

AITUC CONGRESS

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

President : ~~XXXXXXXXXXXXXXXXXXXX~~ M. S. KRISHNAN
General Secretary : ~~XXXXXXXXXXXXXXXXXXXX~~ HOMI DAJI

MINUTES OF THE MEETING OF THE
GENERAL COUNCIL HELD AT MADRAS ON 9.8.'90.

A meeting of the General Council of the All India Trade Union Congress was held at Madras at Vijay Shehsmahal and Vijay Rani Mahal in Vadapalani on 9.8.1990. 118 members attended the meeting. The meeting was presided over by ~~shri~~ Chaturanan Mishra.

1. The meeting was appraised of the agenda and the time-table ~~to~~ the Conference. The Council approved the same.
2. The General Council discussed the amendments to the Constitution as proposed by Homi Daji and circulated.

After detailed discussion the Council agreed to make the following Amendments to the Constituion:

Clause 5(a)(iv): The Union claiming affiliation shall be in existence for at least one year.

2. The delegation slabs in clause 17(a) are amended as follows:

- a) For membership ~~from~~ 250 to 500 - one delegate
- b) For membership ~~below~~ 250, several Unions to pool together their membership for the purpose of delegation.
- c) From 501 to 5,000 ~~upto~~ - one additional delegate for every 2,000 membership
- d) Beyond 5,000 upto 20,000 one delegate for every 2,000 membership.
- e) For membership above 20,000 one additional delegate for every 4,000 member.

Affiliation Fee:

The rate of affiliation fee has been increased to 50 paise per member per year subject to a minimum of Rs. 50/- (Rupees fifty only) This will be applicable from the year 190.

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The Council discussed about the formation of different Commissions and decided the following:

- 1) Commission No.1: Social Security and Housing
- 2) Commission No.2: Industrial Relations Law
- 3) Commission No.3: Lockout, Closure, industrial Sickness etc. Right to work and Employment.
- 4) Commission No. 4: Technology and MNCs.

The meeting ended with vote of thanks to the
Chair.

Chaturanan Mishra
(CHATURANAN MISHRA)
Chairman of the Meeting.

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A NOTE ON THE WORKING OF ESI SCHEME

The ESI Scheme in the country has been in operation since 38 years past. During this period the Scheme has not really grown either in quality or scale of its' benefits no new benefit has been introduced and no sector of unorganised workers which accounts for over 90 per cent of the total work force in the country has yet been covered. There has been talk from times to time of introducing new benefits such as the invalidity benefit or covering seasonal workers such as suger workers or unorganised workers such as the powerloom workers. But the talk has ended only in proposals and paper work. And this when the Schemes has been accumulating huge surpluses every year. The surplus during the year 1988-89 alone was to the tune of Rs.12,405.44 lakhs and the total accumulated surplus as on 31.3.1989 was of the order of Rs.55,679.27 lakhs. Accumulation of such huge surpluses in a scheme of Social insurance is against all cannons of social insurance. The valuation report of 1974 has passed strong strictures against the corporation for accumulating such surpluses and had recommended that in such conditions either the contributions be scaled down or the benefits be substanti ally improved. But even 15 years after this the corporation has been functioning on the same old pattern.

The corporation covered as on 31.3.1989 some 1,17,367 employers and 59.97 lacs employees. Fifteen years ago the corporation covered some 2.14 lacs employees. Even as on 31st March, 1988 the number of employees covered was 61.09 lacs. So here is a drop of 1.12 lacs in the number of covered employees in 1988-89 alone.

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And this inspite of covereage of new centres and new sectors of employment during the year. Even in this, there is a short-fall, for the target for new covereage for the year 1988-89 a was 67 centres out of which only 35 could actually be covered. So the Scheme has been moving forward limping with stagnation in several spheres, and sharp fall in the quality of service-especially on the medical side.

The reduction in the number of employees is caused by several sectors of employees crossing the eligibility limit of Rs.1600/-.

DETERIACTION IN QUALITY Of SERVICE:

Today there is gross dissatisfaction in the workers about the working of the scheme, particularly its' medical side. The diagnostic centres and Hospitals are usually under - starfed with vacancies in several specialities not being filled up for months and even years. Several important Medicines of every day use are not available under the Scheme, though they are freely available in the market outside. The quality of service in Hospitals is moving from bad to worse and does not inspire any f confidence. Things have come to such a pass that given the option several sections of workers would prefer opting out of the Scheme. It is the workers on the extended medical benefit or with heart ailments who ungrudgingly accept the utility of the scheme. But such workers are few and the vast number who suffer from ordinary ailments continues to remain dissatisfied with the service rendered under the Scheme.

CAUSES OF POOR QUALITY:

The causes of the poor quality of service are many and varied. Some are related to the inbuilt

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weaknesses of the Scheme. Firstly the corporation is supposed to be an autonomous organisation, But it's autonomy is more apparent than real. The Union Government has the final say in relation to it's policies and programmes, Secondly the working of the Corporation too is of a dual type. While it collects contributions and administres the cash benefits, the medical side is managed entriely by the State Governments except in Delhi. The approach to the programmes decided upon by the Corporation and its' priorities thus vary from State Government to State Government thus leading to uneven growth of the Scheme from State to State. Thirdly while the Union and the State Governments are insistent on retaining their control over the corporation, they are entirely opposed to contribute anything to the funds of the Corporation. The Union Government does not contribute anything and the State Governments contribute only 12.5% of the expediture incurred nly on Medical benefits in heir States the remaining 87.5% being borne by the Corporation. So sources of income of the corporation are thus limited to contributions from workers and the employers, Fourthly, the economic and fiscal policies of the Union Government lead continuously to inflationary pressures and to a price-spiral imposing mounting burdens on the corporation. The sky-rocketing prices lead to a continuous rise in he cost of administering the Medical benefits, making it difficult to maintain the standard of service. Lastly the bureaucratic administration and corruption which goes & with it, theft of medicines and pilferage of even milk and eggs meant for patients in many Hospitals make matters worse, and lead to workers setting their face against the scheme. This would be evident from the fact that when the eligibility limit was just raised from Rs.1600/- to Rs.3000/- many trade unions, opposed it openly.

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THE WAY TO IMPROVE THE SCHEME:

- If the working of the Scheme is to be improved-
- i the corporation must be made really autonomous and the Government control over its' working must be reduced to a minimum.
 - ii The non-official representation on the leading Bodies of the corporation, particularly the employees' representation must be substantially improved, and must be more than the official representation.
 - iii The Union and the State Governments must be enjoined to contribute to the Funds of the Corporation on the lines recommended by the ESIS Review Committee. The contribution of the Union Government must be linked to the price-index.
 - iv A perspective plan must be drawn up that would not only extend the coverage to seasonal and unorganised workers, but also introduce new benefits such as invalidity benefit and even unemployment benefit. These benefits too should be linked to the price-index. A factory and an employee once covered should always remain covered, though his contributions and cash benefits can be frozen at a Certain level. Employees should continue to receive medical benefits even after their superannuation.
 - v The working of the corporation should be democratised from top to bottom, the representation of employees and insured persons to be strengthened at every level.

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The Corporation must take over the administration of the medical Benefit from the State Governments. This would not only make the Corporation responsible for the working of the Medical side, but would also import uniformity in it. The present dual control and dual responsibility should be put an end to.

It is obvious that the present ESI Act would have to be substantially amended to achieve this. The present amendment Act of 1989 which is on anvil does not go far enough and seeks to introduce only nominal changes in the working of the Scheme.

The Trade Union movement and particularly the AITUC must raise it's voice and mobilise working class to act to achieve this.

(G.V. Chitnis)
Bombay.

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34th Session of AITUC
Madras, Aug. 7-12, '90.

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A NOTE ON SOCIAL SECURITY

I. The 34th Session of the A.I.T.U.C. notes with satisfaction that many of the demands raised in resolution on Social Security adopted in the 32nd and 33rd Sessions of the A.I.T.U.C. have been accepted resulting in major achievements for the working class throughout the country due to consistent efforts made by the A.I.T.U.C. at various levels.

A) UNDER THE E.P.F. AND MISC. PROV. ACT.

- (i) The rate of family pension for the survivors of subscribers who die while in service has been increased. The minimum pension has been increased from Rs. 140/- to Rs. 225/- per month and the maximum pension has been raised from Rs. 630/- to Rs. 750/- per month.
- (ii) The eligibility condition for entitlement to family pension i.e. the member having contributed to Family Pension Fund for a period of not less than one year has been reduced to contribution for a period of not less than three months.
- (iii) The benefits under the Employees Deposit Linked Insurance Scheme have been substantially increased.

Firstly instead of calculating average balance in the Provident Fund of the deceased number for the preceding 36 months, now average balance in the preceding 12 months will be calculated.

Secondly previously the subscriber was entitled to payment equivalent to his average balance in the preceding 36 months or the balance during the period of his membership whichever was less but not exceeding Rs. Two thousand. Now if his average balance in the preceding 12 months exceeds Rs. 15,000/- the amount payable shall be Rs. 15,000/- subject to a ceiling of Rs. 25,000/-.

Thirdly the minimum average balance in the account of the deceased subscriber for eligibility to the family pension has been reduced from Rs. 1000/- in the preceding three years to Rs. 500/- in preceding 12 months.

- (iv) The rate of contribution to the Provident Fund which was $6\frac{1}{4}\%$ and 8% was first raised to $8\frac{1}{3}\%$ for all. Subsequently this rate in respect of 96 industries has been raised to 10% .

- (v) The rate of interest on the Provident Fund Deposits has been raised to 12% for the year 1989-90. For the year 1990-91 the Central Board of Trustees proposal is 12.5%.
- (vi) An old age, Invalidity and Survivors' Pension Scheme has been drafted and is being discussed in the Central Board of Trustees.
- (vii) The forfeiture clause in the Provident Fund Scheme has been abolished. Now every subscriber is entitled to both the employer's and employee's share irrespective of the service rendered by him.
- (viii) The salary limit of workers for coverage under the Provident Fund Scheme has been raised from 2500/- p.m. to Rs. 3500/- p.m.
- (ix) The E.P.F. Organisation has set up its own recovery machinery for recovering the arrears due from employers.
- (x) The penalties for violation of the Act and Scheme have been enhanced substantially.

B) UNDER THE E.S.I. SCHEME

- (i) The rates of permanent disablement benefit and Dependents benefit has been substantially raised with effect from 1.1.1987. Now these rates are on a percentage basis taking into account the salary and age of the insured person at the time of disablement or death.
- (ii) Funeral expenses limit has been raised from Rs. 100.00 to Rs. 500/- with effect from 1.1.1987.
- (iii) The ceiling on expenditure on full medical care has been enhanced from Rs. 130/- to Rs. 160/- and the limit on expenditure on drugs/medicines was raised from Rs.25.00 to Rs. 65.00.

C) UNDER THE PAYMENT OF GRATUITY ACT.

- (i) The salary limit for coverage under the provisions of Payment of Gratuity Act has been raised from Rs. 1600/- p.m. to Rs.2500/- p.m. with the provision that the Government can raise it further by notification.
- (ii) For the purpose of calculating the days on which the employee has actually worked, the days on which he has been laid

off, the days on which he has been on leave with full wages earned in the previous year, the days on which he has been absent due to temporary disablement caused by accident arising out of and in the course of his employment and in the case of a female, the days on which she has been on maternity leave not exceeding 12 weeks will be taken as days on which he/she has actually worked.

- (iii) It has been clarified that in the case of monthly rated workmen, the 15 days wages shall be calculated by dividing the monthly rate of wages last drawn by him by 26 and multiply the quotient by fifteen.
- (iv) The Ceiling on payment of gratuity has been fixed at Rs. 50,000/- instead of twenty months' wages.
- (v) It has now been laid down in the Act that the employer shall arrange to pay the amount of gratuity within thirty days from the date it becomes payable and if does not make the payment in this period, he shall be liable to pay simple interest at the rate declared by the Central Government from time to time on long term deposits.
- (vi) The penalties for making a false statment or representation to avoid payment of Gratuity and fro non payment of gratuity and for non-implementation of the provision of the Act have been greatly enhanced. It includes compulsory imprisonment for a period from 3 months to 2 years and compulsory fine from Rs. 10,000/- to Rs. 20,000/- or with both.

II. The 34th session of A.I.T.U.C. reiterates its demand for a comprehensive and integrated Social Security Scheme which should cover the largest possible sections of the working people invluding workers in small scale and unorganised sectors of industry. Separate Social Security Scheme for agricultural workers be enacted.

III. This session further demands that an Old Age, Invalidity and Survivors' Pension be introduced at the earliest. Unemployment Relief and Family Allowance should also be introduced.

IV. In the meanwhile this session demands:

(a) IN RESPECT OF E.P.F. ACT AND SCHEME

- (i) The condition of infancy period, minimum service and wage limit be removed. The Act should cover all industrial workers but initially the coverage be extended to establishments with 10 or more workmen.

- (ii) All claims and applications for advances be settled within a period of 30 days.
- (iii) The pre-take-over and post-take-over arrears of Provident Fund in N.T.C. Mills be reimbursed by the Government immediately.
- (iv) Penal damages upto 100% of the amount in default should be levied on the employers.
- (v) The rate of contribution in the Textile and Jute industry should be raised to 10% immediately. Similarly the rate of contribution in all the remaining industries should be raised to 10%.

B) IN RESPECT OF E.S.I. Scheme:

- (i) Hospitalisation facilities be extended to the family members of insured persons in the remaining States.
- (ii) Full wages be paid as sickness benefit.
- (iii) The waiting period of 2 days be abolished.
- (iv) The condition that an insured person must have 90 days' attendance in six months in order to get sickness and other benefits should be scrapped.

C) IN RESPECT OF GRATUITY SCHEME:

- (i) The payment of Gratuity should be at the rate of 30 days' wages per year of service.
- (ii) The condition of 5 years' service for payment of gratuity be abolished.
- (iii) The condition of 75% attendance in seasonal factories for entitlement to gratuity should be scrapped.
- (iv) The provision for payment of maximum Gratuity upto a limit laid down in the Act should be abolished.
- (v) A Central Gratuity Fund be created.

V. The E.P.G. Board of Trustees and the E.S.I. Corporation be made autonomous bodies with equal representation from the Workers, Employers and the Government.

VI. This 34th Session of the A.I.F.U.C. appeals to the Government of India to concede the above mentioned justified demands and appeals to all the Trade Unions in the country to forge unity to achieve the above mentioned demands in the field of Social Security.

PROBLEMS AND STRUGGLE OF ANGANWADI WORKERS

1. There are about 4 lac Anganwadi workers in the country. Their organisation and struggle assume special significance because majority of them work in rural areas and all of them are women.

The Anganwadi scheme called Integrated Child Development Services Scheme, was launched by the Government of India in 1974 and it now covers almost all states and most of the districts in each state. The scheme covers rural areas and has recently been extended to slum areas in cities. From every point of view the scheme is well established and is very beneficial to the poor sections of the society particularly women and children.

The programme is funded by the Union Government and administered by the State Governments through their Department for Rural Development and through the Department for Social Welfare for urban areas.

2. An Anganwadi set up under the ICDS Project is the focal point for delivery of the package of services to children and mothers. An Anganwadi covers a population of about 1000 in rural and urban areas and 700 in Tribal areas.

An Anganwadi is run by a full time employee known as Sevika. The Sevika is assisted by a Helper known as Sahayika. The work sevikas is supervised by the Mukhya Sevikas (supervisors), BDO's (Block Development Officers) CDPO's (Child Development Project Officers) and Project Director.

Barring the sevikas and Sahayikas all others in the hierarchy are state government employees drawing salaries and allowances as per state government scales. But the sevikas and sahayikas which constitute the back-bone of the scheme are dubbed as 'Voluntary' workers and are not paid any wages or salaries but a petty honorarium as under:

Sevikas - Rs.275/- per month if she has passed S.G.C. Examination and Rs.225/- per month if she has not passed the exam.

