

All India Trade Union Congress
CENTRAL OFFICE
NEW DELHI

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Com. Indrajit Gupta

File No. _____

Subject Central Trade Unions Organisation

Period May 19, 1979 TO: 1981

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CITU

HARYANA STATE COMMITTEE, CENTRE OF INDIAN TRADE UNION
INSIDE NAGORI GATE, HISSAR.

To

The State Transport Controller,
Haryana, Chandigarh.

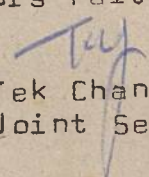
Reg: Judgement of Labour Court, Haryana, Rohtak in the case Roop Singh Etc. Vs. G.M. Haryana Roadways, Hissar and State Transport Controller, Haryana regarding overtime and Bonus.

Dear Sir,

The Hon'ble Labour Court, Haryana, Rohtak in its judgement dated 19.11.1981 has decided the above cases in favour of the workmen and has directed the State Transport Controller, to release their computed payments. A copy of the judgement is enclosed for your ready reference. You are, therefore, requested to kindly pay all the payments due to the workmen, on this account, at the earliest, on the basis of judgement given in application No. 81 to 87 all of 1978. This judgement covers all the workmen of State Transport and they will be paid arrears of overtime and bonus as additional D.A. from 1974 to 1979; the period for which they have not been paid as yet.

Thanking you,

Yours faithfully,


(Tek Chand Gupta)
Joint Secretary.

Encl: Copy of Judgement dated
19.11.1981.

Copy to:-

The General Manager, Haryana Roadways, Hissar, Sirsa, Bhiwani, Rohtak, Jind, Rewari, Gurgaon, Faridabad, Sonapat, Kaithal, Karnal, Yamuna Nagar, Ambala & Chandigarh for information and necessary action.

BEFORE SHRI BANWARI LAL DALAL, PRESIDING OFFICER,
LABOUR COURT, ROHTAK.

Application No. 81 to 87 of 1978.

Between

The workman S/Shri Roop Singh, Nihal Singh, Om Parkash, Kharati Lal, Shyam Wadhwa, Ajit Kumar & Jage Ram and the management of M/s (I) General Manager, Haryana Roadways, Hissar (ii) The State Transport Controller, Haryana, Chandigarh.

Present: Shri Tek Chand Gupta for the applicants.
Shri Sajjan Singh for the management.

ORDER

By this order I dispose of claim applications No. 81 to 87 all of 1978 filed by S/Shri Roop Singh, Nihal Singh, Om Parkash, Kharati Lal, Shyam Wadhwa, Ajit Kumar and Jage Ram in the service of M/s Haryana Roadways, Hissar for computation in money the value of their benefits. Notices of the application were sent to the parties. The parties appeared, filed their respective pleadings on the basis of which the following issues were framed:-

1. Whether the applicant falls within the definition of workman as defined in section 2(s) of the I.D. Act ?
2. Whether the applicant is entitled to payment of bonus on overtime and A.D.A. and if so to what amount ?
3. Whether the applicant has no cause of action ?

My learned predecessor ordered for consolidation of applications No. 81 to 87 all of 1978 as all these applications were in respect of common dispute involving common points of facts and law. Proceedings and evidence were recorded in application No. 81 of 1978 which was to be read in all other applications. Sh. Roop Singh was examined as the sole witness for himself and also for the remaining applicants and closed their case. The management examined Sh. Bahadur Singh, Asstt. in the office of State Transport Controller, Chandigarh and Sh. Mohinder Singh, Clerk in pay section Haryana Roadways, Hissar as their witnesses and closed their case. I heard the learned representatives of the parties and after going through the evidence oral as well as documentary on the record decide issuewise as under:-

ISSUE NO. 1:- The fact that the applicants are clerk have never been disputed by the management and as such the applicant who are employed for clerical work are covered under the definition of workman as given in section 2(s) of the I.D. Act. The management has lead no evidence on this issue nor their representative stress this point during the course of arguments. The workman representative has argued that the applicant are Clerks and are workman under the I.D. Act as well as under section 26 of the Motor Transport Workers Act, 1961 which is applicable on respondent. This issue is accordingly decided in favour of the applicants.

Contd....2.....

ISSUE NO. 2 & 3:- The applicants had claimed overtime difference and ex-gratia in lieu of bonus on the amount of additional dearness allowance. The overtime wages and the amount of ex-gratia in lieu of bonus are calculated on the basis of salary which an employee has been receiving. The applicants have based their claim for annual ex-gratia on Ex-W-1 wherein it has been decided that the Haryana Roadways employees will receive annual ex-gratia in accordance with the principles and provisions of the payment of Bonus Act, 1965. The applicants also relied on letter Ex-W-2 which modifies Ex-W-1 to the extent that the word 'pay' appearing in para 3 was to be read as salary for the purpose of payment of ex-gratia in lieu of bonus. Now salary as defined in sub-section 21 of section 2 of the Bonus Act includes additional dearness allowance. The management witness MW-1 has deposed that bonus was given to the employees in accordance with the instructions from the Government received from time to time. He placed on record Ex-MW-1/1. In para 4 of Ex-MW-1/1 additional dearness allowance was excluded from the emoluments on which ex-gratia was to be calculated. He has also placed on file the settlement dated 25.9.1980 under section 12(3) of the I.D. Act arrived at between the union of employees and the State Transport ~~XXXX~~ Deptt. which is Ex-MW1/2 & further stated that the case for allowing bonus on additional dearness allowance had been referred to the Govt. The other witness examined on behalf of the management deposed that the clerks were paid bonus on additional dearness allowance during the year 1973-74 prior to the receipt of the instructions that no bonus will be paid on additional dearness allowance. He has further stated that there were no such instructions in respect of overtime. As regards the claim for ex-gratia in lieu of bonus Ex-W-2 and Ex-W-1 envisage that the employees will receive ex-gratia in accordance with the principles and provisions of payment of Bonus Act and the same shall be calculated on the basis of the salary to be received by the employees who fall in the category of workman and defined in section 2(s) of the I.D. Act. The management has relied on documents Ex-M-1 which exclude additional dearness allowance for the purpose of calculating ex-gratia. The management has also relied on agreement Ex-M-W-1/2 dated 25.9.1980. According to this agreement it was agreed that all ~~XXXXXX~~ components of wages i.e. pay, D.A., interim relief and E.D.A. excluding house rent and C.C.A. wherever admissible shall be accounted for the purpose of calculating amount of ex-gratia from 1974-75 onwards. This has been referred in annexure which find mention in para II of Ex-MW-1/2, Ex-MW-1/1 which is dated 9.3.1977 has been superseded by the agreement

which is dated 25.9.1980 which is binding on both the parties to the settlement and which forms the terms and conditions of service of the employees. According to this settlement the applicants are entitled to receive Ex-gratia on additional dearness allowance which is a component of the salary. The amount of salary has given by the applicants in their annexure to the applicants has not been disputed nor the amount drawn. The amount shown admissible and payable are also correctly calculated by the applicants. The same amounts are, therefore, computed in respect of ex-gratia in lieu of bonus claimed by the applicants.

As regards the claim for difference payable in respect of overtime the management witnesses have given contradictory statement. MW-1 has denied the suggestion as incorrect that overtime was ever given on additional dearness allowance while MW-2 has deposed that the clerks were given overtime on additional dearness allowance also prior to 1974 and there were no instructions from the Govt. that additional dearness allowance will not be accounted for the purpose of overtime. Under these circumstances I hold that the applicants are entitled to overtime on additional dearness allowance and the amount claimed by them is found to be correct and the same is computed in their favour. The applicants Sarvshri Roop Singh, Nihal Singh, Om Parkash, Kharati Lal, Shyam Wadhwa, Ajit Singh and Jage Ram are entitled to the amount of Rs. 652.80, 553.15, 478.15, 438.70, 353.70, 363.90 and 355.45 respectively. The same amount computed in their favour with the direction that the management shall pay these amounts to the applicants. Parties be informed accordingly.

Dated: 19.11.1981.

(Banwari Lal Dalal)
Presiding Officer,
Labour Court, Haryana, Rohtak.

Endst. No.

Dated

Forwarded (two copies) to the Secretary to Govt. Haryana. Labour & Employment Department, Chandigarh as required under sub.section 4 of section 33-C of the I.D.Act.

(Banwari Lal Dalal)
Presiding Officer,
Labour Court Haryana Rohtak.

Gram : CITUCENT

Phone : 384071

CITU

CENTRE OF INDIAN TRADE UNIONS

6, TALKATORA ROAD, NEW DELHI-110001

President :

B. T. RANADIVE

General Secretary :

P. RAMAMURTI. M. P.

December 31st, 1981

RECEIVED

4 JAN 1982

A. I. T. U. C.

ALL INDIA CO-ORDINATION COMMITTEE OF
WORKING WOMEN

To
Smt. Indira Gandhi
Prime Minister of India
New Delhi

Dear Madam,

I am forwarding herewith the resolution on support to the one-day strike call passed unanimously in the 2nd All India Convention of Working Women held on 22nd November 1981, in which about 400 women from all over India participated, for your special attention and necessary action.

With regards,

Sincerely yours,

Vimala Ranadive

(Vimala Ranadive)

Secretary.

Encl-1

Date: 22-11-81

ALL INDIA CO-ORDINATION COMMITTEE OF WORKING WOMEN

ALL INDIA CONVENTION OF WORKING WOMEN

RESOLUTION

Support to the One-Day Strike Call

This All India Convention of Working Women held at New Delhi on November, 22 1981 fully supports the one-day strike call given by the National Campaign Committee of Trade Unions, the date of which is expected to be announced from the historic Workers March to Parliament in which the Working Women are also participating. The strike-call has been given against unprecedented price-rise in all essential commodities and against anti-labour policies of the Govt. which include the enactment of draconian measures like NIAA N.S.A and ESMA banning all strikes thus taking away the basic rights of the working people to fight for their just demands.

This Convention calls upon all working women to come forward unitedly in the struggle and assert their fundamental rights.

CENTRE OF INDIAN TRADE UNIONS

6, Talkatora Road, New Delhi 110 001

26 DEC 1981

Dated. 20-12-81

A. I. T. U. C.

CITU

Dear Comrade,

We have pleasure to inform you that the All India Steel Workers' Convention will be held at Durgapur (West Bengal) on 8th, 9th and 10th January, 1982. About 500 delegates from all the Steel Plants from Unions affiliated to and friendly to Centre of Indian Trade Unions will participate in the Convention.

Nearly a quarter million workers working in the Steel Plants in India have been unitedly fighting to protect their interests. Though they have acquired great skill after years of experience their wages and working conditions are extremely unsatisfactory. The managements both in private and public sectors, have been recruiting contract workers whose number has now swelled to 75 thousand. They are paid extremely low rate of wages and their demand for regularisation is not yet been accepted in full. The steel workers and contract workers have unitedly launched several struggles during the recent past which has further strengthened the unity of these two sections of workers.

An all India Co-ordination Committee of Steel Workers' Unions has been formed three years ago and it is proposed to form an all India Federation of Steel Workers in the Convention. The Convention will chalk out programme of joint movement of steel workers in support of a new Charter of Demands so that the new national wage agreement is reached in the National Joint Committee for Steel Industry before the expiry of the current agreement, with deepening economic crisis in the country and the spiralling prices of essential commodities the steel workers are finding it difficult to maintain their living standards. They are also concerned at the growing authoritarianism in India which has posed serious threat the Parliamentary democracy in India. The divisive tendencies in the country are trying to divert the attention of the working class from the real issues facing them. The steel workers in India cannot be silent spectators to these developments.

The decisions of the Bombay Convention in June last and the 23rd November rally before Parliament have inspired the steel workers. The steel workers consider them as a part of the growing united movement of our working class and would do everything to strengthen this unity. The Convention will support the decision of the National Campaign Committee of Trade Unions to organise One-Day General Strike all over India on 19th January, 1982.

Com. B. T. Ranadive, President CITU will inaugurate the Convention. Com. Jyoti Basu, Vice-President CITU and Chief Minister, Government of West Bengal will address the Open Session to be held on 10th January, 1982.

We will highly appreciate if you would send us a message of greetings so that the delegates will be inspired with your expression of solidarity.

We are sure the fraternal relationship between our organisations will continue to grow in future.

With Warm Greetings,

Yours fraternally,

M. K. Pandhe
(M. K. Pandhe)

Secretary.

Com. Indrajit Gupta
General Secretary AITUC
24 Canning Lane
New Delhi - 1.

24. 11. 1981.

To

The General Secretary
INTUC, HMS, CITU,
New Delhi

Dear friend,

The Preparatory Committee for the "Trade Union Conference of Asia and Oceania" is meeting in New Delhi from December 11th to 13th, 1981. The Committee's members are at present drawn from various trade union organisations of Australia, New Zealand, Philippines, Vietnam, Sri Lanka, Bangladesh, India and the Soviet Union. Its Convener is Brother Clancy, National Secretary of the Building Workers' Industrial Union of Australia.

There is as yet no firm decision regarding the dates, venue, composition or agenda of the proposed Conference. All these, and other relevant, matters will be decided through widest possible consultations.

The members of the Preparatory Committee have expressed their desire to meet and discuss with some leading members of your central organisation, during the period from December 11th to 13th when the Committee will be meeting in Delhi. Such discussions will naturally be informal and without any conditions or commitments. It is the Committee's hope that you and your esteemed colleagues will spare some time for this purpose.

I have been requested to transmit this message to you, because the INTUC is the host organisation for the coming Delhi meeting.

Looking forward to your kind cooperation,
with fraternal greetings,

Hirajit Gupta
(Hirajit Gupta)
General Secretary.

Hirajit

6. 11. 1981.

Dear Shri Rajinder Puri,

Many thanks for your letter dated October 29, 1981, which I received on my return to Delhi yesterday,

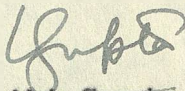
I have gone through the note appended to your letter regarding the proposal for setting up a "workers' sector" of industry.

I am afraid the AITUC has fundamental differences with the concepts (which, incidentally, are nothing new) of trusteeship in industry, sharing ownership of equity between the employers and workers, and workers' "ownership" of production facilities - all of which are, in our opinion, not only incapable of realisation within a capitalist society, but also serve only to whitewash the ugly face of capitalist exploitation, and to spread dangerous illusions among the workers.

As such, no purpose will be served by my being associated with the proposed committee.

As far as opposition to the ESMA is concerned, the AITUC is second to none in this matter, but there is already a National Campaign Committee of Trade Unions set up for mobilising public opinion on this issue.

Yours sincerely,


(Indrajit Gupta)

Shri Rajinder Puri,
Flat No.1, Front Block,
6. Tilak Marg,
New Delhi - 110001.

Friday, October 16, 1981

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- 2 -

will help to further strengthen the confidence building measures. We plan that the 'pipes-gas' deal will be ready for signing by the time of the visit. I think that Mr. Brezhnev's visit to the Federal Republic will serve to further consolidate the close cooperation of the two countries. One should not forget the fact that it will be the third visit of the General Secretary of the CPSU Central Committee to the FRG within a rather short period of time. This is important to us and it will, of course, have great positive influence on the business circles of our country."

(Sovetskaya Rossia, October 16. Summary)

Box 1001 - 10001
L. B. Smith
New York, New York
Soviet Embassy

Rajinder Puri,
Flat No. I, Front Block,
6 Tilak Marg,
New Delhi-110001
Tel: 383625
October 29 1981

Dear Shri *Indrajit Gupta*,

In its four-day delegates' session at Vrindhaban from September 19th to 22nd this year, the Bharatya Janata Party approved in principle a resolution to the effect that workers in both the private and the state sectors of industry should in partnership with the proprietors of an undertaking, whether they be private individuals or the State, participate in the ownership, profits and management of that undertaking. It was agreed at the Vrindhaban session that the modalities of ~~implementing~~ ~~the~~ implementing the creation of such a workers' sector of industry and for giving final shape to the concept, a wider national debate on the issue ~~would~~ would be required to help evolve a national consensus on the subject.

Subsequently the Bharatya Janata Party authorised me to convene a committee for joint thought and action to propagate this idea as widely as possible, and to seek for that purpose support from members of various political parties, trade union organisations, groups and concerned citizens. It is in this context that I am writing to you, in the hope that you will consent to be a member of the committee. The proposed committee will include, among others, Shri Chandrashekhar, Shri Madhu Dandwate, Shri Atal Behari Vajpayee, Shri George Fernandes and Shri Devraj Urs.

Subject to your final approval, it has been tentatively decided after discussions with intending members of the committee to name it as the Ekatrik Kangar Tabdili Andolan (EKTA) Samiti. The English translation of it would be: United Workers' Transformation Movement.

The EKTA Samiti will:
the cause of the workers' sector

- 1) Propagate/and help implement workers' rights to ownership, profits and management of industry in both the private and the state sectors;
- 2) mobilise public opinion against the anti-labour, unjust and undemocratic Essential Services Maintenance Act;
- 3) and, finally, resolve to keep the movement entirely democratic and peaceful.

I look forward to an early and positive reply from you.

Sincerely,

Rajinder Puri
Rajinder Puri (Convener)

Shri Indrajit Gupta,
General Secretary,

A. I. T. U. C.

41 Western Court,
New Delhi-110001

NATIONAL STUDY CAMP
VRINDABAN, MATHURA (U.P.)
SEPTEMBER 19, 20, 21 & 22, 1981.

PROPOSAL FOR THE SETTING UP OF THE WORKERS' SECTOR OF INDUSTRY
IN THE INDIAN ECONOMY:

(by Rajinder Puri)

The industrial sector of India's mixed economy is at present dominated by the public sector and the private sector. Both sectors have their protagonists and detractors. Each sector has exposed its weaknesses and inadequacies. Neither the capitalists nor the bureaucracy, the custodians respectively of the two sectors, have given a satisfactory account of themselves in their performance. Clearly there is need for an institutional change in the economic structure. The public and the private sectors should both give precedence to a new sector, the workers' sector of industry, in which the professional managers and the skilled workers share in the ownership and control of industrial units.

Workers' participation in management of industry had been attempted earlier in India with a view to inculcate greater discipline in the organised work force. However, the attempt did not yield the desired results. Industrial managements, particularly in the private sector, were generally averse to this concept. Even the response of the public sector was lukewarm.

The reasons for this are not far to seek. The management considers participation by workers an encroachment on its rights. Direct wage settlements are preferred. Suggestions from workers are welcome only if they improve operations, contain costs and maximise profits.

The genesis of industrial unrest may be traced primarily to the feelings among workers that they are denied their appropriate

(2)

share in the profits of the undertakings they work for. They feel that gains are disproportionately siphoned off by the top management for its own benefit or for that of their proprietors. In the case of private enterprise the situation gets aggravated by the fact that the promoters after arranging the requisite minimum capital, themselves usurp the top echelons of the administration in the names of their kith and kin. Professional management has been encouraged to some extent, but ^{the} main strings continue to remain in the hands of the entrepreneurs-whether private individuals or the Government. The decision-making powers of professional managers are invariably circumscribed by various methods.

Under the schemes of workers' participation in management the representatives of workers on the boards of directors are outnumbered. Thus they have no effective say in decision-making. Most often only the ^{compliant} ~~compliant~~ workers are preferred at the decision-making echelons. Those considered inconvenient are stalled to the extent possible from being elected to participate on behalf of the workers. Suffering from disadvantages in education, workers' representatives often tend to have an inferiority complex. The situation becomes worse if they start protecting only their personal interests or take undue advantage of their privileged position.

The trusteeship concept in industry enunciated ^{by} ~~by~~ Mahatma Gandhi has never found real acceptance among the capitalist class which is out to maximise its wealth. The experience with the state enterprises in the country has also not been encouraging, though it has been possible to build up a heavy and basic industries base more expeditiously than would have been possible if only private entrepreneurship had been relied upon. The returns to the nation from public sector investments leave much to be desired. The public sector has created its own culture permeated with inefficiency and malpractices. Full emotional involvement in the enterprise, not only of workers but also of managers, is invariably lacking.

Thus a new economic system needs to be developed which would foster development with diffused ownership in order to contain the pressures on the democratic system being exerted by a few privileged sections, and at the same time improve steadily the lot of the under-privileged poor. Wide disparities in income not only create social problems but also inject serious distortions in economic growth and production patterns.

A classless society may be considered a utopian dream. Income and wage differentials cannot be entirely eliminated. Human capabilities, though they can be improved upon, will continue to differ. However, the objective of minimising these disparities to the point where initiative and incentive are not stifled can be achieved.

Individual enterprise need not be dispensed with. Even the experience of the socialist countries bears eloquent testimony to this. The new economic system being envisaged has to take full cognisance of this basic fact.

How should we reform our economic system? There should be a judicious amalgam of what is good in both free enterprise and socialist tenets. Opportunities should be spread as widely as possible to permit individual as well as social growth, creating a harmonious community of interest between private prosperity and public progress.

The Bharatiya Janata Party is of the view that the introduction of the concept of workers' ownership of production facilities will provide the ^{answer} ~~answer~~ to our problems. The party therefore resolves that steps to realise this objective should be taken expeditiously at the first available opportunity. Capital and workers, which includes professional management, should have judicious shares in the fruits of their endeavours. The introduction of this concept should foster discipline among the workers. Their full involvement in work would be ensured since they themselves would be having a stake in the fortunes of the enterprise.

The workers cannot be expected to provide the initial capital for putting up industrial or business enterprises. This need pose no problems. All modern enterprises have to depend on governmental and public funds to become existent. The personal contribution of the promoters is limited. Enterprises can be floated by those who have the means to do so. However, part ownership can be ensured for workers either by dilution of the original promoters' equity through gradual purchases by workers if the promoters' share exceeds 26 per cent which is the minimum level for them to have an effective say in the operations of the enterprise, or through the transfer in stages of the equity of public financial institutions. These institutions can be asked to have ^eequity in enterprises to the level of promoters' share. The promoters and the employees can thus become equal partners in the enterprise over a period of time.

The equity of employees can be built up through setting apart a small proportion of their earnings into a fund. In the case of large equity investment over a period of time the enterprises can be owned by the promoters and the workers in equal proportion (26 per cent), the remaining resources being raised from public shareholding. To begin with the workers' portion of the equity can be provided by public financial institutions (to be gradually liquidated in favour of the workers as they are able to build up resources).

The worker-force, including management, can thus have equal representation on the governing bodies of the enterprise, all decisions by which should be taken by consensus. The enterprises ought to be run as far as possible by professionals fully answerable to the boards of directors.

The ownership of equity need not stand in the way of the mobility of either workers or promoters. In the case of promoters the option should lie in the transfer of their entire share to workers, In the case of workers, the share of those desirous of leaving should devolve on a workers' trust fund to be allocated to

new entrants. This fund can be built up through a judicious small allocation of the return to workers from their equity ownership. No employee who leaves an enterprise should be allowed to keep a stake in it after leaving.

Workers' representation on the boards of directors ought to be on an elective basis, after specifying minimum educational or professional qualifications. This is necessary for establishing a suitable ~~report~~ ^{rappor-} ~~report~~ in the boards of directors and for enabling a judicious consensus to evolve for its decisions.

The watchful eye of both the ~~major~~ ^{major} partners in an undertaking should be the best guarantee against the resort to any malpractices. Stern action of course would have to be taken if such malpractices come to light which the boards would be fully empowered ^{to deal with} ~~would be common~~. The fruits of effort would be enjoyed in equal proportion. Though the levels of wages would differ between the various echelons, the differentials in returns from equity would be contained to reasonable limits by stipulating the maximum and minimum interest for the worker/managerial personnel. The problem of bonus could be easily obviated by having a reasonable wage structure and ^ddividend policy.

Concessional corporate tax would need to be charged from such undertakings in order to encourage their growth. Worker sector undertakings could be provided the status of co-operative ventures.

^{An} ~~A~~ industrial undertaking, of course, has to grow continuously if it is not to fall sick. After growth to the optimum level its diversification into new spheres of activity can be considered, preferably on vertical lines which would be easier to undertake.

A begining in the above direction can be made immediately through the introduction of this concept in the public sector where transfer of equity to workers would be required only from the Govt., and no difficult issues would be involved. The idea can be spread to new and existing private undertakings of certain categories, including the foreign companies operating in this country. To some extent the employees of these companies are already being accorded interest. It is being done by some wholly Indian undertakings too at the time of raising additional capital. But these present practices have to be codified into a proper system, since what is invariably done is to allocate equity interest to a chosen few.

C.I.T.V.

पुकारानार्थ :-

सेन्टर आफ ट्रेड यूनियन को रिट याचिका पर,
हाईकोर्ट द्वारा श्रीमती के मुद्दमें को पुनः
मुनवाई को आदेश

RECEIVED
14 SEP 1981
A.I.T. No.

इलाहाबाद हाईकोर्ट के न्यायाधोरा श्री उमेशा बन्दु श्री
विक्रम और श्री वे०एन० गोयल ने सेन्टर आफ ट्रेड इन्डियन ट्रेड यूनियन
कानपुर को और से दाखिल कर गई दो रिट याचिकाओं में निर्णय देते
हुए श्री न्यायालय कानपुर के निर्णय को निरस्त किया और यह आदेश
दिया कि श्री न्यायालय महेंद्र शुक्ला पेट्रोलियम उद्योग डिस्ट्रिक्ट नगर, उन्नाव
के सेवायोजकों और उसके कर्मचारियों के बीच उठे विवाद को पुनः मुनवाई
करें ।

सेन्टर आफ ट्रेड यूनियन के अधिवक्ता श्री वे०एन० अग्रवाल ने यह
तर्क प्रस्तुत किया कि राज्य सरकार ने श्री न्यायालय को इस आशय का
विवाद निर्णय हेतु भेजा था कि क्या सेवायोजकों ने अपने कर्मचारियों को
सेवाओं 1/3/78 से समाप्त करना उचित एवं वैधानिक था या नहीं । श्री
न्यायालय ने अपने निर्णय में यह कहा कि कुछ कर्मचारियों ने अपना पैसा
पूरा ले लिया है । अतः अब कोई औद्योगिक विवाद शेष नहीं रह जाता
है जिसको राज्य सरकार निर्णय हेतु श्री न्यायालय को प्रेषित कर सकती
कर्मचारियों को और से यह कहस को गई कि यदि कर्मचारियों ने सेवा समा-
प्त के बाद कुछ धन मंजूर भी कर लिया तो उससे उनके नौकरों से गलत रूप
से निकाले जाने का विवादस्पद समाप्त नहीं हो जाता है और श्री न्यायालय
इस विषय में पूर्ण स्थगित थी कि वह दोनों पक्षों का निष्कासनादेश के संकट
में गवाही बादि केर उसके वेधता बाधों में निर्णय देती । कुछ हाईकोर्ट
स्वयं इस सम्बन्ध में श्रीमती के पक्ष में एवार्ड नहीं दे सकता था । जिसका
अधिवक्ता केवल श्री न्यायालय को था अतः माननीय न्यायाधोराओं ने
उक्त विवाद को पुनः निर्णय हेतु श्री न्यायालय कानपुर को भेज दिया ।

[Handwritten Signature]

Ilaahaabad
A.I.T. No.

RECEIVED

17 SEP 1981

A. I. T. U. C.

प्रकारानार्थ :-

उत्तर प्रदेश राज्य के श्रम मन्त्री के विश्व पक्षपातपूर्ण, व्यवहार करने का आरोप

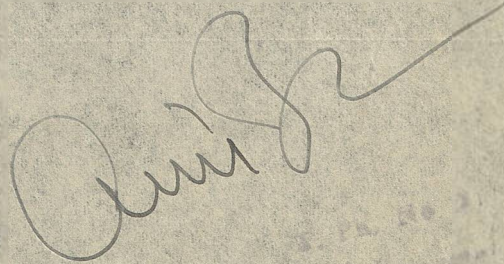
गोरखपुर स्थित फर्टिलाइजर्स कारखाना में पिछले कई वर्षों से मान्यता प्राप्त ट्रेड यूनियन फर्टिलाइजर्स कारखाना मजदूर यूनियन है जिसके मन्त्री श्री रमा कान्त पान्डे हैं। उक्त कारखाना में आइ० एन० टी० ए० सी० की भी यूनियन नेशनल फर्टिलाइजर्स फेडरेशन यूनियन थी जिसके प्रधान श्री जे० ए० सी० दादित श्रम मन्त्री उत्तर प्रदेश थे। पिछले कई वर्षों से सदस्यता के आधार पर मान्यता फर्टिलाइजर्स कारखाना मजदूर यूनियन को मिली हुई थी परन्तु जब श्री जे० ए० सी० दादित राज्य सरकार में श्रम मन्त्री हुए तो उन्होंने जिसके यूनियन के वह सभापति थे, को मान्यता दिलाने हेतु श्रम विभाग से कार्यवाही शुरू करवा दिया। श्रायुक्त ने श्रम विभाग के गोरखपुर स्थित अधिकारियों श्री जे० ए० सी० श्रीवास्तव को आदेश दिए कि वह सदस्यता का सत्यापन करें कि फर्टिलाइजर्स कारखाना में काम करने वाले कौन से ट्रेड यूनियन को सबसे अधिक सदस्यता है।

सम्भवतः श्री जे० ए० सी० श्रीवास्तव को रिपोर्ट फर्टिलाइजर्स कारखाना मजदूर यूनियन के पदा में थी जिसके फनस्वरूप श्रम मन्त्री श्री जे० ए० सी० दादित की नेशनल फर्टिलाइजर्स फेडरेशन यूनियन को मान्यता प्राप्त होना असम्भव था। ऐसी ही स्थिति में श्रम मन्त्री के प्रभाव में और सम्भवतः उनके आदेश से श्रायुक्त उत्तर प्रदेश ने सत्यापन की कार्यवाही पुनः करवा दिया और गोरखपुर मण्डल के उप श्रायुक्त श्री जे० ए० सी० पान्डे को यह आदेश दिया कि वह पुनः सत्यापन के सदस्यता की कार्यवाही करें।

फर्टिलाइजर्स कारखाना मजदूर यूनियन ने श्रायुक्त के उस आदेश को जिसके द्वारा श्री जे० ए० सी० पान्डे को सत्यापन अधिकारों नियुक्त किया गया था। हाईकोर्ट में रिट याचिका दाखल करते करते ही रिट याचिका में श्रम मन्त्री के विश्व यह आरोप किया गया है कि उन्होंने श्री जे० ए० सी० पान्डे को नियुक्त केवल इस कारण किया कि वह भी उसी जिले के हैं जिस जिले के श्रम मन्त्री मंडीदय स्वयं हैं और इस कारण वह यह उम्मीद करते हैं कि श्री जे० ए० सी० पान्डे ऐसी रिपोर्ट देंगे जो श्रम मन्त्री के यूनियन के पदा में जायेंगी। रिट याचिका में यह भी आरोप किया गया है कि उस यूनियन को मान्यता दिला जिसके वह अध्यक्ष हुआ

करते हैं। वह अपने सहयोगियों को मान्यता प्राप्त यूनियन से कतिपय लाभ पहुंचाना चाहते हैं।

फटलाइजर्स कारखाना मजदूर यूनियन के अधिकारता श्री डे० पी० अग्रवाल एडवोकेट ने यह कहस किया कि पहले संस्थापन अधिकारी श्री डे० पी० श्रीवास्तव को रिपोर्ट को प्रकाशित न करने और उस रिपोर्ट के अनुसार फटलाइजर्स कारखाना मजदूर यूनियन को मान्यता न देकर और अपने जिले के अधिकारी श्री जे० एस० पी० पान्डे पुनः संस्थापन अधिकारी श्री नियुक्त करवाकर श्री मन्त्री महोदय अपने ~~इस~~ राज-नैतिक प्रभाव का बेजा फायदा इसलिए उठा रहे हैं कि वह अपने पुराने सहयोगी ट्रेड यूनियन कार्यकर्ताओं को कुछ लाभ पहुंचा सकते हैं। श्री अग्रवाल ने यह तर्क किया कि इस प्रकार के आदेश पदापात पूर्ण और अवैधानिक हैं। न्यायाधीश श्री डे० पी० सेठ और श्री ए० डनर्जॉ ने अमायुक्त के कार्यालय को यह आदेश दिया कि वह पूर्व संस्थापन अधिकारी श्री डे० पी० श्रीवास्तव द्वारा दी गई रिपोर्ट को हाईकोर्ट में तत्काल पेया करें ताकि हाईकोर्ट इस सम्बन्ध में अपना निर्णय दे सके कि, वास्तव में श्री मन्त्री और अमायुक्त महोदय का व्यवहार राजनैतिक पदापातपूर्ण है या नहीं।


S. Mahanta, District Registrar
Alahabad

Ref No. :

Phone No. 24 - 1765

INDIAN FEDERATION OF TRADE UNIONS

J. F. T. U.
RECEIVED
102 S. N. BANERJEE ROAD,
CALCUTTA-700014
4 SEP 1981

A. I. T. U. C.

Date August 31, 1981

President :
SANTOSH RANA

General Secretary :
DEVNATHAN

To All Members of the National Campaign Committee

The General Secretary
AITUC

Dear Comrade:

The Indian Federation of Trade Unions (IFTU) was formed in July 1978. It now has affiliated unions in the states of Punjab, Bihar, U.P., W.Bengal, Assam, Tripura, Delhi, etc. in various industries such as cotton and jute textiles; tea gardens; coal, copper and uranium mines; engineering; fertilizers; sugar, etc. The membership of IFTU is more than 1 lakh.

IFTU has consistently opposed every attack on workers' rights. It has opposed the Essential Services' Maintenance Ordinance and stands for the united action of all trade unions against the Ordinance and against all other attacks on the working class and the people (copy of press statement ~~xxxx~~ attached).

IFTU has been organising rallies and meetings in protest against the Ordinance and supported the National Campaign Committee's call to observe 17th August as "Black Day".

IFTU wishes to become a constituent member of the National Campaign Committee in order to contribute to the united struggle of the trade unions. We hope that the National Campaign Committee will accept IFTU as a constituent member so that we would be able to fully participate in its programmes.

With fraternal greetings
Dev Nathan
Dev Nathan
General Secretary

INDIAN FEDERATION OF TRADE UNIONS

I. F. T. U.

102, S. N. BANERJEE ROAD,

CALCUTTA-700014

President :
SANTOSH RANA
General Secretary :
DEVNATHAN



Press Release

Oppose Fascist Measure

The Ordinance banning strikes is an outright fascist measure. This Ordinance comes in the wake of numerous attempts (eg. LIC, Bangalore public sector) to deny the right of collective bargaining.

The ban on strikes is meant to break the organized workers' power of resistance to the wage-cuts the government is in the process of imposing.

This attack on the right ^{to strike} is a prelude to a general attack on all democratic rights. Both the wage-cuts and the imposition of fascism are going hand-in-hand with Mrs. Gandhi's attempts to whip up a war hysteria against Pakistan. It has been acknowledged by the Prime Minister that Government finances are under strain because of its mounting military expenditures. The connection between all these measures cannot be ignored.

IFTU will work for the united action of the whole working class in opposing this fascist measure of the Government and supports the call to observe 17th August as "Black Day".

sd/-

Dev Nathan

General Secretary



All India Railwaymen's Federation

(Estd. 1924)

4, STATE ENTRY ROAD,
NEW DELHI - 110055.

No. AIRF/354

Dated 4th September, 1981.

The General Secretaries,
AITUC, CITU, HMS, UTUC & INTUC (Dara Group),

Dear Comrades,

Reg:- Indian Federation of Trade Unions'
request for representation on
National Campaign Committee.

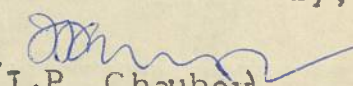
....

Since all Central Trade Unions who were willing to join the National Campaign Committee have been given representation, it seems reasonable that the IFIU be also invited to the meetings of the National Campaign Committee.

In this connection, Shri Dev Nathan, General Secretary, IFIU, has already addressed all Members of the National Campaign Committee on the subject.

With fraternal greetings,

Yours fraternally,


(J.P. Chaubey)
General Secretary.

3rd September '81

Dear Com. Indrajit Gupta:

I had addressed a letter to AITUC (and all other members of the National Campaign Committee) with regard to IFTU (Indian Federation of Trade Unions) request to be made a constituent member of the National Campaign Committee. You must have received this letter by now. I hope that in the interest of trade union unity against the Strike Ban Ordinance and other anti-working class measures, you will ~~not~~ support the inclusion of IFTU in the National Campaign Committee. I understand that the committee will be meeting on 8th September.

I had come to meet you in this regard and will come on Monday at 9 am. Hope it will be possible to meet you then.

With fraternal greetings

Dev Nathan
(DEV NATHAN)
General Secretary
IFTU

The General Secretary
All India Trade Union Congress
24, Conning Lane, New Delhi.

UTUC
Lenin Sarani

U.T.U.C. (L/S)

ALL INDIA COMMITTEE

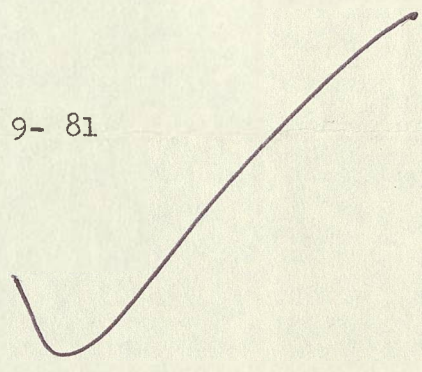
Delhi Office: 4/11772, Satnagar,
New Delhi-5
Phone: 566631

I- 9- 81

TO

The Secretary,
Ministry of Labour,
Government of India,
Shram Shakti Bhawan,
Rafi Marg, New Delhi.

RECEIVED
5 SEP 1981
A. I. T. U. C.



Dear Sir,

Please refer to the Ministry's letter No. L-60011/4/81-L.C. dated 22-8-81 addressed to us regarding the Relative Membership strength of Central Trade Unions/ Organisations etc. You may kindly recall our talk in this matter of 28-8-81 in your office.

The Government has partially corrected, though belated its position regarding the membership of the U.T.U.C. (L/S) as on 31.12.77. It is surprising as to how the Ministry of Labour has decided to reckon the membership of the U.T.U.C. (L/S), as on 31-12-77 to be only 6,51,189. This figure is wrong and we are at a loss to understand where from the Ministry has come to this figure.

