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All India Trade Union Congress

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GENERAL COUNCIL MEETING

11-12 JULY, 2001, NEW DELHI

All India Trade Union Congress Publication

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Comrades,

General Musharraf now the President of Pakistan is visiting India on 14th to 15th July on the Invitation from Atal Bihari Vajpayee for a dialogue between the two countries on all issues including Kashmir. This visit may lead to further negotiations which is essential for peace in the region which also will pave the way for regional cooperation and development. The process of SAARC regional cooperation did not progress because of the tension between India and Pakistan and terrorist attacks.

Recently there has been anti-indian out-burst in Nepal and border skirmishes in Bangladesh.

In this period of globalisation, regional cooperation is very essential for development. Hence steps must be taken to solve in problems and see that friendly relations and economic and cultural cooperation develop in the region.

During the parliament session Tehelka dot com investigative video films were shown on the ZEE TV. Bangaru Laxamn, President of BJP, was shown taking a bribe of Rs. one lakh in cash from an arms dealer and asked for further payment in dollars. Samta Party President accepted Rs. two lakhs from the same fake dealer at the residence of the Defence Minister. Only she asked him to pay it to another person sitting there saying that he is the treasurer. It turned out that he is the president of Rajasthan State Samta Party. The video also showed how the army officers were involved in taking bribes and also

bureaucrats. During the discussion they reminded the role of PMO and Brajesh Mishra, N.K. Singh and the foster son-in-law of Atal Bihari Vajpayee. Parliament was paralyzed. Bangaru Laxman, Jaya Jaitley had to resign from their party posts, George Fernandes had to resign as Defence Minister and Govt. appointed one retired Supreme Court judge as Enquiry Commission. No FIR was filed and none of the culprits were arrested. The military is conducting its own enquiry. N.K. Singh has been shifted from PMO to Planning Commission. The opposition demanded resignation of the Govt. But the Govt. did not agree. Elections were held to the assemblies in Assam, Bengal, Tamilnadu, Kerala and Pondicherry, Congress has come back to power in Assam and the UDF in Kerala. In Pondicherry Congress formed the Govt. with the support of AIDMK. The allies of BJP, the DMK and Assam Gana Parishad suffered severe set back and the BJP could not get seats as it was expecting.

The left front won in West Bengal for the 6th time but in Kerala the LDF lost with a bigger margin. The reasons are being scrutinized.

Now everyone is looking with interest at the forthcoming elections to UP and Punjab assemblies anytime by January, 2002.

There are discussions inside the NDA and the Samta Party even threatened to walkout because the BJP MLAs did not vote for the Samta Chief Minister in Manipur. Samata had won only one seat but some defections from other parties swelled its ranks. At last President's rule has been imposed.

The left parties along with others have formed the Peoples' Front with Jyoti Basu as President and Mulayam Singh as Convenor. It is expected that the non BJP and non Congress parties will come together and provide a left and democratic alternative.

The Finance Minister in his budget speech has announced concessions to the corporate sector and the MNCs. The govt. of India has decided to privatize 27 Public Sector Industries and close down the loss making PSU's. The MNCs can now invest 100% equity in an export promotion zone. The Interest rate on fixed deposit and provident fund has been reduced to 9½ per cent with a view to provide easy credit to the corporate sector. The interest rate may further be reduced. This has affected the small depositors including the workers who deposited their amount for monthly income. The Finance Minister has also announced that the Govt. will amend the Industrial Disputes Act and the Contract Labour (Regulation and Abolition) Act ignoring both the Second National Labour Commission. The Labour Minister tried to appease the corporate sector and the MNCs. The Finance Minister claimed that there will be a 8% growth rate. According to their midterm appraisal of 9th Five year plan it is necessary to have a growth rate of 10% if the target of 9th five year plan is to be fulfilled.

There is a proposal to downsize the Govt. Departments, induct labour through contractors and stop the facility of LTA and LLTA for a period of two years. The govt. is also considering introduction of VRS for Central Govt. employees.

The Essential Commodities Act is being revoked and the state govts. are being given the responsibility of procurement for public distribution system. In the coming session of the Parliament the Govt. is expected to bring Electricity Regulatory Authority bill to facilitate the privatization of distribution of power to begin with. Further it is expected to amend the Bank Nationalization Act so as to reduce the Govt. stake to 33 percent and amend the Coalmines Natinalisation Act facilitating entry of private sector.

The govt. has now announced that the defence industry will be privatized and investment of foreign capital upto 26 percent will be permitted. This will endanger the security and defence of the country. In some of the countries the Military Industrial Complex have great influence on the govt. and the same position may develop in India.

The quantitative restrictions on imports were removed on 715 items from 1st April 2000 and now the restrictions are removed from another 716 items. This endangers the peasantry and the small industries in our country. Already the prices of rice, tea, rubber and coconut have fallen and the peasants in South India are suffering. There are import of kids cycles, cycles, scooters, dry-battery cells, garments and toys etc. from China, Thailand and Bangladesh and our small scale industry is facing crises. When a deputation of BJP MPs representing the small scale sector met the Finance Minister, he said that they should compete or perish. The restriction on imports could be removed within next three years.

Not only that concessions are being given to multi-nationals. Govt. of India has supported the decision of the Govt. of America to establish the National Missile Defence system which will only lead to increase in arms race. Even the members of NATO have not supported the US scheme. But under the plea of China and Pakistan having nuclear weapon Govt. of India is supporting the dangerous proposal of the Bush Administration.

The govt. is preparing to privatize ports, airports, expressways etc. The midterm appraisal of 9th plan states that electricity, irrigation, postal services, higher education etc. should be privatized. They are for free market economy on the model of America.

In the budget speech the Finance Minister announced that self financed social security scheme shall

be prepared by Insurance Companies for the agricultural workers.

The Prime Minister convened a meeting on 12th May of the Central Trade Union leaders and heard their opinions. Inaugurating the Indian Labour Conference he announced that number of people below poverty line has come down and that employment has gone up without any basis whatsoever. The fact is that the basis of calculating below poverty line is changed and a claim is made that poverty is reduced. Statisticians have challenged it and wanted calculation on the earlier basis so that the real picture will emerge. About growth of employment neither N.S.S. nor the Planning Commission have claimed it. The Prime Minister asserted that the Govt. will go ahead with second phase of reforms and the workers should cooperate.

Now a days the govt. does not campaign that public sector is inefficient or suffering losses because bulk of the public sector undertakings are making more profits than the private sector. They clearly state that they want to reduce budgetary deficit and will use the funds for social development.

They expect that higher rate of growth will be achieved and more foreign capital will pour in which will help faster growth.

But unfortunately none of the objectives is being achieved. The rate of growth of GDP was 5.8 percent on average in the ten years before the reforms and is 6.4 percent in the ten years with in the beginning of reforms which means the growth has been only 0.6 percent due to reforms.

Last year 24 percent of the FDI was invested in the developing countries and out of it 80 percent was invested in 10 countries. According to World Employment Report published by ILO. In 1999 the

FDI in India was 2168 million dollars compared to \$4040 million in China, \$10340 million in South Korea, \$ 3532 million in Malaysia and \$6078 million in Thailand.

According to World Development Report 98-99, one third of the world labour force, nearly one billion continued to remain unemployed or underemployed.

The memorandum of WFTJ to special session of UN General Assembly on Social Development (Copenhagen) stated - trade unions all over the world are greatly concerned also by the severe social consequences of the economic disruption caused by global speculative activities in the capital and currency markets, which have caused a huge increase in unemployment of millions of working people.

Available information also suggests that cross border mergers and acquisitions, not investment in green field area account for between half and two thirds of F.D.I. The World Investment Report 1999 states that the import of foreign direct investment on the domestic market may be harmful if the transnational companies resort to borrowing within the country making mobilization of funds by local companies difficult. According to World Investment Report 1999 for every \$ 3 inflow \$1 flows out as repatriated earnings. 100 largest holding assets worth \$ 1.8 trillion grimly effect the employment potential of the world economy. The World Investment Report 1999 admits the lopsided character of economic system. It says, "because of their technology intensity and competitive behaviour they are likely to generate smaller number of jobs than other firms of equal output and size." Economic reforms and technological revolution have only increased unemployment and poverty.

The WFTU memorandum to IMF and World Bank

urged on G7 to respect the commitments made by them. The social consequences of structural adjustment policies in terms of loss of jobs, fall in real wages and incomes, higher prices and soaring costs of social services must be correctly assessed and the victims should be compensated.

The IMF and World Bank should agree to total cancellation of debts of developing countries and should contribute 0.7 percent of their GDP as development assistance to the least developed countries. Strict regulation should be imposed on speculation and capital movement across national borders. Firm steps should be taken to curb speculation especially through imposition of a tax on speculative capital movements across national borders. The misuse of social security funds should be banned altogether.

Coming to the present situation there is depression in USA and about 80000 engineers and technicians in the information technology sector have been laid off. There are as yet no signs of picking up. This is bound to have its impact on world economy. The finance minister was talking of achieving 8 percent growth and the reality is that the rate of growth of industrial sector has come down to a little less than five percent. For the last three years the rate of growth in agricultural sector has slowed down. The capital formation in the country is low.

It is in this background that the govt. is going ahead with disinvestment and privatization. During the meeting with Trade union leaders a question was raised that Balco with assets of about 5000 crores, the 51 percent shares were given away at Rs.551 crores. The Prime Minister replied that it was the result of bidding. The Govt. is not bound to sell if the stipulated price is not forthcoming. The fact is that Govt. wants to throw away the national

assets to the corporate sector at throw away prices. It is acting absolutely in the interest of the capitalist class both because of its own ideology and the pressure of World Bank and IMF.

The Director General of ILO in World Report 2000 states that the vast majority of the population in many developing countries including informal sector, wage earners and self employed persons have no social protection whatsoever. Societies which do not pay enough attention to security especially the security of their weaker members, eventually suffer a destructive backlash. "Government support is indispensable".

During the period of reforms large number of workers were retrenched or forced to accept VRS. Whatever growth was there it was jobless growth because of the use of modern technology. It is only the small-scale industry which provided some relief. There were 32.25 lakh SSIs in 1999-00 compared to 20.82 in 1991-92. The employment increased from 129.80 lakhs in 1992-92 to 178.50 lakhs in 1999-00. In 1999-2000 4.4 percent fabric were produced in mills, 75.4 percent in powerloom including hosiery and 19.1 percent in handloom.

The main exports between April-October 2000-01 are (in US\$ millions) readymade garments 3256.5, cotton yarn fabrics 1996.3, gems and jewellery 4503.0 and marine products 781.5.

The main imports are POL 9771.6 and electronic goods 2046.8.

The capital formation was 23.1 percent of GDP in 1992-93 and has gone upto 26.0 percent only in 1999-2000 while it was only 25.4 in 1998-99.

During this period the Maharashtra Govt. proposed amendment of ID Act, Trade Union Act,

Factories Act and the Contract Labour (Regulation and Abolition) Act which was rejected by the Trade Unions. The amendments sought that workers drawing more than Rs.6000 monthly pay shall not be covered by ID Act and unions whose membership goes below 30 percent shall be deregistered apart from provision for exit policy and engaging contract labour. The Madhya Pradesh Govt. dismissed 30000 daily wage workers and the Chief Minister held that they are not covered by the ID Act. In Andhra Pradesh govt. ordered deduction of 25 percent of the losses suffered by the Road Transport Corporation from the workers wages.

The judicial pronouncements also went against the workers for instance Bandh being declared illegal or the consumer court in Maharashtra ordering that the losses suffered by the company due to illegal strike be recovered from the wages of the workers.

The govt. of India reduced the interest on PF from 12 to 11% and to 9½ percent inspite of the decision by the Board of Trustees to the contrary.

The three days strike of the public sector employees was deferred. There was a meeting with the Prime Minister where all the issues were discussed but as promised by Prime Minister no subsequent meeting was held.

The Maruti employees agitation continued for long and was supported by all the Central Trade Unions. The management wanted to impose a new incentive scheme, suspended a number of workers, dismissed some and insisted that the workers should individually give undertaking which the workers refused. The former Prime Minister Shri Chandra Sekher and Shri V.P. Singh intervened. The state govt. made no efforts to resolve the dispute and was fully backing the management. At last there was an agreement on

incentive scheme. Some workers were taken back and the agitation was withdrawn and workers resumed duty. But the management continues to harass the workers, suspends them, and does not allow them to hold general body meeting. Management has taken an illegal position that the dismissed workers cannot be members of the union and the union cannot take up their cases. The management used to conduct the union elections but now it is refusing. Another union has been registered and the management also holds discussions with that.

The Telecom employees went on strike not against corporatisation but for guarantee that pension scheme will continue and nobody will be retrenched. On their demands after a successful strike they succeeded.

The postal employees went on strike demanding regularisation of the extra departmental employees. The govt. imposed ESMA and High Court declared the strike illegal and its was withdrawn. The state govt. employees observed a successful strike 10-1-2001 against privatization, downsizing and retrenchment.

The peasants and agricultural workers organized a massive demonstration of three lakhs at Delhi on 30th Nov.2000. The Durgapur General Council had decided to express solidarity with the movement of agricultural workers. The AITUC donated Rs.50000 to the Bhartiya Khet Mazdoor Union for the rally.

The Sponsoring Committee Organized a demonstration in front of the Ministry of Disinvestment. The minister promised to meet the T.U. leaders and 5th June 2000 and have a detailed discussion but no such meeting was held.

Seeing the growing discontent the VHP, Bajrang Dal raised the slogan of constructing Ram Mandir so as to rouse communal frenzy and divert the attention of the people.

During this period the long pending wage revision in most of the public sector undertakings has taken place. The govt. wanted ten years agreement because of Justice Mohan Committee recommendations which was set up to recommend wage revision for the executives and the supervisors. After some delay govt. suggested that if the agreement is for five years workers will get graded D.A. and in case they sign for ten years they will be given hundred percent neutralization with arrears. Almost all the PSUs signed agreement for ten years except in the coal industry where the agreement is for five years. Under the graded D.A. those drawing Rs.6550/- will be eligible for 100 percent neutralization and those above their 6550, 80 percent from 1-1-1997. The coalminers wanted the new D.A. to be given from 1-7-96. The management without waiting for govt. decision prepared pay-sheets on the basis of 100 percent from 1-1-1997. There was a spontaneous strike in several coal fields. The CITU had given a call for strike against the MOU which they had not signed and in their notice they had raised the issue of DA but claimed that the strike was on their call. After govt. clarification when the final agreement was signed CITU also wanted to sign but other unions raised objection and wanted that they should also sign the MOU if they intend to sign the agreement. They eventually signed both.

In NTPC the agreement has been signed with 66 percent increase in basic wage plus two increments as fitment benefit. But CITU did not sign the agreement and wanted 70 percent of the basic as fitment benefit. They gave a call and 240 workers out of 2000 went on strike.

In SAIL the agreement got delayed as it is suffering losses. All the unions decided to go on strike on 27th and 28th April. Dr. Pandhe met the Minister and requested for assurance in order to postpone the

strike. Again CITU on its own gave a strike notice stating that workers will go on strike on the 17th May. Com. Gaya Singh convened a meeting on 6th May where all the unions decided to take a decision after the joint meeting on 12th and 13th May, but CITU stuck for its" decision of strike on 17th May, 40 percent of the workers at Durgapur and ten percent of the workers at Viskhapatnam went on strike out of all the steel plants. Finally a MOU has been signed on 1st July, 2001 whereon the CITU has also signed.

This time the fitment benefit in PSUs varies from 20 percent of the basic to 66 percent of the total wage in various industries. Further the HRA and the rate of increments were different in the various PSUs.

During the winter session of the Parliament the workers of NTC, IDPL, NPCC, Cement Corporation, Copper Corporation etc. staged demonstrations before Parliament as they did not get pay for months together, statutory dues are not paid and revival package is not finalized.

During the budget session the Central Trade Unions organized a massive Dharna and demonstration to protest against privatization of Bharat Aluminum Co. Ltd. and against the proposed amendments to labour laws. Except BMS all the trade unions participated.

51 percent of the shares of BALCO were transferred to the Sterlite company for Rs.551 crores though the assets are worth about 5000 crores. The assessment of the value was done by an incompetent company within four days. Sterlite is already facing a case in the court for violating the environment norms in Tamilnadu. Further SEBI has declared that the company is barred from raising loans. As per the agreement the company has to raise funds for modernization. Further the Govt. of Chattisgarh

has raised an objection that land cannot be transferred to any non tribal in the tribal area under the Constitution. The case is pending in the Supreme Court. The AITUC and HMS have also filed to impleaded in the case and next hearing is on 17th July. It is learnt that CAG has raised objections to the valuation of assets of BALCO.

The most important aspect was that the workers formed the BALCO Bachao Committee and refused to work under the private management. Under the MPIR Act INTUC is the recognized union. The AITUC union has large strength and about 3000 contractor workers are in the AITUC Union. In Bidhan Bagh Asansol there is a branch with 2000 workers and CITU is the recognized union but did not join the strike. The CITU and its allied unions raised funds to help the Balco Workers struggle. The AITUC affiliates and friendly organization like AIBEA donated cash and rice and a community kitchen was run for the contractor workers and daily wage workers.

The strike was withdrawn after 67 days of strike as the Chief Minister also appealed for joining duty. Advance for the strike period has been paid and Court has to decide as to how it should be treated.

The AITUC, BMS, INTUC, HMS and CITU gave a call for solidarity mobilization and a general strike on 18th May, the day Prime Minister was to inaugurate the Indian Labour Conference. But the call was withdrawn because the BALCO workers had withdrawn the strike.

The central trade union organizations have given a call for statewide conventions. The Sponsoring Committee has endorsed the call given by Central Trade Unions and appealed to the unions to prepare for one day all India strike.

The BMS defence federation gave a call for indefinite strike from 3rd July. The Central Unions

suggested to the three federations to come together and go on strike jointly on a date agreeable to all. Now the three federations together have giving a call for strike on 23rd and 24th July against the proposed privatization.

The Secretary of the Disinvestment Ministry and the Ministry for Heavy Industry convened a meeting of the unions in Hindustan Cables, told them that the Govt. has decided to privatize HCL and wanted to know what protection they want. The unions took a position that within one year it will go into profits and it should be handed to over to MTNL and not privatized as they are the sole customers. The Chief Minister of AP wrote to Prime Minister on similar lines. The unions from Hyderabad Roopnarayanpur, and Naini have held a convention on 13th June and decided to go on strike on 26th July.

There was a proposal that Sterlite will also take over a Copper Corporation but due to the order of SEBI the issue is kept pending. Sterlite now seems to be interested in Hindustan Zinc and Hindustan Cables. Sterlite has now ben debarred for bidding in Hindustan Zinc because of the order of SEBI.

The Bank employees and officers have decided to go on strike in case Banks are privatized. But in the Banks due to very attractive VRS already one lakh and twenty thousand have opted to go out.

In the coming period when the govt. goes in for privatization the workers will oppose it. Manmohan Singh had proposed 20 percent shares to be disinvested. The disinvestment commission stated that the disinvestment is not fetching proper price and is taking place at a loss; The commission was disbanded. Now the Congress at its Bangalore session has adopted a resolution that in profit making PSUs disinvestment should not be more than 49 per-

cent and the industry should remain in public sector. Chandra Babu Naidu in a seminar has said that he is for privatization but not for privatization of any profit making state undertaking.

On 16th May in a BMS rally, Duttopant Thengadi sharply criticized the economic policies of the govt. He was opposed to entry of MNCs, privatization of industries and wanted India to come out of WTO and form a second WTO.

G. Sanjeeva Reddy President of INTUC was supporting the economic reforms just on lines the employers were doing. But after the Banalore resolution of the Congress and the INTUC resolution of Nainital he is in a mellowed state. He wants to be a hawkish protagonist of ICFTU but finds the Congress resolution restraining him.

On the call of the AITUC, meetings were held and demonstrations organized on 31st December 2000 throughout the country.

On the call of the sponsoring committee two hours tool down strike was organized throughout the country on 16th May and in Baroda some of the factories went on a day's strike.

In Maharashtra a joint committee with AITUC, CITU, HMS, HMKP, Kamgar Agadi and some independent unions was organized. It took up the issue of scrap Enron, oppose amendment of labour laws and privatization etc. The left parties organized a demonstration of one lakh on these demands. The joint committee gave a call for Maharashtra Bandh on 25th May. Seeing the mood of the workers and sympathy of the people, the BMS, INTUC and Shiv Sena also supported the Bandh Call. The Bandh was total and peaceful in Mumbai and whole of Maharashtra. Even the taxi and scooters had joined the Bandh.

A number of joint representations have of late been sent to the Prime Minister and others by AITUC, BMS, CITU, HMS & INTUC, which include lacks of orders in wagon industry, reduction in PF interest rate, privatization of ground handling services in Air India, privatization in defence production and victimization in Maruti udyog.

Inspite of the resistance by the workers the Prime Minister asserted that the Govt. will go ahead with the second phase of reforms and that the workers should cooperate.

Leaders of all the Trade Union Centres criticized the Govt. policy. The leaders of AITUC, BMS, INTUC, HMS, CITU, UTUC(LS), UTUC, TUCC and the AICCTU, met and decided to hold conventions in industrial centers and state capitals on five demands.

After about 8 years the Industrial Tripartite Committee on Engineering Industry was convened by the Labour Ministry attempting to justify privatization and closure of "sick" PSUs and VRS. All Central TUs opposed the Govt.'s approach. AITUC put forward its proposals.

Indian Labour Conference:

On the eve of Indian Labour Conference the Prime Minister had a meeting with the Central Trade Union leaders. All the leaders expressed their opposition to the privatization of public sector undertakings and the proposed amendments of the Industrial Disputes Act and the Contract Labour (Regulation and Abolition Act) which only will legalise the policy of hire and fire.

The Prime Minister addressing the ILC session firmly stated that the Govt. will go ahead with the second generation reforms and appealed to the workers to cooperate. After his speech he got up and an-

nounced that govt. has allotted Rs.150 crores for the social security scheme for the agricultural labourers. He announced that govt. will also contribute to the scheme. Subsequently in a meeting of the leaders of Central Unions the Labour Minister said that the Govt. will contribute a little more than the contributions of workers. Now a Scheme has been announced to be implemented in 50 blocks from this 1st July.

In the Indian Labour Conference the Trade Union representatives criticized the economic and labour policies of the govt. and the final draft contained both the views. The conference also discussed about tripartite consultations and social security.

The Tamilnadu Govt. has enacted legislation for agricultural workers wherein the provision is for cess on procurement of food grains, on crushing of sugar cane and the production of sugar apart from workers contributions.

The Central Trade Union organizations have given a call for demonstration before Parliament on 24th July, 2001 and no date for all India strike has been fixed.

I.L.O.

K.L. Mahendra attended the ILO Conference. The convention on safety and health of agricultural workers is adopted. We have to demand ratification and a legislation.

The ILO Conference had the first discussion on social security and cooperation and next year they have to be adopted as instruments.

Organisation:-

The meeting of the Working Committee was fixed in Feb. 2001 but because of the sad demise of Com. Indrajit Gupta it was adjourned after adopting a con-

dolence resolution and observing two minutes silence.

The conference of Madhya Pradesh State AITUC was held and separate committees were elected for Madhya Pradesh and Chattishgarh. During this period in Chattishgarh, and Jharkhand new state have been constituted. The conference of Rajasthan state Council was held. Utranchal State Committees AITUC has been constituted.

A conference of the PWD workers was held and the federation was activated. The Federation organized a Dharna at Bhopal against the dismissal of 30000 daily wage workers.

The conference of All India Local Bodies was held at Buxar and a federation was formed. They are facing the problem of downsizing, contractorisation and low pay. All India Beedi Workers Conferences was held at Managalore.

The conference of the fishermen was held at Rameshwaram and the All India Federation was formed. Delegates from Tamilnadu, Kerala, Pondicharry and Goa attended the Conference. We have unions or contacts in Andhra, Maharashtra and Orissa etc. In Maharashtra the AITUC and NFIW took up the case of Suja Abraham working in a fish processing factory but due to harassment jumped from 3rd story. NFIW and AITUC activists took up the case in High Court which found the complaint correct and ordered management to pay her pension of Rs.2500/- throughout her life.

A meeting of the migrant workers in Northern states was held by BKMU in Bihar. Com. Satyanarayan Thakur attended it.

There was attempt to hold an all India meeting of the garment workers but it did not succeed. There is

a necessity to concentrate on powerloom, handloom workers, and the garment workers, the fisheries and processing and packaging industry and build up organization. The number of workers in these sectors have increased tremendously and their condition is miserable.

From the AITUC Centre, we have sent to all state committees, "State-Wise, Industry-Wise minimum wage" covering all states, U-Ts and all notified employments (about 100 pages). This document can be made use of in our agitation for minimum wage categories.

The construction workers should agitate that the rules framed by the Central Govt. under the Act should be made applicable if the state govt. doesn't frame rules within six months.

It is necessary to develop closer cooperation between AITUC and BKMU. Hence in future two representatives of BKMU should attend the meetings of the AITUC at the Central and the state level and vice versa.

The old habits have not changed and large number of unions do not pay their affiliation dues. Some unions are now paying affiliation fee for 2000 without paying fee for earlier years. Even now there are unions who have sent affiliation fee at 50 paise per member though they were informed in writing that the affiliation fee is Rs.1/- (Rupee one only) per member from 1997; they have again sent a complaint as to how receipt for part payment is issued.

