

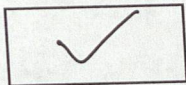
# AITUC DIGITAL ARCHIVE - 2021

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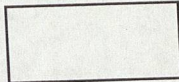
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itle: ORGANISATIONAL REPORT

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ORGANISATIONAL REPORT

1992 - 93

(NR)

Office File

No. 350

Pik-Up

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

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

Dt. 23.7.93

Com. Sunil Sen,  
 General Secretary, IMWF  
 G.T. Road (West) Asansol-713304,  
 Distt. Burdwan (West Bengal).

**RECEIVED**

2, AUG 1993.

**A. I. T. U. C.**

SUB: Circular Executive Committee  
 meeting held on 30 June, 1993.

...

Dear Comrade,

Thanks for your above circular. It is good for its precision. It would be better if it were full report as well, I request you to keep on record the deliberations that have found omission in your said circular. It should be added in;

- i) Parab; that except SKMS of SECL, none paid affiliation fees to the Federation. It was therefore resolved to request all affiliated unions to pay their affiliation by the date to be suggested by the General Secretary or the next meeting of the Executive Committee.
- ii) From the available reports it was found that the progress of work of CIL welfare Board was very slow in the matter of construction of houses, water supply and medicine.
- iii) On the pension scheme it was decided to direct our nominee on the Board of Trustees of C.M.P.F to intimate the Board that the letter was not competent to bypass the scheme that was worked by the JICCI and that he would withdraw from the sub committee set up by C.M.P.F Board while continuing to be a member of the C.M.P.F Trust/Board.
- iv) That the Executive Committee noted with regret that the IMWF remained unrepresented in the conference of international Miners Organisation held at Algeria in June this year and directed the General Secretary to be more vigilant and keep substitute members ready for such events without taking any chance of being absent. It also decided that the IMWF must pay its affiliation fee the I.M.O regularly.

...2/-

v) The comrade from HCL reported that the management was pleading of lack of funds due to shiggish market of Copper. The meeting, however, deprecated the issuance of instructions by the IMWF affiliated union at HCL HQ not to report to agitation in any unit against the Government of India's policy that reduced the custom duties on import of Copper of HCL.

vi) Comrades of Singerani Collieries Workers Union reported that there was a feeling in their fields that the union should have bilateral settlement with their management on wages and other demands without waiting for a settlement with CIL by JBCCI. The meeting advised that this could be done if it was within the parameters and lines set by it.

These could be renumbered as paras 6,7,8,9,10 and 11.

With greetings,

Yours fraternally,

Sr

( S.K. Sanyal )

An M S Kinshau  
President, AS TU

Sanyal

3-8-87

अखिल भारतीय विद्युत कामगार महासंघ

विद्युत मजदूर भवन  
दक्षिणी मन्दिरी, पटना-800001



29 (2)  
; 232495, 28309

ALL INDIA FEDERATION OF ELECTRICITY EMPLOYEES

Vidyut Majdoor Bhawan  
South Mandiri, Patna-800001

**A. B. Bardhan**

President

Ref 23193

To,

Com. B.D. Joshi,  
Working General Secretary  
All India Trade Union Congress  
24, Canning Lane, New Delhi

**Chakradhar Pd. Singh**

Gen. Secretary

04.1.3.93

RECEIVED

16 MAR 1993

A. I. T. U. C.

Sub:- Reply to the questionnaire issued to collect information  
in respect of the Federation.

Dear Comrade,

In response to your questionnaire issued to collect  
detail informations about the Public Sector Federations, enclose  
please find ~~the~~ the reply for your informations and necessary  
action.

With Greetings,

Yours Fraternally,

*Chakradhar Prasad Singh*

(Chakradhar Prasad Singh)

General Secretary

*Seenig  
23/1  
16/3*

*23/1  
23/1-93*

Reply to the questionnaire issued by AIHUC

-----

Details of the All India Federation of Electricity Employees

1. Name:- ALL INDIA FEDERATION OF ELECTRICITY EMPLOYEES
2. It is not registered under T.U. Act or Society Act.
3. About 10 (Ten) lacs workers are employed in the Electricity Industry all over India.
4. The affiliated unions and State Federations have a membership of more than three and half lacs.
5. In the Electricity industry other Federations are:-
  - (a) INTUC Federation with a membership of about one lakh.
  - (b) CITU Federation with a membership of about a lakh.
  - (c) B.M.S. Federation with a membership of about fifty thousand
6. Com. A.B. Bardhan- President  
Com. S.C. Krishnan- Working President  
Com. Chakradhar Prasad Singh- General Secretary
7. No. of members of the working committee- 40
8. There is provision for General council in the constitution but at present in the practice the members representing the affiliated T.U. are deemed to be members of the general council.
9. The conference of the Federation is held after every two years. The office-bearers are elected in the conference and continue up to the next conference of the Federation. The last conference of the Federation was held on 12-13 May '1990 at Kolhapur. The next conference is proposed in the middle of June '93 in Mahabalipuram (Tamilnadu). Generally election of the office-bearers of the Federation is held unanimously although hands are raised as a formality.
10. Federation's members are the unions and state Federations of Electricity workers.

11. The periodicity of the wage settlements differ from State to State and different national organisations.
12. The meeting of the working committee is held regularly after every two or three months. the number of meetings of the working committee and office-bearers were as follows:-

1990-	3
1991-	3
1992-	4
13. No General Council meeting after the conference in 1990 as there is nothing like General Council at present.
14. As it is a Federation affiliating Unions and State Federations, gate meetings and GB meetings are held by the affiliated unions and State Federations in different State Electricity Boards and Undertakings etc.
15. In addition to different forms of agitations for their respective demands our affiliated unions were given calls by the Federation to resort to strike on 29th Nov '91, 16th June '92 and demonstration on 25th Nov '92 at Delhi against the New Economic Policy of the Govt. of India and against the entry of private in Electricity industry.
16. The struggles were at the call of the Sponsoring Committee of Indian Trade Unions.
17. The affiliates of our Federation conduct General Body meeting and gate meeting on general issues in addition to their Economic issues.
18. The membership fees differ from state to state and units to units. The affiliation fees which we charge is @50 paise per member per year. As yet it is almost voluntary in practice we don't get even 10% of the assessed affiliation fee as yet.
19. In the name of Federation we don't have any fixed deposit. We have only savings bank account in the Canara Bank in the name of the Federation at Patna.