We like to state that the real membership of U.T.U.C.(L/S), as on 31-12-77 was 9,44,753 on the basis of the annual returns submitted to Registrars of Trade Unions. Our representation to the Ministry demanding correction of the record of our membership dates back to 25th May, 1979 vide our letter No. UTUC/V/Lab-1978/79 to the then Minister of Labour and Parliamentary affairs, Govt. of India and our letter No. UTUC/V/Lab.1978/79 of same date to CLC(C) Ministry of Labour, Government of India which were followed by many representations and production of true copies of Annual Returns in respect of certain Unions on 22-5-81.

It is and had been our stand ~~which your Ministry has now partially corrected~~ the Ministry's ~~hither to declared membership figures in respect of our Organisation, proves beyond doubt our allegation~~ that some of the State Governments including W.B. Government have not shown correct membership figures as per annual returns.

In view of the above, we request you to duly notify to all concerned the correct membership figure of our Organization as mentioned above and that U.T.U.C. (L/S) is henceforth treated as a major Central Trade Union Organisation alike INTUC, AITUC, HMS, BMS, and CITU.

Yours sincerely,

T.L.K.
(PRITISH CHANDA)

General Secretary, U.T.U.C. (L/S)

Copy forwarded for information to:

1. All Central Trade Unions
2. CLC (C) Ministry of Labour, Govt. of India, NEW DELHI

Ref No. :

Phone No. 24-1765

INDIAN FEDERATION OF TRADE UNIONS

I. F. T. U.

102, S. N. BANERJEE ROAD,

CALCUTTA-700014

President :
SANTOSH RANA
General Secretary :
DEVNATHAN

Date August 31, 1981



Address for correspondence at Delhi:

Dev Nathan
c/o Dr. Yatendra Kumar
2/157 Gobindpuri
New Delhi

Note in
Central Trade
Union
List
4/9/81

Dev Nathan

CITU

HARYANA STATE COMMITTEE OF C.I.T.U.
(Centre of Indian Trade Unions)

Nagori Gate, Hissar.

Ref;HSC:CITW:HSR:6

August 22, 1981

The Central Labour Minister,
Govt. of India,
Ministry of Labour,
New Delhi - 110 001



Reg: Case of the workers of Gopi Chand Textile Mills,
Sirsa (Haryana).

Dear Sir,

In the recent past we have sent several communications to you on the subject demanding your intervention in the matter as the workers of a bove Textile Mills are being harassed, tortured, victimised and attacked by the hired goondas of the management of mill, but we regret to write you again on the matter that we have not received that much help which was expected from your Ministry.

We give below the latest position with regard to reasons of strike and its consequences etc., parawise : -

THE COMING UP OF THE MILL

This mill was started way back in 1967-68 by the so-called "RAI SAHIBS" who had earned the goodwill of British Rullers during the Freedom struggle by helping the then Rulers of the country and by stabbing in the back of their countrymen. They helped the invaders with money, shelter and all that which could earn them the title of "RAI SAHIB".

Right from the inception of the mill, the management never permitted any of its workers to form union not the workers have ever been allowed the minimum statutory facilities. Whenever workers tried to raise their heads against injustice in the mill, they were tortured, beaten mercilessly and thrown out of employment without any valid grounds thus the management had created an atmosphere of terror in the mill.

On 19.3.1981 the Security Guards of the mill fired on the workers without any provocation due to which 18 workers were injured. 12 persons including Security Officer and Labour Officer on the management side were arrested dueto this firing under FIR No. 77 dated 19.3.1981 registered at Police Station, City Sirsa (Haryana)

On 27.4.1981 Police again fired on the workers whey they were holding a peaceful demonstration near the mill gate. 48 workers were involved in FIR No.111 dated 27.4.81 m/s 307,353, 333 etc. The arrested persons included one of the senior Advocates of town Mr.Parminder Singh and Mr.Jeet Singh Sarpanch of Kherpur village where the mill is situated.

contdd,...2

One more FIR No. 113 dated 28.4.1981 was registered against the above mentioned Sarpanch Jeet Singh and Advocate Parminder Singh alleging that they had broken telephone lines etc.

On 29.4.1981 Mr.J.P.Pande, President of IVth Class employees Union of Haryana State was taken into custody without any valid grounds. He was implicated in a false case under section 506 IPC (FIR No.114 dated 29.4.1981). He was very mercilessly beaten, tortured and insulted inside Police station, Sirsa His cloths were removed and he was thrown naked outside police station by the highhanded officer Ganga Ram, Inspector police, who is alleged to have taken a sum of Rs.40,000 for crushing the workers movement at any cost.

12 more workers were involved in FIR No.115 dated 30.4.1981 on false grounds u/s 364, 342 etc. All the arrested persons were paraded through streets of the town, insulted and tortured by the local police in collusion with the mill management and District Administration, who lent its open hand to the management on instructions from above. The workers wre denied food and water in police custody.

On 16.5.1981 - the day upto which strike by the workers continued - an agreement was signed by the workers with the mill management with the intervention of State Labour Commissioner but the management refused to take back 150 workers, who were in jail on the day of signing the agreement, although they were assured that all the workers in jail shall also be taken on jobs, after their release on bail. The Dy.Labour Commissioner Mr.Ram Sarup and Dy.Commissioner, Sirsa werealso present at the time of signing of agreement.

In the intervening period management continued with its recruitment of goonda elements. Bad characters of the nearby areas were recruited to terrorise the workers and their women folk. The Dy.Commissioner and Superintendent as well as other concerned authorities were kept informed of the activities in the mill but they did not take any precautionary step to prevent all these happenings in the mill. They instead of helping and safeguarding the interests of workers, openly supported the management. Ch.Devi Lal, Member of Parliament also called on the Dy.Commissioner, Sirsa on 28.5.1981 and apprised him of the situation in the mill and requested him for intervention. The Dy.Commissioner while talking with Ch.Devi Lal admitted that no doubt mill management had hired armed personnel from the area and they had lethal weapons, but the so hired persons shall not attack anybody. This was the most sad part of the whole affair.

More arrests were made among the workers at this time. 11 workers were injured due to severe beating by police and hired goondas of the management. Leg of one of the workers - Mr.Chhabai was broken and hand of Narain was also broken while they were beaten inside the police station. They were not rendered any medical help by the authorities and even when their relations tried to help them, they were abused and not allowed to see the workers in Police station, keeping aside all the humanity on one side.

contd....3

Four workers were again involved in FIR No. 162 dated 30.5.1981 for allegedly threatning someone under section 506 IPC.

On the same day i.e. 30.5.1981 Com.Avtar Singh of the CPI(M) was also involved in FIR No.163 dated 30.5.1981 u/s 506, 452 and police threatned him with dire consequences, if he ever helped the workers. He was warned that if ~~he~~ they helped the workers, his hands may be chopped off.

On 5.7.1981 the hirelings gave a severe beating to two workers inside mill premises and ~~beating them~~ beaten them. Both these workers - Mr.Subhash and Mr.Gaya Parshad were thrown into burning waste material pit due to which they received multiple injuries. When the workers of the mill resented against this inhuman treatment to their fellow brethern, the mill management openly ordred the hired group to teach a lesson to workers so that they could never form a union in the mill. On the orders and support of the management, lot of workers were dragged from their houses and taken inside mill premises and were subjected to third degree methods. Their women folk were abused insulted and not allowed to see their manfolk. Their position can be well imagined. Not only that, they were again involved in a false case u/s 302, 307 etc. and 45 workers were put behind the bars.

The local police also involved in the above FIR, Com Tek Chand Gupta, Jt.Secretary State Committee of CITU, who was, infact at Hissar on that day waiting for the Chief Minister, Haryana, Mr.Bhajan Lal, who had invited Com.Gupta for talks with regard to the strike in local Hissar Textile Mills. The Distt. Labour Officer and Labour Inspector were also present with Com.Gupta at PWD Rest House, Hissar. The intentions of the police, district administration and mill management becomes clear over here. Not only Com.Gupta, Jeet Singh Sarpanch, Parminder Singh, Advocate and Dr.Avtar Singh and few Tea Stall owners - where workers used to take tea, were also involved in the above FIR. 15 workers were arrested u/s 107/151 IPC and were openly beaten on roadside by the police.

Shri Raj Kumar, a worker of the mill was beaten by police in the presence of Mill Officers without any complaint against him. He was arrested u/s 107/151 IPC and local Sub Divisional Magistrate did not accept his bail application for a month.

Whenver the workers were taken to Civil Hospital with injuries no proper care was paid to them. No medicines were provided and they were even not given beds. They were made to lie on floors. This all happened due to the fact that District Administration had issued strick instructions against helping the workers by anyone. The Doctors at Civil Hospital, Sirsa forget their duty towa rds the patients and were influnced with the money lavishly distributed by mill management.

Till date tota l workers involved in various offences	= 115 nos.
Total workers involved in preventive c(auses(107/151 Cr.P.C.)	= 10 nos.
Total workers injured seriously	= 28 nos.

THE ROLE OF STATE LABOUR DEPARTMENT:

The papers filed by the workers on 27.5.1981 with the Labour Inspector, Sirsa were not forwarded by him to Registrar, Trade Unions-cum-Labour Commissioner till 9.6.1981. When the Labour Inspector refused to forward the papers, the workers took these papers back from him and sent the same to Registrar on 19.6.81 under registered cover. The papers were sent back to Labour Inspector, Sirsa on 25.6.81 by Registrar for verification and the same were returned to headquarters on 1.7.81 but the Labour Inspector gave the names of persons forming union, to the management and management in turn involved all these workers in a false case under FIR No.199 dtd.5.7.81. The papers are still lying with the State Labour Commissioner but no action has been taken on them to register the union.

The representative of workers called on the Labour Commissioner, Haryana at PWD Rest House, Hissar on 16.8.1981 but the LC refused to entertain any claim of the workers. The State Labour Minister who was also present on the occasion, quipped that wherever, there was violence no union shall be registered there. The attitude of the Labour Deptt. has thus become totally anti-worker.

Role of district Administration

During all this period the attitude of the local administration remained tilted towards the management. The Dy. Commissioner and Supdt. of Police openly supported the management due to reasons which can be well imagined. The role played by DC calls for thorough investigation ~~xxx~~ by some impartial body like CBI to prove our allegations of malafides intention and open support to the ~~xxxx~~ management. The Dy. Commissioner took anti-workers stand during the continuation of strike and workers' struggle.

The Dy. Commissioner locked out the mill and went to mill premises personally on 5.7.1981 to advise the workers that their salaries for the month of June, 81 shall be paid but asked them to remain peaceful. He also assured the workers that the mill shall be reopened after 5-7 days by taking the workers into confidence. But he backed out and without consulting the workers opened the mill. The salaries for June, 81 have not till date been disbursed to the workers.

The State Labour Department also remained almost a silent spectator and played very decisive role. The workers were never helped properly and their rights never advocated by the department. It is a matter of surprise that despite the sanction of medical facilities in 1968-70 period till date no ESI Dispensary has been opened in Sirsa. This has been done to save the management from paying its share on account of ESI facility. Some senior officials of State are involved in this racket, which has deprived the workers of medical benefit all these years and needs investigation.

The workers are still on strike w.e.f. 5.7.1981 although a report contrary to that has been fabricated by the local labour officials and District Administration and forwarded to the State Govt. The fact is that more than 1400 workers are continuing their struggle for the fulfillment of their demands. No steps have been taken by the Labour Department to defuse the situation and to solve the worker's problems despite the fact that several deputations of M.P.s, M.L.A.s and Local Citizens have called on the respective authorities.

The Police officials, no doubt, helped the management in crushing the genuine struggle of workers - a cause which was never expected from the guardians of law. Their role also needs to be examined.

Not only that, the Judiciary at Sirsa is also involved in this case, which has tried its best to create problems for the workers by not accepting their bail applications and by demanding heavy bail amounts. The workers have been transferred to other District Jails to harass their kith and kin.

13 workers are still under arrest and have been lodged in Hissar District Jail. Their Bail applications have been turned down several times by the Judiciary at Sirsa, which is in itself a story. Other workers, whose names appear in the FIRs have run away fearing torture at the hands of police.

The workers, have no doubt, a right to ask for their rights when they are putting in their best to run the mill and the management has earned profits of several crores, by evading taxes and by not paying statutory dues on behalf of the workers.

We demand that a high level impartial enquiry by some Judge of High Court should be ordered into the whole affair to establish the facts otherwise guilty shall definitely go unpunished.

The role played by Dy. Commissioner and Superintendent of Police at Sirsa the State Labour Department should be specially investigated so as to prove our allegations.

The State Govt of Haryana and Central Govt. must admit their fault for not defending the rights of the workers and must also refrain from taking anti-workers' steps, which have been taken in this case. The demands of the workers for minimum living wages, security of service and withdrawal of all criminal cases against them should be conceded at the earliest and workers be allowed to resume their duties in a peaceful atmosphere, for the betterment of harmonial industrial relations.

A line on the action taken shall be appreciated.

Thanking you,

Yours faithfully,

Tekm

(Tek Chand Gupta)
Jt. Secretary.

RECEIVED

27 Aug 1981

A.I.T.U.C

Central TV's

UTUC

Lenin Sarani

No.L-60011/4/81-L.C

Government of India/Bharat Sarkar
Ministry of Labour/Shram Mantralay

.....
New Delhi, the 22nd August, 1981

To

The General Secretary,
United Trades Union Congress (Lenin Sarani)
48, Lenin Sarani,
Calcutta-700013.

Subject:- Relative membership strength of Central Trade Unions Organisations on the basis of Annual Returns submitted to the Registrar of Trade Unions affiliated to Central Organisations of Workers.

Sir,

I am directed to refer to your letter No.NIL dated the 22nd May 1981 on the above subject and to say that after a careful consideration of the matter, the Ministry of Labour has decided to reckon the membership of the UTUC (IS), as on 31.12.77, to be 6,51,189 on the basis of the annual returns submitted to the Registrars of Trade Unions.

Yours faithfully,

C.R. Nair
(C.R. Nair)
Director

Copy forwarded for information to:-

1. The General Secretary,
Indian National Trade Union
Congress,
1-B, Maulana Azad Road,
New Delhi.
2. The General Secretary,
All India Trade Union
Congress,
24, Canning Lane,
New Delhi
3. Shri D.D. Vasisht,
General Secretary,
Hind Mazdoor Sabha,
Nagindas Chamber, (2nd floor)
167, P.D. Mallow Road, Bombay

....2/-

4. The General Secretary,
The United Trade Union Congress
249, Bepin Behari Ganguli Street,
Calcutta.
5. The General Secretary,
The Bharatiya Mazdoor Sangh,
23-24, Vithal Bhai Patel House,
New Delhi.
6. The General Secretary,
The Centre of Indian Trade Unions,
6, Talkatora Road,
New Delhi.
7. The General Secretary,
National Front of Indian Trade Unions,
2, Jawaharlal Nehru Road,
Calcutta.
8. The General Secretary,
National Labour Organisation,
Gandhi Majoor Sevalaya,
Bhadra, Ahmedabad.
9. The General Secretary,
Trade Union Coordination Centre
112, North Avenue,
New Delhi.

T. N. Singh

(T.N. Singh)
for Director

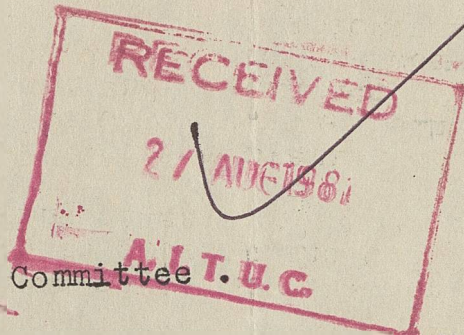
UTUC
Lenin Sarani

UNITED TRADE UNION CONGRESS. (LENIN SARANI)
DELHI UNIT

PHONE: 566631
11772/4, Sat Nagar,
Karol Bagh,
New Delhi-5

Dated: 15th Aug. 1981.

To
All Members,
National Campaign Committee



Re: Disruptive activities of the C.I.T.U. against the
decision of National Campaign Committee.

In continuation of our appeal dated the 12th, August 1981, we are forced to bring to your notice the disruptive and anti-working class attitude of the Delhi Unit of the C.I.T.U. in the joint programme of the 17th August, 1981, decided by the Delhi State Campaign Committee to which we have all-along been a party.

The Delhi unit of the C.I.T.U. refused to accept the contribution (Rs.400/-) from the U.T.U.C.(Lenin Sarani) towards the expenditure of the programme, and without the knowledge of other members of the Delhi State Campaign Committee issued a press statement where the name of our organisation was excluded. They also printed a poster announcing the programme without mentioning the name of U.T.U.C. (Lenin Sarani). When approached the representative of the C.I.T.U. refused to discuss the matter and told us that the question of inclusion of U.T.U.C.(Lenin Sarani) in the Delhi Programme will be discussed later.

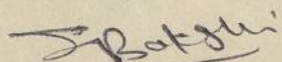
We have also appealed to other members of the Delhi State Campaign Committee to prevent the C.I.T.U. from disrupting the unity of the working class.

In spite of all these sectarian and disruptive anti-working class tactics of the C.I.T.U. the Delhi Unit of the U.T.U.C.(Lenin Sarani), to maintain and strengthen the unity of the working class has given a call to all unions and working class organisations under it to participate in the programme.

We urge upon you to consider the whole affair in the interest of the unity of the working class movement against the onslaught of the Central Government.

With greetings,

Fraternally yours,


(S. BAKSHI)-
Secretary.

14-8-81

To

Shri N.K.Hatt, MP
President
Indian National Trade Union Congress
1-B, Maulana Azad Road
NEW DELHI 110 001

Dear Shri Hatt,

Many thanks for your letter, Ref: No:III/22/4417
dated 6.8.81, which reached me today after my
return from Calcutta.

We greatly appreciate your sincere words of
sympathy and condolence on the sad passing
away of Com.Bhupesh Gupta. Let all of us strive
to uphold the cause for which he fought so resolutely
throughout his life.

With fraternal greetings


(INDRAJIT GUPTA)
GENERAL SECRETARY



N.K. BHATT, MP
President

INTUC

Grams : "SHRAMIK"
Telephones : 381850, 382266, 385037

राष्ट्रीय मजदूर कांग्रेस

INDIAN NATIONAL TRADE UNION CONGRESS

(National Headquarters)



1-B, Maulana Azad Road,
NEW DELHI - 110011

III/22/4417
August 6, 1981

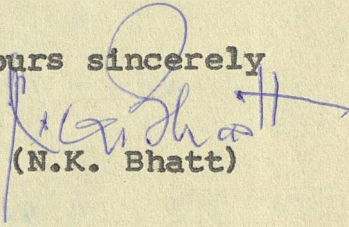
Dear Shri Gupta,

I was shocked to hear the sad demise of my old friend, Shri Bhupesh Gupta after a prolonged illness.

Shri Gupta was one of the old guard of freedom fighters and was a great champion of the downtrodden. Though ideologically different, he had immense faith in the Parliamentary system and his invaluable contribution to the enrichment of the debates in the Upper House of the Parliament will be written in golden letters in the history of Indian Parliament. I have been one of those who has had the privilege of being associated with him in the Rajya Sabha for a long period.

In his death, the country has lost a great parliamentarian, the weaker sections and particularly the working class their relentless champion and myself a good friend, May his soul rest in peace.

Yours sincerely


(N.K. Bhatt)

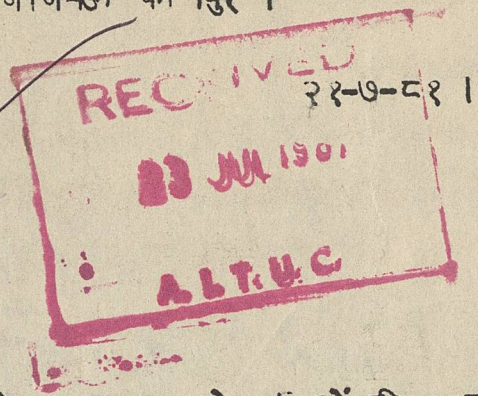
Shri Indrajit Gupta, MP
General Secretary,
All India Trade Union Congress,
24, Canning Lane,
NEW DELHI.

जै० के० रैयान वर्क्स यूनिन् (सी० आर्इ० टी० यू०)

मजदूर किसान भवन तिवारीपुर जाजमऊ कानपुर ।

सेवा में,

श्रीमान अम पंत्री महोदय,
भारत सरकार,
नई दिल्ली ।



विषय :- जै० के० रैयान कानपुर के श्रमिकों की न्यायोचित मांगों को कुचलने के लिये प्रबन्धकों द्वारा १ जुलाई, ५१ से कारखाने के समस्त १५०० श्रमिकों के किये गये ले आफ के सम्बन्ध में ।

माननीय महोदय,

मैं आपका ध्यान उत्तर प्रदेश की प्रसिद्ध औद्योगिक महानगरी कानपुर में स्थित जै० के० रैयान कानपुर में १ जुलाई, १९५१ से कारखाने के समस्त १५०० श्रमिकों के किये जा रहे ले - आफ की ओर आकषिति कराना चाहता हूँ ।

यहकि जै० के० रैयान कानपुर के प्रबन्धकों ने १ जुलाई १९५१ से कारखाने के समस्त १५०० श्रमिकों का ले आफ कर दिया है । इस ले आफ से जहाँ एक ओर कारखाने के १५०० श्रमिकों के समने रौटी रोजी का संकट उपस्थित हो गया है वहीं दूसरी ओर इन श्रमिकों से सम्बन्धित परिवार के लगभग ५००० व्यक्ति भुखमरी की चपेट में आ गये हैं । इसके साथ ही साथ हजारों हजारों बच्चों के सामने शिक्षा की समस्या पैदा हो गयी है ।

यहकि प्रबन्धकों ने यह ले आफ बिना किसी पूर्व सूचना या अम विभाग की बिना पूर्व अनुमति के यकायक मशीनों की खराबी को ठीक करने के नाम पर किया जबकि कारखाने में ३० जून, ५१ तक कार्य होता रहा है ।

यहकि अतिरिक्त अमायुक्त उत्तर प्रदेश कानपुर - दौत्र , श्री के० के० पाण्डेय महोदय ने जै० के० रैयान कानपुर में १ जुलाई, १९५१ से प्रबन्धकों द्वारा किये गये ले आफ को गैर कानूनी घोषित कर दिया है । इसके बावजूद भी प्रबन्धकों ने आज तक इस गैर कानूनी ले - आफ को समाप्त करके कारखाना चालू नहीं किया है ।

यहकि इस गैर कानूनी ले-आफ को समाप्त करवा करके कारखाना चालू करने के लिए प्रशासन या सरकार द्वारा प्रभावशाली दबाव डालने के बजाय गैर कानूनी ले - आफ का प्रतिरोध करने वाले लगभग २०० श्रमिकों को गिरफ्तार करके १ जुलाई, ५१ को जेल भेज दिया गया । इन श्रमिकों को जिला जेल कानपुर में न रकर जिला जेल उन्नाव

क०५०३०

भेज दिया गया है जहां इनके साथ आम कैदियों जैसा व्यवहार किया जा रहा है।

यह कि ले आफ, ताला बन्दी और मिल बन्दी करके अधिकियों को भूखा मारने और उन्हें उनकी न्यायोचित मांगों से वंचित करने की जे० के० प्रतिष्ठान की एक प्रसृत आदत है। आज भी केवल कानपुर में ही इस प्रतिष्ठान के दो कारखाने जे० के० मैन्यूफैक्चर्स (कैलाश मिल), जे० के० इलेक्ट्रॉनिक्स पूर्ण रूप से वर्षों से बन्द पड़े हैं। जे० के० आयरन और जे० के० रेयान को अनेक बार लम्बी लम्बी बन्दियों का दौर देखना पड़ा है।

यह कि इस गैर कानूनी ले आफ के पीछे उत्तर प्रदेश के राज्य अम पंजी श्री राम नारायण पाठक का बुला हाथ है। ऐसी चर्चा अफि दौत्रों में काफी जोरों से है। प्रदेश के अम पंजी माननीय श्री जगदीश चन्द्र दी दात का कहाँ तक सहयोग है यह तो स्पष्ट नहीं कहा जा सकता है लेकिन इतना अवश्य है कि इस गैर कानूनी ले आफ को समाप्त करवाने के लिए उन्होंने तब प्रयास करने के लिए कहा जब अफि अपनी समस्त न्यायोचित मांगों को वापस ले लेगा। माननीय अम पंजी महोदय की यह स्थिति इस बात की स्पष्ट धोतक है कि वह इस गैर कानूनी ले आफ की कार्यवाही को समाप्त करने के लिये किसी भी प्रकार का प्रयास प्रबन्धकों के विरुद्ध नहीं करेंगे।

यह कि जे० के० रेयान कानपुर के अधिकियों को पिछले दो वर्षों से किन परिस्थितियों से हाकर गुजरना पड़ा है। इस सम्बन्ध में जे० के० रेयान वर्क्स यूनियन, उ०प्र० राज्य कमेटी सी०आर्इ०टी०यू० और लोक सभा में भारत की कम्युनिस्ट पार्टी (मार्क्सवादी) के नेता कामरोड समर सुजी रम० पी० ने अनेक पत्र आपकी सेवा में प्रस्तुत किये हैं। उत्तर प्रदेश के मुख्यमंत्री माननीय श्री विश्वनाथ प्रताप सिंह को भी अनेकों पत्र लिखे गये हैं।

यह कि संक्षेप में मैं केवल इतना कहना चाहूंगा कि जे० के० रेयान कानपुर में पिछले दो वर्षों से खुले आम ट्रेड यूनियन अधिकारी, सामूहिक सौदेवाजी के सिद्धान्तों, नैतिक एवं कानूनी परम्पराओं की खुली अवहेलना की जा रही है।

यह कि जे० के० रेयान कानपुर के प्रबन्धकों ने, असा मा जिक अराजक तत्वों ने आज वही हालत पैदा कर दी है जो मोदीनगर में जनप्रिय मजदूर नेता श्री जय प्रकाश की हत्या के रूप में सामने आयी है। किसी भी दाण किसी भी समय यह वीमत्स और ददीनाक समाचार सुनने में आ सकता है कि जे० के० रेयान वर्क्स यूनियन या सी०आर्इ०टी०यू० के नेता की हत्या कर दी गयी।

यह कि यह सर्वविदित है कि जे० के० रेयान कानपुर में सी० आर्इ० टी० यू० से सम्बद्ध जे० के० रेयान वर्क्स यूनियन को कारखाने के अधिकियों का विशाल बहुमत प्राप्त है और प्रबन्धकों ने लम्बे संघर्षों के बाद पिछले २२ वर्षों से मान्यता दे रखी है। यह

मान्यता वर्ष १९७५ में आपातकाल के दौरान हनी गयी थी जिसे पुनः संघर्ष के बाद प्राप्त किया गया ।

यह कि प्रबंधकों और सरकार द्वारा श्रमिकों की न्यायोचित मांगों, जिन्के लिये श्रमिकों ने जे० के० रैयान वर्क्स यूनियन के आवाहन पर २३ अक्टूबर, १९८० को एक दिन की सफल सांकेतिक हड़ताल की, पर वातांन करके अल्पमत की यूनियन के साथ वातांन करके समझौता कराया गया। श्रमिकों ने इस तथाकथित समझौते को मानने से इन्कार कर दिया और अपनी मांगों के लिये संघर्ष जारी रखा ।

यह प्रबंधकों ने श्रमिकों की न्यायोचित मांगों, ट्रेड यूनियन के सर्वमान्य सिद्धान्तों, नैतिक परम्पराओं का गला घोटने के लिए जान बूझ कर ले आफ किया है ताकि श्रमिकों को भूखा मारकर अपनी शर्ते मनवाने के लिये राजी किया जा सके ।

अतः श्रीमान जी से निवेदन है कि कृपया आप अपने प्रभावशाली हस्तक्षेप से जे० के० रैयान कानपुर के प्रबंधकों द्वारा २ जुलाई, १९८२ से किये गये गैर कानूनी ले-आफ को समाप्त करा करके कारखाना चालू करवाये साथ ही इस गैर कानूनी ले-आफ की अवधि का पूरा वेतन श्रमिकों को दिलाने की व्यवस्था करें ।

श्रीमान जी से यह भी निवेदन है कि उ०प्र० सरकार की पदापातपूर्ण, फजदूर विरोधी, ट्रेड यूनियन अधिकारों एवं नैतिक परम्पराओं और सामूहिक सांवेवाजी के सिद्धान्तों को समाप्त करने की नीति पररोक लगवाये और जे० के० रैयान कानपुर के श्रमिकों की समस्याओं को जे० के० रैयान वर्क्स यूनियन के साथ वातांन करके हल कराये । आपका यह प्रयास कानून, नैतिकता, श्रमिकों और देश के हित में होगा । धन्यवाद -

२१ सुकोई १९८१

दीनदत्त

भवदीय,

(दीनदत्त राम)

सभापति,

जे०के० रैयान वर्क्स यूनियन,
कानपुर ।

उचित कार्यवाही हेतु प्रेषित
प्रतिलिपि

- १- श्रीमान् प्रधानमंत्री महोदया,
भारत सरकार, नई दिल्ली ।
- २- श्रीमान् उद्योगमंत्री महोदया,
भारत सरकार, नई दिल्ली ।

- 3 श्री मान् वाणिज्य मन्त्री, भारत सरकार, वाणिज्य मन्त्रालय भारत सरकार नई दिल्ली T
- 4 श्री मान् मुख्यमन्त्री महोदय, उत्तर प्रदेश शासन, विधान भवन लखनऊ T
- 5 श्री मान् अम सचिव भारत सरकार, अममन्त्रालय भारत सरकार नई दिल्ली T
- 6 श्री मान् उद्योग सचिव भारत सरकार, उद्योगमन्त्रालय भारत सरकार नई दिल्ली T
- 7 श्री मान् वाणिज्य सचिव वाणिज्य मन्त्रालय भारत सरकार नई दिल्ली T
- 8 श्री मान् पी० राममुनी एम० पी०, महामन्त्री सी० ब्राह्म० टी० यू० & तालपट्टी गार्ड देहली T
- 9 श्री मान् हार्किशन सिंह सुजीत एम० पी० १४ अशोक गार्ड नई दिल्ली T
- 10 श्री मान् का० समरमुक्ती एम० पी० १२ विन्डसर पैस नई दिल्ली T
- 11 श्री ई० बालाचन्द्रन एम० पी० १४ अशोक गार्ड नई दिल्ली T
- 12 श्री नोरेन जोष एम० पी० २ गुडगा गार्ड नई दिल्ली T
- 13 श्री ज्योतिष बाबू एम० पी० १५ तालपट्टी गार्ड नई दिल्ली T
- 14 श्री मान् मोहम्मद इस्माइल एम० पी० विठ्ठल भाई पटेल हाउस नई दिल्ली T
- 15 श्री मती सुशोला गोपालम एम० पी० १४ विठ्ठल भाई पटेल हाउस नई दिल्ली T
- 16 श्री मान् मार्ज प नन्डीज एम० पी० गुलशरीफ गार्ड नई दिल्ली T
- 17 श्री मान् इन्द्रजीत गुप्ता एम० पी० नई दिल्ली T
- 18 श्री मान् चित्ता बाबू एम० पी० नार्थ रेव्यू एम० पी० नई दिल्ली T
- 19 श्री मान् त्रिदीव चौधरी एम० पी० पि गौजशाह गार्ड नई दिल्ली T
- 20 श्री मान् ड० एम० दे० पन्धे मन्त्री सी० ब्राह्म० टी० यू० & तालपट्टी गार्ड नई दिल्ली T
- 21 श्री मान् मन्त्री उ० प्र० राज्य कैमेटो सी० ब्राह्म० टी० यू० लखनऊ T
- 22 श्री मान् साधू पान्दे एम० स्ल० सी० २२ देसायबाग लखनऊ T
- 23 श्री मान् मोहन सिंह एम० स्ल० ए० पाटी स्ट्रीट नई दिल्ली लखनऊ T
- 24 श्री मान् मुन्शी गुरप्रसाद एम० स्ल० सी० २२ देसायबाग नई दिल्ली लखनऊ T
- 25 श्री मान् राम आसरे वर्मा एम० स्ल० ए० २३४ दारुल शप T ए क्लॉक लखनऊ T
- 26 श्री मान् मोखा लाल एम० स्ल० ए० २२ देसायबाग लखनऊ T
- 27 श्री मान् खालबशा अन्सारी एम० स्ल० ए० २३३ दारुल शप T ए क्लॉक लखनऊ T
- 28 श्री मान् मोतीलाल देहली एम० स्ल० ए० दारुल शप T ए क्लॉक लखनऊ T

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(Handwritten signature in black ink)
 दाँलत राम T
 महामन्त्री

२९ जुलाई १९८६

15 MAY 1981

To
Shri.D.D.Vasisht
General Secretary
Hind Mazdoor Sabha
12 - Chelmsford Road
NEW DELHI

Dear Com.Vasisht,

I was shocked to learn just now of the untimely and sad demise of Com.Bal Dandavate, President of HMS! So soon after his election at Cochin.

Please accept my sincere condolences on this untimely bereavement and convey the same to his family.

With greetings

Yours fraternally

K.G.

(K.G.SRIWASTAVA)
SECRETARY, W F T U

C:C:To

The General Secretary
H M S, Bombay.

CITU

HARYANA STATE COMMITTEE OF CENTRE OF INDIAN TRADE UNIONS
(C.I.T.U.)

Magori Gate, Hissar.

Ref;hsc;citu;81-pl.1

May 1, 1981

Reg: FIRING ON THE WORKERS OF GOPI CHAND TEXTILE
MILLS AT SIRSA (HARYANA)

This is the story of the workers of Gopi Chand Textile Mills at Sirsa who are on strike for the last 43 days to press their demand against victimisation of workers and to lodge their protest against unprovoked firing on them on 19.3.1981 and again on 27.4.1981 by the hired goondas of the management and local police.

WHY THE WORKERS ARE AGITATING ? - The above mill is working for the last about 18 years but till date no statutory facilities have ever been provided to the workers. No rests and weekly holidays are allowed to them and they are forced to work on single rate over-time. Whenever the workers have tried to raise their heads against this injustice, they have always been subjected to harassment by the hired hirelings of management with collusion in collusion with district administration and officials of Labour Department. Although there are about 1400 workers in the mill no medical facility has ever been provided. ISI scheme has not been implemented although it was sanctioned way back in 1968-70 period.

The facts of last attack on workers on 19.3.1981 have already been circulated and again on 27.4.1981, the police opened fire on the workers with the help of local goondas hired by management when the workers were holding a peaceful demonstration in front of mill gate due to which 15 workers were injured seriously and are admitted in Hospitals. The goondas were openly helped by Police Inspector Ganga Ram and The Ram, A.S.I. when Ganga Ram fired from his service revolver injuring workers. The only fault was that they were holding peaceful demonstration to press their demands.

On 28.4.1981, the police raided the workers colony and residences of workers in village Kherpur and arrested about 20 workers from there. They were taken to police station and beaten mercilessly there, by police personnel.

On the same day i.e. 28.4.1981 Com. J.B. Pande, Vice-President Class IV employees Union of Haryana was whisked away to police station without any complaint against him and was tortured there. After giving swear beating inside police station he was thrown out of police station from where he was taken to Hospital by some of his friends/relatives.

Police constables openly alleged that they have been forced to beat the workers without any provocation on the orders of Inspector Ganga Ram, who is alleged to have taken Rs.40,000/- from the mill management for crushing workers movement. The police personnel even insulted women folk of workers, abused them and threatened them that if their men continued with strike, they may be subjected to third degree methods.

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WHO ARE PROPRIETORS OF GOPI CHAND TEXTILE MILLS ? -

The proprietors/Directors of GTM are the people who had earned the goodwill of British Govt. during the Freedom struggle by stabbing in the back of their Indian countrymen and by helping British Govt. to rule this country. They deceived their own people by helping British people by offering them money, shelter and all that which could earn them the title of "RAI SAHIB".

The title of "RAI SAHIB" was awarded to Kundan Lal Khuja, who had stabbed his own motherland. This plant and other factories of this group are the result of their "fraud" with this country. It is for the people to judge if these proprietors deserve any sympathy.

WHAT THE LABOUR DEPARTMENT HAS BEEN DOING ALL THESE DAYS ? -

The Labour Deptt. instead of starting conciliation meetings, prohibited strike on 20.4.1981 without consulting workers and their representatives. This is the most sad part of this story, which calls for immediate attention and thorough probe. Some Officers of this department made lot of money taking advantage of situation. The highest functionary of State i.e. CHIEF MINISTER IS REPORTED to have taken a sum of Rs. THREE LAKHS from management for declaring the strike of workers illegal. What else can be expected from juniors ?

WHAT THE WORKERS DEMAND ? -

The workers demand that they should be assured of their life. Should be given proper wages, rests, holidays and all other facilities which the law of the land has guaranteed for them, after putting in their best for the betterment of their concern.

They also demand that JUDICIAL ENQUIRY should be ordered immediately into police firings and goonda attacks to prove their allegations. Two Members of Parliament and One M.L.A. have on 29.4.1981 visited the xmp Sirsa to ascertain for themselves the situation. They also called on Deputy Commissioner and Superintendent of Police, Sirsa for demanding action against the culprits including police personnel who are responsible for attacking workers. The D.C. and SSP assured them that suitable action shall be taken in the matter but nothing has been done despite several representations.

We demand that all the workers arrested on flimsy grounds should be released forthwith unconditionally. All those workers who have been shifted to Central Jail Hissar from Sirsa should be transferred back as their kith and kin are finding it very difficult to visit Hissar to meet them. All injured workers should be suitably compensated.

If no action is taken by concerned authorities, CITU shall be forced to launch a peaceful agitation against responsible persons. Needless to point out State Govt. District Administration and Labour Department shall be held responsible for their negligence.

Tek Chand Gupta
(Tek Chand Gupta)
Jt. Secretary, State Committee.

New Delhi

April 5, 1981.

Dear Comrade,

As you are aware, a country-wide offensive has been launched by the Government of India against the working class hitting hard their standard of living and T.U. rights. When the prices of essential commodities are rising high, a wage freeze is being sought to be imposed on the workers, considerably reducing their real wages. The economic policies of the Govt. have been accentuating the economic disparities with richer sections accumulating more wealth on the one hand and swelling the number of people below the poverty line on the other.

When the resistance of the working class to these policies is growing day by day, the Government has taken recourse to the policy of confrontation. The adamant attitude of the Government during the 80 day strike of 1,25,000 workers of Bangalore-based Public Sector Undertakings viz. HAL, ITI, HMT, BEL, ECIL, BEML, Midhani, Bharat Dynamics, etc., the large scale compulsory retirement and summary dismissal of railwaymen, the disowning the commitment relating to bonus and D.A. in the agreement with LIC employees and circumventing the Supreme Court judgements through Legal enactment, arbitrary gazette notification changing the working conditions of the GIC employees are some of the glaring examples of this policy.