When affiliation fee is received at once receipt is sent to the state committees. They do not keep proper record and every time ask the Centre to inform which of the unions have paid affiliation. There are some

unions which regularly pay affiliation fee and also donations. There are some state committees who collect affiliation fee and send along with list; They pressurise the unions to pay the affiliation fee. In some States even the circulars are not properly attended to and each leader is busy looking after his union. The state committees have to take the responsibility of streamlining the organization and fulfil their responsibility. Now at the centre list of unions, affiliations fee payment etc. is computerized. The states also can do it similarly. If the state committee finances don't permit they can advise one of the better rising union not only to have computer but have internet so that information can be exchanged on e-mail. Our circulars reach by post taking 5 to 10 days whereas CITU circulars reach in minutes because of e-mail. The state committees can join cyber café and send us their e-mail number. We get the report of actions after 10 to 15 days. There was Maharashtra Bandh on 25th April the report was typed on 28th and was received in Delhi on 5th May when the TUR was already being posted.

Will the comrades change their method of functioning? Sometimes we send circulars or statements on fax wherever the facility is available but the cost is too high. There is no difficulty in either having e-mail or joining cyber café. But habits do not change and laziness is habit of life.

Verification:

Through the case was on the list of High Court it didn't come for hearing and may be taken up after the vacations in July.

AITUC Bhawan:

We were told that once the huts are cleared in the existing institutional area in Rouse Avenue we would be allotted land. But now we are told the new area

in Rouse Avenue is coming up fast and AITUC will be allotted a plot. The Ministry sent us form, which was filled up and submitted. A copy was sent to the Labour Ministry and the Labour Minister himself has written that it has no objection for a plot being allotted to AITUC.

We made an appeal for funds because we have to construct building immediately and shift. Some small amount has come but comrades have not taken seriously and are waiting for the plot to be allotted. But immediately after the plot is allotted we have to start construction and complete the building.

N.M. Joshi Centre

N.M. Joshi Centre has taken a project from N.L.I. to bring out oral history of AITUC. Already about 40 leaders have been interviewed and the job of transcription has just commenced.

On Beedi Industry:

AITUC centre has appointed Shri Yash Chauhan to write on history of Beedi workers movement and their present problems. The project is being financed by ILO and the report is to be submitted in July.

B.D. Joshi Education Fund:

The leaders of the Textile Union of Delhi (Kapra Mazdoor Ekta Union) have donated rupees three lakhs 25 thousand and the B.D. Joshi Trade Union education fund has been created. The amount is placed in fixed deposit and the interest shall be used for Trade Union classes.

AITUC Publication:

A.I.T.U.C. has published "Recent Wage Agreements" (volume-V) of about 756 pages and priced it at Rs.250/-. We have sent it for review in economic journals, SCOPE and University Association, besides PSUs and major unions/ managements.

International Relations

During this period K.L.Mahendra and Deb Kumar Ganguly attended the WFTU Presidential Council in Kuwait. Since then all the regional committees have been constituted. Publication of Flashes has started and com. Cardona of Cuba has been fixed as WFTU representative at Geneva. He knows English and French, besides Spanish.

A delegation of WFTU led by K.L. Mahendra visited China and had detail discussions with the Chinese Trade Union leadership. The President of Chinese Trade Unions promised cooperation with WFTU and also promised to consider what assistance they could provide.

K.L. Mahendra attended the conference of COSATU in South Africa. He and Deb Kumar attended the conference of Bangladesh Trade Union federation and also a seminar.

H.Mahadevan attended the conference of Cuban Trade Union federation alongwith V.V. Rama Rao, General Secretary waterfront federation. He also attended the SIGTUR Regional Meeting at Seoul, South Korea and Kathmandu the joint meeting of INDIA, PAK & NEPAL trade unions on Bonded Labour convention.

J. Chittaranjan led a delegation with P.S. Parmar and Raj Kumar Singh to Vietnam for organisation to organization relations

A SAARC Conference of Trade Unions is to be held in August 2001 in New Delhi, instead of at Calcutta as was earlier proposed.

V. V. Rama Rao

General Secretary

Port, Dock & Waterfront Worker's Federation of India

Hony. President

Visakhapatnam Harbour & Port Worker's Union

VDLB National Employees Union

Trustee

Visakhapatnam Port Trust

Member

Visakhapatnam Dock Labour Board

Member

Dock Worker's Advisory Committee

No. :

Date : 18th DEC '98

Dear Comrade Mahendra,

Sub: General Council Meeting of A.I.T.U.C.
on 4th and 5th January 1999 at New Delhi
- Regarding.

--:oOo:--

The meeting of the BIPARTITE WAGE NEGOTIATIONS COMMITTEE to discuss the Wage Revision and Pension Regulations for Port and Dock workers is going to be held at CHENNAI on 5th and 6th January, 1999. I have been representing our Federation in the said Committee and hence I have to attend the above meeting without fail.

Therefore, it is not possible for me to attend the General Council Meeting of A.I.T.U.C. to be held at New Delhi on 4th and 5th January, 1999, in view of the above mentioned B.W.N.C. meeting.

This is for favour of information please.

With greetings,

Comradely yours,


(V. V. RAMA RAO)

Com. K.L.Mahendra,
General Secretary,
A. I. T. U. C.,
24, Canning Lane,
NEW DELHI - 110 001.

अखिल भारतीय ट्रेड यूनियन काँग्रेस

ALL INDIA TRADE UNION CONGRESS

चिन्तामणि मंडल

सदस्य राष्ट्रीय परिषद

AITUC-AIABWF-IMWF

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राजपल्ली, जामताड़ा

1-9 DEC 1998 815351 (दुमका) बिहार

Ref No. AITUC/.....

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

Date 14/12/98

प्रिय सार्थ,

मैं 8/11/98 से बिहार में एवं आसन सोल में
निधिलेखा में हूँ। अतः 4/1 से 5/1/99 तक होने
वाली राष्ट्रीय परिषद बैठक में उपस्थित नहीं
हो सकूंगा।

आपका सुवार्थ।

Com. K.L. Mahendra,
C/S. AITUC
New Delhi.

आपका सार्थ,
14/12/98

चिन्तामणि मंडल
यूनाइटेड कोल वर्कर्स यूनियन
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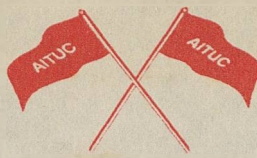


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चिन्तामणि मंडल
दुवाइटेड कोल वर्कर्स युनियन
ATUC - IMWF

Founded on 31.10.1920



Founder President, Lala Lajpat Rai

अखिल भारतीय ट्रेड यूनियन कांग्रेस
All - India Trade Union Congress

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

O/C

February 27, 1999,

Dear Sir,

We enclose herewith the Resolution adopted in the General Council meeting of the All India Trade Union Congress held in Delhi on 22-23rd February 1999, which is self-explanatory, sent for your information and necessary action thereon.

We request that we may be apprised of the action taken in this regard.

Thanking you,

Yours faithfully,

(H. MAHADEVAN)
DY. GENERAL SECRETARY

11

Resolution on the Struggle of OCM Workers

The thousands of workers of Birla concern OCM India Ltd., Amritsar have been forced to go on strike since 11.2.99 by the management who have victimised 25 trade union activists by suspending them. They protested against the unilateral decision of the management to increase the workload.

The ~~ATTUC~~ General Council fully supports^{ed} the demands of the workers and urges upon the management to take back suspension orders. It also calls upon the Govt. to get the dispute settled by getting all the workers reinstated with full back wages.

Resolution on Price Rise

The General Council of A.I.T.U.C. in its meeting held in Delhi on the 22nd February '99, vehemently opposes^d the increase in prices of Rice, Wheat, Sugar, Urea, Diesel, Cooking Gas etc. just before the Parliament Session, which has caused cascading effect on prices of various commodities and services seriously affecting the common people of this country.

Though the Govt. offered the sop of withdrawing the price increase to those below poverty line, the increase in prices have affected the purchasing power of the people in general; And the trading classes supporting the ruling party at the centre and certain states are continue to be allowed to loot the people on account of the policy of the Govt. on price rise.

The A.I.T.U.C. call^{ed}s upon the working class of India to join the mass movements and protest action launched against price rise and fully fight for an effective P.D.S. for supply of essential commodities and resist the Government's anti-peoples' moves.

Resolution on the Arbitrary moves of the
Government to amend the labour legislations and
on the formation of Second National Commission on Labour

The General Council of A.I.T.U.C. in its meeting held in Delhi on the 22nd February '99, notes^d with grave concern : -

- that the Govt. of India, in its attempt to appease the World Bank, IMF and developed capitalist countries, has taken recourse to amend the labour legislations such as I.D. Act, Contract Labour Act, Bonus Act etc. to help the liberalisation process and structural adjustment programmes, besides effecting easy exit and flexi labour policies arbitrarily and the Secretaries Committee has submitted proposals for the consideration of the Union Cabinet;
- that the Prime Minister has constituted certain economic committees headed by the big industrial houses including one for amendments to Labour legislations as suited only to the employers' requirements.

The AITUC strongly disapproves^d the above dangerous moves and urges upon the Govt. of India not to effect any such changes to any of the Labour legislations including I.D. Act, Bonus Act, Contract Labour Act, T.U. Act etc. but to discuss with the national trade union centres for bringing about any modifications to the labour legislations.

The AITUC also demands^{ed} that the terms and references of the Second National Labour Commission as well as its composition providing for adequate representation to the working class, should be discussed with the trade unions and settled. The Council condemns the announcement of the Labour Minister that the Second NLC is meant to introduce the flexi labour policies and to suit the liberalisation moves in the "competitive" market of the globalised economy as desired by WTO and IMF.

A.I.T.U.C. forewarns^{ed} the Govt. that the working class shall resist any such unilateral attempts to amend the labour legislations and shall carry on militant struggles to protect the rights of the working class.

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The A.I.T.U.C. calls upon the working class of India to join the mass movements and protest action launched against price rise and fully fight for an effective P.D.S. for supply of essential commodities and resist the Government's anti-peoples' moves.

Resolution on Pitiabile condition of working class & toiling masses in Bihar

The General Council of the A.I.T.U.C. in its meeting held on 23rd February'99 notes that the condition of the working class and toiling masses of the state of Bihar is very pitiabile and requires urgent attention and action plan so that they would be able to attain emancipation from the present conditions in which they have been thrown.

Inspite of the commitment by the successive Governments the land reforms were never enforced during the last decade. The agricultural workers are either leaving the state or being exploited and killed by two well equipped illegal armies of the land lords in central Bihar; Agricultural workers of North Bihar have left the state searching for jobs elsewhere as they are not getting jobs either under different Govt. schemes or ~~not~~ paid minimum wages by the land lords, if they get jobs in the Kulaks' lands.

There is no intervention of the state labour machinery to guarantee the payment of minimum wages.

The unorganised sector workers other than the agriculture sector, although who are under the scheduled industries and their minimum wages are decided from time to time, however never get the notified minimum wages even in the state capital i.e. Patna. The state labour machinery is either silent or in most cases act as advisers to the employers in the process of depriving the workers of the minimum wage. It is the sad and shocking experience that if any Labour Commissioner act with a progressive out-took he is immediately removed from the department.

Even the employees of the public corporation under the state Govt. such as state transport corporation, state sugar corporation, state tea, steel corporation etc. are not being paid their wages for years. These public corporations under the administrative control of the state govt. have been plundered. The nationalised routes of the state transport have been sold to transport-mafias; The educational institutions have been sabotaged at the intervention of the education mafias.

The labour laws are inoperative in the state. The state labour and conciliation machinery has been instructed to keep quite and not to have any conciliation proceedings and the dispute under I.D.Act are not referred for adjudication to tribunals and labour courts; Most of the Labour Tribunals and labour courts are without any providing officers for long durations.

Unfortunately under the present Govt. under the President rule also because the Union Govt. is basically against the working class and toiling masses, they cannot expect any relief. Thus the AITUC is of the considered view that the need of the hour in Bihar is to organise them and launch comprehensive solidarity action by the organised sector workers unitedly by all central trade unions in the state. This General Council meeting of AITUC calls upon all sections of working class in the state to unite against the anti working class policy of the Govt. and carry on united struggle against the retrograde policies of the Govt. as well as to protect their trade union and democratic rights.

Resolution on D.A. freeze for Jute Workers.

The General Council of A.I.T.U.C. in its meeting held in Delhi on the 23rd February'99, notes with grave concern that the Indian Jute Mills Association has decided to peg the D.A. on the basis of 2000 CPI index (1960=100) as at present and adjustments shall be made in case the index fall below 2000", causing erosion in the real wages of the Jute workers.

The last settlement in Jute industry had expired by 2nd December 1998 and the fresh settlement was due thereafter and the decision of the IJMA is a direct attack to foil the negotiation on the fresh charter of demands of the Jute workers.

In the light of this attack of the employer, the collective struggle and strike action of the Jute workers become inevitable and the A.I.T.U.C. congratulates the workers on struggle.

It is also noted with concern that even the NJMC management under instruction from the Ministry of Textile has not restored the payment of DA from 1st February 1999.

The A.I.T.U.C. strongly urges upon the Govt. to see to it that the D.A. freeze is not effected and at the same time take all steps to revitalise the jute industry which is heading towards a crisis due to the increase of various inputs such as power tariff etc. and to ensure the demand of jute goods in the domestic and export market, as Jute is environment-friendly quality.

Resolution on the situation in GRASIM Industries, Mavoor, Kerala

The General Council of the A.I.T.U.C. urge upon the Govt. of Kerala to intervene in the ongoing disputes that have caused a threat of closure of GRASIM industries, Mavoor, Kerala in the wake of a movement launched at Mavoor with a single point solution to pollution, that is closure.

The A.I.T.U.C. positively evaluates the growing ecological awareness of the masses but the slogan of closure of industries as the only way out to protect the environment cannot be accepted. The agitation in Mavoor is solely concentrating on the closing down of an industry which is directly providing employment for more than 5000 workers and indirectly assisting 15,000 people to earn their livelihood. The agitators are not bothered about any measures to prevent pollution, but only to close the industry.

The A.I.T.U.C. General Council emphatically demand the GRASIM Management to take all steps necessary to prevent air and water pollution in the area irrespective of financial considerations and they should fulfill their responsibility in guaranteeing non-pollution, air water and atmosphere.

The General Council of the A.I.T.U.C. expresses solidarity to the united movement of the Mavoor GRASIM workers, who are simultaneously fighting against pollution and any attempts to close down the factory or snatch their livelihood. The General Council notes that the workers are determined to fight the menace of pollution applying scientific and technological advancement.

Resolution

This General Council of A.I.T.U.C. in its meeting held in Delhi on the 22nd and 23rd February'99, condemns the decision of the union cabinet to allow participation to private sector in mining of coal and lignite and to amend the Coal Mines Nationalisation Act. Despite the fact this matter has been under discussions between the Central Trade Unions and the Govt. of India even at the then Prime Minister's level, it is reprehensible that the present Govt. is unilaterally going ahead with the process of privatization.

When there is dumping of coal by foreign countries in India and consequent to the reduction of import duty import is being made cheaper and when huge stockpile of coal at pit heads of coal mines due to the decline of coal lifting by the NTPC and SEBs, the Govt. of India's claim of shortage of domestic coal on the plea for private participation, is totally hollowed and fabricated.

The General Council notes with grave concern that the Government is on the move to close down 84 mines under Eastern Coalfields endangering the lives of 72,000 workers' families.

The General Council considers the Government's moves as a sinister design to denationalise the coal sector in favour of the Indian and foreign capitalists and liquidate the indigenous coal industry and bring back the Mafia culture.

The A.I.T.U.C. call upon the entire coal workers all over the country to launch a united struggle resisting the Government's decision towards denationalisation and private sector participation in coal industry.

Resolution on KSRTC

The General Council meeting of A.I.T.U.C. held in New Delhi on 23rd February'99 notes that the situation in KSRTC has not improved. Transfers of thousands of trade union cadres to different places, dismissals of Trade Union leaders, foisting hundreds of false police cases against T.U. cadres, harassment of ordinary employees, willful violation of Industrial settlements have vitiated the Industrial relations in KSRTC which has in it seventy thousand workers. This General Council meeting condemns such anti trade union actions of the KSRTC management and Govt. of Karnataka.

This General Council meeting welcomes the Supreme Court judgement in respect of the check off facility. This meeting urges on the KSRTC management to implement the same and restore recognition to the KSRTC Staff & Workers Federation. This meeting also demands the management of KSRTC to undo all victimisation measures and restore cordial Industrial Relations.

Resolution on Beedi Industry

Beedi industry is in crisis due to the BJP led Central Government's recently adopted policy. Govt. of India's Industry Ministry has given permissions to Rothmans Poll Moll and Renolds RJ two foreign multinational cigarette companies to invest capital of 100% equity in India. Phillips Morri a world's topmost cigarette company through its subsidiary company Godfray Phillips has requested the Govt. to permit Rs.360 crores in cigarette Industry in India.

Expansion plan of 100 crores of Indian Tobacco company producing mini-cigarettes is given green signal. It is going to produce 8000 crores cigarettes annually. These companies have a target to capture beedi industry in India as 85% of the smokers in India prefer beedies and 15% prefer to smoke cigarettes. Foreign as well as Indian monopoly cigarette companies are likely to produce is attractive forms mini-cigarettes and to sell them at cheaper rates to compete with beedi industry. The traditional beedi industry will be hardly able to survive this competition in near future. In effect 75 lakhs beedi workers majority of whom are female workers, rolling beedies at their house and 25 lakhs Tendu leave pluckers are likely to be thrown out of employment, with no alternative source for their livelihood.

A.I.T.U.C. condemns the policy of opening up the beedi sector to unequal competition from Multinationals and calls up on the Prime Minister to ban immediately the entry of the tobacco multinationals and production of mini-cigarettes.

Resolution on Govt.'s anti-public sector approach

The General Council of A.I.T.U.C. in its meeting held in Delhi on the 23rd February'99, takes serious exception to the various anti-public sector moves of the BJP led Govt. at the Centre.

Govt. has already decided to close down 8 PSUs having allowed them to become sick by not running them and allowing the escalation of the cost of revival.

The Govt. is not taking any serious or sincere efforts in revival of even the viable industries such as IDPL, Cement Corporation of India, etc. providing promoters' contribution to meet the Revival packages pending before or approved by the BIFR or providing working capital. On the contrary, the steps taken by the Govt. are in the direction of making them further sick and unviable.

The 5 bulk drugs reserved for IDPL are deserved and private sector is allowed to manufacture them, thus making a mockery of the IDPL's revival despite the assurance given by the Prime Minister himself that there was no such proposal.

Contrary to the approved Revival Package in the case of Cement Corporation of India, the Industries Ministry, favouring some private giants in the industry, has proposed to sell 3 more units which are of 100% capacity utilisation and viable, thus virtually liquidating the CCI.

In regard to coal industry, the Govt. has decided to open up the same to the private sector causing virtual crisis in the CIL, besides closing up of 64 mines.

The revival of NTC is kept under cold storage, though every time the successive Textile Ministers have given statements as none of which were pursued for implementation.

The Hindustan Fertilizer unit at Baruni has stopped production and the workers are kept idle, and the revival package of Rs.156 crores is still pending consideration of the Govt; Thus this most important fertilizer plant vitally required for agriculture is allowed to be closed.

The General Council of A.I.T.U.C. also deplores that even the normal regular wages have not been paid to the workers for several months in a number of PSUs such as NPCC, TAFCO, IDPL, CCI, HCCL, etc. besides defaulting on terminal benefits to those who have left the services.

The General Council demands that a Special Fund for the revival of the PSUs be constituted and the same only utilised for the revival of all viable PSUs.

The General Council meeting of the AITUC strongly urges upon the govt. to revise its anti-public sector policies as they have no right or mandate to sell away or liquidate the public sector and take effective steps for the revival of all viable units, besides paying all dues to the workers.

Resolution against Dismantling and Privatisation of Power Boards & Corporations

The General Council meeting of A.I.T.U.C. held on 23rd February'99 opposes the move of dismantling and privatisation of the generation, transmission and supply and distribution of public sector power boards and corporations.

Just after the Indian independence the Electricity Supply Act 1948 was enacted under which the State Electricity Boards were constituted in different states. The capacity of the power generation, which was 1350 MW, at the time of Indian independence, rose to above 85000 MW now. After creation of the Electricity Boards NTPC and NHPC etc. in public sector, our generation rose tremendously and electrical power was pumped into the villages and agriculture and our country became almost self sufficient in food production.

But the task of village electrification is not complete and only 31% households in the electrified villages got electricity consisting of affluent people and the vast masses belong to the other 69% are still to get electricity.

At this juncture, A.I.T.U.C. considers that the dismantling and privatisation of the power Boards and corporations will sabotage our efforts of village electrification and power to the common people and poor and marginal farmers.

The main reason for bad financial condition of the power boards is non-reimbursement of compensation of subsidising the power to agriculture, small and village industries and to the domestic consumers both of rural and urban areas of the country.

Whereas the Electricity Boards could not be guaranteed 3% profit on their investment as per Act 1948, the private investors in the power sector have already been guaranteed for minimum 16% profit on their investment and this will cause many fold increase in the power tariff beyond the reach of the poor and marginal farmers, craftsmen of small and village industries and the common man and toiling masses, who have been availing power under the "KUTIR JYOTI" scheme etc. the common people will be hard hit and it will go into the direction of de-electrification of the villages.

AITUC also notes that the power workers, technicians, engineers working in the public sector organisations like Boards and Corporations numbering more than one million will be adversely affected through retrenchment, hire and fire, wage cut, compulsory retirement and cut in other terminal benefits, on account of the policy of dismantling and privatisation which is against the interest of the nation

AITUC therefore strongly demand that this policy of dismantling and privatisation, at the dictates of the imperialist powers and the World Bank and IMF be withdrawn in the interest of nation, national economy and the toiling people of the country.

Resolution against reduction of import duty on coal

This General Council Meeting of AITUC strongly registers the protest against the drastic reduction of import duty on coal. This resulted in huge stocks of coal lying at the pit head of miners while the imported coal through the mechanism of dumping is flooding in Indian Market. If this is allowed to continue it will ruin the coal industry and affect the source of livelihood of a large number of coal mines in India and it is bound to have adverse impact on Indian economy.

This General appeal to the Govt. of India for increase of import duty to the level of 1990.

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Resolution on Public Sector Wage Negotiation

The General Council of A.I.T.U.C. in its meeting held in Delhi on the 23rd February'99, notes that the guidelines issued by the DPE indicating the Government's policy for the 6th round of wage Negotiations in PSUs seriously jeopardise the impending wage negotiations in the CPSUs, which are due since over 2 years. The Government's guidelines (i) that the revision of the wages for workers in PSUs should also be effected once in every 10 years in order to ensure uniformity as Justice Mohan Committee had recommended pay revision for officers in PSUs in every 10 years instead of 5 years and (ii) that the PSUs must ensure that the negotiated wages concluded with the union should not come in conflict with the revision of officers will not only pre-empt fair and free negotiations but also makes a mockery of the collective bargaining process.

The other retrograde condition that the units registered with the BIFR should not entertain pay revision is likely to affect those PSU workers who have been already denied wage revision and revision of DA system despite their earlier settlements.

These and other retrograde conditions will result in further delay in reaching negotiated settlements in PSUs though more than 2 years are over after the expiry of their last settlements.

The General Council of A.I.T.U.C. calls upon the public sector workers to launch joint protest programmes to alter the unacceptable conditions thrust on them by the Government.

Resolution on the biased and prejudiced approach of the Govt. of India

The General Council of A.I.T.U.C. in its meeting held in Delhi on the 23rd February'99, expresses its deep dissatisfaction and protest against the Government's/Labour Minister's biased and prejudiced approach against the A.I.T.U.C. in the matter of providing representations in various labour related committees.

The A.I.T.U.C. is allotted only one delegate in the Standing Labour Committee and ILC, which is disproportionately less compared to other Central unions having membership above or below; So also AITUC's representation has been removed from the Tripartite Committee on Sugar industry in the second meeting though A.I.T.U.C. was given representation in the first meeting of the Committee. Although we were the initiator of forming this Committee.

Similarly a number of tripartite committees have been reconstituted by the Labour Ministry disproportionately boosting some central trade union while discriminating the others, in a politically motivated and biased manner.

The General Council urges upon the Labour Minister to follow the established traditions and convention on such matters instead of causing anomalous situation in the national level tripartite bodies.

Resolution on the Arbitrary moves of the
Government to amend the labour legislations and
on the formation of Second National Commission on Labour

The General Council of A.I.T.U.C. in its meeting held in Delhi on the 22nd February'99, notes with grave concern : -

- that the Govt. of India, in its attempt to appease the World Bank, IMF and developed capitalist countries, has taken recourse to amend the labour legislations such as I.D. Act, Contract Labour Act, Bonus Act etc. to help the liberalisation process and structural adjustment programmes, besides effecting easy exit and flexi labour policies arbitrarily and the Secretaries Committee has submitted proposals for the consideration of the Union Cabinet;
- that the Prime Minister has constituted certain economic committees headed by the big industrial houses including one for amendments to Labour legislations as suited only to the employers' requirements.