*No details given*

20. Yes, fulltime <sup>work</sup> are in the affiliated Unions and state Federation. The Central office ~~and-state~~ of the Federation don't have any paid fulltime <sup>work</sup>.

21. The headquarter of the federation is housed in Vidyut Majdoor Bhawan, Patna, the building is owned by Bihar state Electric Supply Workers Union which is an affiliate of the Federation.

22. The affiliated Unions and State Federation have their training programmes for the cadres. Some time from the federation Centre are hold T.U. training programme with the collaboration of the Trade Union International of workers in Energy. One such programme was organised in Madras in 1990 and another in Patna in 1992.

In the 1st training programme held at Madras about 30 people participated from different States of India and three from T.U.I.

In Patna about 40 people participated from different state of India and ~~are~~ <sup>one</sup> each of Brilanka, Bangla Desh, Nepal & three from T.U.I..

23. Federation conduct periodic conventions, seminar and workshops with the help of other federation particularly that of C.I.T.U.

In 1991 One convention against the entry of private sector in Electricity Industry.

In 1992 One workshop and a another convention on the same topics

24. Federations affiliated Unions and State Federations work under different State Electricity Board and electrical establishments spread all over India. Hence it is difficult to say how many women workers are engaged in this industry. But as it is mostly the public sector organisation women are not ignorred generally.

25. The Federation intends to draw special attention of the women for ~~the~~ could not be successful as yet.

There are women among the office bearers of affiliated

unions and state federations although there is none in the Central office bearers of the Federations.

26. The Federation's main leadership are also the leaders of the A.I.T.U.C. hence federation gives call to workers on the lines of AITUC and its state committees. Invariably all the calls of agitation given by AITUC are given by the federation and they are successful to the extent the call is successful in the AITUC Unions.
27. This federation is operating among the employees of Electricity industry which is hard hit by the new Economic Policy of the Govt. of India. At present 95% of the industry is in public sector and rest in private sector. The new Economic Policy of the Govt. is reversing the position. Private capitals particularly the multinationals are entering into the industry with all sorts of concession being given by the Govt.

With the entry of the private sector the service condition and wage pattern of the employees particularly these employees in future will be adversely affected. They will be engaged on the pattern of inorganised contract and casual workers. To the benefit of the working class will be attacked seriously. The employment opportunity will be dwindled. So there is great apprehensions of fear among the employees and workers.

28. The public sector management is under the control of beaurocracy who do not intend to have cooperation with the trade unions. In same affiliated union the workers participation in management was started but abandoned after some time when the managerial high up vested interest were at stake. The Trade Unions have been responsive positively whenever there was cooperation.
29. Federation affiliated Unions and state Federation organise sport and cultural activities and workers co-operatives etc.
30. The Federation operates mostly among the employees of the state Electricity Boards. This may be reason why our federation is not invited in the activities meeting of the Central Public



s sector Trade Unions. But wherever our federation is asked to co-operate we respond positively.

31. There should be close co-operation of the AITUC centre with all these federations in all its activities. The office bearer of the AITUC should have regular meetings with the office bearers of these federations.

Cable : "AITUCONG"

Telephone 38 64 27 /  
38 73 20

ALL INDIA TRADE UNION CONGRESS  
24, Canning Lane, N. Delhi  
110 001

RECEIVED  
20, FEB 1993  
A.I.T.U.C.

President : M.s. Krishnan  
Gen. Secretary : Homi Daji  
Actg. Gen. Secy. : B.D. Joshi

15th January, 1993

Questionnaire to Trade Unions in the Public Sector

Dear Comrade,

In order to know the position of the Trade Unions affiliated to AITUC in the Public Sector Undertaking for preparations of a note to be submitted for discussion at a meeting of the office bearers of the Union to be conducted by March end, we request you to answer this questionnaire in as great a detail as possible and post your reply to the AITUC on or before 15th February, 1993.

QUESTIONNAIRE

1. Name of the Union : Khadan Majdoor Sangh  
( A I T U C ) Pathakhera  
Dist. Betul (M.P.)
2. Registration number and date: 2760 MP 183 dt. 30.5.82  
& year of affiliation to 18.1.82  
AITUC
3. How many workers are : 11500 workers  
employed in the Unit/  
Undertaking
4. Membership of the Union : 2955
5. Which are the other unions : INTUC : 4400 approx.  
operating in your unit, EMS : 3400 "  
their affiliation and member HMS : 450 "  
ship (if actuals are not CITUE : 350 "  
known, atleast approx.)
6. Names of office bearers of : List enclosed.  
the Union.
7. Number of members of the Executive/Working committee: 63
8. Have you a General Council, if so the number of members? : NO
9. What is the period of tenure of office bearers? When was the last elections -  
Union held? Mode of election - by show of hands or secret ballot?  
Secret ballot? : By show of hands.
10. Is membership on the basis of check off or individual collection every month? : No check off.  
*(correct mode not specified)*

11. When was the last wage settlement and what is the period of its expiry : Wage settlement 1.1.87 and its expiry at. 1.7.91
12. Are you having regular monthly working committee/ Executive Committee meeting? : 1990 : 28 no.  
How many meetings were conducted in the year : 1991 : 21 no.  
1990, 1991 & 1992 : 1992 : 30 no.
13. How many General council meetings were held in your 1990, 1991 and 1992? What has been the average attendance? : NO
14. Do you have regular gate/ General body meetings? If so the number of such meetings during the last 3 years. : YES
15. What are the major struggles/campaigns if any, during the last 3 years? If there were strikes, what were the issues involved and what were the results? : 29 Nov. '91 and 16 June '92 strikes. New Industrial and economic policies. Satisfactory.
16. Were these struggles/campaigns jointly conducted with other TU's? If so which are the unions participating in such Joint actions and which of them did not? Which were the ones opposed to it? : All the struggles call by AITUC and CPSTU, MPTUC jointly on local issues.
17. Do you conduct gate/General body meetings on General issues concerning the mass of the people of the country or are they confined to economic issues. : Rs. 24 per annum.
18. What is your membership fee? Do you collect levies or donations regularly every year? If so on what occasions and what rate? What percentage of your members respond to the call of collection of levies & donations. ? : Rs. 24 per annum per worker.  
NO
19. What is your bank balance, fixed deposit if any for the year 1991 and 1992? Give an idea about realisations in 1990, 91, 92. : 1990 : 2280.75  
1991 : 3973.75  
1992 : 6859.75
20. Are there fulltimers in Your union? If so how many? And what do you pay them as honorarium/Allowance per month: NO