The strike of employees in Public Sector undertakings on 11th March 1981 was an expression of firm determination to fight these anti-working class policies. It showed the growing urge for unity among the workers in the struggle for a radical change in these policies. The remarkable solidarity expressed by the trade unions for the LIC employees on 15th April all over the country was another example of determination of the working class.

An all India Convention Against Price Rise and Anti-Labour Policy of the Government will be held on 4th June 1981 in Shanmukhanand Hall, Near Maheshwari Udyan (Kings Circle) Bombay at 10.00 A.M. to review the growing attacks of the Government and decide a programme of united movement to defeat the policies of the Government. All the Central T.Us and national federations

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are requested to send delegates to participate in the Convention. The delegate fee will be Rs.3/- only. The residential arrangements and return reservations will be done by the Bombay units of respective organisations. Every Central trade union will be entitled to send 500 delegates while the national federation 50 to participate in the Convention.

We are confident that all the unions irrespective of their affiliations will attend the Convention in good strength so that a powerful voice of the working class will be raised in this Convention.

With Greetings,

Yours fraternally,

Indrajit Gupta
(Indrajit Gupta)
General Secretary
(AITUC)

D.D. Vasist
(D.D. Vasist)
General Secretary
(HMS)

P. Ramamurti
(P. Ramamurti)
General Secretary
(CITU)

Prem Nath Sharma
(Prem Nath Sharma)
Office Secy
for (Ram Naresh Singh)
General Secretary
(BMS)

J.S. Dara
(J.S. Dara)
President
(INTUC)

Jatin Chakravarty
(Jatin Chakravarty)
General Secretary
(UTUC)

Pritish Chanda
(Pritish Chanda)
General Secretary
(UTUC-LS)

Anand Prasad Chakravarty
(Anand Prasad Chakravarty)
General Secretary
(TUCC)

AKHIL BHARATIYA VIDYUT MAZDOOR SANGH

(Affiliated Bharatiya Vidyut Mazdoor Sangh)

Ritlalprasad Varma
M. P.

President,
72, South Avenue,
New Delhi

BMS



B. N. Sathaye,
Gen Secretary,
'Samadhan' Ram Nagar
Dombivali, Dist. Thana.
Maharashtra
Tel. 2413

Date

Respected Shri Indrajit Gupteji, M.P.

Saprem Namaste.

You might be knowing that the above named All India Federation of the Electricity Workers Union is operating in 14 States under the banner of Bharatiya Mazdoor Sangh. You are aware that recently on 7th and 8th March, 1981, a grand conference of B.M.S. was held in Calcutta. You may also be knowing that 14,000 workers participated in the conference. They had come from all the States and all industrial units spread over the length and breadth of the country.

The 600 representatives from the Electricity Industry held their All India Conference simultaneously at Calcutta and they decided to hold a massive demonstrative before the Parliament to attract the attention of the law makers in this country, towards their difficulties and grievances. It was their considerate opinion that these grievances and difficulties have arisen due to insufficient or adverse provisions of the acts concerning the Electricity Industry.

We wish to apprise you of those things and seek your help in meeting the demands for suitable amendments in these acts.

1. The State Electricity Boards are constituted under the provisions of the Indian Electricity (Supply) Act, 1948. These boards are Electricity generating, transmitting and distributing companies licensed under this Act. The act stipulates the nomination of the members of the Board which is the supreme controlling authority of this industry in various states. The nominations are to be made by the State Governments which are the main financiers of these Boards as per provisions of the act. In experience these Boards though 'autonomous', as per the act have been reduced to the status of the Government departments managed by the bureaucrats. These Boards have become the caretakers of the Government investment and a part of the executive machinery of the Ministries of Energy. They have become the agencies carrying out the instructions of the Central/State Planning authorities for energy. In the process, they have often lost the sight of the consumers and employees interest.

The political decisions by the Government regarding the expansion of the industry and their failure to achieve the target for generation have led to a horrible situation created by the power crisis in recent past.

The Akhil Bharatiya Vidyut Mazdoor Sangh, therefore, feels that these Boards, have been termed as 'Public Sector Undertakings' should be made answerable to the public by way of democratisation of these boards. The interests of the consumer, viz. bulk supply (Big Industrial units) motive for middle scale industries), Agriculturists, and domestic consumers can be safeguarded by their elected representatives and interest of the government can be taken care of by their administrative and financial expert nominees. The interest of the industry which is the more of technical expertise and labour dependency can be guaranteed by inclusion of their elected representatives along with the above as full fledged consumers should be elected by the voters council comprising of the state legislative assembly and council members, the elected members of the Zilla parishads, and the elected members of the Municipal corporations and councils in the States. None of these voters should be eligible for contesting the elections. The amendments as suggested above or any similar suggestions by you will in effect free the Electricity Boards from the clutches of the bureaucratic and political pressure and turn these boards really an autonomous in nature but answerable to the public and state both at the same time. Our specific amendment to the act will be separately sent to you shortly.

2. The Indian Electricity (Supply) Act, 1948 also governs the management of the private licensee by way of restricting their tariffs and also the clause of taking them over after the lapse of their licence or mismanagement. The act also provides for handing over the assets and the administration of the licensee to the state electricity board for which clauses regarding payment of compensation to the licensee are also included in the act. But you will be surprised to know that not a single word about the absorption of the employees who were working with the licensee at the time of take over is found in the act. This has resulted in throwing away the employees out of service or keeping the issue at the sweet will of the board authority. There are instances where fifty percent of the licensee employees were not absorbed, hundreds of them humiliated by absorbing them in lower grades, hundred put into a monetary loss to the tune of hundred of rupees per month, due to non-protection of their pay as on the date of take over, invariably most of them losing their rights for earned leave, for one year because of their absorption as on probation/temporary/or new entrant; many have lost their facilities, like free electricity supply and right to work till completing 60 years of age. The Akhil Bharatiya Vidyut Mazdoor Sangh draws your attention to this omission in the act and request to help in getting these included by way of amendments to the India Electricity (Supply) Act, 1948.

3. As stated above, the Indian Electricity (supply) Act has laid a mandatory provision for the State Electricity Boards to submit their annual administrative and financial reports as well as their annual budget on the floor of the State Assemblies and councils. These are to be discussed and passed by both the houses. The board being of public utility services and mainly their finances being controlled by the State Government Directives, a care is always taken to utilise the surplus money so as not to attract the income tax act. The tariffs are accordingly adjusted and rates of percentage of different reserves, royalties interest on government and other loans before finalising the yearly accounts are also fixed. We have found that the government ensures its percentage of return on investment and other revenue from this industry in the form of royalty, lease charges, electricity duty and excise duty on generation. It also allows the Boards to pass on the deficits in the form of additional fuel charges etc., on the consumers. We therefore, feel that these public utility service industries should be free of Income Tax Act so that the above quoted sort of appropriation may not be warranted.

4. It has also been experienced while negotiating for bonus over and above the statutory minimum that the workers are cheated of crores of rupees due to the provisions of calculations of depreciations as prescribed by the Income Tax Act, instead of the figures quoted in the statement of accounts submitted to the state legislative houses. The differences are to the tune of 100 to 150 percent. We, therefore, feel that the payment of bonus act needs to be amended and workers be paid their full amount of legitimate bonus.

5. We wish to draw your attention to the faultily and erroneous inclusion of those employees of the State Electricity Boards or Road Transport Corporations in the Employees State Insurance Scheme. The foremost condition of employment for these employees is that they are transferable in any part of the state. The coverage of E.S.I. Schemes is however limited to a few places in the State, with a result, that a transferred employee from or to E.S.I. Scheme covered areas, becomes a sufferer monetarily. The various schemes for reimbursements of the expenditure incurred during illness or the medical allowance scheme are found to more beneficial in most of the cases. The electricity workers therefore demand that State Electricity Boards should be exempted from the application of E.S.I. Act.

6. The Central Government Apprentice scheme is being misused all these days by the employers. They are extracting the work of a regular employee from these apprentices who are paid not even 30% of the regular employees pay who are doing same jobs. Thousands of these apprentices are compulsarily recruited and replaced by new apprentices every year. Thus throwing thousands of apprentices out of job every year. The scheme needs amendment to the effect that apprentices must be given job security after completion of their tenure of apprenticeship and also their wages be revised to the extent of at least 60% of the regular employees (on that job) pay.

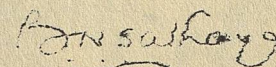
7. The amendment in the definition of a regular workmen for industrial dispute purposes has also become a must. The present system of employment on Nominal Muster roll, work charge and temporary are the most notorious result of the want of clear cut provision for regularisations.

The definition of Workman also varies for different purposes in the labour legislation. We, therefore, suggest that an employee having serviced for 120 days in the calendar year or 12 months from his entry in service he treated as workmen for all benefits of a regular employee under the different labour legislation.

Drafting of the amendments to the Acts mentioned above is in process and hope to be completing the same shortly within a week's time. We will be sending you these draft immediately so as to prepare yourself, on the subject before the Morcha of the Electricity Workers, scheduled on 4th May, 1981. Hope you will find a few minutes from your heavy schedule and go through our representation patiently. We solicit your co-operation in redressals of these grievances by way of removal of lacunas in the act and also amendments to them.

Thanking you for the patient reading and begging pardon for the troubles.

Yours faithfully,



(B.N. Sathaye)
Gen. Secretary
A.E.V.M.S.

AKHIL BHARATIYA VIDYUT MAZDOOR SANGH
DEMANDS AND AMENDMENTS IN PAYMENT OF BONUS ACT

The industry, engaged in generation and distribution of electric energy is a controlled industry, governed by the Special Central Acts, viz. The Indian Electricity Act, 1910 and The Electricity Supply Act, 1948. It is regulated and controlled by the statutory provisions of these Acts. Uncontrolled sectors of business are free to fix their prices, whereas under the provisions of Electricity Supply Act (1948), Employers have to fix their rates for electricity to cover all working charges plus the following items.

- (i) Depreciation Under the Electricity Act.
- (ii) Actual taxes payable.
- (iii) Development Reserve Appropriation.

The rates for electricity do not allow the companies to earn a surplus to cover the following items:-

- (i) Depreciation under the Income Tax Act.
- (ii) Any concession in tax other than Development Reserve Appropriation.
- (iii) Development Rebate under Income tax Act.

The equity demands that the surplus available for paying bonus should be determined after deducting from the revenue earned, only such items as are allowed to be recovered through electricity rates charges to the consumers. The Payment of Bonus Act on the other hand prescribes items that are not covered by the ~~tariffs~~ tariffs, to be deducted from the income, while calculating surplus for bonus even in the case of the electricity industries which leads to queer and untenable results. Even when the service to the consumers is satisfactory and the companies are earning their prescribed Reasonable Return to which they are entitled, the surplus for the payment of bonus is shown to be nil or negative. This is solely because of National deductions allowed, while calculating surplus for payment of bonus even in the case of the electricity industry which is a controlled industry and is not allowed to charge whatever rates, it would ^{not} want to charge for electricity.

Item 6 of the Third Schedule to the Payment of Bonus Act allows certain appropriations to reserves under the "Electricity Act" as deductions in computing surplus for bonus. One of the appropriation allowed is appropriation to Development Reserve. It will be surprising to note that electricity companies are also allowed to deduct Development Rebate Under Section 6(5) of the Payment of Bonus Act. It is a well-known fact that Development Reserve flows from the Development Rebate. How can both the Development Rebate as well as Development Reserves be deducted while calculating surplus for bonus, this is a clear lacuna in the Act. From this instance it is clear that the interest of the Employers in the Electricity Industries, when the Payment of Bonus Act was enacted, was unduly promoted, whereas the interests of labour were ignored and this is our grievance.

It is always noticed that inspite of huge profits, when the workers demand any bonus, the Employers come out with a notional calculation under the Payment of Bonus Act showing huge negative figure. They also tell the Union that what you are entitled to get, under the Payment of Bonus Act, is only 4%. This is Grossly Unfair to the labourers and the lacuna lies in the Payment of Bonus act itself.

For example, TATA HYRO COMPANY claimed the Depreciation of Rs. 352 lakhs in the year 1970-71 while the actual depreciation allowed under Electricity Supply Act as per clause of the sixty schedule and shown in the balance sheet was Rs. 199 lakhs only. Such glaring difference between the depreciation under Electricity Act and the depreciation claimed, is exhibited in Bonus calculations of M. S. E. B. and Amalgamated Electricity Co. also.

Amalgmated Company has shown the amount of depreciation in the profit and loss accounts as Rs 13,89,369 in the year 1964-65 according to Electricity Supply act. It has however, claimed Rs. 17,13,703 for year 1964-65 in its Bonus calculations filled in the tribunal.

Actual depreciation shown in accounts of Maharashtra State Electricity Board for the year ending 31-3-1966 is Rs. 139 lakhs only while Board has claimed Rs. 431 lakhs. So also, ~~Actual~~ Actual depreciation shown in account for year ending 31-3-1967 is Rs. 233 lakhs only. While Board has claimed Rs 502 lakhs. For the year 1974 the relevent figures are 248 lakhs and 400 lakhs/of Rupees.

Our respectful submission is that the special provisions made under Electricity Act must prevail over the general provision under Bonus Act as regards various items like Depreciation, Development Rebate, Income Tax permissible etc. Profit under Electricity Acts must be taken as profits for the purpose of Bonus Act. Special statements, prepared for claiming the deductions under Bonus Act and then proving the same when challenges creates complications, delays the adjudication proceedings and encourages the litigation.

We therefore propose the following amendments to the Payment of Bonus Act in the case of Electricity Industries:-

1. Section 6(a):-

The Depreciation to be deducted from Gross Profits should be the Depreciation as prescribed under the Electricity Supply Act, (1948) which is allowed to be deducted while computing the Clear Profit earned.

2. Section 6(b):-

The deduction of Development Rebate should not be allowed in Electric Industry in view of the item 6 under the Third Schedule to the Act.

3. Section 6(6):-

The actual direct taxes paid or payable only should be deducted from the gross profit since only the actual taxes paid or payable are allowed as a deduction while computing the Clear Profit under the Electricity Supply Act.

4. Section 23 & 25 (2):-

The provision regarding "Audited Accounts shall not be challenged and should be removed altogether, simply because, the company's accounts have been audited, the Union cannot be deprived of its right to challenge certain figures. Workers must be given full opportunity to satisfy themselves about Correctness of the amount of profit with which the bonus is linked by ~~xxx~~ scrutiny and verification of various items of profit and loss account.

CITU (1)

JK RAYON WORKERS' UNION, KANPUR.

(Affiliated to Centre of Indian Trade Unions)

Kisan Mazdoor Bhavan, Tewaripur,
Jajmau-Kanpur.

The Hon'ble Labour Minister,
Government of India,
New Delhi.

Dated: 27-3-81.

Dear,

We are ~~xxx~~ taking liberty in apprising you of the situation prevailing in J.K. Rayon Mills, Kanpur where over 1800 workers are employed. The employers have given notice to the State Labour department and Government of Uttar Pradesh for closure of the Mills with effect from 28 April 1981. In the wake of deepening economic crisis this will not only render 1800 workmen jobless but will also cause unbearable hardship to their families. The closure notice has been given to suppress the genuine and legitimate demand of the workers. J.K. Rayon is an industrial unit of the J.K. Organisation which does not believe in maintaining industrial peace and has earned a country wide reputation for its unfair & anti-labour policies. Hire and fire is the key policy of this organisation. As a result thousands of workers in this organisation are out of employment due to closure of J.K. Manufacturers and J.K. Electronics which continue to remain closed for last several years. Now they are planning to close down J.K. Rayon Mills. The following is the resume of event in J.K. Rayon Mills, Kanpur which is a continuous process factory and produces synthetic Rayon yarn.

1. CITU affiliated JK Rayon workers' Union is the only majority and recognised Union in the concern and is the sole bargaining agent of the workmen for last 20 years who had entered into all collective agreements so far regarding the service conditions of workmen. This Union has given a charter of demands and has been all along agitating for an amicable settlement.
2. The employers to suppress the legitimate demands under the garb of power cut restored to lay-off and closure of production in September 1979 though the power cut was only partial. Despite 75% power being made available to the Mills from April 80 employers did not start the Mill and went in a writ to the Hon'ble High court at Allahabad against the order of State labour department for 100% wages to the workmen since the lay-off was illegal. The Mill workers under the leadership of CITU Union continued their struggle in the form of indefinite relay fast, dharana at Chief Minister's House, demonstration before U.P. Assembly, Indefinite fast and offered mass arrests.
3. The State Government headed by Shri Vishwanath Pratap Singh deliberately kept out the CITU Union at tripartite meeting though it was the only majority and recognised Union of the concern and invited the representatives of youth Congress (I) to such meetings and decided to restart the Mill with effect from 14 July 1980. During this period of closure and lay-off workers had won benefits and facilities were curbed. This is perhaps unparalleled in the history with the exception of emergency period of 1975-76 when ~~the~~ the ~~majority~~ majority and recognised Union was deliberately kept out of tripartite meeting called for resolving labour dispute and where the representatives of youth wing of the ruling party were made a party without sanction of the workers who are to be represented at such meeting.

(.....2)

4. Annoyed by this antiworking class approach of the State Government and unholy collusion of the employers with youth congress(I) to suppress the legitimate demands the workers once again demonstrated their unity and solidarity with the CITU Union by organising one day strike on 23 October 1980 in support of its demands of Rs. 50/- interim relief ,100% neutralisation of D.A.rate, house rent @ 15% of the wages 100% wages for the period of illegal lay-off ,abolition of contract labour system,and some other fringe benefits.
5. All efforts of the employers to break the strike with the help of youth congress elements and hired hoodlums failed and the strike was a total success. There after having failed to obtain justice from employers and /or state machinery workers resorted to work to rule with effect from 17 December 1980 in the factory.
6. The hopes of the workmen were further belied when employers and the State machinery continued their hob-nobbing with the youth congress elements of non-existent INTUC Union and the workers were further annoyed when they came to know through the columns of the news papers that in a tripartite meeting held before the Hon'ble Labour Minister, Government of U.P. some agreement and /or understanding has been arrived at with non existent congress Union on the question of house rent and D.A. neutralisation rate . The majority & recognised CITU Union was deliberately again kept out from this tripartite meeting.
7. The said agreement and/or understanding was neither placed before the workmen nor was it ever ratified by and yet the employers unilaterally introduced the said decision of the tripartite meeting. When ever this could not lure the workmen and the non-existent INTUC Union 's hopes to win over the workmen were totally belied and the workers under the banner of CITU Union continued their struggle in support their legitimate demands rejecting the alleged agreement/ Understanding arrived at tripartite meeting with congress Union , at the instigation of employers and youth congress (I) a reign of terror is being let loose on the workmen inside and outside the factory criminals hoodlums , gangsters and anti social elements under the garb of trade union revalary The law and order authorities in general and P.S.cantt.Police in particular is patronising such criminal elements under pressure from employers and youth Cong. (I) leaders.
- 8- For past three months law off jungle is prevailing in J.K. Rayon Mills and J.K.Colony . In broad day light workers and CITU trade Union leaders are being attacked and assaulted and employers are giving shelter to the criminals and out side antisocial elements in theri factory and attached guest house. Despite police being posted at factory gate attacks are being made on the workers from the Congress Union Camp pitched just outside the factory gate. Yet the police instead of arresting the criminals is harrasing CITU workers by every new & then arresting them while the criminals with their country made pistols & lethal weapons are roaming scott free.
9. Following are some of the instances of criminal attacks on CITU Union workers by youth Congress (I) hoodlums:
 - (i) 19.12.80 Com Daya Shankar and Com Bansidhar Tewari of CITU Union were attacked & assaulted near the factory. Com Daya Shankar received fatal injuries & had to be hospitalized.
 - (ii) 14.1.81 CITU workdrs were again attacked. (....3)

(3)

- (iii) 16.1.81 Attack in Union Office.
 - (iv) 22.2.81 Com Shivalal Singh working president of CITU Union was assaulted with lathies & pistol.
 - (v) 28-2-81 Attack on Com Sahja Deo Bharati.
 - (vi) 18.3.81 Attack at JK Rayon workers' Union Camp.
 - (vii) 6.3.81 Com Budhi Ram attacked at his house.
 - (viii) 23.3.81 Com Ram Ujagar Singh Vice president - and Com. Jai Narayan Verma attacked and assaulted by pistols & hockeys. Both received fatal injuries and are hospitalised.
 - (ix) 24.3.81 Com Ram Shiv vice president of CITU Union was badly beaten with sticks and lethal weapons and has received head injuries is lying in hospital.
10. A numbers of complaints were lodged by the JK Rayon workers Union to the district authorities and State Government regarding innerderons attacks on CITU Union leaders & workers but all in vain. Despite specific information about outside anti-social criminal elements in congress Union and hoards of weapons in congress union camp at factory gate no action was taken by police authorities On the contrary about 200 workers of CITU Union were either arrested and/or warrants were issued against them during this period.
11. Whenever CITU workers /leaders were attacked specific F.I.Rs were lodged with P.S.cantt. but either no cognigence was taken on them or the culprits were released from police station itself on personal bonds. Any a times ~~xxxx~~ CITU workers were attacked in presence of police but the police did not intervene.
12. Ultimately after repeated complaints and specific information to district administration about the planned attack of 24.3.81 Smt. Som Lata sings A.C.M.(V) along with police force went to J.K. Rayon factory gate and searched the camps of CITU & INTUC Unions. While nothing was there in CITU camp except its workers in INTUC camp police revoverdd 3 pistols (country made) 10 cartriges, 1 hand grenade, 1 Bomb in a bucket, 2 swords, 100 lethics, 10hockey sticks & large quantity of stones. The so called Trade Union leaders of youth Congress (I) Ambika Shukla and Aftab Ahmad and 3 out side anti social elements were also caught from the INTUC camp. Just before this youth Congress workers with theri licensed guns and some other outside criminals along with their swapons managed to escape from their. In P.S.cantt. country made pistols were also revovered from Ambika Shukla and Aftab Ahmad both youth Cong (I) leaders. Intentions of these youth Cong.(I) leaders who run the of non-existent INTUC Union in JK Rayon are now fully exposed but due to pressure and intervention of beat cong(I) M.C.A. & M.P. in police records the above recovery has been shown from the arrested 3 outside anti-social elements only and the other youth cong(I) leader & workers who were arrested from the camp were arrested only under section 147, 148, 323, & 325 of I.P.C. and were subse- quently released on bail very next day. while nothing objectionable was found in CITU unions' camp yet 36 CITU workers were arrested and/or issued warrants against them Arms & ammunition revovered from INTUC camp were much more than what is recorded by the police.

All the happening J.K.Rayon are being regularly brought to the notice of district administration and state Government but no steps are being taken by them to curb this situation of law-lessness. Even no intervention is being (made to
(.....2)

(4)

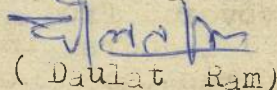
stop the proposed closure of the Mills.

In fact youth Cong (I) dominated non-existent INTUC Union is playing in the hands of the employers and is deliberately creating and precipitating the situation to enable the employers to close down the factory under the pretext of unmanageable situation in and outside the factory due to alleged trade Union rivalry in J.K. Rayon. To substantiate its story it is deliberately slowing down its production so that it could safely put the entire blame of situation leading to closure of Mills on the workers on one hand and to deny their legitimate demands on the other for which the workers are agitating for past some time. In its bid to oust CITU the State Government role is also not above board.

It is in this situation having failed to receive justice from employers and state labour department we are approaching you to kindly intervene in the matter so that the closure of the mills could be avoided and an amicable settlement on workers legitimate and outstanding demands could be reached. Last but not the least law and order situation needs much attention so that the workers could be given due protection against the inhuman attacks of anti-social ~~xxxxxx~~ & criminal elements who are operating scott free under the cover of youth Cong. (I) INTUC in J.K. Rayon. It will not be out of place to mention here that the employers proposed move of closure of the J.K. Rayon Mills is not due to alleged Trade Union rivalry or deteriorating situation in the Mills but basically due to family rivalry in J.K. Organisation and to suppress the legitimate demands of the workers. To achieve its objective employers want to oust CITU from the scene and on this count they are setting undue support and from the ~~Government~~ Government in the name of patronising the non-existent INTUC Union. Fall in production is by design of employers. Let it be clearly understood that JK Rayon by no stretch of imagination is a sick unit and hence if employers are bent upon to close down the mills due their dirty politics the Government should itself take over the mill from the dirt hands of J.K. Organisation who even now and then threaten to close down the mills to get more and more concessions from the Government on one hand and to suppress the workers on the other. Closure of Mill should not remain a tool of exploitation in the armoury of high and mighty monopoly capitalism to hire and fire the workmen.

Awaiting an early favourable response.

Yours faithfully


(Daulat Ram)

President, JK Rayon Workers'
Union, Kanpur.

27/3/81

(5)

C.C.To,

1. Hon'ble Prime Minister,
Govt. of India, New Delhi.
2. Hon'ble Industry Minister,
Govt. of India, New Delhi.
3. Hon'ble Home Minister,
Govt. of India, New Delhi.
4. Hon'ble Chief Minister,
Govt. of ~~India~~ Uttar Pradesh
Vishan Bhawan Lucknow.
5. Hon'ble Labour Minister,
Govt. of Uttar Pradesh, Lucknow.
6. Hon'ble Home Minister,
Govt. of Uttar Pradesh, Lucknow.
7. Com. B.T. Ranadive, President C.I.T.U., New Delhi.
8. Com. P. Ramamurthy M.P., 9 Talkatora Road, New Delhi.
9. Com. Samar Mukherjee, M.P. 12 Windsor Place New, Delhi.
10. Com. Jyotirmoy Bosu, M.P., New Delhi.
11. Com. Niren Ghos M.P. New Delhi.
12. Com. George Fernandes M.P. New Delhi.
13. Com. Inderjeet Gupta, M.P. "
14. Com. S.M. Banerjee M.P. "
15. Shri Ram Asrey Verma M.L.A. Lucknow.
16. Shri Mohan Singh M.L.A. Lucknow.
17. Shri Khairool Bashir Ansari M.L.A. Lucknow.
18. Shri Sarjoo Pande M.L.C. " "
19. Shri Gurprasad M.L.C. " *
20. Shri Bhikha Lal M.L.A. " "
21. Shri Motilal Dehalri M.L.A. " "

Shri P. Ramamurthi, M.P., General Secretary, CITU, Shri Indrajit Gupta, M.P., General Secretary, AITUC, Shri D.D. Vashist, General Secretary, HMS and Shri J.S. Dara, President, INTUC have issued the following statement:-

Dated: 6th May, 1981.

The inhuman and treacherous action of the Karnataka Government in arresting and removing all the hunger-strikers of the Bangalore-based public sector unions deserves the unequivocal protest and condemnation of all trade unions and democratic sections.

It is obvious that this move was hatched yesterday in Delhi in collusion with the Central Government before Chief Minister Gundu Rao left for Bangalore.

The public sector unions had been forced to resort to hunger strike at Bangalore, Hyderabad and Delhi in protest against the Government's continued refusal to open any dialogue with them despite the assurances given at the time of withdrawing the historic-77- days strike on 12.3.81 to the effect that negotiations would be resumed for a satisfactory settlement of the dispute.

Although nearly 8 weeks have passed since withdrawal of the strike, the Government is persisting in its vindictive, anti-labour attitude even to the extent of banging the doors on negotiations. And now repression has been let loose against the peaceful hunger-strikers.

We call upon the working class to raise its voice of protest against the Government's deliberate policy of confrontation with the public sector workers, and to demand that negotiations must be opened with the union leaders.

FOR FAVOUR OF PUBLICATION

T. N. Sankar

Secretary,
All India Trade Union Congress

भारतीय मजदूर संघ

दूरभाष : ३८१५५६

पत्रांक EM/S/300/81



केन्द्रीय कार्यालय :

२४, विठ्ठल भाई पटेल भवन,
रफी मार्ग, नई दिल्ली-११०००१

दिनांक.....
16th April, 1981

Dear Brother

Shri I.S. Gupta ji

Enclosed is the copy
of Minutes of 6th Biennial
Conference of Bharatiya
Mazdoor Sangh at Calcutta
7 & 8 March, 1981.

With regards,

Brotherly yours,

P.N. Sharma

(Prem Nath Sharma)
Office Secretary

BMS

BHARATIYA MAZDOOR SANGH, CENTRAL OFFICE
24, VITHAL BHAI PATEL HOUSE, RAFI MARG, NEW DELHI-110001

MINUTES OF SIXTH BIENNIAL CONFERENCE 1981, CALCUTTA.

The Sixth Biennial Conference of the Bharatiya Mazdoor Sangh was held at the Jorabagan Park Calcutta on 7th & 8th March, 1981 as per notification issued under Circular No.1 of 1981 dated 7.1.1981.

The Conference attended by more than 10,500 delegates was inaugurated by Shri V.M. Tarkunde, President, People's Union for Civil Liberties (PUCL) and retired Judge Bombay High Court on 7th March, 1981 at 9 A.M. sharp by lighting a lamp. Shri D.B. Thengadi, Founder of Bharatiya Mazdoor Sangh then unfurled the BMS Flag. The proceedings started with Vande Mataram. Shri N.C. Ganguli then proposed that all the delegates should stand for two Minutes and pay Homage to workers and National Dignitaries who had passed away, since the last B.M.S. Conference held at Jaipur in April, 78 (copy of resolution enclosed).

After the Homage Shri Niharendu Dutta Mazumdar, Chairman reception committee read out his speech. Welcoming the delegates he hoped that Calcutta conference of BMS will create a new history. Shri V.M. Tarkunde then delivered his inaugural address. Deploring the present National economic crisis aggravated by unprecedented inflation, he hoped that Bharatiya Mazdoor Sangh which has already made a firm footing in Trade Union movement will strive hard to save the workers from the grip of authoritarianism. He profusely praised B.M.S. for its non political character. He was followed by Shri Mohamed Elias President of AITUC, West Bengal, and Shri Sachin Roy Chaudhary, President of W. Bengal, HMS, who graced the occasion as fraternal delegates. Both stressed the need for a United front of all Central Labour Organisations to combat the attacks of the Government and the Capitalists on the working class.

In his Presidential address Shri Ganguli invited attention to the struggle of Polish Workers and stated that whatever be the form and system, the labour will fight domination of Govt. and political parties.

In his address Shri D.B. Thengadi stressed the need for non political character of Trade Unions. 'Nobody', he said, 'can serve two masters.' Workers interests can be protected and furthered only by non-political Trade Unionism. The Morning session concluded after the address by Shri Thengadiji. At 2 P.M. the delegates procession joined also by local BMS Workers started from the Jorabagan Park and reached the Shaheed Minar Ground, the venue of open session at 5 P.M., covering a distance of 7 Kms. through the crowded markets and residential areas of Calcutta. The People of Calcutta were impressed not only by the Mammoth procession but also by the Saffron Flags, Slogans like "Bharati Mata ki Jai, Desh ke hit me Kareng Kam, Kam ke lenge Pure Dam" and the Discipline of the Marchers. At Shaheed Minar the procession

converged into an open session. It was addressed by S. Shri Naresh Chandra Ganguli, Ram Naresh Singh President and General Secretary respectively of B.M.S. and Shri D.B. Thengdiji, founder General Secy. of B.M.S.

Shri Ram Naresh Singh, strongly condemned the Govt's softness towards Black Marketeers, hoarders and capitalists. Shri D.B. Thengadi explained the B.M.S. points of view on matters connected with Trade Union movement. He criticised the Govt. for attempting to mis-guide the public by holding the organised Labour responsible for the price-rise. He emphatically stated that throughout the period of 30 years, the Dearness allowance is chasing the Price Spiral and not vice versa. As regards ownership of Industries, he stated that State ownership or private ownership were not the only two alternatives. There are so many alternatives like co-operation and Municipalisation etc. even though all these are to be accepted as a way towards Labourisation. Shri Naresh Chandra Ganguli, President thanked all concerned for making the open session a grand success.

On 8th March the delegates session commenced at 9 AM. sharp.

The General Secretary Shri Ram Naresh Singh placed his report for the last 3 years before the House for its approval (copy enclosed). The House unanimously approved the same. The Accounts for the last three years ~~were~~ placed by Shri Manhar P. Mehta, Finance Secretary were also approved by the House.

Resolution on National Economy was passed after accepting the Amendments proposed. Another resolution on international scenario (copies of resolutions enclosed) was also adopted unanimously. An important Resolution highlighting problems of Women Labours adopted at the Mahila Shramik Sammlen as part of the B.M.S. Conference was passed (copy enclosed). The house also approved several other resolutions passed earlier on the 7th March by delegates in the meetings held Industry Wise. On invitation of Proposals by Shri Ram Bhau Joshi, for the election of Office-bearers. Shri D.M. Rao Deo, Genl. Secretary Bharatiya Railway Mazdoor Singh proposed the following panel which was seconded by Shri S. Bhavanarayana, General Secretary, Andhra Pradesh.

- | | | |
|----------------------|-----------------------------|----------------|
| 1. President | Shri Naresh Chander Ganguli | Calcutta |
| 2. Vice President | Shri H.N. Biwas, | Jullundur City |
| 3. -do- | Shri Amal dar Singh | Bombay |
| 4. -do- | Shri T.S. Rama Rao | Hyderabad |
| 5. -do- | Shri Manhar P. Mehta | Bombay |
| 6. General Secretary | Shri Ram Naresh Singh | Kanpur |
| 7. Secretary | Shri O.P. Aghi | New Delhi |
| 8. -do- | Shri Raman Girdhar Shah | Bombay |
| 9. -do- | Shri Ram Prakash Mishra | Kanpur |
| 10. -do- | Shri Raj Krishan Bhakta | New Delhi |

who was earlier appointed to be returning officer,

- 11. Secretary Shri Rash Bihari Moitra Calcutta
- 12. -do- Shri Govind Rao Athwale Nagpur
- 13. -do- Shri T. C. Jumde Bhopal
- 14. Finance -do- Shri G. Prabhakar Mangalore
- 15. Dy. Finance -do- Shri G. D. Sohony New Delhi.

The name of Shri Shambhu Singh was also proposed for one post of Vice President. But the proposal was withdrawn soon after. The panel was therefore declared to have been unanimously accepted. The House welcomed the declaration with loud applause.

Genl. Secy. Shri Ram Naresh Singh nominated Shri B.N. Sathey as Orgn. Secretary and Shri Prem Nath Sharma as Office Secretary.

Shri Thengadji Ji in his address to the delegates exhorted them to prepare themselves mentally and physically to meet the challenge of time. He called upon the delegates to equip themselves ideologically so that they could instil BMS consciousness in their area of operation & spheres of work in factories, farms and work places. This could be speeded up if they worked with courage of conviction and could court sacrifices for the cause of BMS which was identical with the cause of India's toiling, down trodden and poor people.

Shri Thengadiji said that in the present deepening crises in the Country's economy and politics BMS was duty bound to serve as a watch dog and to resist any attempt by antinational forces to exploit the present crisis. The way out lay in a United Front of the entire work force and other patriotic people in the country to meet the threats and challenges of the Govt. and the capitalists. He concluded by urging upon the BMS Workers to remain ever alert in their chosen field so that B.M.S. ~~may~~ attain the first place among the Central Labour Organisation in the country.

In the end Shri N.C. Ganguli ~~expressed gratitude to~~ ^{thanked} Shri Thengadiji for gracing the session with his presence and giving highly educative talks and advice to the delegates and all others who made vigorous efforts to make the session a striking success. He appealed to them to carry the memories of this unprecedented session to their respective regions and undertake the work of the Organisation ~~with~~ with ever increasing zeal as conscious workers

(PREM NATH SHARMA)
For General Secretary.
7.4.1981.

Circular No.8/81
Copy forwarded to: -

All Office Bearers and Members of the Karya Samiti.

(PREM NATH SHARMA)
Office Secretary.

PRESS STATEMENT

8th April 19 81

OBSERVE 'SOLIDARITY DAY' ON 15TH APRIL '81

Shri Indrajit Gupta M.P (AITUC) Shri D.D. Vasisht (HMS) Shri Nrisingha Chakrabarty (CITU) and Shri O.P. Aghi (BMS) have issued the following statement: --

We congratulate the LIC employees for the magnificent unity with which they have started their strike from April 2 bringing the work of the Life Insurance Corporation to a grinding halt. The latest judgement of the Supreme Court directing payment of bonus to the LIC employees for 1978-79 and 1979-80 in terms of the earlier agreement in 1974, has once again vindicated the stand of the employees and at the same time has exposed the arbitrary stand of the Govt. We demand that the Govt. should honour the Supreme Court judgement and give up its efforts to impose unilateral and adverse service conditions in the LIC employees.

We appreciate that there is growing realisation among the working class and the salaried employees about the justness of the struggle of the LIC employees who are fighting for the Right to collective bargaining and their active support to the struggle is growing. Considering the basic issues involved in the struggle, we call upon the entire working class and salaried employees to observe 15th April as "Solidarity Day" throughout the country through mass mobilisation, demonstration etc and thus raise their powerful voice of support to the just struggle of the LIC employees.

Issued by

Nrisingha Chakrabarty

(Nrisingha Chakrabarty)

Secretary - CITU

6- Talkatora Road,

NEW DELHI-110 001

To
The Editor/News Editor/ Spl. Correspondent

April 2, 1981.

Shri Shanti Patel,
General Secretary,
Hind Mazdoor Sabha,
Nagindas Chambers,
167.P.D'mello Road
BOMBAY - 400 038.

Delhi Address

Northern Rytmen's Union
12 Chelmsford Road New Delhi.

And:- 7/11 Reg. Colony Kishanpur Delhi

Dear Friend,

Please find enclosed the AITUC's
message to the Biennial Convention of the
Hind Mazdoor Sabha at Ernakulam on April 17-19.

I have already informed you that
our Vice-President, Comrade J.Chittaranjan,
will attend on our behalf as a fraternal
delegate.

Thanking you,

Yours fraternally,

(Signature)

(INDRAJIT GUPTA)

General Secretary.

Enclo: as above

April 2, 1981.

M E S S A G E

On the occasion of the Biennial Convention of the Hind Mazdoor Sabha from April 17th to 19th at Ernakulam, the All-India Trade Union Congress conveys its sincere fraternal greetings and good wishes to all the delegates to the Convention, and hopes that the decisions taken by them as a result of their deliberations will help to strengthen the unity and solidarity of the trade union movement in our country.

