In BHEL, Com.K.L. Mahendra is our spokesman. Com.H.Mahadevan is the negotiator/co-ordinator in the Bangalore based PSUs, most of which are not affiliated to any Central PSUs. In Coal, Com. Shafiq Khan/Sunil Sen participates in the apex level discussions. In Steel, Com.Gaya Singh is our leader. As far as oil industries and NTPC are concerned, Com.Y.D. Sharma is the top leader from AITUC in these negotiations. Com. D.P. Rao is in some of the non-coal mines. In IDPL, Com. Nagesh Rao is the President of the Federation, while Com.Y.D. Sharma is also there in some units. In some of the negotiations in Hindustan Photo Films, Com.M.S.Krishnan was earlier attending from AITUC. Similarly, in copper, zinc, aluminium, etc. different comrades are participating in the Wage Negotiations. In ITDC, Com. Gope is the leader of the negotiating team on behalf of AITUC unions.

In the light of the above position prevailing, the actual details of these negotiations and the development/progress are not known to each other. Some of them are kept secret so as to not to affect their future negotiations. Based on newspaper reports and statements given in the CPSTU meetings, we come to know of these details partly or in a distorted manner. I strongly feel this situation has to change.

Earlier, on the eve of one of the meetings of the working Committee of AITUC held at Bhilai, a meeting of the public sector comrades working in various central PSUs, was held and a national level co-ordination committee was formed, with Com.M.S. Krishnan as its convenor. After one or two meetings, this body has ceased to function and did not serve the purpose for which it was formed. This has to be reviewed, if need be, updating the representations from all Central PSUs. This forum has to be made effective.

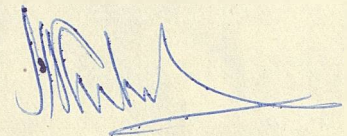
We must also take some decisions with a view to help the information sharing and to improve the co-ordination amongst those negotiating/working in the PSUs. The details of these negotiations and developments, if any, should be atleast made known to the convener of our AITUC committee on PSUs who in turn will keep the others informed. There are some information which can not be/should not be published in TU Record, as the publication of such information might jeopardise the future negotiations where they are taking place. These are to be kept confidentially and informed only to the required extent. Some of our negotiators are in the remote areas and do not pass on the developments to others or AITUC Centre. In some industries, for this reason, we may have to increase the number of our representatives.

In the absence of adequate information sharing/co-ordination amongst our negotiators, our unions are subjected to handicap and the others like CITU come first in the race and also corner publicity amongst the public sector workers, sending circulars, fax messages, etc. to their affiliates and others, besides using media. In the competitive world of Trade Unions, these can not be ignored by us.

The question of disinvestment in certain PSUs, the VRS and Exit Schemes, subsidiary or joint venture companies, etc. are also assuming issues of great concern in the Central PSUs. These also are to be discussed on a case to case basis and everybody is kept informed. Or else, (as happened in some cases like IDPL) misunderstanding would arise amongst our own cadres/leaders.

Let us consider all these aspects and take appropriate decisions.

Fraternally



H. MAHADEVAN
SECRETARY

4A

17th November, 1994,

Dear Com. MSS.K.,

It was indeed a great pleasure to read your letter dated 12.11.94, which I got yesterday.

I am happy to note that your one-month long treatment in Kerala has done you good. We await the time when your speech returns. Do not be in a hurry to resume your responsibilities. You will have to wait till some speech returns. Meanwhile, we will carry on.

Coms. from Bangalore must have told you about our Bombay meeting. I am enclosing i) the Report of the General Secretary, ii) the two other pamphlets, and iii) the Programme of Tasks adopted by the General Council. As to TUR you must be getting it.

I am initiating action on the Tripartite National Committee on Family Welfare Planning report. Have you got any other papers relating to this at your home address ? If so, please send them.

Wishing you all the best & greetings,

olc

Yours comradely,

ABD

(A. B. BARDHAN)

Com. M. S. Krishnan,
President, AIPUC,
53, Gayathri Devi Park Extn;
Bangalore-560003.
Karnataka.

M. S. KRISHNAN, B.Sc., B.E.,
53, Gayathri Devi Park Extension,
BANGALORE-560 003

4A

Phone } Res : 362811
 } Off : 363704

Ref.No. :

Date.....August..8, 94

*Com. B.S. + other sent
members to see + file
A.B.P.*

To Com: A.B.Bhardan,
General Secretary,
A.I.T.TUC
New xDelhi.

*Com. B.S. ✓
Com. TAFV ✓
M.K. ✓
J.S. ✓
S.L.D. ✓
K.L.M. ✓
H.M. ✓
G.K. ✓
D.L.S. ✓*

Dear Com: Bardan,

I am grateful to you and other members of the
of AITUC
Executive/Working Committee/~~members~~ for expressing
their concern about my health and wishing speedy recovery.

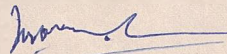
I am very much better and hope to recover fully
in due course.

I once again thank you and all our comrades.