21. Have you your own office building/or one given by the management, or a rented one ? : NO OWN OFFICE BUILDING.
22. Have you any programme for training cadres ? If so how many T.U. Education camps did the union organise in the last three years ? How many workers were covered ? Are they conducted with time off being given by management or are they conducted independently of such concession by the managements ? : NO  
: X
23. Do you conduct annual or periodic conferences of the union ? If so their number during the last 3 years 1990, 1991, & 1992 (yearwise) : 1990 : One  
1991 : Conferences.  
1992 :
24. What is the working strength of the factory ? How many women workers are there ? : 350 women.
25. Are you paying special attention to draw women employees into the T.U. movement ? If so how many of them figure among office bearers/working committee/General Council ? : YES *No details given*
26. Do you implement the calls given by the AITUC Centre and state ? If so the percentage of implementation of such calls ? And the percentage of participation ? : 100%
27. How have the economic policies of the Govt. affected your industry and workers ? And in what manner ? Give as detailed information as possible. : YES *No details given*
28. Is management taking the co-operation of T.U.s to overcome problems of improving efficiency and performance ? What has been the response of the Trade Unions ? : Abnormal. 8
29. Does the Union organise sports & cultural activities ? Give details if any ? : NO
30. Has the Union been participating regularly in the activities of the CPSTU ? : YES
31. Suggestion if any for improvement of functioning of the T.U.s co-ordination of the activities with the AITUC Centre. : All T.U Central Leadership visiting all area once a year.

*(Signature)*  
 महामन्त्री  
 छदान मजदूर संघ  
 पायाखेडा क्षेत्र  
 जिला - बंशुल

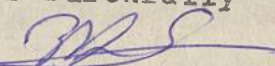
( B D Joshi )  
 Actg. General Secretary.

THE LIST OF THE OFFICE BEARER OF KHADAN MAJDOOR  
SANGH (A.I.T.U.C.) PATHAKHERA DIST. BETUL (M.P.)  
Regi. N. 760

1. COM. Krishna modi President.
- 2 --- mahajensingh Vicee president.
- 3 --- Jhamu M. S. -----D\_o-----
- 4 --- Maden Manker -----do-----
- 5 --- Shivilal kuwerjee -----do-----
- 6 S --- Samptral yadwanshi -----do-----
- 7 --- K.p. terfader -----do-----
- 8 --- J.R. Sury awanshi General Secretary
- 9 --- S. C. chaure secretery
- 10 --- Raghunath bambne -----do-----
- 11 --- M.D. Rao ghohade -----do-----
- 12 --- Shrewan kumar chikane ---do---
- 13 --- G.R. Sury awanshi -----do---
- 14 --- Ashok Kumar Khatareker ---do---
- 15 --- Rama Waiker Treasurer

Y

Your faithfully

  
( J. R. SURYAWANSHI )

Khadan majdoor sangh  
(A.I.T.U.C.)

pathakhera area



# हेवी इलेक्ट्रीकल्स मजदूर यूनियन (एटक), भोपाल

रजि. नं. 216

रजिस्टर्ड पता

1028/एन. 2 बी सेक्टर,

गोविन्दपुरा,

भोपाल-23

कार्यालय पता

एटक कार्यालय

तार घर के पास, बी सेक्टर पो. बी. एक्स 540200 to 9

गोविन्दपुरा, भोपाल-23

फोन नं.

आटो 3298

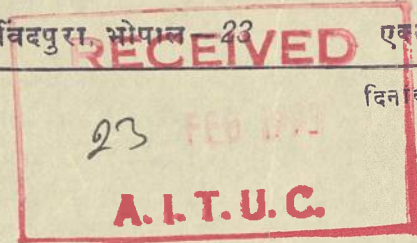
एक्सटेंशन 6601

क्रमांक .....

प्रति,

कार्यवाहक महासचिव,

आल इंडिया यूनियन कांग्रेस नई दिल्ली,



दिनांक 23-2-74

विषय :- आपका पत्र 15 जनवरी 73 के सन्दर्भ में एटक से सम्बन्धित यूनियन के विवरण बाबत ।

मान्यवर जी,

आपका पत्र इस संबंध में मिला पत्र में पूछे गये प्रश्नों का हमारी यूनियन के संबंध में विवरण निम्नलिखित है, जो क्रमशः आपकी जानकारी हेतु प्रेषित है :-

1. यूनियन का नाम :- "हेवी इलेक्ट्रीकल्स मजदूर यूनियन एटक भोपाल ।
2. पंजीयन क्रमांक :- 216/भोपाल 73, एटक से संबंधता संख्या 151 समझी.  
दिनांक 30-12-1974.
3. भेल भोपाल में लगभग 17600 कर्मचारी कार्यरत है ।
4. यूनियन की सदस्य संख्या 966 है ।
5. राष्ट्रीय स्तर केन्द्रीय निम्न यूनियने भेल में कार्यरत है ।  
॥ 1 ॥ एटक, ॥ 2 ॥ इंटक, ॥ 3 ॥ सी.टू, ॥ 4 ॥ एच.एम.एस. ॥ 5 ॥ बी.एम.एस.  
॥ 6 ॥ यू.टी.यू.सी. ले.सा. इनके अलावा करीब 23 स्वतंत्र ट्रेड-यूनियनस एवं  
क्राफ्ट यूनियन, एसोसिएशन हैं ।
6. ॥ 1 ॥ अध्यक्ष - श्री होमी रफ दाजी  
॥ 2 ॥ कार्यवाहक अध्यक्ष - श्री बी.एल जोशी  
॥ 3 ॥ उपाध्यक्ष - आई.ए. खान, आर.एन. प्रसाद, जी.एम. रीठे,  
मो० हनिफ, ई.एम.जी. नायर, सी.बी. उईके  
महासचिव - एम.आर. वाग्दे  
उपमहासचिव - श्री एस.एन. सोनी,  
सचिव-पी.एन.कोरी, टही.एस.शुक्ला, श्री राम शिरोडे, रमेश शर्मा, ए.डी. खरात  
एन.पी. जायसवाल ।