In the face of all-round economic, social and political crisis which is deepening every day, the Indian working class has come under severe attack from the capitalists and the Central Government. A big offensive has been launched against the workers' living standards, their wages, D.A. and bonus, and against the right to strike and even the right of collective bargaining. This is amply demonstrated in the recent experience of the Bangalore public sector strike, the GIC and the LIC Ordinance. More is to follow.

The central trade unions bear a great responsibility to defend the standards and rights of the workers and to repulse the capitalist offensive and the Government's anti-labour policies. This can only be done through our coming closer together and acting through mutual consultations and cooperation with a view to launching joint actions and struggles in the workers' common interests, irrespective of our different affiliations or ideologies.

It is a matter of gratification that the HMS, AITUC, and other central trade union organisations have been moving and acting jointly to meet the urgent needs of the situation, which faces the workers with a common threat.

Monday, March 16, 1981

the art of war, and not on the art of safeguarding peace.

Yuri Zhukov stresses that the whole world noted the cynical and cruel statement that Haig made in the Senate: There are things for which we, Americans, must be prepared to fight... There are things that are more important than peace. This bellicose striving to "flex the muscles", as it was assessed by the West European press, caused a considerable concern in Europe where it is well known what a war entails. Responsible leaders are faced with the bitter reality -- the real threat to the very existence of European civilization, for it is Europe, above all, that would become the theatre of military operation if the Pentagon decides to unleash a war.

It is not surprising, Yuri Zhukov writes, that even such conservative British newspapers as the Sunday Telegraph and the Sunday Times published articles on the same day early in March that sounded as tocsin: "A great number of leaders of European NATO countries who are engaged in the foreign policy, so many that this causes concern, are now of the opinion that the United States will, possibly, pose a greater threat to the vital interests of the West than the Soviet Union. They believe this for the reason that the protection by the United States now looks more threatening than Soviet aggression."

The article "NATO's Crisis" that was published in the Sunday Times contains much the same thoughts. It says, specifically, that "the Europeans suspect the Americans of being impulsive. These suspicions heightened particularly after the Reagan Administration took office. The predilection for assessing everything that happens in the world from the viewpoint of East-West relations, the natural (?) and purely American (!) conviction that wherever the problem arises there must be a solution, largely increase this atmosphere of division and distrust in the NATO alliance."

These alarming voices that come from Western Europe are joined by concerned voices from Japan, Yuri Zhukov writes. For example, the influential Tokyo newspaper Yomiuri published on March 10 the article entitled the "Bellicose Choir from Washington". The article says that "the idea of the Reagan Administration to pre-

I am confident that in the days ahead, the cooperation and friendly relations between our two organisations will be further developed and strengthened.

Please accept our thanks for your kind invitation and best wishes for the success of your Convention.

(Indrajit Gupta)

ooooOooo

Done

March 28, 1981.

Shri Shantj. Patel,
General Secretary,
Hind Mazdoor Sabha,
Nagindas Chambers,
167 P.D'mello Road,
BOMBAY - 400038.

Dear Friend,


Many thanks for your kind invitation to attend the Biennial Convention of the Hind Mazdoor Sabha at Ernakulam, Kerala State, from April 17th-19th, 1981.

I deeply regret that it will not be possible for me personally to attend due to a number of earlier commitments.

We are asking Comrade J. Chittaranjan, Vice-President of AITUC, to attend your Convention and to address the delegates.

The AITUC's message will be sent to you within a few days.

With fraternal greetings,


(Indrajit Gupta)
General Secretary.

HIND MAZDOOR SABHA

Nagindas Chambers ● 167, P. D'mello Road ● Bombay 400 038. ● India.
Telephone 26 21 85 ● Telegrams: HINDMAZDUR

President

S. Venkat Ram

All communications
to be addressed to

General Secretary

Dr. Shanti G. Patel

RECEIVED

25 MAR 1981

A. I. T. U. C.

Our Ref;

March 17, 1981.

Shri Indrajit Gupta,
General Secretary,
All-India Trade Union Congress,
24, Canning Lane,
New Delhi-110001

Dear Friend,

We are glad to inform you that the Biennial Convention of the Hind Mazdoor Sabha will be held on April 17-19, 1981 at Town Hall, Ernakulam, Kerala State. The proceedings will begin at 3.00 P.M. On this occasion, we have great pleasure in inviting you to attend the Convention and address the delegates. In case it is not possible for you to attend personally, you may kindly send a fraternal delegate on behalf of your Organisation. We shall be thankful if you will send your message earlier.

Thanking you and with fraternal greetings,

Yours fraternally,



(Shanti Patel)
General Secretary

- Chittaranjan to attend
- Message to follow

CITU

HARYANA STATE COMMITTEE CENTRE OF INDIAN TRADE UNIONS
(C.I.T.U.)

Nagori Gate,
HISSAR - 125 001
24th March, 1981

Ref:CITU:SC:81-7

Ch. Bhajan Lal,
Chief Minister of Haryana,
Chandigarh.

Sub: BRUTAL ATTACK ON THE WORKERS OF GOPI CHAND TEXTILE
MILLS AT SIRSA (HARYANA)

Dear Sir,

As you are aware during the last few days, the workers of Gopi Chand Textile Mills, Sirsa have been subjected to lot of harassment and victimisation due to anti-worker activities of the management, as already brought to your kind notice. We give below details of the incident relating to this mill:-

On 19.3.1981 at about 4 P.M., Mr. Pande, Head Time Keeper and Mr. Tilak Raj, Security Guard of the mill collected Arms, ammunition and bottles of wine inside the mill office. Some anti-social elements were also seen entering the mill with the help of both these above mentioned persons. Prominent people of the area immediately informed the Dy. Commissioner and Superintendent of Police about collection of arms and movements inside the mill but no action was taken by them to prevent the happenings.

When the Police Station concerned was also informed before hand, the A.S.I. Rao Bhe Ram retorted that firing shall definitely take place but there shall not be any casualties. This shows the collusion between the management and the police.

At about 9 P.M., the same day all gates leading to workers colony and mill were closed by the management and firing started inside the workers' locality situated inside the factory premises and also on the workers on duty injuring 18 workers with bullets and splinters. Even after firing the police did not arrive immediately on scene and arrived only at 10.15 P.M.. The workers of the mill came out of the mill due to fear and to save their lives. Mill was virtually closed and is still not working.

NO ARRESTS : The police which arrived on the scene much after the firing did not arrest any one although they were given specific names of the persons who had opened firing on the workers. They were arrested only when the workers became agitated and pressed the police for immediate action. The Dy. Commissioner and Superintendent of Police were also informed, while they were attending a Dinner in the Club but no serious attention was paid on the reports made to them. Lot of arms and ammunition have been recovered from the mill premises which proves our previous allegations that the workers were likely to be attacked again.

BEHAVIOUR WITH WORKERS AT CIVIL HOSPITAL :

Injured workers were taken to local Civil Hospital in prevarious condition but they were not attended by anyone there and every body seemd to be under influence of the mill management. Even the most important item 'Tetnous' injections were administrated only after 14 hours of the firing and that too had to be procured by the workers own relatives/friends. The attitude of the hospital staff indicates the collusion between them and the management. Money is reported to have played a big role in preventing the hospital staff from giving first-aid and other medical facilities to the workers.

The workers were not provided with beds or blankets, ^{but} were made to sleep on floor. Attitude of the Doctors on duty was also not sympathetic and favourable towards the workers. The matter calls for immediate enquiry and suitable action against the defaulters.

NO MURDER : No one has been murdered as stated by you in the State Assembly as appeared in a section of Press although several workers have been injured by firing on them.

ROLE OF STATE LABOUR DEPARTMENT :

It gives us pain to write to you about the role of State Labour Department, time and again, because the authorities in the department are so reluctant to hear the grievances of the workers, that the managements consider this silence on the part of department as favour to them (the managements).

The Labour Inspector posted at Sirsa is good for nothing and is on the rolls of management, that is why he is not taking any interest in the welfare of the workers. He is rather busy looking after the interests of the managements. It shall be better if he is removed from there so that atleast the workers are saved from the harassment from his hands. Senior functionaries of the department also kept mum despite several telegrams, letters and personal communications to them.

We demand - ---

that the State Govt. should order judicial enquiry into the whole incident at Sirsa, which has resulted into injuries to lot of workers. Suitable action should be taken to prevent the management to repeat such incidents by giving them exemplary punishment.

AND IN THE END - WHY THIS FIRING ? --

because the workers were forming a union, a right which had been denied to them for the last 18 years. A demand notice was served on the management on 16.3.1981 demanding proper wages, proper working conditions and implementation of statutory provisions including rest, interval, over-time and other statutory facilities provided under the Law. The workers were also protesting against the insult of their women colleagues, which the management goonds hurled at them when they use to go on duty.

Would you dear Chief Minister, allow all this to continue in the State and if not we expect justice justice and only justice.

Thanking you and hoping to hear from you soon in the matter.

Yours sincerely,

Tell Chand Gupta
(Joint-Secretary)
State Committee CITU

copy to : all concerned.

गोपीचन्द टैक्स-टाईल मिल सिरसा के मजदूरों पर

मैनेज्मेंट द्वारा कातिलाना हमला

भाईयों और बहनों,

27 MAR 1981

आज गोपीचन्द टैक्स-टाईल मिल को चालू हुए लगभग 18 वर्ष हो गये हैं। आज तक यहां मजदूरों के साथ जानवरों का सा सलूक किया जाता है। यदि वर्कर यूनियन बनाने की कोशिश करता है तो मैनेज्मेंट अपने गुण्डों द्वारा हमला करता है और झूठे पुलिस केस बनवाये जाते हैं ताकि मजदूर संगठित न हो सके। अभी हाल ही में जब मजदूरों ने यूनियन बनाने की कोशिश की ताकि जानवरों जैसी जिन्दगी से छुटकारा पाया जा सके, तो उन्हें न केवल काम से निकाल दिया गया बल्कि मार-पीट की गई और उन्हें झूठे पुलिस मुकदमों में उलझाया गया

दिनांक 19-3-81 को रात नौ बजे जब मजदूर अपने-2 कामों में व्यस्त थे, मिल मैनेज्मेंट ने अपने हथियार बन्द गुण्डों को साथ लेकर निहत्थे व मासूम मजदूरों पर निर्मम गोली-वर्षा की ताकि मजदूरों में आतंक पैदा करके यूनियन बनाने से रोका जा सके। इस हमले में 18 से अधिक वर्कर गम्भीर रूप से घायल हुए और अब वे सिविल हस्पताल सिरसा में जिन्दगी और मौत के बीच लटक रहे हैं, जहां कि अब तक न तो उनके शरीर से गोलियां निकाली गई हैं और न ही दवा दारु का कोई प्रबन्ध किया गया है।

सायं लगभग 3 बजे से मैनेज्मेंट द्वारा हथियार न गुण्डों को इकट्ठा करते देखकर वर्करों ने इस काण्ड की पूर्व सूचना पुलिस को दी थी। इस पर एक A.S.I. ने कहा "तुम पर गोलियां जहर चलेगी, पर ऐसी नहीं कि कोई मर जाये" इससे यह साफ है कि कुछ पुलिस अधिकारी मालिकों से पैसे खाते हैं।

इस काण्ड के बाद जब पुलिस ने छापा मारा, मिल के लेबर अफसर श्री पाण्डे के घर से हड्डियों के टुकड़े, शराब की बोतलें व काफी तादाद में नाजायज हथियार बरामद किये हैं और इसके बावजूद अभी तक कोई गिरफ्तारी नहीं की गई है। हम जिला प्रशासन व हरियाणा सरकार से माँग करते हैं कि

—: मांगे :—

1. तमाम गुण्डों को गिरफ्तार करके उनके हथियार जब्त किये जायें।
2. भ्रष्ट व रिश्वतखोर पुलिस अधिकारियों को फौरन सस्पेंड करके गिरफ्तार किया जायें।
3. घायल वर्करों को मुआवजा दिया जाये और उनके इलाज की समुचित व्यवस्था की जायें।
4. 19-3-81 के इस गोली काण्ड की न्यायापिक जांच कराई जायें।

✽ अपील ✽

हम सभी मजदूरों, किसानों, छात्रों, कर्मचारियों व नौजवान संगठनों तथा शहर की तमाम जनतन्त्र प्रेमी जनता व सभी राजनैतिक पार्टियों से अपील करते हैं कि इस गोली काण्ड व मैनेज्मेंट द्वारा वर्करों पर किये जा रहे अत्याचारों के खिलाफ एक जुट होकर गोपीचन्द टैक्स-टाईल मिल के मजदूरों की मदद करें।

निवेदक :

टैक्स-टाईल मिल वर्करज यूनियन, सिरसा

CITU
CENTRE OF INDIAN TRADE UNIONS
District committee

Nagori Gate, Hissar

Ref: HSR:CITU:81- Spl-I

March 16, 1981

Shri Bhajan Lal,
Chief Minister of Haryana,
Chandigarh

Subject: Attack on the workers of Gopi Chand Textiles Mills,
Sirsa by the hired goondas of management - indifferent
attitude of the District Administration.

Dear Sir,

Kindly refer to our telegrams dated 13.3.1981 and 16.3.1981
wherein we have brought to your kind notice the situation prevailing
in Gopi Chand Textile Mills at Sirsa.

As already written to you, there are about 1600 workers in the
mill but they have never heard of any statutory rights for them
weekly rests and over time etc. are never allowed to the workers.
Whenever, workers try to raise their voice, they are beaten inside
the factory premises and false cases are registered against them.
On 15.3.1981, about 70 workers have been got arrested by the mill
management in conspiracy with the local S.H.O., who is reported
to have taken lot of money for this purpose. One worker was stabbed
by the hired goondas of the management and when workers went to
lodge a complaint, instead of helping them, they were mercilessly
beaten and abused in police station. No complaint was lodged as
requested by the workers. Later on when about 400 workers went
to police station to register their protest, they were also attacked
by the police for the reason best known to them.

We had already expressed our fear to the District Administration
during the past several days by sending them telegrams and letters
but it seems, the Administration has not bothered to pay any
attention on our complaints. The Department of Labour has also
remained a silent spectator in the matter and instead of protecting
the rights of the workers, the officers of labour department
threatened workers with dire consequences on 26.2.1981.

The position explained above calls for immediate action and we
fear there is every possibility, the workers may be attacked
again and shall, therefore, request you to kindly order immediate
enquiry into the whole incident. To pave way for an impartial
enquiry, the staff of concerned police station, may please be
placed under suspension, so that, truth could come to light.

We hope the ~~State~~ State Govt. shall not force us to take direct
action in the matter because we do not want to create more
difficulties for the administration.

Thanking you,

Yours faithfully,

Tek Chand Gupta
(Tek Chand Gupta)

Jt. Secretary, State Committee

cc: All concerned.

CENTRE OF INDIAN TRADE UNIONS

(C.I.T.U.)

District Committee,
Nagori Gate, HISSAR.

March 15, 1981

Ref: CITU:HSR:Spl-2

The Chairman,
Haryana Concast Limited-cum-
Commissioner, Hissar Division,
HISSAR.

Subject: Harassment and victimisation of workers of Haryana
Concast Limited, Hissar.

Dear Sir,

During the last about one month, we have written several letters to you and the Managing Director of the Company regarding victimisation and harassment being meted out to the workers but nothing fruitful has come out. Although one meeting is reported to have taken place between your goodself and the President of Haryana Polysteel Workers Union Shri Mahabir Prashad, but the matter has again been deferred for some time more.

As already brought to your notice, several workers are under suspension for a considerable period and no domestic enquiries have been instituted against them for the reason better known to the company authorities. Several workers are being charge-sheeted on one pretext or the other to curb the trade union activities of the workers, which is unjustified and against law of the land. Several prominent Trade Union leaders including Mr. Ashok K. Grover, Executive Member of the Union have been transferred to other places, so that, they could not take part in day-to-day activities of the union.

Although there are glaring instances of embazzlement as brought to your notice by the President of Workers Union, but we shall not like to burn our fingers again because in the past also when a fraud case involving lakhs of ruppees was brought to the notice of the management, the officers of the company, instead of implicating the right persons, involved those employees, who had, in fact, helped in tracing the fraud. The Workers Manager, who was a party to this fraud was let-off without taking any action against him.

So far as the position of implementation of agreements is concerned, less said the better as almost all the agreements are waiting for their complete implementation. Rest house for the workers has not been provided despite an agreement to this effect several years ago. The company instead of providing some relief to the workers, is busy spending money on false cases, enquiries, charge-sheets and other anti-worker activities.

We request you to kindly take immediate action in the matter so that, the position does not go beyond control. We are hopeful, as assured by you, you shall be inviting the workers and the management for final settlement on or before 21st of this month. With this date in view, we have already advised our workers to remain peaceful and help in raising production and hope our gesture shall be reciprocated.

Thanking you and hoping to hear from you soon,

Yours faithfully,

Tek Chand Gupta
(Tek Chand Gupta)
Jt. Secretary.

cc: All concerned.

CENTRE OF INDIAN TRADE UNIONS (C.I.T.U.)

District Committee

Nagori Gate, HISSAR

March 16, 1981

Ref: CITU:HSR:Spl-3

Shri R.Venkataraman,
Minister of Finance,
Govt. of India,
New Delhi - 110 001

Subject: Evasion of Taxes by Jindal Groups of Industries,
Hissar and role of New Bank of India.

Dear Sir,

We have been writing to you in the past on the captioned subject and are sure the matter must be receiving due attention in your Ministry. Recently we have come to know about the more details regarding JINDAL GROUPS, which we request may be included in the enquiry against these concerns :-

The Jindal Groups at Hissar has recently acquired a posh house in Punjabi Bagh, New Delhi costing at about Rs.15 laksha but its cost has been shown as only 5 laksh to evade taxes.

During June-July, 1980 almost all the members of Jindal family went on a tour to U.S.A. and U.K. and are reported to have spent more than Rs.1 crore on this trip. Huge foreign money came from which source is a matter of surprise and facts can only be revealed if an C.B.I. enquiry is ordered into the affairs of JINDAL GROUP. One house costing about Rs.48 laksh has been purchased by Jindals at London (UK) and transaction has taken place in 'BENAMI' accounts. This matter also calls for immediate enquiry.

NEW BANK OF INDIA:

We would like to place on record certain illegal functionings of the New Bank of India which had been nationalised in April, 1980. Before nationalisation it was a private Bank and used to misuse the funds and officers were having unrestricted powers to misuse the funds, favouritism and nepotism were the order of the day. Unfortunately the practice still continues unchecked :

Branch Manager of the Bank have been provided with Cars whereas no other nationalised Bank including State Bank of India has ever provided the Cars to their Branch Managers.

The Bank charges 1% extra as service charges on the limits sanctioned by it and no other nationalised bank if doing so. Even interest on this extra service charges is charged from the customers which is in gross violation of the Reserve Bank of India directives. The loans thus sanctioned by this Bank become very expensive due to service charges and interest on service charges. The rate of interest of the New Bank is 19.4% which is too high. Normal rate of interest being charged by other banks is 14-15% at the most.

There is wide spread corruption in the Bank management and the Bank officials/officers spent lavishly for bribing the big customers/ industrialists and the receipts are produced as "Entertainment Exp." The Bank has sanctioned exorbitant limits in favour of certain influential industrialists and others, by taking bribes and whenever the money so sanctioned is in danger, the bank officials again take bribe and are misguiding their Regional/Head office and true picture is never shown to the seniors. It is also learnt that the seniors are also involved in the racket and they do not pressurise their branches to recover the "doubtful debts" because of palm greasing.

contd.....2

At times big sums of money are written off as bad debts and there are instances to support this complaint:-

- a) Puspha cinema at Hissar is the first in the series which owes a sum of Rs.14 lakhs to the Bank. The promoter of this Cinema Mr.Gulab Singh Jain, Ex-MLA had some links with the Chairman of the Bank who helped the owner to grasp this money.
- b) Mr.Modi of the Bank was suspended due to non-realisation of money from Pushpa Cinema but when he threatened to disclose the whole story to the Press and Public after resigning from the services of the Bank (He had infact tendered his resignation to the Bank) but he was pressurised to withdraw his resignation and was re-instated and promoted, so that, he may not come out publicaly with facts.
- c) Sarswati Spinning Mills, Bhiwani, Rs.30 lakhs were sanctioned to this factory without documents and the party could not refund the money to Bank. The Bank then started criminal proceedings against the party but failed to recover the amount through criminal proceedings as these could not proceed in the absence of documentation. Ultimately, the Bank asked the party to agree for arbitration, to which the party did not agree. The money of the Bank thus went down the drain.
- d) At Faridabad: At Faridabad most the loans advanced by the Bank are in bad shape and one of the sister concerns of Jindals - Swastik has been advanced a sum of Rs.1 crore and the interest rate has been agreed at 1% less than that of RBI directives.
- e) While sanctioning limits to Swastik a sum of Rs.1 lakh has been taken as bribe. The rate of interest has also been lowered due to this reason.

ADVANCES ONLY TO BIG FISHES: The Bank usually advances money to the big industrialists and to those who are in collusion with the Branch Managers. The middle and poor class people hardly get any share of the cake, although the Bank claims to have advanced money to the weaker sections. The weaker sections cannot afford high rate of interest being charged by this Bank, apart from the interest other allied expenses are too high which cannot be afforded by middle and lower sections of society. Local Managers of the Bank do not oblige the customers without palm greasing.

UN-NECESSARY EXPENSES: The Bank has appointed District Level retainers on monthly basis whereas other Banks are not following this practice. Other banks appoint retainers only on Regional and Head office levels. The panel which is required to be constituted for such appointments of retainers is never taken into care and only those who are closely related to Branch Managers get such jobs. Every very junior advocated have been appointed by Bank and main consideration for such appointments has been the link which they have got with local judicial officers. Moreover, nepotism and favouritism are practised frequently in such appointments and no consideration is given to the experience of such appointees.

We hope the Govt. of India and concerned authorities shall pay immediate attention to set the working of this Bank on sound footings and shall eliminate corruption by exercising more checks on them. An C.B.I. enquiry into the functioning of this Bank as well as JINDALS can only prove the facts, which we hope shall be ordered immediately.

Thanking you,

Yours faithfully,
Tek Chand Gupta
(Tek Chand Gupta)
Secretary.

cc: all concerned.

CITU

CENTRE OF INDIAN TRADE UNIONS

6, TALKATORA ROAD, NEW DELHI-110001

President :

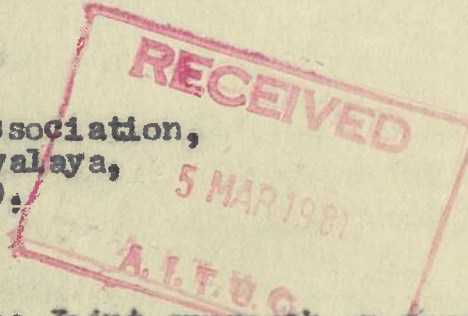
B. T. RANADIVE

General Secretary :

P. RAMAMURTI, M.P.

3. 3. 1981

Shri N.M. Barot,
Secretary,
Textile Labour Association,
Gandhi Majoor Sevalaya,
Bandra, P.O. No. 110,
AHMEDABAD.



Sub: Joint approach on common problems
affecting labour in the country.

Dear Friend,

We thank you for the letter No.2619 dated 16th February, 19 81 on the subject mentioned above.

We agree with you that there should be a discussion among all the central trade unions on the issues raised by you so that the matters are jointly pressed at the Tripartite forum.

The Government is likely to convene the Indian Labour Conference in the third week of May.

We propose that we can have a discussion amongst ourselves prior to the Indian Labour Conference so that the questions are discussed at length and a common understanding arrived at amongst all the Central Trade Unions.

Please find enclosed herewith a copy of the resolution adopted in a meeting of central trade unions and national federations held in New Delhi on 22nd February, 1981. for your information.

Thanking you,

Yours sincerely,

- Copies to:- (1) General Secretary
I.N.T.U.C.
(2) General Secretary,
A.I.T.U.C.
(3.) General Secretary,
H.M.S.
(4) General Secretary,
B.M.S.

M.K. PANDHE
(M. K. Pandhe)
Secretary.

26 मार्च को दिल्ली में मजदूर-किसान मार्च

“इस दिन हरियाणा भर के मजदूर सभी कारखानों में हड़ताल करके लाखों की संख्या में दिल्ली पहुंचेंगे और किसान मजदूर एकता का अनोखा उदाहरण पेश करेंगे।”

साथियो,

कांग्रेस (आई) की सरकार बने एक साल से अधिक समय हो गया है। इस पूरे समय का तजुर्बा बताता है कि इन्दिरा कांग्रेस सरकार ने अपने चुनाव के समय किये वायदों के विपरीत काम किये हैं चाहे बजट का सवाल हो चाहे मजदूरों के वेतन का मंहगाई भत्ते, बोनस व इनडैक्स का चाहे, किसानों के अनाज के भाव का सवाल हो कांग्रेस सरकार ने हर अवसर पर इन वर्गों के हितों के विपरीत काम किया है। मंहगाई और टैक्सों के बोझ से आम जनता की कमर टूट चुकी है। रिश्वतखोरी और चोर बजारी कम होने की बजाए बढ़ी है। जरूरत की चीजें (सीमेंट, दवा, चीनी, तेल आदि) बाजार से गायब हो कर काले बाजार में पहुंच चुकी है।

इन दिक्कतों के खिलाफ जब भी, जिस भी तबके ने आवाज उठाने की कोशिश की, उसे लाठी, गोली और जेल का मुंह देखना पड़ा। रेलवे का, एल. आई. सी. तथा बिजली कर्मचारी व सार्वजनिक क्षेत्र के कर्मचारी आज भी भारी दमन का शिकार हैं। सरकार सुधार की ओर ध्यान न देकर नित नये अध्यादेश व कानून लाकर मजदूरों व कर्मचारियों की हड़ताल पर पाबन्दी लगा रही है। हरिजनों और औरतों पर भारी जुल्म ढाये जा रहे हैं। काले कानूनों के बल पर सरकार देश में ट्रेड-यूनियन गतिविधियों और विरोध की आवाज को ही बन्द करना चाहती है।

राष्ट्रीय सुरक्षा कानून देश में प्रजातन्त्र के खात्मे और तानाशाही की स्थापना की दिशा में एक शरारत पूर्ण कदम के रूप में देखा जा सकता है। यदि मजदूरों, किसानों, छात्रों, व कर्मचारियों व छोटे दुकानदारों ने संयुक्त संघर्षों के माध्यम से राष्ट्रीय स्तर पर इन सब का विरोध नहीं किया तो देश में प्रजातन्त्र का नामों निशान तक मिटा दिया जाएगा।

खुशी की बात है कि पिछले आठ महीनों में मजदूरों, छात्रों व किसानों ने अलग-अलग राज्यों में बड़े-बड़े आन्दोलन चलाए हैं। किसानों और खेत मजदूरों ने बड़ी भारी संख्या में सहयोग दिया है। लाठी, गोली, व जेल की परवाह न करके किसानों ने बड़े-बड़े पैदल मार्च, यहां तक कि 'बन्द' तक का आयोजन किया है अपने हकों की सुरक्षा के लिए दजनों किसानों ने मौत मुंह में जाकर किसान आन्दोलन के इतिहास में गौरवपूर्ण पन्ने लिखे हैं। अब किसानों का यह संघर्ष देश व्यापी रूप धारण कर चुका है जिसके चलते बहुत सी सरकारों को काफी छूटों की घोषणा करनी पड़ी।

यह बात साफ है कि मेहनत कशों के संयुक्त संघर्ष द्वारा ही सरकार को जन साधारण विरोधी नीतियों को बदलने पर मजबूर किया जा सकता है। 26 मार्च का मजदूर और किसानों का दिल्ली मार्च इसी दिशा में एक प्रयास है, जिसे मार्क्सवादी कम्युनिस्ट पार्टी, सी. पी. आई., कांग्रेस (अस) लोकदल, अकाली दल व अन्य छोटी-छोटी पार्टियों व मजदूरों, किसानों तथा अन्य जनवादी संगठनों का समर्थन प्राप्त है।

माँगें

- 1 किसानों को अनाज के मुनासिब दाम दिये जायें और खाद सस्ता दिया जाय ।
- 2 छठी पंचवर्षीय योजना में कृषि-कार्यों के लिए अधिक धनराशी की व्यवस्था की जाय ।
- 3 बैटरमेंट टैक्स खत्म किया जाय और छोटे किसानों पर से बिजली के बढ़ाये गये रेट वापस किये जायें ।
- 4 किसानों व खेत मजदूरों के कर्जे माफ किये जायें ।
- 5 खेत मजदूरों को गुजारे लायक वेतन दिया जाय और बुढ़ापे में राज्य की ओर से पेंशन दी जाय ।
- 6 खेत मजदूरों के परिवारों को रहने के लिए स्थान दिया जाय और मकान बनाने के लिए आर्थिक सहायता दी जाय ।
- 7 ग्रामीण बेरोजगारों को "काम के बदले अनाज" दिया जाय और "रोजगार की गारन्टी स्कीम" तमाम राज्यों में लागू की जाय ।
- 8 भूमि सुधार शीघ्र लागू किये जायें ।
- 9 गावों में जीवन सम्बन्धी आवश्यक वस्तुएं उपलब्ध कराई जायें ।
- 10 पंचायतों और सहकारी संस्थाओं को अधिक से अधिक अधिकार दिये जायें और इन्हें प्रोत्साहन दिया जाय ।
- 11 "राष्ट्रीय सुरक्षा अधिनियम" और दूसरे जन-विरोधी कानून वापस लिये जायें ।
- 12 जन आंदोलनों में पुलिस हस्तक्षेप बन्द किया जाय ।
- 13 हिसार टैक्स-टाईल मिल के लर्करों को वर्ष 1979-80 का 20% बोनस दिया जाय ।
- 14 हिसार टैक्स-टाईल मिल के वर्कर्स के मंहगाई भत्ते में बढ़ोतरी की जाय ।
- 15 हरियाणा कानकास्ट के मैनेजिंग डायरेक्टर द्वारा को जा रही लाखों रुपये की घपलेबाजी की सी० बी० आई० (C. B. I.) द्वारा जांच करवाई जाये ।

अपील

जिला हिसार सी. आई. टी. यू. की सभी मजदूरों, किसानों छात्रों तथा सभी जनवाद प्रेमियों से अपील है कि वे मारी तादाद में 26 मार्च को दिल्ली पहुंच कर रैली को सफल बनायें ।

—निवेदक—

सचिव
सी. आई. टी. यू. कमेटी,
हिसार

अभिनन्दन मुद्रणालय, हिसार

इन्कलाव-जिन्दाबाद ! मजदूर संगठन-जिन्दाबाद !! दुनियां भर के मेहनत कशो-एक हो जाओ !!!

गोपी चन्द टैक्स-टाईल मिल के मैनेजमेंट द्वारा

मजदूरों पर भारी अत्याचार

साथियो !

गोपीचन्द टैक्स-टाईल मिल का मैनेजमेंट पिछले 18 वर्षों से मजदूरों की मेहनत को लूट खसोट कर अपनी तिजोरियां भरता रहा है। पिछले चौदह से भी अधिक वर्षों से मजदूरों को दबा रखा है। मैनेजमेंट ने अपने घर के कानून लागू कर रखे हैं और ट्रेड-यूनियन अधिकारों को छीन रखा है। फैक्ट्री एक्ट और लेबर-कानूनों की परवाह तक नहीं की जाती और जंगल राज कायम कर रखा है। पिछले दिनों मैनेजमेंट ने अपने दलालों द्वारा मनमाने समझौते किये हैं। जो भी बर्कर यूनियन बनाने की कोशिश करता है। उसके साथ मार-पीट की जाती है और मैनेजमेंट ने इस समय मिल के अन्दर काफी गुण्डे भर्ती कर रखे हैं यहां राज्य की दूसरी टैक्स-टाईल मिलों से बहुत कम वेतन वर्कर्स को दिया जाता है।

मैनेजमेंट द्वारा पानो की तरह पैसा बहाना :

जब से वर्कर्स ने अपना संगठन बनाना शुरू किया है। मैनेजमेंट ने पानो की तरह पैसा बहाना शुरू कर दिया है। श्रम-विभाग, पुलिस अधिकारियों व जिला प्रशासन और कुछ पेशेवर स्थानीय राजनैतिक नेताओं को मोटो-रकमें देना शुरू कर दिया है। गुण्डों को शराब तथा अन्य तरीकों से पैसा देकर ट्रेड-यूनियन कार्यकर्ताओं के साथ मार-पीट कराने का प्रयत्न किया जाता है। पुलिस द्वारा वर्कर्स पर भूठे मुकदमें बनाये जा रहे हैं और पुलिस ट्रेड यूनियन कार्यकर्ताओं के साथ थाने में मार-पीट करती है।

वर्कर्स की दुर्दशा :

मैनेजमेंट परमानेंट वर्कर्स तक को मास में 15-16 दिन का काम देती है और बाकी दिनों में उन्हें वापस भेज दिया जाता है और ले-आफ का मुआवजा तक नहीं दिया जाता। कैजुअल व बदली कारोगरों की हालत तो और भी बुरी है सप्ताह में कोई छुट्टी नहीं दी जाती और साप्ताहिक छुट्टी के पैसे काटे जाते हैं खातों में अधिकारी वर्कर्स के साथ गाली-गलौच तक करते हैं, धक्के देकर बाहर निकालना आम बात है और टैक्स-टाईल दुगना नहीं दिया जाता। वर्कर्स को कार्य के घंटों के दौरान चाय इत्यादि की कोई समुचित व्यवस्था नहीं है और कन्टीन की बुरी हालत है। बीमार या एक्सीडेंट हो जाने पर वर्कर को तड़प-र कर मरने के लिए छोड़ दिया जाता है और उसकी दवा-दारु का कोई प्रबन्ध नहीं है। श्रम कानूनों और फैक्ट्री एक्ट की खुले आम खिल्लो उड़ाई जाती है।

बंधुआ मजदूर :

मैनेजमेंट मजदूरों के साथ बंधुआ-मजदूरों जैसा व्यवहार करती है मैनेजमेंट ने मिलके अन्दर लगभग 100 क्वार्टर बना रखे हैं, जिन्हें सूअरों का बाडा कहा जाय तो गलत न होगा। इनमें 100 क्वार्टरों में 500 से अधिक मजदूर रहते हैं। और इनको हालत बहुत बुरी है। इनमें पानो व शौचादि तक की सुविधा नहीं है। जो वर्कर इन क्वार्टरों में रहते हैं। मैनेजमेंट उन्हें गुलामों की तरह रखती है और उन्हें उनके रिश्तेदारों तक से मिलने नहीं दिया जाता तथा पशुओं का सा व्यवहार किया जाता है।



अपील



शहर की तमाम राजनैतिक पार्टियों, कर्मचारियों, छात्रों व दूसरी जनवादी संस्थाओं से अपील है कि गोपी चन्द टैक्स-टाईल मिल के मैनेजमेंट ने जो गुण्डागर्दी व तानाशाही का राज कायम कर रखा है और मजदूरों के अधिकारों का हनन किया जा रहा है, इसके खिलाफ एक जुट होकर इस मिल वर्कर्स की मदद करें और मजदूरों के शोषण को खत्म करायें।

निवेदक :

टैक्स-टाईल मिल वर्करज यूनियन, सिरसा

इन्कलाब जिन्दावाद !

मजदूर कर्मचारी एकता जिन्दावाद !

दुनिया भर के मजदूरों एक हो !

मैनेजमेंट के नापाक इरादों के खिलाफ

संघर्ष की तैयारी करो !

साथियो, पिछले कुछ समय से मैनेजमेंट का रवैया दिन-ब-दिन खराब होता जा रहा है। खातों में अधिकारियों द्वारा वही 18 वर्ष पुराना व्यवहार, बात-बात पर चार्जशोट व सस्पेंड करना आम बात हो गई है। नाजायज और गैर-कानूनी तरीके से त्रेतन में कटौती की जा रही है। मैनेजमेंट द्वारा बातचीत को अत्याधिक लम्बा खींच कर वर्करो में बेचैनी फैलाने की भरसक कोशिश की जा रही है। पी.डे. के वर्करो का 'कोयम्बटूर' आधार पर फैसला करने में मैनेजमेंट टालू नीति अपना रहा है। यह सब केवल वर्करो के साथ ही नहीं, अपितु मिस्त्रियों व क्लर्कों के साथ भी इसी प्रकार का व्यवहार किया जा रहा है।

दिनांक 16-2-81 को पांचों यूनियनों ने मिलकर मैनेजमेंट मांग-पत्र दिया था जिसमें मांग की थी कि वर्ष 1979-80 का 20% बोनस दिया जाय और कमर तोड़ महंगाई को देखते हुए महंगाई भत्ते में बढ़ोतरी की जाय। यूनियनों को यह आशा थी कि मैनेजमेंट इस मांग-पत्र को गम्भीरता से लेकर, शीघ्र ही मोटिंग बुलाकर, बातचीत द्वारा इस मामले का निपटारा करेगा। लेकिन मैनेजमेंट ने इसका संतोषजनक उत्तर नहीं दिया। जब यूनियनों ने दुबारा बातचीत के लिए लिखा तो मैनेजमेंट ने 11 मार्च को मोटिंग बुलाई। 11 व 12 मार्च 81 को बातचीत में मैनेजमेंट का रवैया नकारा रहा।

मैनेजमेंट ने मांगने के बावजूद वास्तविक बैलेंसशीट तक न देकर एक टाईप को हुई बैलेंसशीट जिसमें मोटी २ रकमों का ब्यौरा था और जिसको समझने में वर्षों लगेंगे, दिया है। इस सम्बन्ध में यूनियनों ने मैनेजमेंट से यह भी कहा है कि बोनस का सीधा सम्बन्ध उत्पादन व उत्पादकता से जुड़ा है, जो कि पिछले वर्ष संतोषजनक रहा है और इस मिल का बर्कर मैनेजमेंट का सहयोग न मिलने के बावजूद कोयम्बटूर सेंटर के काय भार को जी-तोड़ मेहनत से पूरा कर रहा है, इसलिए बोनस दिया जाना और भी महत्वपूर्ण है तथा औद्योगिक शान्ति कायम रखने के लिए जरूरी है। साथ ही मैनेजमेंट की जिम्मेदारी बनती है कि मजदूरों में काम के प्रति उत्साह बरकरार रखने के लिए 20% बोनस होली तक बांटें और महंगाई भत्ते का फैसला शीघ्र करें।

उपरोक्त तथ्यों को देखते हुए व मैनेजमेंट के नापाक इरादों को समझते हुए ही पांचों यूनियनों ने तय किया है कि संघर्ष की तैयारी की जाय तथा दिनांक **18-3-81** को सायं चार बजे गवर्नमेंट कालौनी में जलसा का आयोजन किया जाए और बोनस व महंगाई भत्ता के प्रश्न पर अपनी आवाज बुलन्द की जाए।

सभी मजदूर साथियों व कर्मचारियों से पुरजोर अपील है कि ज्यादा से ज्यादा तादाद में शामिल होकर अपनी फौलादी एकता का सबूत दें और अपनी मांगों के लिए एक जुट होकर आवाज बुलन्द करें।

निवेदक :-

लाल भन्डा कपड़ा मजदूर एकता यूनियन, हिसार
डिस्ट्रिक्ट टैक्सटाईल वर्करज यूनियन, हिसार
एच० टी० एम० मजदूर यूनियन, हिसार
एच० टी० एम० मिस्त्री यूनियन, हिसार
एच० टी० एम० क्लर्क एसोसिएशन, हिसार

उमेश प्रैस, हिसार।

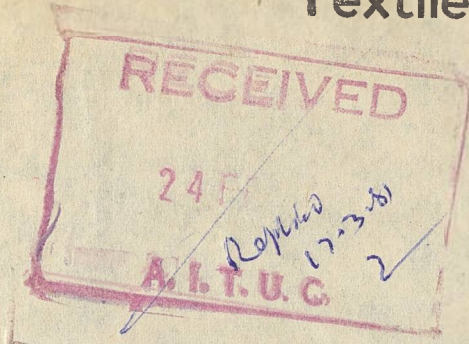


Ref. No. 2614

Textile Labour Association

(Representative Industrial Union)
Gandhi Majoor Sevalaya, Bhadra,
P. B. No. 110.