Sahayikas:- Rs.110/- per month.

The Honorarium is a fixed sum and has been at the same level since the inception of the scheme. Only recently, after years of agitation and several representations a small increase of Rs.25/- is allowed to those who have worked in the scheme for over 5 years.

3. The Anganwadi Sevikas and the helpers are recruited by a committee comprising of the District Social Welfare Officers, the Block Development officer the Child Development Project Officer, the President of the Taluka Panchayat or 'Block Advisory Committee, the District representative of the State Social Welfare Board and any other non-officials designated by the State Government. After recruitment the Anganwadi Sevika is required to go through a training programme on completion of which she is awarded a certificate and given a posting.

4. The duties of the Sevika are:

- i) To survey the community and enlist beneficiaries;
- ii) To organise non-formal pre-school education for children in the age group of 3 to 6 years;
- iii) To ^{and} organise supplementary nutrition for children for expectant and nursing mothers;
- iv) To give nutrition and health education to mothers;
- v) to make home-visits for educating parents in child-development;
- vi) To elicit community support and participation in running the programme;
- vii) to assist primary Health Centre staff in the implementation of the Health Component of the ICDS Project;
- viii) To maintain the prescribed records and registers including work-reporting in ICDS Project;

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- ix) To report to the CDP or Supervisor any developments in the village or slum which require further attention;
- x) To maintain liaison with other institutions and individuals in the village, for example the Panchayat Mahila Mandal, the school teacher, Dai etc., and seek their support and participation in running the programme.

This list can be further extended.

5. The sevika has to maintain 15 different registers, make atleast 4 home-visits per day after the school hours (100 visits per month are obligatory) and note down minutes of discussion during the home-visits. All this takes more than 7 hours per day the schooling itself taking more than 3 hours - from 8 a.m. to 11 a.m. usually.

This would make clear the importance as also the onerous nature of the duties of the Sevikas. Further the Sevikas are subject to disciplinary action for any lapse on their part.

In brief, the work is of permanent nature and cannot be entrusted over such a long period of 15 years to voluntary workers. Moreover, voluntary workers are never subjected to such a discipline expected only of regular employees. These workers are in fact employed for the purpose of definite services and cannot by any stretch of imagination be termed as voluntary workers. They are given quotas in the Family Welfare Planning work, small savings campaigns and the like are required to explain for any short falls of targets. They are liable to transfers are issued memos and subjected to a cut in the Honorarium for any unauthorised absence.

This would make it clear that for all practical purposes the sevikas and sahayikas are regarded as Government Servants and treated as such. But when it comes to emoluments they are styled as 'voluntary workers' and paid only a paltry honorarium. This is sheer exploitation, to say the least.

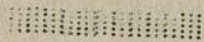
6. The government has other rural welfare programmes for the implementation of which they employ regular employees in the cadre of gram-Sevikas whose duties are similar to those of Anganwadi Sevikas are performed by the Gram-Sevikas and after a Anganwadi Centre is commissioned the Gram-Sevika is quietly substituted by an Anganwadi Sevika. But the Gram-Sevikas are class III Cadre of the Maharashtra State Government and their pay is fixed in the time scale of Rs.975/- to Rs.1540/- with all other benefits like, DA, LTA, HRA, medical benefits, casual leave, sick leave and all other rights and facilities enjoyed by the State Government employees, while Anganwadi Workers are deprived of all these and condemned to slog on a paltry pittance for years on end. This discrimination and exploitation is an instance of unfair labour practice practised by the Government and is also violative of Article 39(a) and 43 of the Constitution of India.

7. The Anganwadi Sevikas belong to economically backward sections of the rural community. Many come from the Scheduled and backward castes. Owing to the acute problem of employment in the country several graduates and D.Ed. degree holders are compelled to accept the job of Anganwadi Worker. The Government is exploiting this situation unscrupulously.

The emoluments of sevikas and Sahayikas fall short of even wages fixed under the minimum wage Legislation and of the norm prescribed by the Planning Commission according to which no wage should be below the poverty line.

8. The Anganwadi Workers have been agitating for justice since several years. They have taken out Marches and organised Dharnas in State Capitals like Bombay and Bangalore. But the State Governments point their finger at the centre saying that the scheme is a part of the Central Government Project and is funded by the Central Government and therefore any decision in this regard would have to be on the all-India level.

9. In recent months a number of actions took place in Delhi to press the demands of Anganwadi workers. One such action was organised by AITUC on 21st March 1990. Around 2000 women workers participated in the Dharna before Parliament and a delegation led by Smt G.eta Mukherjee, M.P., and Shri Sudam Deshmukh, M.P., met the Labour Minister, Shri Ramvilas Patil who expressed his sympathies. This question was also raised by Smt. Geeta Mukherjee in the Parliament in response to which the Prime Minister promised to take necessary steps soon. However, to this date no decision has been taken on this issue and discontentment continues to simmer in the minds of Anganwadi workers.
10. This question has also been taken up in the courts of Law. The organisations in Maharashtra and Karnataka have filed writ petitions in the High Courts for appropriate directions to the government.
11. Apart from AITUC other organisations are also in the field of organising the Anganwadi workers like NMS, CITU, Sarve Shramik Sangh, etc., AITUC has recently initiated a dialogue between them with a view to form a Joint Struggle Committee. These efforts are likely to yield positive results and a programme of Marches and Jail-Bhara Action is being chalked out at the time of Budget session of the Parliament.
12. It is necessary that AITUC and the National Federation of Indian Women mobilise their forces all over the country and make an all out efforts to make the Anganwadi workers' Struggle successful.



NOTE ON PRIVATISATION

1. The paper on 'Approach to the Eighth Five Year Plan' has limited itself to a brief para on the role of the public sector. Conceding that, "The public sector will continue to play a leading role in the economy", the Paper confines the areas in which it will focus as those where the private sector would not be interested or choose to enter, viz., infrastructure, key inputs, production and distribution of strategic commodities and provision of social services. Actually it complains that, "The public sector has of late entered numerous other areas of activity where its presence is not necessary to promote self-sustained growth of the economy, or to serve any essential social purpose", and "suggestes that such areas should be left to the private sector. It goes ahead further to state that, "there may be situations where greater private sector involvement or participation in areas hitherto largely retained with the public sector should be considered on a selective basis". In the sphere of power generation for instance, the Paper calls for "selective entry of private investment for capacity augmentation". The Paper also suggests offering shares of public enterprises to the workers and public while retaining government control, as a measure of raising resources and improving performance.
2. The New Industrial Policy Statement placed before Parliament on May 31, 1990 fails even to mention the public sector, leave alone defining its role in India's planned development.
3. The public sector has come to occupy a significant place in India's economy and even more so in popular concepts, so that it is not possible to deny its 'leading role in the economy'. But as is clear from the Approach Paper, the idea of the public sector "occupying the commanding heights of the economy" is no longer the fashion. It is supposed to concentrate on areas in which the private sector would not be interested, though even here, with, what the Approach Paper hails as their 'entrepreneurial ability and the capacity to mobilise financial resources on a large scale', the private sector's participation and involvement is increasingly welcomed. The danger of monopoly growth, of penetration of TNCs, of concentration of economic power, and the needs of influencing the nature investments in the private sector, of self-reliant growth etc. are being simply overlooked.
4. Thus, rather than strengthening this vital sector, correcting its ills and improving its performance, the attempt is to reduce its area of operation, to seek to dilute it, to advocate 'privatisation' and pave the way for private entrepreneurs, monopolists and even TNCs.
5. An orchestrated campaign of denigrating the public sector and a drive towards privatisation had already been launched by the previous government. This was in keeping with its policy of 'liberalisation'. The present government which claims that the 'people's mandate for change' calls for 'an alternative model of development' is in effect pursuing the same approach.

Arguments ranging from the inefficiency of the public sector, chronic losses and resource crunch, to the much vaunted efficiency and profit-making capacity of the private sector are trotted out for this purpose. The drive for privatisation has even entered the sphere of defence production which till now has been an exclusive/state activity. Even in Railways such sensitive work as track maintenance and maintenance of signalling equipment is being given on contract basis.

6. The drive towards privatisation is being pushed forward under pressure from the World Bank, which refuses to underwrite any economic pressure from the World Bank, which refuses to underwrite any economic policy strengthening and expanding the public sector. The World Bank even argues that if the state finances a significant share of the financial assets of the state sector enterprises, inflation is unavoidable. Both the World Bank and the ADB (in its recent Delhi session) have called for the virtual dismantling of the public sector.

7. The drive towards privatisation proceeds in several ways, - some direct and blatant, others subtle and insinuating. Thus:

-- Outright sale/offloading, or closure of state owned enterprises or those taken over and run by the state, as for instance in the case of several NFC mills;

-- Managements of certain public sector establishments are handed over to captains of industry, glorified as the last word in efficient management;

-- Areas exclusively reserved for the public sector so far, are thrown open to the private sector, on the plea of scarcity of resources and therefore the need to attract private capital, or of competitiveness which would stimulate efficiency and innovation. On this ground the door is thrown open also for the entry of TNCs. With a view to lure the private entrepreneurs, including monopolists, NRIs, TNCs and NRIs acting as fronts for TNCs, a package of incentives are offered which are not available for the public sector. For instance government is repeatedly issuing lovecalls to the private sector for participating in power generation and distribution, offering liberal terms of debt-equity ratio and the bait of an assured rate of return of 15 per cent, along with a hefty package of several other concessions.

-- Collaboration agreements with TNCs are encouraged in the name of attracting high technology. This is particularly hitting the capital goods industry in the public sector and crippling our own R & D.

-- Dilution of the public sector and a move in the direction of joint sector is being proposed, through participation of workers and public in equity. Though at present there is talk of retaining state control, this is a beginning towards

participation in the management by private parties. Incidentally, in many cases in private sector, the state financial institutions are the majority shareholders, though the management is in the hands of monopoly houses and families through their employees and nominees. Here it is said that the equity holdings by the state financial institutions would be utilised to influence longterm policies of the private sector, though in point of fact this is a joint sector and could be treated as such;

--- Components and supplies hitherto produced by the public enterprises are being offloaded on the private sector under schemes of 'licensed production'. This is being done even with regard to sensitive items of defence production. This sort of 'franchising' is also undertaken in the sphere of utilities and communication, road transport for instance;

-- Maintenance and several other categories of jobs connected with public enterprises are being increasingly given to private contractors;

--- In the name of introducing new model and line of production based on advanced technology and designs, the entire production facilities of public enterprises are sought to be handed over to private sector. A case in point is the Vehicle Factory, Jabalpur, where the existing production of vehicles is to be replaced by Tata-Mercedes Model.

8. The above is not an exhaustive list of ways of privatisation. It is for members of the Commission to point out from experience and personal knowledge all the ingenious ways in which privatisation is being pursued. If the drive for privatisation has not proceeded at the rate at which government and its policy-makers intended it, this is chiefly because there has been a ground-swell of resistance by workers, engineers and officers employed in the public sector. One may mention the case of Scooters (India) Ltd., the BEL (Patalganga) and so on. The January 21, 1987 strike by about 2 million public sector workers in India was also a landmark action directed against privatisation. Leading economists and public figures-whether in the ruling party or opposition, political parties have added their powerful voice. It is however left to the trade unions to expose concretely each case, build a fool-proof case and rally support so as to take advantage of this favourable atmosphere.

9. Here a distinction should be made between the opposition to privatisation and for the defence of the public sector on the one hand, and calls for 'nationalisation' of this or that industry on the other. Trade Unions demand the takeover of 'sick' mills or factories from the point of view of continued employment and ridding the mills or factories of the mismanagement which in the first place caused their 'sickness'. Sometimes for temporary periods they are even forced to reconcile to cuts in their existing emoluments or facilities won through struggles. These are then restored sooner or later,

determined by the strength and effectiveness of the concerned trade unions and how soon the establishment is restored to health. State take-over or nationalisation is not motivated by any impulse for socialism in the immediate future. Trade unions are aware of the multi-sectoral economy that prevails in India today. The fight is directed against monopoly growth, against political economic and technological sell out to TNCs, against neocolonial pressures and blackmail, against debt trap, and for a self-reliant growth in which the public sector occupies the 'commanding heights', influence investment and growth policies in the private sector, develops cooperative small tiny handicraft and self-employed sector, and contributes in building an independent agro-industrial economy which is both employment and growth-oriented. This is both a trade union and a political struggle -- struggle on specific issues as well as a struggle on policies.

10. Workers and their trade unions are seriously concerned about improving the performance and image of the public sector, and overcoming their deficiencies. These are mainly due to bureaucratism and unwarranted political interference. Corruption, wrong pricing, faulty choice of product choice and location, political consideration in appointments and decision-making, overstaffing in some section while there is understaffing elsewhere and a ban on recruitment prevails -- all these are responsible for bad performance. This can be countered only through democratisation of management, workers' participation in decision-making processes at all levels. Given such a sense of participation, a true 'work and service culture' can develop and workers' cooperation would be consciously forthcoming for improving productivity and service norms. The new industrial relations have to be tailored to this end.

11. The task of trade unions is thus two-fold:

-- Defend and protect the interests of the workers; mobilise wider sections of workers and people in support;

-- Defend and protect the public sector and oppose concretely every move for privatisation; rally the broad masses in this struggle.

...

PROPOSED AMENDMENTS TO AITUC CONSTITUTION

The following amendment is proposed in place of clause 17 of the Constitution:-

"For the General or Special Session of the AITUC the total number of delegates shall be 1200 to be distributed pro-rata as per the membership of each state.

The General Council/Executive Committee of each state shall allocate delegates in the manner it deems fit, keeping in view the importance of industries, their membership, small industries, the unorganised sectors and the various regions."

II.

The following provision be added in the constitution at a suitable place, preferably at 'aims and objectives':

"At all India level centrally and also at state levels through the state committees of All India Trade Union Congress, for educational activities, particularly for conducting Trade Union classes for the members of the affiliated trade unions, the AITUC will take grants-in-aid from the Central Government Workers' Education Board and from such other institutions as and when necessary."

Proposed by Com.C.R.Bakshi.

III.

- 1) Total Delegates should not exceed 1500 including Invitees, Veterans, Observers, Fraternalists etc.
- 2) Total number of Delegates etc. are to be fixed up on the basis of Membership of Unions/Federations by the Working Committee of AITUC/General Council and distributions of delegates will be made by the Working Committee/General Council among the State TUC/Federations (Central) on the basis of their respective membership.
- 3) Few Delegates for the Central functions and comrades abroad are to be reserved by the Working Committee.
- 4) State TUCs will have to distribute their delegates (given by the Centre) among the District Councils/Federations and State-basis Central Unions on the basis of their membership.
- 5) Elections of the All India Delegates will be made by the respective District Conferences/Extended District Council Meetings of representatives' meetings of the Districts. Federation or State-level Unions will elect their delegates by their Annual Conferences or by Extended meetings of the Ex.Comrades.

- 6) State Working Committees will conduct all these elections and in extra-ordinary cases Working Committee may elect State Delegates.
- 7) In the Conference year, affiliation fess for the previous year or years must be cleared within May 31, without fail upon which number of delegates will be fixed up. Affiliation fess must not be accepted during the period of AITUC Session. This method is to be followed strictly. At first, it may create some difficulties, but ultimately, while process will start, there will be no difficulties.
- 8) Disbursement of Affiliation fees:

For the regular functionings of District Councils, Organisational importance should be given in all respects including disbursement of Affiliation fees as follows:

AITUC Centre	{	30% of deposited Affiliation fees.
State TUCs	{	30% of deposited Affiliation fees.
Dist. Councils	{	40% of deposited Affiliation fees.

All English-knowing or Hindi-knowing Unions must deposit subscriptions (Annual) for TUR or AITUC Samvad along with Affiliation fees.

Re: Constitution of Working Committee: Every year 20% of the Working Committee members will retire and will be substituted by new members for the purpose of covering generation gaps."

Proposed by Comrade Gobin Karar

IV.