The AITUC strongly disapproves the above dangerous moves and urges upon the Govt. of India not to effect any such changes to any of the Labour legislations including I.D. Act, Bonus Act, Contract Labour Act, T.U. Act etc. but to discuss with the national trade union centres for bringing about any modifications to the labour legislations.

The AITUC also demands that the terms and references of the Second National Labour Commission as well as its composition providing for adequate representation to the working class, should be discussed with the trade unions and settled. The Council condemns the announcement of the Labour Minister that the Second NLC is meant to introduce the flexi labour policies and to suit the liberalisation moves in the "competitive" market of the globalised economy as desired by WTO and IMF.

A.I.T.U.C. forewarns the Govt. that the working class shall resist any such unilateral attempts to amend the labour legislations and shall carry on militant struggles to protect the rights of the working class.

MO
~~Moves by Com. C Sakradar~~

FINAL

Resolution

File

Against Dismantling and Privatisation of Power Boards & Corporations.

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But the task of village electrification is not complete and only 31% the households in the electrified villages got electricity consisting of affluent people and the vast masses ^{belongs to the & they} 69% are still to get electricity.

At this juncture, AITUC ^{Considers} ~~Centres~~ that the dismantling and privatisation of the power Boards and corporations will sabotage our efforts of village electrification and power to the common people and poor & marginal farmers.

The main reason for bad financial condition of the power boards is non reimbursement of compensation of subsidizing the power to agriculture, small and village industries and to the domestic consumers both of rural and urban areas of the country.

Whereas the Electricity Boards could not be guaranteed 3% profit on their investment as per Act 1948, the private investors in the power sector have already been guaranteed for the minimum 16% profit on their investment and this will cause many fold increase in the power tariff beyond the reach of the poor and marginal farmers, craftsmen of small and village industries

and the common man and toiling masses, who have been availing power under the "KUTIR JYOTI" scheme etc. the common people will be hard hit and it will go into the direction of deelectrification of the villages.

AITUC also notes that the power workers, technicians, engineers working in the public sector organisations like Boards and Corporations numbering more than one million will be adversely affected through retrenchment, hire and fire, wage cut, compulsory retirement and cut in other terminal benefits, on account of ~~the~~ the policy of dismantling and privatisation which is against the interest of the nation.

AITUC therefore strongly demand that this policy of dismantling and privatisation, at the dictate of the imperialist powers and the ~~the~~ World Bank and IMF be withdrawn in the interest of Nation, National Economy and the toiling people of the country.

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Resolution on Spinning Textile Mills

Technological Upgradation Fund

The Government of India has earmarked Rs 25,000 crores fund for technology upgradations in the textile industry over the next 5 years. This has been earmarked only for composite units, powerlooms and cotton growers. But no amount has been allocated for spinning mills. For instance Tamilnadu produces nearly 50% of ~~the~~ yarn in the country. The spinning mills including N.T.C. mills are totally denied this opportunity to modernise the mills. Yarn is a basic component for all textiles. It is clear that spinning mills should also be brought under the ambit of this fund if the textile industry as a whole is to be helped out of the crisis, that is now engulfing it.

This meeting of the General Council further draws attention to continuing neglect of the NTC mills and urges that special attention be paid to them.

Hence the General Council of AITUC calls upon the Govt. of India to reconsider its stand and include spinning mills also in the purview of textile Technology Upgradation Fund.

Resolution Coir Industry

The General Council meeting of the AITUC held on 23 February 1999 takes serious note of crisis situation in the coir industry which has resulted in The accumulated stocks of coir and coir products worth Rs 20 crores. The entire industry has come to a stand still affecting the livelihood of 4 lakhs of workers. This is the result of the new economic policies of the central government and business recession which is worsening day by day. The recent Indo-Sri Lanka accord apparently is likely to make the situation far worse.

The General Council of AITUC therefore urges the central government to take the following emergency steps.

- (1) Grant immediate financial help to the primary coir cooperative societies and the apex body, the Coir Fed.
- (2) The programme of the Coir Board of the central government to mobilise coir and coir products for preventing soil erosion and for improving the surface of roads may be urgently given encouragement by instructing the central PWD and the state PWDs suitably.
- (3) Immediate instructions be given to central and state governments and the various public sector undertakings to purchase coir products to the extent possible towards their various requirements

Date 20-2-99

Uc (F) Shanta Ramade
611 Budhavar
Pune 411002

To Com K.L. Mahendra G. Secretary
A.G.T.U.C.

I received the notice of the
general council meeting, which
is going to be held on 22-23 Feb.

1999

I am very sorry to inform
you that due to some health
reasons I will not be able to
attend the general council meeting.

Thanking you

Yours Sincerely
Shanta Ramade

Say 'Yes'
to life
and
'No' to
Drugs

Ministry of Welfare, Govt of India



भारत की स्वतंत्रता की 50वीं वर्षगांठ

50TH ANNIVERSARY OF INDIA'S INDEPENDENCE

All India Trade Union

Congress 24 Canning Lane

Kasturba Gandhi Marg

New Delhi

पिन PIN

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General Council Meeting

22-23 February, 1999

(f)
General Council

Leave of Absence

1. Com. H.R. Sheshadri - Karnataka
2. Com. B.L. Barge Maharashtra
3. Com. K.B. Subba - WB
4. Com. Karuna Guring - WB
5. Com. V.V. Rama Rao - AP
6. Com. C.A. Kurian - Kerala
7. Com. G.V. Chitnis - Bombay / MR
8. Com. Raj Bahadur Gaur - AP
9. Com. Debakrishna Dutta - WB
10. Com. Anirudh - Bikaner
11. Com. Pramod Gogoi
12. Com. Tarakeshwar Chakraborty
13. Com. S.C. Kishan
14. Com. K. Subrayan
15. Com. R. Mathuram
16. Com. B.N. Baral
17. Com. Kalawati Sathé
18. Com. Rama Rao
19. Com. Shriji Deshmukh
20. Com. P. Nageshwar Rao
21. M. Yadav
22. A. Ushwanthi
23. Com. Han Ram Rohitas
24. Com. Chintamani Mandol

From GCM AL

Date 14/2/99
Mysore

A. R. Sheeshadri.
(General Council Member)

Gen. Secretary. AITUC.
Mysore Dist. Komalata.

Dear Comrade,

Due to strikes which is going on in 2/3 industries and some unavoidable domestic problems I am unable to attend the General Council Meeting of AITUC scheduled to take place at ~~Delhi~~ Delhi on 22nd & 23rd.

Kindly excuse my absence.

Thanking you

RECEIVED
For.....on
17 FEB 1999
A. I. T. U. C.
24, Canning Lane, N. Delhi

Yours Comradely
A. R. Sheeshadri

अन्तर्देशीय पत्र कार्ड
INLAND LETTER CARD

भारत की स्वतंत्रता की 50वीं वर्षगांठ
50TH ANNIVERSARY OF INDIA'S INDEPENDENCE



To

The Secretary

All India Trade Union Congress

NO 24, Canning Lane

Risoshikastale,

पिन PIN

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X NEW DELHI X

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पते में पिन कोड लिखें WRITE PIN CODE IN ADDRESS
प्रेषक का नाम और पता :- SENDER'S NAME AND ADDRESS :-

पिन PIN

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GCM

आयटक कामगार केंद्र कोल्हापूर

६३५ 'सी' रेडप्लॉग बिल्डिंग, बिंदू चौक, कोल्हापूर

फोन नं. ५२०४८५

State of Maharashtra

ऑल इंडिया ट्रेड युनियन



काँग्रेस (आयटक) संलग्न

दिनांक 10-2-99

To.

The General Secretary

All India Trade Union Congress
(AITUC)

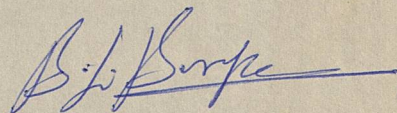
24, Connaught Place N. Delhi.

Subject: leave for general council meeting.

Respected Sir,

I had received your letter dated 9-1-99. But, due my health condition I am unable attend the general council meeting. Hence kindly granted my leave in the meeting.

Thanking you yours faithfully


(Com. B. H. Barge.)

पंजीकृत सं० : २१३६४

WCM

{ १४३६५
१४८२३

दार्जीलिंग - तराई - डूवर्स चिया कमान मजदूर यूनियन
DARJEELING - TERAI - DOOARS' CHIA KAMAN MAZDUR UNION
(Affiliated to A. I. T. U. C)

8, Tamang Buddhist Monastery Road,
Darjeeling - 734 101 (W.B.)

पत्र संख्या.....

मिति.....

To
Com. K.L. Mahendra,
General Secretary,
All India Trade Union Congress,
24-Canning Lane, New-Delhi-1.



Date : 12th. Feb. 99.

Dear Comrade,

Although we have received your Notice for General Council Meeting scheduled to be held on 22nd.&.23rd. February 1999, we are not in position to attend the due to ensuing D.G.H.C. Election to be held on 2nd. week of March 1999

So, we feel regret on inconvenient situation.

Comradely yours,

1. K.B.Subba.

K.B.Subba.
12/2/99

2. Karuna Gurung.

कारुणा गुरुंग

①

MSEB LC

1. Com. Mohan Sharma
Working President
MSEB

2. Shyam Kerkar
G.I.

3. A.D. Golandaz.

ZC70 DNDCCPD104 BBB DNDCCD

AN

ep-11

O 1446 140071 HYDERABAD-PGN 20 0017 0016

S.B.H.



MR MAHENDRA

A.I.T.U.C.

TF 3387320

NEWDELHI

*24 Carriage line (F)
Mahendra*

FEELING UNWEL REGRET INABILITY ATTENDING GENERAL COUNCIL PRAY

FORGIVE ABSENCE

=RAJBAHADUR

CODE WORDS: R/C

COL 3387320

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*TP9 Set 1555
S.B.H.*

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ASDMSS0479

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DELHI TELECOMMUNICATION

दिल्ली दूरसंचार

DELHI TELECOMMUNIC

To
General Secy, AITUC
Delhi

Dear Comrade,

I will not be able
to attend the working committee
and the General Women Meeting
of the AITUC due to important
engagements in Assam.

Please excuse me
for my absence -

Comradely yours,
Promode Mohi
21/2/79

Com. K. L. Mohandas,
General Secretary, AITUC,
New Delhi

To

The General Secretary
A.I.T.U.C.
New Delhi.

Dear Comrade,

The following Comrades
conveyed their inability to attend.

Com. S. C. Krishnan - Due to ill health

Com. K. Subbarayan M.L.A. Due to
Assembly meeting

Com. R. Muthuraman due to State
B.K.M.U. - agitations.

Kindly permit them leave
of absence.

Yours Comradely

S. S. Thiagaraj

To

The General Secretary,
AI TUC,
New Delhi.

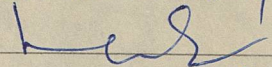
D/ 21.2.99.

Dear Comrade,

I am Unable to attend
the General Council meeting due to
the 11th conference preparations
on 28th Feb. & March 1 & 2nd.

Please condone my absence.

Yours Comradely


(P. Nagaswamy)

To

The General Secretary
AITUC.

Sub. Request for leave.

Com. B. N. BARAL.

Com. KALAWAH Sathé.

Com. Chitrots.

Com. Ramnab

A Com. Shivaji Deshmukh.

R/Com

Above mentioned comrades
have informed us about their
difficulty in attending today's
meeting. You are requested to
grant them leave.
Details are with me. Sincerely
Com. Dawale.

Thank you

Yours
B. N. Baral



ZCZC DNDCCB0002 BBB DNDCCA EZ

Handwritten signature or initials in blue ink.

0 0751 050004 HYDERABAD-PGE 22 0020 0015

COMRADE MAHENDRA

0013

GENERAL SECRETARY

24 CANNING LANE

NEW DELHI - 1

NOT ATTENDING THE MEETING DUE TO ILL HEALTH

RAMCHANDER

CODE WORDS: R/C

COL 24 1

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AHDPGEO004 AHDPGCO006

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DEPARTMENT OF TELECOMMUNICATION

दूरसंचार विभाग

DEPARTMENT OF TELECOMMUNICATION

दूरसंचार विभाग

DNDCC 3 ENSUREXXXXXXXX

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GCB

CZC DNDCCB0003 BBB DNDCCD

O 0850 AP1 T.O.HANAMKONDA 22 030

K L MAHENDRA

GENERAL SECRETARY

AITUC NATIONAL COUNCIL 24 CANNING

LANE C/O CPI CENTRAL OFFICE AJAYBHAVAN

NEWDELHI

0037



IAM SUFFERING WITH ASTHAMA UNABLE TO ATTEND AITUC NATIONAL COUNCIL

MEETING

G UPPALAI AH

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DEPARTMENT OF TELECOMMUNICATION

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ఆంధ్రప్రదేశ్ స్టేట్ రోడ్ ట్రాన్స్పోర్ట్ కార్పొరేషన్
ఎంప్లాయిస్ యూనియన్

అధ్యక్షులు :

ఆర్. పి. రంగారావు

సత్యనారాయణరెడ్డి మార్గం,
హైద్రాబాదు-500 020.

ప్రధాన కార్యదర్శి :

బి. రామారావు

తేది : 15-02-1999.

శేషం.

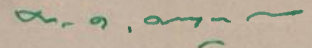
To
The General Secretary,
A. I. T. U. C.,
NEW DELHI.

Dear Comrade,

I regret to inform you my inability
to attend the working committee and General Council
meetings scheduled for 22nd and 23rd February, 1999
due to medical advise.

With regards !

Your fraternally,


(R.P. RANGA RAO)

चिन्तामणि मंडल
सदस्य

श्री ० मा० ट्रेड युनियन काँग्रेस

Gen. Secy राजपल्ली, जामताड़ा

दुमका विहार (815351)

25 JAN 1999

WCM

Information

प्रिय साथी /

१ जनवरी ९९ का भैया Circular निम्न / २२/२
एवं २३/२/९९ General Council Meeting (AITUC)
Delhi में ही साथी २२/२ को Patna (Bihar)
में आंगनवाड़ी कर्मचारियों की ईली-ई / अतः
में ईली का तैयारी में है, २२/२ को ईली ई /
में उक्त वेदक Alleud नहीं वा लखना

For your Information -

विश्वविद्यालय
आयशा आश्रम,

DeeDee

चिन्तामणि मंडल

राज्यमंत्री

बि० रा० आषाढबाड़ी कर्मचारी युनियन

पोस्ट कार्ड POST CARD



कार्ड A. K. T. S. G. मंडल
24, Conning Lane, N. Delhi.
मंडल, आश्रम

शुभ केनीग लेन
नयी दिल्ली

पिन PIN

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मध्य प्रदेश खेत एवं वन मजदूर यूनियन

भोपाल, मध्य प्रदेश राज्य समिति

शाकिर सदन, ५, पटेल नगर लेबर कालोनी, भोपाल - ४६२००१

अध्यक्ष

का. बालकृष्ण गुप्ता

☎ : ५४५८०९

महासचिव

का. हरीराम रोहितास

क्रमांक :

दिनांक. २०/११/२०१९

प्रिय सावनी महासचिव

अखिल भारतीय ट्रेड यूनियन कांग्रेस वर्कर्स दिवसी

नमस्कार

① मैं कामरेड हरीराम रोहितास, खेत एवं वन मजदूर यूनियन भोपाल जगन्नाथ कॉन्सिल में शामिल न होने के लिए क्षमा मांगी हूँ।

② इसी माह की ८-९ फरवरी को दिल्ली में भारतीय खेत मजदूर यूनियन की बैठक में गया था। एक माह में दो बार दिल्ली आने जाने का किराया खर्च हमारी यूनियन वहल करने में असमर्थ है।

③ प्रस्ताव - सुधार
असह्य साधारण समा में पारित अव्यंगित करों के माध्यम पर आमल की समीक्षा/खासकर ग्रामीण क्षेत्र जहाँ हम युगवर्द्ध हैं।

④ खेत मजदूर फंड पर होल्डिंग

⑤ ठेकेदारी प्रथा (जैसे) कुछ उपजमंडीयों में न्यूनतम वेतन

⑥ राईस मिल के हमालों की स्थिति (कुछ लेखकों हैं)

⑦ न्यूनतम मजदूरी पर आमल (केन्द्रीय कानून)

इन सभी प्रंदों पर सांठगठित कामजोरी पर आवश्यकता करेंगे।

⑧ म.प्र. खेत एवं वन मजदूर यूनियन के राजस्व विभाग (वरीफिकेशन) के कागजात हमने १८-१९ के तयार किए थे। कुछ कार्यकर्म द्वारा बनाया गया है कि १८-१९ की सहायता पॉन्च हो गई जिसकी तयारी करना सुविधाजनक है। लिहाजा २० हजार सदस्यों की रसीद बंदी को पालेवा जोरवा करना सुविधाजनक है।

आभारपूर्वक

हरीराम रोहितास

Cable: "AITUCONG"
Fax: 91-11-3386 427

Tel. 33 87 320,

ALL INDIA TRADE UNION CONGRESS

24-Canning Lane, N.Delhi-1.

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

February 22, 1999,

RESOLUTION ON AMENDMENTS TO INDIAN PATENT ACT

The National General Council of AITUC in its meeting held in Delhi on the 22nd February'99, noted with serious concern the decision of the Govt. of India to amend the Indian Patent Act 1970 under the pressure of the World Trade Organisation by issuing an ordinance recently on the same lines of the ordinance of December 1994 which could not get the Parliamentary approval then. The amendment aims at changing of process patent to product patent and the Bill will affect the future of the pharmaceutical and agricultural sector.

The Council notes that the Government's move is arbitrary and unconstitutional, because atleast five chief ministers had written to the Govt. expressing them reservations and opposition to move; The Conference of Parliamentarians on Intellectual Property which was as well supported by the present Prime Minister and other important members of the Union Cabinet declared that India must continue to exercise its unequivocal sovereign rights and property, public interest, health etc. which would be affected by the proposed amendments to the Patent Law.

The General Council of AITUC declares that the Bill to amend the Patent Law will put the future of our country's research and development in jeopardy and calls upon the rank and file to join the movement against the amending of Indian Patent Law.

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

Tel. 338 73 20,

ALL INDIA TRADE UNION CONGRESS

24-Canning Lane, N.Delhi-1.

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

February 22, 1999,

RESOLUTION ON INSURANCE REGULATORY AUTHORITY BILL
& OPENING UP OF INSURANCE SECTOR TO PRIVATE SECTOR

This General Council meeting of the AITUC held in New Delhi on 22nd February'99 expresses its strong protest against the IRA Bill and the move of the Govt. in opening of the Insurance Sector to private sector, which is neither in the interest of the nation nor the insuring public.

The Council recalls that earlier the committee on Petition of the Parliament, after hearing divergent views on the various aspects of opening the Insurance sector for privatisation, came to the conclusion that the Insurance sector should not be opened for privatisation and strongly felt that the nationalisation objectives of the Insurance sector should not be departed and recommended continuing with the existing policy frame-work along with improving the system for higher efficiency.

Whereas LIC & GIC, the two nationalised insurance companies have done a commendable job in extending their presence and service throughout the country, the foreign insurance companies in US, UK and other European countries are not only in bad shape and many of them collapsed and the private sector entry into the Indian Insurance sector will only jeopardised the national developmental activities which the nationalised sector have been supporting all along.

The General Council of AITUC urges upon the Govt. not to succumb to the indirect pressure of the WTO and on account of the secret talks between Jaswant Singh and Tablot and allow the vast Indian insurance market to the foreign companies and improve the nationalised insurance companies to meet the growing market. The AITUC fully supports the nation-wide struggle of the Insurance employees with the solidarity of the other sections of the working class.

*uncorrected
Draft presentation*

Agriculture ~~Labour~~ Workers' Bill

Resolution on ~~Amendments to~~ Indian Patent Act

*Gen. Council
AIB*

The ~~National~~ General Council of A.I.T.U.C. in its meeting held in Delhi on the 22nd and 23rd February'99, notes with grave concern that the BJP led Govt. at the Centre had not brought the bill on comprehensive legislation for agricultural workers in the last session of the Parliament and there appears to be no move to bring the bill in the ensuing Budget Session also. On the contrary, the Labour Minister had raised doubts over the enactment of the law to protect the agricultural workers. It is also noted that the BJP and ^{its} allies ruled state Governments have not given their content to the draft bill pending before the Parliament. Thus the Govt. is attempting to put in cold storage this very important legislation required for the protection of the agricultural workers who constitute the majority amongst the unorganised sector.

The meeting recalls that the then Prime Minister ^{Sri V. Gopal} and the Labour Minister ^{Sri Birendra Kumar} of the United Front Govt. assured the A.I.T.U.C. Session at Amritsar that the comprehensive law for Agricultural workers would be brought before the next session of Parliament which unfortunately did not take place ~~at all~~ consequent to the fall of Government.

The General Council of A.I.T.U.C. while urging upon the Govt. of India to bring the bill for enactment of the comprehensive bill for agricultural workers, calls upon the working class to conduct a nation-wide agitation for the enactment of this most awaited law for the upliftment of their brothers ^{and sisters} in the agriculture ^{sector}.

Resolution on the Unilateral moves of the Government to amend the labour legislations and on the formation of Second National Commission on Labour

The ~~National~~ General Council of A.I.T.U.C. in its meeting held in Delhi on the 22nd and 23rd February'99, notes with grave concern :-

- That the Govt. of India, in its attempt to appease the World Bank, IMF and ^{developed} capitalist countries, has resorted to amend the labour legislations such as I.D. Act to help the liberalisation process and structural adjustment programmes, besides effecting easy exit and flexi labour policies unilaterally and the Secretaries Committee has submitted proposals for the consideration of the Union Cabinet.
- That the Prime Minister has constituted certain economic committees headed by the big industrial houses including amendments to Labour legislations as suited to the employees.

The AITUC strongly disapproves above dangerous moves and urges upon the Govt. of India not to effect any such changes to any of the Labour legislations including I.D. Act, Bonus Act, Contract Labour Act, T.U. Act but to discuss with the national trade union centres for ^{bringing about} any modifications to the labour legislations.

The AITUC also notes that the terms and references of the Second National Labour Commission as well as its composition providing for adequate representation to the working class, should be discussed with the trade unions and ^{settled} ~~decided~~. The Council ^{concerns} ~~rejects~~ the announcement that the second NLC is meant to introduce flexi labour policies ^{and} ~~etc.~~ to suit the liberalisation moves in the competitive market in the globalised ^{economy} ~~market~~ as desired by WTO and IMF.

Resolution on Price Rise

The ~~National~~ National General Council of A.I.T.U.C. in its meeting held in Delhi on the 22nd and 23rd February'99, vehemently opposes the increase in prices of Rice, Wheat, Sugar, Urea, Diesel, Cooking Gas etc. just before the Parliament Session, which has caused cascading effect on prices of various commodities and services seriously affecting the common people of this country.

Though the Govt. offered the sop of withdrawing the price increase to those below poverty line, the increase in prices have affected the purchasing power of the people in general; ~~and~~ the trading classes supporting the ruling party at the centre and certain states are ~~to~~ continue ^{to be} allowed to loot the people on account of the policy of the Govt on price rise.

The A.I.T.U.C. calls upon the working class of India to join the mass movements and protest action launched against price rise and thus resist the Government's anti-peoples moves.

Resolution on the biased and prejudiced approach of the Govt. of India

The ~~National~~ General Council of A.I.T.U.C. in its meeting held in Delhi on the 22nd and 23rd February'99, express^{ed} its dissatisfaction and protest against the Government's/Labour Minister's biased and prejudiced approach against the A.I.T.U.C. in the matter of providing representations in the various committees.

The A.I.T.U.C. is allotted only one delegate in the Standing Labour Committee and ILC, which is disproportionately less compared to other Central unions above or below; So also AITUC's representation has been removed from the Tripartite Committee on Sugar industry in the second meeting, though A.I.T.U.C. was given representation in the first meeting of the Committee.

Similarly a number of tripartite committees have been reconstituted by the Labour Ministry disproportionately boosting some central trade unions while discriminating the others, in a biased manner.

The General Council urges upon the Labour Minister to follow the established traditions and conventions^{on} such matters instead of causing anomalous situation in the national level ^{tri partite} bodies.

Resolution on P.F. and Pension

The National ^{meeting of the} General Council of A.I.T.U.C. ~~in its meeting~~ held in Delhi on the 22nd and 23rd February'99, strongly condemns the Govt. of India's deliberate inaction on the unanimous recommendation of the Standing Labour Committee for giving 12 $\frac{1}{2}$ % interest to the huge amount of pension corpus. The Council demands that the interest on pension fund with the Govt. should be 14% instead of 8 $\frac{1}{2}$ %, so that the improvements to the existing pension scheme including indexation of pension could be worked out.

The General Council condemns the Government's unilateral move for investing the P.F. amounts with the private sector, involving serious risk to the workers savings in P.F., even bypassing the Board of P.F. Trustees who are the custodians of the P.F.

Resolution

The ~~National~~ General Council of A.I.T.U.C. in its meeting held in Delhi on the ~~22nd and 23rd~~ February '99, takes serious exception to the various anti-public sector moves of the BJP led Govt. at the Centre.