Please convey my greetings to all our comrades
in AITUC and Ajoy Bhavan.

With greerings,

Yours comradely,


M.S. KRISHNAN

*File
Pravara
[Signature]*

Cable: "AITUCONG"
FAX: 386 427

TEL: 387 320,

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

PRESIDENT : M. S. Krishnan
GEN. SECY. : A. B. Bardhan
DY. GEN. SECY. : B. D. Joshi

8th November, 1994,

CIRCULAR

U R G E N T

TO

ALL STATE COMMITTEES OF AITUC

Statewise responsibility assignment to the
Secretariat members and other office bearers

Dear Comrade,

In order to assist the State TUCs in implementing the Programme of Action for Platinum Jubilee year of AITUC, as adopted by the General Council meeting at Bombay, the Secretariat has assigned responsibilities as under:

<u>STATE</u>		<u>RESPONSIBILITY OF</u>
Kerala	- -	Com. A. B. Bardhan and Com. J. Chitharanjan,
Tamilnadu	- -	Com. A. B. Bardhan and Com. J. Chitharanjan,
Karnataka	- -	Com. K. L. Mahendra and Com. Mahadevan,
Andhra Pradesh	- -	Com. K. L. Mahendra and Com. Mahadevan,
Goa	- -	Com. A. B. Bardhan
Maharashtra	- -	Com. A. B. Bardhan and Com. Mahadevan,
Gujarat	- -	Com. K. L. Mahendra and Com. Mahadevan,
Madhya Pradesh	- -	Com. B. D. Joshi and Com. G. L. Dhar,
Rajasthan	- -	Com. B. D. Joshi and Com. G. L. Dhar,
Punjab	- -	Com. Parduman Singh and Com. T. A. Francis,
Haryana	- -	Com. T. A. Francis and Com. D. L. Sachdev,
Himachal Pradesh	- -	Com. T. A. Francis and Com. Amarjeet Kaur,
Uttar Pradesh	- -	Com. A. B. Bardhan and Com. K. L. Mahendra,
Bihar	- -	Com. A. B. Bardhan and Com. Gaya Singh,
West Bengal	- -	Com. A. B. Bardhan and Com. Gurudas Das Gupta,
Orissa	- -	Com. K. L. Mahendra,
Delhi	- -	Com. A. B. Bardhan, Com. B. D. Joshi, Com. T. A. Francis and Com. D. L. Sachdev.
North Eastern States (Centre at Gauhati)		Com. A. B. Bardhan and Com. Gaya Singh.

PTO.....

The State Committees are requested to coordinate with Comrades assigned to each State for organising their State Council meetings within the next three months to discuss and chalk out the details for carrying out the tasks for the Jubilee Year programme for which has already been sent to you.

We hope that the State Committees will cause suitable action to be taken for revitalising their organisation to enable it to implement the Programme of Action.

With fraternal greetings,

Yours comradely,

A. B. Bardhan

(A. B. BARDHAN)
GENERAL SECRETARY.

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

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

1st August, 1994,

A NOTE FOR MEMBERS OF THE AITUC SECRETARIAT

Dear Comrades,

We are trying to build a team, by taking collective decisions on all important matters, and by dividing individual responsibility among members.

We are also trying to introduce an office discipline and system.

None of this is easy, and it is also true that each one of our members has also other additional Trade Union responsibilities, party responsibilities, (and in the case of Com. Gaya Singh, Parliamentary responsibilities).

But we have to try hard.

Please do not take offence if I am bringing some matter to your notice, as a colleague.

I find that some comrades do not sign the attendance register when they come. How can we set an example ?

Some comrades do not keep information, if they have to be out for other important work, and as to when they will come back.

In some cases we do not know when and where to contact them, or expect them.

This month, we will all have to give some attention to the campaign programme, and in addition, the check-up on the verification report.

We will meet on August 24, in the AITUC Secretariat meeting. But in the meanwhile, I am putting this up for your information.

I think, in the matter of AITUC levy collection also each one of us will have to motivate the unions we come across, and the states we visit.

Greetings,

Yours comradely,

ABB

(A. B. BARDHAN)

etc

Pwr up in Smt. meeting
on Nov 7
A.B.B.

SAVE IISCO. COMMITTEE

(C.I.U., I.N.F.U.C., A.I.T.U.C., B.M.S., I.M.S.)

47A

DE BNP 416
SRAMIK BHABAN
Puranba
P.O. Bur
Dr. Bardwan (W.B.)

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

Dated 25.10.94

Ref. No.....

To,

Sri Com. A.B. Bardhan,
General Secretary, A. I. T. U. C.,
24, Canning Lane, New Delhi-110001
New Delhi.

Dear Sir/Com.

Sub: Save IISCO Convention on 10/11/94 at 5.00 P.M.
At Bharati Bhaban, Burnpur.

We are very much grateful to you for helping us in the movement to save IISCO from privatisation. Since long time we are out of touch from you and the Govt. of India did not take positive step to modernise IISCO by SAIL as yet.