Ahmedabad, 16/2/1981 197



② To,
The General Secretary,
The All India Trade Union Congress,
NEW DELHI.

Sub:- Joint approach on common problems
affecting Labour in the country.

.....

Dear Sir,

Several important problems concerning workers in the country as a whole have remained unsolved and recommendations of important Committees have not been implemented since some years nor the amendments have been made in several labour legislations which are overdue to suit the present day needs of workers.

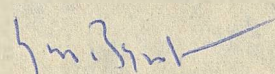
The Textile Labour Association firmly believes that only the united approach by the Central Labour Organisations in the Central forum like Indian Labour Conference or the Tripartite Committees like Standing Labour Committee would pave the way for effective implementation of recommendations or would give impetus to Government for further amending several labour laws.

The Joint Board of Representatives of this Association which met on its Labour Day on 4th December, 1980 has passed the resolution, a copy of the said resolution is enclosed herewith. We earnestly request you to kindly take the constructive attitude and think to represent unitedly in the above Central Forum so that the Government may take initiative in the right direction.

This is absolutely required in the common interest of workers and in the present circumstances. We hope you will welcome the proposal.

Thanking you in advance and awaiting to hear from you,

Yours faithfully,


(N.M. Barot)
Secretary,
Textile Labour Association,
Ahmedabad.

Encl: 1.

JOINT APPROACH ON COMMON ISSUES.

APPEAL TO CENTRAL LABOUR ORGANISATIONS

A meeting of the Joint Board Representatives of the Textile Labour Association, Ahmedabad, was held on its Labour Day on 4.12.1980 and passed the following resolutions:-

Whereas a number of labour issues are pending since long;

Whereas the meetings of the Standing Labour Committee and Indian Labour Conference are hardly called;

Whereas a number of recommendations made by the Government appointed committees like comprehensive Labour Laws Review Committee, Bonus Review Committee, Rath Committee on Consumer Price Index Numbers have remained unimplemented;

Whereas a number of labour acts like Employees State Insurance Act, Employees Provident Funds and Miscellaneous Provisions Act, Payment of Gratuity Act, Payment of Bonus Act, Factories Act and Minimum Wages Act requires immediate amendment and effective implementation.

Whereas the implementation of these acts is not satisfactory;

Whereas two important issues house-rent and reduction of working hours defy solution and consequently there is immediate need of legislation on these two issues.

Whereas the real wages of workers have gone down due to steep rise in prices;

Whereas workers are facing severe hardships due to shortage of essential commodities and housing accomodation;

The Textile Labour Association views with GRAVE concern such a situation and APPEALS to INTUC, CITU, HMS, BMS and NLO and other Central Labour Organisations to put aside the political differences and PUT FORWARD an unanimous approach on the following issues before Indian Labour Conference and

...2..

CALLS UPON them to devise a constructive programme to achieve these objectives without hampering production and employment:-

1. Improving the ESI Scheme
2. Abolition of contract labour
3. Regulating leave with wages
4. Effective implementation of Minimum Wages Act
5. Amending the Factories Act and The Shop and Establishment Act
6. Lasting solution of Bonus
7. Removal of defects of P.F. and Gratuity Acts
8. Increase in the family pension
9. Minimum wages for agricultural wages
10. Compensation to workers affected by electric cut
11. Legislation on payment of house-rent
12. Legislation on reduction of working hours
13. Proper remuneration to apprentices and Priority in badli
14. Organising self-employed persons
15. Employment to young persons
16. Employment to blind and handicapped persons
17. Increase in social status of women and their welfare

The Joint Board of Representatives FIRMLY BELEIVES that once the problems are solved by collective approach this itself will create an atmosphere conducive to increased efficiency, discipline, productivity and employment.

J

11 March, 1981

CENTRAL TRADE UNIONS CONGRATULATE THE STRIKERS IN
PUBLIC UNDERTAKINGS

*File
Central TUs*

Com. Indrajit Gupta M.P. General Secretary AITUC, Dr. Shanti Patel, M.P. General Secretary HMS, Dr. M.K. Pandhe Secretary CITU, Shri O.P. Aghi Secretary BMS and Shri D.S. Dara President INTUC have issued the following statement to the press :

"We congratulate more than 15 lakh employees of Public Sector Undertakings who downed their tools today in response to the call given by the Central Trade Unions and National Federations in support of 75 day-old strike of workers in Bangalore based industries, fighting LIC, GIC and the railway employees and in protest against the attacks on TU rights of the working class all over the country.

According to incomplete reports, the strike was complete in banks, LIC, GIC, Oil, ITDC shipping, teleprinter and other industries while it was widespread in steel, coal NTC engineering and other industries. Central and State Government employees and railway employees have organised demonstrations in several centres in support on the demands.

We strongly urge upon the Govt. to give up its policy of confrontation with the workers and settle the strike of Bangalore based industries through negotiations, withdraw draconian measures against LIC and GIC employees, reinstate all the terminated and compulsory retired railwaymen and withdraw the National Security Act.

We call upon the working class to strengthen the unity achieved in this strike action and be prepared for further actions if the Government persists in its anti-working class policies.

A meeting of the Trade Unions will be held in New Delhi on 23rd March to decide the future course of action.

Released to the Press by

M.K. Pandhe
(M. K. Pandhe)

Secretary

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

To

The News Editor

for favour of publication.



Phone : 371580 X
383324

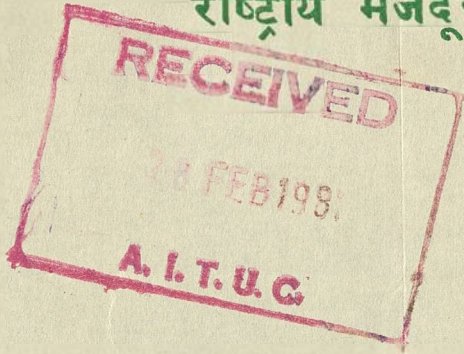
Indian National Trade Union Congress

राष्ट्रीय मजदूर कांग्रेस

44, Ashoka Road,
~~162, South Avenue~~
New Delhi-110001.

President
J. S. DARA

General Secretaries
S. W. DHABE, M.P.
DR. M. D. NATRAJ,
M.L.C.



Dated 26.2.81

✓ Shri Inderjeet Gupta General Secretary, A.I.T.U.C
Shri Shanti Patel, General Secretary, H.M.S.
Dr. M.K. Pandey, Secretary, C.I.T.U.
Shri O.P.Aghi, Secretary, B.M.S.

Dear Sir,

We are in receipt of a copy of the resolution adopted at the meeting of the Central Trade Unions and National Federations of workers at New Delhi on February 22, 1981 and forwarded by Shri Pandey, Secretary, C.I.T.U. It is regretted that we could not participate in the said meeting since Shri S.W.Dhabe General Secretary INTUC and Member Parliament and myself both had to leave for Kerala to attend the State INTUC'S Annual Conference held on 22nd February. The said resolution is fully endorsed and supported by us. Instructions are also being issued to all affiliates in all the States with maximum support to be extended in the implementation of the various programmes of the said resolution.

Myself and Shri Dhabe shall also be attending the next meeting of the All India Trade Unions in this connection.

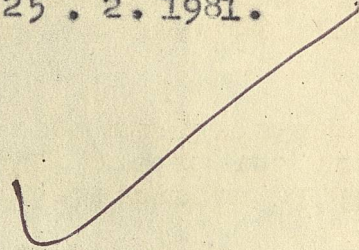
J. S. Dara
(J.S.Dara)

X

XXXXXXXXXXXXX

25 . 2 . 1981.

Shri Naresh Chandra Ganguli,
President,
Bharatiya Mazdoor Sangh,
10, Kiran Shankar Roy Road,
CALCUTTA 700001.



Dear friend,

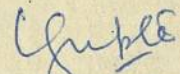
Many thanks for your kind letter of February 16th inviting me to attend the opening ceremony of the 6th all-India Conference of BMS on 7.3.81 at Calcutta.

Unfortunately, I am already booked up on March 7th and 8th, and hence I regret I cannot avail of your invitation.

I am enclosing a Message on behalf of the A.I.T.U.C.

I am also asking our Vice-President, Mohd. Elias, who is in Calcutta, to attend your Conference on our behalf.

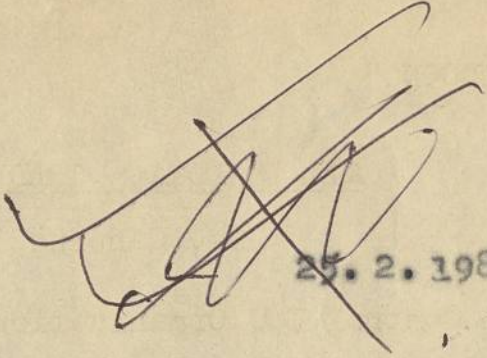
With fraternal greetings,



(INDRAJIT GUPTA)
General Secretary.

November 1, 1981

Enclo: as above.



25. 2. 1981.

MESSAGE

On the occasion of the 6th all-India Conference of the Bharatiya Mazdoor Sangh, I send to the IMS and all the delegates to ^{the} Conference, the fraternal greetings and best wishes of the All-India Trade Union Congress.

Our two organisations have been co-operating at all levels in matters affecting the common interests, demands and rights of the working class. This is all the more necessary today when the Central Government and other Congress (I) State Governments have launched on a nakedly anti-labour policy.

I am confident that in the coming days our cooperation will be further developed and strengthened despite our political or ideological differences. United action of all trade unions is the only weapon of the working class.

I wish all success to your Conference.

(INDRAJIT GUPTA)

BHARATIYA MAZDOOR SANGH

All India Conference, Calcutta
7th & 8th March, 1981

Conference Office :
10, Kiran Shankar Roy Road
Calcutta-700 001
Phone : 23-9210 / 23-6435



Central Office :
24, Vithal Bhai Patel House, Rafi Marg
New Delhi-110 001
Phone : 38-1556

Ref. No. _____

Date 16th. Feb. 1981

Shri Indrajit Gupta,
General Secretary,
A. I. T. U. C.,
24, Canning Lane,
New Delhi-110001

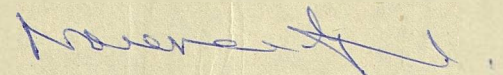


Dear Brother,

I have the pleasure to invite you to be present personally to the opening ceremony of our 6th All India Conference to be held at NRIPENDRA NAGAR (Jorabagan Park, Cal) at 9.30 A.M. on 7th March 1981. In case your personal presence is not possible send your Message to the Conference which will be source of inspiration for us.

With kind regards,

Brotherly Yours,



(Naresh Chandra Ganguli)

P R E S I D E N T

24. 2. 1981.

Comrade Mohd. Elias,
President,
B.P.T.U.C.
144, Lenin Sarani,
CALCUTTA - 700013.

Dear Comrade,

The all-India Conference of Bharatiya Mazdoor Sangh (BMS) is being held at Nripendra Nagar (Jorabagan Park), Calcutta on 7. 3. 1981. The opening ceremony is at 9.30 a.m. on that day. They have invited us to attend and greet them. I am informing them that you, as our Vice-President, will represent AITUC on the ~~occasion~~ occasion.

Please don't fail. A line in confirmation will be appreciated.

With greetings,



(INDRAJIT GUPTA)
General Secretary.



HIND MAZDOOR SABHA

KARNATAKA STATE

D. RAJAGOPAL, M. L. C.

President

No. 2. B. STREET. 1st MAIN ROAD,
SESHADRIPURAM,
BANGALORE-560 020.

To
Sri K.G.Sriwastava,
General Secretary,
A.I.T.U.C.,
24, Canning Lane,
New Delhi - 110 001.

Date: 17-2-1981.

Dear Sir,

We are very happy to inform you that the state convention of Hind Mazdoor Sabha, Karnataka, held on 31st January & 1st February 1981 was successful.

We are thankful to you for your much informative article sent for publication in our Souvenir.

Please accept a copy of the Souvenir sent herewith.

With Greetings,

Yours Sincerely,


(M.V. CHANDRASHEKAR)
CONVENER
SOUVENIR COMMITTEE.

HIND MAZDOOR SABHA

Nagindas Chambers ● 167, P. D'mello Road ● Bombay 400 038. ● India.
Telephone 26 21 85 Telegrams: HINDMAZDUR

S. Venkat Ram
President

All communications
to be addressed to

Dr. Shanti G. Patel, M. P.
General Secretary

Our Ref:

Ref:No:200/81

February 17, 1981

Dear Friend,

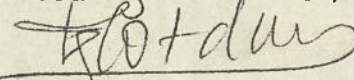
**Change in Date and Venue of Meeting
of the Central Trade Union Organisations
and National Federations**
SUNDAY 22nd February 1981, New Delhi.

In continuation of our Circular letter No.196/81 dated 11th February 1981, we have to inform you that the date of the meeting of the Central Trade Union Organisations and National Federations has been changed from 23rd February 1981 to 22nd February 1981 in order to suit others. Now the above meeting will be held on Sunday the 22nd February 1981 at 3.00 P.M. at the M.P.'s Club, North Avenue, New Delhi. Please note the change of the date and venue of the meeting.

Kindly excuse us for the inconvenience caused to you.

With greetings,

Yours sincerely,



Shanti Patel
General Secretary.

अन्तर्देशीय पत्र कार्ड
INLAND LETTER CARD



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

भेजने वाले का नाम और पता:-

Sender's name and address:-

HIND MAZDOOR SABHA
Nagindas Chambers, 167, P. D'Mello Road,
Bombay—400 038. (INDIA)

इस पत्र के अन्दर कुछ न रखिये

No enclosures allowed

HIND MAZDOOR SABHA

First fold here

Second fold here

To open cut here

A ROCKET® PRODUCT

February 8, 1981

PRESS STATEMENT

CENTRAL TUS DEMAND WITHDRAWAL OF LIC ORDINANCE

Com. Indrajit Gupta, General Secretary AITUC, Dr. Shanti Patel, General Secretary HMS, Shri Ram Naresh Singh, General Secretary BMS and Dr. M. K. Pandhe Secretary CITU have issued the following statement to the press:

We strongly condemn the Ordinance issued by the Government providing for cut in D.A. and imposing a ceiling on bonus of the employees of the Life Insurance Corporation of India in utter disregard of the recent decision of the Supreme Court upholding the validity of the agreement of the L.I.C. employees. If the Government is allowed to have its ways it is likely to be repeated in case of employees in organised sector as a whole and hence the Ordinance is a challenge to the entire working class.

The Ordinance strikes at the very root of collective bargaining and seeks to subvert the decision of the judiciary which upheld the interests of the employees.


We demand that the Ordinance should be withdrawn forthwith and the judgement of the Supreme Court should be honoured in full by the LIC management.

We appeal to the working class of all affiliations to rise in protest against this draconian Ordinance so that the Government is forced to withdraw these measures.

We congratulate the employees of L.I.C. for their united struggle against this Ordinance and assure them every support till they achieve their demands.

Released to the Press by

6, Talkatora Road,
New Delhi-110 001


for (M. K. Pandhe)
Secretary CITU.

To,

Editor/News Editor/Special Correspondent

For favour of publication.

21
5th February, 1981

To

Sri.D.Rajagopal, M.L.C
President
Karnataka State Hind Mazdoor Sabha
Seshadri Road
BANGALORE -9

Dear Sri.Rajgopal

Thanks very much for your invitation of the Karnataka Hind Mazdoor Sabha, annual convention on 31st and 1st February. It was received in our office on 29th Jan: when I had left on tour. I am sorry therefore, that no message could be sent to you.

I hope the conference would have been success. I shall be glad to receive the report and other proceedings of the conference.

With greetings.

Yours sincerely

KS

(K.G.SRIWASTAVA)



HIND MAZDOOR SABHA

KARNATAKA

you are cordially invited for
ANNUAL CONVENTION
of the state Hind Mazdoor Sabha

on Saturday the 31st January and Sunday the 1st February,
1981, at Hebbar Sri Vaishnava Sabha, (near Ananda Rao Circle)
Seshadri Road, Bangalore-9.

DR SHANTI G. PATEL, M.P.
General Secretary. Hind Mazdoor Sabha

INAUGURATES
at 10 A.M.

SRI D. RAJAGOPAL, M. L. C.
President, State Hind Mazdoor Sabha.
PRESIDES

RECEIVED

29 JAN 1981

A. I. T. U. C.

HMS State Executive

21st January 1981


Dear Com. Shanti Patil,

I am sorry to learn about the sad demise of Com. S. Veakkittaraman, President of H.M.S., I had the pleasure of knowing him personally and also availing of his hospitality in Bangalore.

Please accept and convey our sincere condolences to his family.

With greetings.

Yours fraternally


(K.G. SRIWASTAVA)

Central file

15th January 1981.

Shri Arvindbhai Buch,
President,
Majur Mahajan Sangh,
Gandhi Majur Sevalaya,
P. B. No. 110, Hadra,
AHMEDABAD (Gujarat)

Dear Shri Buch,

I am informed by Shri Dinanath Pradhan, President of our Gujarat State Committee, that you, on behalf of Majur Mahajan Sangh, have addressed letters to all the central trade union organisations regarding some workers' problems and the need for joint representation of the same.

However, I would like to inform you that no such letter from you or your organisation has reached this office so far.

As we are interested in your opinions and suggestions, kindly arrange to send the same to me at the above address.

Yours sincerely,

I Gupta
(Indrajit Gupta)
General Secretary.

Copy to:-

Com. Dinanath Pradhan,
President,
Gujarat Trade Union Council,
Suncoon Building,
Laheripura New Road,
VADODARA (Gujarat)

ગુજરાત ટ્રેડ યુનિયન કાઉન્સિલ

Gujarat Trade Union Council

(રાજ્ય સમિતિ આઈ ટુ ક)

(State Committee AITUC)

સનમુન બિલ્ડીંગ, લહેરીપુરા ન્યુ રોડ, વડોદરા

Sunmoon Bldg., Laheripura New Rd., VADODARA.

President : Dinanath Pradhan, Advocate

General Secretary : Bhalchandra Trivedi

Ref. No.

Com. Indrajit Gupta,
G.S., A.I.T.U.C.,
New Delhi.



Date : 5-1-81

Dear Comrade,

I send herewith English translation & reproduction of the letter dt. 29-12-80 in Gujarati addressed to me by Shri Arvindkhai Buch, President, T.L.A., Ahmedabad. He says his organisation has written to every central labour organisation & is awaiting reactions.

~~Com. Bhalchandra is there. He will hand over this letter to you. I hope you will find time to convey your comments through him. I have sent to you copies with translations of letters exchanged with Shri Buch.~~

Shri Buch has a suggestion, while admitting that it is not relevant to my correspondence with him, regarding the size of W.B. & Kerala ^{Govt.} lottery prizes. He expects these two Governments "wedded to a definite policy" to consider it seriously.

B. Pradhan

English translation of
the original in Gujarati reproduced
overleaf ~~with~~

major Mahajan Sangh
Gandhi Major Sevaya
P.B. No 110, Bhadra,
Ahmedabad, 29-12-80

No 32711

Snehi Bhauchoi Dinanath,

Received your letter. Thanks for
appreciating & accepting our feelings
correctly.

We are explaining every central
labour organisation by writing letters that
After all let us think over workers'
problems on the floor of the factory. It
is very dangerous that bureaucracy should
take advantage of the political fight among
leaders.

I for one do not like West Bengal
or Kerala Government issuing lottery ~~with~~
prizes of five & ten lacs. If five hundred
prizes of Rs 5000- are issued & a poor man
gets it, his burden of debt may decrease,
practical problem may be solved. We want
to remove capitalists & on the other hand
we are operating a machine creating
capitalists. After all, these two governments
are needed to definite policies.

This is not a relevant question.
If you invite the attention of your comrades, they
may start thinking. This is not a relevant
question, but we should try to win over the
government & bureaucracy to our ideology.

Maybe, it is important how many labour
leaders became M.P.s & M.L.A.s. But it is necessary
for all to fight with determination against no change
in laws after twenty, twenty-five years, no attention
in respect of E.S.I., pension, hours of work, govern-
ment servants still wanting to work for five days,
let us see the reactions.

Sri Vinayak Pradhan,
President, Gujarat T.D. Council. --- Vadodra.

Sd. Arvindhai Buch
President

કાંઈક કંઈક

મનુષ્ય સ્વભાવના સંધ્ય
ગાંધી મનુષ્ય સંવલન
પો.બો.૧૧૦, ભુવ
આમદાવાદ, ૧૧-૨૫-૧૨-૬૦

શ્રીમતી ભાઈ સાહેબ,

તમારો તમામ માર્ગ-માર્ગે આજની લગાણને
માથા સંવરને સમગ્ર સંવલનને તે બદલ આભાર.

માને દેવેક મદ્યસ્થ મનુષ્ય સંસ્કારને માટે લખી
સમજાવવા સરખા વર્ણન કે વેચાઈ મનુષ્યને કારણજાની
બદલી ઉપર લગાણ પ્રકારે સંગે વિચારણા આગેવાનેની
સાક્ષીય લગાણને સંકુચાણી કુલી જામ તે પણ ભાર
જોવાજી છે.

તમે તો વેરત બેંગાલ અને કુચાણ સરકાર
લોકજીવન પાંચ અને દસ લગાણ વળાણ કાઢે છે તે
પરંતુ જામ. કુ.મ.જી.જા. પાંચજા વળાણ કાઢે તો
કોઈ. ગરીબને જામને તો તેનું કારણ બરજી, બધાપર
ઉકેલશે. આપણે કુચાણાણ સુર કુચાણ છે અને
બધા બધા આજણે મુકીદારી પેદા કુચાણે મજબૂત
આજણ સરખા વર્ણન છેવટે આ પે સરકારો તો
નિશ્ચિત જાણને વેચી છે.

આ પ્રકાર પ્રસ્તુત જામ. પરંતુ તમે તમારો
સાચાદારોનું દમલ દારજી તો તેઓ વિચારણા ચક્રો.
આ પ્રકાર પ્રસ્તુત જામ પરંતુ સરકાર અને જોડેકારણે
આજણે આજણી આજકીઆજણે ભરૂ વળાણ
પ્રમાણ કરવા જોઈએ.

કુચાણ લખર ભુવર કોમ.જા. જામ કે
ધારાસામ સમા તે મદ્યસ્થે પશો. પરંતુ આજણ
પરમાર વર્ષ પછી પણ કામદા બદલાણ જાણ,
વ.કોમ. કામ, ખેડી, કામ. કુલાક સરજો સંભાળ
જાણ, સરકાર જોડેકોણે પણ પાંચ વિચાર કામ કુચાણ
છે તેની સામે કોઈને કામ મુકીને લોકી લખણ
જરૂર છે. જોઈએ કુચા પ્રમાણવાળો મુ છે,

તારી

શ્રીમતી
(આરબિંદભાઈ જુલા)

શ્રીમતી ભાઈ સાહેબ,
પ્રમુખ,
ગુજરાત રૂંક મુનિસા કાઉન્સિલ,
સામુજી બાલકીંગા,
ભરૂજીપુરા, જામુ રોડ,
બરૂજી.



INDIAN NATIONAL TRADE UNION CONGRESS

राष्ट्रीय मजदूर कांग्रेस

National Headquarters : 1 - B, Maulana Azad Road, NEW DELHI - 110 011

Phones : 381850, 382266 Telegrams : 'SHRAMIK'

N. K. BHATT, M. P.
President

26-12-80

TO ALL THE AFFILIATED UNIONS ON THE EVE OF THE NEW YEAR

Dear Bastuz,

At the outset I wish to express my grateful thanks for having reposed in me, your colleague in our struggles and achievements for the past three decades and over in building a strong, constructive and responsible working class movement in the country and for your confidence to head this great organisation I assure you that I will strain myself to the maximum to prove worthy of this trust. I take this opportunity to initiate this mutual exchange of ideas and experiences in our present endeavour to charter our future course of action in pursuit of our avowed objectives.

OUR HISTORIC ROLE

The INTUC has always been responsible and constructive in espousing the cause of the Indian working class, keeping in view the larger national interests. Hardly a few months after its birth before Independence, the INTUC was called upon to play its historic role to meet the challenges posed before the country in the form of a serious threat on its northern borders and the negative forces, deriving inspiration from alien ideologies, who surfaced dubbing the hard earned freedom as unreal. Since then our great organisation has been playing a very significant role at every crucial stage in the history of our nation.

TASKS AHEAD

The nation has once again been subjected to the machinations of communal, extremist and separatist forces and once again the INTUC has to be on the lead to meet the challenge from these negative forces by mobilising the immense strength of the working class. As our beloved leader and Prime Minister Indira Gandhi has pointed out in her inspiring message to our recent session at Udaipur, the need of the hour is increased production and higher productivity in factories, fields and services. The wheels of production should be kept running in our efforts to enrich our national wealth. Our movement, built on Gandhian ideals, should lend its support to all economic activities by ensuring the fulfilment of the Plan targets and contribute our legitimate share in raising out put, specially in core sector industries like coal, power, steel, transport, fertiliser and cement.

We are committed to the concept of public sector, which has to occupy a commanding position in our national economy. But to our dismay, during the last three years, the public sector units were subjected to a severe strain with the result that an element of demoralisation had set in among its employees. As trade unionists with abiding faith in socialism, we in the INTUC should labour to bring the public sector back on the rails. An important element of this effort is to give effect to the concept of labour and capital being the trustees of productive instruments through meaningful participative management.

IN THE VANGUARD

While it is the primary responsibility of the trade unions to carry on their movement for redressing the economic grievances of the workers, one of their main tasks is to strive for basic changes in social and economic systems to ensure for the workers their rightful

place in society. The working class movement has to be in the vanguard of this socio-economic transformation by mobilising the strength of all workers, whether they are in organised or unorganised sectors, urban or rural, agricultural or industrial. All workers should be made to imbibe a sense of belonging and to work unitedly under the banner of one organisation. We are, therefore, to reach out to the presently unorganised sections of the vast labour force, particularly in the rural sector. We are to ensure that the trade union rights are extended so that we can safeguard the interests of the unorganised and ill-organised sections of the working class. The INTUC has to pursue several activities in the light of the recent Udaipur Session that has, in essence, emphasised unity, solidarity, co-relation between employment and work and defence of trade union rights.

A COMMITMENT

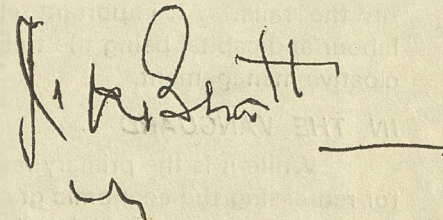
Let us not forget that we are essentially a movement; and as a movement we have to make an impact by mobilising the entire work force, with fully paid membership and militancy, by holding demonstrations and rallies against injustices of any type anywhere and against hoarding, profiteering increase, in prices and corruption in a real democratic tradition as opposed to disorder, hooliganism and violence. It is only through our unity and solidarity that it will be possible to contain the reactionary forces out to destroy our hard earned freedom, democratic structure and secular fabric of the country.

Working class movement cannot be confined to mere slogans. It is a commitment and we have to launch upon a well defined programme of trade union education for cadre building and for developing a Research & Development Cell at the Central Office to provide necessary feed-back to our constituents. It is our great fortune that all along INTUC had the unique privilege of getting encouragement, guidance, sympathy and support from Smt. Indira Gandhi, as President, Indian National Congress and as the dynamic Prime Minister of our great country. Indiraji has always unreservedly given her helping hand to the movement of toiling millions throughout the length and breadth of our country. Working class and specially the INTUC has to rise as one man and strengthen her efforts of restoring economic health and vitality of the nation. Real labour movement has to concern itself with the interest of non-working class as well as those who for no fault of theirs remain unemployed or un-organised and that economic development would be self-defeating if it does not ensure equitable distribution of gains of growth.

Friends, this is not a task that can be fulfilled single-handedly. The initiative and leadership has to come from all of us and specially the bubbling youth and I seek your cooperation and support. I would like to personally meet you all soon to discuss and mobilise our collective efforts by as wide contacts as possible. In the meantime, I would urge upon you to please feel free to get in touch with and apprise me with your valuable ideas and suggestions. I am confident that together we can make INTUC a major instrument to generate an atmosphere of faith and confidence in the defence of democracy and planned socio-economic development of the country irrespective of the challenges.

Looking forward to your continued cooperation and wishing you and all our colleagues a very happy and prosperous New Year.

Fraternally Yours



(N. K. Bhatt)

ગુજરાત ટ્રેડ યુનિયન કાઉન્સિલ

(રાજ્ય સમિતિ આઈ ટી ડી)

સનમુન બિલ્ડિંગ, લહેરીપુરા ન્યુ રોડ, વડોદરા

Phone : 51448

Gujarat Trade Union Council

(State Committee AITUC)

Sunmoon Bldg., Laheripura New Rd., VADODARA.

President : Dinanath Pradhan, Advocate

General Secretary : Bhalchandra Trivedi

Ref. No.

Date : 20.12.80.

Dear Com.Indrajit,

RECEIVED

24 DEC 1980

A. I. T. U. C.

I am in receipt of your letter of the 11th instant. I send herewith copies & english translations of the letter of the 10th instant of Shri Arvind Buch to me, resolution of the 4th instant of the T.L.A., Ahmedabad & the letter addressed by me to Shri Arvindbhai To-day.

I hope you will find my approach to be proper. The T.L.A. people whom we meet are tight-lipped as usual. They are perhaps not likely to know what their leaders intend. I have a mind to see Shri Buch himself. But I should wait & also find time to discuss first with Bhalchandra, our G.S. We shall see INTUC people also & write to you. There appears in that circle more concern about one's own position.

N.L.O. was not enamoured of the I.R.Bill. Shri Navinchandra replied while he was in Janata Ministry here that Gujarat favoured B.I.R. pattern. They seem to be more concerned with retaining the strong hold of T.L.A. +They also seem to be disturbed & mostly have a feeling of isolation, particularly since their forced exit from the INTUC, which in its turn finds it difficult & perhaps not advisable also to disturb the trade-union hold of the T.L.A. Reasons: T.L.A. has practically no hold in any industry, except Cotton Textiles. Indira's slogan of Garibi Hatao was taken seriously by workers at some places, for example in Alembic, Baroda & at Broach(Bharuch) by Textile workers. They along with important Major Mahajan functionaries went ~~over~~ over to INTUC & resorted to strikes or other actions. Soon the entire leadership & workers of Alembic Chemical came over to AITUC. Alembic Glass leaders & Workers also left Major Mahajan & formed AITUC Union. Unorganised workers in other Alembic Group factories have also formed AITUC Unions. There has come up a

p.t.o.

: 2 :

formidable rival union to TLA in Bharuch. It is affiliated to INTUC., but acts on its own. There must be more such instances. I wonder how far INTUC leaders are interested in workers taking their destiny in their own hands. No wonder in their attempt for reapproachment with T.L.A. The T.L.A. cannot be enthusiastic about singing praises for /& Indira, whatever may its trade-union objective. The talks between leaders of T.L.A. & INTUC might or might not have progressed satisfactorily. T.L.A.'s appeal, even to AITUC & CITU to come together, on the morrow of the talks, seizing the opportunity of its foundation day celebration seems to have some significance. It can very well be a counter-move against INTUC's aim to dominate the field. Is there not a ring in Shri Buch's letter to me against official attitudes on some such problems?

Ideological inclinations of T.L.A. are bound to be reflected in its statements and it will in all probability harp upon acceptance of the same. I feel sure that our comrades will not consider this as an impediment to talks on unity to project the problems of workers. I am encouraged by your prompt reply & have thought it fit to remain in communication with Shri Buch.

Greetings,

Yours fraternally,

(D.B.PRADHAN)

Com.Indrajit Gupta.,
General Secretary.,
A.I.T.U.C.,
NEW DELHI.

(Translation from Gujarati)

Majoor Mahajan Sangh,
Gandhi Majoor Sevalaya,
P.B.No.110, Bhadra,
Ahmedabad, Dt. 10.12.1980.

No. 31230

Bhaishri Dinanath,

Received your letter. I am happy to know that you liked the resolution of Majoor Mahajan Sangh.

The quintessence ("Bhavartha") of the resolution is for sitting to-gether for deliberation on a national level. How-so-ever intense may be the political differences, it is like paying a heavy price for the political difference amongst us if the difficulties experienced by a worker in the factory cannot be removed till our generation meets death.

I send the resolution herewith. It means that we six-seven organisations put before the government two or three problems after deliberating together and try to resolve (them) without interfering in production employment.

There ~~are~~ is no government of any party in the country, only that prevails which the bureaucracy proposes (bureaucracy rules the roost). This resolution is meant for examining the possibility of this discrimination. There is no propriety for the present in such deliberation at the State level. We shall let you know after knowing all India reactions if there is a possibility of deliberation at the State level.

Regards from

Sd/-

(Arvindbhai Buch)
President

Shri Dinanathbhai Pradhan,
Gujarat Trade Union Council
(State Committee AITUC)
Sun-moon Building, Laheripura New Road,
Vadodara.

Encl: 1

(Translated from Gujarati)

Majoor Mahajan Sangha

Ahmedabad,

Dt. 4.12.80.

Resolution of the meeting of the
Joint Board of Representatives of
Majoor Mahajan Sangha held on
Majoor Din 4.12.80.

Several important labour problems in the country remain unsolved since past some period. Meetings of the National Tripartite Labour Conference or Standing Committee are called sparingly. Not a single recommendation out of the recommendations of National Labour Organisation or several committees like comprehensive Labour Laws Review Committee, Bonus Review Committee, Consumers Price Index Committee has been implemented so far. Early improvements are called for in labour laws like Employees State Insurance Scheme, Provident Fund, Payment of Gratuity, Payment of Bonus, Factories Act, Minimum Wages Act. These laws are not implemented effectively. ^{Resolving} ~~The resolution~~ of questions such as reduction in hours of working and house rent allowance etc. through legislation appears difficult. Real wages are falling as a result of increase in the prices of articles. ^{Workers} ~~Those who live by labour~~ (Shramjivio) are experiencing difficulties because of scarcity of necessities for life and shortage of residential houses. Majoor Mahajan Sangh views these circumstances with serious anxiety. Majoor Mahajan Sangh (T.L.A.) appeals to all Central labour organisations of the country such as INTUC, HMS, AITUC, CITU, BMS & N.L.O. and others in order to meet with this situation to keep aside political differences among them and adopt a collective and unanimous attitude in tripartite Labour Conference on questions of importance

for the labouring masses, stated hereunder and also frame a constructive programme which may not become a hindrance to production & employment to resolve them:-

1. Compensation for loss to workers because of reduction in (supply of) electricity.
2. Legislation for house rent allowance.
3. Reform in Employees State Insurance Scheme.
4. ~~Repeals~~ Proper remuneration to apprentices & priority to them as badli (workers).
5. Abolition of contract system.
6. Reduction in hours of work.
7. Regulation of leave with wages.
8. Effective implementation of Minimum Wages Act.
9. Necessary amendments ^{To} & additions in Factories Act & Shops & Establishments Act.
10. Permanent solution of the problem of bonus.
11. Solution of the shortcomings in gratuity & provident fund Acts.
12. Increase in the amount of family pension.
13. Minimum Wages for agricultural labourers.
14. Organising unorganised self-~~employment~~ employed labouring masses.
15. Employment to youth.
16. Providing employment to blind and handi-capped persons.

17. Regarding ^{elevation}~~augmentation~~ of social status of women & their welfare.

~~XXXXXX~~ The Board of Representatives of Majoor Mahajan Sangha believes that the atmosphere that will be created by resolving labour problems as a result of collective attitude of central labour organisations will have good effect on the workers' sense of discipline, efficiency, productivity and employment and also give an unpetus to the development of the country.

Majoor Mahajan Sangha

Bhadra, Ahmedabad,

Dt. 4.12.1980.

(Translation from Gujarati)

Dt. 20.12.1980.

Murabbi Shri Arvindbhai.,

Received your letter of the 10th instant along with it a copy of Majoor Mahajan Sangh's resolution of the 4th. Thanks for the same. Majoor Mahajan Sangh (T.L.A.) must have sent by now copies of that resolution to Central Labour Organisations. A.I.T.U.C. head office in New Delhi had not received it till the 11th. It is expected that N.L.O. will soon contact other Central Labour Organisations in this matter.

Every one involved in the labour movement will share the agony expressed by you at the hardships experienced by toilers in factories & elsewhere. The main thought of the resolution of Jajoor Mahajan Sangh that Central Labour Organisations should sit together to deliberate upon some important problems of workers & frame a programme to solve them deserves the attention of all. I request that the N.L.O. may put it before other Central Labour Organisations very ~~xxxx~~ early.