22-6-73

कोषाध्यक्ष - श्री राकेश कुमार शर्मा ।

इसके अलावा 34 कार्यकारिणी सदस्य है ।

7. कार्यकारिणी में 17 पदाधिकारी एवं 34 कार्यकारिणी सदस्य कुल 51 सदस्य कार्यकारिणी कार्यरत है ।
8. यूनियन में कार्यकारिणी के अलावा जनरल कौंसिल नहीं है । वार्षिक साधारण सभा में आम सदस्यों को आमंत्रित किया जाता है ।
9. यूनियन में वार्षिक सम्मेलन में पदाधिकारियों का चयन एक वर्ष के लिए किया जाता है । पिछले चुनाव 29-12-91 को हुआ था । आम तौर पर आम सभा में पदाधिकारियों के चुनाव हेतु प्रस्ताव माँगे जाते है, और हाथ उठाकर उनका चुनाव किया जाता है ।
10. यूनियन में सालाना इकट्ठा चन्दा व्यक्तिगत रूप से लिया जाता है ।
11. पिछला वेतन समझौता अप्रैल 89 में हुआ था जिसकी अवधि सितम्बर-86 से दिसम्बर 91 तक थी ।
12. संगठन में आवश्यकता के आधार पर कार्यकारिणी की मीटिंगें बुलाई जाती है जो प्रतिवर्ष लगभग 8 से 12 के बीच होती है ।
13. प्रतिवर्ष संगठन में एक साधारण सभा होती है, जिसमें 100 से 150 सदस्य लगभग उपस्थित होते हैं ।
14. हमारे यहाँ सी.पी.एस.टी.यू. के तहत एक संयुक्त ट्रेड यूनियन मोर्चा गठित किया है, जिसमें एटक, सीटू, एच.एम.एस. एवं यू.टी.यू.सी.ले.सा.0 है - सभी यूनियने मिलकर समय-समय पर गेट मीटिंग एवं केडर मीटिंग करती रहती है । पिछले 3 वर्षों में 20 से 25 बैठकें की ।
15. पिछले 3 वर्षों में कोई बड़ा आन्दोलन नहीं हुआ । सी.पी.एस.टी.यू. एवं राष्ट्रीय अभियान समिति के तहत समय-समय पर कार्यक्रम किये जाते हैं । 29 नवम्बर 91 एवं 16 जून 92 दोनों सांकेतिक हड़तालों के काल दिये गये तथा सफलता हेतु सघन प्रचार अभियान चलाया गया, हड़ताल दोनों असफल रही ।
16. एटक, सीटू, एच.एम.एस.यू.टी.सी.ले.सा.0 संयुक्त रूप से आन्दोलन करते रहते हैं, इसका इंटक एवं बी.एम.एस. द्वारा छठे विरोध किया जाता है ।
17. हम आर्थिक मुद्दों पर संयुक्त रूप से गेट-मीटिंग एवं अपनी मीटिंगें भी करते रहते हैं ।
18. यूनियन में सदस्यता शुल्क 1/- रु. प्रतिमाह या 12/-रु. वार्षिक है जो एक किस्त में लिए जाते हैं । एवं आन्दोलन के समय संयुक्त रूप से घर-घर जाकर चन्दा किया जाता है ।

No details

19. यूनियन का खाता पंजाब नेशनल बैंक में है आम तौर पर यूनियन में खर्च और आमदानी साथ-साथ चलती रहती है। संस्था पर देनदारी चलती रहती है। यूनियन का कोई फिक्स डिपॉजिट नहीं है।
20. 1977 के बाद यूनियन के पास कोई फुल टाईमर नहीं है।
21. प्रबन्धन द्वारा आवंटित भवन में यूनियन कार्यालय चल रहा है।
22. संगठन द्वारा कोई ट्रेनिंग नहीं दिया जाता।
23. यूनियन द्वारा एम.पी.टी.यू.सी. का स्टेट सम्मेलन एवं आल इंडिया भेल फेडरेशन का सम्मेलन 1990 में किया था।
24. भेल में कार्य करने वाले कर्मचारियों की संख्या दस हजार है इसमें लगभग 500 महिला कर्मचारी भी है।
25. वर्तमान में यूनियन कार्यकारिणी में महिला सदस्य नहीं है।
26. यूनियन द्वारा एटक एवं एम.पी.टी.यू.सी. के समस्त काल अमल में लाये जाते हैं।
27. केन्द्र सरकार की आर्थिक एवं औद्योगिक नीति के कारण भेल पर भारी संकट छाया हुआ है जिसके परिणाम स्वरूप भेल में आदेशों की कमी हो गई है, दूसरी तरफ देश के इलेक्ट्रीशियटी बोर्ड मशीनों का बाहर से आयात कर रहे हैं।
28. भेल में कार्पोरेट एवं स्थानीय यूनिट लेवल पर यूनियन को भागीदारी प्राप्त है, तथा समय-समय पर मेनेजमेन्ट के साथ चर्चा होते रहती है, जिसमें उत्पादन से संबंधित रिपोर्ट्स पर ~~ए~~ यूनियन के साथ चर्चा करती है एवं यूनियन द्वारा दिये गये सुझावों पर प्रबन्धन ध्यान देता है।
29. यूनियन द्वारा खेल-कूद एवं सांस्कृतिक कार्यक्रम नहीं कराये जाते है।
30. यूनियन द्वारा सी.पी.एस.टी.यू. के तमाम कार्यक्रमों में सक्रिय भागीदारी की जाती है।
31. ट्रेड यूनियन एवं एटक के साथ जीवन संबंध स्थापित करने के लिए समय-समय पर एटक लीडरशिप को तमाम यूनियनों का दौरा करना चाहिए, ताकि संस्थाओं को सही एवं उचित मार्ग दर्शन प्राप्त हो सके तथा संस्थाओं को संगठित करने में भी मदद मिलती रहे एवं एटक द्वारा जारी सर्कुलर हिन्दी भाषा में ही दिया जाए ताकि संस्था को कार्य करने में असुविधा न हो।