To alleviate confusion we have decided in the meeting of SAVE IISCO Committee on 22/10/94 to hold above convention. You are earnestly requested to give your valuable deliberation in the above convention.

Hope you will favour us with your presence in the convention.

With regards & greetings.

Sincerely yours,

B. P. Mukherjee
(B. P. Mukherjee
Convenor

Com. Kaya Sir
must attend it on 10/11/94
A.B.B.

42279 0612-652657
06542 651675
652449

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24th October, 1994.

NOTICE

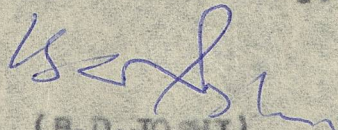
Dear Comrade,

The meeting of the Secretariat will be held on October 28, 1994, at 6.00 p.m. at the B.N. Vaidya Sabha Griha of the Raja Shivaji Vidyalaya-~~in the place of~~ the place of the General Council meeting. in Bombay.

Please attend it punctually.

With greetings,

Yours comradely,



(B.D. JOSHI)

DY. GENERAL SECRETARY.





NATIONAL
LABOUR
INSTITUTE

Newsletter

VOL. 2 NUMBER 1

JUNE, 1994

A REPORT OF A CONSULTATION WITH TRADE UNIONS ON TRAINING OF RURAL TRADE UNION LEADERS

K.V. Eswara Prasad*

The unorganised sector accounts for over 90 per cent of the work force in India. Of this, agricultural labour constitute a majority. Also, women, Scheduled Castes and Scheduled Tribes are pre-dominant in the labour force. They are, however, invisible victims of both economic and social discriminations. The benefits of four decades of development are yet to reach most of them.

It is in this context that the pursuing of structural adjustment programmes and its implications for labour in the unorganised sector particularly for women, needs to be seen. Available evidence indicate that the new policies are affecting labour, for instance, there is noticeable casualisation of labour, and women's access to employment is becoming difficult. This, combined with two other trends, namely education, health etc. spending; and the decreasing food security etc. also have implications for labour. This ought to worry trade unions considerably.

The National Labour Institute has been conducting **Leadership Development for Rural Trade Union Leaders and Voluntary Organisers** for quite sometime. In the present context, (i) the need to facilitate gender sensitive organisation building among unions; (ii)



Around an issue : towards building organisation of the unorganised labourers.

bringing about more democratic and participatory structures internally within organisations; (iii) becoming sensitive to changing economic and social issues; and (iv) enhancing the capability of members to participate in organisation building activities etc. seem especially relevant now.

Keeping these issues in the background a national consultation was held on May 5, 1994 at the Institute with representatives from the national trade unions such as CITU, BKMU, NFITU, HKMS and UTUC(LS). A number of Institute's faculty also participated in this.

The impetus to hold such a consultation stemmed from the fact

that dialogue with trade unions on various issues has been an ongoing activity in the Institute for many years. At one level this has taken the shape of discussions with participants of the training programmes to jointly arrive at a programme design relevant for them; at another level, it has also resulted in receiving and acting upon their feedback to ensure that programmes remain relevant for them.

There has nevertheless been certain gray areas which require joint attention: first and foremost, the participation of women in these programmes have been low; secondly, to continue to conduct

* Fellow, N.L.I.

(Contd. on page 3)

PATRON

A.P. Varma
Director

EDITOR

M.M. Rehman

CONTRIBUTING EDITORS

Cherian Joseph
Mahaveer Jain
Rajan K.E. Varghese
S.K. Sasikumar

Contents

* A Report of a Consultation with Trade Unions	1
* Editorial	2
* Organising Women in the Unorganised Sector	4
* Institute News	6
* Labour World	7
* Children without Childhood	8

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EDITORIAL

DILEMMA OF THE UNORGANIZED RURAL LABOUR

Today more than sixty-five per cent of the total work force of the country are employed in agriculture sector, the sector which contributes 29 per cent to the total G.D.P. Over the years the rate of employment in agriculture declined but very insignificantly. As a result, the economy has been experiencing colossal migration from villages to towns. This has resulted in ever-increasing slum population in many cities which implies lack of basic necessities for almost 40 per cent people in cities. The bulk of this population work in unorganised sector where wage rates are generally low and work availability and job security uncertain. What has happened is that marginalisation became the usual lot for majority of them.

A visit to countryside and discussion with various sections of society would clearly reveal that things are undergoing dramatic changes. The changes are occurring due to several factors. One of the factors is perhaps the new policy measures adopted by the government. The economic policies pursued and implemented by the Government has affected agriculture sector many ways, more often than not, rather negatively.

Today prices of essential inputs, for example chemical fertilizers, pesticides, petrol, diesel, etc. have gone up incredibly. To irrigate an acre of land a farmer has to spend about Rs. 60.00 per hour. This is indeed a very high amount. This has hit more the marginal and small farmers; and consequently wage level of agricultural labourers has been affected more adversely.