It is but proper that Majoor Mahajan Sangh has not included the most controversial question of comprehensive industrial relations bill in the list of problems proposed for collective discussion. It is also obvious from its resolution, ~~xx~~ in my opinion, that production suffers because vital questions of labour remain unsolved. There can be different opinions as ~~xx~~ regards other ~~xxxxxxxxxx~~ obstacles to production, productivity, efficiency & industrial discipline. However, it is important that the resolution of Majoor Mahajan Sangh emphasises coming together by all Central Labour Organisations to frame a unanimous programme for solving the problems of labour. I wish success to your efforts for the same.

Sd/- Dinanath Pradhan
President
Gujarat State Committee., A.I.T.U.C.

Shri Arvindbhai Buch.,
President,
Majoor Mahajan Sangh,
AHMEDABAD.

ટેલિ. : ગ્રામ: "લેખર"

: ફોન: ૩૮૮૪૬૭-૬૮-૬૯

સિકકો.

ક્રમાંક. ૩૧૨૩૦

મજૂર મહાજન સંઘ

ગાંધી મજૂર સેવાલય,

પો.બો. નં. ૧૧૦, ભદ્ર,

અમદાવાદ, તા. ૧૦. ૧૨. ૮૦.

ભાઈશ્રી દિનાનાથ

આપનો પત્ર મળ્યો. મજૂર મહાજન સંઘનો ઠરાવ તમને ગમ્યો તે બહુ આનંદ થયો છે.

આ ઠરાવનો ભાવાર્થ રાજ્યના સ્તરે સાથે બેસીને વિચારણા કરવા માટે છે. રાજકીય મતભેદ ગમે તેટલા તીવ્ર હોય પરંતુ આપણી પેઠી મરણ શરણ થાય ત્યાં સુધી મજૂરને કારખાનામાં પડતી મુશ્કેલીઓ દૂર ન થાય તે આપણા વચ્ચેના રાજકીય મતભેદની ભારે કીંમત ચૂકવવા જેવું છે.

આ સાથે ઠરાવ મોકલું છું. તેનો અર્થ એ છે કે આપણે છ-સાત સંસ્થાઓ સાથે વિચારી બે કે ત્રણ પ્રશ્નો સરકાર સમક્ષ રજૂ કરીએ અને ઉત્પાદન રોજગારીમાં વિદ્વેષ નાખ્યા સિવાય ઉકેલ લાવવા પ્રયાસ કરીએ.

દેશમાં કોઈ પક્ષનું રાજ નથી, માત્ર નોકરશાહીનું ધાર્યું થાય છે, જે ભેદવાની શક્યતા તપાસવા માટે આ ઠરાવ છે. રાજ્યના ધોરણે હાલ આવી વિચારણા કરવાની યોગ્યતા નથી. ઓલ-ઇન્ડીયાના પ્રત્યાધાત બંધ્યા બાદ રાજ્યના સ્તરે વિચારણા કરવાની શક્યતા હશે તો અમે આપને જણાવશું.

લિ.

સહી.

અરવિંદભાઈ બુચ

અરવિંદભાઈ બુચ
પ્રમુખ

શ્રી દિનાનાથભાઈ પ્રધાન,
ગુજરાત ટેલ યુનિયન કાઉન્સિલ
: રાજ્ય સમિતિ આઈટુક:
સનમુન, બી લોડીંગ, લહેરીપુરા,
ન્યુ રોડ,
વડોદરા.

વિડાણ: ૧

મજૂર મહાજન સંઘના સંયુક્ત પ્રતિનિધિ મંડળની
મજૂર દિન તા. ૪. ૧૨. ૮૦ના રોજ મળેલ સભાનો
ઠ રા વ

દેશમાં છેલ્લા કેટલાક સમયથી અનેક મહત્વના મજૂર પ્રશ્નો અટવાયા કરે છે. રાષ્ટ્રીય ત્રિપક્ષી મજૂર પરિષદ કે સ્ટેન્ડીંગ કમિટિની બેઠકો જવલ્લેજ બોલાવવામાં આવે છે. રાષ્ટ્રીય મજૂર સંઘ કે ભારત સરકારે નીમેલ કોમ્પ્રીહેન્સીવ લેબર લોઝ રીવ્યુ કમિટિ, બોનસ રીવ્યુ કમિટિ, ગ્રાહક ભાવાંક કમિટિ જેવી અનેક કમિટિઓની ભલામણોમાંથી એક પણ ભલામણનો આજ સુધી અમલ થયો નથી. મજૂર કાયદાઓ જેવાં કે કામદાર રાજ્ય વિમા યોજના, પ્રોવિડન્ટ ફંડ, ગ્રેચ્યુઇટી ચૂકવણી અંગેનો કાયદો, બોનસ ચૂકવણીનો કાયદો, કારખાનાના નિયમન અંગેનો કાયદો, લઘુત્તમ વેતન અંગેનો કાયદો, વહેલી તકે સુધારા મળે છે. આ કાયદાઓનો અસરકારક અમલ થતો નથી. કામના કલાપ્રોમાં ઘટાડો તેમજ ધરભાડાં ભથ્થાં વિગેરે પ્રશ્નોનું કાયદા ધ્વારા નિરાકરણ દુષ્કર લાગે છે. ચીજવસ્તુઓના ભાવો ઉંચા જવાને પરિણામે વાસ્તવિક વેતન ઓછાં થતાં જાય છે. જીવન જરૂરિયાતની આવશ્યક ચીજોની અછતને કારણે તથા રહેઠાણ માટેના મકાનોની તંગી અંગે શ્રમજીવીઓ મુશ્કેલીઓ અનુભવી રહ્યા છે તે પરિસ્થિતિને મજૂર મહાજન સંઘ ગંભીર ચિંતાની દ્રષ્ટિએ જુએ છે.

ઉપરોક્ત પરિસ્થિતિના નિવારણ માટે ઇન્ડક, હિંદ મજદૂર સભા, એ. આઇ. ટી. યુ. સી., સી. ટી., ભારતીય મજદૂર સંઘ તથા રાષ્ટ્રીય મજૂર સંસ્થા : એન. એલ. ઓ. : વગેરે દેશની તમામ મધ્યસ્થ મજૂર સંસ્થાઓએ અંદરો અંદરના રાજકીય મતભેદોને બાજુએ રાખીને નીચે દર્શાવેલા શ્રમજીવીઓને માટેના મહત્વના પ્રશ્નો અંગે ત્રિપક્ષીય મજૂર પરિષદમાં સામુહિક અને સર્વસંમત વલણ અપનાવવા તેમજ ઉત્પાદન અને રોજીને અવરોધક ન બને તેવો રચનાત્મક કાર્યક્રમ આ પ્રશ્નોના નિકાલ માટે ઘડી કાઢવા મજૂર મહાજન સંઘ સર્વે મધ્યસ્થ મજૂર મંડળોને અપીલ કરે છે: -

: ૨ :

૧. કામદારોને વિજળી કાપથી થતું નુકશાન ભરપાઈ કરવાં.
૨. ધરભાડા ભથ્થાંનો ક્રયદો.
૩. કામદાર રાજ્ય વિમા યોજનામાં સુધારો.
૪. એપ્રેન્ટીસોને યોગ્ય મહેનતાણું અને બદલી તરીકે તેમને અગ્રીમત્વા.
૫. કોન્ટ્રાક્ટ પ્રથાની નાબુદી.
૬. કામનાં કલાંકોમાં ઘટાડો.
૭. મગાર સાથેની રજાઓનું નિયમન.
૮. લઘુત્તમ વેતન ધારાનો અસરકારક અમલ.
૯. કારખાનાના કાચદામાં અને ગુમાસ્તા ધારાના કાચદામાં ઘટતા સુધારા વધારા.
૧૦. બોનસના પ્રશ્નનું કાચખી નિરાકરણ.
૧૧. ગ્રેજ્યુઈટી તેમજ પ્રો. ફંડ ધારાઓની તુટીઓનું નિરાકરણ.
૧૨. ફેમીલી પેન્શનની રકમમાં વધારો.
૧૩. ખેતમજૂરો માટે લઘુત્તમ વેતન.
૧૪. અસંગઠિત- સ્વયં ધંધો કરનારા શ્રમજીવીઓને સંગઠિત કરવા.
૧૫. યુવાનોને રોજગારી.
૧૬. અંધ તથા શારિરીક ક્ષતિ ધરાવનારાઓ માટે રોજગારીનો પ્રબંધ.
૧૭. સ્ત્રીઓનું સામાજિક સ્થાનમાં વધારો અને કલ્યાણ અંગે.

મધ્યસ્થ મજૂર મંડળઓના સામુહિક વલણને પરિણામે મજૂર પ્રશ્નો ઉકેલાતા જે વાતાવરણ ઉભું થો તેનાથી કામદારોની શિસ્તભાવના, કાર્યક્ષમતા, ઉત્પાદકતા તેમજ રોજ પર સારી અસર વશે. અને દેશના વિકાસને વેગ મળશે. એવું મજૂર મહાજન સંઘના પ્રતિનિધિમંડળનું માનવું છે.

મજૂર મહાજન સંઘ,
ભદ્ર, - અમદાવાદ.
તા. ૪. ૧૨. ૧૯૮૦.

ગુજરાત ટ્રેડ યુનિયન કાઉન્સિલ

(રાજ્ય સમિતિ આઈ ટી ડી)
સનમુન બિલ્ડિંગ, લહેરીપુરા ન્યુ રોડ, વડોદરા

Gujarat Trade Union Council

(State Committee AITUC)
Sunmoon Bldg., Laheripura New Rd., VADODARA.

President : Dinanath Pradhan, Advocate

General Secretary : Bhalchandra Trivedi

Ref. No.

Date : ૨૦.૧૨.૮૦.

મુ. શ્રી અરવિંદભાઈ,

આપનો તા. ૧૦મીનો પત્ર મળ્યો. તે સાથે મજૂર મહાજન સંઘના તા. ૪થી ડીસેના ઠરાવની નકલ પણ મળી. તે બદલ આભાર. મજૂર મહાજન સંઘે તે ઠરાવની નકલો મધ્યસ્થ મજૂર મંડળોને હવે મોકલી હશે. તા. ૧૧મી સુધી નવી દિલ્હીમાં એ. આઈ. ટી. યુ. સી. ની મુખ્ય ઓફિસને તે મળી ન હતી. રાજ્યીય મજૂર સેવા : એન. એલ. ઓ. આ વિષય સંબંધમાં અન્ય મધ્યસ્થ મજૂર સંગઠનોનો વહેલી તકે સંપર્ક સાધશે એવી અપેક્ષા છે. મજૂર આંદોલન સાથે સંકળાયેલ હરકોઈ વ્યક્તિ શ્રમજીવીઓને કારણનામાં અને અન્યત્ર પડતી મુશ્કેલીઓ સંબંધમાં આપે વ્યક્ત કરેલા કલેપના ભાગીદાર થશે. મજૂરોના કેટલાક અગત્યના પ્રશ્નો ઉકેલવા માટે મધ્યસ્થ મજૂર મંડળો સાથે બેસીને વિચારણા કરવી અને કાર્યક્રમ ઘડી કાઢવો તે મજૂર મહાજન સંઘના ઠરાવનો મુખ્ય વિચાર સર્વેએ ધ્યાન ઉપર લેવા યોગ્ય છે. એન. એલ. ઓ. તે અન્ય મધ્યસ્થ મજૂર મંડળો સમક્ષ સત્વરે મૂકે એવી મારી વિનંતી છે.

સર્વગ્રાહી ઔદ્યોગિક સંબંધક કાયદાનો ભારે વિવાદાસ્પદ પ્રશ્ન સામૂહિક વિચારણા માટેના પ્રશ્નોની યાદીમાં મજૂર મહાજન સંઘે મૂક્યો નથી તે યોગ્ય જ છે. તેમજ મારા મતવ્ય પ્રમાણે તેના ઠરાવ ઉપરથી દેખિતું છે કે મજૂરોના પ્રાણ પ્રશ્નો અટવાતા રહેતા હોવાથી ઉત્પાદનને હાની પહોંચે છે. ઉત્પાદન, ઉત્પાદકતા, કાર્યક્ષમતા અને ઔદ્યોગિક શિસ્ત સામે અન્ય કયા અવરોધો છે તે વિષે જુદા જુદા અભિપ્રાયો હોઈ શકે. પરંતુ મજૂર મહાજન સંઘનો ઠરાવ

પાછળ..

Gujarat Trade Union Council
State Committee
Gujarat Trade Union Council
State Committee

ગુજરાત શ્રમ સંઘોના રાજ્ય સમિતિ
ગુજરાત શ્રમ સંઘોના રાજ્ય સમિતિ

: ૨ :

મજૂરોના પ્રશ્નો ઉકેલવાના હેતુથી સર્વસંમત કાર્યક્રમ ધડવા માટે તમામ મહાયસ્ય મજૂર મંડળોએ એકત્ર આવવા ઉપરં ભાર મૂકે છે તે મહત્વનું છે. તે માટે આપના પ્રયાસોને સફળતા યાદુ છે.

લિ.

શ્રી. જી. પ્રમુખ

ગુજરાત રાજ્ય સમિતિ
એ. આઇ. ટી. ડુ. સી.

શ્રી અરવિંદભાઈ પુય,
પ્રમુખ,
મજૂર મહાજન સંઘ,
અમદાવાદ.

~~XXXXXXXXXXXXXXXXXX~~
Indrajit Gupta M.P.

11. 12. 180.

Com. Dinanath Pradhan,
President,
Gujarat Trade Union Council,
Sunmoon Building,
Laheripura & New Road,
VADODARA (Gujarat)

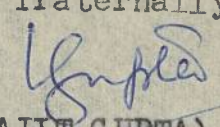
Dear Comrade,

Many thanks for your letter of
7/12 with enclosures.

This is a very interesting develop-
ment. Please keep in touch with TLA and INTUC
circles to find out what more is happening and
send us reports accordingly.

I do not know if TLA is satisfied
having issued a "call", or whether they intend
to write to the Central T.U.'s. We have not
received anything so far.

Yours fraternally,


(INDRAJIT GUPTA)

ગુજરાત ટ્રેડ યુનિયન કાઉન્સિલ

(રા. નં. સ મિ તિ આ ઈ ટુ ક)
સનમુન બિલ્ડીંગ, લહેરીપુરા ન્યુ રોડ, વડોદરા

18
Gujarat Trade Union Council

(State Committee AITUC)
Sunmoon Bldg., Laheripura New Rd., VADODARA.

Phone : 51448

President : Dinanath Pradhan, Advocate

General Secretary : Bhalchandra Trivedi

Ref. No.

Date : 7.12.1980.

Com.Indrajit Gupta,
General Secretary,
A.I.T.U.C.,
NEW DELHI.



Dear Comrade,

I enclose herewith cuttings from Ahmedabad edition of Times of India dt.4th, 5th & 6th instant. These reports must have found place in its Delhi edition also. The cuttings dt. 4th & 6th cover INTUC Session at Zawarmines, Udaipur & Parleys between INTUC & TLA, Ahmedabad for coming closer.

In the meanwhile, the Textile Labour Association (Majoor Mahajan) representing Cotton Textile workers of Ahmedabad has on 4th December at the 63rd anniversary of its foundation called upon Central Trade Union Organisations, viz. INTUC, HMS, BMS, AITUC, NIO & CITU to come together for a united struggle on the basis of a 12 point charter. The report appears in the cutting dt. 5th, TLA is affiliated to NIO. It will be interesting to see whether NIO puts such a proposal before other central organisations. T.L.A. is an organisation of more importance for Ahmedabad and Gujarat

p.t.o.

Gujarat Trade Union Council
State Committee AITUC
Station 64, Lakshmi Nagar, Gandhinagar

Director, Labour Administration
General Secretary
Labour Department

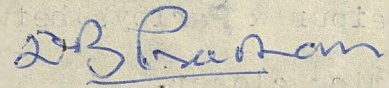
Date: 12.12.50

: 2 :

& I consider that its call for a united struggle on specific issues, even to AITUC & CIPU, for the first time in its long history of 62 years should be responded positively by our State Committee. I enclose herewith for your information a copy of my letter to Shri Arvind Buch, President TLA on the subject.

Greetings,

Yours fraternally,



PRESIDENT

GUJARAT STATE COUNCIL
A.I.T.U.C.

Encl: As above.

ગુજરાત ટ્રેડ યુનિયન કાઉન્સિલ

(રાજ્ય સમિતિ આઈ ટી ડી)
સનમુન બિલ્ડિંગ, લહેરીપુરા ન્યુ રોડ, વડોદરા

Phone : 51448

Gujarat Trade Union Council

(State Committee AITUC)
Sunmoon Bldg., Laheripura New Rd., VADODARA.

President : Dinanath Pradhan, Advocate

General Secretary : Bhalchandra Trivedi

Ref. No.

Date : 5th Dec.80.

Shri Arvind Buch,
President,
Textile Labour Association,
AHMEDABAD.

Dear Shri Buch,

It is heartening to learn that the joint board of representatives of the TLA on the occasion of Major Din, 4th December of this year called upon the Central Trade Union organisations to come to-gether & forge a united battle for payment of compensation for loss in wages due to power shortage, legislation for house rent allowance, abolition of contract system effective implementation of the Minimum Wages Act, reduction in working hours and on issues concerning bonus, gratuity, P.F. etc.

The Diamond Jubilee Session of the All India Trade Union Congress at Visakhapatnam in October this year observed in its resolution on Trade Union unity, " In the struggle of the workers to defend their rights & secure better living & working conditions the broadest possible unity of workers has always been & remains the most effective weapons of the working class. The AITUC therefore has always stood for & championed the cause of Trade Union Unity".

p.t.o.

: 2 :

I welcome the call of the joint board of representatives of the TLA for united Trade Union action & request the TLA to call a meeting of the representatives of Gujarat State Committees of Central Trade Union Organisations to chart out such programme on the State level to begin with. That will give further impetus to much needed country-wide trade union unity.

With best regards,

Yours sincerely,

PRESIDENT

GUJARAT STATE council

A.I.T.U.C.

TLA and INTUC to come closer: talks in city soon

By T. E. R. SIMHAN

AHMEDABAD, December 3: A move is afoot to bring the Major Mahajan, known outside Gujarat as the Textile Labour Association (TLA) and the largest national trade union centre, the Indian National Trade Union Congress (INTUC) closer.

Pontiffs of the two organisations met in a conclave during the just ended INTUC conference at Zawar Mines near Udaipur, where it was decided after protracted parleys to forge a sort of working co-operation in certain areas of common interest. To begin with such co-ordinated approach is to be taken in the textile industry, whose trade union movement is still under the umbrella of the INTUC and the TLA in most textile centres.

The Udaipur conclave was attended on behalf of the TLA by Mr. Arvind Buch, Mr. Navinchandra Barot and Mr. Dinubhai Trivedi, who were invited by the then INTUC president, Mr. A. P. Sharma, to the session as "distinguished guests" which, according to observers, was a major positive initiative to narrow down the chasm created by the Nagpur session of the INTUC when the TLA was "expelled."

Both the organisations were for coming closer without delay. On behalf of the INTUC, Mr. G. Ramanujan, Mr. Kanti Mehta, Mr. N. K. Bhatt and Mr. V. V. Dravid participated in the talks.

At the end of the hour-long meet-

ing, the top echelons of the two organisations decided that Mr. Kanti Mehta, a senior vice-president of the INTUC and Mr. Arvind Buch, president of the TLA would meet in Ahmedabad to work out the modalities and areas of the proposed co-operation. Incidentally, Mr. Mehta was the lone mariner who opposed the "expulsion" of the TLA at the Nagpur session.

It may be mentioned that the TLA and the Rashtriya Mill Mazdoor Sangh, an affiliate of the INTUC in Bombay, are already working in close co-operation at the international level. Both are the affiliates of the International Textile, Garment and Leather Workers Federation and the Textile Workers Asian Regional Organisation.

The TLA was considered instrumental in the formation of the INTUC in 1947. It was floated to bring in the country's industrial life a disciplined, democratic trade union movement, based on Gandhian values, which would help the national government in its nation-building efforts in the post-freedom era. But, the TLA and the INTUC parted company in 1971 following differences over some fundamental issues.

Since then they had been functioning independently though there had been a strong desire both among the leadership and the rank and file for them to bury their past for the common pursuits of welfare of workers.

That the rank and file was anxious

about the TLA and the INTUC coming closer was evident from the enthusiastic cheers and applause the trio of the TLA received when they were conducted by Mr. A. P. Sharma to the dais of the open session at Udaipur. Mr. Buch's brief but constructive address got spontaneous applause, more than once, from the delegates. Mr. Buch was virtually on the verge of breaking down as he continued his reminiscences.

That the mood and desire of the TLA leadership was equally strong was aptly put by Mr. Buch when he told the assembled delegates and foreign dignitaries that the distance created between the two organisations by the Nagpur session in 1971 had been narrowed down by the Udaipur conference at least by 10 times. This remark was apparently well taken by the delegates and the leadership.

The new president of the INTUC, Mr. N. K. Bhatt, elected with the blessings of the Prime Minister, Mrs. Indira Gandhi, talking to this reporter, expressed the hope that the sincerity with which the two sides had started their parleys would bear fruit soon.

Meanwhile, the TLA celebrates its foundation day tomorrow (December 4) amidst these new developments. The board of representatives will be meeting to take stock of the situation and chart a course of action for the future. The leadership will apprise the board of the new developments and seek its direction for follow-up action.

Times of India, Ahmedabad
of 4-12-80 at page 1

Times of India, Ahmedabad
of 6-12-80

INTUC-Cong(I) ties strengthened

By T. E. R. SIMHAN

AHMEDABAD: The Indian National Trade Union Congress (INTUC) has gone round a full circle since its Nagpur session held in November 1971. The just-ended Udaipur session of the organisation completed the unfinished political tasks and set at rest, at least for the time being, all its earlier conflicting, contradictory and confusing stance in regard to its relationship with the Congress Party led by Mrs. Indira Gandhi.

Both the Nagpur and Udaipur sessions have their significance. The Nagpur session was held at a time when Mrs. Gandhi's leadership and popularity was unassailable and all-pervasive, thanks to her role in the liberation of Bangladesh and the massive election victory she achieved subsequently. That was also the time when the INTUC, claimed to be India's largest trade union centre on the basis of verified membership, was virtually "orphaned" by the exit of the Textile Labour Association in Ahmedabad, which nurtured the formed till 1970-end when as a mother would do to her unborn, since its inception in May 1947.

The organisation was thus faced with a situation where its political options were limited. The only course left to it then was to extend its "unstinted and unreserved co-operation and support" to what it termed with a pride, "the man of the hour", viz. Mrs. Gandhi, rather than continuing its earlier approach of responsive or passive cooperation.

QUICK DIVIDENDS

The Nagpur resolution paid its quick dividends. The INTUC was allowed to remain unchallenged and undisturbed. But the Congress Party led by Mrs. Gandhi shrewdly permitted the existence of the newly-floated labour cells both at the AICC and DCC levels, thus introducing a diarchy on the labour front. The Congress ministers conferred both with the INTUC and the cells while at the same time proclaiming in public that the INTUC was the accredited platform for the Congress trade unionists. Even to this day the diarchy system exists.

Be that as it may. The period between post-emergency and pre-1977 election saw INTUC adopting a detached attitude to Mrs. Gandhi's leadership with some top leaders adopting in private different, if not diffident, posture about the organisation's support to Mrs. Gandhi in the 1977 elections.

The results of the 1977 elections encouraged such leaders to openly adopt a lukewarm attitude towards Mrs. Gandhi, which they maintained for a pretty long time. Indeed, some prominent leaders of the INTUC joined the Janata Party after her defeat while some even talked of forming a labour party.

Thus, one found the INTUC to be a politically divided house even as late as 1979 end. No wonder, therefore, when the organisation's highest policy-making body, viz., general council met in October 1979, it could adopt only a one-line "majority" resolution recommending to the affiliated unions to support Mrs. Gandhi's candidates in the general elections slated for January 1980. There were many who advocated a neutral stand by the INTUC.

Contrast this situation the way the organisation faced the assembly elections held after the 1980 Lok Sabha polls. The tone and tenor of the resolution supporting Mrs. Gandhi speaks for itself: "The INTUC is convinced that it is imperative that in all these states the Congress(I) must be returned to power

In line with its recent thinking, the

Udaipur session, while reiterating its Nagpur policy of unstinted cooperation went one step further to assert that the relationship between the INTUC and Mrs. Gandhi was inseparable and inevitable. Mr. G. Ramanujam, general secretary, was perhaps not exaggerating when he told the delegates that the INTUC looked upon Mrs. Gandhi as its "mother" for support and care. Mr. Ramanujam and his colleague Mr. C. M. Stephen, Communications Minister naturally, therefore exhorted the workers to extend all their support and cooperation to Mrs. Gandhi who to quote them, was indispensable to the country and who alone can take the nation from its present economic shambles towards a better tomorrow. The Udaipur session has thus positively answered the oft-repeated question about the nature and content of the INTUC-Congress(I) relationship and put an end to all the suspense and vacillations that it maintained since 1971. Of course, the pontiffs of the organisation would continue to assert that the INTUC is an independent institution, having its own constitution, rules and regulations as they did during Nehru's time. But the fact remains that the organisation chose only those as president and general secretary who had received Mrs. Gandhi's blessings.

The team chosen at Udaipur (Mr. Bhatt and Mr. Ramanujam) too, was the choice of the Prime Minister. Incidentally, until the TLA parted company in 1971 from the INTUC, it used to be the king-maker of the INTUC.

But the moot question is not so much whether or not the INTUC considers Mrs. Gandhi as its "mother", but if she travels in the same wave length as the former does and is inclined to develop a "mother-child" relationship. This question assumes its importance in the context of existing national situation in which she is saddled in power firmly.

The question assumes added relevance when one looks at the matter-of-fact routine message she sent to the Udaipur session. Not a line has been mentioned in that message about the role of the INTUC, leave alone giving a word of appreciation, on the contrary, read between the lines, there is a veiled criticism of the role of the INTUC, the largest trade union centre enveloping in its fold the organised working class. She said in that message: "It is unfortunate that those who are more organised tend to get more than those who are weak. Excessive and unrealistic claims are self-defeating. . . This is not, however, to deny the fact that Mrs. Gandhi did pay fulsome tributes (particularly during the 1974 railmen's strike) in the past for its role. One possible explanation to her subdued interest in the INTUC may be that she is only reciprocating now the same lukewarm attitude she got till the other day from the top brass of the INTUC. All the same, she is too a shrewd politician not to recognise the vital role the INTUC can play in her efforts to lift the economy from its slumbers.

There is, therefore, no reason to even think that it will not do so in future given its due place and recognition. Now that the emotional integration of the INTUC with her is total and spontaneous it is a safe guess that Mrs. Gandhi will be equally unreserved and responsive to the sentiments of the INTUC.

Another significant political feature of the Udaipur session is the attendance of the TLA leaders as "distinguished guests" on the invitation of Mr. A. P. Sharma, the outgoing president of the INTUC and transport minister in Mrs. Gandhi's cabinet. If the enthusiasm displayed by the thousands of delegates on their arrival and when they were being conducted to the dais by Mr. Sharma is of any indication the

chances of narrowing down the chasm created by the Nagpur session are brighter than ever before.

After top-level closed-door talks both sides have agreed to start dialogues on possible areas of cooperation and joint endeavour. Mr. Kanti Mehta, a senior vice-president with a constructive and sober attitude has been chosen by the INTUC to meet the TLA leaders and work out modalities and areas of such cooperation between the two centres.

The task of bringing the two organisations closer, if not total merger, is not going to be easy particularly when their political thinking and inclinations are dissimilar. Nevertheless, the long-term interests and larger issues involved would demand that they come together. Their coming nearer itself to begin with, will have profound impact on the national trade union scene.

One of the major grievances of the TLA when it decided to "keep aloof" from the INTUC in 1971 was that the latter was hobnobbing with the communists forgetting the basic principles enshrined in its constitution. Such a situation ceased to exist today from all available indications, though there may be individuals in the organisations who might have been one-time card holders. (The congress party too is faced with similar situation.)

TLA's major grievances having been removed one hopes that it takes positive recourse to bridge the distance between it and the INTUC. In this connection the TLA's call on the occasion of its foundation day on December 4 to national trade union centres like the INTUC to forget a united battle for the amelioration of working and living conditions of labour in a welcome step in the right direction.

DRASTICALLY DIFFERENT

On economic and industrial relations, the Udaipur session has not said or done anything new or drastically different from what it has all these days been saying or doing. But on issues like check-off system, bonus, gratuity, some new and enlarged ideas have been mooted to the government for implementation. Its recommendations for reducing the unemployment problem in the country are worth considering by the authorities.

A candid statement on the present national situation emanating from the session has chartered a new course of direction the movement should follow in the challenging decade of '80s. The clear message of that 'Magna Carta' is the trade union movement in the country cannot afford to continue its primitive method of working adopting a narrow approach for realising its sectional interests forgetting the overall community interests. It is therefore time for the movement to work for a new culture which will take broader perspective of things keeping the nation's interest utmost. Will the INTUC translate its Udaipur message into a reality?

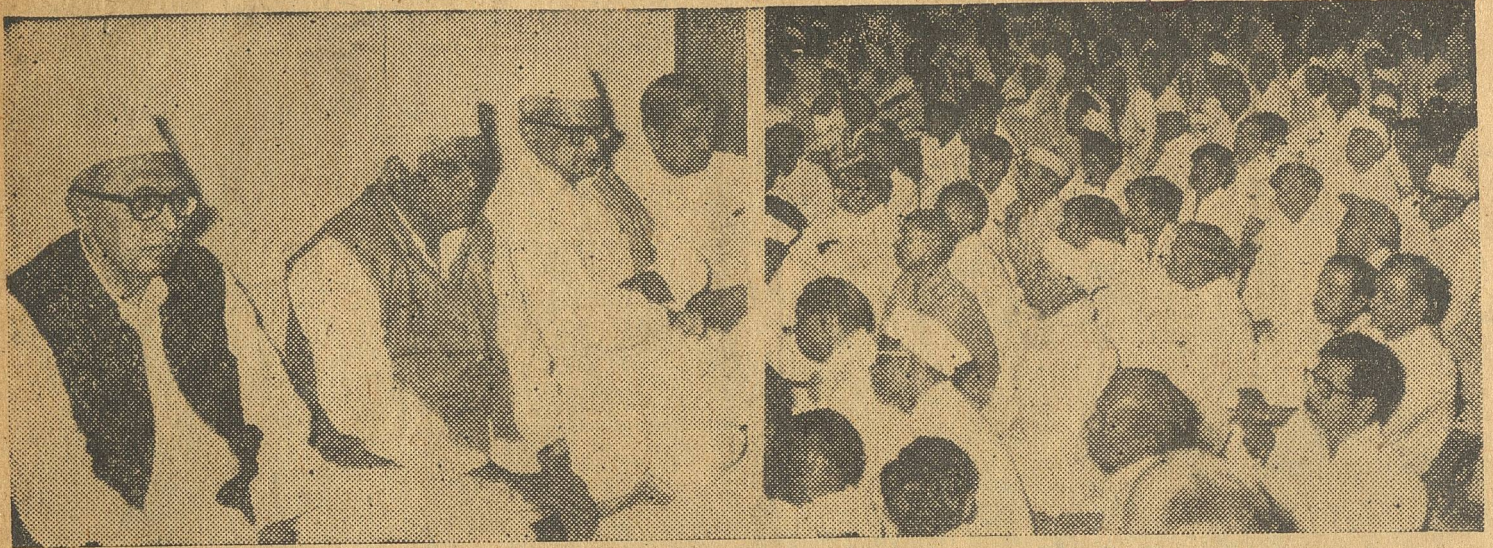
One more Marxist killed in A.P.

HYDERABAD, December 5 (PTI): The deputy leader of the CPM legislature party, Mr. Mr. M. Gmkar, yesterday alleged that one more CPM worker, was murdered in cold blood while sleeping in his field on Monday last, in Narasampet taluka of Warangal district.

He alleged that in spite of the presence of a reserve police camp in the village for the last one year and "knowing fully well about the said murder," the police did not act until a written complaint was lodged two days later.

Mr. Omkar said the murder had raised the death roll of the CPM men in the taluk to 13 during the past one year.

Times of India, Ahmedabad
of 5-12-80



At the 64th foundation day celebration of "Majur Din" on Thursday are, from left: Mr. Manherlal Shukla, Mr. Navinchandra Barot, Mr. Arvind Buch and Mr. Purshottam Mavlanker. At right is a view of the gathering.

Baroda diary

Safety committee central workshop, ONGC (Baroda): Safety week celebration central workshop, 8.00 a.m.

W. Rly's Baroda division earnings are up

By Our Staff Correspondent

BARODA, December 4: The loading and earnings of the Baroda division of the Western Railway this year are not merely higher this year than those of last year but they are even ahead of the budgeted estimates, according to the divisional manager, Mr. A. K. Pant.

In a statement today, Mr. Pant said the originating loading on the Baroda division for November, 1980 was 1,193 wagons per day as compared to 995 wagons in the corresponding month of last year—an increase of 198 wagons per day. Similarly, cumulative earning for the current year was around Rs. 81 crores for the first eight months as compared to about Rs. 65 crores up to November 1979. In other words, the earnings in the first eight months are up by about Rs. 16 crores as compared to the corresponding period of the previous year.

A major contribution to this loading and earning was made by the Gujarat Refinery. In the month of November, 1980, average loading per day achieved at the Gujarat Refinery at Bajjuva was the highest so far and averaged 654 tanks per day against the previous best of 606 tanks per day during the month of September, 1980.

Similarly, the earning for the month of November 1980 touched the highest ever and was Rs. 5.56 crores as compared to Rs. 5.44 crores per day achieved during the month of September 1980. This high loading and earning would not have been possible but for the excellent co-operation extended by the Gujarat Refinery.

Special drive against ticketless travel has also been launched on the division and surprise raids and mass checks had been organised on a vast scale.

Trade unions to come under one umbrella

By A Staff Reporter

AHMEDABAD, December 4. THE Textile Labour Association (TLA) here has called upon the major central trade union organisations like the INTUC, the HMS, the BMS, the AITUC, the NLO, and the CITU to meet under one common platform and forge a united battle for the redressal of workers' grievances.

The joint board of representatives of the TLA, which met here today on the occasion of Majoor Din, in a unanimous resolution cited a 12-point charter for the implementation of which such a common trade union fight was possible. Payment of compensation for loss in wages due to power shortage; legislation for house rent allowance; abolition of contract system; effective implementation of the Minimum Wages Act; reduction in working hours; permanent solution to bonus issue and removal of the lacunae in the Gratuity and PF Acts are among other issues the TLA has drawn for the common fight.

PRAYERS, FLAG HOISTING

The resolution said resolving these problems through concerted efforts will lead to augmentation of production and employment.

The board met to synchronise with the celebrations of the Labour Day today. Unlike in other parts of the country where May 1 is the labour day, the workers here celebrate December 4 as Majoor Din since on this day 63 years ago the Majoor Mahajan was formally floated with the blessings of Mahatma Gandhi.

The day started with prayers and flag hoisting at the Bhadra office of the TLA. All those who spoke on the occasion—Mr. Arvind Buch, Mr. N. M. Barot, Mr. M. T. Shukla, Prof. P. G. Mavalankar, etc.—recalled the historical and multifarious role played by the Mahajan since its inception. They paid handsome tributes to the role played by the veterans in the past.

The formal inauguration of Vasavda Memorial lecture series under the auspices of the Vasavada Labour Institute also took place today. Dr. D. T. Lakdawala, former deputy chairman of the Planning Commission, gave a thoughtful inaugural address on "Some problems of wage policy"

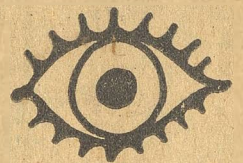
in the country.

Contrary to popular belief, Dr. Lakdawala feels that the real wages of the working class have increased in line with the changes in national per capita production and consumption in the country; however, as proportion to the value added, he feels, the real wages have declined.

His exhaustive speech, read in absentia, quoted several statistics and authorities on the several aspects of the wage policy. He wants that the base year for compiling the consumer price index should be immediately changed.

Dr. Lakdawala also advocated that a uniform dearness allowance formula should be followed since the present varying practices followed in different industries and centres had only widened the gaps in minimum wages.

He regretted that, industry-wise, there had been no tendency toward equalisation of wages and most of the industries which had per capita earnings below the all-India average in 1960 continued to be so even in 1977-78.



View matrimony

Thru the classified columns of THE TIMES OF INDIA

10 YEARS OF GLORIOUS &



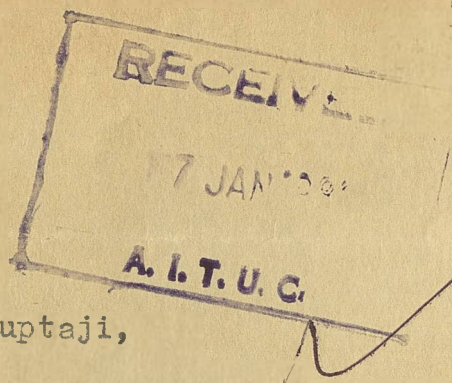


राष्ट्रीय मजदूर कांग्रेस
INDIAN NATIONAL TRADE UNION CONGRESS

1 - B, Maulana Azad Road, NEW DELHI - 110 011

Telephones : 381850, 382266 Telegrams "SHRAMIK"

NATIONAL HEADQUARTERS



III/10-B

January 5, 1981

Dear Shri Guptaji,

I have to refer to your letter of December 26, 1980 addressed to our General Secretary suggesting the meeting of Central Trade Union Organisations to discuss various issues facing the working class. Our organisation is equally concerned about the situation and a top level meeting has already been convened which will also consider your proposal. We will inform you about views of our organisation by end of January, 1981.

With kind regards,

Yours sincerely,

(Ram Lal Thakar)
Secretary

Shri Indrajit Gupta,
General Secretary,
All-India Trade Union Congress,
24, Canning Lane,
New Delhi-110001.



दूरभाष : ३८१५५६

भारतीय मजदूर संघ

Bharatiya Mazdoor Sangh

केन्द्रीय कार्यालय : २४, विहल भाग, दिल्ली-११०००१, नई दिल्ली-११०००१

पत्रांक B.M.S./1069/81

RECEIVED

7 JAN 1981

दिनांक 3.1.81.....

A. I. T. U. C.

To,

The General Secretary,
All India Trade Union Congress.
24- Canning Lane,
New Delhi-110001

Dear friend,

please refer to your letter 26-12-80
proposing a joint meeting of representatives
of Central Unions for evolving a common
Course of action against rising prices, etc.