In clause 1, after the end of the para a new para as hereunder to be incorporated.

Emblem. "The emblem of the AITUC shall be crossed hammer and sickle in white: against a red background with a circular inscription in white "ALL INDIA TRADE UNION CONGRESS" or a translated version of the same in any Indian regional language."

Flag 'Flag of the AITUC shall be red flag of which length shall be one-and-a-half times its width. At the left side a vertical inscription of 'AITUC' in white, and in the centre of the remaining space a crossed hammer and sickle in white shall be there."

1. After 2(g) add a new (h) and (i) as follows:

"h) To fight Neo-colonialist offensive of Imperialism in all spheres of our national life, to establish for a New International Economic Order and also for a New International Information and Communication Order."

i) To fight against the Imperialist policy of destabilisation, to fight against separatism, religious fundamentalism, terrorism, casteism which are threatening our country's national integrity.

2. In clause 8 (page 8) a new sub-clause (vi) should be incorporated as follows:

"(vi) District bodies under the direct guidance and control of state bodies."

3. In page 15, after the sub-Title "State Committees" Cl.30- a), b), c), d); a new sub-Title entitled "District Committees" along with new clause number should be as follows:

a) "Affiliated unions in every district shall form a district committee of the AITUC under the direct guidance and control of the State Committee. Every union in the district, affiliated to the AITUC shall automatically form a part of the district committee. The district committee shall manage their affairs according to rules to be framed by the state committees, which must not contravene the spirit of the AITUC Constitution."

b) Out of the collection of Affiliation fees from unions the district committees shall be paid forty percent.

c) Share of Levy as fixed by the state committees shall be 50 percent for the respective district committees.

d) Cl.30 (d) shall also be applicable in the case of district committees.

e) All District Committees elected from the Conference of the affiliated unions of the district under the guidance and control of the state committees, may or may not constitute two tiers of committees, e.g.

- :4:
- i) District Council (if necessary) consisting representatives from all unions of the district.
 - ii) District Committee consisting of the following Officebearers as follows:
 - * One President
 - * One Working President (if necessary)
 - * Not more than 7 Vice-Presidents
 - * One General Secretary
 - * Not more than 7 Secretaries
 - * Not more than 2 Office Secretaries
 - * One Treasurer
 - * Not more than 2 Assistant Treasurers
(if necessary)
 - f) All District Committees shall be entitled and empowered automatically, to conduct Trade Union Education Camps with all kinds of assistance of the Central Board for Workers' Education, 1400 West High Court Road, Gokulpeth, Nagpur - 10.

No special permission from State Committees by the district committees shall be necessary for applying to Central Board for Workers' Education. District Committees shall directly apply, plan and implement T.U. education camps. Financial transactions with C.B.W.E. and finalisation of accounts with them will be done by the district committees.

5. In Page 15, Clause 30 (b) replace the word 'fifty' by 'forty'.
6. In Page 10, Clause 17(a) to (d) delete, and replace as hereunder:
 - 17(a) For a serious, in-depth and thorough discussion and debate on the agenda of the General or Special Session of the AITUC, number of elected delegates for the said sessions should not go beyond one thousand in case of General Session and five hundred in case of special session of the AITUC.

The basis of exact representation of delegates from respective states and/or union territories shall be fixed by the General Council of the AITUC who convene such session. Formal convenor of the sessions both 'General' and 'Special' shall be General Secretary.

- a) In fixing the basis of delegation the General Council shall allot a certain number of delegates to be elected from the state conference and also from the District conferences along with the number of delegations to be elected by different unions.

All unions/federations having paid membership above 5000 shall be given direct representation but below 5000 all are to be represented by State/District bodies. The concrete details to be worked out by General Council of AITUC.

- b) Delegate's cards will be issued on production of a certificate of election by the Secretary of the State/Union territory committee and or unions on payment of delegate fees to be fixed by the G.C. before such sessions.
- c) To ascertain the number of delegates which States/Union territories/Districts/Unions are entitled to send to the General or Special Session of the AITUC, the basis shall be the number of paying members existing on the register of the union and deposited to the district and state/union territory committees of the AITUC for the year prior to the session of AITUC, duly certified by the auditor.
- d) Before the General and/or special session of the AITUC all state and District Committees must convene their respective conferences and such conference, must conclude atleast before 15 days from the date of commencement of the General/Special Session of the AITUC. But all district conferences must be made complete before the commencement of the state conferences.

Agenda of such State/District Conferences shall be:

- (i) General Secretary's Report
- (ii) Statement of Accounts
- (iii) By-laws Framing or Amendment
- (iv) Programme for the future
- (v) Miscellaneous

Proposed by Com. Anil Dutta.

35

A NOTE ON THE PROBLEMS OF WORKING WOMEN AND THE
TASK OF AITUC IN BUILDING THEIR ORGANISATION

PART I

///hen we discuss the problem of working women it may be necessary to have an over view of the workforce in our country, women among them and how little they are organised and still less their participation in the Trade Union Movement and struggles.

According to 1981 census India had a population of 662.9 million, of which 343.93 million were males and 321.36 million were females. Of the 321.36 million females there were only 44.97 million were the main workers (main worker means those who work more than six months in a year) ; who constituted barely 13.99 percent of the female population. Of that 44.97 million female main workers of the country 20.77 million (46.18 %) were agricultural labourers ; 14.93 million (33.20 %) were cultivators, 2.06 million (4.59 %) were working in household industry ; 7.21 million (16.02 %) were engaged in other activities. The statistics mentioned above present the dismal picture of women in employment. This reveals another factor that women in India are mostly employed in unorganised sector and they are doing sweated labour.

According to the planning commission only 3% of the working women are organised in trade union movement. This speaks volumes about the unorganised nature of working women in our country. This brings out also the task of Trade Union Movement in this sphere to organise the unorganised. This tragedy will look more grim when one comes to know that even most of these women who are members of trade unions are just passive members, indifferent to their problems.

It is from here that we begin our discussion about working women, the possibility of bringing them to the mainstream of Trade Union Movement and mass struggles.

It is necessary to note in this background some of the realities of to-day in relation to working women. The existing socio-economic structure has worked against the women workers both in organised and unorganised sectors and reveals the lack of a labour policy. Trade Unions as well as Government agencies have pointed out that laws are there to ensure some basic minimum right to these women workers but have been flouted by non-implementation. These laws include " Minimum Wages Act, The Maternity Benefit Act, The Contract Labour (Regulation and Abolition Act) and The Equal Remuneration Act. "

PART - II

In the recent decades the United Nations, ILO and other International Organisations started taking interest in the problems of women and particularly the problems of the working women and initiated process of discussion and consultations. As a part of this process the W F T U in cooperation with many national and international organisations organised the Vth World Trade Union conference on the problems of working women in Sofia in September 1989. This international conference has updated the working women's charter highlighting the role of the working women in the economy and society, the need for more active participation of working women in Trade Union.

W F T U has got a permanent Women's Commission and W F T U has directed to all its National affiliates to set up women's commission and carry on work among the working women.

In response to the initiatives of U.N. during the International year for women and decade; the Government of India also took number of positive initiatives. It had set up commissions and brought out valuable reports such as "Report on the Status of Women", The National Perspective Plan for women, shramashakti. It may be recalled that parliament had adopted number of meaningful legislations ensuring better status, living and working conditions and more facilities to women.

It was unfortunate that women as a whole in our country were almost unorganised and that was the reason they could not fully utilise the favourable situation emerged during this period. The glaring weakness of Trade Union Movement in not having an organised working women movement had revealed itself at this juncture.

PART - III

It was in this background for quite some time the AITUC leadership had been making efforts to organise working women in our country. They had been asking the State Trade Union Centres to take initiatives and organise working women. Though these efforts were going on, the response from the state units were not quite encouraging. It may be noted that the AITUC centre was also not having a machinery to continuously pursue this work with the State units and individual unions. To AITUC's appeal a few state units responded to it but they were doing it in a formal sense. Hence the result was not very positive.

It gives room for doubt whether various levels of AITUC leadership there was any seriousness to organise working women.

PAGE : 3

Following were the main reasons for it:

1; ~~There was a lack of conviction at all levels of AITUC leadership itself regarding the need for organising the working women.~~ This was more glaring at state levels and below. It may be pointed out that some important states even, refused to do anything in relation to this work. A few states obeyed the centre and did formal work. In short very few comrades and very few states took this work with the seriousness it deserved.

2: The AITUC centre formulated a charter of demands and sent it to states with a view to helping them to organise working women and to launch a campaign. Despite repeated request to comply with that work the response was hardly encouraging. A few states had translated the charter and meetings were held but there were no follow up actions. (Since the demands in the charter are known it is not repeated here).

3: After lot of consultations at different level, a petition to parliament was prepared by the centre and sent to states for collecting signatures while doing so the idea was that it would help the state committees to approach individual unions for collecting signatures and campaign the demands among the working women and form nucleus of the organisation at factory level. It is unfortunate to say that this too was responded by state and unions in a very formal way (However in eleven state languages the petition was translated to collect signatures)

A creditable number of signatures could not be collected though the petition was submitted to parliament with less than 30 thousand signatures. It happened not because AITUC could not have launched an effective campaign but ^{it looks that} comrades in the states and union leadership were not convinced of the need for working women's organisation and their campaign.

While concluding it has to be noted that all the efforts made so far in this field has not produced satisfactory result. But at same time it has to be noted that this is a vast field with tremendous potential.

Keeping this in view, this conference has to discuss and work out a programme of action in the field of organisation as well as a realisable campaign. We should also see that working women organisation becomes inseparable part of AITUC at all levels.

...4/P

Hence following tasks are proposed:-

1(a) A team of at least two women comrades be put in charge of the working women of AITUC at the centre to work under the guidance of a member of the secretariat of AITUC. Similar arrangements be made in the State Trade Union centres. It should be assured one woman cadre should be assigned at the state centre to work in this front under the direct guidance of the leadership,

b) There are certain sectors where working women could be organised more easily and effectively as women constitute majority in those industries. Particular attention may be paid in plantation, Banking, electronics, Garments, Agriculture, Teaching profession, Medical and Para Medical profession, Beedi, Cashew, Coir, Fisheries etc., AITUC has to make serious efforts in organising working women in these sectors. The concerning federations should take up this with definite plan and allot suitable grades to do the work.

2) The State level meeting of leading women comrades in trade union may be convened within one year to chalk out a plan for organising working women at state level.

3) By the end of 1991, on the basis of the year long preparation on all India Convention of the working women should be held.

4) For effective co-ordination of this work it is necessary for AITUC centre to bring out, a cyclostyled 'News letter' for the working womens wing. It may help the co-ordination.

We are sure that this conference at Madras will discuss and work out a concrete plan of action for building an effective movement of working women in our country.

(A draft document for the discussion in 34th Session of the AITUC at Madras)

By

Bulu Roy Chowdury
24, Canning Lane,
NEW DELHI.

add
5) AITUC all India Centre should keep separate funds for organising working women. The state Centres should contribute to this fund.

6) Regional Committees in 5 regions to be formed to coordinate the activities. These committees should be formed by the New General Council.

7) 8th March 1991 to be observed by the AITUC in all its units and take the character of demands of working women to grass-roots levels.

35

NOTE ON PARTICIPATION OF WORKERS'
IN MANAGEMENT BILL.

The Central Government has introduced "The participation of workers in Management Bill in the Parliament.

Definitions: 'worker' means any person employed in any industrial establishment to do any manual, unskilled, skilled, technical, operational, clerical supervisory, managerial or administrative work.....".

This definition goes far beyond the definition in the I.D.Act. The other definitions lead to confusion as they are just the reverse of normal usage for instance:

"workman" means any worker but does not include who is employed mainly in a managerial or administrative capacity or supervisors drawing more than Rs. 1600 monthly.

Instead of this confusion the workers definition could be continued as it is and "other workmen" could be used for the supervisors, managers etc.

At the shop floor and establishment level the council shall consist of 50 percent management representatives and 50 per cent workmen representatives who will be from amongst the workers.

At the Board level there shall be 13 percent workmen representatives and 12 percent representatives of other workers. The representatives of workmen shall be directly elected or nominated by the union.

The subjects to be dealt with by the shop level committee are 1) production facilities, 2) storage facility in a shop 3) Material economy 4) operational problems, 5) wastage control 6) hazards and safety problems 7) Quality improvement 8) cleanliness 9) monthly targets and production schedule 10) cost reduction programmes 11) formulation and implementation of work systems 12) design group working and welfare measures related particularly to the shop.

The establishment level council shall deal with:

Operational area shall be:

1. Evolution of productivity schemes taking into account the local conditions, 2) planning, implementation, fulfilment and review of monthly targets and schedules 3) Material supply and it's shortfall 4) storage and inventories 5) House keeping 6) Improvements in productivity in general and in critical cases in particular 7) encouragement to and consideration of suggestions 8) quality and technological improvements 9) Machine utilisation knowledge and development of new products 10) operational performance figures, 11) matters not resolved at the shop level or concerning more than are shop 12) and review of the working of the shop level bodies.

Economic and financial areas: 1) Profit and loss statement and balance sheet, 2) Review of operating expenses, financial results and cost of sales, and 3) Plant performance in financial terms, labour and managerial costs, market conditions etc.

PERSONNEL MATTERS:

1) Absenteeism 2) Special Problems of Women workers 3) Initiation and supervision of workers' training programmes and 4) Administration of social security schemes.

WELFARE AREAS:

1) Operational details 2) Implementation of Welfare Schemes, medical benefits and transport facilities 3) Safety measures 4) Sports and games 5) Housing 6) Township Administration, Canteen etc. 7) Control of gambling, drinking and indebtedness.

ENVIRONMENTAL AREAS:

1) Extension activities and community development projects and 2) Pollution control.

COMMENTS

The approach paper to the Eighth Five Year Plan mentions workers participation in productivity improvement and not participation in management as such.

The bill more or less provides for the schedules which were notified in the gazette in 1983, but places the same on the statute. It also provides for representation on the board.

The Government retains the right of exempting any industry from the provisions or some of the provisions of the Act and also discretion in implementing the scheme.

The Bill provides for appointment of inspectors for the purpose of the Act, but it is not clear on whose complaint or Suomoto the inspectors will act. It is also not clear how the five point job assigned to the inspectors are related to the implementation of the scheme.

The bill further provides for a monitoring Committee - a tripartite Committee to be appointed by the Government "to review and advise the said Government on matters arising out of the administration of this act, any scheme or any rules made there under".

While the consensus at the seminar was that the workers representatives shall be nominated by the Trade unions, whose relative strength shall be determined by secret ballot, the bill provides for election by the workers or nominated by the registered trade unions thus creating ambiguity.

The Bill states that if there is difference of opinion between the workers and the management representatives management shall take a decision. Thus participation in management is reduced to consultation. The works Committee did not function as it had no right to take decisions.

The consensus at the Seminar was that at the Board level non-worker representatives can participate but the bill restricts to representation by workers only. For the Board level no schedule is given. As per Company Act the chief executive can take decisions and then approach for ratification. In the case of introduction of new technology, diversion of finances, tackling redundancies and early symptoms of sickness, the chief executive can implement a decision and come to the Board for ratification thus defeating the very purpose of the legislation. The bill ought to contain a schedule for Board level as well. The management should depute a person at the shop and establishment councils who have authority to take decisions.

If the joint councils have no authority to take decisions, they will turn into tripartite bargaining councils or become defunct as the workers is not really involved in decision taking.

The Seminar was of the opinion that fifty percent of the members of the Board should be representing the workers and other employees. The same is reduced to 25 percent and actually the workers have only 13 percent representation. The supervisory and managerial cadre is given representation which is out of proportion.

Thus the proposed legislation is not in line with the broad consensus arrived at the Seminar or the Indian Labour Conference. The bill needs to be amended and not deviate from the consensus arrived at the Seminar.