ट्रेड यूनियन रिकार्ड की जगह हिन्दी में पत्रिका निकाली जाए।

समस्त पत्र व्यवहार हिन्दी में किये जाए।

क्रांतिकारी अभिवादन के साथ

आपका विश्वसनीय साथी

॥ एम.आर. वांग्दे ॥

महासचिव

हेमू एटक भेल-भोपाल ॥म०१०॥



# I. D. P. L. EMPLOYEES' UNION

5 & 6, Shopping Centre, I. D. P. L. Colony, Nandambakkam, Madras-600 089.

REGD. No. 3696 - RECOGNISED - AFFILIATED TO A. I. T. U. C. Phone : 234 4407

PRESIDENT :

R. Kuchelan, M.A., B.L.,

VICE PRESIDENT :

K. Alagan

A. V. Ranganathan

R. Bhoobalan

GENERAL SECRETARY :

B. Namadeva Reddy

JOINT SECRETARY :

C. A. Gunnion

M. Muthuraj

P. Sugumaran

TREASURER :

N. S. Natarajan, B.A.,

Dated: 12.02.1993

COM: B.D. JOSHI,  
ACTION GENERAL SECRETARY,  
A.I.T.U.C.  
24, CANNING LANE,  
NEW DELHI - 110 001.

Dear Comrade,

In response to your Questionnaires to Trade Unions in the Public Sector Units Dt: 15.1.1993, I herewith enclose for the same duly answered in the prescribed proforma.

Thanking you,

Yours faithfully,

*B. Namadeva Reddy*  
GENERAL SECRETARY



*huc*  
22-4-93

ALL INDIA TRADE UNION CONGRESS  
24, CANNING LANE, NEW DELHI - 100 001

Dated: 15th Jan '93

QUESTIONNAIRES TO TRADE UNIONS IN THE PUBLIC SECTOR

Dear Comrade,

In order to know the posting of the Trade Unions affiliated to AITUC in the Public Sector undertakings for preparations of a note to be submitted for discussion at a meeting of the Officer bearers of the unions to be conducted by March end, we request you to answer this questionnaire in as great a detail as possible and post your reply to the AITUC on or before 15th February, 1993.

QUESTIONNAIRE

1. Name of the Union : IDPE Employee's Union  
Madras - 89.
2. Registration number and date & Year of affiliation to AITUC : Regd.No.3696/15.5.64 Madras.  
: Affiliation to AITUC New Delhi, Regd.No 1852 Dt:18.5.76 but we have registered in 1964.
3. How many workers are employed in the unit/undertaking : 608
4. Membership of the Union : 430
5. Which are the other union operation in your unit, their affiliation and membership (if actuals is are not known, at least approximate) : Two unions INTUC/B.M.S  
INTUC= 27 B.M.S+ 38 , SG/ST=25
6. Names of office bearers of the Union: Com R. Kuchelar President, Com K. Alagan V.P. Com ~~A.V.~~ A.V. Ranganathan, cum R. Boobalan, Cum B.N. Reddy Gl. Secoraterary Com C.A. Gunion J. Secy, Com M. Muthuraj J. Secy. Com Sugumar J. Secy, Com N.S, Natarajan, Treasurer.
7. Number of members of the Executive/working committee. : 17
8. Have you a General Council, if so the number of members? : No
9. What is the period of tenure of Office bearers? when was the last elections Union held mode of election by show of hands or secreta ballot? Secret ballot? : 2 Years, 2.8.91, Secret Ballot.
10. Is membership on the basis of check off or individual collection every month? : Individual collection every month.
11. When was the last wage settlement and what is the period if its expiry? : 1.10.88  
30.9.92

12. Are you having regular monthly working Committee/ Executive Committee meeting? How many meeting were conducted in the year 1990, 1991 & 1992. : Yes  
1990 = 8, 1991 = 10 &  
1992 = 14
13. How many General Council meeting were held in the year 1990,91& 1992? What has been the average attendance? : No
14. Do you have regular gate/General Body meeting? If so, the number of such meetings during the 1st 3 years. : G.B = 1, G.M = 6
15. What are the major struggles/campaigns if any during the last 3 years? If there were strikes what were the issues involved and what were the results? : No
16. Were these struggles/campaigns jointly conducted with other tu's? If so which are the unions participating in such joint action and which of them did not? which were the ones opposed to it? : INTUC / BMS | *What does this mean in opposition or support?*
17. Do you conduct gate/general Body meetings on General issues concerning the mass of the people of the country or are they confined to economic issues? : No | *What does this mean?*
18. What is your membership fee? Do you collect levies or donations regularly every year? If so on what occasion and what rate? What percentage of your members respond to the call of collection of levies & donations? : Rs.2/- per month. Collected by 'thro' Levies.
19. what is your Bank balance fixed deposit if any for the year 1991 and 1992? Give an idea about realisations 1990, 91,92. : S/B Act:Rs.5140.36  
F.D. Rs.5000/-
20. Are there fulltimers in your union? If so how many? and what do you pay them as honorarium/Allowance per month? : No
21. Have you your own Office Building, or one given by the management, ~~xxx~~ or a rented one? : Management Building
22. Have you any programme for training cadres? If so how many T.U. Education camps did the union organise in the 1st three years? How many workers were covered? Are they conducted with time off being given by management or are they conducted independently of such concession by the Management? : No
23. Do you conduct annual or periodic conferences of the union? If so their number during the last 3 years 1990,91&92(Year wise) : No
24. What is working strength of the factory? How many work~~ing~~(women) workers are there? : 700 (including Officers & Supervisors)  
30 Women Employees