Govt. has already decided to close down 8 PSUs having allowed them to become sick by not ~~made~~ running them and allowing the escalation of the cost of revival.

The Govt. is not taking any serious or sincere efforts in revival of even the viable industries such as IDPL, Cement Corporation of India, ~~Jets~~ etc. providing promoters' contribution to meet the Revival packages pending before or approved by the BIFR or providing working capital. On the contrary, the steps taken by the Govt. are in the direction of making them further sick and unviable.

The 5 bulk drugs reserved for IDPL are reserved and private sector is allowed to manufacture them, thus making a mockery of the IDPL's revival despite the assurance given by the Prime Minister himself that there was no such proposal.

Contrary to the approved Revival Package in the case of Cement Corporation of India, the Industries Ministry, favouring some private giants in the industry, has proposed to sell ^{3 more units warehouse of} ~~of the viable~~ 100% capacity utilisation units ^{and viable} ~~of the CCI~~, thus virtually liquidating ~~the CCI~~.

In regard to coal industry, the Govt. has decided to open up the same to the private sector causing virtual crisis in the CIL, besides closing up of 64 mines.

The revival of NTC is kept under cold storage, though every time the successive Textile Ministers have given statements ^{as} none of which were pursued for implementation.

The Andaman Fertiliser unit at Bharuni has stopped production and the workers are kept idle and the revival package of Rs 156 crore is still pending consideration of the Govt; this is the most important fertiliser plant vitally required for agriculture in Andaman to be closed.

The General Council of A.I.T.U.C. also deploras that even the normal regular wages have not been paid to the workers for several months in a number of PSUs such as NPCC, TAFCO, IDPL, CCI, HCCL, etc. besides defaulting on terminal benefits to those who have left the services.

The General Council demands that a Special Fund for the revival of the PSUs be constituted and the same only utilised for the revival of all viable PSUs.

The General Council meeting of the AITUC strongly urges upon the gov't. to revise its anti-public sector policies as they have no right or mandate to sell away or

Resolution on D.A. freeze for Jute Workers.

The ~~National~~ National General Council of A.I.T.U.C. in its meeting held in Delhi on the ~~22nd and~~ 23rd February'99, notes with grave concern that the Indian Jute Mills Association has decided to peg the D.A. on the basis of 2000 CPI index (1960=100) as at present and adjustments shall be made in case the index fall below 2000", causing erosion in the real wages of the Jute workers.

The last settlement in Jute industry had expired by 2nd December 1998 and the fresh settlement was due thereafter and the decision of the IJMA is a direct attack to foil the negotiation on the fresh charter of demands of the Jute workers.

In the light of this attack of the employer, the collective struggle and strike action of the Jute workers become inevitable and the A.I.T.U.C. congratulates the workers on struggle.

It is also noted with concern that even the NJMC management under instruction from the Ministry of Textile has ^{not} restored the payment of DA from 1st February 1999.

The A.I.T.U.C. strongly urges upon the Govt. to see to it that the D.A. freeze is not effected and at the same time take all steps to revitalise the jute industry which is heading towards a crisis due to the increase of various inputs such as power tariff etc. and to ensure the demand of jute goods in the domestic ^d export market, ~~in view~~ ^{as} of Jutes ^{is} environment-friendly quality.

Resolution on Public Sector Wage Negotiation

The National General Council of A.I.T.U.C. in its meeting held in Delhi on the ~~22nd~~ and 23rd February'99, notes that the guidelines issued by the DPE indicating the Government's policy for the 6th round of wage Negotiations in PSUs seriously jeopardise the impending wage negotiations in the CPSUs, which are due since over 2 years. The Government's guidelines (i) that the revision of the wages for workers in PSUs should also be effected once in every 10 years in order to ensure uniformity as Justice Mohan Committee had recommended pay revision for officers in PSUs in every 10 years instead of 5 years and (ii) that the PSUs must ensure that the negotiated wages concluded with the union should not come in conflict with the revision of officers will not only pre-empt fair and free negotiations but also makes a mockery of the collective bargaining process.

The other retrograde condition that the units registered with the BIFR should not entertain pay revision is likely to affect those PSU workers who have been already denied wage revision and revision of DA system despite their earlier settlements.

These and other retrograde conditions will result in further delay in reaching negotiated settlements in PSUs though more than 2 years are over after the expiry of their last settlements.

The General Council of A.I.T.U.C. calls upon the public sector workers to launch joint protest programmes to alter the unacceptable conditions thrust on them by the Government.

Pages differently

Resolution

This ~~National~~ General Council of A.I.T.U.C. in its meeting held in Delhi on the ~~22nd and~~ 23rd February'99, condemns the decision of the union cabinet to allow participation ~~of~~ private sector in mining of coal and lignite and to amend the Coal Mines Nationalisation Act. Despite the fact this matter has been under discussions between the Central Trade Unions and the Govt. of India even at the then Prime Minister's level, it is reprehensible that the present Govt. is unilaterally going ahead with the process of privatization.

When there is dumping of coal by foreign countries in India and consequent to the reduction of import duty import is being made cheaper and when huge stockpile of coal at pit heads of coal mines due to the decline of coal lifting by the NTPC and SEBs, the Govt. of India's claim of shortage of domestic coal on the plea for private participation, is totally hollowed and fabricated.

The General Council notes with grave concern that the Government is on the move to close down 84 mines under Eastern Coalfields endangering the lives of 72,000 workers' families.

The General Council considers the Government's moves as a sinister design to denationalise the coal sector in favour of the Indian and foreign capitalists and liquidate the indigenous coal industry and bring back the Mafia culture.

The A.I.T.U.C. call upon the entire coal workers all over the country to launch a united struggle resisting the Government's decision towards denationalisation and private sector participation in coal industry.

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Resolution on the rights of Tenants & the on coming dangers

The Govt. has been neglecting the issue of housing in general and that of the working class in particular.

The latest development in this regard is the possibility of tenants of Mumbai being subjected to a manifold increase in the rents payable by tenants to their landlords. Majority of the tenants are normally workers. On a petition filed by the landlords of Mumbai, the Supreme Court gave a decision on 19th December '97 that the rents of tenancies should be increased keeping in view the Central Model Rent Control Act and the Maharashtra Govt. should pass a legislation hiking the rents of tenancies. Had the Maharashtra Govt. acted according to the decision of Supreme Court, the tenancy rents would have risen 22 times, creating a catastrophic situation in Mumbai. The working class would have been the worst sufferer.

Since a strong united struggle involving trade unions, traders, hoteliers, tenants organisations was launched in Mumbai, the Govt. of Maharashtra did not dare to bring the legislation hiking the rents manifold. The Govt., instead, enacted a temporary Rent Act of 5% rent increase upto 33.3.99.

Despite the fact that the landlords of Mumbai have earned thousands of crores of rupees in the bygone period by way of illegal premiums, commercialisation, selling of development rights etc. their lobby has approached the Supreme Court second time for rent hike which may even go beyond 22 times the present rate. It is difficult to imagine as to what the Maharashtra Govt. may do, if the Supreme Court on the latest petition of landlords decides in favour of landlords and reiterates the recommendation for rent hike of 22 times or more. The West Bengal Govt. has already passed bill proposing rent hike. Other State Governments too are thinking to enact similar law for abnormal rent increase. The near enactments not only increase the rents abnormally but they seek to take away tenancy inheritance rights.

The meeting of the General Council of AITUC held on 22nd and 23rd February '99 supports the cause and struggle of tenants presently being pursued by tenants of Mumbai, including the Trade Unions Joint Action Committee calls to modification of the Central Model Rent Control Act, keeping in view the economic realities particularly faced by the working class and poorer sections of the society and urges the Govt. of Maharashtra to refrain from enacting any rent legislation raising the rents and/or taking away any existing tenancy rights.

Share Copy
RC file
A

PHONE: 06589-35207

Raj Bhawan,
P.O. JAINK POND-833215
Dist. Singhbhum - west
the 18th February 1999.

(F) Ge

Respected Comrades,

I am very sorry to inform you that I am very badly suffering from respiratory troubles and so I could not come to New Delhi to attend the postponed meeting of the General Council to be held on 22nd and 23rd February, 1999.

I had been to the BITVC office on the 4th January 1999 to attend the meeting of the General Council. I had no information from any one that the meeting was postponed. This is the most backward area of Kolhan Tribal Area, with very good innocent peoples.

I request that the report of the BITVC General Council meeting may kindly be sent to me.

Greetings

Yours faithfully,

Verma

RECEIVED
For ON
9 MAR 1999
A. I. T. U. C.
24, Canning Lane, N. Delhi.

Copy of report sent
by post

[Signature]

10/4/99

100 000
 175 000
 32 000
 48 000
 8 000
 36 000
 1 40 000

 615 000

अन्तर्देशीय पत्र कार्ड
 INLAND LETTER CARD



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

पिन PIN 1 1 0 0 0 1

पहला मोड़ FIRST FOLD

तीसरा मोड़ THIRD FOLD

दूसरा मोड़ SECOND FOLD

इस पत्र के भीतर कुछ न रखिए NO ENCLOSURES ALLOWED
 पते में पिन कोड लिखें WRITE PIN CODE IN ADDRESS
 प्रेषक का नाम और पता : — SENDER'S NAME AND ADDRESS.



पिन PIN

(F)

मैरिंगी का फिल... 2-... 1958

आ देनाय का मरेड सच देव सच देव आखल भारतीय

60

इ... इ... कांग्रेस, गमस्कार

महोदय, 6/5 जनवरी... का... का मिटिंग
होना है। मैं पहला... मिटिंग में सम्मिलित होऊंगा

कृपया मुझे स्थान की जानकारी देने का कष्ट करें।
आपकी अति कृपा होगी।... का... का...
मुझे पता है। पर... का... का...
होगा मुझे... का कष्ट करें।

आपका

वामकदर

अध्यक्ष

मजदूर सभा गोशाला रागर
ग्वालियर (म०प्र०)

पिन ४७४००३



पोस्ट कार्ड POST CARD

कामेश डी० एम० सचदेव
सचिव, आरवम भारतीय
ट्रेड यूनियन काँग्रेस, २४
कैलाश मार्ग नई दिल्ली

पिन PIN

9 9 0 0 0 9

34 ... Lane, N. Delhi

T. U. C.

7 8 DEC 1998

FOR ... ON

RECEIVED

(F)

Received 22 Dec 198

A.R. VIJAY KUMAR
B.A.L.L. (SPECIAL) ADVOCATE

457, No. 4, Nazzar Camp

W. Vaigaoon, Belgaum - 590 005.

~~2275~~ 481294

Dear Comrade A.B. Bardhanji,

I am unable to attend the General Council meeting at Delhi since it takes 7 days to be outstation including travel time. I have an aged father 88 yrs and mother 82 years and both are under medical treatment and I am the only person who has to attend to the emergent requirement. I have been continuously visiting

Bangalosi for Party work
 and AITUC tasks. Kindly
 condone my absence from the
 Delhi meeting. With fraternal
 greetings to one and all.
 Yours comradely
 D.

Note: All NPMO
 programs were
 adhered to successfully at Belgaum

पोस्ट कार्ड POST CARD

पिन PIN

241 Canning Lane, D. Delhi.

AITUC

FOR
 24 Canning Street
 New Delhi 28

RECEIVED

Com R.L. Mahindra
 Gen. A.B. Bardhan

व्यक्ति का पता लिखें
 ADDRESS
 नाम
 NAME



22/12/88
 25
 WADI
 INDIA

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

Tel. 338 73 20,

ALL INDIA TRADE UNION CONGRESS

24-Canning Lane, N.Delhi-1.

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

January 9, 1999,

CIRCULAR

TO

ALL GENERAL COUNCIL MEMBERS

NOTICE

The postponed meeting of the General Council shall be held on 22nd and 23rd February '99 beginning at 11:00 a.m. on 22nd February at Ajoy Bhavan, New Delhi.

The Working Committee will meet at 10:00 a.m.

The weather in Delhi in February is cold. Please come with warm clothings.

AGENDA

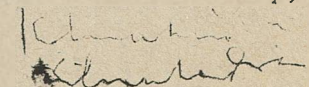
1. General Secretary's report.
2. Future Plan.
3. 14th Congress of WFTU
4. Organisational matters.
5. Any other subject with the permission of the chair.

On 24th February there will be following meetings :-

1. The Non-coal sector.
2. Municipal & Panchayat Raj.
3. P.W.D. and other Departments - Muster roll workers.
4. Beedi Federation.
5. BHEL Federation.
6. Editors of trade union journals and any other industrial sector as required.

All the members are requested to attend without fail.

Yours comradely,



(K.L. MAHENDRA)
GENERAL SECRETARY

Cable: "AITUCONG"
Fax: 33 86 427

Tel. 33 87 320

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

President: J.Chittaranjan, M.P.,
Gen.Secy: K.L.Mahendra,
Ly.Gen.Secy: H.Mahadevan

November 13, 1998,

CIRCULAR/NOTICE

To

ALL MEMBERS OF THE GENERAL COUNCIL WORKING COMMITTEE: &
OFFICE BEARERS OF AITUC & STATE COMMITTEES.

REF: GENERAL COUNCIL MEETING OF AITUC ON 4TH & 5TH
JANUARY 1999 AT NEW DELHI.

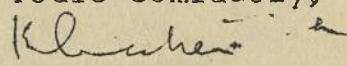
Dear Comrades,

The General Council of AITUC will be held on 4th and 5th January, 1999 at New Delhi. The meeting will start at 10:00 a.m. on 4th January, 1999. Kindly note the change in shifting the meeting to Delhi from Guwahati as notified earlier in the TUR. The agenda of the General Council will be as under:-

1. To consider and adopt the Report of the General Secretary.
2. Organisational issues.
3. 14th Congress of W.F.T.U.
4. Any other matter with the permission of President/Presidium.

Kindly also note that weather in Delhi will be very cold in the first week of January with day temperature being 15°C to 20°C and night temperature 4°C to 8°C. Please come with warm clothing and bedding.

With warm greetings,

Yours Comradely,

(K.L.MAHENDRA)
GENERAL SECRETARY



पत्रांक

Con Rakesh
Kurdly note

दिनांक

६-३-६८

सेवा में,

सचिव,
अखिल भारतीय ट्रेड यूनियन कांग्रेस,
२४- केनिंग लेन, नई दिल्ली।

विषय :-

जेनरल कौंसिल के नव निर्वाचित सदस्यों का पता भेजने के संबंध में।

प्रिय साथी,

आपके द्वारा बिहार से जेनरल कौंसिल के नवनिर्वाचित सदस्यों को पता भेजने को कहा गया है। वह इस प्रकार है :-

- | | |
|-------------------------------|---|
| ✓ (१) का० चिंतामणि मंडल | राजपल्ली, जामताड़ा, संधालपरगना,
विहार पीन-८१५३५१ |
| ✓ (२) का० सलीम | (३७) ३६ सरकार बिल्डिंग, साकंची, जमशेदपुर,
८३१००१ |
| ✓ (३) का० गिरिजानंदन मणि | केदार भवन, अमरनाथ रोड, अदालतगंज,
पटना- ८०० ००१ |
| ✓ (४) का० बड़ी नारायण लाल | एम० एल० ए० फ्लेट नं० १५, बीरचंद पटेल पथ,
पटना-८०० ००१ |
| ✓ (५) का० दिलेर अफगान | कार्यालय शर्मा भवन, मीरगंज, पटेल चौक,
वेगूसराय, ८५१११७ |
| ✓ (६) का० एन० पी० श्रीवास्तव, | कहलगांव वृहत ताप विद्युत परियोजना
मजदूर संघ, एन० टी० पी० सी० कहलगांव,
८१३२०३, मागलपुर (विहार) |
| ✓ (७) का० कालेश्वर हेम्ब्रम, | बाद में |

यह आपके सूचनार्थ।

आपका साथी,

ग. ज. न. व. १४
१.३.१८
(गजनफर नवाब)
सचिव



उत्तर प्रदेश ट्रेड यूनियन कांग्रेस

[एटक की राज्य कमेटी]

7, विश्वेश्वरनाथ रोड, लखनऊ

दिनांक 19-2-98

पत्रांक
Com Laksh

द्वारिका सिंह
अध्यक्ष

वासुदेव पाण्डेय
महामंत्री

के० के० सिंह
कोषाध्यक्ष



प्रिय को० लक्ष्मण जी

आपके पत्र 27-1-98 के आउटगॉट प्र. पी. के ऑफिस
का भेजने के पते आपके पास नहीं थे उनके पते
भेज रहे हैं। कृपया इनके पते का नोट कर इन्हें
सूचित करने की कृपा करें।

आपका

आपका
(Signature)

- का. बी. के. आवरणी उप. विजली कर्मचारी संघ साइकिल मार्केट काठमांडू
- का. ओ. पी. तेषौरिया एफ. एफ. 46 शास्त्री नगर गाजियाबाद
- का. लक्ष्मण नारायण त्रिपाठी 64 सुभाष नगर महराज नगर पुलिस चौकी के पास - गौपडा
- का. बलवन्त सिंह 72/6 सिविल लाइन्स उन्नाव
- का. ओ. पी. सिंह ई. 64 एल. जी. कालोनी काठमांडू रोड लखनऊ
- का. जितेन्द्र शर्मा 30 भूड भारतनगर गली इगमसिमाज गाजियाबाद
- का. विनोद भल्ला सरोजनी नगर लखनऊ
- का. जगदीश प्रसाद 4/443 पं. चालीराज गली कचहरी रोड - आगरा

(Signature)
महामंत्री

Low Kakesh

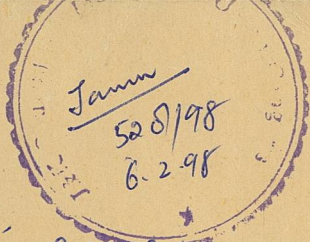
ADDRESSES OF THE A.I.T.U.C. GENERAL COUNCIL MEMBERS FROM A.P.
elected at AMRITSAR

1. Com. K.L.Mahendra, ✓
24, Canning Lane,
New Delhi - 110001.
2. Com. P.Nageswara Rao, ✓
~~8-3-903/4/3~~, Ellareddyguda,
Hyderabad-500038.
3. Com. Y.Vijaya Kumar, ✓
6+3-1111/19, Swapna Nursing Home,
Nishath Bagh, Begumpey,
Hyderabad - 500016.
4. Com. K.Srinivas Rao, ✓
3-5-912 "Satyanarayan Reddy
Bhavan" Himayatnagar,
Hyderabad - 500029.
5. Com. R.P.Ranga Rao, ✓
26, Paigah Colony,
Sardar Patel Road,
Secunderabad-500003.
6. Com.G.Ramchander, ✓
H.No.21-5-383, Furanapul,
Hyderabad-500002.
7. Com. D.Adinarayana, ✓
Qtr.No.231/B, Sector-9,
Steel City, Visakhapatnam-530031.
8. Com.V.V.Rama Rao, ✓
Visakhapatnam Harbour & Port
Workers Union, D.No.26-26-27,
Near Sea Horse Junction, Harbour
Approach Rd., Visakhapatnam -
530001.
9. Com.K.V.Raghavulu, ✓
Near Kaspas High School,
Vizianagaram-531202.
11. Com.M.Sripathi, ✓
Near Mahila Mandali Bhavan,
Chikkala, Chagallu Mandalam,
Pin-534342 W.G.Dist.
12. Com.Vellanki Subba Rao, ✓
Near Anjaneya Temple, Machavaram,
Vijayawada - 520004.
13. Com. K.Sekhar Babu, ✓
Katupallivari Street,
Kothapet Chowk, Vijayawada-
520001.
14. G.V.Krishna Rao, ✓
"Malliah Lingam Bhavan"
Kothapeta, Guntur-522001.
15. G. Suryam, ✓
"Malliah Lingam Bhavan"
Kothapeta, Guntur-522001.
16. E. Nagaraju, ✓
EWS-58, A.P.H.B.Colony,
B-Camp P.O., Kurnool-518002.
17. Com. B.Rama Rao, ✓
H.No.1-8-522/1/3, Chikkadpalli,
Hyderabad - 500020.
18. Com.S.P.Dayanand, ✓
3-6-99, Adarshnagar,
Karimnagar - 505002.
19. Com. Salam Shahedi, ✓
19-1-1062/7, Bandlaguda,
Outside Doodhbowli, Hyderabad-
500002.
20. Com.M.Krishna Murthy, ✓
Kareemabad H.No.18-692
Warangal - 506002. *Expired on 28-12-97.*
21. Com.Md.Abdul Khader, ✓
C.P.I.Office "Makhdoom Bhavan"
Near Bus Stand, Nalgonda-508001.
22. Mohd.Sirajuddin, ✓
City T.U.Council, Shramik Bhavan,
Siddipet - 502103
23. Kothari Narasimha Rao, ✓
Trade Union Office, Karmikanagar,
Gudivada - ~~521301~~ 521301.
24. Com. Kirla Krishna Rao, ✓
1-5-6 H/O Bade Sudhakar,
Thammallapallivari Street,
Kondalappalem, Kakinada-533007.
25. Com. V.S.Bose, ✓
LIG 'B'-39, Dr.A.S.Rao Nagar,
Hyderabad - 500062.
26. Com. Mahboob Ali, ✓
C.P.I.,
Sirkonda - 505462.
27. Com.Nekkanti Subba Rao, ✓
A.I.T.U.C.Office "Vijayakranti
Bhavan" Opp.Govt.Girls School,
Narasapur - 534275, W.G.Dt.

contd...2...

~~28xx~~ ~~28xx~~ ~~Xx~~ ~~Gkayy~~

28. Com. Y.Ghattayya, ✓
Singareni Collieries Workers Union,
"Seshagiri Bhavan"
Kothagudem Collieries-507101.
29. Com.Chippa Narasayya, ✓
Contractors Basti, ✓
Bellampalli - 504251.
30. Com. M.Anjaneyulu, M.L.A., ✓
CPI Office, "Neelam Rajasekhar
Reddy Bhavan"D.No.33-5-1,
Nerella Koneru, Allipuram,
Visakhapatnam - 530004.
31. Com.T.Sharabhalingam, ✓
Singareni Collieries Workers
Union, "Seshagiri Bhavan"
Kothagudem Collieries-507101.
32. Com. P.V.Subba Rao, ✓
District AITUC Office,
D.No.33-5-1, Nerella Koneru,
Allipuram, Visakhapatnam-530004.
33. Com. P.Chaitanya, ✓
D.No.27-79, Ramnagar Colony,
Chittoor - 517002.
34. Com. G.Obulesh, ✓
2/197, Vempalli Road,
Yerraguntla-516309.
35. Com.V.Seetharamayya, ✓
Singareni Collieries Workers
Union, Ramakrishnapuram -
504301.
36. Com. M. Narayana, ✓
Singareni Collieries Workers
Union "Bhaskar Rao Bhavan"
Godavari Khani-505209.
37. Com. P.Harinath Reddy, ✓
District A.I.T.U.C.Office,
Opp.Railway Parcel Office,
Tirupati - 517501.
38. Com. V. Veeraiah, ✓
Dist.AITUC Secretary,
c/o Singareni Collieries Workers
Union, Kothagudem Collieries-
507101
39. Com. V.V.S.Murthy, ✓
D, 1st Floor, 5, Ankita
Apartments, Ramavarappadu,
Vijayawada - 521108.
40. Com.V.S.L.Prasad, ✓
I.D.P.L.(Hyd.)Workers Union,
I.D.P.L., Balanggar, Hyderabad-
500037.
41. Com. G.Uppalaiah, ✓
11-22-425, Kasibugga,
Warangal - 506002.
42. Com. D. Jagadish, ✓
A.I.T.U.C.Office, D.No.13/953-A,
Near Andhra Bank, Guntakal-~~505~~
515801.
43. Com. N.Ramanna, ✓
Gen.Secy, Dist.A.I.T.U.C.,
c/o Singareni Collieries
Workers Union, "Bhaskarrao
Bhavan" Godavari Khani-
505209.
44. Com. A.Laxmana Swamy,
A.P.Building Workers Federation,
Shankara Matham Rd., Hanumanpeta,
Vijayawada - 520030.
45. Com. P.J.Chandrasekhara Rao, ✓
8-35, Raju Colony,
✓ P.O. H A L, Hyderabad - 500 042.



Dear Comrade,
Here under find full addresses
of General Council Members from our
State:-

1. Com Mohd Yousaf
315, M.L.A's Hostel, (old)
Jammu-Tawi - 180001
2. Com Jia Lal Parihar
Q.No. B-37
Chenab Nagar Colony,
D.H.P.,
KISHATWAR - 182 204
3. Com Atanujeeet Singh
1-Hazuri Bagh,
Bohri,
JAMMU-TAWI - 180002

This is in response to your letter dated 27.1.1998.

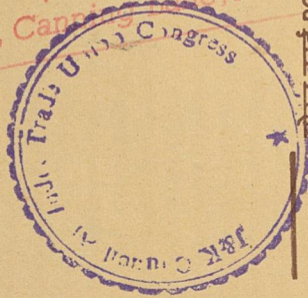
Regards,

Sincerely,
Harnam Singh

RECEIVED
FOR:

17 FEB 1998

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



पोस्ट कार्ड POST CARD



15

भारत INDIA



Com DL Saehder
Secretary, All India
Trade Union Congress

24 Canning Lane
'New Delhi'

पिन PIN

1 1 0 0 0 1



ALL INDIA TRADE UNION CONGRESS

अखिल भारतीय ट्रेड यूनियन कांग्रेस (एटक)

मध्यप्रदेश राज्य समिति

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

अध्यक्ष : कुष्णा मोदी

महासचिव : अजित जैन

दिनांक...12.2.98

प्रति,

का. डी. एल. सर्वदेव ,

सचिव एटक,

नई दिल्ली .