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* PLEASE NOTE THE CHANGED TELEPHONE NO.
*
* OF RECEPTION COMMITTEE,
*
* 34th SESSION OF THE AITUC, MADRAS.
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* Telephone: 834869.
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"AITUCONG"

Telephones : 386427
387320

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

24, CANNING LANE, NEW DELHI - 110001

President : ~~CHATURANAN MISHRA~~ M.S. KRISHNAN

General Secretary : ~~INDRAJIT GUPTA~~ HOMI F. DAJI

23 August 1990.

To
The Registrar of Trade Unions,
Delhi Administration,
DELHI

S i r.

Re. Amendments of the A.I.T.U.C. Constitution -
(Regd.No.1852 dated 12 September 1973)

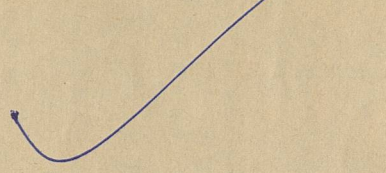
The General Council of the A.I.T.U.C., in its meeting held in Madras on August 9, 1990, adopted in terms of Clause 31 of the Constitution, amendments to Clauses 5, 6, 9 and 17 of the A.I.T.U.C.-Constitution as detailed in the enclosure herewith.

Please accord registration to these amendments at an early date.

Yours faithfully,

Homi F. Daji
GENERAL SECRETARY.

Sent under P.C.



(Re. 1+2 2 Rs. 3) -

5. 11. 1990.

Mrs. M. Bassi,
Joint Labour Commissioner,
Delhi Administration,
15-Rajpur Road,
Delhi 110054.

Dear Madam,

Sub: Amendments in Constitution of AIFUC

.....

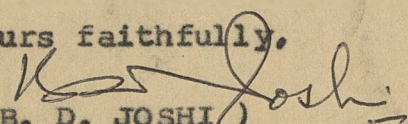
Kindly refer to your communication No.F.10(1852)/RTU-10770, dated 30.10.90, on the above subject.

In this connection I have to submit that the newly elected General Secretary of this organisation, Shri Homi Daji, has been unexpectedly held up in Indore due to communal flare-up and is not expected to be back at the Head-quarters in New Delhi for quite some time. As all the relevant record, including the minutes-book, attendance record, advance notice of amendments, etc. are locked up in his official almira, it will not be possible for us to produce them before you on the 8th November as desired by you.

The undersigned, therefore, requests that another date preferably after the 24th inst. may kindly be fixed for production of material documents referred to in your communication. The request is being made due both to the absence of the General Secretary as well as due to the ^{undersigned} ~~unorganised~~ and other officers of the Organisation having to proceed abroad to attend the World Congress of the World Federation of Trade Unions.

Thanking you,

Yours faithfully,


(B. D. JOSHI)
Secretary.

Delivered by
hand also (this Com. Secy
of KTEU)

527/11/90

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

24, CANNING LANE, NEW DELHI - 110001

AITUC Conf.
MADRAS AIC
etc

President : M. S. KRISHNAN
General Secretary : HOMI DAJI

04 October 1970

Dear Comrade Krishnaiah,

Thanks for the accounts statement. Will you kindly give the details of the expenditure on decoration of Dias and separately that of stationery and presents?

Similarly, if possible the amounts of each of the cheques nos 154669 and 155802 as also for items they have been issued.

Since our accounts of the AITUC are audited by CAs, this will be help us in explaining.

With greetings,

Yours fraternally,

(Homi B. Daji)

Com S.C. Krishnan
AITUC, Madras.

NOTE ON PENSION SCHEMES

In almost all the public sector undertakings it is agreed that pension scheme will be introduced. In some undertakings it is also agreed that workers and management will each contribute two percent of the wages. In coal earlier it was planned that the family pension contribution out of Provident Fund which includes share of employer, employee and the Government at 1.16 percent each will also be included but the Government rejected.

The Government is planning to introduce a pension scheme under the provident fund scheme and three schemes are under discussion.

The All India Bank Employees Association has been offered Central Government Pension Scheme provided the employers contribution to the Provident Fund goes to the pension fund. The C.I.F.U. and B.M.S. are arguing there that pension should be third benefit. In State Bank of India pension scheme existed earlier which is lower than the Central Government scheme. Subsequently the Gratuity Act was legislated and that had to be paid as per law. But the other Bank employees get higher rate of gratuity as it is based on an agreement.

The Electricity Board employees of Andhra Pradesh and also the Rajasthan Road Transport Corporation employees have opted for Central Government Pension Scheme. The Karnataka State Road Transport Corporation and the A.P.S.R.L.C. have gone for pension scheme based on 2 percent contribution each by the employers and the employees.

While discussions are going on in the provident fund board, there have been some discussions in the Sub-Committee in BHEL, and the joint committees in SAIL and Coal. In Indian Oil some scheme is worked out. But the B.P.E. has informed the managements that the Government is working out some scheme.

That scheme naturally also depends on what the Provident Fund Board decides because whatever is decided by the Provident Fund Board will be applicable to all the workers covered by the Provident Fund Act.

The first option available is to opt for the Central Government scheme. The benefits will be that the pension rates have been increased and D.A. is increased with the increase in the cost of living. The pensioner can immediately commute one-third of the pension and gets two thirds of the pension. If he lives beyond 15 years the full pension is again restored. Then there is the family pension and dependants pension etc.

The only condition will be that the contribution of the employer shall go to the Pension Fund. If a member has already drawn whither whole or part of the managements contribution, he will have to reimburse it in instalments in the remaining service or gratuity. But the worker will get pension for his full service.

L.I.C. PENSION SCHEME

L.I.C. has two pension schemes. One is that every month the contribution of both the management and the workers is deposited and depending on the amount and the years of service the pension rates are fixed.

The rates are calculated on the basis of accumulation plus 11 percent interest.

The second scheme is that the contributions are deposited with the trust which can earn interest upto the rate of 12 percent. In case of retirement or death the total amount standing in the name of the member is deposited in the the name of the member and pension is paid on the basis of the amount is deposited and for the period for which pension is stipulated i.e. 5 years, 10 years, 15 years etc. It is not possible to earn higher interest as the amount is to be put in secured deposits.

The details of both these schemes are available.

In provident fund is considering a pension scheme inclusive of family pension or dependants pension.

1) Eight and one third percent being contributed by the management shall go to the pension fund. If the Provident Fund rate is increased to 10 percent the remaining 1.67 percent will be deposited in the Provident Fund. The Government's contribution of 1-17% will remain in the Provident Fund.

The apportioned corpus of the employees family pension fund will be transferred as corpus to the pension fund and earn $8\frac{1}{2}$ percent interest. The future contributions will attract 11 percent.

New entrants

An employee reaching the age of 60 years with 20 years of service will get pension between Rs. 1000 to Rs. 1500. Age of retirement below 60 but 20 years service may get about Rs. 1250/-. Age of retirement 60 years but service between 10 years and 20 years will get about Rs. 600/-.

Existing Pensioners

Future service pension

Age less than 50 years - $\frac{1}{75}$ of pensionable salary per year of pensionable service Rs. 333 to Rs. 1500 per month.

Age between 50 and 55 - Rs. 300 p.m.

Age over 55 - Rs. 200 p.m.

On the basis other details such as family pension, dependants pension etc. have been worked out.

The expert group of the Provident Fund Board submitted two schemes:

- 1) minimum benefit scheme and
- 2) Maximum benefit scheme.

Minimum benefit scheme:

The scheme is proposed to be financed by a contribution of 5% per month from the date of commencement of the scheme, out of employees, employers and Government towards the family pension scheme @ 1.6% of pay for each i.e. a total of 3.50%.

The employers and Government contribution to the deposit linked insurance scheme (amounting to 0.75%) and the remaining 0.75% would have to be realised from employers and employees as additional contribution. The initial corpus of the fund for financing the scheme is to be created by diversion of the existing family pension scheme and deposit linked insurance scheme.

This scheme envisages payment of retiring, disablement and family pension.

The proposed rates of retiring pension under this scheme are as follows:-

Age at the time of commencement of the scheme.	Rate of Pension
a) 50 years or less	16% of salary subject to a Minimum of Rs.200/- and Maximum of Rs.400/-.
b) between 50 to 55 years	13% of salary subject to a Minimum of Rs. 200 and Maximum of Rs. 325/-.
c) over 55 years.	10% of salary subject to Minimum of Rs.200/- and Maximum of Rs. 500/-.
For new members	Minimum of Rs. 500/- and Maximum of Rs. 1250/-.

The financing of this scheme will require a contribution of 8.33% from the date of commencement of the scheme out of which 4.25% will come from the existing contribution and the balance of 4.58 percent will have to be realised as additional contribution from employers and employees.

The initial corpus by diverting the family benefit scheme and the deposit linked insurance.

The above schemes should be discussed and suggestions given to the Comrades on the Committees.

.....

RIGHT TO WORK AND JOB OPPORTUNITIES.

The national front government has announced that it will ensure "right to work" as a fundamental right in the constitution.

There are about 4 crore registered unemployed in the country apart from the large number of partially employed persons in the rural areas. There are a large number of educated unemployed and the human resources are being wasted. Due to closures and retrenchment ever new sections are added to the already unemployed.

Since the Government stands for right to which means providing full employment the 34th session of the A.I.T.U.C. urges the Government to take the following and other measures so that the right to work may become effective in practice. The approach paper to the eighth five year plan proposes steps to increase employment at the rate of 3 percent per annum, and now it is reduced to 2½ percent. It seems the Government is considering steps to provide employment to atleast one member in the family.

The A.I.T.U.C. 34th session urges upon the Government to ensure speedy implementation of land reforms and provide finances for reclamation of land. Encourage tiny and village industries and if necessary subsidies should be provided. Small scale industries specially for packaging and preservation should be encouraged. Industrial centres should be developed in the rural areas specially for agrobased and forest based industries.

Construction of small irrigation projects, roads, and housing will provide employment to a large number.

With a view to achieve universal literacy a large scale literacy programme and compulsory primary education should be started and this will provide employment to a large number. If the engineers and technicians are provided finances and marketing facilities large number of them can get self employment and also generate employment in small scale sector.

Thus there are vast vistas for providing jobs for all, if the Government involves the local bodies, the state Governments and motivate the people to take initiative. The Government should see that the financial institutions provide the finances, expert advice is provided by some authority and a marketing mechanism is created. For the large scale sector to grow there are sufficient chances.

Thus the plan should be oriented towards growth in productive forces and jobs for all. The working hours of the workers and the retirement age should be reduced without loss in earnings so as to increase the job opportunities.

The 34th session of the A.I.T.U.C. urges on the Government to have a wider discussion on the problem of unemployment and see that such schemes are adopted that go to provide jobs for all and the right to work is made effective.

35

IN DEFENCE OF NATIONAL UNITY AND AGAINST THE
COMMUNAL AND DIVISIVE FORCES

The 34th Session of the AITUC is extremely concerned about the danger posed to the unity and integrity of the country by the communal and divisive forces.

The Vishwa Hindu Parishad, supported by the BJP, RSS, Shiv Sena, Bajrang Dal and other such communal organisations and forces have resolved to implement on October 30, 1990 ~~xxx~~ their decision to go ahead with the construction of Rama Mandir on the disputed site. It is already carrying on its campaign in a big manner throughout the country to enlist lakhs of volunteers for Kar Seva. The Muslim communal forces are equally active, adding to the communal tension. All these acts have already led to not only communal tension in various parts of the country but also conflicts between one community and another. It has resulted in the murder, killings and death of innocent persons as well as loot of property worth crores of rupees. More than all these communal clashes have resulted in class unity, the unity of the toilers being disrupted only helping the exploiters, vested interests and communal elements.

Apart from communalism and danger of communal riots, the terrorists' activities in Punjab, Kashmir and Assam are posing a grave threat to the unity and integrity of the country.

The 34th Session of the AITUC takes note of this and welcomes the bold stand taken by the National Front Government and the Uttar Pradesh Government that they would stand by the verdict of the court and take stern action against all those communal forces which try to threaten law and order. It also appreciates the massive campaign already unleashed by the ~~workers~~ working class and other sections of the people of U.P. against these communal and ~~the~~ divisive forces.

This Session wholeheartedly welcomes the decision of the major central trade union organisations of the country to hold an All India Convention of Trade Unions for national unity and against communalism and the divisive forces on 19th September 1990 and hopes that it will be a prelude to unleashing a joint campaign on the issue. The Session calls upon all trade unions of the AITUC to make this convention a mighty success and to participate wholeheartedly in the joint campaigns in the coming days for communal harmony and national unity and integrity."

Approved

(Litavale)

9-8-90

Vice President of AITUC

presided over the meeting

M. S. Krishnan

उत्तर प्रदेश ट्रेड यूनियन कांग्रेस

[एक को राज्य कमेटी]

द्वारिका सिंह

अध्यक्ष

बासुदेव पाण्डेय

महामंत्री



७ विधेश्वरनाथ रोड, लखनऊ

पत्रांक.....

दिनांक.....

Comrade,

I am enclosing the list of delegates from Uttar Pradesh which is eighty and not 69 as reported.

I will be grateful if you correct the error that has crept in
Thanking you,

Comradely yours
B. Pandey

(Basdeo Pandey)

General Secretary.

List of the Delegates from U.P.

1. Com. T. N. Kanna.
2. " Jamuna Singh
3. " Satya Narain
4. " Arvind Ray Swaroop.
5. " R. K. Bhatnagar.
6. " Pratap Singh
7. " Satya beer Singh
8. " I. D. Verma
9. " Balwant Singh
10. " S. P. Sharma
11. " A. P. Mishra
12. " B. Mukherji
13. " Virendra Prasad
14. " Lallan Rai
15. " Kamlesh Singh
16. " Nand Kumar
17. " Jawahar Lal
18. " Awadesh Kumar
19. " Sukhbir Tyagi
20. " Suraj Lal
21. " Harbans Singh
22. " Ashok Mukherji (Banaras)
23. " Sadruddin Khan
24. " R. N. Upadhyay
25. " R. C. Gupta
26. " Jagdish Prasad
27. " Abdul Hafiz
28. " Basudeo Pandey.

29. Com. Ghan Shyam Saran Sinha
 30 — 4 Ram Prakash Sahni
 31 — 4 Aserfi Lal
 32 — 4 Brahdeo Singh
 33 — 4 Ajai Kumar
 34 — 4 S. M. Jaiswal
 35 — 4 Vyambhadr Singh
 36 — 4 Lalla Tiwari
 37 — 4 Guru Prasad
 38 — 4 A. K. Srivastava
 39 — 4 Ram Pal Yadav
 40 — 4 Raj Beer Singh
 41 — 4 Ram Niwas Pal
 42 — 4 Satish Chandra
 43 — 4 Jugul Kishore
 44 — 4 Babban Prasad.
 45 — 4 Prakash Chandra
 46 — 4 A. B. L. Katyar
 47 — 4 Lallan Singh
 48 — 4 Dinesh Chandra
 49 — 4 Raj Bahadur
 50 — 4 Indra Kumar
 51 — 4 K. R. Kashyap.
 52 — 4 Dwarika Singh
 53 — 4 Ram Awadesh
 54 — 4 R. D. Sharma
 55 — 4 G. D. Agrawal
 56 — 4 O. P. Tiota
 57 — 4 H. C. Singh
 58 — 4 Kalloo Singh

(3)

- 59 - Com. Rajan Mathur ✓
60 - Ramayan Rai ✓
61 - Ram Krishna Murari ✓
62 - K. K. Singh ✓
63 - D. K. Saxena ✓
64 - R. K. Gupta ✓
65 - Y. P. Singh ✓
66 - Teerath Kumar ✓
67 - I. C. Sharma ✓
68 - K. K. Tiwari ✓
69 - Ram Chandra Bux Singh M. L. A. ✓
70 - D. K. Yadav ✓
71 - M. S. Tyagi ✓
72 - K. S. Nagi ✓
73 - Nawab Singh Yadav ✓
74 - Vinod Kumar Butti ✓
75 - Manoj Kumar ✓
76 - A. Mukherji (Electricity) ✓
77 - Prem Chandra ✓
78 - Ram Chandra ✓
79 - Nidhi Ram Rai ✓
80 - Shamim Ahmad ✓

President
12/10
(Badudeo Pandey)
Gene. Sec.
U. P. T. U. C.