What this implies for the workers in rural sector where employment opportunity in off-farm and non-farm areas is virtually non-existent? It means declining wage rate both in money and real terms. The supply of labour is ever high while effective demand is declining. The vast unorganised agricultural labourers are unprotected and dependent. Their bargaining capacity, despite a plethora of employment generating schemes, is minimal. The latest Employment Assurance Scheme which was introduced last September (1993) is yet to make any dent by providing 100 days employment to agricultural labour during lean seasons.

Against this background what could be suggested is that adequate measures have to be adopted to diversify agricultural activities by keeping down either the prices of essential agro-inputs or increasing employment in non farm sectors by opening new economic avenues through various income generating schemes. The proper implementation of Employment Assurance Scheme coupled with the execution of Minimum Wage's Act might provide a cushion for the vast majority of the unorganised and low paid agricultural labourers. This will also reduce child labour and migration to cities and towns. Proper organisation and education can help create demand from below, that is from the unorganised labourers, particularly the agricultural labourers, for employment generating programmes and schemes beside ensuring minimum wages. □

These programmes in two languages namely, English and Hindi was found to be wanting as this served only limited number. Finally, the programme reached a hundred leaders or so each year. Given India's size, this is grossly inadequate and there is a need to multiply these efforts through enhancing the capabilities of trade union themselves. In this manner more could be achieved. What can we do to collaborate with unions on training of trade union functionaries?

The consultation had the following items to consider :

- What could be done to improve the training programme?
- What could be the new inputs that are required to expand the perspectives of trade union organiser?
- How to increase the participation of women in these programmes?
- Collaboration between NLI and the trade unions to conduct training programmes.

In his inaugural address, Shri A.P. Varma, the Director suggested that such a consultation needed to focus on (i) the objectives of the programme laid down in the background note; (ii) what kind of curriculum might be pursued and the methodology or the manner in which they could be conducted; (iii) the possibility of collaboration between the Institute and the trade unions to train trainers for the latter to conduct these programmes.

Shri Varma also emphasised the need to influence people's approach to development issues through modification of their attitude. As more people are comfortable in doing what they were assigned to and not having a broader perspective to examine and understand the variety of problems in India, there was a greater need now to deal with attitudinal changes. Also, according to him, an emphasis was required on social issues, women's problems,

population explosion, child labour and particularly the impact of Panchayati Raj and its implications for trade union organisers in their work etc.

This was followed by Shri Navin Chandra's (Senior Fellow, NLI) observation in which he said that there was a need in these programmes to raise ideological issues and those related to communalism, impact of globalization, the Constitutional responsibilities of the state etc. all of which affected the working class. He wondered whether any training programme for trade unions could be complete without discussing these themes.

Both Shri Varma's observations and Shri Navin Chandra's intervention set the tone for the discussions that followed. Several delegates from the trade unions welcomed the idea of this consultation. While generally agreeing with the objectives of the programmes and the inputs as mentioned in the background note they suggested certain modifications for the future. These were the following:

ORGANIZATION

There is a need to begin a consultation at the highest level of the trade unions on education and training of rural trade union leaders. In attempting this, the NLI could bring in the functionaries of the trade unions and their Central organizations together to advocate the need for such a programme and explore the possibility of collaborating with them.

Most of them suggested that this programme is to be held increasingly in regional/local languages so that it could be understood by the union functionaries.

NEW INPUTS

1. The delegates felt that for inputs related to Panchayati Raj, first West Bengal experience could be studied more thoroughly. Secondly, it was also felt that the system and its relevance for

rural labour in general and women in particular needs to be understood. This would be of help in designing inputs which would reflect its implications for rural labour. Thirdly, it was also felt that as an experiment, NLI could bring in a few rural organisers together to have a programme on the Panchayati Raj itself. These organisers in turn could spread information about the system in their areas later.

2. Legislations on Child labour, women such as Dowry, Child Marriage, inheritance rights etc., protection of Civil liberties, Untouchability, Equal Remuneration Act, Minimum Wages etc. were considered relevant for these programmes.
3. In keeping with the changing economic scenario the delegates suggested that the implications of GATT and Dunkel Draft also needed to be discussed.
4. In areas of social concern, the need to inform participants about the legislation on bonded labour welfare schemes for labour, cooperative movements, adult education and its impact on social evils and superstition etc. were felt should also be dealt with.
5. Communalism and casteism were two issues which received emphasis as essential inputs in the programme from almost every delegate.

As far as promoting greater participation of women in these programmes, the delegates felt that it must be linked to the lesser presence of women among the office bearers of most of the unions. It was agreed that, post-1982 has been significant for unions for focusing on women in particular.

Finally, for collaboration with trade unions to conduct these programmes it was felt this would require more concerted efforts. This is an issues which they would explore.