विषय : एटक की जनरल कौंसिल सदस्यों के पते भेजने बाबत ।

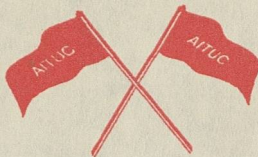
महोदय ,

आपके पत्र दिनांक 27.01.98 के संदर्भ में एटक की जनरल कौंसिल के चाहे गए सदस्यों के पते नीचे दिए जा रहे हैं :-

1. का. राजन भैरव,
महासचिव कोलियरी मजदूर सभा/एटक/
नार्दन कोल फोल्ड्स लिमिटेड,
क्वा. न. बी-13, पोस्ट खडिया प्रोजेक्ट, सोनभद्र- 231-222
2. का. रूपसिंह चौहान
सम्भागोय कार्यालय एटक
14- सी, सुभाष कालोनी, सेमरा गेट,
औद्योगिक क्षेत्र, गोविंदपुरा, भोपाल-23
3. का. मोहन लिमजे
29/5, परदेशापुरा
इन्दौर - 452-003
4. का. के. के. नंदी,
संयुक्त खदान मजदूर संघ/एटक/ मु. पो. दल्लीराजहरा
जिला दुर्ग /म. प्र/

भवदीय
आर. सो. जैन
कार्यालय सचिव

Founded on 31.10.1920



Founder President, Lala Lajpat Rai

अखिल भारतीय ट्रेड यूनियन कांग्रेस
All - India Trade Union Congress

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

January 27, 1998,

The General Secretary,
State Committee of A.I.T.U.C.,

SUB: Request for sending the addresses of General Council Members.

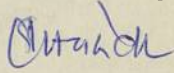
Dear Comrade,

While compiling the composite list of newly elected General Council members, we find that complete mailing addresses of some of the members of your State have not been sent to the Central office. The list of such members is enclosed.

You are kindly requested to send the mailing addresses of these members at the earliest.

With greetings,

Yours comradely,


(D.L. SACHDEV)
SECRETARY

Jammu

1. Com. Mohd. Yusuf,
2. Kamataka
3. Com. H.K.Rama Chandrappa,
4. Com. N.Shivanna,
5. Com. Bheem Singh,
6. Com. Ismail,
7. Com. Prabhakar,

Kerala

1. Com. Kanan Rajendran,
2. Com. Binoy Viswom,
3. Com. V.K.Gopi,
4. Com. M.I.Ouseph,
5. Com. P.Subramanian,
6. Com. Vijyan Pillai,
7. Com. S.Karunakaran,
8. Com. Kamla Devi,
9. Com. Udaya Bhanu,
10. Com. Kuttiyanikadu Madhu,
11. Com. Thennilapuram Radha Krishnan,
12. Com. K.E.Haneefa,

Maharashtra

1. Com. H.S.Bel,
2. Com. Madhukar Utkhede,
3. Com. S.B.Deshmukh,
4. Com. P.R.Rao,
5. Com. Shantibai Ranade,
6. Com. Shankar Nyalepalli,
7. Com. Kalavathi Sathe,
8. Com. Mohan Jha,
9. Com. Y.R.Ramteke,
10. Com. Anant Nagapurkar,

Madhya Pradesh

1. Com. Rajan Mathew,
2. Com. Roop Singh Chauhan,
3. Com. Mohan Limaye,
4. Com. K.K.Nandi,

Punjab

1. Com. Bhan Singh Bhamra,
2. Com. Gulzar Singh,
3. Com. Nirmal Singh,
4. Com. Gurnam Singh,
5. Com. Ravinderjit Kaur,
6. Com. Mohan Lal Verma
7. Com. Piara Singh Deosi
8. Com. Karam Chand Bhardwaj
9. Com. Balvinder Singh

Tamilnadu

1. Com. K.Subbarayan
2. Com. P.Mutharasan
3. Com. S. Jagan
4. Com. M.Arumugam
5. Com. Meenal Sethuraman,
6. Com. R.Suseela,
7. Com. G.Maniachari,
8. Com. R.Perumal,
9. Com. P.Krishnaiah,

U.P.

1. Com. B.K.Awasthi.
2. Com. O.P.Tewatia,
3. Com. S.N.Tripathi,
4. Com. Balwant Singh,
5. Com. O.P.Singh.
6. Com. Jitender Sharma,
7. Com. Vinod Bhalla,
8. Com. Jagdish Prasad,

West Bengal

1. Com. Nemai Routh,
2. Com. Nanda Dulal Srimani,
3. Com. Samir Ghosh,
4. Com. Kamalendu Ganguly,
5. Com. L.D.Makaria
6. Com. K.N.Mohapatra
7. Com. K.D.Ghosh
8. Com. K.B.Subba
9. Com. Karuna Gurung
10. Vacant
11. Vacant

A.P.

1. Com. M.Anjeneyulu,
2. Com. P.Sarabhalingam.
3. Com. P.B.Subba Rao
4. Com. Chaitanya
5. Com. Oblesh,
6. Com. Seetharamaiah.
7. Com. M.Narayana.
8. Com. P.Harinatha Reddy.
9. Com. Veeraiah.
10. Com. V.V.S Moorhy.
11. P.J.Chandrashekar Rao
12. G.Uppalaiah
13. Jagdish
14. Ramaiah,

Assam

- Com. Munin Mahanta.

Bihar

1. Com. Chintamani Mandal
2. Com. Salim
3. Com. Girja Nandan Mani
4. Com. Badri Narayan Lal
5. Com. Ram Swaroop
6. Com. N.P.Shrivastav
7. Com. Diler Afgan
8. Com. Kaleswar Hembram

Delhi

1. Com. S.N.Sharma.
2. Com. P.Ghosh.
3. Com. Ranjit Prasad.
4. Com. Shoib Siddiqui.
5. Com. Raja Ram Tyagi.

Haryana

1. Com. Jai Pal.
2. Com. Sushila Sargam,
3. Com. Bhimsen Prabhakar.

Himachal Pradesh

1. Com. K.K.Kaushal.
2. Com. Jagdish Bhardwaj.

ALL INDIA TRADE UNION CONGRESS

अखील भारतीय ट्रेड युनियन काँग्रेस

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

Ref. No. _____

Date 21st Oct. 1997

To

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

Subject:

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

Dear Comrade,

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

Sr.No. Name & AddressPhone No.

- | | | |
|----|---|--|
| 1. | CHRISTOPHER PONSECA
House No. 60
Gonguerem
Assagao, Bardez,
Mapusa, Goa. | 0832 - 254251 (R)
222436 (O) |
| 2. | R.D. MANGUESHKAR
House No. 92
Mangueshi
Mardol, Ponda,
Goa 403 404. | 0834 - 357331 (R)
0832 - 222436 (O) |
| 3. | NARAYAN PALEKAR
Sheetal Co.op Society
Behind Cine Lata Theatre
Margao, Salcete, Goa. | 0834 - 732350 (R)
0832 - 222436 (O) |

...2/-

General Council
File
M

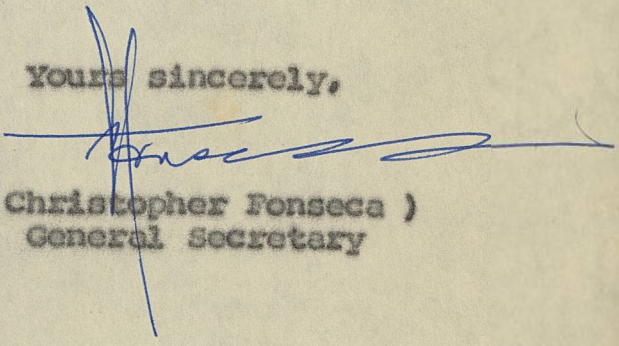
Sr.No. Name & Address

Phone No.

4. BABRUWAN GAONKAR
House No. 213
Post Assnora
Modlovaddo
At Sirigno
Bicholim, Goa.
5. SMT. HARSIA GAUDE
C/o Hari Y. Gaudé
Amarikhandi, Kerim,
Ponda, Goa.
6. A.F.G. MASCARENHAS
Church View
Ratvado, Navelim,
Salcete, Goa 403 707. 0834 - 720573 (R)
7. MOGREM POIKULKAR
House No. 3,
Post Guleli,
Poikul, Settari, Goa.
8. JAMAALBI SHAIKH
Near Old Panchayat
Kaldem, Quepem, Goa.

Thanking you,

Yours sincerely,


(Christopher Fonseca)
General Secretary

e.c. Com H. Mahadevan
Secretary
All India Trade Union Congress
24, Canning Lane.
New Delhi 110001.

GOBIN KARAR 3/97

RECEIVED

For.On

30 JAN 1997

A. I. T. U. C.

24, Canning Lane, N. Delhi.

Phone: 6690379

Res. P.O. Mashila,

Dist. Howrah.

Pins: 711302.

Dated: January 19, 1997.

My dear Com. Mahendrajii

Pleased to receive your letter at late regarding your confirmation on Orissa programme though it is altered now and you are aware of it from Com. D.K.Panda at Mumbai N.C.meeting.

Due to late-running of my local train, I failed to avail Mumbai Mail from Howrah and so I failed to attend the N.C.meeting.

However, later on I contacted Com.Panda over telephone and could learn that there extended meeting of State AITUC will be held at Bhubaneswar on February 2 and I shall attend this meeting. I shall arrive there on February 1 and shall leave for Calcutta on February 3.

Hope, you were intimated by Com. Panda that there State Conference will be held on March 29-30 with full preparations. You are to attend it. You have definitely confirmed it to Com. Panda.

Under such circumstances, you are to fix up the dates of the next AITUC Working Committee in between last week of February and middle of March. Please finalise it. I shall stay at Assam from February 8 to 17. and Again I shall make my programme in NE states in adjusting the dates of Working Com. meetings. in March and April.

Awaiting your reply please.

With greetings,
Gobin Karar
(Gobin Karar)

To

Com. H. MAHADEVAN
SECRETARY

AITUC. Camp: 479

01-02-1997

Office for revenue
action

please send CIRCULARS ON ABITATIONS ON
~~OF~~ ORGANISATION STEPS, programmes including
public sector to an extent for effective
implementation.

(1) P. CHAITANYA
PRESIDENT

AITUC CHITTOOR COT COUNCIL

27-79 IV CROSS

RAH NAGAR COLONY

CHITTOOR 517002

(2) ~~P. CHAITANYA~~
P. HARINATHA REDDY

GEN. SECRETARY

AITUC CHITTOOR COT COUNCIL

AITUC OFFICE

OPP: RAILWAY PARCEL OFFICE

TIRUPATHI.

C. WILSON (S.H.)

FROM

01-02-1997

P. CHAITANYA
PRESIDENT

3/97

AITUC OF COUNCIL

27-79 IV CROSS, RAM NAGAR COLONY
CHITTOOR 517002 (AP)

To

Com. H. MAHADEVAN

SECRETARY

AITUC, NEW DELHI

Dear Comrade,

Sub: INTIMATION TO AITUC

General Council meetings-

Req

On the occasion of AITUC platinum
50th celebrations at Hyderabad, I was
co-opted as a general council member
in the place of B. TULASENDRA from ~~our~~ ^{our} ~~of~~
in the general council meeting at Hyderabad.
I have given address to our Delhi office.

But I have not received
notice of general council meeting ^{was} held
in the month December 86 at Delhi.

to
also
in the
General
Council
Meeting

50 I request you please send
general council meetings notices to my
care above address without fail

Thanking you,

Yours sincerely
P C Carter

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

President : B.D. JOSHI
General Secretary : K.L. MAHENDRA

25 NOV 96

To,

Handwritten notes:
Council file
M
3/96

Dear Comrades,

Ref : Circular dated 08 Nov 96.

Sub : Informations requested from ;

- i) Each affiliated union (to the State Committee) and
- ii) Each State Committee (to the AITUC Centre)

In continuation of the above circular sent by the General Secretary to all State Committees and Working Committee Members of AITUC, the Secretariat felt the necessity of sending to all State Committees the enclosed questionnaires to collect more details about the various aspects of our affiliated unions as well as the State Committees in order to keep proper and adequate data with AITUC Centre and use these details/data towards deciding further improvement of our organisation.

It may be recalled that during the discussions on organisational aspects in the recent General Council meeting held on 2-4, Nov 96, a number of suggestions were put forth. In order to implement them the AITUC Centre needs all the information as called for in the enclosed questionnaire.

It is suggested that the questionnaire relating to affiliated unions may be translated into local languages and sent with a time limit of 15 days to fill them and send back to state centre. The state centre, duly filling the details required (in case some details are not immediately available please leave them blank or with your comments as to when they will be available) and send to the centre atleast within a months period i.e. before the last week of Dec '96. While doing so, please send a copy of the answers got from the affiliated unions also.

FOUNDED ON 31.10.1920

FOUNDER PRESIDENT LALA LAJPAT RAI

Cable : "AITUCONG"

Tele Fax : 91-11-3386427

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

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

President : B.D. JOSHI

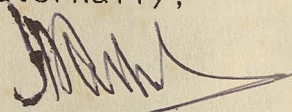
General Secretary : K.L. MAHENDRA

- 2 -

In the light of our many future tasks, answer to this questionnaire is very essential, hence please co-operate.

With Greetings,

Fraternally,


(H. MAHADEVAN)
SECRETARY

Encl: Two Questionnaires

QUESTIONNAIRE TO BE FILLED BY EACH AFFILIATED UNION

1. Name of the Union :
2. When found :
When affiliated :
3. Registration Number :
4. Name of the Factory/
Enterprise/Establishment &
Strength of employees : Male Female
Permanent
Casual
Contract
5. Membership of our Union : During - 1994
1995
1996
6. The other unions if any, in : Affiliated to :
the factory/Enterprises/
Establishment Unaffiliated to :
7. (a) Monthly Subscription : Rate :
(b) Mode of collection Check-off/directly
8. Has the Union got an Office : Own/rented/accomodation
given by the employer
9. How many contract/casual : during 1994
workers absorbed 1995
1996
10. When the Union Election was :
held last

11. (a) When was the last Annual Returns given (please attach a copy) :
- (b) Do you maintain monthly register & other records required for Annual Returns. :
12. Whether any Trade Union class conducted during : 1994 1995 1996
13. Frequency of the Executive Committee meetings held :
14. Whether any special fund collected and sent to AITUC during : 1994 1995 1996
15. Any other useful information. :

(Signature)
General Secretary

QUESTIONNAIRE TO BE FILLED BY THE STATE TUCs

1. Name of the State :
2. Number of Affiliated Unions :
(please attach the list Registered/unregistered)
3. Total Number of Members : Male Female
(if break up is available)
4. When was the last State Conference held :
5. How many times the State Committee/Council met : during - 1994
- 1995
- 1996 (so far)
and average % of attendance
6. In how many Districts, District Committees formed (please attach list) and how many times District Committees met during 1994, 1995 & 1996 (so far) and average % of attendance :
7. When was the last District Conference held in each District (if there is a Committee) :
8. Affiliation fee paid by the State TUC during : 1994 1995 1996
9. Special fund (i) and (ii) paid by the State TUC during : 1994 1995 1996
10. Which are the major industries covered amongst our affiliated unions (eg. Jute, Textile, Engg., Fertilizer, Cement, Iron/Coal, Non-Coal Mines etc.) :
11. Whether the State Committee has an office ? own/rented :
12. How many District Committees have offices ? If so, own/rented :

13. How many Trade Unions whole timers function in the State Centre and other Centres in the State :
14. Allowance paid (Minimum and Maximum) :
15. Whether there is any women wing ? If so, who is the incharge. :
16. Whether there is any young workers wing formed/ functioning ? so, who is the incharge :
17. Whether there is any Cultural wing formed/functioning ? If so, who is the incharge :
18. Who is generally looking after the minimum wage category/ Advisory Board :
19. Is there any AITUC legal Cell in the State ? Name of the lawyer Comrade (looking after) :
20. Have we lost any of our affiliated unions to others, If so, to whom : in 1994
1995
1996
21. Have we gained/got back any Unions ? If so, from whom in : 1994 1995 1996
22. How many new unions formed in & their Membership : 1994 1995 1996
23. The number of agricultural workers affiliated to AITUC, in the state. Who is incharge :
24. The number of Contract workers under the AITUC in the State :
25. Number of Unions which have not paid the affiliation fees during the last 3 years (please attach the list) :

26. Whether any State level/ :
Regional level/Dist. level
Trade Union Classes conducted
during 1994, 1995 & 1996 and
the member of participants
in each of the classes.
27. Names of the Members in the :
State Tripartite Committees
(such as Minimum Wage Advisory
Board, ESI, PF, State Chapter
NSC etc.) (Attach a list if
necessary)
28. Details of Minimum Wage :
notified in the State (if
necessary, please attach
seperate sheet)
29. The names of the Unaffiliated :
Unions closely associated with
AITUC in the State (Major
ones only)
30. Proposals or tentative plans :
for expansion in 1997-1998.
Area/Industry, other details
if any
31. Any other useful information :
relevent to State

(Signature)
General Secretary

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

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

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

File

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

14 NOV 96

To:

3/96

Dear Sir,

We enclose herewith the Resolutions adopted in the General Council Meeting of the AITUC held on 2-4 Nov 96 in New Delhi.

We request you to take needful action on the same and kindly keep us informed of the decisions taken.

Thanking you,

Yours faithfully,

(H. MAHADEVAN)

SECRETARY

Encl: Resolutions on:

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

November 5, 1996,

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

PRESS RELEASE

Shri A.B. Bardhan, Vice-President, Shri B.D.Joshi, President and Shri K.L.Mahendra, General Secretary of the AITUC have issued the following statement:-

The General Council of the AITUC met on 2nd to 4th November with Com. Chitharanjan and other Vice presidents constituting the presidium. After a thorough analysis of the economic situation in the country the General Council concluded that

The United Front Govt. is in the main pursuing the same economic policies as of the previous Govt. The rate of growth of industrial production has gone down. Though the doors were wide opened for multinationals, not much direct investment has so far taken place. On the other hand because of reduction of excise duty imports have increased and our industry is facing crisis.

In spite of the claim of the Finance Minister that rate of inflation shall be kept down at 5% it is well above 6% and the prices of essential commodities are soaring high. The price of Atta Wheat flour is Rs.8/- per kilo in the granary of India i.e. Punjab. The Govt. proposes to export wheat and it is apprehended that the prices will shoot up by the time the new crop comes. Govt. may claim that it will benefit the peasantry though it is not so. But the people below the poverty line and even the middle class are being hard hit.

In spite of the assurance in the CMP that sick industries will be revived, even the Tripartite agreement on NTC remains unimplemented. Govt. has refused to give subsidy even for the payment of wages to the workers of IDPL. In the case of NTC the Maharashtra Govt. has not agreed so far for the sale of surplus land.

The Govt. has removed the ceiling for payment of Bonus to the Railway, P & T and the Class C and D employees of the Govt. But hardly 10% of the public sector workers are entitled to Bonus under the Bonus Act and same is the condition in the major organised sector industries. The Bonus Act has not been amended keeping in view the rise in wages.

The General Council decided that movement has to be built up on concrete issues, placing before the people the justification of the demand and the movement should be a sustained one. General movements including strikes have been conducted against the general policies during the last four years. It is time that sustained movements are conducted on specific issues, like removal of ceiling on Bonus, modernisation and revival of the viable sick industries, against rise in prices, and strengthening of public distribution system, improvements in the P.F. pension scheme, coverage of all workers under the P.F. Scheme, bringing the health care under the ESI Corporation instead of keeping it under the state Govt. who have mostly neglected the same, amendment of the construction workers act, besides enactment of the promised legislation for agricultural workers, etc.

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

President : M. S. KRISHNAN

General Secretary : A. B. BARDHAN

Dy. General Secretary : B. D. JOSHI

The AITUC will strive to build up movements on specific issues along with other Trade Union Centres and on common issues from the platform of mass organisations. For instance the Central Trade Union organisations are meeting today to plan out agitation for removal of bonus ceiling, and the platform of mass organisations is meeting on the 13th November.

The CPSTU Convention is planned for 5th and 6th December'96 to take up the issue of wage revision, payment of new Dearness Allowance to the workers of sick industries, revival of sick industries revamping of BIFR etc.

The General Council has decided to expand its base and that by March'97 at least 100 new unions should be affiliated and membership be increased by 1 lakh.

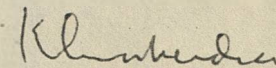
The General Council has decided to pay attention to the Trade Union Education and has decided that one of the Vice-Presidents shall be responsible to look after Trade Union Education.

It is decided that states will hold executive meetings specifically to review the organisational position in the coming two months and one of the Secretariat members will attend the same.

The General Council accepted the resignation of Com. M.S.Krishnan due to ill health and adopted a resolution of appreciation of his contribution to the trade union movement and the AITUC in particular.

The General Council elected unanimously Com. B.D.Joshi as President, Com. A.B.Bardhan and Com. Gynaiah as Vice-Presidents and Com. K.L.Mahendra as General Secretary.

The General Council decided that the 36th Session of the AITUC shall be held from 16th to 20th October'97 in Amritsar, Punjab.



(K.L.MAHENDRA)

GENERAL SECRETARY

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

Tel. 33 87 320,

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

president : J. Chittaranjan, M.P.
Gen. Secy. : K.L. Mahendra
Dy. Gen. Secy.: H. Mahadevan

July 29, 1998,

CIRCULAR
TO

ALL GENERAL COUNCIL MEMBERS

Dear Comrades,

On demand from comrades we have printed 1000 copies each of the eight syllabus for education.

Our past experience is that Hindi version of "Pension Scheme" was not purchased by comrades. Every activist and leader may be facing number of questions and has to make representation and hence requires a detailed pamphlet.

Further history of Indian Trade Union movement by Comrade A.B. Bardhan in Hindi was published and the stock is lying unsold. We thought every activist of AITUC will be interested in it so as to know the glorious past and inspire the present generation.

Bulk of our trade union activists are Hindi knowing but there is no habit of purchasing books and increasing knowledge. This weakness should be removed immediately if the trade union movement is to be strengthened.

On the basis of eight educational pamphlets each district can conduct class in Hindi and educate new cadre.

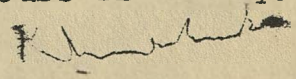
The State leadership should impress on the importance of reading and also trade union classes.

Raise money from the unions and see that big unions and every district has a set of Hindi publications and start trade union classes on the basis of syllabus.

I hope comrades will not disappoint this time and place their orders immediately.

With greetings,

Yours sincerely,


(K.L. MAHENDRA)
GENERAL SECRETARY

Price of Hindi Educational series is Rs. 65/-
postage extra.

*Rev. Comil
Dy*

H MAHADEVAN

All India Trade Union Congress

Report to the General Council Session

2nd to 4th November, 1996
New Delhi - 110 001

Introductory remarks

This meeting of the General Council is being held almost full one year after the councils last meeting, held in Hyderabad on 31st October, & 1,2nd November, 1995. The intervening period saw the situation in the country giving rise to unprecedented social and political tensions arising out of the colossal misrule of the Narasimha Rao Govt. at the Centre. Although a meeting of the Working Committee had earlier been summoned for the 17-18th February, 1996, it was compelled, under the rapidly changing circumstances, only to discuss and dispose of some routine matters, stopping short of taking up any major programme of agitation or struggles due to expected announcement of general elections in the country. The deliberations of the meeting had the effect of the AITUC leadership and its constituents getting prepared to mobilise the working class to join the impending titanic electoral battle in favour of secular democratic forces and its own class allies. The elections, as is known, resulted in the dramatic emergence of a broad secular-democratic Platform leading to the formation of the U.F. Govt. at the Centre with its Common Minimum Programme.

As the uncertainties marking the post-election Ministry making exercises achieved some degree of stabilisation, another meeting of the Working Committee was held in July, 1996. The outcome of evolution of the U.F. following the removal of the Congress from power at the Centre and the discomfiture faced by communal reaction represented by the BJP to emerge as the alternative to the Congress, came in for serious discussions in the meeting. The Working Committee's assessment of the situation and the attitude the working class should take towards the U.F. Govt. and its Common Minimum Programme has been explained fully through the columns of the TUR as well as through numerous meetings held at different levels. The CMP in AITUC's view does not in the desired measure reverse the anti-people policies of the Narasimha Rao Govt., though it does promise to move the country in the direction of providing relief to the deprived, exploited and oppressed sections of the society. The programme has shortcomings, some of them quite serious. As such while supporting its positive contents, and seeking their implementation, the AITUC has to undertake counter measures through agitations, struggles, etc. to defend the interests of the working people affected by its negative aspects. All our activities are being carried out in accordance with this broad understanding, reacting to each specific measure undertaken by the U.F. Govt. through appropriate combative or supportive action.