The multinationals also resorted to lockouts. These were done primarily to pressurize the workers to accept lower emoluments and retrenchments. The mandays lost due to work ~~days~~ ^{days} increased from about 17 lacks in 85 to about 21 lacks in 1987.

It was also felt that the trade union movement must be more responsive to the question of productivity and the disorientation that existed in many cases on this account must be set right by the trade unions taking a firm stand and educating the workers particularly in the public sector.

Modernization was felt to be an integral part of development but the need to consult and retrain the workers was emphasized.

The need to generate employment was considered..... inwith closures and lockouts and the experience of kerala and Bengal should be studied so as to form the basis of discussion for effective solutions.

RIGHT TO WORK AND JOB OPPORTUNITIES

There are about 4 crore registered unemployed in the country besides the large number of partially employed persons in the rural areas.

To tackle this problem an alternative development strategy was suggested. This was to include-

- * Encourage tiny and ~~small~~ ^{Small} industries.
- * Construction of small irrigation projects, roads and housing.
- * A large scale literacy programme with the twin objective of providing universal literacy and at the same time ensuring employment to the educated employment. ~~in the~~
- * Provide financial and marketing facilities to engineers and technician so that they become self employed and also generate employment.
- * Introduce a comprehensive land development

scheme where land reforms are effectively carried out.

PRIVATISATION

This issue generated a lot of interest among the participants. It was agreed that the past Govt. and the present one is opening up every sector industry to the private sector.

The power sector and mines were formerly exclusively ~~the~~ ~~in~~ ~~the~~ public sector but now private contractors had interested in a big way in new projects. Foreign multinationals, had also entered the major projects in a big way.

Transport industry was the target of relentless privatization. Well known public sector companies producing famous products are now being sold particularly in Karnataka.

The new Industrial policy statement does not even mention the public sector leave alone defining its role. The private sector is being welcomed in every industry with MNC's being increasingly involved.

A campaign is also on to denigrate the public sector and the world banks refused to ^{provide support to} ~~any~~ economic policy which seeks to ^{expand} ~~expand~~ the public sector has led to greater privatization.

Privatization procedures in many ways, some of which are as follows:

- a) Outright sale or closure of state owned enterprises.
- b) Reserved areas now being opened to the private sector.
- c) Collaborations agreements with TNC's.
- d) Components produced by the public sector now being allowed to the private sector under licence particularly in transport and telecommunication.
- f) Handing over of the entire production facility

in the name of acquiring advanced technology and design. The vehicle factory in Jabalpur which produced the Shaktiman is now to be replaced by the Tata Model.

The struggle against privatization should proceed on the following times.

- 1) Resist political, economic and technological sell out to the MNC's.
- 2) The commanding heights once occupied by the private sector should be retained.
- 3) Struggle for an Agro-Industrial economy.
- 4) Struggle for better productivity and discharge our responsibility by telling the workers to be more aware of their role in increasing production and overall efficiency.

42 participants spoke and 20 others withdrew at the register of the presidium.

The delegate of the CGT France gave a very interesting presentation of the situation in France as regards privatization.

DECLARATION ON TECHNOLOGY AND THE MULTINATIONALS

1. As we enter the 1990s, great new perspectives to accelerate economic and social development are opening up because of the advances in science and technology. These advances can be turned into a huge productive potential if the vast human resources, talents and skills are effectively harnessed, orienting the new technology to people's needs and social progress. At the same time, new challenges and complex problems of managing technological change are arising in all countries because of the severe contradictions, insufficiencies and imbalances in the present day economic and social organisation. As with nuclear engineering, the basic question concerning new technology is : who controls it, to what purpose, for whom and against whom? The political intervention of the workers and trade unions must help find the right answers to this question.
 2. The problems faced in India in this respect are challenging and complex. India has the third largest stock of scientific and technical personnel in the world but this tremendous potential remains mostly underused and, in addition, there is the tragic problem of brain drain. The underutilisation of our vast human resources and underexploitation of our vast internal market are the grave weaknesses to which urgent attention should be paid by the Government and the people, including the trade unions. It is strange but true that while we have more scientific and technical personnel than Japan, in many respect is we as a country are trailing far behind most of our Asian-Pacific neighbours. The need for a long-term technology policy is urgent. The working people and trade unions must fight for a democratic socially oriented technology policy, as a part and parcel of an overall economic and social development strategy.
 3. The inability of employers and government to adopt and implement a rational technology policy so far must be traced to the lack of a comprehensive and long-term plan to use new technology to maximise the development and use of human resources. Technological change has been so far oriented to short-term considerations of immediate profits through saving on labour costs. Evidently, such policies which led to a further accentuation of the unemployment problem had to be opposed and resisted by the Trade Unions and the working people.
 4. A democratic people oriented technology policy including measures for human resources development through ~~a~~ educational reform, advanced vocational training and retraining of the labour force, should be elaborated with the participation of the trade Unions and the community of scientists and ~~a~~ technical personnel and adopted by Parliament. As the ILO has stated, the policies in this respect should be guided by the "fundamental principles of human rights and the protection of minimum labour standards".
- The new technology in the main is controlled by the Transnational Corporations and they pass on only the outdated technology and place conditions like foreign investment, restriction on transfer of ~~a~~ technology to other countries, restriction on export of product and high Royalties etc.

The Group of seven has refused to accept the new international economic order and the code for transfer of technology to be evolved under the aegis of the UNO. In the newly developing countries of Asia and Pacific the TNCs have invested heavy amounts and also transferred technology.

Further in India some of industrialists have been importing secret driver of label technology.

Hence the Government of India should reverse its new industrial policy and ensure self reliant development.

Shri K. G. Desai head of the department of personnel management of the Tata Institute of social sciences, admits that "not only is there no clear national policy on the hows whos and whats of technology, neither the Government nor the management has any conception of the implications of the technology they import. How can we assess whether it is appropriate for us? Even worse, technology is casually introduced with not a moments thought towards it's impact on health".

The approach paper the 8th five year plan and the industrial policy resolution have provided for import of technology without restrictions and foreign investment upto 40 percent of equity without the necessity of clearance from the Government.

Now the employers are free to import technology even if indigenous technology is available or even repetitive technology may be imported.

With the introduction of computerisation and modernisation there is the danger of large scale retrenchment, and lack of consideration for the safety and environmental pollution.

Inspite of these problems introduction of new technology is a must both for increasing productivity, and lightening the burden including hazard on the workers.

The Government should evolve a policy to see that indigenous technology is encouraged. The technological choice should be determined in consultation with the trade unions bipartite forums through participation.

A tripartite code should be evolved for the introduction of new technology. Measures should be taken through legislation and tripartite agreements to strengthen job security, sharing of benefits by workers and consumers reduction in hours of work and period of service and provision for training and retraining and ~~and~~ redeployment of workers. Wherever the retraining and redeployment is not possible the employment to the dependant should be ensured. Funds for relief to the unemployed should be provided from the gains of improved technology.

reduction of working hours
An immediate adoption of a ~~35-hour working week~~ (without loss of wages) in all enterprises with introduction of new technology. The working days to be reduced without loss of benefits.

there should be expansion of industry
.....3.

to absorb

In the age of new technology as is now widely admitted, the participation of the working people and trade unions in management of production and services has become a clear necessity. Under the scheme of Workers Participation of Management there should be co-determination of New Technology to be introduced.

The Managements should share all information regarding the proposed introduction of new technology and no change can be effected without an agreement with the union. Every industry must invest atleast 5% of its Turnover in Research & Development on Technology and to evolve Indigenous Technology and make country Self-Reliant in this sphere.

In the frame work of international trade union co-operation, steps should be taken to set up data Banks on technology issues and to promote trade union joint actions for the ILO code of conduct on transfer of technology and other common demands. It should be the duty of the employer to ensure safety and prevention of environmental pollution.

The 34th Session of the A.I.T.U.C. invites all central trade union organisations, industrial Federations/Employers and all trade unions in co-operation with *scientists and economists* ~~countries~~ to conduct discussions and arrive at a consensus regarding introduction of new technology suitable to Indian conditions and to promote nationwide joint actions for the adoption of a democratic social-oriented technology policy and for the workers demands.

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III

34th Session of AITUC, Madras 7-12 August 1990.

REPORT OF THE COMMISSION ON SOCIAL SECURITY

The Commission met on 10.8. 90 under the Chairmanship of Comrades G.V. Chitnis, Nihar Mukherjee and Srinivas Rao.

Nearly 350 delegates attended the meeting of the Commission. Out of these 51 delegates participated in the discussion. Many comrades gave their suggestions in writing.

After the discussion the Commission elected a Drafting Committee comprising of Comrades Parduman Singh, G.V. Chitnis, Nihar Mukherjee and T.A. Joseph. The Commission authorised the drafting committee to prepare a report and a draft resolution for the Congress.

The Drafting Committee met in the afternoon and went through all the written as well as oral suggestion and prepared a report as well as a draft resolution for the consideration at the plenary session.

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34TH SESSION OF ALL INDIA TRADE UNION CONGRESS -
MADRAS - 7TH TO 12TH AUGUST 1990

RESOLUTION ON SOCIAL SECURITY :

1. The 34th Session of AITUC views with grave concern that after 43 years of independence an overwhelming majority of the work force (22-25 crores according to 1981 census) is not covered under any social security scheme. This figure includes 14.8 crores agricultural workers. Out of the remaining 7.45 crores, a majority of workers in small scale and unorganised industries and sweated labour do not have any social security cover.

2. Apart from the above in the modern concept of social security, provision of housing is a part of social security. Millions of people in our country have no roof over their heads. Hundreds of millions live in most unhygienic conditions in villages and cities. The Govt. of India and the State Governments have hardly any housing programmes for the poorest of the poor. Unhygienic and insanitary living conditions result in diseases and loss of production.

3. The concept of clean and healthy environment free of pollution is relatively new in our country and hardly any attention is paid to it by the Govt., employers and the trade unions.

But this has great relevancy for the working people and society at large which has been realised after the Bhopal tragedy.

This Congress takes note that the Govt. of India has not ratified the I.L.O. Conventions on environment since 1975.

4. There is no comprehensive social security scheme in India even for those who have some sort of social security cover. There is as yet no old age, invalidity and survivors pension scheme except in the case of Govt. employees. There is no scheme for unemployment relief and no scheme for family allowances.

5. The working of the existing major social security schemes i.e., the E.S.I. and the E.P.F. is totally unsatisfactory. The bureaucratic control of the Govt. over both the schemes is complete and corruption is rampant. The benefits under the E.S.I. scheme are not being liberalised whereas huge surpluses to the tune of hundreds of crores are being accumulated. The Govt. valuer had passed strictures against the Corporation in this regard. The workers face great delays and hardships in settlement of their claims and applications for advances under the E.P.F. scheme.

6. However, this Session of the AITUC notes with satisfaction that many of the demands raised in the resolutions adopted in the 32nd and 33rd sessions of the AITUC have been accepted due to continuous efforts made by AITUC at various levels, e.g.,

A) Under the E.P.F. and Miscellaneous Provisions Act :

(i) The rate of family pension for the survivors of subscribers who die while in service has been increased. The minimum pension has been increased from Rs.140- to Rs.225 per month and the maximum pension has been raised from Rs.630- to Rs.750- per month.

(ii) The eligibility condition for entitlement to family pension i.e. the member having contributed to Family Pension Fund for a period of not less than one year has been reduced to contribution for a period of not less than three months.

(iii) The benefits under the Employees Deposit Linked Insurance Scheme have been substantially increased.

Firstly instead of calculating average balance in the Provident Fund of the deceased member for the preceding 36 months, now average balance in the preceding 12 months will be calculated.

Secondly previously the subscriber was entitled to payment equivalent to his average balance in the preceding 36 months or the balance during the period of his membership whichever was less but not exceeding Rs.2000. Now if his average balance in the preceding 12 months exceeds Rs.15000, the amount payable shall be Rs.15,000, subject to a ceiling of Rs.25,000.

Thirdly the minimum average balance in the account of the deceased subscriber for eligibility to the family pension has been reduced from Rs.1000- in the preceding 3 years to Rs.500 in preceding 12 months.

(iv) The rate of contribution to the Provident Fund which was 6-1/4% and 8% was first raised to 8-1/3% for all. Subsequently this rate in respect of 96 industries has been raised to 10%.

(v) The rate of interest on the Provident Fund Deposits has been raised to 12% for the year 1989-90. For the year 1990-91 the Central Board of Trustees' proposal is 12.5%.

(vi) An old age, Invalidity and Survivors' Pension Scheme has been drafted and is being discussed in the Central Board of Trustees.

(vii) The forfeiture clause in the Provident Fund Scheme has been abolished. Now every subscriber is entitled to both the employer's and employee's share irrespective of the service rendered by him.

(viii) The salary limit of workers for coverage under the Provident Fund Scheme has been raised from Rs.2500- p.m. to Rs.3500- p.m.

(ix) The E.P.F. organisation has set up its own recovery machinery for recovering the arrears due from employers.

(x) The penalties for violation of the Act and Scheme have been enhanced substantially.

B) UNDER THE E.S.I. SCHEME

(i) The rates of permanent disablement benefit and dependents benefit has been substantially raised with effect from 1.1.1987. Now these rates are on a percentage basis taking into account the salary and age of the insured person at the time of disablement or death.

(ii) Funeral expenses limit has been raised from Rs.100 to Rs.500 with effect from 1.1.1987.

(iii) The ceiling on expenditure on full medical care has been enhanced from Rs.130 to Rs.210.

C) UNDER THE PAYMENT OF GRATUITY ACT

(i) The salary limit for coverage under the provisions of Payment of Gratuity Act has been raised from Rs.1600 p.m. to Rs.2500 p.m. with the provision that the Govt. can raise it further by notification.

(ii) For the purpose of calculating the days on which the employee has actually worked, the days on which he has been laid off, the days on which he has been on leave with full wages earned in the previous year, the days on which he has been absent due to temporary disablement caused by accident arising out of and in the course of his employment and in the case of a female, the days on which she has been on maternity leave not exceeding 12 weeks will be taken as days on which he/she has actually worked.

(iii) It has been clarified that in the case of monthly rated workmen, the 15 days wages shall be calculated by dividing the monthly rate of wages last drawn by him by 26 and multiply the quotient by fifteen.

(iv) The ceiling on payment of gratuity has been fixed at Rs.50,000 instead of twenty months' wages.

(v) It has now been laid down in the Act that the employer shall arrange to pay the amount of gratuity within thirty days from the date it becomes payable and if does not make the payment in this period, he shall be liable to pay simple interest at the rate declared by the Central Govt. from time to time on long term deposits.

(vi) The penalties for making a false statement or representation to avoid payment of gratuity and for non payment of gratuity and for non implementation of the Provisions of the Act have been greatly enhanced. It includes compulsory imprisonment for a period from 3 months to 2 years and compulsory fine from Rs.10,000 to Rs.20,000 or with both.

This Session of the AITUC demands that :

- (a) A separate legislation for provision of social security cover for agricultural workers and marginal farmers should be enacted at the earliest.
- (b) Massive housing programmes must be undertaken by Govt. of India and the State Governments to provide housing to the shelterless and to workers living in slums in cities and villages.
- (c) A comprehensive social security scheme free from bureaucratic control of the Govt. and by combining all the existing schemes be enacted.
- (d) An old age, invalidity and survivors' pension scheme be brought into force immediately.
- (e) Schemes for provision of unemployment relief and family allowances be formulated and brought into force.
- (f) The E.P.F. Board of Trustees and the E.S.I. Corporation must be made really autonomous bodies free from the control of the Central and the State Governments with representation of workers on the leading bodies substantially increased. The diarchy in the administration of the E.S.I. Scheme should be put an end to. The Govt. of India must contribute to the social security schemes, i.e., in E.S.I. and the pension schemes as recommended by various committees.