ORGANISING WOMEN IN THE UNORGANISED SECTOR*

K.V. Eswara Prasad and Cherian Joseph*

This paper attempts to raise a few issues that relate to organising women in the unorganised sector. It is based on some work done at NLI on the unorganised sector over the last two decades. It is influenced by the more recent interaction and dialogue with NGO's, activist organisations and unions working with women in the unorganised sector. It also emanates from the insights gathered from four studies done under the project, **Gender Issues In Labour**

Our concern for the unorganised sector stems from the fact that over 91 per cent of the labour force is employed in this sector. Every conceivable form of economic activity takes place in this sector, but the organisation of labour process is such that labour in this sector is highly vulnerable and unprotected. This sector is also adversely affected by two major developments in the organised sector, namely, declining job opportunities and substantial displacement of labour from the organised sector to the unorganised sector. The labour force in the unorganised sector is hence enlarging.

This apart, women comprise half of the unorganised sector labour force. Statistics for the last decade show that the proportion of women in the unorganised sector labour force has increased. However, in this sector, as a whole, unionisation has

been extremely low. This has further aggravated the vulnerability of workers in general and women workers in particular.

MOBILISING AND ORGANISING

Even though unionisation is low, the last two decades have witnessed a burst of organising efforts across the country in every sector of work, cutting across the employed and self-employed of the unorganised sector.

However, what is loosely termed as organising, includes, in our understanding, two distinct processes. On the one hand there is mobilising, which is the coming together of people at a particular point of time for a particular issue or issues. On the other, organising means bringing together people in a collective to attend continuously to issues that concern them. This collective may be expressed in terms of a morchha, a union, etc. but a structure is consciously formed, and membership is gathered around this structure.

PREFERENCE FOR MOBILISING

Looking at the macro-scene, in terms of this distinction, activist organisations seem to have preferred the mobilising process to organising. Understandably, there are reasons for this preference. The planning process has tended to view people mainly as members of the community

and not as labour with specific needs related to their lives and livelihood. The logic of development planning, the actions of those entrusted with promoting development, and the aspirations of people themselves, also led to greater emphasis being laid on realising immediate community needs. This led to various forms of community mobilisation for participating in the development process.

Another reason for this preference has been the powerful use of mobilisation to organise community protest on issues that affected them. But both forms of mobilisation have rarely led to organisations which would advance the cause of people, both as members of community and as labour. And generally, women have been relegated to being passive beneficiaries or have been encouraged to be up-front in the protest, but not brought into the core of the decision-making process.

TYPE OF ORGANISING

On the other hand, the organising process is characterised by a variety of efforts, which broadly fall into three types. In one type, organising has been only of men or only of women. In the other, both men and women are organised, but men dominate and control resources, decision-making and the organisation. In the third, again men and women

* Theme paper prepared for the National Workshop on **ORGANISING WOMEN IN THE UNORGANISED SECTOR : Concerns, Priorities and Gender Sensitive Strategies**, 22-24 February, 1994. The authors welcome comments from readers.

* The authors are Fellows at the National Labour Institute and Project Coordinators of **Gender Issues in Labour**.

are organised, but women are organised separately and their representatives are selected by the women alone.

In all three types, the organising process essentially does not bring women and men together as partners to manage and control the organisations formed by them. But in each of these efforts, women have gained differently. Some organisations have hence begun to examine the impact of their efforts on redefining gender relations both within the organisation and in households. This follows from the understanding that without such redefining, the organising process cannot have a meaningful impact on the place of women in society and on state policies towards women.

WOMEN AS LABOUR

These approaches to mobilising and organising of women in the unorganised sector are also possibly an outcome of a response to their issues as women, and not as labour. Responding to women as labour, and in terms of gender equity, requires reworking of the role, place and space of women in the home, and the extension of this to the external worlds of work and community.

It also means equal participation of women in the decision making process at home, in work, in the collective of which they are members, and in the community. However, most organising efforts have preferred to respond to women's concerns without addressing the gender power equation between men and women. Together with this lack of partnership between men and women, activist organisations may have tended to accept the cultural concepts such as 'masculine' and 'feminine', which have

placed women in disadvantaged positions everywhere. That men and women allocate labour differently, consume and utilise resources differently and are rewarded differently are issues which have not received sufficient attention.

We recognise that many activist organisations are struggling with these issues, and are seeking to internalise these values. But the larger number have been unable to clearly recognise the critical consequences of these issues. Hence, despite tremendous sincerity of purpose, the process of empowerment of women has not necessarily followed.

THE CRITICAL CHOICE

We recognise that bringing about equity between women and men is a complex social political task. The obstacles to realising equity in a traditional, caste-ridden society are awesome. Nevertheless, unless activist organisations are themselves clear about restructuring the gender power equation, and practise it internally, can they serve as models for emulation by the community at large? This also implies that activist organisations, seeking to partner women and men within the organisation, in the organising process, and in every sphere of decision-making, choose ideologically, strategic concerns over the practical.

Practical concerns essentially cater to the social and economic welfare of women. The status quo in the gender power equation is not threatened. The predominant control of men remain by and large unaffected, even if women acquire economic well-being, as the decision-making process continues to be dominated by men.

Strategic concerns in organising need to address the process of empowering of women to participate in equal measure with men to rework the gender relations between them. This is a political process which enables women to acquire the ability to question and transform structures to meet their requirements and not as determined by men. But to bring about equity between women and men, internal decision-making structures and processes in our organisations need to be democratised.