Although it has been the constant endeavour of the centre to publicise every major activity undertaken by it (or by the State Committees for that matter), in furtherance of effective implementation of the tasks emerging from the situation as defined above, members of the General Council may perhaps like to be reminded of some of the major events, actions, etc. undertaken centrally during the period under review, particularly after the General elections. They could be summarised as below:

Employees' Pension Scheme: Repeated, intensified, and continuing campaigns to secure amendment of the Employees' Pension Scheme, starting with the observance of "Amend the Pension Scheme Day" on 18-12-95 - and mass dharna in N. Delhi on 1.1.96. The Campaign has to be resumed in the near future.

NTC Revival : Repeated actions undertaken at various levels, including persistent pressure being applied in every Tripartite fora, to have the NTC revival package implemented. The campaign is being intensified through the J.A.C. of Textile workers.

Child Labour: Launching its anti Child Labour Project and programmes in cooperation with ILO-IPEC (January 1996) the programme has been taken to almost every state of the country. (a separate report is attached)

Campaign for enactment of law for Construction workers: Besides actively associating itself with the joint campaign to secure legislative protection for construction workers, AITUC independently undertook actions for the purpose.

An all-India Protest Day was observed on 26.2.96 demanding suitable amendment of the bill pending before the Parliament. The campaign still continues since the legislation enacted by the Govt. fails to fully safeguard the interests of construction workers.

Campaign against privatisation of Bailadilla iron ore mines and Sukhinda Chrome mines : The campaign is being persistingly carried on through various means and at different levels.

Campaign in support of ILO initiative on protection to home-based workers and AITUC's participation in 83rd Session of ILO in Geneva. The AITUC representative, included in the official delegation after a long time, lent full support in the Conference to adoption of a Convention on protection of Home-based workers on the same footing as employees/workers in other industries/services. Com. Joshi represented the AITUC.

South Asian Consultations on Social clause, organised by Nepalese Trade Unions. Com. K.L.Mahendra participated in this important consultation meet which was also attended by delegations from Pakistan, Bangla Desh, Sri Lanka, and Nepal. The consultation resulted in drawing up of an important document "South Asian Charter on Labour Rights".

Pre-budget and post-budget discussions with the Finance Minister (Mr. Chidambaram) and with the P.M. Besides the usual pre-budget discussions with the Union Finance Minister, discussions this year were also held with the Prime Minister. AITUC delegation led by the General Secretary, Com. A.B.Bardhan discussed various aspects of the social and economic situation as it affects the working people, submitting a written memorandum. Post-budget discussions on the affect of the Union budget, etc. were a new feature. AITUC' analysis of the effects of the Budget was presented to the Finance Minister by the Dy. General Secretary, Com. B.D.Joshi.

Meeting of the Standing Labour Committee and the 33rd Indian Labour Conference

The SLC meeting merely discussed the agenda for the ILC. The main item on the agenda comprised officially drafted amendments to the I.D.Act, besides the issue of a national minimum wage. Our representatives, Com. Joshi and Mahendra opposed the officially proposed amendments as anti-working class, while putting forth concrete and positive suggestions in favour of fixing a compulsory floor-level national minimum wage besides a higher minimum wage considering the situation in different states and regions of the country.

The ILC, convened on 24-25th October was attended by AITUC delegation led by the General Secretary, Com. A.B. Bardhan besides Coms. Joshi and Mahendra, with Coms.Mahadevan and Sachdev as advisers. Earlier two comprehensive notes explaining the views of AITUC on amendments to the I.D.Act and detailed proposals for radical restructuring of the BIFR in order to convert it into a genuine instrument for revival/rehabilitation of sick industrial units/undertakings, were submitted to the Labour and Finance Ministries. Another memorandum criticising the Govt. for failing to place on the ILC's agenda burning issues of the working class and drawing the Labour Minister's pointed attention to the main issues and problems, which the Govt. has to attend to, was submitted. The contents of all these documents have either already been published in the TUR, or will be published in its very next issue.

As bluntly pointed out by the leader of AITUC delegation, the ILC is steadily being deprived of its importance prestige and authority as the main forum for tripartite discussions and conclusions on vital issues concerning - Industrial relations which contribute to evolution of a sound and positive labour

policy. The agenda placed before the ILC Session lacked reality, negating its main purpose. This proved to be correct since, for the first time in the history of ILC, the tripartite Sub-Committee set up for summarising the outcome of the Conference in terms of areas of consensus and/or dissent could not reach any decision and the Conference came to a close without arriving at any conclusion. However, the proposal put forward on behalf of AITUC to convene a special Session of ILC in early 1997, to be also attended by the Finance Minister and the Industry Minister, remains to be seriously considered by the Govt.

All India Demands Day :

The Day was observed on 27th September throughout the country on the call of the Sponsoring Committee of Indian Trade Unions. A joint rally was organised in New Delhi, which was addressed by leaders of various Trade Union Centres constituting the Sponsoring Committee. A joint representation was submitted to the P.M., expressing serious concern over continuance of policies of the previous Govt. with their adverse effect on the national economy and rights and interests of the working masses.

AITUC- H.M.S. Unification

The unification process gained slow yet steady momentum during this period, inspite of the fact that the early half of the year 1996 was almost wholly occupied by hectic activities connected with Parliamentary elections. A well attended joint meeting of the Working Committees of AITUC and H.M.S. was held in New Delhi on 24.3.96. As per decision of this meeting a national-level Coordination Committee comprising equal representatives of the two sides was set up, with instructions to their constituents in all the states to form state-level Coordination Committees, and undertake joint actions on agreed issues. The apex level Committee held an important meeting on 14.5.96, and took stock of the situation. Certain states where the decision to form joint committees had not been properly implemented were identified for proper follow-up action. It has since been reported that a majority of State Committees have already set up such committees. In some cases substantial progress has been made not only in forming Coordination Committees, but also in organising joint demonstrations and marches on a massive scale. Maharashtra and West Bengal, and to some extent. Assam provide a good example of such action. Tamilnadu has moved ahead in an appreciable measure. However, the progress in other states is slow, though not at all negligible.

It must be reiterated that the HMS-AITUC unification move has to be seriously taken forward as a preliminary and essential step to create a situation in which other national T.U. organisations, including independent federations, etc. could confidently come together to realise the cherished objective of having a single national T.U. Centre. Fortunately increasing sections of T.U. movement already realise the need to forge organisational unity out of its presently fragmented structure in order to meet the challenges posed by the developing national and international situation.

Important national level Conferences, etc.

Among important national level Trade Union Conferences held during this period are:

- (1) All India Beedi Workers' Conference- Calcutta, 19-21 January, 1996;
- (2) The first Conference of the All India Federation of Jute workers - at Raigarh, M.P. on June 7-9.
- (3) 11th Conference of the National Federation of Road Transport Workers (AITUC), Shimla on 15.5.96 - which took important decision to form a Coordination Committee with its H.M.S. counter-part. Representatives of both decided to merge in response to the call for HMS-AITUC unification. The Coordination Committee of Transport Workers' Federations affiliated to HMS-AITUC-CITU decided to strengthen itself to take forward the struggle of Transport workers against privatisation, etc.
- (4) Revival Conference of Cement Workers' Federation.

Some important national-level agreements

Some important national-level agreements, having wider positive implications for workers are cited below:

1. Final agreement in coal industry on wages, pension and other connected issues - 19.1.96.
2. Agreement in the Banking industry on all important issues, including pension.
3. Agreement in LIC-(including wages and pension) a significant victory for the All India LIC Employees Federation.
4. Agreement at national-level in the Cement industry.
5. Agreement at national level in ITDC.

There have been quite a few agreements involving individual units or in industries at State level, under which significant gains have been made for the workers. Details of these several agreements have been published in TUR from time to time.

During the last few years, particularly during the recent period, semi-Governmental, non-Governmental as well as apex organisations of employers have been active in organising any number of bipartite or even tripartite meets in the shape of workshops, Seminars, consultations etc. on a number of social and economic issues intimately connected with the consequences of macro-economic changes on a global scale as they affect India. Some of the U.N. agencies, including ILO, are also active in initiating and organising programmes on issues like child labour, environment, labour laws, productivity, industrial relations, human rights etc. in the context of economic reforms, liberalisation and globalisation, and the impending pattern of multilateral trade under the WTO mechanism with its inbuilt ingredient of Social Clause. AITUC is in most cases invited to participate in these events. A section of our central leadership and often of the state leadership has to get involved in these programmes in order to present the view point of the Indian working class on different topics. This involves lot of study and research work so that our representatives are put in possession of material facts and data. It is necessary that AITUC takes steps to properly organise and activate some sort of research and study group in not distant future.

The AITUC Centre has also to get involved in a number of programmes to express solidarity with agitations launched by other sections of Trade Unions. One of such agitations in recent past has been that of Fishermen against foreign fishing vessels. The demand of lakhs of our fishermen for cancellation of licenses given to foreign industrial fishing vessels, is justified on more than one ground. The AITUC has, therefore, been actively backing the agitation, though not quite satisfied with the attitude of a section of the fishermen's leadership towards the organised T.U. movement.

One of our closest fraternal organisation, the All India Bank Employees' Association currently celebrating its Golden Jubilee year. The year long programme of celebrations chalked out by it comprises a variety of praise-worthy social and cultural activities. Let this Session of the General Council of AITUC send its warmest greetings to the Bankmen all over India through their prestigious and fighting organisation, the AIBEA, on this auspicious occasion.

General Council members may also like to greet two of the outstanding leaders of the Indian working class, inseparably connected with the AITUC on being inducted into the Cabinet of the U.F. Govt. We wish them outstanding success in discharging their duty in a manner calculated to best serve the interests of the working class and toiling masses of the country. Coms. Indrajit Gupta and Chaturanan Mishra would have been with us today but for their being abroad on state duty.

It cannot be left unsaid that the Central leadership has been constantly agitating against the consequences of industrial sickness. It took every opportunity to raise the issue at various Tripartite fora, besides constantly engaging the Govt., its various ministries, in discussing various aspects of industrial sickness and not infrequently succeeding in persuading the Govt. to agree to revive a sick public undertaking. Scooters India, H.P.F., HEC of Ranchi, IISCO and a number of other enterprises furnish some of the examples of AITUC's successful intervention. A lot more, however, remains to be done to compel the U.F. Govt. to fulfill its commitment to retain and strengthen the Public Sector.

Railway, Telecom and Postal workers have added a brilliant chapter to the saga of struggles of the working class by their heroic strike action compelling the Govt. to concede one of the long standing demand of the entire working class relating to abolition of ceiling on Bonus. They have earned high gratitude of the workers.

Let us also congratulate Com. Gogoi, our Vice president, and Working Committee member Com. Manjini for having been inducted into the Cabinet of Assam and Pondy. Govt. respectively.

Com. Mahadevan, our Secretary has deservedly been honoured by the India Development Foundation of Bangalore by conferring on him "DESASNEHI" Award for his contribution in the social and political field. The entire amount, Rs.10,000/- received by Com. H.Mahadevan with the award has been donated to the AITUC.

Note for Labour Policy to be pursued by the U.F. Govt.

Preamble

The country is about to complete 50 years of its independence. These years have witnessed phenomenal changes, in the political and economic scenario in the country. Unfortunately, however, the achievements registered in the economic sphere have left social progress far behind.

The Constitution that India gave itself enshrined in it Directive Principles of State Policy which envisaged the establishment of a social order based on the promotion of interests of the mass of the people inhabiting it. Articles 38 & 39 uphold the right of the citizens to adequate means of livelihood, achieved through operation of an economic system subserving the common good. Articles 41-43A hold out the promise to secure the right of the workers to work, education, unemployment relief, provision for old age, sickness and disablement, as also to just and humane conditions of work. The workers are specifically held to be entitled to a living wage, ensuring a decent standard of life to them besides right of participation in the management of industries. Art. 19(1) guarantees to them the Freedom of Association, right to form unions/associations though it stops short of extending these guarantees to their natural logic of Right of Collective Bargaining and Right to Strike.

The Govt. of India's Industrial Policy Resolution of 1956, and the policy statements contained in the 2nd Five Year Plan recommend industrial democracy as a prerequisite to the establishment of a socialist society with increasing association of labour with the management, as an integral part of the labour policy of the country. The 5th - five year Plan reiterated this commitment.

With the passage of time marking the ascendance of the Capital in national affairs, the lofty intentions reflected in these Articles of the Constitution got robbed of their substance. Notwithstanding the drastic erosion of constitutional commitments suffered at the hands of the ruling class, the working class did manage to widen to an extent the sphere of their rights and privileges through long and bitter struggles. These achievements have, however, come under heavy assault from forces unleashed by the IMF-W.B. dictated industrial and economic policy regimes in recent years. Policies of economic liberalisation with their concomitants of privatisation and unrestrained run of the so-called market forces, etc. threaten to wash out many of the gains made by the working class.

The assumption of power at the Centre by the U.F. Govt. with its labour friendly approach reflected in its Common Minimum Programme, once again offer an opportunity to the workers and their trade unions to impart fresh impetus to their activities on the basis of a well-conceived agenda designed to fully utilize and develop the positive aspects of the CMP into a consistently coherent pro-worker labour policy valid in the short as well as long term.

The U.F. Govt. in this situation has to engage itself in serious, urgent and meaningful dialogue in order to have the commitments made in its Common Minimum Programme to labour in general terms defined concretely in terms of the major concerns or issues agitating the working class and its trade unions. In other words the Govt. has to formulate a clear cut labour policy based on unreserved acceptance of the Directive Principles of the Indian Constitution, of the rights and privileges so far conceded to the workers by various labour enactments and decisions of the High Courts and the Supreme Court of India, besides its own commitments made to the Labour in its Common Minimum Programme. The main elements of this policy must respond to the following prior concerns of the working people:

1. Translation in statutory terms the basic trade union and democratic rights of the workers, i.e. the right of collective bargaining, right of strike, right to recognition of trade unions on the basis of Secret Ballot, and the right to information on all aspects of the business of the employer; adoption and implementation of ILO Convention.
2. Conceding jobs and employment as the central concern of Govt.'s social and economic policies, initiating or sponsoring legislative measures to protect the existing jobs through effective action against closures, retrenchment, lay-offs and other devices. In case of technological upgradation or modernisation, advance retraining without loss of earnings will be imparted to workers likely to be rendered surplus to requirements and they will be deployed suitably on jobs with equal or higher wages. Involvement of Labour Ministry in employment creation programmes in rural areas.
3. BIFR to be replaced by an effective mechanism with positive orientation in favour of expeditious revival and rehabilitation of sick industries fully taking into consideration recommendations of relevant Tripartite Committees based on techno-economic studies carried out by experts. Special emphasis to be laid on P.S.Es - retention and strengthening of the Public Sector.
4. Evolution and enforcement of a floor-level national minimum wage providing for education, health and normal cultural requirements of workers in the entire unorganised sector including agriculture, home-based industries etc. and progressive drive towards raising the minimum to correspond to the need based minimum in term of the 15th ILC recommendations on the issue besides linkage to Consumer Price Index.
5. Adoption of a definite wage policy increasingly based on raising the workers' share in real terms in the value added to the product.
6. Comprehensive legislation for agricultural labour and incorporation of suitable amendments in the legislation enacted for construction labour so as to afford them full job protection, suitable wages and remuneration alongwith social security.
7. Legislative measures to abolish obnoxious system of contract labour and misuse of casual, temporary and apprentice systems.
8. Incorporation in the employees Pension Scheme major amendments like indexation etc. pressed by Trade Unions so as to appreciably enhance the benefits available to workers, commensurate with the contribution made by them.

9. Overhaul of the existing labour laws like the P.W.Act, Workers' Compensation/ESI, Bonus and Gratuity Acts, etc. to bring about the required uniformity among them.
10. Initiation of large-scale labour welfare measures in spheres of housing, education and other civic amenities.
11. Steps against pollution of environment to be taken in a manner safeguarding the jobs and other interests of the workers and the people in general.
12. While extending and strengthening the system of tripartite consultation on vital issues affecting industrial relations increasing stress must be laid with appropriate Govt. sanctions on development of bipartite negotiations to settle disputes, facilitating democratisation of industrial relations.
13. Special measures should be taken to enlarge the scope of protection to working women, who constitute around 30% of the labour force. Benefits like maternity benefit, pre and post natal leave with full wages as also other amenities like creches, rest rooms, etc. require to be improved. Equal remuneration for equal work has to be strictly enforced
14. Labour policy of the Govt. must unrelentingly pursue the aim of complete abolition of child labour and towards this end throw is full weight in favour of the governmental social and economic policies targetting the parents of working child for economic upliftment.
15. It is of utmost importance that unfailing involvement of the workers, through their Trade Unions is ensured at every level, in all initiatives, including policy and programme formulation, legislative proposals and actual implementation thereof. The success of process of democratisation of industrial relations, indispensable for industrial peace and production, depends on such worker-oriented approach of the Govt.

(to be added - ILO Conventions-Composition of official delegations to ILO and other U.N. bodies, etc.)

On Economic Scenario

The W.T.O. is holding its meeting at Singapore in December '96 and the developed countries are planning to press for linkage of Trade with social clauses which was opposed by the developing countries at the last meeting. The European union has moved the agenda for multilateral agreement for investment. They want that Multinational Corporations should have equal opportunities with the local capitalists. They want level playing with the local investors. The IMF - World Bank are pressing for amendment of Indian patents act in line with the intellectual property rights.

The developing countries should naturally oppose these moves in the interest of development. A meeting of 13 countries is being held at Delhi before the Singapore meet to discuss the issues coming up these and to take a common position. India should take initiative and mobilise the developing countries against the machinations of the Multinational Corporations.

The globalised monetary transactions are by now exceeding 1000 billion dollars per day. UN's world investment report, 1994 pointed out that production has become so truly globalised that 65% of the world trade now takes place between the world's 37000 MNCs and their more than 1,74,000 affiliates.

The IMF and World Bank and the developed countries within W.T.O. bring pressure on the developing countries in the interest of the Multinational Corporations. Now even the ILO is being used to push forward for implementation of the IMF -World Bank policies. In the recent workshop the ILO representatives argued that for the successful restructuring and economic reforms it is necessary that the workers should not have service security or wage security. Both service and wages should be flexible. There should not be service security but should be income security through unemployment insurance scheme. Flexibility i.e. policy of hire and fire is necessary for the success of the reforms. Further Govt. should not interfere in wage fixation. Wage fixation linked to productivity should be left for collective bargaining. Such are the policies which were being pressed by the IMF and World Bank.

The United Front Govt. is pursuing a policy of continuity with change as reflected in the budget. The budget provides for more allocations for poverty alleviation programmes, concessions to the peasantry and increased allocation for education.

On the basis of the Common Minimum Programme the impression was that there will be price reduction, employment, downtrend in industrial sickness, better availability of essential commodities revival of PSUs etc. But the hopes have not been fulfilled.

On the contrary the Govt. is pursuing a policy of disinvestment in the profit making PSUs in the core sector itself. Further the industries minister has proposed opening up of 25 industries for direct investment by the MNCs. The proposal provides for investment in Iron ore which earns foreign exchange, cotton textiles and sugar and if the MNCs enter it will not only endanger the existing industry but will also enable the MNCs to dictate terms to the peasantry. Further the MNCs can invest in education and public health which are not only being commercialised but open up for penetration of Multinationals. Hence AITUC is opposed to opening up in sectors which are against the national interest.

The industrial growth is around 7% compared to 12% last year because of credit squeeze by the previous Govt. to artificially bring down inflation and lower capital formation. Recently it was decided to reduce the cash liquidity ratio by 2% which has resulted in availability of more credit necessary for industries.

The capital outlays except for surface transport are static, e.g. lower allocation for power ports, steel and electronic industries, customs duty reduction in case of steel, stainless steel, coal etc. have an adverse effect on industries. Reduction of customs duty to 30% has hit the chemical industry. Already because of dumping IDPL is in crises.

The allocation for coal is insufficient though higher investment is required so as to reduce dependance on Naptha for power generation.

Finance Ministry's permission to GRASIM to place upto 51% of its paid up capital with F.I.I.S. is much above 51%.

Floating of 100% owned subsidiaries by foreign companies, which also have joint ventures with minority participation with domestic entrepreneurs creates the real danger of the joint ventures being taken over by foreign companies.

The effort to offer rich Bailadila Iron ore to private companies or Sukhandia mines with rich content of chromite etc. to be privatised instead of allotting it to the Orissa Industrial development corporation have yet to be reversed. The private sector is going for explored and proven reserves. While public sector, is required to deal with unexplored regions which requires heavy investment.

The budget provides for marginal extension of SIDBPS operation. Extension of support to private and venture capital funds for financing of SSIS creates the danger of large scale industries and even MNCs take over of the small scale industries.

The price of foodgrains has been rising and there is a continuous upward trend in the wholesale price index. The retail prices have naturally gone up much faster.

A new era of mergers, acquisition/take over is fast overtaking the economy. With giant MNCs in several cases playing a major role. Mega-mergers like HLL-BBLI, proctors and Gambles, Coke etc. are likely to create increasing number of redundancies, an forced "Golden handshakes".

33rd INDIAN LABOUR CONFERENCE

The 33rd ILC was held in New Delhi on 24th and 25th October'96. AITUC's written submissions to the 33rd ILC's annexed to this report.

SETTLE BONUS DEMAND-SCRAP CEILING

At the outset, all central trade unions with one voice, urged the Govt. to settle the demand of the 1 million P & T employees on strike demanding the removal of ceiling on payment of Bonus, as done to Railway and Port & Dock employees. It was emphasised that the artificial ceiling under payment of Bonus Act will have to be removed; Similarly ceiling of Gratuity payment to industrial employees at Rs.1 lakh will have to be altered, as already the Central Govt. employees ceiling on Gratuity has been raised to Rs.2.5 lakhs, enabling the seniors with long service to get their legitimate Gratuity.

DENIGRATION OF TRIPARTISM

Trade unions pointed out that the importance of ILC has been denigrated and the tripartite machinery in India is on the decline during the last few years. It was noted that in the past Prime Ministers used to attend the ILCs besides all the concerned ministers. In this ILC neither the Industries Minister nor the Finance Minister was present, despite specific written request urging their presence by the AITUC and other centres.

"CHANGE THE LABOUR POLICY" - AITUC

Com.A.B. Bardhan, speaking on behalf of the AITUC pointedly referred to the fact that the change of Govt. is yet to bring about the change of Labour policy. The new labour policy should include guaranteeing of T.U.Rights which are sought to be affected on account of some of the recent decisions of the Supreme Court, streamlining the process of recognition of unions, job security and reduction of employment on account of contract labour, etc. growing sickness, most of which were induced, increase of production and productivity and its impact on labour, change of work culture along with management culture, encouragement to tripartism and bi-partism, correction of anomalies in the various laws, judgement of the Supreme Court on Environmental protection resulting in the displacement of labour, without even hearing the affected and the host of other important issues are not contemplated in the new labour policy, the AITUC General Secretary pointed out in his introductory remarks.

"IMPLEMENT CMP" - TUs URGE.

The T.U. Centres noted with grave concern that the Cabinet approved scheme on NTC is not implemented and the BIFR is going ahead with winding up one unit after another; NRF is not assisting the revival of even a co-operative Jute Mill. 'Jobless growth' and increasing unemployment has become hurdles; while stoppages on account of strikes are declining year after year the lockouts are on the increase; Adjudication machinery has not been

functioning and many posts are kept vacant; The talk about the extension of social benefits to unorganised sector has not yet become a reality; Despite the declaration by the Govt., workers participation bill is not enacted into a law; And the ILO Conventions on "Hazardous workers", "Freedom of Association and freedom of collective bargaining" are not yet ratified by the Govt. of India. On the whole the declarations made in the "Common Minimum Programme", and "economic development with a human face" are yet to be realised in the Govt. policies and programmes.

Singapore Summit

It was emphasised that the trade unions, being the biggest NGO in India, to be included in the official delegation to attend the International Summit in Singapore on the 9th December '96, as the Social Clause and International Trade is a main agenda in this summit.

Some consensus

After detailed discussions on almost two days on the Action taken Report, the following consensus were reached:

- i. A Tripartite Committee to be set up to review the promotion of employment of women. (not under the Equal Remuneration Act).
- ii. Labour Minister will call a meeting of the Central Trade Unions and Public Sector managements along with the DPE to discuss the issues relating to Public Sector undertakings, such as non-implementation/improper implementation of revised DA formula, Wage revision in some PSUs referred to BIFR, functional autonomy of PSUs etc.
- iii. A joint meeting along with Union Textile and Finance ministries and the State Govt. of Maharashtra will be convened to discuss the implementation of Revival scheme in NTC.
- iv. The views and opinions given by the TUs on the revamping of BIFR and amendments to SIC Act as was considered in the Special Tripartite Committee will be forwarded to Finance Ministry for consideration in the formulation of amendment proposals.
- v. Review of the pension scheme will take place (to consider the proposals of the unions such as indexation, increasing the returns on investment of pension corpus, exemption to better paying industries for evolving their own schemes etc.)
- vi. Labour Minister will again persue with the Ministry of Environment & Forests for inclusion of Central T.U. representatives in the Environment & Pollution Control Boards.
- vii. Modernisation and reorganisation of Employment Exchanges and Vocational Training system.