The Bharatiya Mazdoor Sangh welcomes
the proposal. Any day between 10th & 16th
Jan. 1981 will suit us.

Sincerely yours'

(Prem Nath Sharma)

Office Secretary.



GRAM : UTUCONG

PHONE : 27-5609

UNITED TRADES UNION CONGRESS

CENTRAL OFFICE :

249, BEPIN BEHARI GANGULY STREET, CALCUTTA - 700012
(FIRST FLOOR)

President :

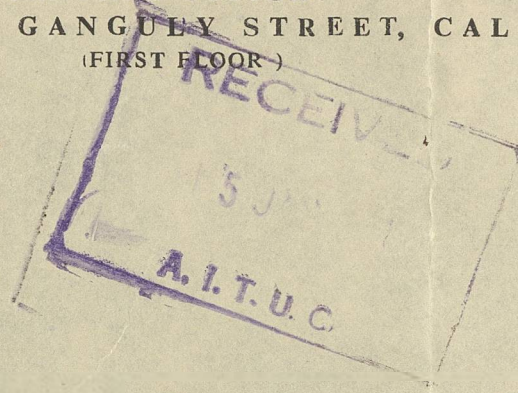
N. SRIKANTHAN NAIR M.P.

General Secretary :

JATIN CHAKRAVORTY

Ref. No.II/W/15/81.

Calcutta.....1st Jan.....19 81.



To

Com. Indrajit Gupta,
General Secretary,
All India Trade Union Congress,
24, Canning Lane,
New Delhi-110 001.

Dear Comrade,

While taking this opportunity to congratulate you for being elected as the General Secretary of the AITUC we acknowledge your very timely letter dated 26.12.80 over vital issues concerning the working class. We fully appreciate and concur with your anxiety for the defence of vital and common interest of the workers and for broad based trade union unity. We fully endorse your suggestion for a frank and friendly discussion of the representatives of the central trade unions for formulating a common course of action.

We think that you have already contacted other trade unions also regarding date and venue of the discussion. Please note that we will cooperate with the decision regarding venue and date which you will propose after discussion with other central trade unions, we will adjust ourselves to the said decision.

Comradely yours,

Anil Das Chowdhury

(Anil Das Chowdhury)
Vice-President.

CENTRE OF INDIAN TRADE UNIONS

6, TALKATORA ROAD, NEW DELHI-110001

President :
B. T. RANADIVE

General Secretary :
P. RAMAMURTI, M.P.

31st. December 1980

Com. Indrajit Gupta,
General Secretary,
All-India Trade Union Congress,
24-Canning Lane,
NEW DELHI-110001.

RECEIVED
3 JAN 1981
A.I.T.U.C

Dear Comrade,

We thank you for your letter dated 26th December 1980 regarding the joint meeting of Central Trade Unions to discuss the common issues facing the working class of our country.

During the recent session of Parliament Dr. Shanti Patel and myself tried to contact you for a discussion on the same subject. However, it was not possible to contact you.

The CITU welcomes the proposal for the Central Trade Unions coming together for joint movements.

It will be possible to consult each other and fix up the common date and venue acceptable to all.

With Greetings,

Yours fraternally,

M. K. PANDHE

(M. K. PANDHE)

Secretary.

अखिल भारतीय ट्रेड यूनियन काँग्रेस

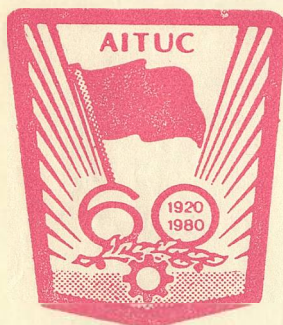
ALL-INDIA TRADE UNION CONGRESS

24, CANNING LANE, NEW DELHI - 110001

President : S. A. DANGE

General Secretary : K. G. SRIVASTAVA
Indrajit Gupta, S.P.

December 26, 1980.



To

The General Secretary,

Dear Friend,

Despite official figures and Government assurances, prices of essential commodities are continuing to rise, causing extreme privation and suffering to millions of working people, not to mention those who are admittedly eking out a subhuman existence below the poverty line.

The demand for an efficient and comprehensive system of public distribution is now generally accepted as the only way to give some positive relief to the common man and to save him from the clutches of the black market. But, unfortunately, such a public distribution system is far removed from the reality of the fair-price shops that are functioning at present in a very limited way.

As far as the working class is concerned, you know very well how full neutralisation for the rise in prices is being denied, how the spirit of the Boothalingam Committee's reactionary recommendations is sought to be kept alive, and how D.A. is sought to be frozen everywhere on the basis of the B.P.E.'s formula of Rs. 1.30 per point. Government of India has also started the process of converting the base year of the cost of living index from 1960 to 1970 = 100, without correcting the 1960 base year indices, which is yet another step in depriving the workers of their dues and further eroding their real wages.

On all these very urgent and inter-connected issues, we strongly feel that a broad-based trade union unity should be developed if the workers' common interests are to be effectively defended. Unless the central trade union organisations take a common stand and cooperate for joint actions on agreed demands, it will be impossible to reverse the tide which has set in and which threatens to become more and more directed against the workers.

For the purpose of formulating our stand and evolving a common course of action, we suggest that representatives ~~xxxx~~ of the Central TU's should meet together in Delhi as soon as possible for a frank and friendly discussion and without any pre-conditions.

Any date after January 6th, 1981 will be suitable for us to meet, depending on our mutual convenience. The venue may be at the office of any of the T.U. Centres, preferably of course in Delhi.

Awaiting your favourable response,

Yours fraternally,

(INDRAJIT GUPTA)
General Secretary.

10 copies

24.12.80

To.
The General Secretary,

Dear friend,

Despite official figures and Government assurances, prices of essential commodities are continuing to rise, causing extreme privation & suffering to millions of working people, not to mention those who are admittedly eking out a subhuman existence below the poverty line.

The demand for an efficient and comprehensive system of public distribution is now generally accepted as the only way to give some

(2)

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For the purpose of ^{formulating our stand} h + evolving a common course

(4)

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Any date after
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depending on our mutual
convenience. The venue may
be at the office of any of
the TV centres, preferably
of course in Delhi.

Awaiting your
favourable response,

Yours fraternally,

(Indrajit Gupta)

Dispatch to :	INTVC	HMP
	HMS	OTVC - (2)
	CITU	BMS (?)

~~XXXXXXXXXXXXXXXXX~~ INDRAJIT GUPTA M.P.

Dated: 2nd Dec: 1980.

To

Shri .G .Ramanujam,
General Secretary
Indian National Trade Union Congress
1-B, Maulana Azad Road
NEW DELHI - 110 011.

Dear Shri .Ramanujam,

Please find enclosed a true copy of a news item published in the "Assam Tribune" of 23-11-80. It needs no comment from us, since it concerns a branch of your organisation. But I do hope that you will not let the matter rest there, if the INTUC is serious (as I am sure it is) that all trade unions should mobilise the working class against divisive and chauvinist forces.

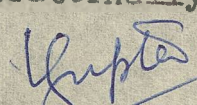
I have drawn the Prime Minister's attention also to the reported statement of Shri A.C.Saikai

2. I have been following with interest the press reports of the INTUC session at Udaipur, and would be grateful if you could let me have a copy of the General Secretary's Report together with the main resolutions of the Session, for our study.

Thanking you,

Yours fraternally

Enclo: 1


(INDRAJIT GUPTA)
GENERAL SECRETARY.

THE ASSAME TRIBUNE
(GAUHATI, SUNDAY, NOVEMBER 23, 1980)

INTUC'S SUPPORT TO NON-COOPERATION
BY A STAFF REPORTER

GAUHATI, Nov.22:- Sri A.C.Saikia, General Secretary, INTUC, Assam Branch, Said here today that the INTUC affiliated trade unions have actively supported the non-cooperation programme of the All Assam Karmachari Parishad from Nov:24.

In a statement Sri Saikia says. "The call given for non-cooperation by the All Assam Karmachari Parishad with effect from November 24 has been opposed by 22 trade unions of Gauhati as per a reported statement published in a section of the Press. Not a single, Union affiliated to INTUC, is associated with the meeting of 22 Trade Unions reported to have met on November 19.

As a matter of fact, INTUC affiliated Unions, namely, the Refinery Workers' Union the Assam Petroleum Mazdoor Union is associated with the Employees' Association and others have actively supported the movement. Therefore, I wish to clarify that no INTUC Union is associated with the aforesaid press statement of 22 Trade Unions".

According to a spokesman of the Karmachari Parishad, the trade unions controlled by some of the left parties are opposed to the non-cooperation movement in line with the stand taken by those parties dominated by leaders from West Bengal.

* * * * *

HIND MAZDOOR SABHA

Nagindas Chambers ● 167, P. D' mello Road ● Bombay 400 038. ● India.

Telephone 26 21 85

Telegrams: HINDMAZDUR

President

S. Venkat Ram

All communications
to be addressed to

General Secretary

Dr. Shanti G. Patel, M. P.

Recd 29.11.80

Our Ref : 1109/80

November 14, 1980

Dear Madam Prime Minister,

It is a pity that while extending invitation to the meeting of the National Integration Council, it did not strike the Government of India that the largest segment of the countervailing forces against disintegration is the toiling people and their class organisations. As you are well aware, national integration or disintegration does not take place in a vacuum but takes place on the basis of definite, positive or negative policies. Great disparities have arisen as between regions, castes, communities and classes as a result of imbalances in such development as has taken place. Large sections of the people therefore see the cause of their deprivation in terms of discrimination against their regions, castes or communities, which is partly true. However, integration can be achieved if class organisations are fostered. Among such integrationalist forces are undoubtedly trade unions. But evidently the Government does not think so with the result that not even the INTUC was invited to the meeting but where the industrialists like Mr. J.R.D. Tata and Mr. G.D. Birla found place.

This letter is not to be construed as any kind of a request for invitations to be extended to the Central Trade Union Organisations including the HMS but merely to point out the conceptual shortcomings in the Government's approach to a question of national integration.

With kind regards,

Yours sincerely,

Smt. Indira Gandhi,
Prime Minister,
Government of India,
New Delhi.

sd/-
(Shanti Patel)

c.c. to: A.I.T.U.C.
I.N.T.U.C.
C.I.T.U.
B.M.S.

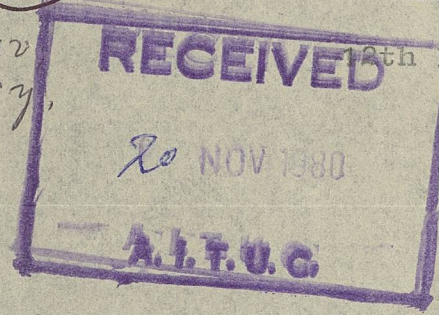


HIND MAZDOOR SABHA
KARNATAKA STATE

D. RAJAGOPAL, M. L. C.
President

No. 2, B STREET, 1st MAIN ROAD,
SESHADRIPURAM,
BANGALORE-560 020.

Sri K.G. Sreevatsav
General secretary,
A I T U C
New Delhi - 1.



12th November '80.

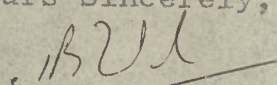
Dear Sir,

We thank you for the advertisement/article sent by you for publication in the HMS Souvenir which was scheduled to be released on the occasion of our Annual Convention on 16.11.80.

Due to circumstances beyond our control, the Annual Convention scheduled for 16.11.80 has been postponed to December '80. We shall intimate you the date later.

With regards,

Yours Sincerely,


(M.V. Chandrasekhar)
Convener
Souvenir Committee.

2
ng
1/11/80

~~XXXXXXXXXXXXXXXXXX~~ Indrajit Gupta.M.P.

November 18, 1980.

Shri G. Ramanujam,
General Secretary,
Indian National Trade Union
Congress,
1-B, Maulana Azad Road
New Delhi -110001.

Dear Shri Ramanujam,

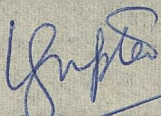
I write to thank you for your letter
Ref: II/7/22-I dated November 1st, inviting the
A.I.T.U.C. to send a fraternal delegate to the
22nd session of your organisation at Udaipur on
November 30th and December 1st, 1980.

We are asking Com. K. Vishwanadhan,
General Secretary of our Rajasthan State Commi-
ttee, to attend your Session and to deliver gree-
tings on behalf of the AITUC.

I also enclose a message of greetings
from the Secretariat of the A.I.T.U.C.

With all best wishes for the success
of your Session.

Yours fraternally,


(Indrajit Gupta)

Enclo: as above.

November 18, 1980.

~~XXXXXXXXXXXX~~ Indrajit Gupta. M.P.

MESSAGE OF THE SECRETARIAT
OF THE AITUC TO THE 22nd SESSION OF
I. N. T. U. C.

Dear Friends,

On the occasion of the 22nd Session of the Indian National Trade Union Congress, it gives us great pleasure to convey to you the sincere fraternal greetings and good wishes of the All-India Trade Union Congress, which has just celebrated its 60th anniversary.

Your Session is taking place in a situation of grave concern for our country and for all our working people. A serious economic crisis is expressing itself in the form of unchecked inflation, galloping prices of essential commodities, declining purchasing power of the masses, depressed prices of agricultural produce, shrinking markets, a stagnant growth rate, unfavourable balance of trade, mounting foreign debts, deficit State and Central budgets, growing corruption & mass unemployment.

At the same time, an attempt is being made by reactionary forces to deflect our country from its traditional foreign policy of peace, non-alignment and anti-imperialism, while frantic attempts are on to weaken & disrupt working class unity by provoking chauvinist & divisive passions of communalism, casteism, regionalism & provincialism, particularly in the northern part of India.

In such a situation, we firmly believe that the trade union movement of our country cannot confine itself within the day to day striving for immediate economic demands. We believe it is the responsibility of the organised labour movement to fight all those forces, internal & external which are threatening the unity, national integration & secular principles of our country. At the same time, we believe that the trade unions must advance more vigorously their own ideas and proposals for a truly democratic plan of economic development without which freedom and democracy cannot be ensured.

~~-----~~Indrajit Gupta M. P.

We are confident that despite the ideological/political differences existing between different trade union centres in our country, it should be possible for all of us to identify broad areas of agreement as well as specific issues which correspond to the fundamental and common interests of all sections of workers, irrespective of organisational affiliations, and which are in the best interests of taking our country forward towards the goal of socialism.

All of us are engaged in striving to improve the working & living conditions of the workers & to defend and extend the area of trade union & democratic rights. This necessarily entails a struggle against the profiteering policies of the Big Business houses & monopolies, the detractors & saboteurs of the Public sector, the hoarders & speculators of foodstuffs & other essential commodities. It is immaterial whether we choose to label this as "class struggle" or not. We need not quarrel over labels. What is of paramount importance, in our opinion, is that the forces of organised labour should try to cooperate with each other more closely in achieving those aims & objectives which are commonly shared.

It is in that spirit that we would like to strengthen the friendship & solidarity between our two organisations, which have already been moving together in a number of major industries & areas & on a number of major issues, along with other organisations also.

Please convey our fraternal greetings & good wishes to all the delegates assembled at your 22nd Session.

Indrajit Gupta

(Indrajit Gupta)

On behalf of A.I.T.U.C. Secretariat.



NATIONAL HEADQUARTERS

INTUC

राष्ट्रीय मजदूर कांग्रेस

INDIAN NATIONAL TRADE UNION CONGRESS

1 - B, Maulana Azad Road, NEW DELHI - 110 011

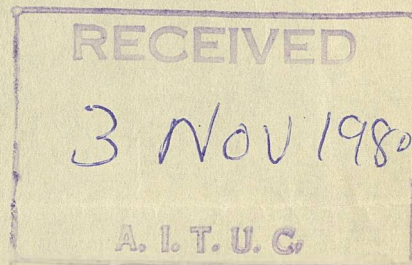
Telephones : 381850, 382266 Telegrams "SHRAMIK"

II/7/22-I

The General Secretary,
All India Trade Union Congress,
24, Canning Lane,
New Delhi.

1 NOV 1980

Dear Friend,



INTUC-22nd Session - Udaipur -
November 30 - December 1, 1980

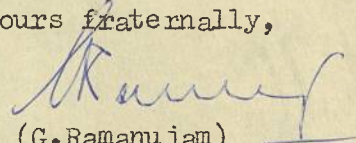
I am glad to inform you that the 22nd Session of INTUC will be held at Udaipur (Rajasthan) on November 30 and December 1, 1980. About three thousand delegates representing more than three million workers organised under the INTUC from various industries all over the country are expected to participate in the deliberations of the Session.

I have great pleasure in extending to your organisation our most cordial invitation to send a fraternal delegate to our Session. The date and time of arrival of the delegate at Udaipur may kindly be communicated to enable us to receive him and to make arrangements for his stay at Udaipur.

In case for some reason, you do not find it possible to depute your representative, I shall be extremely grateful if you will kindly favour us with a message symbolising friendship and solidarity between our two organisations and also our common faith in freedom, democracy and peace.

With greetings,

Yours fraternally,


(G. Ramanujan)
General Secretary

c.c.to: Shri B. Choudhury,
Secretary, Reception Committee,
INTUC-22nd Session,
C/o Zawar Mines Mazdoor Sangh,
P.O. Zawar Mines,
UDAIPUR (Rajasthan)

Send message,
cc. to V. S. Waniath
ask him to go.

386201.



October 16, 1980.

To

The General Secretary
C I T U
6, Talkotara Road
NEW DELHI.

Dear Comrade,

For the past two days news is appearing in the Hindustan Times' about some meeting convened by your organisation to discuss the agenda of National Labour Conference. AITUC was supposed to be invited and present in this meeting.

AITUC has not received any intimation about this meeting nor did any AITUC representative participate in the meeting if held. Since your representative on the spot in the Labour Ministry is on 15th October wanted to discuss some of the issues with Com. T.N. Siddhanta who attended on our behalf, he simply informed him that the issues can be discussed after our(AITUC) conference is over. Therefore to say that the AITUC attended any such meeting is not correct.

With Greetings,

Yours fraternally,

Handwritten signature

(K.C. SRIWASTAVA)
General Secretary.

~~Copy to: news item on p (6) of 15 and 16th~~

1. General Secretary, H.M.S., ~~Magadha~~ ^{October 1980} Chamber, BOMBAY.
2. General Secretary, B.M.S., NEW DELHI.
3. General Secretary, U.T.U.C., CALCUTTA -12.
4. Editor, Hindustan Times, NEW DELHI ---

News item on p (6) of 15 and 16th
Oct. 1980.

4 trade unions to debate joint stand

Hindustan Times Correspondent

NEW DELHI, Oct. 14—Four Central trade unions are meeting here tomorrow to discuss the possible joint stand on some of the industrial relations issues like Government decisions on bonus, consumer price index correction and amendments to industrial relations law.

The meeting called by Centre for Indian Trade Unions (CITU) is expected to be attended by AITUC, UTUC and HMS. BMS also is likely to attend. However, the Indian National Trade Union Congress which claims to be the largest central trade union is unlikely to attend.

श 16.10.80 (6)

TUs protest against composition of NLC

Hindustan Times Correspondent

NEW DELHI, Oct. 15—Four central trade unions decided here today to protest to the Government

against the composition of the National Labour Conference.

The NLC, which was scheduled to meet on October 23 and 24, has been postponed mainly due to the change of guard at the Labour Ministry. Parliamentary Affairs Minister Bhishma Narain Singh today took charge of the Labour Ministry temporarily assigned to him following the departure of Mr T. Anjiah to Hyderabad as Chief Minister.

The trade unions, which met here today, included the Centre for Indian Trade Union, the United Trade Union Congress, the Hind Mazdoor Sabha and the Bharatiya Mazdoor Saugh. The All India Trade Union Congress also attended the informal meeting called by CITU. It wanted another meeting to be held later after its annual session this month-end.

The central trade unions wanted

to know from the Government the basis on which only one representative each of the CITU, BMS and HMS had been invited for the NLC as against 3 each from the INTUC and AITUC.

They felt that the membership figures, available with the Government, were not reliable and the verified figures were over 10 years old. Figures collected in 1977 were also unreliable as they were compiled mostly during the Emergency, the unions said.

The unions also discussed a joint stand on issues like bonus, correction to the consumer price index and rising prices. They decided to meet again later in this connection.

Meanwhile taking over the Labour portfolio, Mr Bhishma Narain Singh said he expected the industrial relations machinery to take "effective and timely action" to maintain industrial harmony.

said the Ministry must strive to fulfil the aspirations of the work-

HIND MAZDOOR SABHA

Nagindas Chambers ● 167, P. D'mello Road ● Bombay 400 038. ● India.

Telephone 26 21 85

Telegrams: HINDMAZDUR

President

S. Venkat Ram

All communications
to be addressed to

General Secretary

Dr. Shanti G. Patel



Our Ref;

972/80

October 9, 1980.

Dear Com.Parvathi Krishnan,

We have received your letter of 3rd September, 1980 regarding the working class family budget survey for preparation of a new series with 1981 as base year. In this connection, I think it is necessary for different trade union organisations to come together and work out a common policy if possible. I have already written to you a letter regarding the discrimination which Government has done in the matter of giving representation to different trade union organisations at the forthcoming National Labour Conference. I am coming to Delhi on the 15th October and if possible we can meet and find out what could be done.

With kind regards,

Yours sincerely,

B.N. Rajhans
(B.N. RAJHANS)
Secretary

Com.Parvathi Krishnan,
Secretary,
All-India Trade Union Congress,
24, Canning Lane,
New Delhi-110001.

MS
15/10

HIND MAZDOOR SABHA

Nagindas Chambers • 167, P. D'mello Road • Bombay 400 038. • India.
Telephone 26 21 85 Telegrams: HINDMAZDUR

President
S. Venkat Ram
All communications
to be addressed to
General Secretary
Dr. Shanti G. Patel

Our Ref;

263/80

September 13, 1980

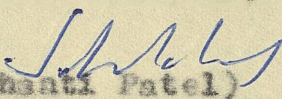
The Director (FC),
Government of India,
Planning Commission,
Vojana Bhavan,
New Delhi.

Dear Sir,

We thank the Planning Commission,
Government of India for inviting us for the
discussions on the Sixth Five Year Plan. As
the time at our disposal for preparation is
very short, we would like to request you to
postpone this meeting to a future date.

Thanking you,

Yours faithfully,


(Shanti Patel)
General Secretary

c.c. to

1. The General Secretary, INTUC, New Delhi.
2. General Secretary, CITU, New Delhi.
- ✓ 3. General Secretary, AITUC, New Delhi.
4. General Secretary, BMS, New Delhi.

Dated: 28th August, 1930.

To

Shri. M. V. Chandrashekar,
Convener, Souvenir Committee,
No. 2-B-Street, 1st Main Road,
Seshadripuram,
Bangalore-560020.

Dear Comrade,

Herewith please find an
article, as desired. For your souvenir
it may be a bit longer.

With greetings,

Yours fraternally,

KG
(K. G. SRIWASTAVA)
GENERAL SECRETARY.



HIND MAZDOOR SABHA

KARNATAKA STATE

D. RAJAGOPAL, M. L. C.

President

Ref: HMS/SC/07.

Dear Sir,

Sub: Publication of Souvenir.

You will be happy to know that Hind Mazdoor Sabha, Karnataka Unit, has scheduled to have its Annual Convention on 16th November, 1980. A Souvenir will be released on this occasion, which would cover all aspects relating to the working class, including agricultural labour, etc., in India.

May I, therefore, appeal your goodself to contribute an article to the Souvenir sparing some valuable time of yours ?

Your article containing about 2000 words may please be made available to us before 25th September, 1980.

Please confirm the acceptance of the task.

Thanking you Sir,

Yours sincerely,

(M.V. CHANDRASHEKAR)

Convener

Souvenir Committee.

Shri K.G.Sreevastav,
General Secretary,
24, All India Trade Union
Congress Office,
Canning Lane,
NEW DELHI - 110 001.

July 10, 1980

Dear Shri Hattji,

I was in Srinagar for the General Council Meeting of the A.I.T.J.C. when I heard the news of your election to Rajya Sabha. Please accept my heartiest congratulations.

With greetings,

Yours sincerely,

(K.G. SRINASTAVA)

Shri N.K. Bhatt,
Member of Parliament,
(Rajya Sabha),
Parliament House, New Delhi.

August 8, 1980

To

The Secretary,
Centre of Indian Trade Unions,
6, Talkatora Road,
New Delhi -1.

Dear Friend,

We are in receipt of your letter dated July 22, 1980 on the problems of working women and thank you for the same.


The problems of working women are varied and well-known, and their solution requires, no doubt, concerted and united move of the trade union centres, along with, in some cases, the women's organisations.

As you may, no doubt, be aware we have also been organising meetings and conferences of working women and paying special attention to such industries where large numbers of women are employed. At one forthcoming session in ~~India~~ ^{October} the issues will be considered in further detail. We welcome the idea of a joint move by all trade union centres is good. But for us, ~~at~~ at this particular time and till the end of October this year, we are extremely busy preparing for the 31st session of AITUC, and also several State T.U.C. Conferences.

Therefore, we would contact you immediately after the AITUC Conference.

With greetings,

Yours fraternally,


SECRETARY.

CENTRE OF INDIAN TRADE UNIONS

6, TALKATORA ROAD, NEW DELHI-110001

President :

B. T. RANADIVE

General Secretary :

P. RAMAMURTI, M.P.

July 22, 1980.

The General Secretary,
A.I.T.U.C.,
24-K.M. Munshi Lane,
New Delhi.

RECEIVED

23 JUL

A. I. T. U. C.

Dear Friend,

The problems of working women are being raised in several forums to attract the attention of the Government on the urgency of the need for taking urgent steps to ameliorate the grievances of women workers. These attempts are, however, un-co-ordinated and at times are of local nature.

Though some All India Conventions of working women have been held, to highlight the problems of working women, a country-wide movement on the pressing grievances of the women workers has not been developed as a result of which the authorities continue to ignore their legitimate grievances.

As it is known, the employment of women in most of the industries has been declining and a demand is being made to modify the protective legislation for working women. The Equal Remuneration Act is implemented in name only and the discrimination against women employees continues unabated. The violation of the other welfare legislation like the Maternity Benefit Act continues and there is a need for giving more protection to the newly working women.

The creches are not up to the mark and the women do not feel confident to keep their children in these creches because of unhygienic conditions and lack of proper attention to remove the same.

Over and above this, the anti-social elements have been harassing the women employees while going on or returning back from duty. Quite often the officers, under whom the women employees are working, have also been taking advantage of the position and harass women in various ways. The incidences of rape of working women are increasing shocking the minds of all sections of people.

It is unfortunate that the trade union movement has not taken up the cause of women workers with proper seriousness as a result of which these conditions are worsening day by day and frustrate women employees to a considerable extent. This also affects their participation in the T.U. Movement.

CENTRE OF INDIAN TRADE UNIONS

6, TALKATORA ROAD, NEW DELHI-110001

President :

B. T. RANADIVE

General Secretary :

P. RAMAMURTI, M.P.

-:2:-

We, therefore, propose that all the Central Trade Unions should jointly sponsor an All India Convention to highlight the grievances of the working women so that united movement could be launched to achieve the demands of these women employees.

I shall be thankful if you would let us know your reactions to this proposal so that a meeting of the Central Trade Unions can be convened at a date and venue suitable and acceptable to all.

I hope you will give a favourable response to this proposal.

With Greetings,

Yours fraternally,

M.K. PANDHE

(M.K. PANDHE)
SECRETARY.

1st August, 1980.

Dear Dr. Shanti Patel,

We wrote to you about a Conference on the defence of Freedom & National integrity to be held on 6-7th Sept. 1980 at Nagpur.

I hope H. M. S. will participate in it. We are awaiting confirmation of the same.

Can I expect a line in reply.

Hope you are doing OK.

With greetings,

Yours fraternally,

KS
(K.G. SRIWASTAVA)
General Secretary

Dr. Shanti Patel
General Secretary
Hind Mazdoor Sabha
BOMBAY.



दूरभाष : ३८१५५६

भारतीय मज़दूर संघ

Bharatiya Mazdoor Sangh

केन्द्रीय कार्यालय : २३-२४, विट्ठल मोई पटेल हाऊस, रफी मार्ग, नई दिल्ली-११०००१

पत्रांक... BMS/741/80

14 July, 1980.

दिनांक.....

RECEIVED
19 JUL 1980
A. I. T. U. C.

Shri C. R. Nair,
Deputy Secretary,
Ministry of Labour,
New Delhi.

Sir,

Subject : Meeting of Additional Secretary,
Ministry of Labour, with the representatives
of Central Trade Union Organizations held
on 8th May, 1980, Main Conclusions.
Your Ref. No. V-77012/7/80-LC dated 9 Jul. 1980.

The atmosphere of goodwill and understanding generated by the meeting held on 8th May, 1980, held under the Chairmanship of the Additional Secretary got vitiated when the Labour Ministry acted in an arbitrary and partisan manner in the matter of selecting this year's Workers representatives to the ILO Conference, when they devised their own answer to the similar query they had raised before the Central Labour Organisations. Naturally, this has caused considerable resentment amongst the majority of the Central Trade Unions but for the one who was the sole beneficiary of the new dispensation.

2. The Labour Ministry further exhibited its partisanship when it deliberately omitted many Federations affiliated to the BMS in Major Industries from participating in the Meeting with the Labour Minister/Prime Minister, but invited even the unrecognised Federations of a particular hue. Can anyone in his right frame of mind hope to see the spirit ~~the~~ of Industrial Peace thrive in such a situation?

3. This reference from the Labour Ministry, then, is a redundancy from the BMS point of view, and only serves purpose of adding salt to our injured feelings.

4. In view of what is stated in para 1 above, no further meetings could take place amongst the Central Labour Organizations. A kind of stalemate thus appears to have developed and unless the Government themselves are prepared to take further initiative which may serve to sooth the ruffled feelings of the Central Labour Organizations and bring back the spirit of the same atmosphere that was in evidence at the meeting on 8th May, there is not much of chance to see the break of the deadlock. The ball thus is in the Labour Ministry's Court!

5. With kind regards,

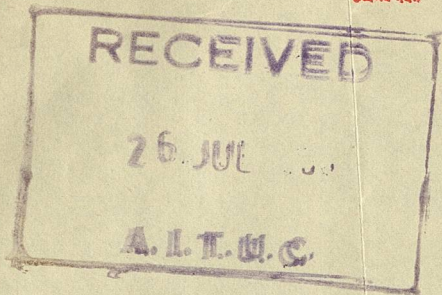
Yours sincerely,

Om Prakash Agni
(Om Prakash Agni,
Resident Secretary.)

110 July
18/7/80

Copy to Shri. K. P. Shrivastava
General Secy. A.I.T.U.C.
24 Conny Lane
New Delhi-1

N.K. Bhatt
MEMBER OF PARLIAMENT
(RAJYA SABHA)



1, Canning Lane,
New Delhi

July 24, 1980

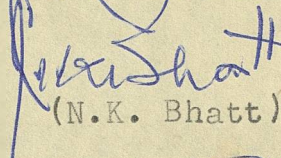
Dear Shri K.G. Sriwastava Sahab,

I am grateful to you for your good wishes on my re-election to Rajya Sabha.

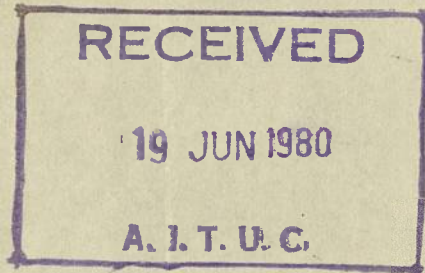
Your affection and cooperation have always been a source of inspiration to me in my public life. I am more than sure that I will continue to enjoy your confidence and support in future as well.

With regards,

Yours sincerely,


(N.K. Bhatt)

2
24/7/80
Shri K.G. Sriwastava,
General Secretary-AITUC,
New Delhi.



J. S. Dara

President

INDIAN NATIONAL TRADE UNION CONGRESS
DELHI STATE

EX-MEMBER

METROPOLITAN COUNCIL, DELHI

1-B, Maulana Azad Road, New Delhi

381190

Tel. No. : 381850

385037

Dated: 19.6.80

Dear Shri Srivastva,

As you may have already known from newspapers that we are having a National Convention of Indian National Trade Union Congress at Pyare Lal Bhawan (Gandhi Memorial Hall) at Bahadur shah zaffer Marg, New Delhi on 21st and 22nd June, 1980 at 10.30 A.M. The delegates are coming from all over India to participate in it. Shri Dev Raj Urs has agreed to inaugurate. I shall be grateful if you kindly attend. With regards,

Yours sincerely,

J. S. Dara

(J.S.DARA)

Shri K.G.Srivastva
Gen. Secy.
AITUC,
24, Balwant Rai Mehata Marg,
New Delhi.

Handwritten signature in red ink, possibly 'K.G. Srivastva', with the date '21/6' written below it.



भारतीय मज़दूर संघ

Bharatiya Mazdoor Sangh

केन्द्रीय कार्यालय : २३-२४, विट्ठल भाई पटेल हाऊस, रफी मार्ग, नई दिल्ली-११०००१

पत्रांक.....BMS/ 80.

दिनांक May 30, 1980.

EXPRESS TELEGRAM.

Shri Patnaik,
Labour Minister,
Government of India.

RECEIVED

- 7 JUN 1980

A. I. T. U. C.

BHARATIYA MAZDOOR SANGH was deeply shocked by your reported cavalier decision in nominating all the five labour delegates from INTUCC for the ensuing-ILO CONFERENCE giving the go by to the well recognised procedure hitherto followed in this behalf, and in utter contravention of the decision of the permanent Court of International Justice. BMS wishes to register its protest at this stage with the Govt. and shall feel itself free to take such other appropriate action in concert with other Central Trade Unions to raise their voice in bringing to the notice of all concerned this highhanded and anti-democratic functioning of the Labour Ministry.

RAM NARESH SINGH,
GENERAL SECRETARY,
Bharatiya Mazdoor Sangh.

Copy in confirmation to:-

Shri J. B. Patnaik, Labour Minister, Govt. of India,
New Delhi.

Copy to:-

Shri S. Venkat Ram, Hind Mazdoor Sabha, Bangalore.

Dr. M. K. Pandhe, CI TU, New Delhi.

Shri K. G. Shrivastava, AI TUC, New Delhi.

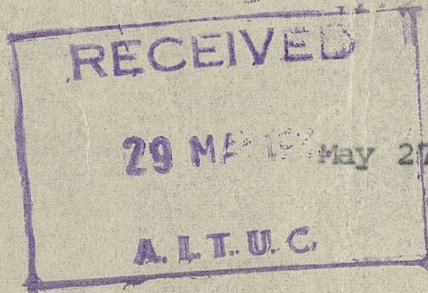
Dr. Shanti Patel, Hind Mazdoor Sabha,
Nagindas Chambers, B7 P.O. D'Mello Road, Bombay
400 038.

Prakash

(OM PRAKASH AGHI)
Resident Secretary,
Bharatiya Mazdoor Sangh,
New Delhi.

7
mb

48480



SHRI PATNAIK
LABOUR MINISTER
GOVERNMENT OF INDIA

HIND MAZDOOR SABHA LEARNS WITH DEEP
REGRET YOUR DECISION TO GIVE REPRESENTATION
SOLELY TO INTUC BY SELECTING ALL MEMBERS OF
WORKERS GROUP, ONE DELEGATE AND FIVE ADVISORS
FROM INTUC FOR ILO'S SESSION. INTUC DOES NOT
REPRESENT MAJORITY OF TRADE UNION MEMBERSHIP.
THIS SELECTION IS AGAINST ILO CONSTITUTION AND
DECISION OF THE PERMANENT COURT OF INTERNATIONAL
JUSTICE. HMS STRONGLY PROTESTS AGAINST THIS
ARBITRARY AND PARTISAN DECISION OF GOVERNMENT.

SHANTI PATEL
GENERAL SECRETARY
HIND MAZDOOR SABHA

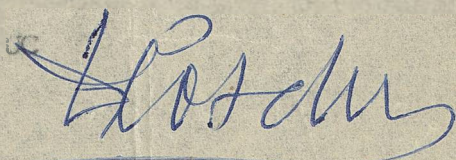
Copy in confirmation to -

May 28, 1980.

Shri J.B.Patnaik,
Labour Minister,
Government of India,
New Delhi.

c.c. to -

1. Shri S.Venkat Ram, Bangalore.
2. Dr.M.K.Pandhe, CITU,
3. Shri K.G.Shrivastava, AITUC
4. General secretary, BMS
5. Gen.Secretary, INTUC.


(Kamalakar Potdar)
Office Secretary

140 files

22
395

May 22, 1980

Dear Shri Ramanujam,

Thanks for your letter No. II/4/80 dated April 4, 1980, forwarding copy of condolence resolution on the sad demise of Comrade S.S. Mirajkar. It has been sent to his family.

With greetings,

Yours fraternally,

4/2
(K. G. SRIWASTAVA)

Shri G. Ramanujam,
General Secretary,
I.N.T.U.C., M.A. Road,
New Delhi-110 011.



राष्ट्रीय मजदूर कांग्रेस
INDIAN NATIONAL TRADE UNION CONGRESS

National Headquarters : 1-B, Maulana Azad Road, New Delhi - 110011

Telephones : 381850, 381190 Telegrams : "SHRAMIK"

RECEIVED
17 MAY 1980
A. I. T. U. C.

II/4/158

April 4, 1980

Dear Shri Srivastava,

CONDOLENCE

The Working Committee of INTUC at its meeting held at New Delhi on 3rd April, 1980 was grieved to learn about sad demise of former President of AITUC, Shri S.S. Mirajkar. A copy of the condolence resolution adopted by the Working Committee is enclosed herewith, with a request that the same may be forwarded to the bereaved family.

With kind regards,

Yours sincerely,

(G. Ramanujam)
General Secretary

Encl:

Shri K.G. Srivastava,
General Secretary,
All India Trade Union Congress,
24, Canning Lane,
New Delhi.



Condolence Resolution adopted at the 158th
meeting of the Working Committee of INTUC
held at New Delhi on April 3, 1980

'SHRI S.S. MIRAJKAR'

The Working Committee of the INTUC expresses with profound sorrow at the death of Shri S.S. Mirajkar after protracted illness.

In the passing away of Shri Mirajkar, the Indian working class has lost an able and a veteran trade union leader. He had a distinguished career and was one of the pioneers in the trade union movement of the country. His services and sacrifices for the cause of working class will always be remembered with gratitude.