This will not follow from quotas, reservations or from targeting. It can only follow from liberating women and men from the social beliefs and norms that have perpetuated the subordination of women and by encouraging them in partnership to transform the relationship between them. Those involved in organising the unorganised are in an advantageous position to help men and women recognise that, apart from other identities, they share a distinctive common identity as labour. This common identity is insufficient without empowerment of women and men together. Perhaps, more than anything else, this could transform the future of the unorganised sector.

For us at NLI, this workshop is a small effort to contribute to that process. We are clear that gender equity would be one of the critical priorities in the work of the Institute in the years ahead. We are also deeply convinced that gender equity and the relational transformation are dependent on democratic processes. They are inseparably related. Hence, even as we attend to the strategic gender interests of women, we need to attend to the vital question of improving the quality of our structures and processes of democracy. □

INSTITUTE NEWS

FACULTY ACTIVITIES

Dr. K.V. Eswara Prasad, Fellow

● Attended an experts meeting chaired by Ms. Jayanti Patnaik, on **Women and Social Security** Organised by the National Commission for Women on May 30, 1994.

● Attended a Conference on **India: Development Cooperation with Private Sector** organised by the Swiss Development Cooperation, at India International Centre, New Delhi on May 31, 1994.

Dr. Cherian Joseph, Fellow
● Published an article on Trade Union Democracy, in **The Countdown: Essays for Trade Unionists**, edited by Dr. E.A. Ramaswamy and published by Friedrich Ebert Stiftung, India.

Dr. Mahaveer Jain, Fellow

● Attended Executive Board Meeting of Indian Society for Applied Behavioural Science on June 4, 1994, at Jaipur, and the General Body Meeting of Indian Society for Applied Behavioural Science on June 5, 1994 at Jaipur.

Mr. Sanjay Upadhyaya, Associate Fellow

● Attended a Computer training programme at National Informatic Centre, New Delhi, From April 18-25, 1994

PROGRAMME

Orientation Training for Labour/Factory Inspectors on Child Labour (June 21 to 26, 1994)

The fifth programme in the series for training Labour and Factory Inspectors under the *International Programme on the Elimination of Child Labour* was conducted by the National Resource Centre on Child Labour of NLI at the Institute Campus. It was attended by 16 Labour and Factory Inspectors from Bihar and Uttar Pradesh. The overall objective

of the training was to enhance the capabilities of Labour and Factory Inspectors for effective enforcement of child labour legislation. The specific objectives were, to make the participants aware of the magnitude of the problems and perceptives of the various issues related to developing strategies for progressive elimination of child labour in India.

The training dealt with the images, myths and stereotypes held by the participants which come frequently in the way of enforcement of child labour legislation. They were exposed to various provisions of child labour laws and equipped with necessary skills to enforce them. They were also trained on techniques of inspection, detection of contraventions and collection of evidence. The emphasis was on preparation of competent inspection reports and filing of cases before the Courts. The participants also interacted with non-governmental organisations and trade union leaders with a view to elicit their cooperation on child labour issues and to develop a dialogue with them to enhance the effectiveness of child labour legislation.

Mr. A.P. Varma, Director, NLI delivered the valedictory address. He reminded the participants that the training was designed to impart knowledge of child labour legislation, develop skills to enforce them and to create a pro-active attitude free of myths and stereotypes in order to be effective as enforcement officers. He expressed his appreciation of the Governments of Uttar Pradesh and Bihar for sending their Inspectors for the training. He also shared his satisfaction with the intensive involvement of all the participants in the training and also with the short-term and long-term strategies of each participant. Ms. Meena Gupta, National Coordinator, Child Labour

Action and Support Programme also addressed the participants in the valedictory session. She shared with the participants details of ILO's strategy for the progressive elimination of child labour. She also touched upon issues related to enforcement of child labour legislation in various states.

Dr. Mahaveer Jain, Fellow and Incharge, National Resource Centre on Child Labour was the Course Director of the programme.

Rural Labour Camp (June 25-29, 1994)

A rural labour camp was organised at Pauri-Garhwal, U.P. The main objective was to develop certain skills and know-how among the poor resourceless labour, so that they may bargain for a better living. This programme was attended by 35 participants of which 14 were females. The programme was jointly directed by Dr. Poonam S. Chauhan and Dr. M.M. Rehman.

Management of Labour Welfare

(June 7-16, 1994)

The ten-day programme on 'Management of Labour Welfare' attended by sixteen Labour Welfare officers/personnel officers from various Public Sector Undertakings was inaugurated on June 6, 1994 by Shri Navin Chandra.

The main objectives of the programme were : (a) to acquaint the participants with the philosophy and rationale of labour legislation; (b) to identify the problems of implementation and to critically assess the strengths and weaknesses of Labour Welfare measures (c) to help the participants acquire and sharpen appropriate behavioural and attitudinal skills and to improve their effectiveness.

The programme was directed by Ms. Helen R. Sekar. □

LABOUR WORLD

INDIA RANKS 135TH IN HUMAN DEVELOPMENT.