8. In the meanwhile this session demands :

(a) IN RESPECT OF E.P.F. ACT AND SCHEME

- (i) The conditions of infancy period, minimum service, the minimum number of employees in an establishment and wage limit be removed. The Act should cover all industrial workers but initially the coverage be extended to establishments with 10 or more workmen.
- (ii) All claims and applications for advances be settled within a period of 30 days.
- (iii) The pre takeover and post takeover arrears of Provident Fund in N.T.C. mills be reimbursed by the Govt. immediately.
- (iv) Penal damages upto 100% of the amount in default should be levied on the employers. The arrears of Provident Fund should be recovered immediately.
- (v) The rate of contribution in the Textile and Jute industry should be raised to 10% immediately, Similarly the rate of contribution in all the remaining industries should be raised to 10%.
- (vi) The interest on E.P.F. deposits be credited on monthly balances.

(b) IN RESPECT OF E.S.I. SCHEME :

- (i) The coverage should be extended to all the workers including the seasonal and unorganised workers.

(ii) The workers once covered should continue to remain covered though the contribution and the benefits could both be frozen at a certain level.

(iii) The workers should be entitled to medical benefit after superannuation.

(iv) All the outstanding claims for reimbursement of medical benefits should be settled within 3 months.

(v) Hospitalisation facilities be extended to the family members of insured persons in the remaining states where it is not extended so far.

(vi) Full wages be paid in the case of employment injuries.

(vii) The waiting period of 2 days be abolished.

(viii) The condition that an insured person must have 90 days' attendance in six months in order to get sickness and other benefits should be scrapped.

(ix) The ceiling on payment of sickness benefit should be removed.

(C) IN RESPECT OF GRATUITY SCHEME :

(i) The payment of Gratuity should be at the rate of 30 days' wages per year of service.

(ii) The condition of 5 years' service for payment of gratuity be abolished.

(iii) The condition of 75% attendance in seasonal factories for entitlement to gratuity should be scrapped.

(iv) The provision for payment of maximum gratuity upto a limit laid down in the Act should be abolished.

(v) A Central Gratuity Fund be created.

This 34th Session of the AITUC appeals to the Govt. of India to concede the above mentioned justified demands and calls upon the workers and launch sustained struggle in this regard.

34th ALL INDIA CONFERENCE OF A. I. T. U. C.

25, KOVOOR VAITHIYANATHAN ST., CHINTADRI PET, MADRAS-600 002.

Grade: 'Thozhisang'

Phone: ~~666869~~
834869.

RECEPTION COMMITTEE

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Senior Advocate.

Vice-Presidents :
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M.A., Bar-at-Law..
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S. ALAGARSWAMY, M.L.A.,
S. RAMASAMY, M.A. B.L.,
N. SAMPATH
A. GOVINDASWAMY
C. K. MADHAVAN
P. KRISHNAYYA

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A. M. GOPU

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S. C. KRISHNAN, B. A.,

Secretaries:
R. NALLAKKANNU
R. GANESAN, B. A. B. L.,
T. R. S. MANI
R. DAKSHINAMURTHY
T. GANESAN
Thirumathi A. T. RUKMANI
V. K. BALAKRISHNAN
M. S. DAWOOD

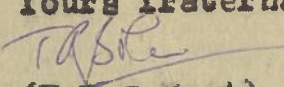


Date 4.09.90. 1990

Dear Com.Homi Daji/Com.Y.D. Sharma,

Along with the advertisement matters from Public Sector Undertakings viz., N.T.P.C., Bharat Petroleum etc., an advertisement matter from I.O.C., was received by us from you. Unfortunately, the covering letter authorising the advertisement from I.O.C., was not received by us. However, we have printed the I.O.C., advertisement in our commono-ration value and we are enclosing the bill and also the voucher copy. Please forward the same to the concerned department of the Indian Oil Corporation for arranging * early payment.

Thanking you,

Yours fraternally,

(T.R.S. Mani)
Secretary.

To
Com. Homi Daji, General Secretary, AITUC,
24, Canning Lane, New Delhi-110001.

Com. Y.D.Sharma, AITUC, 24, Canning Lane,
New Delhi-110 001.

35

A L L - I N D I A T R A D E U N I O N C O N G R E S S

(Regd.No.1852 dated 12 Sept. 1973)

24, Canning Lane, N E - W . D E L H I - 1 .

AMENDMENT OF THE CONSTITUTION

Existing:

Clause 5 (a): The AITUC may affiliate to itself any bonafide trade union which satisfied the following conditions:

Clause 6. Each affiliated union shall pay to the AITUC:
(a) An annual contribution at the rate of 25 paise per member, subject to a minimum of Rs.30/-.

Clause 9. (a) The general council shall consist of:
(v) Not less than three secretaries, but not more than five; and

Clause 17. (a) For the general or special session of the AITUC the affiliated unions (except agricultural workers' unions) shall be entitled to elect delegates on the following basis:

- (i) One delegate for each union having a membership up to 500;
- (ii) One additional delegate for every complete set of 500 members up to a total membership of 15,000;

As AMENDED:

Clause 5 (a): The AITUC may affiliate to itself any bonafide trade union which is in existence for at least one year and which satisfied the following conditions :

Clause 6. Each affiliated union shall pay to the AITUC :

- (a) An annual contribution at the rate of 50 paise per member, subject to a minimum of Rs.50/-.

Clause 9. (a) The general council shall consist of :

- (v) Not less than three secretaries, but not more than seven; and

Clause 17. (a) For the general or special session of the AITUC the affiliated unions (except agricultural workers' unions) shall be entitled to ~~xxxx~~ elect delegates on the following basis:

- (i) One delegate for each having a membership between 250 and 500;
- (ii) One additional delegate for every complete set of 500 members up to a total membership of 5,000;

A.I.T.U.C. CONSTITUTION AMENDMENTS

- Page 2 -

Existing:

17. (a)

(iii) One additional delegate for every complete set of 1000 members over a membership of 15,000;

(iv) One additional delegate will be allowed for the last fraction in each category provided that the said fraction consists of more than 50% of the requisite members.

As Amended:

17. (a)

(iii) One additional delegate for every complete set of 2,000 members for membership exceeding 5,000 upto 20,000;

(iv) One additional delegate for every complete set of 4,000 members for membership exceeding 20,000;

(v) Unions having membership below 250, two or more unions shall pool together their membership for the purpose of jointly electing a delegate

Arumugam

GENERAL SECRETARY

Chaturaman Pillay

CHAIRMAN OF THE MEETING
OF THE GENERAL COUNCIL
IN MADRAS ON 9.8.1990.



संयुक्त खदान मजदूर संघ

Samyukta Khadan Mazdoor Sangh

Branch - Rajhara Mines, Po. Dalli-Rajhara, DURG (M. P.)

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

☎ 3435

(Regd. No. 412)

Ref. No. SKMS/R.M./

Date 25/7/90



प्रति,

श्री डी.के. राव
महासचिव,
सं. ख. म. संघ
मुख्यालय नन्दिनी.

विषय:- मद्रास में होने जा रहे हैं स्टक का महाअधिवेशन
में प्रतिनिधी वयन के बावत्.

महोदयजी,

सर्व विदित हो कि दिनांक 19.7.90 के रत, के. एम. एत. की रायपुर
में स्टक में निर्णय लिया गया है कि आप लोग राजहरा के लिये 4 प्रतिनिधी
मद्रास में भेजने के लिये अनुमति दिया .

राजहरा में जनरल मिटींग में 7 प्रतिनिधी भेजने का तय किया गया है.
स्थिती में राजहरा से 4 सदस्य प्रतिनिधी भेजना संभव नहीं है.

अतः राजहरा में से मद्रा में आयोजित महाअधिवेशन में ^{प्रतिनिधी}सदस्यी भेजना
संभव नहीं है। यह पत्र आपकी जानकारी के लिये दिया जा रहा है.

क्रांतिकारी अभिनन्दन सहित

प्रतिलिपी:-

1. कां. श्री सी.आर. बक्शी महासचिव
मध्यप्रदेश ट्रेड यूनियन

25/7
[डी.के. राव]
सचिव.

✓ 2. कां. होमी दाजी ,सचिव ए.आई.टी.यू.सी.
न्यू दिल्ली.

नोट:- राजहरा के मेम्बर शीप के अनुसार (ए.आई.टी.यू.सी.)
का सरकुलर) 8 प्रतिनिधी जा सकते थे.

35

34th ALL INDIA CONFERENCE OF A. I. T. U. C.

25, KOVOOR VAITHIYANATHAN ST., CHINTADRIPET, MADRAS-600 002.

Grams : 'Thozhisang'

Phone : ~~500369~~

834869.

RECEPTION COMMITTEE

Date **24.07.** 1990

Chairman :

N. T. VANAMAMALAI,
B.Sc., B.L.
Senior Advocate.

Vice-Presidents :

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

A. SRINIVASAN

S. ALAGARSWAMY, M.L.A.,

S. RAMASAMY, M.A. B.L.,

N. SAMPATH

A. GOVINDASWAMY

C. K. MADHAVAN

P. KRISHNAYYA

General Secretary

A. M. GOPU

Treasurer :

S. C. KRISHNAN, B. A.,

Secretaries:

R. NALLAKKANNU

R. GANESAN, B. A. B. L.,

T. R. S. MANI

R. DAKSHINAMURTHY

T. GANESAN

Thirumathi A. T. RUKMANI

V. K. BALAKRISHNAN

M. S. DAWOOD



Please Note the Change Our
Phone No. is : 834869

To

Com. Inderjit Gupta M.P.
New Delhi

Dear Comrade,

We had a press meeting on 24.07.90 regarding preparations of the A.I.T.U.C., Conference. I enclose herewith a copy of the press release for favour of publication. information

Thanking you,

Yours comradely,

A.M.Gopu
(A.M.Gopu)
General Secretary.

Telegram:
'Thozhisang'-
Madras.

Tamilnadu AITUC.
25, Kovoor Vaithiyanathan
Street, Chintadripet,
Madras. 600 002.

Telephone:
834869.

A Note on the 34th Session of the AITUC.

The 34th session of the AITUC is scheduled to be held in Vijay Sesh Mahal, Vadapalani, Madras from 7th to 12th August, 1990. A reception committee has been formed with Com.N.T.Vanamamalai as Chairman.

The first session of the AITUC was held in Bombay, on 31st October, 1920 presided over by Lala Lajpat Roy. Subsequent conferences were presided over by eminent National Leaders like C.R.Das, C.F. Andrews, Subash Chandra Bose, Jawaharlal Nehru, V.V.Giri, V.Chakkarai Chettiar, S.S.Mirajkar and others.

AITUC was part of the National Movement with special emphasis on the role of the Working Class. After Independence it is fighting for social justice and for National Unity.

The triple objective of the AITUC is to defend the real interests of workers, industry and the nation as a whole.

The last occasion when the 21st Session was held in Madras was in 1945. Faslul Illahi Gurban Presided and Sarojini Naidu was the chief guest. Mrs.Radhabahai Subbarayan, N.M.Joshi V.Subbiah, P.Ramamurthy, and many others were present then.

Delegates representing all the states and industries, fraternal delegates from other countries will be present in the conference. Our General Secretary, Com. Indrajit Gupta, M.P., President Com. Chaturanan Mishra, M.P., will actively participate.

Dr.Kalaingnar M.Karunanidhi, Hon'ble Chief Minister of Tamilnadu has consented to be the Chief Guest at the inaugural function, scheduled to be held at 5.P.M, on 7th August, 1990 at Vijay Seshmahal. Brother Ibrahim Zakaria, General Secretary, World Federation of Trade Unions will address. Ministers from Kerala, and West Bengal, several M.Ps., and M.L.As., from several States are also attending as delegates.

The conference is expected to analyse the sweeping changes occurring in the Socialist Countries and the Interna-

tional situation with a view to draw necessary lessons for the toiling masses of this country.

It will express joy at the removal of Rajiv Gandhi, regime and the advent of V.P. Singh Ministry at the Centre. Dropping of the anti-worker ammendments proposed by the previous Government to the Trade Unions Act and the Industrial Disputes Act, by the new Government is a welcome step. At the same time, invoking of the draconian ESMA against the normal trade union agitation of the officers of the oil industry, liberal conferment of concessions to monopolists and multinationals in the name of industrial developement, failure to implement the election promises to reduce loan burden of the peasants and artisans and to ensure employment to the unemployed youth, as a matter of fundamental right, initiating measures contributing to the spiraling of prices of essential commodities and services and hike in the cost of living of the poorer sections of the society and the like attributable to the new Government are opposed to the interests of the working people. The Conference is expected not only to evolve proper ways and means to fight against the wrong policies persued by the present Government but also to defend it against the onslaught of the discredited congress opposition and its coharts.

The conference is to give a clarion call to the working class of India unitedly to rally round the banner of secularism, National Integration and democracy, against the obscurantists, communal poison spread by the religious fundamentalists and communal forces and against the organised gangs of seperatism and armed terrorism.

We have invited fraternal delegates from all the National Centres of Trade Unions, The response is encouraging. INTUC also sends its representatives. Representatives from C.I.T.U., H.M.S., U.T.U.C., N.L.O., L.P.F., A.T.P., are also expected to participate and greet the Conference.

Dt:23.07.1990.

T.K.K. Thangamani
(K.T.K. Thangamani)
President.

Tamilnadu A.I.T.U.C.

A.M. Gopu
(A.M. Gopu)
General Secret

ty to host AITUC meet

Express News Service

Madras, July 24: The AITUC will have its next session in the City, after a lapse of 45 years, when it will give a clarion call to the working class in the country to rally behind the banner of secularism, national integration and democracy.

The seven-day conference, commencing in the spacious Vijayasesh-mahal, Vadapalani, on Aug 7, is expected to analyse the sweeping changes that are taking place in the Socialist Bloc besides the international situation, with a view to drawing necessary lessons for the working class. Mr. K.T.K. Thangamani, president, and Mr. A.M. Gopu, general secretary, Tamil Nadu unit of the AITUC, told reporters here on Tuesday.

The conference will also raise its voice against religious fundamentalists, communal forces and organised gangs of separatism and armed terrorism.

While expressing joy over the removal of the Rajiv Gandhi regime, the advent of the V.P. Singh government and the dropping of some of the 'anti-worker' enactments of the previous government, the conference is expected to condemn the Centre's action in invoking the 'draconian' ESMA against the normal trade union agitation of the officers of the oil industry. The 'liberal' dose of concessions "to monopolists and multinationals in

the name of industrial development", besides the failure to ensure employment to unemployed youth, and to arrest spiralling prices on the part of the Janata Dal government, were against the interests of the working class.

Mr. Gopu said more than 3,500 delegates, including Ministers from Kerala and West Bengal, were expected to participate in the session. Veteran trade union leaders Messrs. Indrajit Gupta, MP and Chaturanan Mishra, MP, president of the AITUC, would attend the session. Delegates from the USSR and ASEAN countries had already intimated their willingness to participate. Delegates were also expected from China, France and Italy.

Chief Minister M. Karunanidhi would participate at the inaugural session on Aug 7, and Mr. Ibrahim Zakaria, general secretary, World Federation of Trade Unions, would address the session. A rally would be organised on Aug 11 to be followed by a public meeting on the Marina.

Grams : 'Thozhisang'

34th ALL INDIA CONFERENCE OF A. I. T. U. C.

Phone: 560869

25, KOVOOR VAITHIYANATHAN ST., CHINTADRIPET, MADRAS-600 002.