The Working Committee requests the General Secretary to convey to the bereaved family its heartfelt condolences.

....

No. U-21012/3/80-LC
Government of India/Bharat Sarkar
Ministry of Labour/Shram Mantralaya

To

The General Secretary,
The All India Trade Union Congress
24, Canning Lane,
New Delhi.

RECEIVED

2 MAY

A.I.T.U.C

Dated New Delhi, the 2nd May 1980.

Subject:- Meeting of the Central Workers Organisations
on 7-5-80 and their meeting with the Additional
Secretary, Ministry of Labour on 8-5-1980.

Sir,

I am directed to refer to this Ministry's
letter of even number dated the 19th April 1980 on the
above subject and to say at the meeting held on the
2nd April 1980 it was decided that the Ministry would
prepare a note identifying the issues involved in
verification of membership and forward it to the
five Central Organisation on the basis of which they
could formulate their views. Accordingly, I am to
forward herewith two copies of the note prepared by
the Ministry.

Yours faithfully,

C.R. Nair
(C.R. Nair)
Deputy Secretary

15/5

MINISTRY OF LABOUR

Sub:- General verification of membership of
Central Trade Union Organisations.

The need for verification of membership of trade unions arises for two distinct purposes; one for determining their representative character for the purpose of recognition by the management of an industrial undertaking in accordance with a procedure evolved under the Code of Discipline and confirmed by the 19th Session of the Standing Labour Committee (April, 1961), and the other to enable Government to decide the question of representation on bipartite or tripartite bodies at various levels. This note deals only with the questions relating to the second purpose.

2. The relative strength of the Central Organisations of Workers for the purposes of representation has hitherto been determined by verification of paid membership of their affiliated unions. The existing procedure for verification was formulated on the basis of decisions taken at the 16th Session of the Indian Labour Conference held on the 19-20th May, 1958 and subsequently clarified at the meeting of the trade union representatives on the 21st March, 1959. The procedure was later confirmed at the 17th session of the Indian Labour Conference held on the 27-29th July, 1959. A copy of the procedure, to which the four Central Trade Union Organisations, viz. INTUC, AITUC, HMS and UTUC are a party, is enclosed.

3. Briefly, the procedure for verification involves checking of particulars of unions from the records of Registrar of Trade Unions and physical/spot verification of unions against whom there are objections or in whose case there is a wide variation. Ten per cent of the names in the membership-cum-subscription register of the union are also checked with the help of the Receipt Counter-foils to ensure that three months' subscription has been paid during the period of six months ending

with the 31st December out of physically verified membership when the Verification Officer examines two to five per cent of the workers at the work spot and reduces the membership of the union on percentage basis on the basis of denials. Opportunity is given to raise objections on the verification results by supplying to the central organisations the finally verified consolidated membership figures. The objections raised are resolved at a meeting of the representatives of the central organisations presided over by the Chief Labour Commissioner or his representative, failing which the dispute could be reported to the Ministry of Labour for referring to an independent agency or a tribunal.

4. The last verification held under this procedure was as on 31.12.68. Since then additional central organisations claiming to be of an all-India character have come into the scene. Some of the Central Trade Union Organisations are not satisfied with the existing procedure for verification and have suggested that membership should be determined by secret ballot.

5. It is primarily for the central organisations themselves to arrive at a consensus on the procedure to be adopted for the determination of their membership. At the same time, it is necessary that careful consideration should be given to all the aspects, and the modalities worked out, before a decision is taken. This was the unanimous stand taken at the meeting held in the Ministry of Labour on the 2nd April, 1980 with the five central organisations when it was decided that the Ministry would prepare a note identifying the issues for assisting the organisations to formulate their views.

6. The various view points expressed by the trade union organisations from time to time in favour of

verification or secret ballot are set out below:-

(i) In favour of verification

(a) Fee paying stable membership of a registered trade union should alone be the criterion that should entitle it the representative status;

(b) A regular check by a competent authority could satisfactorily determine whether or not the membership claims are genuine;

(c) Regular fee paying membership ensures financial viability of a union and enables it to discharge effectively its responsibilities;

(d) If results of the verification are not reliable, the remedy is to introduce a greater measure of vigilance in the arrangement for verification.

(ii) Against verification

(a) Verification is unsatisfactory as it is an indirect method of determination of membership;

(b) When membership records and accounts of subscription are not properly maintained, there are ways of boosting membership claims making the task of verification difficult;

(c) Verification is a time consuming process entailing delay;

(d) Verification done on the basis of sampling does not give the correct result.

(iii) In favour of secret ballot

(a) Secret ballot provides a most democratic way of expressing a choice;

(b) When the government of the country is chosen by secret ballot, there is no reason why it should not form the basis of representation in an industrial democracy.

(c) Indian worker is now grown up to know what is good for him and to make a rational choice.

*collected fee or
pay for it
- Agency. - membership
- Expenses that this
found his own
membership don't have
since following
- gov. membership*

MA (d) The fear of wild promises and arousing emotions can be exaggerated.

(iv) Against secret ballot.

(a) Secret ballot reflects only the momentary decision of the workers at the time of the voting which may at best be an index of the popularity of a particular organisation at a particular moment of time and not an index of its membership;

(b) It would introduce political issues with which the union may not be directly concerned as a union and create a feverish atmosphere with some leaders making promises which they will never fulfil.

Amended (c) The analogy of political choice through adult franchise is hardly appropriate as there could be no "government and opposition" in the running of an industry;

(d) Workers in the country are not yet used to making a rational choice of what is good and creative when confronted with demagogic slogans and emotional appeal;

(e) Differences based on state, religion and caste would vitiate the election results;

(f) Regular payment of union dues on which verification relies is itself an open vote of workers in favour of a union which submits to verification;

(g) Secret ballot would not solve the problem of representation. An organisation would have two sets of figures of membership - one based on their subscription paying membership and the other based on the results of the secret ballot;

(h) Secret ballot would not be in the interest of trade union movement or of the country and would only aggravate fissiparous tendencies.

Issues for Consideration

7. Arising from the foregoing, the following issues are listed for consideration:

- (1) (i) Should the existing verification procedure be streamline^d to improve the reliability of membership figures and make it more acceptable? If so, in what manner should this be done?
- (ii) Should verification be entrusted to any independent authority or continue to be done by the Central Industrial Relations Machinery?
- (2) (i) Should the existing procedure be substituted by secret ballot method? If so, should the secret ballot be held only among the unionised members or all the workmen in an industrial unit?
- (ii) If the ballot is to be organised only among the unionised members how should the membership of unions be determined if the procedure for verification of paid membership is to be totally dispensed with?
- (iii) If, however, verification procedure is to be adopted for this purpose and the membership list is to be taken as the basis for determining the voters' list would there be any purpose in subjecting the members to voting?
- (iv) Considering that if secret ballot is to be organised and it would have to be done at the same time in all industrial undertakings throughout the country would it not be in the nature of a 'mini' all-India election and would the Central Industrial Relations Machinery be able to cope with this work and that too, without any statutory authority?

(v) As the industrial units are located in different places would it be possible to conduct an election in all units units?

If not, would it be practicable to arrange for election at certain specified centres which might necessitate arrangements being made for the transport of the workers to the place of election and thereby offer scope for corrupt practices on the pretext of providing transport to voters?

(vi) Would it not be necessary to declare the election day as a paid holiday or allow "time off" for casting votes and treat the period so spent as working hours? Would it not affect production and raise other problems?

(vii) Would it not be necessary to maintain a huge administrative machinery on an all-India basis with a large staff to keep the voters' list upto date?

(viii) Would the financial expenditure involved in conducting such an election throughout the country be commensurate with the objective of giving representation to central workers' organisations in various bodies?

(ix) What procedure should be adopted to ascertain the strength of a composite union whose membership is drawn from different establishments and industries?

(x) As the secret ballot would indicate only the popularity of a union on the basis of votes polled would it not conflict with the concept of membership of trade unions?

What about staff for verification?

Workers' following to be mapped

- (xi) Would a voter know the affiliation of a union to the central organisation and even if the ballot paper provides for it, would he be able to indicate this correctly? In view of this is it possible to dispense with the scrutiny of annual returns of unions for determining their affiliation to the Central Workers' Organisations?
- (xii) Would the result of the secret ballot indicate the union -wise and industry-wise figures of membership of the central organisations, which are necessary for representation on local/industry-wise bodies. What arrangements should be made in this behalf?
-

REVISED PROCEDURE FOR VERIFICATION OF TRADE UNIONS
MEMBERSHIP (ISSUED BY CIG ON NOV. 7, 1959).

This existing procedure of requesting the four All India Organisations (viz. INTUC, AITUC, HMS and UTUC) to furnish particulars of their claimed membership on or before the 15th of August every year will remain unchanged. The unions affiliated to these organisations are required to furnish the annual return to the Registrars on or before the 31st July every year. The All India Organisations may therefore furnish the claimed lists (10 copies) by 15th August to the Chief Labour Commissioner(C).

2. A copy of the claims of membership submitted to the Chief Labour Commissioner by each of the All India Organisations will be made available to the other organisations in the 3rd week of August. These four organisations will be given a fortnight's time to raise objections, if any, in writing with regard to the claims furnished by other organisations. Any objections received in this connection after the prescribed time-limit i.e. 15 days will not be taken into consideration. The Chief Labour Commissioner will get these objections examined through the field officers of his machinery during the course of verification and they will be asked to make specific enquiries in respect of these objections.

3. In the meanwhile scrutiny will be made by the Chief Labour Commissioner of the claims furnished by the organisations to ensure that the claimed lists are furnished in the prescribed form, giving details in respect of registration and affiliation number. The total membership and the grouping of the trade unions in the various sub-heads will also be examined. The claimed lists along with the objections, as referred to above, will be sent to the various Regional Labour Commissioners for verification by the 3rd week of September. The Regional Labour Commissioners will complete the verification work within a period of 8 weeks.

4. The verified lists will reach the Chief Labour Commissioner's Office by the 3rd Week of November. The copies of the verified lists will then be furnished to the four All India Organisations in the 1st week of December. They will be again given a fortnight's time to raise objections in writing (6 copies), if any, in respect of verification results of the unions affiliated to their own organisation as well as of the other organisations. Any objections received after the prescribed date will not be taken into consideration.

*This procedure regulates the general verification and not the verification under the Code of Discipline.

5. Objections received will be placed before a Committee composed of one representative each of the four Central Trade Union Organisations. This Committee will meet under the Chairmanship of the Chief Labour Commissioner or its representative. All the objections raised will be taken into consideration by the Committee and efforts will be made to resolve the disputes. Such of the disputes which this Committee fails to resolve will be reported along with the necessary particulars to the Ministry of Labour and Employment. It was subsequently clarified that this provision would not preclude the reference of such unresolved disputes to an independent agency referred to in _____ of the procedure for verification and that it was the intention that disputes which the Committee failed to resolve would be referred to an independent agency.

6. The Chief Labour Commissioner's Office will compile and consolidate the verified figures leaving those under dispute as referred to in para 5 above and the verified information industry-wise/State-wise/Organisation-wise would be furnished to the Ministry of Labour and Employment by the end of April.

RECEIVED

9 APR 1980

A. I. T. U. C.
TRADE UNION CO-ORDINATION CENTRE
TUCC
CENTRAL COMMITTEE

President :

Com. P. D. PALIWAL

General Secretary :

Com. AMAR CHAKRABORTY

M.P.

112 NORTH AVENUE

NEW DELHI-110 001

Phone : 372616

Circular

Cir/No. 1/80

dt. 25.2.80

The first National conference of T. U. C. C. was held at Indian Association Hall, Calcutta on 22nd to 24th Feb.80 Com P. D. Paliwal, President of T. U. C. C. Presiding.

More than three hundred delegates from Uttar Pradesh, Maharastra, Bihar, Tamil Nadu, Orissa, West Bengal and other states attended the Conference. The conference was a lively one. Com, Amar Prasad Chakraborty, Gl. Secretray of the T. U. C. Central committee presented the secreterial report for consideration of members. All delegates with determination, devoted their full time in disiuscon and made valuable suggestions for building up T. U. C. C. an effective instrument of struggle against capitapist onslaught and for the emancipation from the bondage of exploitation.

In the light of the deliberations the conference of T. U. C. C. decided to build up united movement all over India along with the left Trade unions against the authoritarian and antipeople measures of the Congress (1) Government. The conference apprehended a ruthless attack from the authoritarian forces which had captured power of the central Govt. The conference expressed deep concern of the dissolution of nine non-Congress (1) Govt. of different states which was a direct attack on the federal system and the democratic set up of the country. The authoritarian elements were looming large to smother the democratic aspirations of the people. The conference observed with great anxiety over the Preventive Detention Act recently passed by the Central Govt. and demanded immediate withdrawal of the anti people legislation. In another resolution the conference demanded amendment of I. D. Act, Factories Act, Provident fund Act, E. S. I. Act looking at the interest of the working class. The conference further demanded the legislation for the payment of minimum bonus for all workers based on the principle of deferred wage irrespective of profit and loss. The conference further demanded immediate legislation banning lockouts, lay off, closures and retrenchments. It was further demanded to adopt effective step to curb the steep price rise and remove the fraud in compilation of price Index. The conference demanded that the 23rd January the Birth Day of Netaji be declared as public holiday all over the country.

On the 24 th Feb' 80 a mass rally was organised at Saheed Minar Maidan, Calcutta, in which com. P.D. Paliwal

was in the chair. A huge Gathering of thousands of workers & peasants from all over the districts of West Bengal conversed in the maidan in numerous processions and the meeting turned into a ocean of human heads. Entire area was resounded with enthusiastic slogans.

Among others, Com. Chitta Bose M. P. Com. Kanai Lal Bhattacharya, Commerce & Industry Minister, West Bengal, Com. Kalimuddin Shams, Dy Speaker of W. B. Assembly, Com. Amar Chakraborty M. P. General Secretary T. U. C. C. Central Committee & Com, Prasanta Das Gupta, Genl. Secretary West Bengal Committee of T. U. C. C. addressed the huge rally. The President and the speakers cautioned the working people to the impending danger apprehended from the authoritarian forces. They recalled the events of the Emergency Period: when the rights of the working class, landless agricultural labours were snatched away. The speakers urged upon the working people to get themselves united and strengthen the organisation of T. U. C. C. in a determined way. All the activists of the affiliated unions of different states were requested to organise conferences in their respective states and build up organisation and maintain a close contact with the Central committee for guidance and instruction.

It was expected that the activists of T. U. C. C. would devote more time and energy to strengthen the organisation and to increase membership within a target time of one year from the date to enable the Central Committee to show a larger number of membership to the Central Govt. for the National recognition. All members unions are further

requested to send a copy of Annual Return to the Central Committee for Scrutiny and for Preparation of the authentic record of membership. This should be treated as most important to cater the need of the hours.

The following members of the executive committee were elected from the conference. This is being circulated for the information of all concerned.

1. President— Com. P. D. Paliwal
2. Vice President ,, Chitta Basu M. P.
3. ,, ,, ,, Kanai Lal Bhattacharya
4. Gl. Secretary ,, Amar Prasad Chakrabarty M.P.
5. Organising Secretary Com. Prasanta Das Gupta
6. Secretaries— Com. Arabinda Ghosal
7. ,, ,, ,, Ajit sen Gupta
8. ,, ,, ,, Acharyya Surya Bانش Misra
9. Treasurer— ,, Madhu Banerjee
10. Ex.-Member ,, Ajit Roy
11. ,, ,, ,, Santi Dey
12. ,, ,, ,, Saral Deb
13. ,, ,, ,, Sudhansu Ghosh
14. ,, ,, ,, Emanuel Kunjru
15. ,, ,, ,, M. Malayanandi
16. ,, ,, ,, S. Beeraswamy
17. ,, ,, ,, Hari Prasad Tewary

To

Comrade :

Amar Prasad Chakrabarty
 General Secretary
 T U C C
 Central Committee

Telegrams : "SHRAMIK" NEW DELHI

385037
Telephone : 381850
381190



I. N. T. U. C.

Indian National Trade Union Congress

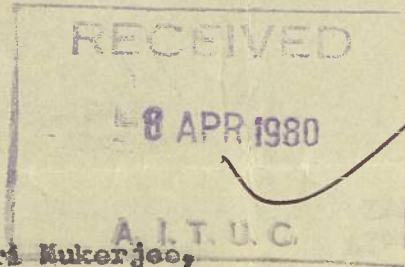
DELHI STATE

President : J. S. DARA
Gen. Secretary ; Shiv Charan

1-B, Maulana Azad Road,
NEW DELHI-110001

Ref. No.

Dated 31st March 1980



Dear Shri Mukerjee,

Ref: Your letter No II/2-F dated March 20, 1980
addressed to our President.

The matter was taken up in our working committee meeting of Delhi State INTUC which took place on 25.3.1980 at 5.30 P.M. at I B Maulana Azad Road New Delhi. I have been authorised by the Working Committee to inform you that we do not accept your appointment as one man adhoc committee to be legal and therefore we do not recognise you. You must have known by this time that we have already taken the matter to the court. The office therefore continues to function as before under the duly elected office bearers of the Pradesh Branch in its Present premises(I B Maulana Azad Road New Delhi)

With regards,

Yours sincerely,

S.K. Mukerjee
(S.K. Mukerjee)

Vice President

INTUC DELHI STATE

Shri Anand Gopal Mukerjee
166/2 Panchsain Road
NEW DELHI.

Shri. B. G. Srivastava
General Secretary
A I T U C.
94. Cannon Lane.
New Delhi

7.
no
9/14

RECEIVED

4 APR 1980

I. N. T. U. C.

INDIAN NATIONAL TRADE UNION CONGRESS
DELHI STATE

A. I. T. U. C.
President : J.S. DARA
Gen. Secretary : Shiv Charan

1-B, Maulana Azad Road,
NEW DELHI-110001

Dated17...3.1980

President / Gen. Secretary

Dear Brother,

It is for your information that a certain section of Central INTUC officials are spreading wrong rumors and misleading the Union Leaders affiliated to INTUC Delhi State that the State office has been shifted to 166/2 Panchquin Road New Delhi is absolutely false and baseless. Shri J.S.Dara is the President of INTUC Delhi State as usual and holding office for consultation at Delhi INTUC office at 1-B, Maulana Azad Road New Delhi between 5 P.M. to 7.30 P.M.

It is our further information that the , so called office at Panchquin Road has got no connection with us.

Yours sincerely,

S.K. Mukerjee

(S.K. MUKERJEE)
OFFICE SECRETARY

Shri. B. G. Srinivasan

Gen. Secy.

A. I. T. U. C.

24, Camp Lane.

NEW DELHI.

CENTRE OF INDIAN TRADE UNIONS

6, TALKATORA ROAD, NEW DELHI-110001

President :
B. T. RANADIVE

General Secretary :
P. RAMAMURTI, M.P.

23 February 1980

The General Secretary

All India Trade Union Congress
24, Canning Lane,
New Delhi-110 001



Dear Friend,

Please find enclosed a report published in Hindustan Times which gives details about the writ petition filed on behalf of Balmer Lawrie Employees Union, Bombay regarding the interference of the Finance Ministry and the Bureau of Public Enterprises in tripartite negotiations in the nationalised undertakings.

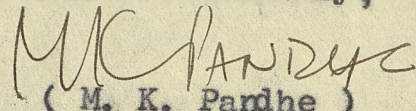
Since the issue is of national importance it would be helpful if the prominent TU leaders intervene in the Supreme Court proceedings.

I will inform you further details when the case will come up for hearing. I will also try to get further details of the case from the union.

I shall be thankful if you would give your consent to intervene in the matter on behalf of the employees.

With greetings,

Yours fraternally,


(M. K. Pandhe)
Secretary

HINDUSTAN TIMES : DATED. 4.12.79

GOVERNMENT POWERS CHALLENGED ON UNION DISPUTES

(HT Legal Correspondent)

com file to Com. Rang Ad. 10/12/79
cm

New delhi, Dec 3.

A writ petition has been filed in the Supreme Court today challenging the authority of the Union Finance Ministry and the Bureau of Public Enterprises to interfere in the process of collective bargaining and thereby preventing settlement of industrial disputes in the nationalised undertakings.

The writ has been filed by Mrs. Urmila Sirur on behalf of the Balmer Lawrie Employees' Union. After the company was nationalised, the union which was recognised as the sole bargaining agent under the Maharashtra ~~Recognition~~ Recognition of Trade Unions Act entered into a draft agreement with the management on its charter of demands. The management, however, refused to finalise the agreement as the Bureau of Public Enterprises did not approve it.

The management acted on the demiofficial letter issued by the Finance Ministry that no agreement be concluded without consulting the Bureau to prevent public enterprises from "entering into commitments with the workers which may cause embarrassment to the Government."

It is contended in the writ that this interference by the Ministry of Finance and the Bureau of Public Enterprises violates the fundamental right to form associations and unions, the right to free speech in voicing and settling demands and defeats the very purpose of labour legislation to bring labour and management to the discussion table to resolve disputes amicably.

Unity file

73

20.2.1980.

PROPOSED AGENDA

1. Follow up action of Public Sector Workers' Conference held at Bangalore and after 14th September, 1979 strike.
 - (a) Convenors to be appointed.
 - (b) Next meeting along with representatives of important industrial federations and bases to be fixed.

2. Formation of a consultative committee of central trade union organizations for periodical exchanges of views on topical matters, discussions and decisions.

A wider meeting to be called under the signatures of the participants.

49/2/2

18. 2. 1980.

Dear Com. Kanti Mehta,

We are gladly ^{to} accept your proposal referred to by you to our General Secretary Com. K.G. Sriwastava on your last visit to Delhi to exchange publications. You please arrange to send us the publication of Indian National & Mine Workers Federation and our paper " T. U. R. " will be sent to you regularly.

With greetings,

Yours fraternally,

Ved Raj Gupta
(Ved Raj Gupta)
Office Secretary.

Com. Kanti Mehta
President of Indian National Mine Workers & Federation, 9, Lajpatrai Sarani
Calcutta - 20. *Minister's letter*

HIND MAZDOOR SABHA

Nagindas Chambers ● 167, P. D'mello Road ● Bombay 400038. ● India.
Telephone 26 21 85 Telegrams : HINDMAZDUR

S. Venkat Ram
President

Our Ref :

185/80



All communications
to be addressed to

Dr. Shanti G. Patel
General Secretary

February 15, 1980.

Dear Com. Sriwastava,

We thank you for sending condolences
on the sad demise of our revered colleague
Brother Makhan Chatterji.

With greetings,

Yours fraternally,

(Shanti Patel)
General Secretary

To

Com.K.G.Sriwastava,
General Secretary,
All-India Trade Union Congress,
24, Canning Lane,
New Delhi-110001.

ms
20/2

HIND MAZDOOR SABHA

Nagindas Chambers ● 167, P. D'mello Road ● Bombay 400 038. ● India.
Telephone 26 21 85 Telegrams : HINDMAZDUR

S. Venkat Ram
President

Our Ref: 140/80



All communications
to be addressed to

Dr. Shanti Patel
General Secretary

February 13, 1980.

Dear Com. Shriwastava,

Please refer to your letter of 5th February, 1980. From your letter it appears that Com. N.C. Dutta seems to have misunderstood the dates suggested by me. Any way, I would like to suggest 21st February 1980 for the meeting. During my recent visit to Delhi - 8th February, I suggested this date to Com. Pandhe also. On enquiry I found that you were out of Delhi.

Looking forward to meeting you,

With greetings,

Yours fraternally,

(Signature)
(Shanti Patel)
General Secretary.

To

Com. K.G. Sriwastava,
General Secretary,
All-India Trade Union Congress,
24, Canning Lane,
New Delhi-110001.

c.c. to

1. Dr. M.K. Pandhe,
CITU, 6, Talkatora Road,
New Delhi-110001.
2. Bharatiya Mazdoor sangh,
23/24, Vithalbai Patel House,
Rafi Marg, New Delhi.

18/2

अन्तर्वेष्टीय पत्र कार्ड
INLAND LETTER CARD



Shri K.G. Sriwastava
General Secretary
All-India Trade Union Congress
24, Canning Lane
NEW DELHI-110001

SENDER'S NAME & ADDRESS

HIND MAZDOOR SABHA
Nagindas Chambers, 167, P. D'mello Road,
Bombay-400 038. (INDIA)

NO ENCLOSURES ALLOWED



दूरभाष : ३८१५५६

भारतीय मज़दूर संघ

Bharatiya Mazdoor Sangh

केन्द्रीय कार्यालय : २३-२४, विट्ठल भाई पटेल भवन, रफी मार्ग, नई दिल्ली-११०००१
BMS/138/80

पत्रांक.....

दिनांक.....7.2.80....

To
Shri C.R. Nair,
Deputy Secretary,
Ministry of Labour,
Shram Shakti Bhawan,
NEW DELHI

Dear Sir,

KINDLY refer to your letter No. 16003/3/
79-Le Dated 17th Sept. 79 regarding nomination of
workers' delegate to the ILO conference.

In this connection the Bharatiya Mazdoor Sangh,
feel that in view of the multiplicity of trade unions
and absence of any trade union representing majority
of workers, the only wise course is to follow the
principle of rotation accepted by four of the five
most representative Central Trade Union Organisations
in 1979.

The rotation system is being followed by many
other Countries. The Sangh feel that it will be
serious in justice to the other trade unions if one
unions is allowed to veto the views of all others.
In the present circumstances representatives of the
5 most representative trade unions can be accomodated
in the ILO delegation, 1 as dekegate and the other four-
advisers. A meeting of the five trade unions may be
convi~~ed~~ to chalkout details.

Aghi

(O.P. Aghi)
for General Secretary

*MS
Tm*



दूरभाष : ३८१५५६

भारतीय मज़दूर संघ

Bharatiya Mazdoor Sangh

केन्द्रीय कार्यालय : २३-२४, विट्ठल भाई पटेल भवन, रफी मार्ग, नई दिल्ली-११०००१

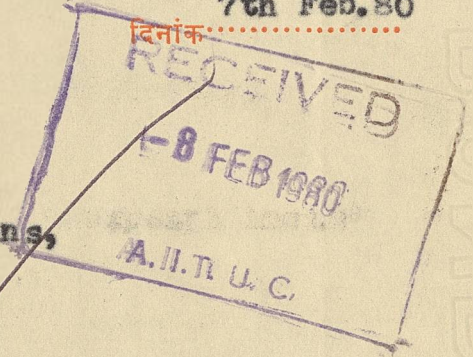
BMS/ ३५/८०

7th Feb. 80

पत्रांक.....

दिनांक.....

To
The General Secretary,
Centre of Indian Trade Unions,
6, Talkatora Road,
NEW DELHI-110001.



Dear Brother,

Kindly refer to Shri Pandhe's letter
Dated 29.1.80.

The Bharatiya Mazdoor Sangh welcomes the proposal
for a meeting of Central Trade Unions, to chalkout
line of approach in the changed political situation.

It is however pointed out that due to preoccu-
pation, it will not be possible for the Bharatiya
Mazdoor Sangh to participate before the last week
of March 80, the meeting may therefore be fixed
some time in the last week of March, 80 or early
April.

Thanking you,

Brotherly yours,

O.P. Aghi

(O.P. Aghi)

Copy to - General Secy.
A.I.T.U.C.

MS

5. 2. 1980.

Dear Comrade Pandne,

Though we have discussed at Bombay, the meeting of the Central Trade Union Organizations is being postponed because the dates do not suit someone or the other. 27th February, then 4th February, then again the 8/9th February have been shifted for this reason. Com. H.C. Datta in this connection had talks with Com. Shanti Patel and he suggested 17th & 18th Feb. at Delhi -- one day before the next steel meeting. I hope this will suit all of us and if so, we can meet on 17th February at Delhi. The meetings may be held in various offices by rotation.

With Greetings,

Yours fraternally,

(R.S. SRINIVASA)
General Secretary.

Copy to:-

Com. Shanti Patel,
General Secretary
Steel Mazdoor Sabha
Bombay.

2) The Bhartiya Mazdoor Sangh
23/24, Vithal Shanti Patel House
Rafi Marg, NEW DELHI.

Com K G.

Pandhe Telephone yesterday

that Shanti Patel

is agreeable with the

meeting date on 7th

afternoon.

~~Swastika~~

6/2/80

→

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

24, CANNING LANE, NEW DELHI - 110001

President : S. A. DANGE
General Secretary : K. G. SRIWASTAVA

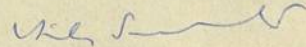
5. 2. 1980.

Dear Comrade Pandhe,

Though we have discussed at Bombay, the meeting of the Central Trade Union Organizations is being postponed because the dates do not suit someone or the other. 27th February, then 4th February, then again the 8/9th February have been shifted for this reason. Com. N.C. Dutta in this connection had talks with Com. Shanti Patel and he suggested 17th & 18th Feb. at Delhi -- one day before the next steel meeting. I hope this will suit all of us and if so, we can meet on 17th February at Delhi. The meetings may be held in various offices by rotation.

With Greetings,

Yours fraternally,



(K. G. SRIWASTAVA)
General Secretary.

Copy to :-

Com. Shanti Patel,
General Secretary
Hind Mazdoor Sabha
Bombay.

2) The Bhartiya Mazdoor Sangh
23/24, Vithal Bhai Patel House
Rafi Marg, NEW DELHI.

अखिल भारतीय ट्रेड यूनियन काँग्रेस
All-India Trade Union Congress
24, CANNING LANE, NEW DELHI - 110001

President : S. A. DANGE

General Secretary : K. G. SRIWASTAVA

4th February, 1980

To,

Comrade M.K.Pandhe,
Secretary,
Centre of Indian Trade Unions,
6, Talkatora Road,
NEW DELHI-1

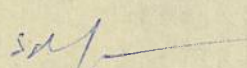
Dear Comrade,

Thanks for your letter dated
29th January, 1980 regarding proposed
meeting of all the Central Trade
Unions organisations.

The dates of meeting proposed by
you are not suitable to us, since
I myself will be out of Delhi.

With greetings,

Yours fraternally,


(K.G.SRIWASTAVA)

CENTRE OF INDIAN TRADE UNIONS

6, TALKATORA ROAD, NEW DELHI-110001

President :
B. T. RANADIVE

General Secretary :
P. RAMAMURTI, M.P.

29 January 1980

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

RECEIVED
1 FEB 1980
A. I. T. U. C.
Agreed
4/2/80

Dear Comrade,

All the Central T.U.s who came together on common issues facing the working class have agreed the need for coming together to chalk out our line of approach in the new situation created in the country after the recent Parliamentary elections.

Though there is general agreement that the Central TUs should meet as early as possible it is becoming difficult to find a common date suitable to all.

It is suggested that a date should be fixed during the second week of February 1980, preferably 7th or 8th at Delhi. Please inform whether the date is convenient to you so that all can be informed about it.

In case this date is not convenient, I would request you to suggest an alternate date.

With greetings,

Yours fraternally,

M. K. Pandhe

(M. K. Pandhe)

*M. K. Pandhe
on 8/2.*

PUBLIC SECTOR WORKERS' ACTION COMMITTEE

C/o.Hind Mazdoor Sabha,
Nagindas Chambers,
167, P.D'Mello Road,
Bombay-400 038

August 24, 1979.

The Prime Minister,
Government of India,
New Delhi.

Dear Sir:

About 300 representatives of unions of public sector, affiliated to various central trade union organisations and those who are independent, met in a Convention and decided to go on one-day Protest Strike on 14th September 1979 against the wage freeze policy of the Government and interference of Bureau of Public Enterprises in wage negotiations. A copy of the Resolution is enclosed herewith. This has been sent to you earlier also.

We regret to note that there has been no response from the Government and the same policy continues to be followed upto now.

The Public Sector Workers' Action Committee which met in Bombay on 24th August 1979 to review the situation noted with regret that the Government has virtually ignored the decision. This leaves no other alternative open to the Committee but to reiterate the decision of the Convention and take all the steps to make the strike decision a success.

We have seen in the past that the Government often calls a meeting for negotiations at the eleventh hour. That creates a lot of confusion.

We are willing for a negotiated settlement provided the negotiations are started well in time and concluded by 7th of September 1979.

Thanking you,

P. Chandra
ORGANISING SECRETARY, BMS

P. Chandra
GEN. SECRETARY, UTUC (LS)
Anil Das Chowdhury
VICE-PRESIDENT, UTUC

Encl: as above.

Yours faithfully,

M. K. P. Anand
GENERAL SECRETARY, AITUC

M. K. P. Anand
GENERAL SECRETARY, HMS

M. K. P. Anand
SECRETARY, CITU

CENTRE OF INDIAN TRADE UNIONS

6, TALKATORA ROAD, NEW DELHI-110001

President :

B. T. RANADIVE

General Secretary :

P. RAMAMURTI. M. P.

May 19, 1979

The General Secretary
All India Trade Union Congress
24, Canning Lane
New Delhi- 110001.

Dear Comrade,

As the question of unity and united action has assumed the greatest importance in the Trade Union movement, we had given considerable thought to this question in our recently concluded fourth Conference held in Madras. We feel, in the context of all embracing united actions that have taken place in the recent period and more particularly the united action on the demand for scrapping of the Industrial Relations Bill, the time has come for all of us to think of some sort of an effective forum for mutual discussions and consultations on important issues of the Trade Union movement with a view to strengthen and further enlarge the united movement of the working class and the employees.

Comrade B.T.Ranadive, President of our organisation, suggested in his presidential address to our Fourth Conference the formation of a loose kind of confederation or at least in the form of a labour co-ordination committee of all national Trade Unions and Industrial Federations for taking common counsel and unanimous decisions.

A resolution was also adopted in our Fourth Conference at Madras "On United Actions of the Working Class" wherein we proposed a broader organisation of the type of UCTU for building united movement of National Trade Unions and Industrial Federations. A copy of the resolution is enclosed for your perusal.

We hope, you will share our concern for preserving the unity and united action in the Trade Union movement.

We request you to inform us your views on our proposal for formation of a Confederation of all National Trade Unions and Industrial Federations.

We await your reply,

Yours fraternally,

P. Ramamurti

(P. Ramamurti)
General Secretary

Enclosure as above

On United Actions of the Working Class

This Fourth Conference of the CITU welcomes the growing unity among the Indian working class in several struggles on common issues. More and more sections of the working class are joining their united struggles, making trade union movement a powerful force against the onslaughts of capital.

The urge for unity among the workers is reflected in several united actions. The All India Convention of Trade Unions on trade union rights and for common demands held on September 18, 1977, the Convention of Public Sector Unions in Hyderabad and Delhi as well as the All India Convention against Industrial Relations Bill on November 19, 1978, were clear indicators of the united strength of the trade union movement in the country. The workers' march to Parliament on November 20, 1978 was an unprecedented demonstration, engulfing all sections of our working class.

In several strike struggles, local as well as industrial, all trade unions joined hands which compelled managements and the Government to accept the demands of the workers.

The Fourth Conference of the CITU conveys its warm greetings to all workers who have participated in these united struggles despite heavy odds. The CITU appeals to all the trade unions and the workers to redouble their united efforts so that a countrywide movement is built on the most pressing issues facing the workers.

1. against wage freeze and for need-based minimum wages;
2. for cent per cent neutralisation in rise in cost of living;
3. for bonus for all and drastic improvement in the present bonus formula in favour of workers;
4. for the right to work or unemployment relief to all rural and urban unemployed;
5. against all closures and retrenchment measures;
6. for full rectification in fraudulent price indices;
7. against interference of Bureau of Public Enterprises in wage negotiations in public sector;
8. to scrap Industrial Relations Bill and allied Bills;
9. for recognition of trade unions on the basis of secret ballot;
10. against police repression and gangster attacks during trade union struggles; and
11. for full protection to rights of women workers.

In the context of growing urge for unity, the CITU welcomes the statement of the consolidation conference of HMS, HMP and other organisations held recently in Bombay which gave special emphasis to unification of the trade union movement in the country. Though formation of one union in one industry is not immediately possible, the CITU is of the opinion that a broader organisation of the type of the UCTU will go a long way in building a united movement of several trade unions and industrial federations. The CITU will do everything to cooperate with other organisations in bringing about such unity to defend the interests of the working class.

ooooooooooooo
|

Dear Comrade,

Many thanks for your letter of May 19, 1979.
Our General Council discussed it in its July 79 meeting.

The AITUC has been and is for unity and united action of Trade Unions in the face of bourgeois onslaught. It has endeavoured sometimes without proper response from other trade union centres and at others successfully for united movement and action. We also tried for mutual consultations among Central Trade Union Organisations before deliberations in Industrial Relation Committee and also when the government called us for discussions eg. on 26th June 1978. At the time of firing on workers of Swadeshi Cotton Mill at Kanpur also we had appealed for joint solidarity cation at National level. In all these cases though the response was not ~~better~~ positive, efforts continued and now there is a comparatively better atmosphere for united move.

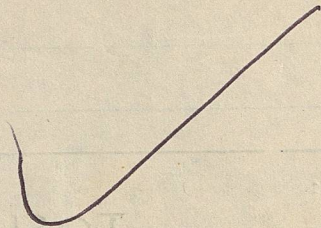
Ahe AITUC is for mutual consultations among Trade Union representatives before meeting are called by the government both at Central and State levels, with a view to presenting an united workers' point of view. Similarly on various issues that come up before the Trade Union movement, periodical consultations will be helpful. Expressions and active rendering of solidarity to struggling unions is very necessary. The deepening crisis of capitalism is bound to make the bourgeois government attack the toiling masses and in such circumstances united movement is the guarantee of successful defence of workers interests.

To achieve this objective we reiterate our policy of united action and we will like to have some sort of a co-ordination committee so that the movement is successful and on the following broad principles:

- a. It should be open to all trade unions including trade federations which will be an asset to the objective.
- b. All decisions should be taken unanimously. ~~There shall be no independent actions by the participants on common objectives should not be barred.~~
Independent actions by the participants on common objectives should ~~not be barred.~~
- c. The platform should function democratically. The modalities could be worked out e.g. it will have to have more than one convener/ secretaries.
- d. A code of conduct for such united platform should also be worked out.

This is because united actions on wage-freeze and Industrial Relations Bill and N.C.C., certain organisations have genuine feeling that some activities were not conducive to furthering the cause of unity. We should learn a lesson from it not to allow it to be repeated.

(X) At the time of joining on Warner of Swadeshi
Cotton Mill at Kanpur also we had appealed for joint
solidarity across all nation level ~~but important it~~
~~was not recognized.~~



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