According to the UNDP Human Development Report, -1994, India ranks 135th among 173 countries in 'Human Development Overall'. Life expectancy at birth in India has been calculated at 56.7 years, adult literacy 49.7 per cent and adjusted real GDP per capita at Rs. 1,150. Canada continues for the second year, to rank first in Human Development Overall, followed by Switzerland and Japan. Barbados ranks first among the developing countries at number 20. Among India's neighbours, Sri Lanka is ranked at 90, Myanmar at 130 and Pakistan at 132.

(Human Development Report 1994)

GRATUITY LIMIT RAISED TO RS. ONE LAKH

The amended Payment of Gratuity Act, 1994, has come into force with effect from May 24. Under its provisions, the maximum gratuity payable to employees would be Rs. one lakh as against Rs. 50,000 earlier. The amended Act has also removed the wage ceiling of Rs. 3500, which would mean that every employee will become eligible for gratuity irrespective of the wages level.

(Hindustan Times: 5.6.94)

ROW OVER LABOUR, TRADE LINK AT ILO MEET.

The move by the developed countries to link trade with International Labour Standards has met with stiff resistance from the developing ones at the Annual Conference of ILO held at Geneva. What has generated maximum controversy is the suggestion by the member countries of the developing

world that an International body should try to evolve norms to determine whether labour standards were rising adequately, and if they were not, impose trade restrictions. The developing countries maintained that such proposals were monitored by protectionism rather than any real concern for the workers' welfare. Addressing the meeting the Indian Labour Minister, Mr. P.A. Sangma pointed out that, 'while there was a firm commitment to internationally recognised Labour Standards, there was no merit in the attempt to force linkages where they do not exist'. He added that 'trade triggered compulsory equalisation of costs in the name of labour standards would only result in the counter-productive and sad denial of the very opportunities for development expected to be opened up by freer world trade'.

(The Hindu: 11.6.94)

SANGMA ELECTED CHAIRMAN OF ASIA PACIFIC REGION.

The Union Labour Minister, Mr. P.A. Sangma, has been elected as the Chairman of the Asia Pacific Region for 1994-95 for co-ordination among developing countries on matters relating to workers. Mr. Sangma, the first Indian to hold this post, was elected unanimously at a meeting of the Labour Ministers of the non-aligned and other developing countries.

(Statesman: 12.6.94)

MORE FUNDS FOR WELFARE OF WOMEN.

The Government has decided to raise the revolving funds of the efficient DW CRA (Development of Women and Children in Rural Areas)

groups from Rs. 15,000 to Rs. 25,000.

(The Hindustan Times: 14.6.94)

WORK TRADE UNION BODY FOR BOYCOTT OF PRODUCTS MADE BY CHILDREN.

The International Confederation of Free Trade Unions (ICFTU), in its report, 'Child Labour: World's Best Kept Secrets', has appealed for a consumer boycott of products made by children as part of a campaign to eliminate child labour. The report provides detailed examples of appalling working condition of children employed in large numbers in several developing countries, including India. According to this report, there is an estimated 55 million children presently employed in India.

(Economic Times: 16.6.94)

5000 MALNUTRITION DEATHS DAILY IN INDIA.

A recently published UNICEF document, 'Progress of Nations', reveal that the level of Child malnutrition in India is among the highest in the world. It is estimated that 5000 children die everyday in the country because of malnutrition-the State of Rajasthan alone accounting for nearly 400 deaths per day.

(Times of India: 23.6.94)

30 PER CENT QUOTA FOR WOMEN IN MAHARASHTRA

The Government of Maharashtra has announced 30 per cent reservation of jobs for women in all public services, co-operative societies and institutions as part of a multipronged strategy for the improvement in their emotional, physical and mental life.

(The Hindustan Times: 23.6.94)

* Prepared by S.K. Sasikumar, Associate Fellow

CHILDREN WITHOUT CHILDHOOD

M.M Rehman*

"*Main thatk jata hun*" said Sonu, an eight year old boy of Sultanpur village, 8 kms. away from the pottery town Khurja, U.P. with a long and hopeless sigh, when I asked him why he did not go to school in the evening. For Sonu School is a far cry. He struggles for his survival. Early in the morning before the sun rises, along with scores of children from the village, he walks the 8 km. road, which every day robs his innocent childhood, to reach his factory. He labours in the factory eight hours for a paltry sum of Rs. 8 to 10 doing all kinds of odd jobs.

His two rickety legs, agile though they are, carry him like a black-bettle in the factory premise from one place to another, carrying various kinds of pottery wares, washing cleaning and tucking them neatly in various corners. His sharp eyes admire the glossy pottery wares as if they are his own. This continues day after day except when he is ill. "*I get up in the morning and taking two pieces of bread and a few pieces of onion, walk to my factory. I do not like to go.*"

It is very difficult to walk. Many times my legs ache and I cry." "*Main kam me nahi jaonga to ma bhokhi rahe jayegi. Kam karke school jane ka takat nahi rahta hai*": narrated Sonu ruefully. Sonu does not have father. He is the second of the four-children of the widow and blind mother-two sons and two daughters. Both the boys work in pottery factory. None of them go to school.