Please Note the Change Our
Phone No. is : 804869

Date 24-07-1990

RECEPTION COMMITTEE

Chairman :

N. T. VANAMAMALAI,
B.Sc., B.L.
Senior Advocate.



Vice-Presidents :

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

A. SRINIVASAN
S. ALAGARSWAMY, M.L.A.,
S. RAMASAMY, M.A. B.L.,
N. SAMPATH
A. GOVINDASWAMY
C. K. MADHAVAN
P. KRISHNAYYA

General Secretary

A. M. GOPU

Treasurer :

S. C. KRISHNAN, B. A.,

Secretaries:

R. NALLAKKANNU
R. GANESAN, B. A. B. L.,
T. R. S. MANI
R. DAKSHINAMURTHY
T. GANESAN
Thirumathi A. T. RUKMANI
V. K. BALAKRISHNAN
M. S. DAWOOD

Dear Comrade Daji,

The arrangements for the 34th session of the A.I.T.U.C. are being carried out systematically by the Secretariat of the Reception Committee.

We held a Press Conference today at our Office. There was a good response from the correspondents and reporters. A two-page note on the ensuing Conference was prepared and supplied. There is bound to be some news about the Conference in tomorrow's national and local Newspapers.

We have informed the press today that you will be holding a Press Conference at the Press Club Building located inside the Government Estate in Madras at 11.00 A.M. on 4-8-1990.

We expect you here at the Madras Airport on the night of 3rd August, 1990.

Comrade Indrajit sent a post card informing me of his intention to stay with his family, during the Conference days, as a guest of his Bengali friend residing in Besant Nagar area of Madras. The other day, I rang up Indrajit and okeyed his proposal. No difficulty in arranging transportation facility is anticipated.

...2

34th ALL INDIA CONFERENCE OF A. I. T. U. C.

25, KOVOOR VAITHIYANATHAN ST., CHINTADRIPET, MADRAS-600 009.

Please Note the Change Our
Phone No. is : 834869

Date 24-07-1990

RECEPTION COMMITTEE

Chairman :

N. T. VANAMAMALAI,
B.Sc., B.L.
Senior Advocate.



--(2)--

Vice-Presidents :

K. T. K. THANGAMANI,
M.A., Bar-at-Law.,
A. SRINIVASAN
S. ALAGARSWAMY, M.L.A.,
S. RAMASAMY, M.A. B.L.,
N. SAMPATH
A. GOVINDASWAMY
C. K. MADHAVAN
P. KRISHNAYYA

We shall take care of the secretarial staff on their arrival at the Central Station, Madras on 5th August, 1990. However, we want you ^{to tell} the train by which they travel, so that transportation could be arranged in time.

General Secretary

A. M. GOPU

I telephonically requested you to inform us about the probable number of delegates expected from each State, and the member or fraternal delegates from Foreign Countries, who will be attending our Conference. Will the Fraternal delegates from various national trade union centres greet the conference on a particular day and go off or continue to participate all through the session lasting 6 days ? This information is urgently required to ensure necessary staying facilities for them. ~~For~~ If you could indicate the number of such friends, may help us, to plan out.

Treasurer :

S. C. KRISHNAN, B. A.,

Secretaries:

R. NALLAKKANNU
R. GANESAN, B. A. B. L.,
T. R. S. MANI
R. DAKSHINAMURTHY
T. GANESAN
Thirumathi A. T. RUKMANI
V. K. BALAKRISHNAN
M. S. DAWOOD

Unless we know at least the rough estimate of delegates from each State, we are afraid, we may be put to some unforeseen difficulties. Hence, please enlighten us on this point.

Inspite of our sending Circulars, only one State, that is Andhra Pradesh responded by furnishing their delegation number around 700.

34th ALL INDIA CONFERENCE OF A. I. T. U. C.

Phone: 5 6 0 8 6 9

25, KOVOOR VAITHIYANATHAN ST., CHINTADRI PET, MADRAS-600 009

Please Note the Change Our
Phone No. is : 834969

Date 24-07-1990

RECEPTION COMMITTEE

Chairman :

N. T. VANAMAMALAI,
B.Sc., B.L.
Senior Advocate.



Vice-Presidents :

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

--(3)--

A. SRINIVASAN
S. ALAGARSWAMY, M.L.A.,
S. RAMASAMY, M.A. B.L.,
N. SAMPATH
A. GOVINDASWAMY
C. K. MADHAVAN
P. KRISHNAYYA

General Secretary

A. M. GOPU

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T. R. S. MANI
R. DAKSHINAMURTHY
T. GANESAN
Thirumathi A. T. RUKMANI
V. K. BALAKRISHNAN
M. S. DAWOOD

Sixteen rooms have been booked in the Hotel Silver Sands for our Foreign Guests. It is a five star boarding & lodging complex situated on the sea coast, some 50 KM away from the venue of Conference. Transporting facility has been made. In addition to this, 3 more air-conditioned two-bedded ~~six~~ rooms are available to us in the Binny Guest House. As these rooms are on the Western style, proper persons could be asked to use them.

Rooms in Vijay Sesh Mahal and Dasaprakash have been reserved to accommodate the needy Office-bearers of the A.I.T.U.C.

5 marriage Mansions and 2 Kalyana mandapams have been booked, so far, and their total accommodation capacity is around 2,500. These are in addition to the Vijay Sesh Mahal, allotted for ~~the~~ single purpose of only seating the delegates when the conference is in session and another Rani Mahal, which could allow nearly 500 people to stay.

On the whole, the facilities made available to us, may be sufficient to take care of 2,500 to 3000 Delegates.

Grams : 'Thozhisang'

34th ALL INDIA CONFERENCE OF A. I. T. U. C.

Phone: 5 6 0 8 6 9

25, KOVOOR VAITHIYANATHAN ST., CHINTADRI PET, MADRAS-600 002

Note the Change Our
Phone No. is : 834869

RECEPTION COMMITTEE

Chairman :

N. T. VANAMAMALAI,
B.Sc., B.L.
Senior Advocate.



Date 24-07-1990

Vice-Presidents :

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

A. SRINIVASAN

S. ALAGARSWAMY, M.L.A.,

S. RAMASAMY, M.A. B.L.,

N. SAMPATH

A. GOVINDASWAMY

C. K. MADHAVAN

P. KRISHNAYYA

General Secretary

A. M. GOPU

Treasurer :

S. C. KRISHNAN, B. A.,

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R. NALLAKKANNU

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T. R. S. MANI

R. DAKSHINAMURTHY

T. GANESAN

Thirumathi A. T. RUKMANI

V. K. BALAKRISHNAN

M. S. DAWOOD

--(4)--

General Secretary report has been translated into Tamil and it will come out of the printing house, in a week.

The Rally will be on the evening of 11th August. The route of the procession lies on the main roads of the city. The public meeting will be held on the sands of Marina Beach.

Transportation for delegates to and from dining-cum-Conference Hall and the Marriage Mansions (where they stay for the night) is being arranged by engaging chartered buses provided by Govt. Transport Corporations.

Cars for V.I.Ps will be made available.

The preliminary proof of the invitation is enclosed for the information of the inaugural session Programme.

Rest in our next.

Please give necessary instructions to the Delegates in TUR & New Age.

Foot Note:

After we completed the letter, just now, we received telegram from Com. Chitnis that his delegation consists of 200.

Yours fraternally,

A handwritten signature in blue ink, appearing to read 'Amigo pu'.

(A.M. GOPU).

Chairman & members of the Reception Committee
34th SESSION - ALL INDIA TRADE UNION CONGRESS

(25, Kovoor Vaithyanathan Street, Chintadripet, Madras-600 002 Ph: 834869)

cordially invite you to attend the
INAUGURAL SESSION

on Tuesday, the 7th August, 1990
at 5-00 p.m.

at "Singaravel Nagar"

Vijaya Sesh Mahal, Vadapalani, Madras

Dr. KALAINAR M. KARUNANIDHI

(Hon'ble Chief Minister of Tamilnadu)

has kindly consented to be
the Chief Guest on the occasion

COM. IBRAHIM ZACKARIA

Secretary General

World Federation of Trade Unions

and

COM. INDRAJIT GUPTA

General Secretary, AITUC

will address

COM. CHATURANAN MISRA

President, AITUC

will preside

N.T. VANAMAMALAI

Chairman

A.M. GOPU

General Secretary

PROGRAMME

- FLAG HOISTING : **K. T. K. THANGAMANI**
President, Tamilnadu AITUC
- WELCOME ADDRESS : **N. T. VANAMAMALI**
Chairman, Reception Committee
- PRESIDENTIAL ADDRESS : **CHATURANAN MISRA, M.P.**
President, AITUC
- SPEECH BY CHIEF GUEST : **Dr. Kalaingar M. KARUNANIDHI**
Hon'ble Chief Minister of Tamilnadu
- GREETINGS : **IBRAHIM ZACKARIA**
Secretary General, W.F.T.U.
- K. N. NEHRU**
Hon'ble Minister for Labour, Tamilnadu
- INDRAJIT GUPTA, M.P.**
General Secretary, AITUC
- and Other Leaders
- VOTE OF THANKS : **A. M. GOPU**
General Secretary, Tamilnadu AITUC



July 18, 1990.

Dear Com. Chitnis,

At the 34th Session there will be a Commission on social security safety and health.

You please prepare a note on E.S.I. and safety measures and send it earliest so that we may duplicate Com. Parduman Singh is preparing a note on P.F. and Pension scheme.

Please send the note at the earliest.

With greetings,

Yours sincerely,

(K.L. MAHENDRA)
Secretary.

Com.G.V.Chitnis,
General Secretary,
Maharashtra State Committee, AITUC,
17 Dalvi Building,
Dr. Ambedkar Road, Parel Naka,
BOMBAY-462001.

July 19, 1950.

Dear Comrade,

Please prepare a background paper on for discussion in your Trade Commission at the Madras Conference. It should be not less than 3 typed pages. Please post it direct to the Reception Committee, address as given below asking them to cyclostyle 100 copies of the same.

With greetings,

Yours fraternally,

H.R.

RECEPTION COMMITTEE

ADDRESS:

14th AIL BLDG. (10th FLOOR)
CIRCULAR OF AIRUC, Secy. Bldg.
25, Kowar Vaithiyathas Street,
Chinthadripet,
MADRAS-600007.

RAMSEN - ~~ENGINEERING~~ ENGINEERING
RATNAKAR + BIDI

GEETA MAHAJAN - ANGANWADI

DESHKAR - CONSTRUCTION

SUNIL SEN - COAL

D.K.Rao - IRON MINES

WORKING WOMEN - BULU

NARENDRA PRASAD - CEMENT

P. Nageshwara Rao - Chemical

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

President : CHATURANAN MISHRA, M.P.
General Secretary : INDRAJIT GUPTA M.P.

17 May 1990.

To
The Chairman,

Dear Sir,

The All India Trade Union Congress
is holding its 34th session from 7th to 12th
August 1990 at Madras.

On this occasion the Reception
Committee proposes to bring out a Souvenir.
I would request you to kindly extend your
help by sending advertisement for Souvenir.

Copy of the Tariff is enclosed
herewith.

Thanking you,

Yours sincerely,

Homi Daji

(HOMI DAJI)
Secretary.

17 May 1990.

Dear Comrade,

We have sent letters to
your Chairman, requesting for Advertisement
in the souvenir to be brought out on the
occasion of the 34th AITUC session at
Madras.

Please personally contact and
secure the same.

With greetings,

Yours fraternally,

As per List attached
~~List~~

(HORI DASI)
Secretary.

Advertisement for Souvenir

The Chairman,

1) STEEL AUTHORITY OF INDIA LTD, Com. Gaya Singh
Ispat Bhavan
Lodi Road, N. Delhi

2) National Thermal Power Corpn. Ltd.,
NTPC Bhavan
7 Institutional Area
Lodi Road, N. Delhi

Com. Y.D.

3) Oil & Natural Gas Commn.
9th Floor, Jeevan Bharati
Connaught Circus, N. Delhi

Com. Promod eGogoi

4) Bharat Heavy Electricals Ltd., BHEL House
Asian Games Village
Sirifort Road, New Delhi 49.

Com. Mahendra

5) N.M.D.C.
10-3-311/A, Castle Hills
Masab Tank,
Hyderabad 500028.

Com. Sanyal

By Hand of Com. Sanyal

6) M.E.C.
Seminary Hills, Nagpur 440006

" Chatterjee

7) Coal India Ltd.
10 Netaji Subbash Road
Calcutta 700001.

Com. Sunil Sen

8) Hindustal Copper Ltd. 2
10, Camac St., Calcutta

of

Ansal Bhavan, 10th Floor
16 Kasturba Gandhi Marg
New Delhi.

Com. Parmar

9) Indian Oil Corporation Ltd.
Scope Complex
Core 2-7 Institutional Area
Lodi Road, New Delhi-3.

Com. Y.D. of Ghanda

10) Hindustan Petroleum Corpn.
Uco Bank Building
IIIrd Floor, Sansad Marg
New Delhi.

Com. Y.D.

11) BHARAT PETROLEUM CORPN. LTD.
E.C.E. House
28-A Kasturba Gandhi Marg,
New Delhi.

"

12) Singherani Collieries Ltd
PO Kothagudem
Khammam Dist

Komaraiah
Kothagudem

J.M. ELLEN
44 2006

✓ IDPL
✓ BALCO

y. D.

D. K. Rao?

~~CEI~~ E. E. I. —

Hindustan Aeronautics } — Mahadevars
Ltd. Bangalore

.BEL? , HMT-;

✓ India Tourism Development } Gipe?
Corpn. —

NPCC — ?

NHPC — ?

T. /

CMD

✓ VISHAKA steel
Project Ltd.

Konkan
D. K. Rao

:2:

INDIAN DRUGS & PHARMACEUTICALS LTD.
GURGAON

Com. Y.D. Sharma

BALCO, Lodi Road, New Delhi

Com.D.K. Rao

ITDC, Lodi Road, New Delhi

Com.M.M.Gope

HAL, Bangalore

BEL, BANGALORE,

Com.Mahadevan - by hand
Bangalore.

INDIAN TELEPHONE INDUSTRIES, BANGALORE

VISAKHA STEEL PROJECT LTD
VISHAKAPATNAM

Com.Gaya Singh-by hand

.....

HINDUSTAN COPPER LIMITED

(A GOVT. OF INDIA ENTERPRISE)

हिन्दुस्तान कॉपर लिमिटेड

(भारत सरकार का प्रतिष्ठान)



MARKETING DIVISION

ANSAL BHAWAN (10TH FLOOR) 16, KASTURBA GANDHI MARG, NEW DELHI 110001
PHONES: 3318900-1-2-3 CABLE: HINDCOP NEW DELHI TELEX: 31-63068

June 15, 1990

Shri Homi Daji,
Secretary,
All-India Trade Union Congress,
24, Canning Lane,
NEW DELHI-110001



Dear Sir,

Kindly refer to your letter dated May 17, 1990 addressed to our Chairman & Managing Director at Calcutta.


We are pleased to book one Inside Full Page advertisement in your forthcoming Souvenir being brought out in connection with 34th Conference of AITUC at a cost of Rs.2000/=

I request you to kindly send a copy of the Souvenir to the undersigned alongwith bills for release of payment in due course.

The advertisement material is enclosed.

Thanking you,

Yours faithfully,


(S. Sengupta)
Senior Manager (PR&C)

Encl: As above

COPPER PRODUCTS CATHODES WIRE BAR CONTINUOUS CAST RODS HOT ROLLED RODS D.H.P. OXYGEN-FREE
OTHER PRODUCTS GOLD SILVER BRASS FERTILIZER SULPHURIC ACID NICKEL SULPHATE COPPER SULPHATE SELENIUM KYANITE.

REGD. OFFICE: INDUSTRY HOUSE, 10, CAMAC STREET, CALCUTTA 700017

With best compliments from

HINDUSTAN COPPER LIMITED
(A Government of India Enterprise)

Head Office: Industry House,
10, Camac Street,
Calcutta- 700 017

UNITS

- : Khetri Copper Complex(Rajasthan)
- : Indian Copper Complex(Bihar)
- : Malanjkhand Copper Project(MP)
- : Taloja Copper Project(Maharashtra)

MAIN PRODUCTS

- : Cathode, Wirebar, Continuous Cast Rods,
Hot Rolled Rods.