25. Are you paying special attention to draw women employees into the T.U. Movement? If so how many of them figure among Office bearers/working committee/General councils. : No
26. Do you implement the calls given by the AITUC C centre and State? If so the percentage of implementation of such calls? And the percentage of participation? : Yes *Modestly*
27. ~~The~~ How have the economic policies of the Govt. affected your industry & workers? And in what manner? Give as details information as possible. : The industry was started in 1965 as service oriented with heavy overhead burdens like Town Ship, Transport etc., without due consideration for profit making. The high standards and quality controls meet world class instruments made the instruments costlies resulting in poor marketing and recurring losses.
- The introduction of Formulation unit to make the industry viabl is also a failure due to wrong policies and direct involvement in production by the corporate management without reference to the marketing potential.
- Now, the industry is refered to P.I.T.R. IDPL Madras plant is not extended financial help though it is comparatively better than the other units of IDPL.,
- Threat of ~~enclosure~~ handing over ~~to~~ a private agency exists posing a problem to the workers.
28. Is management taking the co-operation of T.U.S. to overcome problems of improving efficiency & Performance? What has been the response of the Trade Unions? : Yes
29. Does the Union organise sports & Cultural activities? Give details if any? : No
30. Has the union been participating regularly in the activities of the CRSTU? : Yes
31. Suggestion if any for improvement of functioning of the T.U.S. & Co-ordianation of the activities with the AITUC Centre. : More correspondence and cordination with the individual affiliated unions are essential to understand the difficulties of those unions and held them to bering them out from ~~their~~ suffering.

29 (5)



आई० डी० पी० एल० वर्करज यूनियन (रजि०)

✽ मान्यता प्राप्त ✽ एटक से सम्बद्ध ✽

**I. D. P. L. Workers Union (Regd.)**

(Recognised/Affiliated to A. I. T. U. C.)

(President : Com Y. D. Sharma)

दूरभाष : 3292431

: 32081

कार्यालय : बी-6, टाऊन शिप,  
आई.डी.पी.एल. (प्लांट) डुन्डाहेड़ा,  
गुड़गांव-१२२०१६ (हरियाणा)

Phone : 3292431

: 32081

OFFICE : B-6, Town Ship,  
I.D.P.L. (Plant) Dundahera,  
GURGAON-122016 (Hr.)

Dated ] 26.2.93.

दिनांक ] .....

Ref. No.

क्रमांक

IDP/GRG (P) WU.....

**RECEIVED**

96 FEB. 1993

**A. I. T. U. C.**

To,

Comrade B.D. Joshi,  
Gen. Secretary,  
AITUC, 24 Canning Lane,  
New Delhi-1.

Dear Sir,

With reference to your letter dt. 18th January 93  
the required information about the questionnaire is enclosed  
herewith. We hope that you will continue to help us to  
save I.D.P.L.

Thanking you.

Yours sincerely,

*M. Singh*  
(MAHENDER SINGH)

Gen. Secretary

*me*  
22.6.93

QUESTIONNAIRE (I)

- |   |  |
|---|--|
| 1. Name of the Union.   | 1. IDPL WORKERS UNION GURGAON PLANT<br>Dundahera, Gurgaon (Haryana)  |
| 2. Registration number and date & year of affiliation to AIUC.  | 2. 515 Dt. 19.9.79.  |
| 3. How many workers are employed in the Unit/undertaking.   | 3. 545   |
| 4. Membership of the Union.   | 4. 515   |
| 5. Which are the other unions operating in your unit, their affiliation and membership  | 5. IDPL Employees Union Gurgaon Plant<br>INTUC (Members - 15)<br>Rashtriya Shramik Sangh Gurgaon Plant<br>I.M.S. (Members - 15)  |
| 6. Names of office bears of Union.  | 6. (6) { Sh. V.D. Sharma President<br>Sh. Hoshiah Singh vica President<br>Sh. Mahender Singh Gen. Secretary<br>Sh. S.S. Thakran Jt Secretary<br>Sh. Jai Bhagwan Treasurer<br>Sh. S.K. Yadav office secretary |
| 7. Numbers of Members of the Executive/working Committee.   | 7. (14)  |
| 8. Have you a General council if so the number of members.  | 8. NO, Only General body & Executive Body  |
| 9. a) What is the period of tenure of office bearers?<br>b) When was the last election held.<br>c) Mode of Election                           | 9. a) Every Two years.<br>b) Aug. 91.<br>c) <u>By <del>xxxxxx</del> secret Ballot.</u>   |
| 10. Is membership on the basis of <u>Check</u> off or individual collection every month?  | 10. <u>Individual Collection.</u>  |
| 11. When was the last wage settlement and what is the period of its expiry.   | 11. w.e.f. 1.10.88 to <u>30.9.92.</u>  |
| 12. Are you having regular montly working Committee/ Executive Committee meeeting? How many meetings were conducted in the year 1990 91 & 92. | 12. YES<br>1990-20 Nos.<br>1991-28 Nos.<br>1992-30 Nos.  |
| 13. Houw many General Council meetings were held in year 1990,91,92, What has been the average attendance?                                    | 13. <u>N.A.</u>  |

*M. Singh*

14. Do you have regular gate/General Body meetings? If so, the number of such meetings during the last years. 1990--85 No  
1991--90 No  
1992--90 No.
15. What are the major struggles/companies if any during the last 3 years, were strikes, what were the issues involved and what were the results? Apex level strikes organised by Central Trade Union. Dharna- 1991--29.11.91. Rallies 1992--16.6.92. *against* New Industrial & Economic policy of the Central Govt.
16. Were these struggles/companys jointly conducted with other TU's? If so which are the unions participating in such joint actions and which of them did not? Which were the ones opposed to it? 1991-- INTUC did not participated  
1992--All supported our Strike Call.
17. Do you conduct gate/General Body meetings on general issues concerning the mass of the people of the country or are they confined to economic issues? Confined to Industrial/Economic issues.
18. What are your membership fee? Do you collect levies or doanation regularly every year? If so on what occasions and what rate? What percentage of your members respond to the call of collection of levies\* donations. Rs. One per member per month.  
YES.  
ALL.
19. What is your Bank Balance fixed deposit if any for the year 1991 and 92. Give an idea about realisations in 1990.91.92. 1990--10,222.00  
1991--12,063.88  
1992-- *yet to be audited*
20. Are there fulltimers in your union? If so how many? And what do you pay them as honororium/ Allowance per month? — NO
21. Have you your own office building, or one given by the management, or a rented one? — Given by Management.
22. Have you any programme for training cadres? If so how many T.U. Education camps did the union organise in the last three years? How many workers were covered? Are they conducted with time off being given by management or are they conducted independentl

*FD note book!*

*M. Singh*

-ly of such concession by the management.