The little dwelling place they possess, does not have any material worth any value. A few gunny bags used as beddings and some battered aluminium cooking pots-all that they possess as household items. Well, they own one she-goat and both the sisters remain busy feeding it and collecting fuel to cook their frugal evening meal of a few chapatis and cheap vegetables.

This is how Sonu the child labour works and lives. Like Sonu there are millions in the country, working to survive a barren existence. To them education the most vital life preparatory opportunity is grossly missing.

Their pathetic conditions are not because they are poor-they have been made poor. And their poverty is the poverty of concern by others.

Table below shows that still in many factories, despite child labour legislation, let, many children are working. Though their number has dwindled a bit still they are existing. One important point which could be noticed in the table is that over the years the number of boys working in the factories has declined considerably but the number of girls has increased. This indicates that many factories might be employing female workers in preference to male workers because of some advantages which it brings to employers.

To begin with, strong effort has to be made to eradicate child labour totally from factories once such information is made available. Stringent application of child Labour law is a must to save Sonus from their misery, suffering and exploitation.

Average daily Employment of Children in Factories as per the number of working factories submitting returns

Year	Total Workers	No. of Factories	Boys		Girls		Total Children	Percentage of Children
				Percentage of boys from Total workers		Percentage of Girls from Total workers		
1951	2,536,544	22,890	5,152	0.20	1,738	0.06	6,890	0.27
1956	2,882,309	28,444	3,057	0.10	1,253	0.04	4,310	0.14
1961	3,496,987	40,478	2,405	0.06	441	0.01	2,846	0.07
1966	4,068,881	51,479	1,789	0.04	918	0.02	2,707	0.06
1971	4,298,343	61,292	1,390	0.03	2,312	0.05	3,702	0.08
1976	4,879,871	79,703	1,628	0.03	1,947	0.03	3,575	0.06
1981	5,342,534	96,184	1,997	0.03	2,716	0.05	4,714	0.08
1982	5,289,015	99,359	1,820	0.03	4,948	0.09	6,768	0.12
1983	5,175,010	100,568	1,148	0.02	2,327	0.04	4,491	0.06
1984	5,142,991	98,292	1,517	0.02	3,343	0.06	4,860	0.08

Source : Govt. of India Central Statistical Organisation, *Statistical Abstract of India 1990*, New Delhi, 1992

* Fellow, NLI.

File - ABB

To: All Members of the Secretariat

5th Oct '94 LPA

Dear Comrades,

On the eve of the General Council ^{meeting} being held at Bombay, the following meetings are to be held separately either late in the evenings or early mornings, without affecting the proceedings of the Gen. Council.

- ① Meeting of the Co-ordination Committee of public Sector TUs affiliated to AIUC. (We can call some invitees ^{also})
- ② Meeting of our comrades who are members of the state minimum wage advisory Boards:
- ③ Meeting of our members in the regional Boards of ISI ~~and~~ PF and Welfare Boards.
- ④ Meeting of our members in the 6 industrial Tripartite Committees

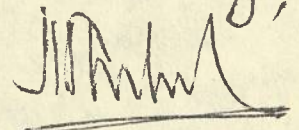
The above meetings may be convened/co-ordinated by the following from the AIUC Centre:

- ① - Com. H. M.
- ② Com. T. A. F.
- ③ " Parakkumar
- ④ " B. D. J. or ABB

These meetings would bring out a lot of suggestions and Action plans which the Secretariat / Working Committee could consider for needful follow up.

With Greetings,

Fraternally,



(H. MAHADEVAN)

Com. ABB

Note:

Annexure - 1. Names of the members of the

AIUC public sector Co-ordination Committee.
(We may invite some more for the meeting)

2. Names of the members of the 6 indl. Tripartite Committees.

3. As the other names are not readily available, we may inform the state Committees on the other 2 meetings.

I AIUC PSU Trade Unions' Co-ordination ANNEXURE
Committee (Constituted in B'lore)

1. Com. M. S. K - Convenor/AIUC Centre
2. " Gaya Singh - (Steel, HSC L)
3. " K. L. M - (BHEL)
4. " Y. D. S - (GIL)
5. " H. M - (B'lore based PSUs/Engg)
6. " - Hyd. based PSUs.
7. ~~Power/Electrical~~ ABB - (Power/Electrical)
8. B. D. J - (Textile)
9. D. K. Rao } - (Non-coal mines)
S. K. S }
10. ~~Comp~~ Teekaram Maji - (Copper)

II Our representatives in the Tripartite Industrial
Committees

- ① Tripartite Committee on Textiles - Com. B. D. J
- ② " " " Engg - " H. M
- ③ " " " Chemicals } - " Y. D. S
Fertilisers }
- ④ " " " Jute - " D. D. Datta.
- ⑤ " " " Transport - " H. V. Anantha
Subba Rao
- ⑥ " " " Power - " Sadrudin Rana