ALLIED PRODUCTS

- : Gold, Silver, Brass, Fertilizer, Sulphuric
Acid, Nickel Sulphate, Copper Sulphate,
Selenium, Kyanite.

35

July 13, 1990.

Dear Comrade,

This is to inform you that the AITUC is holding 34th Session at Madras from 7th to 12th August 1990. We would be glad if you attend the session as Special Invitee. The accommodation arrangements ^{are} available from 6th to 13th August. Please inform the train by which you are arriving as well as for your return railway ticket together with its charges to Com. S.C. Krishnan, Reception Committee, 34th All India Conference of AITUC, 25 Kovoov Vaithiyanathan Street, Chinthadripet, Madras 600002.

With greetings,

Yours fraternally,

Homi Daji
(HOMI DAJI)
Secretary.

1) Com. Yeshwant V. Chavan

Sarva Shramik Sangh

Bombay

2) Com. A. D. Bhosle / Madhukar
Kakar

Sarva Shramik Sangh

Bombay

3) Com. G. R. Khanolkar

TU leader who went

off AITUC-fold some 15
years back

4) Com. Bhagwanrao Suryawanshi

PWP leader in Trade Unions

(Textile leader in Sangli)

Bombay
8th June 1940
Camp-New Delhi

The General Secretary

A. I. T. U. C.

New Delhi-1

110001

Dear Comrade,

At a meeting of the W. C. of
MRTUC held at Aurangabad on
18th May, it was decided that
the A. I. T. U. C. Secretariat be request-
ed to invite the following four
T. U. leaders to the ensuing Madras
session of A. I. T. U. C.

1) Com. Yeshwant V. Chavan

Sauva Shramik Sangh

Bombay

2) Com. A. D. Bhosle / Madhukar
Kabe

Sauva Shramik Sangh

Bombay

3) Com. G. R. Khanolkar

TU leader who went

off AITUC-fold some 15

years back

4) Com. Bhagwanrao Suryavanshi

PWP leader in Trade Unions

(Textile leader in Sangli)

34th ALL INDIA CONFERENCE OF A. I. T. U. C.

25, KOVOOR VAITHIYANATHAN ST., CHINTADRI PET, MADRAS-600 002.

RECEPTION COMMITTEE

Date 10.5. 1990

Chairman:

N. T. VANAMAMALAI,
B.Sc., B.L.
Senior Advocate.

Vice-Presidents:

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

A. SRINIVASAN

S. ALAGARSWAMY, M.L.A.,

S. RAMASAMY, M.A. B.L.,

N. SAMPATH

A. GOVINDASWAMY

C. K. MADHAVAN

P. KRISHNAYYA

General Secretary

A. M. GOPU

Treasurer:

S. C. KRISHNAN, B. A.,

Secretaries:

R. NALLAKKANNU

R. GANESAN, B. A. B. L.,

T. R. S. MANI

R. DAKSHINAMURTHY

T. GANESAN

Thirumathi A. T. RUKMANI

V. K. BALAKRISHNAN

M. S. DAWOOD



Dear Com Homi Daji,

Please find enclosed copies of Tariff for advertisement in the commemoration volume to be brought out in connection with the 34th Session of AITUC at Madras.

Please try to get some advertisements from Public Sector Units and others.

Please do the needful.

Thanking you,

Yours sincerely,

M. S. Dawood

Convenor.
Souvenir Committee.

Encl: Tariff. (20)

covering
letters (10)

34th ALL INDIA CONFERENCE OF A. I. T. U. C.

25, KOVOOR VAITHIYANATHAN ST., CHINTAD RIPET, MADRAS-600 002.

RECEPTION COMMITTEE

Date.....1990

Chairman :

N. T. VANAMAMALAI,
B.Sc., B.L.
Senior Advocate.



Vice-Presidents :

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

A. SRINIVASAN

S. ALAGARSWAMY, M.L.A.,

S. RAMASAMY, M.A. B.L.,

N. SAMPATH

A. GOVINDASWAMY

C. K. MADHAVAN

P. KRISHNAYYA

Dear

The 34th Session of the All India Trade Union Congress is scheduled to be held in Madras from 7th to 12th August, 1990.

Delegates representing all the States and Industries and also fraternal delegates from many countries of Europe, America, Asia and Africa will be attending the Session.

General Secretary

A. M. GOPU

Treasurer :

S. C. KRISHNAN, B. A.

Secretaries:

R. NALLAKKANNU

R. GANESAN, B. A. B. L.

T. R. S. MANI

R. DAKSHINAMURTHY

T. GANESAN

Thirumathi A. T. RUKMANI

V. K. BALAKRISHNAN

M. S. DAWOOD

In this connection, we are bringing out a commemoration volume. We would request you to kindly take an advertisement space in the commemoration volume.

Thanking you,

Yours sincerely,

Convenor.
Souvenir Committee.

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

President: Chaturanan Mishra, MP
General Secretary: Indrajit Gupta, MP

Tele: 387320/386427

.....

May 4, 1990.

The General Secretary
AITUC, New Delhi.

NOTICE OF AMENDMENTS TO THE AITUC

Dear comrade,

I propose to move the following amendments to the Constitution of the AITUC at its next meeting of the General Council.

Clause 6(a) of the Constitution be amended as under:

An annual contribution at the rate of Re.1 per member, subject to a minimum of Rs. 50/-.

Clause 17(a)(i) be substituted by following:

"One delegate for each union having a membership of 500. If the membership is less than 500, such union can join together with other unions on district or industry basis and elect one delegate (Preferably by rotation from amongst different unions)";

Clause 17(a)(ii) be substituted by "one additional delegate for every complete set of 500 members upto a total membership of 20,000";

Clause 17(a)(iii) be substituted by the following "one additional delegate for every complete set of 2,000 members over a membership of 20,000-";

With greetings,

NOTE: State Committees are requested to circulate the Amendments to the General Council members of their respective states.

Yours fraternally,
Homi Daji
(HOMI DAJI)
Secretary.

.....

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

President: Chaturanan Mishra, MP
General
Secretary: Indrajit Gupta, MP

Tele: 387320/
386427.

.....

April 6, 1990.

To

All State Committee of AITUC &
Members of Working Committee, AITUC.

Sub: 34th Session of the AITUC

Dear Comrade,

The 34th Session of the AITUC will be held at Madras on 7th to 12th August 1990, arrangements for the stay of delegates shall be made from 6th August to 13th.

The session will be held at VIJAY SESHMAHAL AND VIJAY RANI MAHAL IN VADAPALANI.

The above places have several rooms seperately which can be rented on payment of Rs. 75/- per day for two-bed rooms. Delegates desiring to stay in this rooms should inform the Reception Committee together with the requisite amount in advance.

Similarly, the delegate should also inform the Reception Committee about the return reservation and also send the required amount in advance by DD/Cheque in the name of "RECEPTION COMMITTEE, 34th SESSION AITUC".

(from 7th to 12th of Aug. '90)
A fee for lodging and boarding/ of Rs. 100/- has to be paid by each delegates to the Reception Committee.

All unions should clear the affiliation fees for the membership of 1989 as delegation will be given on the basis of membership of 1989. The affiliation fee should reach in AITUC Office by 30th JUNE, 1990. Unions not clearing their affiliation fees by the 30th June shall not be entitled to send delegates to the Session. Similarly, fresh affiliations should also reach the AITUC Office by 30th June. After that the new affiliates shall not be entitled to send delegates to the Session.

This should be strictly adhered to in order to avoid last minute rush of receiving affiliation fees and rush of affiliations.

The Reception Committee address is:

25 Kovoor Vaithiyanatha Mudaly Street,
Chintadripet,
Madras 600002 (Tamilnadu)

Telephone No. 560869 Telegrams: THOZHISANG

With greetings,

Yours fraternally,

Homi Daji
(HOMI DAJI)
Secretary.

TAMILNADU A. I. T. U. C.25, KOVOOR VAITHYANATHA MUDALI STREET,
CHINTADRIPET, MADRAS - 600 002

President :

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

General Secretary

A. M. GOPU, B.A.

Date... 29.3.1990.

RECEIVED

05 APR 1990

A. I. T. U. C.The General Secretary,
A.I.T.U.C.,
24, Canning Lane,
New Delhi-110 001.

Dear Comrade,

Sub: Arrangements for 34th Session of the AITUC to be held in Madras
from 7th to 12th of August, 1990.

.....

Ref: Com. Homidaji's letter dated 21.3.1990 confirming the Conference
dates from 7th to 12th of August, 1990.

...

We are glad to note that you were pleased accept the dates i.e.,
7th to 12th of August, 1990, suggested by us for the 34th Session
of the AITUC to be held in Madras. We hereby reconfirm the above
mentioned dates and make it final.We have already booked the prestigious wedding halls of Vijay SeshMahal
and Vijay Rani Mahal in Vadapalani, in the heart of Madras City, to
hold the session. You know the place, as you had been there on a
previous occasion.Accommodation is available for the delegates from 6th to 13th of August,
1990, as told by you to Com. N.Sampath, Vice-President of our Reception
Committee.out | The above said two Wedding Palaces, have several rooms separately to be
rented ~~at~~ on payment of Rs.75 per day for two-bed rooms, in addition
to several rooms allotted as part and parcel of the buildings entrusted
to us.Delegates desirous to stay in rooms could take advantage of the
availability of rooms and reserve them by sending the required amount
in advance to our Treasurer Com. S.C.Krishnan.To accommodate the delegates, we have, so far booked four more places,
Meenakshi, Murugan, On Sakthi, and Saravana (situated in T.Nagar area)
Kalyananandapams which would provide sleeping facilities for 1500
persons and two big buildings of the Standard Motor Products of India
workers Union and the English Electricals Employees Progressive Union
(South Madras) where nearly 500 persons can stay. We are in search
of some more Kalyananandapams and as soon as they are booked, we shall

TAMILNADU A. I. T. U. C.25, KOVOOR VAITHYANATHA MUDALI STREET,
CHINTADRIPET, MADRAS - 600 002

President :

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

General Secretary

A. M. GOPU, B.A.

:2:

Date.....29.3.90.....

let you know the details.

For all these buildings we have to pay rent, electricity and water charges at Commercial rates.

Fast running State Transport Buses are frequently available on the routes to the venue of the session and for safe return to the places of stay of delegates. One way bus fare will not exceed Rs.1.50 on any event. We are trying to arrange additional buses run on these routes, during peak hours of journey to be undertaken by our delegates. We hope, we shall succeed in our endeavours.

Instructions may kindly be issued to the delegates not to bring in their non-delegate family members to the conference and ask us to arrange for their boarding and lodging too. Such comrades have to make their own arrangements at their cost.

The delegates may be advised to bring with them light bedding.

Please intimate/probable state-wise number of delegates, observers, fraternal delegates and foreign delegates anticipated, so that we can allot the places of stay and also reserve rooms for foreign delegates.

We hope, all the expenses to be incurred in connection with the stay of foreign delegates shall be borne by the All - India Centre.

Office-bearers of the A.I.T.U.C., may conveniently stay in the special rooms, including A.C.Rooms, attached to Vijay Seshmahal and Vijay Rani Mahal. If any one, wants more convenient rooms outside, he or she has to pay for it separately.

The Working Committee members also can stay in the Conference Hall itself.

Necessary volunteers will be posted in each camp and building to take care of the delegates and their luggages.

Each delegates has to pay Rs.100/- (Rupees One Hundred only) towards boarding and lodging from 7th to 12th of August, 1990 to the Reception Committee. This has got to be collected along with the delegates fee and paid to the Reception committee.

Wtho We will supply the delegates card with plastic container, document folder with working pad and ball-point pen. We want the centre to enlighten us on this point.

Delegates in need of their return ticket to be reserved, have to send in their money by M/s/DD/Cheque in the name of "RECEPTION COMMITTEE, 34TH SESSION OF AITUC" to avoid any disappointment or disadvantages.

TAMILNADU A. I. T. U. C.25, KOVOOR VAITHYANATHA MUDALI STREET,
CHINTADRIPET, MADRAS - 600 002

President :

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

General Secretary

A. M. GOPU, B.A.

Date, 29.3.1990.

: : 3 : :

As the season will be dry and scarcity of water prevalent, we are taking necessary steps to ensure uninterrupted supply of water to the camps through limited number of lorry loads, transported from even distant places. Almost all the Kalyanamandapams are fitted with generators to switch on lights, ~~f~~ and fans when electricity fails.

We intend bring out a govenier to commemorate the conference occasion by publishing valuable articles from Leading lights of our movements and also to agument our financial resources by obtaining advertisements from the Public, Private, Joint and Co-operative Sectors of industry and request the top leaders of our unions to help us in our efforts.

The relevant parts of the particulars finished above, may be used ~~it~~ by the centre to issue the first circular to the unions:

The Reception Committee address is:

25, Kovoov Vaithyanatha Mudaly Street,

Chintadripet, Madras. 600 002, Tamilnadu.

Telephone No: 560869. Telegram: THOZHISANG - Madras.

The Reception Committee meets at its office in Madras at 5 PM., on 5.4.1990 to review the work done and also to plan further action.

Yours fraternally,

A. M. Gopu

(A. M. Gopu)
General Secretary,
Reception Committee,
34th Session of AITUC.

Copy to Com. Homi Daji

35


March 21, 1990

Dear Comrade,

We confirm the dates suggested by you for AITUC Conference i.e. 7th to 12th August 1990. Please confirm the same also inform us about the lodging arrangements so that we can send out appropriate circulars.

Thanking you,

Yours fraternally,


(HOMI DAJI)
Secretary.

Comrade A.M.Gopu,
General Secretary,
Tamilnadu State Committee of the
AITUC
25 Kovoor Vaithianatha Mudali St.
Chintadripet
Madras 600002.

38
New Delhi,
20 March 1989

Members of the
T.U. Department,

Sub: Meeting of the T.U. Deptt.

Meeting of the T.U. Department will be held at Ajoy Bhavan on 20th April 1989 at 3 P.M. The meeting may continue for the next day also.

Agenda:

- (1) Scope of the work of the Department;
- (2) Preparing for the General Council;
- (3) Amendment to the AITUC Constitution regarding representation at the AITUC Conference.
- (4) Immediate Tasks; and
- (5) Any other items proposed by the Members.

With greetings,

Yours fraternally,

Homi Daji
(Homi Daji)
Secretary

Com. Homi Daji

35
125 Periaswami Road
R.S.Puram
Coimbatore 641002

25 March 1989

Dear Comrade Homi,

1. Thank you for your letter of 19 March 1989 regarding the delegation to the USSR in May and enclosing the circular to state committees about the same.

I am sorry that I will not be able to be in the delegation as I have already got commitments ~~on that~~ during those days which are not possible to be changed now. In any case, in an important delegation of the type you have indicated in your letter I strongly feel that the comrade leading it should be one who is working all the time at the centre and who is in touch with all developments at that level since discussions have to be held with the leadership of the AUCCTU.

Regarding a woman comrade from plantations - I have written to Comrade Kurien who is the general secretary of the federation and I think you will find a more likely candidate from Kerala for this delegation. I have not been able to get a suitable one from Tamilnadu. If Comrade Kurien can find a woman comrade then you will have to ensure one more delegate from Kerala, as plantation workers, ~~xxx~~ more particularly women, are not likely to know any language other than their own.

I have not been able to contact Tamilnadu STUC comrades yet. But will get in touch with them and ask them for a name from textiles to be sent immediately direct to you.

2. I enclose a note on work amongst women which you had asked for and also the demands to be put in the petition. The form of the petition is not with me and will have to be obtained from the Lok Sabha handbook and accordingly framed and sent to the states along with the note which could be in the form of a circular. I had held it up till now as I thought you would be busy with the aftermath of Party Congress - finalising of documents, etc.

With greetings

Yours fraternally,

Pawati John