23. Do you conduct annual or periodic conferences of the union? If so their number during the last 3 years 1990,91,92. (year wise)

NO

24. What is the working strength of factory, How many women workers are there?

635,

135.

25. Are you paying special attention to draw women employees into the T.U. movement? If so how many of them figure amonh office bearers working Committee/General Council?

YES

ONE

26. Do you implement the calls given by the AITUC centre and state? If so the percentage of implementation of such calls? And the percentage of participation?

YES

100%

FULL

27. How have the economic plicies of the Govt. affected your industry & workers? And in what manner? Give as detailed information as possible.

} Given at Page-4

28. Is management taking the cooperation of T.U.s to overcome problems of improving efficineny & performance? What has been the response of the Trade Unions?

Yes

Positive

29. Does the union organies sports, cultural activities? Give details if any?

NO

30. Has the union been participatiog regularly in the activities of the CPSIU.

YES

31. Suggestion if nay for improvement of functioning of the T.U.s & coordination ofthe activities with the AITUC centere.

The Central TU leaders should impress upon Govt. with the MP's to make the company viable and safe guard the jobs of the employees.

Mising



Answer to Q. NO. 27.

The New economic & industrial policy of the Central Govt. has created confusion and uncertainty among the employees. The Govt, has reversed its earlier policies over night and have stopped budgetary support to P.s U.'s They should have gradually withdrawn this support after making themselves reliant and viable. The Govt, should allow PsU's to take independent commercial decision and continue to give business and give bank guarantees. Govt. should give all possible help to the company to become viable. Management should be given freedom with accountability Govt. should give financial help to the P.S.U. after discussing the revival plans with the Trade Union & Management. The reference to EFR should be withdrawn because due this financial Institutional are reluctant to help to PSU, even to relse loans for the working capital.

Jan.,  
1978  
23/12

M. J. Singh

# United Iron & Steel Workers' Union

REGD. NO. 3389

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

**BARI SMRITI BHABAN**

SUBHASPALLY P. O. BURNPUR ● BURDWAN

*Handwritten initials*

UU/2/93/AITUC/252

Dated 20.02.1993.

Ref .....

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

**RECEIVED**  
26, FEB 1993  
**A. I. T. U. C.**

Dear Comrade,

According to your instructions by a letter on 15th January, 1993 we herewith sending the Questionnaire of Trade Union in the Public Sector.

With regards,

Yours faithfully,

*H. Chattaraj*  
(H. CHATTARAJ)

JOINT SECRETARY.

*Handwritten initials and date*

*Handwritten initials and date*

Questionnaire of Trade Union in the  
Public Sector.

---

- |   |   |
|---|---|
| 1. Name of the Union.   | United Iron & Steel Workers' Union<br>Bari Smriti Bhaban<br>Subhaspally. P.O. Burnpur. Burdwan  |
| 2. Regd. No. and Date and Year of Affiliation of the A.I.T.U.C.                         | Regd. No. 3389<br>1st January, 1959<br>Affiliation No. 12 BGL   |
| 3. How many workers are employed in the Unit/Undertaking.                               | 18,000 in Steel Industry.<br>2,600 in Burn Standard Co.<br>5,000 in Kulti Foundry Workshop.   |
| 4. Membership of the Union.   | 15,000.   |
| 5. Which are the other Unions operating in your Unit, their affiliation and membership. | INTUC - 10,000<br>CITU - 12,000<br>HMS - 1,000<br>BMS - 800   |
| 6. Name of the Office Bearers of the Union.   | Dr. Ramen Sen (President) Ex.M.P.<br>Sri Indrajit Gupta (Vice President) M.P.<br>Nihar Mukherjee Do.<br>Ram Behari Singh Do.<br>Murtuza Hussain Do.<br>Md. Jaiuddin Do.<br>Swapan Neogi Do.<br>Chandrama Prasad Do.<br>Sri Nag Narayan Choubey (Working President)<br>Tahir Hussain (Genl. Secretary)<br>Himangshu Chattaraj (Jt. Secretary)<br>Nitesh Seth Do.<br>Farjan Ali (Assistant Secretary)<br>S.R. Banerjee Do.<br>Niharendu Biswas Do.<br>S. Sengupta Do.<br>R.N. Singh (Organising Secretary)<br>Magaram Banerjee Do.<br>T.K. Chatterjee Do.<br>Ashis Dutta Do.<br>Osman Hussain (Treasurer).<br>Members - 60. |
| 7. No. of Members of the Working Committee.   |   |
| 8. Have you a General Council, If so the number of members.                             | <u>Yes.</u><br>Members - <u>150.</u>  |

9. What is the period of tenure of Office Bearers ?  
 One Year.  
 When was the last election Union held ?  
 After One Year.  
 Mode of Election- By show of hands or Secret Ballot.  
By show of hands.
10. Is membership on the basis of Check Off or individual collection every month ?  
Individual collection per year.
11. When was the last wage settlement and what is the period of its expiry ?  
 20.11.1989.  
 Expired on 31.12.1991.
12. Are you having regular monthly working committee/Executive committee meeting? How many meetings were conducted in the year 1990, 1991 and 1992 ?  
 Yes.  
 1990 - 8  
 1991 - 6  
 1992 - 12
13. How many General Council meetings were held in year 1990, 1991 & 1992 ?  
 1990 - 2.  
 1991 - 3.  
 1992 - 2.  
 What has been the average attendance ?  
82 Per Cent.
14. Do you have regular gate/General Body Meetings ? If so, the number of such meetings during the last three years ?  
 Regular Gate Meetings was held by the Union and also jointly by other's Union.  
 About 60 meetings.
15. What are the major struggles/campaigns if any, during the last three years? If there were strikes, what were the issues involved and what were the results ?  
 There was a strike called by the National Campaign Committee and AITUC ~~and~~ IISCO. Workers and Burn Standard Workers participated in all strikes.
16. Were these struggles/campaign jointly conducted with other TU'S? If so which are the Unions participating in such joint actions and which of them did not? Which were the one's opposed to it ?  
All General strike are opposed by the INTUC, HMS and BMS.
17. Do you conduct gate/General Body meetings on General issues concerning the mass of the people of the country or are they confined to economic issues ?  
All General issues of country we organised a Gate meeting against anti-industrial Bill and against economic policy of the Govt. etc.