Floor level National Wage:

The ILC discussed at length the importance and need for declaring a Floor Level National Wage (which should be above povertyline wage) below which there shall be no wage in any sector in any part of the country, as was unanimously agreed in principle in the Standing Labour Committee. The trade unions urged to fix Rs.50 per day as the floor level national wage and include this under 9th "Schedule" of the Constitution so that this will not be subjected to adjudication

and this wage has to be revived once in 2 years. The Govt. indicated that this wage at the subsistence level could be Rs.35 per day for rural and Rs.39 for urban. (However no final conclusion on the quantum and the frequency of review was brought about as the commonly agreeable draft was not finalised till the end of the ILC).

Time bound Sub-Committee to decide provisions of I.D. Act

ILC unanimously resolved to constitute a Bi-partite Committee consisting of the employers and central trade unions (each 8 representatives) to go into the various provisions of the Industrial Disputes Act and come with positive suggestions within a period of 3 months. These recommendations will be placed the next ILC to be held by February '97.

Though it was agreed that the Govt. is already committed to Recognition of trade unions by Secret Ballot, in order to reach unanimity amongst all trade unions it was decided that this matter will also be decided in the above Bi-partite Committee and taken on priority. The first meeting of the Committee is fixed on 13th November '96.

Child Labour

ILC adopted a unanimous resolution on child labour urging the Govt. to provide full assistance to overcome the lack of administration and financial dearth in implementing the decisions towards abolition of child labour.

Women Workers

In the last General Council meeting we had decided that as a follow-up of our national workshop of working women in March, with CTUC and then Delhi Women Conention in August in the pre-Beijing Conference, we should intensify our activities among women workers to train them for leadership in order to develop initiatives to strengthen AITUC.

AITUC Centre was well represented in all the post-Beijing activities being taken up by different women organisations and NGO's to putforth our view point on the problems of working women and the suggestions for their salvation.

As per decision to hold three regional Conventions one each in Eastern, western and Southern regions, two conventions have already been held. The Convention at Calcutta was only for one day on December 31, 1995, with participation of women workers from West Bengal, Bihar and Manipur. One day was inadequate and with less of preparations desired results could not be achieved, even though the participants about 100 in number were enthusiastic and useful discussions with recommendations for future activities could be held. Those who attended were from Beedi, Anganwadi centres, factories, agriculture, teachers, Govt. employees etc. The next Convention was held at Bombay on 24-25 August '96 with participation of about 200 women workers from Maharashtra, Goa and Gujarat. Madhya Pradesh did not participate, even though there was decision of sending women to the Convention. The Convention was well planned with various topics and appropriate resource persons. Representative of ILO, Mr. D.P.A. Naidu also addressed the Convention. Ten women workers attended on behalf of H.M.S.. Those who attended were from Beedi sector, Anganwadi centres, small factories, home-based workers, teachers, lawyers, doctors, Nurses, employees from Bank, LIC-GIC, Railway and other state offices. The State leaders of AITUC were present throughout.

Both the conventions were attended by Com. Amarjeet Kaur from AITUC. It was decided in the conventions to have follow-up with State level conferences for more women to be covered up empowering them with 'informations and developing leadership out of them for AITUC unions of their respective sectors.

One leadership training workshop was organised by AITUC for women workers at Ludhiana in Co-sponsorship with CTUC. 16 women from five districts of Punjab attended this training for three days on 29-31, August, 1996. They were from Anganwadi-Balwadi centres, health sector employees municipal workers, nurses, teachers, home-based workers in textile an tailoring. The participants expressed their enthusiasm in developing these workshops further. They recommended for more district level workshops to train women. Next in series of leadership training workshop by AITUC-CTUC for women workers is planned to be held in Goa in the end of November.

It is satisfying that AIBEA comrades have carried forward their organisation's orientation to bring in more of women employees into conferences and to promote them to leadership. But other federations are yet to pickup the issue of taking up women specific problems to mobilise women to bring them in forward positions.

Com. Amarjeet Kaur during this period could attend the women convention of CBIEA/CBIOA at Madras, women beedi workers and anganwadi workers at Indore, all bank women employees and officers at Indore.

The demands of Saathin Karamchari Sangh, Rajasthan is also being supported and AITUC was represented by Amarjeet at the meeting organised by National Commission for women in Jaipur.

Our Southern region Convention is yet to take place which was finalised to be held at Bagalore.

At the Anganwadi front, AITUC is in the Samyukta Sangharsh Samithy and has been actively involved in all the actions of pushing the demands through. In this period, Tamilnadu State level Convention of Anganwadi workers and helpers was held in August '96 attended by AITUC Secretary, Amarjeet Kaur and a State body constituted. Apart from this Anganwadi organisation is also initiated in H.P. and M.P. in some districts. Our Maharashtra unit along with H.M.S. union of Anganwadi workers organised successful action programmes in various districts and achieved festival bonus. After that again in this month of August they jointly organised meetings and programmes in several districts. Karnataka Anganwadi workers also organised big demonstration to press for their demands at Bangalore. The case filed before Karnataka Tribunal by AITUC and some Anganwadi workers has gone in favour of Anganwadi workers as the order explicitly accepts these workers as Govt. employees and urges the Govt. to absorb them all in State cadre. In this way at present we have our Anganwadi unions at State level and in some places at district level, in the states of Maharashtra, Karnataka, Kerala, Tamilnadu, U.P., Rajasthan, West Bengal, Manipur, Bihar, H.P., Madhya Pradesh.

We must finalise and hold 2nd national Conference in the coming months, which is long due. Many of the state TUC's are yet to take up seriously the task of organising women workers in different sectors and specially to develop leadership out of them. It needs to be stressed again that it is very much necessary to pay attention on this front in the changed scenario, when the women need to be supported and facilitated to take up leading positions in decision making bodies.

Child Labour

The last General Council meeting was apprised of the AITUC project on child labour filed with the ILO-IPEC and concrete decisions were taken to pursue the process for not only successful implementation of the project but also to imbibe the issue into our day to day activities.

AITUC Centre organised national workshop at Delhi with 40 participants from 11 states, inaugurated by the then ILO Deputy Director, Mrs. Leyla Tegmo Reddy and others who contributed in the deliberations included Mr. M.P. Joseph, Co-ordinator ILO-IPEC, Mr. A.P. Verma, Director, NLI, Justice Rajinder Sachhar, Dr. Mahavir Jain and AITUC leaders and other leaders of different trade unions. The decisions of national workshop were followed-up and state-level workshops were organised as follows:

A.P. State Workshop	25-26-27, February at Hyderabad.
Kerala State Workshop	9-10-11, March, at Trissur.
Bihar State Workshop	15-16-17, March, at Patna.
Tamilnadu State Workshop	18-19-20, March, Madras.
M.P. State Workshop	30-31, March, 1st April, at Bhopal
Rajasthan State Workshop	18-19-20, May, Jaipur.
U.P. State Workshop	25-26-27, May, Kanpur.
Orissa State Workshop	29-30-31, May, at Bhubaneswar.
West Bengal State Workshop	28-29-30, June, 1st July at Calcutta.
Maharashtra State Workshop	22-23-24, July at Nagpur.

The resource persons in these workshops included those from ILO, NLI, Unicef, State labour depts., NGO's, prominent personalities in the judiciary, from universities and from among medical profession and media personalities. All most all the workshops were covered well by the State news-papers. The participants varied from 36 to 66 in different workshops. Documentaries and exhibition materials were also used apart from documents and papers presented. The workshops took concrete decisions for follow up activities, in respective states which are begun by some-states already, whereas others are still lagging behind.

Then began the phase of National Industrial workshops which we have to organise in 11 sectors. Three workshops are already over as follows:

First, National Industrial Workshop in Carpet Sector in Varanasi - 9-10-11, August, 1996. Other states listed failed to send their representatives. The role of BHU professors was noteworthy and Vice-Chancellor also associated himself. Mr. M.P. Joseph-ILO and Dr. Mahavir Jain-ILO also attended this well publicised workshop by print media.

Second national workshop was held at Sagar, M.P., in Beedi sector on 12-13-14 October '96, well attended but only three states M.P., Orissa and U.P. were represented, five other states invited failed to send representatives even when lots of persuasions were attempted from centre. The Vice-Chancellor, Sagar University, Director State Doordarshan, representatives from Unicef and V.V. Giri National Labour Institute also attended.

Third national workshop was held in Gem & Diamond cutting and polishing sector at Jaipur on 23-24-25, October '96 inaugurated by Mr. A.P. Verma, Director, National Labour Institute. Other resource persons included those from Unicef, State Chambers of Commerce, Labour Commissioner, Addl. Labour Commissioner, University Professors, NGO representatives and others well covered by visual and print media, the workshop was also attended by 13 child labourers in this sector between the age group of 8 to 12 years.

Eight other National Industrial workshops are yet to be held in these coming two months. Workshop in construction industry is planned to be held on 28-29-30, November at Palghat and agriculture sector in Rajgir on 6-7-8 December.

Apart from this, A.P. State Workshop has already held one state workshop in child labour, ginning, cotton mills, and Bihar state workshop held a state workshop on child labour in stone-quarry and stone crushers at Gaya. Gaya workshop was also participated apart from representative of National Labour Institute by the workers and child labours in the stone-crushers.

As part of the project AITUC has to run 20 schools for child labourers in 10 states with 25 children each. To train the teachers to run these schools, a national workshop was organised at Delhi on 19-20-21, August, with participants from States, inaugurated by Dr. L. Mishra, Secretary, Ministry of Labour. The resource persons included those from ILO, Unicef, National Labour Institute, NCERT, and representatives of some NGO's active in imparting education to children.

The follow-up reports are awaited from the states. All the workshops were attended by Com. Amarjeet Kaur who is co-ordinating the project from AITUC Centre.

The State Committees of the targetted States must pay some more attention to complete the fixed targets as per the project.

We along with other trade unions have requested the Govt. to extend the Govt. contract with ILO-IPEC. If this is done then we may take up activities in other states also un-touched in the first project, and further activities of consolidation in the already targetted states.

The general experience of the project activity is positive with AITUC getting recognition of being serious in dealing with child labour question.

ENVIRONMENT PROTECTION, OCCUPATIONAL SAFETY & HEALTH

(i) AITUC's Guidelines: In the background of the detailed discussions held in the last General Council meeting, the AITUC Secretariat decided on a 15 point guidelines on Safety, Health and Environment, after placing them in the meeting of the Working Committee during February 1996. These were issued to all State Committees, proposing that all our affiliated unions and federations should keep these in view while dealing with the problems of OSHE protection and while entering into settlements. These guidelines have been already published in TUR.

ii) National Workshop on Role of workers in Health, Safety & Environmental Protection

A four day National Workshop was organised by the AITUC in collaboration with the Commonwealth Trade Union Council (CTUC)/ILO, at Vadodara from 13th to 16th September, 1996.

The Workshop was inaugurated by Shri Jaswant Singh, President of Gujarath State H.M.S. and participated by leaders of AITUC from AP, Bihar, Kerala, Punjab, Rajasthan, Tamilnadu, West Bengal and also from different parts of Gujarath. Com. H.Mahadevan, Secretary, AITUC and Mrs. Indira Saxena, Asian Co-ordinator of the CTUC guided the proceedings. Mr.Harsh Jaitli of PRIA, New Delhi was also a faculty providing a number of inputs and research materials.

The Workshop considered the situation prevalent in Chemical, textile, Dying/printing, Glass manufacturing industries, municipal and Sewage workers, SSIs, Coal, Marble cutting and Engineering industries. The Workshop felt the need for making amendments to the statutes, viz. Workmen Compensation Act, Payment of Wages Act, I.D.Act, Contract Labour Act in order to see that they serve the real interests of the affected and unorganised workers, irrespective of the minimum number employed or the wages drawn at the maximum level.

The points discussed included the following:-

1. Lack of information on work place health and safety;
2. Starting from the industrial revolution in India the thrust is on more production. First, the colonial ruler wanted to exploit as much as they can. Now in the age of liberalisation the thrust is on inviting as many foreign investments as possible without considering the side effects of the technology on the workers or their families.
3. The thrust is on human failure and not in changing the design of the machinery or production system. The expenditure done on making workplace safe and hygienic is considered as waste. The short term goal overshadow the long term achievements.
4. There are three stages exposures could be controlled. First, at the source of pollution, secondly, when it travels from source to the recipient and then by enclosing the recipient by providing PPE. The third stage is found more convenient for employers as it is not only cheap but also shifts the responsibility of employer on the workers.

5. TLV's are decided arbitrarily, by considering the economic and the collective strengths of the workers. We have the 48 hours week as normal, whereas the TLV's are decided by keeping in mind the working standards of the west.
6. Most of the occupational disease are wrongly diagnosed as non-occupational. For example, most of the occupationally caused dust related respiratory disorders are diagnosed TB. This not only denies the right of compensation to the affected workers but also preventive strategies are not taken up due to absence of data of severity of diseases.
7. Trade union activists should also be trained in all the aspects of workplace health and safety to contribute and struggle effectively to achieve good working conditions", Safety committee should be trained.
8. The weak implementation machinery of the laws related to workers is the sign of lack of intention from the Govt. and the society.
9. In the present scenario dangerous industries are shifted in the country. There is need to keep a check on it.

As follow up actions, the Workshop proposed the following, for co-ordination by the AITUC national centre with CTUC, for organising them, besides taking up with the Govt, based on the outcome of these programmes:

- a) Sewage workers programme in Surat.
- b) National Workshop for coal miners.
- c) A day's seminar for Textile workers of Amritsar.
- d) Awareness programme for chemical workers in Vapi.
- e) Programmes for municipal and local bodies workers in Tamilnadu and West Bengal.
- f) Workshop to study and improve the working conditions of marble workers in Rajasthan.
- g) State level workshop for workers in hazardous industries. in AP.

iii) Environment & Labour Protection:

The measures for environmental protection have wide ranging implications on labour. So the workers organisations should be given adequate representation in Govt. bodies in charge of establishing and regulating environmental standards. This was again emphasised by us in the 33rd Session of ILC also.

The labour should not be left in the lurch because of some judicial pronouncements, without rectifying the social problems they create. The Govt. itself should come out with comprehensive schemes to protect the interests of labour, while protecting the environment and proposing to eliminate these problems. Shifting the industries to some other place tantamount to shifting the pollution, besides subjecting the affected workers and their families to untold miseries and severe hardships.

In this regard AITUC continued its legal fight in the Supreme Court of India against the adverse effects of its judgement ordering closure/shifting of hazardous and noxious industries as well as heavy and large industries including some textile mills in and around Delhi. The AITUC filed review petition to protect the interests of the thousands of workers adversely affected on account of the Supreme Court judgement; so also in favour of the tannery workers of Calcutta AITUC continued its fight, and further persue with central and state Govts.

Organisation

On May 12, 1995, a circular was sent along with a list of affiliated unions and the State Committees were required to send the list of non functioning unions which cannot be revived. About the unions which are functional but have not paid affiliation fees the State Committees were required to persuade them and see that affiliation fees are paid by 30th June '96.

Based on the reports from State Committee the Centre will straight away strike off the names of non-functional unions from the affiliated unions registers. Just to give one example the report from Taminadu shows that 211 unions out of 626 have not paid affiliation fees from 1990 onwards. We should take naturally some decision regarding such unions which have not paid the affiliation fees from 1990. For others we may give three months time to pay up within three months the affiliation fees upto-date. In this connection a circular dated 16.3.96 was sent to all STUCs explaining in detail the concrete measures to be taken to maintain up-to-date records to fulfil not only the requirements of official verification, but also to help in the process of tightening internal organisation of STUCs. Compliance report was expected to be furnished by the end of May, 1996. Few, STUCs, if any, have responded to the communication till now.

Further the unions should develop the habit of maintaining records including membership registers as that is the requirement under the Act. According to law a union cannot espouse the case of a non-member and the proof lies in entries in the registers. Further even for verification. Last time we lost over one lakh membership because two federations did not have membership registers. There are a number of unions which did not produce the records probably because they had not maintained. The B.M.S. produced bogus membership records about which we complained last year. But our functioning unions have not developed the habit of maintaining records.

Each State Committee should fix up one or two comrades to go to the districts and check up whether records are properly maintained. If the check up is done then within one or two years the comrades will get habituated.

The State Committees are requested to hold their meetings in December which will be attended by a member of the Secretariat of the AITUC.

The report about list of functioning, paying and those maintaining records and have submitted the annual returns shall be reviewed.

There should also be report about what are the new unions which are formed and affiliated after Patna Conference. The State Executives should plan out expansion of activities in new industries including the unorganised sector, besides fixing cadres for different areas/industries.

The executive should also fix up a comrade or a sub-Committee to look after education of cadre. Education has been neglected for sometime. It is essential both for consolidation and expansion of the movement.

The position of sale of TUR and the State T.U. journals should also be reviewed and planned. Effort to increase the circulation should be undertaken. Records in the Central office reveal rather an unfavourable state of affairs.

An attempt was made as per Central office circular of the same date, asking for concrete information by way of a rough and ready survey of ground realities in respect of implementation of provisions of social security measures, EPF, ESI, and the new Employees' Pension Scheme. The purpose was to take up with the appropriate authorities, including the Labour Ministry, serious lapses on the part of the implementation mechanism (or absence of any such mechanism) about which there is general dissatisfaction among the workers. It is strange that no STUC has cared to even acknowledge the receipt of this circular. Does it not show lack of concern on issues which intimately affect the life of the workers who contribute to these schemes out of their hand earned wages?

Jan, Feb

min rule only at various check up.

question

AITUC Finances.

The AITUC Centre is continuously facing financial problem as the affiliation fees is nominal. The Centre could function last three years because of the special fund collected and the Trade Union Record is mainly being financed by advertisements. From accounts it is clear that unless funds are raised functioning will be difficult.

1. In this regard it is necessary that all the unions should contribute at Re.1/- per member by the end of March'97.
2. Comrades should mobilise advertisements for the Trade Union Record for the Republic Day Special number.

Today eight annas have no value and four annas go to the States. This neither meets the requirement of the Centre nor of the State Centres.

It is necessary that a minimum of Rs.5/- monthly is collected as union subscription in organised sector and Re.1/- monthly in the unorganised sector.

In that case the affiliation fees can be raised to Rs.2/- per annum out of which Re.1/- goes to the State. Comrades should discuss this keeping in view the prices and need for efficient functioning. A decision on this can be taken at the next Conference. This is placed for discussion so that a proper decision is taken at the next Conference.

Note On Trade Union Record

In the last General Council meeting held at Hyderabad, after a lot of deliberations it was agreed by the State TUCs that they would approximately double the number of subscribers with a view to reach the target of the total number of subscribers (both Hindi and English) to 5000 in the year 1996. The present position of the TUR subscription in Hindi and English is given below.

TUR Subscription as on 29.10.96
(within brackets as on 29.10.95)

<u>STATE</u>	<u>ENGLISH</u>	<u>HINDI</u>	
Andhra Pradesh	104 (102)	4 (4)	
Assam	5 (13)	-	
Andaman	2 (1)	1 (1)	
Uttar Pradesh	38 (21)	<u>71+3 (61+12A)</u>	
Orissa	30 (19)	8 (6)	
Karnataka	91 (51)	2 (1)	
Kerala	67 (29)	1 (1)	
Goa	<u>8 (8)</u>	<u>8 (8)</u>	
Gujarat	18 (10)	50 (41)	
Jammu & Kashmir	10 (3)	8 (3)	
Tamilnadu	118 (178)	1 (1)	
Punjab	<u>53 (36)</u>	124(92)	
Delhi	62 (44)	39 (33)	
Bihar	27 (29)	414+43 (332+43A)	
West Bengal	75 (59)	39 (22)	
Madhya Pradesh.	38 (28)	200+4 (147+8A)	
Manipur/Meghalaya	1 (1)	2	
Maharashtra	<u>57 (172)</u>	87+22A (67)	
Rajasthan	17 (10)	161+14(152+5A)	
Haryana	13 (10)	60 (47)	
Himachal Pradesh	4 (2)	34 (27)	
General Council Members	122		
Agency	<u>56</u>		
	1016 (960)	1359 (1116)	Total

It could be seen from the above that the total number of English TUR has risen from 960 to 1016 and that of Hindi from 1116 to 1359, exactly by one year from the last General Council meeting. While new subscriptions have been enrolled by some, certain other states did not renew the old subscriptions, hence the total number remain more or less the same. (e.g. Goa, Tamilnadu, Maharashtra - English TUR). Thus, the promises made by the State Committees remain unfulfilled.

It is also the decision that every union with a membership of 100 must subscribe at least one TUR and all General Council members must subscribe to the TUR. Enrolment of new subscribers, renewal of subscription every year and popularising the TUR amongst the friendly organisations and the units of the various federations which will bring them closer to AITUC, should form part of our routine work.

You are aware that the TUR is improved both content-wise as well get-up-wise. If the circulation improves considerably, there would be further improvements, as in the absence of reaching the target of 5000 the AITUC will have to continue to subsidize the TUR, in other words bear the losses. Alternatively, we will be constrained to increase the rate of subscription.

Fresh approach on tackling industrial sickness & consequential need to revamp, restructure or replace the BIFR by a separate mechanism for the purpose

There has been increasing dissatisfaction with the functioning of the BIFR due to its failure to fulfil the requirements of a speedy, effective and positively oriented instrument charged with the responsibility to determine 'preventive, ameliorative, remedial and other measures' in the direction of 'timely detection of sick and potentially companies'. Trade Unions find the approach of the BIFR mechanism as constituted at present, typically bureaucratic and highly technical, unmindful of the vital stakes the employee have in the functioning and survival of the industry suffering from onslaught of 'sickness'. Its mechanical procedures inevitably lead to inordinate delays in determining the real causes of sickness and recommending necessary remedial measures, causing lot of harassment, often acute sufferings to the workers involved in the concerned sick industries/units.

In fact many of these negative features characterising the functioning of the BIFR owe their origin to the scheme of the enactment with its concept of 'sickness' and 'revival', as categories unlinked to specific social and economic forces and factors at work. Even the Tiwari Committee, which cannot be credited with a pro-labour bias was compelled to observe as follows - - "There are sick companies, sick banks, ailing financial institutions, and unpaid workers. But there are hardly any sick promoters (owners). There lies the heart of matter..."

The BIFR in such a situation remains a mere toothless semi-investigative mechanism, with no decisive say in implementing its own conclusions/findings. The Parliamentary Standing Committee on Industry had thus been obliged to observe..."In order to counteract Govt. indecision, the BIFR should either be provided with final authority to decide issues which fall within its jurisdiction, or the Govt. should provide an effective machinery to meet the challenges of industrial sickness..."

Parliamentary Committee again observes: "The Govt. also needs to reappraise its policy with respect to sick industrial undertakings. Banks, financial institutions will have to be involved in this exercise. Budgetary support too may need to be augmented on the basis of drawals from the realisation of disinvestment operations. The total pool of funds for the sick units should be at a favourable rate of interest..."

The "Special" and "Industrial" Tripartite Committees

Persuant to the introduction of the so-called Structural Adjustment Programme as a part of the New Economic & Industrial Policy of the previous Govt., "Special" and "Industrial" Tripartite Committees were set up with Industrial Sickness as one of the main problems on their agenda.

In the first meeting of the Special Tripartite Committee it was decided to revive Industrial Tripartite Committees in respect of those industries where sickness is endemic, for suggesting remedial and preventive measures.

One of the major and common conclusions of the industrial Tripartite Committees was that there should be case by case discussion of sick units for the sake of their revival, and before taking a final decision on sick PSUs, BIFR should be urged to consider the views of the concerned Tripartite Committees.

Another important decision was that at the enterprise level workers and management would prepare joint revival proposal on the basis of the data supplied by the concerned administrative ministry/management. The joint revival proposal would then be considered by the sectoral tripartite committee. This should be before sickness overtakes the industry.

It was also decided in the STC that the preliminary techno-economic report prepared by the Operating Agency appointed by BIFR will expeditiously be placed before the concerned Tripartite Committee. It will be discussed thoroughly with the participation of all administrative departments, OA, financial institutions including Banks, DPE etc. Views and recommendations of the Tripartite Committee will be placed by the Labour Ministry before the Committee on Economic Affairs. The decision of the CCEA would constitute the stand of the Govt. before the BIFR.

However, most of the conclusions have remained unimplemented and some of them partially implemented. In fact, some "sick" industries were not even brought before the Tripartite Committees.

The C.M.P. of the U.F.Govt.

In the background of such frustrating experience trade unions naturally derive some comfort from the policy statements contained in the Common Minimum Programme of the U.F.Govt. defining its approach to industrial sickness and corresponding remedial measures. Particular reference is made to the following passages in the CMP.

"...Sick or potentially sick public sector companies will be rehabilitated through a menu of options that may include handing over the management to professional group or workers' cooperatives..."

"... A new law will be made to deal with industrial sickness and the Board for Industrial & Financial Reconstruction will be completely revamped. The law will also provide for a separate mechanism to deal with sickness in small industries. Efforts will be made to rehabilitate sick industries and protect the interests of the workers...."

" The United Front Govt. will help to make the public sector strong and competitive. The public sector will continue to be an important component of Indian industry".....

Based on the foregoing recital of the facts and circumstances connected with the origin and the course followed by the BIFR, the AITUC considers that concrete measures elaborated in annexures I and II attached hereto should receive due consideration from the Govt. - in particular the Ministries of Labour, Industry and of Finance.

(B.D.JOSHI)
DY.GENERAL SECRETARY

AITUC's views on Revamping of BIFR & amendments to SIC Act.

1. **Definition:** To expand and clearly spell out "sick industry" and "potentially sick industry" in te light of the RBI guidelines and taking into consideration the Goswami Committee Report, Tiwari Committee Report. "Non-remitting of employees' dues", amongst others, should be one of the indicators.

2. **Detection of Sickness at the incipient stage:** An "Authority" to be constituted for monitoring and detection of sickness at the initial stage itself, so that prompt corrective action could be taken at that stage itself. Monitoring will help to identify the "Prone to sickness" industries. "Early warning system" should be inbuilt in the scheme of detection at the incipient stage. This mechanism should enjoy statutory authority.

3. **Public Sector :**In order to avoid reference to BIFR, a Techno Economic Study of the concerned industry or unit should be conducted by experts with the participation of the concerned administrative departments, financial institutions, management and trade union(s). In case the study reveals positive possibilities for revival, the Govt. should straight-away extend needed assistance acting as the promoter.

(ii) Inter-Ministerial assistance to the sick companies should be made a part of the implementation process, which is not statutorily available now.

While in respect of core/strategic sector, the Govt. should take full responsibility as the promoter; in respect of essential consumer, industries, non-essential industries/industrial units in the public sector should be left free to develop in joint or private sector.

4. **Composition of BIFR:** In each bench of the BIFR, there must be an experienced and accredited trade union representative, besides other experts, as the vital element of employment besides IR is involved.

5. **Regional level BIFR benches:** Every region must have atleast one or more benches in order to avoid accumulation of cases and to ensure speedy disposal, as every delay compounds sickness rendering revival more difficult.

6. **Powers of the BIFR:** (i) The BIFR should have the statutory power to black-list the fraudulent promoters, and sanction initiation of appropriate legal proceedings, both civil and criminal.

ii) The decision of the BIFR in favour of revival of sick industry should be made binding on all parties including the Govt., Banks, and financial institutions.

iii) The Central and state finance ministries, as the case may be, must be made necessary parties to all cases relating to public sector industries.

Prior to taking up winding up recommendations of the BIFR, the High Court concerned must refer the matter to a Joint Committee comprising representatives of the Govt. financial institutions, the management or the employer as the case may be along with workers' unions to explore avenues of mutual settlement.

Workers' dues: Workers dues must constitute first liability on the assets of the sick unit/company under liquidation.

We would suggest that it should be made legally binding on the BIFR at various levels to associate a team of assessors comprising persons possessing appropriate technical and financial expertise, selected out of a standing panel of such experts by the concerned parties. The assessors should be free to discuss formally or informally different aspects of the status of the sick industry concerned with representatives of the employers and workers' unions with a view to coming to their own conclusions to be placed before the members of the Board. Such conclusions and recommendations based thereon must in the normal course elicit automatic acceptance of the Board, subject to the right of the parties to present their comments - if any. The decision of the BIFR in favour of revival of the industry should in the circumstances be binding on all the parties, including the Govt. and the financial institutions.

SUB: Sick Industrial Companies (Special Provisions) Act, 1985 -
Proposals for amendment. (legal aspects)

INTRODUCTORY:

The Sick Industrial Companies (Special Provisions) Act, 1985 (SICA) makes special provision with a view to securing the timely detection of Sick and Potentially Sick Companies, the speedy determination by Board of Experts of the Preventive, Ameliorative, Remedial and other measures which need to be taken with respect to such companies and the expeditious enforcement of the measures so determined, etc.

2. Apparently the object is laudable but it has not been fulfilled in practice. It is a common grievance of the labour force employed with such Sick Industrial Companies that during the pendency of the proceedings with instrumentalities created under the Act, such as Board for Industrial & Financial Reconstruction (BIFR) and Appellate Authority for Industrial and Financial Reconstruction (AAIFR), their interest is not adequately protected. On the other hand Section 22 which pertains to suspension of legal proceedings operates harshly and to the detriment of the workers. It is, therefore, necessary to amend Section 22 of the SICA so as to make a provision that it will not apply or act as a legal bar to the legal proceedings initiated by or on behalf of workers for recovery of statutory dues under various labour laws such as Section 33-C(2) of the Industrial Disputes Act, 1947, Section 15 of the Payment of Wages Act, 1936, Section 7 of the Payment of Gratuity Act, 1972, or any such proceeding under any other labour law. At present there is a ban on such proceedings and the consent of the Board/Appellate Authority is required to be obtained.

3. During the pendency of the proceedings before BIFR/AAIFR the employment of the workers is not terminated but on the plea of sickness and at times temporary closure, no dues of the workers are paid causing undue hardship to the wage earner and his family. In order to overcome such a situation it should be the duty of the BIFR/AAIFR to ensure through appropriate direction, notwithstanding the provision contained with Section 22A, to meet the liability of the workers out of partial sale of assets of the Sick Industries Company. Ultimately the liability of the workers is to be met out of the assets of the Company only. Claim of the workers stands pari-passu with secured creditors under section 529A of the Companies Act, 1956, rather they are on higher pedestal as they claim priority as per decision of the Supreme Court of India. It is the time which is of the essence. Winding up proceedings are indefinitely delayed, e.g. Hukamchand Mills of Indore is lying completely closed from December, 1992. Final opinion under section 20(1) of SICA for its winding up was recorded by BIFR during September, 1991, and records sent to Registrar of M.P. High Court, but to this date there is no order for appointment of even a provisional liquidator. In the intervening period, 2 workers have become martyrs and the agitational approach proved of no avail. Similar is the fate of Hope Textiles, Indore, Binod Mills, Ujjain and J.C. Mills, Gwalior. Endless litigation which the employer can only bring misery to the working class.

4. It is a settled position of law that so long as the workers are retained in employment it is the statutory obligation of the employer, even of Sick Industrial Companies, to ensure payment of wages and other dues. Cases are not lacking where the Sick Industrial Companies have received financial assistance from banking institutions on State Govt. guarantee, and yet have denied their dues to the workers in respect of payment of wages/bonus and contribution to PF/ESI dues. In short, if it is not possible with the help of the Operating Agency to secure revival of the Sick Industrial Companies within a reasonable period, the BIFR/AAIFR has to be saddled with the responsibility of securing payment of statutory dues to the working class. In the event of closure becoming inevitable, the employer of the Sick Industrial Company should not be allowed to take the advantage of Section 20 and 22 of SICA but before recommending statutory closure indirectly by way of winding-up proceedings the BIFR should stay its hand and insist on prior compliance with statutory requirements of the provisions contained in Chapter V A & B of ID Act in the matter of Payment of Retrenchment Compensation.

SUGGESTIONS:

1. Reference under section 15 or proceeding u/s 16 or implementation of the Scheme under section 19 of SICA should not ignore the claims of the workers in the matter of payment of statutory dues. Positive responsibility should be cast on the BIFR to convene a special meeting in this behalf in which Labour Commissioner, PF Commissioner, Director ESI, Representatives of Trade Unions should be invited for working out details of such payments. BIFR should direct the workers' payments to be made by the employer before embarking upon any consideration on the proposal of the employer for its revival. Powers of BIFR under section 20(4) and section 22 should be exercised suo-motto on the basis of such meetings.

BIFR/AAIFR be revamped so as to operate as nursing homes and not as mortuaries in respect of Sick Industrial Companies with their induced or real sickness and for this purpose more teeth will have to be provided to these agencies instead of allowing them to remain as mere recommendatory or advisory bodies. Recommendations made by them affect the national economy and the scarce resources of the country. The working of SICA has to be adapted on the pattern of Industries Development & Regulation Act providing for appointment of a Custodian for the assets of the Company and its functioning pending consideration of revival package so that the employment is sustained and proper care is bestowed on the prevailing situation.

3. Reports and recommendations made by BIFR/AAIFR on the basis of expertise be submitted to Govt. first and they should be taken into consideration by Govt. of India for taking over the management and/or ownership of such units in the national interests. It will deter pseudo sickness of undertakings hunting for only material assets and not for human welfare.

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AITUC's comments on the proposed amendments to the I.D. Act
(Item 5 on the agenda of SLC Session - 13.9.96)

I. Exemption from the purview of the I.D. Act

The AITUC is totally opposed to give exemption to any industry, service, establishment or undertaking, or any branch or section thereof, from the purview of the I.D. Act, except an activity of the Govt. relating to sovereign functions of the Govt.

Any suggestion for revising the definition of "Industry" to exclude agricultural operations, cooperative societies including dairy cooperatives, educational and research institutions, hospitals, medical or health services, besides other professional services, practised by an individual or individuals, etc., is tantamount to curtailing the right of the concerned employees to bargain collectively. It would go against the letter and spirit of ILO conventions to which the Govt. is committed.

Incidentally the Shops and Commercial Establishments Act applies to all establishments including those employing even one employee. Such an employee can approach conciliation machinery and also secure adjudication. Shop employees irrespective of numbers can also raise an industrial dispute for their demands. Surely the employees of the industries/operations, etc. sought to be excluded from the purview of the I.D. Act stand on the same footing.

It might be mentioned that the Govt. of India has fully backed the ILO convention adopted in the last ILO Conference on extending legal protection to Home-based workers on the same footing as to other workers.

In suggesting exemption for employees of educational, research, and medical, etc. services the Govt. is perhaps trying to wriggle out of the obvious effect of the Supreme Court judgement on definition of "industry"

The AITUC is also opposed to any limitation on the Right to Collective Bargaining and Right to Strike of any section of employees, including those working as supervisors, technicians or scientists, - and even managerial personnel not vested with the power of direction and control. This position is fully accepted by ILO in its relevant Convention.

We agree that a grievance redressal mechanism can be set up with a view to avoid strikes by expeditious settlement of disputes. But if the machinery fails to resolve a dispute, the right to strike must be ensured. In fact a time has come when the I.D. Act could be metamorphosed into an "Employment Relations Bill".

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The change in the definition of 'Industry' from time to time has had a historical passage. But the definition of "Workman" has remained too narrow to meet the changing socio-economic situation marked by rapid & revolutionary scientific-technological advance. For example the existing definition of 'Workman' has been interpreted by courts in a manner which in several cases excludes persons/employees working by brain. While holding that education is an "industry", the Supreme Court in a different case ruled that teachers are not workmen within the definition contained in the I.D. Act. With fast growing commercialisation of schools, teaching/institutions as well as medical and health services, etc. this narrow concept of "Workman" is facilitating ruthless exploitation of a growing army of teachers, medical personnel, etc. at the hands of unscrupulous/greedy promoters of such institutions. Besides non-existence of security of job, in a large number of cases, the employees in these institutions are not even paid the minimum wages prescribed for unskilled workers under the Minimum Wages Act.

The AITUC is of the considered opinion that the definition of "industry" and of "Workman" must be based on the sole criterion of existence of employer-employee relationship in order to eliminate the chances of getting involved in legal quibblings leading frequently to repeated bouts of litigation. The relationship may be direct, or indirect (as in case of contract labour); that should make no difference. The paymaster, the real source of payment, must be identified as the employing agency since without it 'Workman' or employee has no existence.

Scope & Coverage of I.D. Act - some other suggestions/amendments.

1. Preamble After the words "regulation of the relations..... industrial harmony".....add "without in any manner infringing the right to collective bargaining, including the right to strike".
2. Definition of 'Workman' As already pointed out the definition of 'Workman' in section 2(s) of I.D. Act, requires to be made unambiguously comprehensive, yet simple. Taking into consideration the continuing modernisation and/or technological upgradation, including computerisation which is increasingly characterising industrial and service operations, we are inclined to suggest the following to substitute the existing definition:
" 'Workman' means any person employed in any industry, directly or through any intermediary, to do any work, whether physical or by brain or by both, for hire or reward, whether the terms of employment be express or implied.....etc."
3. Appropriate Govt. The suggestion clarifying the meaning, content of the term 'appropriate govt' is agreed to.
4. Contract Labour With the increasing dimensions of contract work and consequential increase in the number of contract workers, it is necessary that apart from making the Central Govt. the appropriate Govt. in the relevant spheres, it has become absolutely necessary to bring them within the definition of "Workman" as proposed in (3) above. Contract workers must be put on the same footing as

other (regular) workers in an industry/establishment. They must be enabled to raise disputes against the principal employer directly.

5. Status of Union Territories

The Ministry's suggestion is accepted.

6. Power of State Govts to exempt (Sec 36(b))

AITUC strongly disfavours giving power to any State Govt. to grant exemption in respect of any category of employees.

7. Delegation of powers (Sec. 39)

The suggestion is accepted.

II. **Reforming the existing Dispute Resolution Mechanism**

i) A dismissed/terminated worker should be free to approach the Joint Negotiating machinery, conciliation or adjudication machinery directly.

ii) Belated disputes - suggested period of 5 years is reasonable.

iii) There is merit in the suggestion regarding revival of Labour Appellate Tribunal.

iv) Publication of award in cases involving individual disputes may be dispensed with and a copy of the award should be given to the contending parties.

However the adjudicator/Labour Court should pass an appropriate decree enforceable through the appropriate Revenue Authority.

v) Relaxing qualifications of Presiding officers.

We do not agree with the proposal. With the restructuring of the industry involving complex techno/economic changes, industrial disputes are coming to acquire new content. Only well qualified competent and experienced judicial personnel, whose personal integrity is assured, would be able to mete out justice workers who are increasingly having to face mighty industrial houses and multinationals. In this context the question of downgrading the status or qualifications of presiding officers should not arise. There is no substance in the contention that the required number of presiding officers are not available. Low remuneration offered by the Govt. alone stands in the way of attracting the required talent. This remedy has to be applied if justice, social or personal is to be made available to the working people.

VI. Penalties: We suggest that amount of fine and term of imprisonment must be raised 5 times the present one in case of illegal lockouts or breach of other provisions of the Industrial law.

III. **Alternative Industrial Disputes Resolution machinery** Disputes involving rights can be settled through voluntary arbitration, while interest disputes should be resolved through collective bargaining as a first resort. Arbitration/adjudication should be voluntary.

IV. **Rationalisation & Simplification**

The three proposals put forward are agreed to, though the comment that conciliation machinery is working satisfactorily is hardly tenable.

V. i) The contention that this particular provision designed to prevent unjustified lay-off and retrenchment, is inhibiting investment, is without substance. The suggested amendment is tantamount to giving the concerned employers the right to hire and fire.

As a matter of fact there is all the justification for bringing factories employing 50 or more workers under the purview of the clause instead of 100 as at present. There is no gainsaying the fact that modernisation and/or technical upgradation has automatically led to reduction of working strength along with increase in production and profits. Productive operations previously performed by 100 workers can with modernised apparatus be performed by even less than 50 workers. Hence the case for downward revision of the floor-limit from 100 to 50 or even less.

The proposal to transfer the power to consider applications for lay-off or retrenchment from the Govt. to Labour Court or Industrial Tribunal merits serious consideration.

It is strongly felt that punishment/penalty in cases of infringement of the provisions pertaining to retrenchment, lay-off, etc. should be more stringent or deterrent, since there is an increasing tendency among employers to resort to shut-down or suspend production without obtaining the required permission from the competent authority. In case Industrial Tribunals/Labour Courts are vested with the power to grant or not to grant permission for lay-off, retrenchment or closure, they should also be empowered (by suitably amending the I.D. Act) to impose financial penalties in case of any action, or continuance thereof, prejudicial to the interests of workers -including lay-off, retrenchment, suspension of production or closure.

Enhancement of rate of compensation

While agreeing to the proposal on enhancement of rate of compensation in case of retrenchment or closure, it is strongly felt that payment of at least ^(three) 3 months' consolidated wages for each year of service should be laid down statutorily. In fact many employers are known to be offering compensation at even a higher rate in such cases.

An additional clause should be introduced to cover cases of relocation of factories/ establishments due to environmental or other reasons. Such of the workmen as do not wish to move to new sites, must be covered by the enhanced compensation provision mentioned above.

ii) Strike notice and lockout: 14 days notice as required at present is quite sufficient in case of public utility services since conciliation process, including, submission of report to the Govt. take extra 2-3 weeks. No notice of strike should be necessary for non-public utility and private industries, establishments or services.

The process of conciliation must be time-bound. Infact time-limit also requires to be prescribed in case of adjudication/arbitration. The present blanket restriction even on strikes launched for securing demands other than, or not connected with, the matter under dispute/conciliation/adjudication or arbitration, should be done away with.

There is no objection to the proposal that a strike notice, where necessary, should be accompanied by a resolution, or resolutions, from unions representing 51% or more, of the workforce employed in the establishment, favouring the strike. However, in case of a spontaneous strike triggered by any provocative action of the management, including violation of statutory, contractual, customary or conventional right of the workmen, the requirement of a strike-notice must be dispensed with.

Provided further that in case of a strike resorted to in response to a general strike call given by a national Trade Union Centre or Centres, on issue or issues of general policy on which no conciliation or adjudication is possible or practicable, mere prior intimation, without attracting any stipulation as to the period of strike notice, shall be considered sufficient ☺

Strike period Wages: We consider it totally unjust that workers should be deprived of wages for strike period even when such a strike is justified solely on merits - as, for example, in case of provocation offered by the management, or patently intransigent attitude of the management in negotiating on grievances or demands of workers. There should be a provision in the Act to entitle workers to wages for strikes held to be justified on merits. Such a provision will have a salutary effect on both the social partners.

The Participation of workers in Management Bill - 1990

AITUC is in general agreement with the objectives and intention behind this proposed piece of legislation. Yet it would like that its provisions be so modulated as to ensure genuine participation of the workers, through their chosen representatives, in all major issues connected with management and operation of the industry concerned.

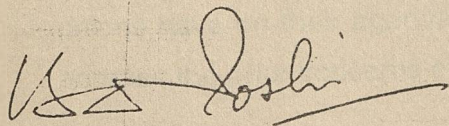
At this stage we would like to confine ourselves with making a few comments or suggestions which could be accommodated without any difficulty.

I. Clause 1(3) In our opinion all the provisions of the Act should be applied simultaneously for all industrial establishments throughout the country. Choice of different dates for application of different provisions for different classes of industrial establishments, leaves scope for injudicious exercise of discretion and might be found lacking in transparency in certain cases.

Clause 4: The proviso to sub-clause II, below item (a) and (b) leaves decision of a matter on which agreement is lacking to the employer alone. We are not in agreement with this proposal. Some other bipartite or independent mechanism has to be thought of to bring about a reasonable solution of the differences.

Though it was agreed that workers' representatives shall be on the Board of Directors, the Bill provides only for workers representatives on the Board of Management. The financial policies will not be decided by the Board of Management and so decision-making on vital matters will remain outside the purview of the proposed participative fora.

The AITUC has at an early stage given its views on some other aspects of the proposed legislative measure. It is expected that the proceedings of a previous meeting convened to discuss the Bill will be gone into by the Ministry to fully acquaint itself with the AITUC's suggestions.



Memorandum presented to the
33rd Indian Labour Conference
on behalf of the
All India Trade Union Congress

The 33rd Indian Labour Conference assembles at a point of time when a feeling of disquiet, even resentment, has started gripping the working class and its Trade Unions at directionless, in some cases negative labour policies of the United Front Govt. The contents of the agenda papers circulated to the participants, unfortunately, fail to strike a reassuring note in regard to the pursuit of labour-oriented policies as promised in the Common Minimum Programme of the U.F. Govt.

Promising rapid labour-intensive industrialisation of the country in pursuit of a self-reliant economy capable of solving burning problems like poverty, unemployment etc., the Programme commits the Govt. to address through positive measures, some of the major issues and problems agitating the working class in our country. Naturally, therefore, the Trade Unions expected that the important forum of ILC will be utilized by the Govt. to put forward an agenda outlining in concrete terms measures it is preparing itself to adopt to move decisively in the direction of redeeming its pledges to the working people in respect of some of the major items the working class and its trade unions have on their agenda. Concretely it was expected that the Govt. will address the prior concerns of Trade Unions in the following direction:-

a) **Law for Agricultural workers**

Enactment of legislation for agricultural workers guaranteeing them minimum wages and fair conditions of work and social security rights;

b) **Strengthening the Public Sector - no to disinvestment**

Making the public sector strong and competitive, while rehabilitating sick and potentially sick public sector companies,

besides giving up indiscriminate privatisation and disinvestment;

- c) **Prevention of industrial sickness and revamping of BIFR**
Enactment of legislation to deal effectively with industrial sickness with complete revamping of the Board for Industrial & Financial Reconstruction (BIFR);
- d) **Law for construction labour**
Amendment of the legislation on construction labour as per suggestions given by the National Campaign Committee on Construction Labour;
- e) **Secret ballot and ILO-recommended rules of recognition for Central Govt. employees**
Introduction of statutory measures to ensure the right of Trade Unions to secure recognition through secret ballot and attempt on the part of the Govt. to resile from the position taken in CMP must be given up. Implementation of ILO recommendations on the new rules of recognition of unions and associations of Central Govt. employees in consultation with the staff-side to be taken up.
- f) **Bonus & gratuity ceiling**
Removal of ceilings on Bonus and Gratuity;
- g) **NTC & NJMC revival**
Implementation of turn-around package for revival of NTC and of the agreement on NJMC;
- h) **Incorporation of positive amendments in Pension Scheme**

Incorporation of important suggestions and amendments demanded by Trade Unions in the Employees' Pension Scheme requiring its indexation, removal of ceiling of Rs.5000/-, raising of interest rate to not less than 12%, etc.etc.

i) **Workers' participation in management**

Enactment of legislation on Workers' Participation in Management at all levels, including Company Board as demanded by Trade Unions;

j) **5th Pay Commission**

Adoption of immediate measures to secure finalisation of the Fifth Pay Commission Report;

k) **Restructuring of ILC realistically**

Initiation of steps to restructure ILC to accommodate independent organisations of employees in important sectors of economy, like Banks, Insurance, Posts and Telegraphs, Defence, Railways, professional workers, besides those in unorganised sectors like agriculture, having tremendous potential to influence economic development.

Other important issues : Price-rise-Environment

In addition to the concerns listed above others that need special mention are (1) the phenomenon of rising prices which continue to add to the hardship of the working people; and (2) large scale dislocation or relocation of thousands of polluting industrial units necessitated by justified environmental requirements affecting population in urban and semi-urban areas. In the deplorable absence of timely initiative by concerned authorities to tackle the situation with an integrated approach encompassing its social, economic, ecological and public health-related dimensions, law-courts have started passing precipitately indiscriminate orders, which involve large-scale closures of industrial units. In the capital city itself around ten

thousand industrial units face closure following Supreme Court orders in a public interest petition. Neither the Govt. of the national Capital Region of Delhi, nor the Central Govt. have so far cared to react to the serious situation involving job-losses running into tens of thousand.

It is indeed a pity that most of these vital issues which ought to have occupied a Central place in the agenda of the Conference, find no place in it, except, in a few instances, a passing or casual reference to some of them.

Admittedly reorganisation or restructuring of Employment Exchanges and institutions imparting technical and vocational education, etc. are important matters taken by themselves. They cannot, however, be discussed fruitfully in isolation from basic policy-related issues referred to in the foregoing pages.

Amendment to the Industrial Disputes Act, 1947

A detailed note dealing with the officially proposed amendments to the I.D. Act has already been furnished to the Labour Ministry on behalf of the AITUC.

Our considered views on these officially suggested amendments have been fully explained in the said note. There was hardly any need to include this item in the ILC agenda. Decision on it should have been taken on a forum like SLC. The Central point of AITUC's stand point on this issue is: (1) No exemption to any industry, service, establishment, or undertaking including agriculture should be given from the purview of the Industrial Disputes Act, except an activity relatable to the sovereign functions of the State; (2) No revision of the existing definition of "Industry" is justified. It must be based on the sole criteria of employer-employee relationship. (3) No increase in the number of employees from the existing 100 to 300 is justified for the purpose of obtaining permission for closure or retrenchment. There is every justification for bringing the number down to 50 from 100. (4) Rate of compensation payable in case of retrenchment or closures must be raised to not less than 3 months' consolidated wages for each year of service. The

same rate should be applicable to workers unable for any reason to move to new sites of industrial relocation on grounds of environment.

The Bill on Participation of Workers in Management

Our views on this item have already been communicated in detail in a note sent to the Labour Ministry on its request. This matter too like the previous one should be settled on a forum like SLC-where a fruitful dialogue can be carried out. The Central point of our criticism and of demand is that workers' participation has to be at all levels of the management, including the Company Board level to make the participation effective, genuine and meaningful.

Floor-level Minimum Wages at national level

As maintained by AITUC representatives in discussions in the last SLC Session, floor-level Minimum Wages at national level must be laid down and notified. These must be above the povertyline, and must provide for expenditure on education and health.

Further the minimum wages so notified should be linked to Consumer Price Index and revised at intervals of not exceeding 5 years in any case.

The criteria adopted by the Planning Commission for determination of consumption at povertyline is to be related to minimum wages at floor-level only. Consumption criteria for fixing minimum wages should otherwise be above the povertyline.

Modernisation of Employment Exchanges.

Effective steps should be taken for propagating employment market information in the language of the people. Audio visual methods should be used to provide information as bulk of the unemployed or part-employed workforce is either illiterate or semi-literate.

Vocational Training System

Training should be imparted in trades keeping in view the continuing technological development. The planners should take into consideration the