18. What is your membership fee ?  
Do you collect levies or donations regularly every year? If so on what occasions and what rate? What percentage of your members respond to the call of collection of levies and donations ?

Rs. 10.00 per Years

Time to time collect, Special donations from the workers. In puja festival we collect a special donations from the workers.

19. What is your Bank balance, Fixed deposit, if any for the year 1991 and 1992? Give an idea about realisation in 1990, 1991 and 1992 ?

Rs. 40,000 have Fixed deposit in Bank.

20. Are there full timers in your Union? If so how many? And what do you pay them as honorarium/ Allowance per month ?

Six full timers in our Union.  
Rs. 600/- Allowance to be paid.

21. Have you your own office building, or one given by the management, or a rented one ?

We have a one own building.

22. Have you any programme for training cadres ? If so how many T.U. Education camps did the Union organise in the last 3 years? How ~~xx~~ many workers were covered? Are they conducted with time of being given by management or are they conducted independently of such concession by the management ?

We have no training programme but workers are participate time to time in a training programme which was held by the Central Organisation.

23. Do you conduct annual or periodic conferences of the Union? If so their number during the last three years(1990,1991 & 1992)?

We have a conduct a Annual Conference of the Union yearly one time.

24. What is the working strength of the factory? How many women workers are there?

18,000 in Steel Industry.  
2,600 in Burn Standard Co.  
5,000 in Kulti Foundary Workshop.

*Workers given*

25. Are you paying special attention to draw women employees into the T.U. movement? If so how many of them figure among office bearers/ working committee/General Council.

No.

26. Do you implement the calls given by the AITUC centre and State? If so the percentage of implementation of such calls? And the percentage of participation?
27. How have the economic policies of the Govt. affected your industry and workers? And in what manner? Give as detailed information as possible.
28. Is management taking the cooperation of T.U.'s to overcome response of the Trade Union ?
29. Does the Union organise sports and cultural activities ? Give details if any ?
30. Has the Union been participating regularly in the activities of the CPST ?
31. Suggestion if any for improvement of functioning of the T.U.'s and coordination of the activities with the AITUC Centre ?

We implement all call given by the AITUC Centre and the State. 50 to 60 per cent participate.

Due to Govt. economic policy our Steel product not sell regularly. Due to this management stop all loans of workers and payment was not paid in previous procedure.

Management always taking a cooperation with the Unions.

No sports organisation.

Union participating regularly in the activities of the CPS/Steel.

All information are not getting from AITUC in timely nor AITUC take a decision without consulting with four Union for some matter.

\*\*\*\*\*

# ALL INDIA TRADE UNION CONGRESS

## अखील भारतीय ट्रेड युनियन काँग्रेस

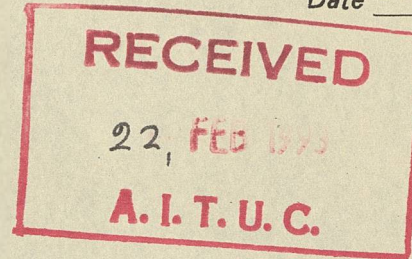
VELHOS BUILDING (2nd floor) Opp. MUNICIPAL GARDEN, PANJIM-GOA

Ref. No. \_\_\_\_\_

Date 10/2/93

To

The General Secretary  
All India Trade Union Congress  
24, Canning Lane  
NEW DELHI - 110 003



My Dear Comrade,

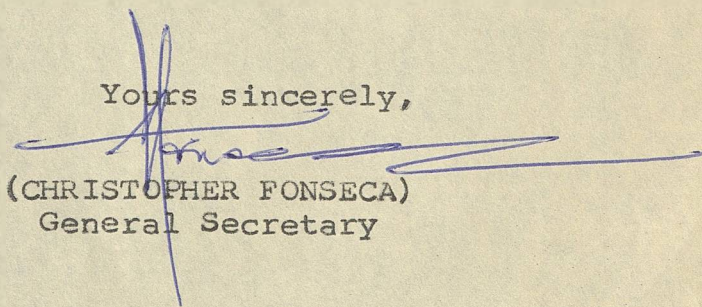
Please find enclosed the questionnaire sent by the AITUC to the "Trade Unions in the Public Sector" duly filled in by me behalf of the Goa State Committee of the AITUC.

The answers to the questionnaire are certainly not exhaustive. Com. Narayan Palekar, General Secretary of the Electricity Employees Union (Goa) will be writing to you separately on behalf of the "Electricity Employees Union".

The other questionnaire wherein you have raised certain questions regarding the Pederation etc. will be sent to you, separately.

Thanking you,

Yours sincerely,

  
(CHRISTOPHER FONSECA)  
General Secretary

Encl: as above

*15/2/93*  
*22-4-93*

ALL INDIA TRADE UNION CONGRESS

24, Canning Lane, New Delhi-1.

QUESTIONNAIRE TO TRADE UNIONS IN THE PUBLIC SECTOR

QUESTIONNAIRE

1. Name of the Unions :
  - a) Goa Trade & Commercial Workers' Union (AITUC)
  - b) Government of India Navigation Employees' Union (AITUC)
2. Registration number and date & year of affiliation to AITUC  
29 (GOA) 1964
3. How many workers are employed in the Units/undertakings?

Unit : Goa Antibiotics & Pharmaceuticals Ltd	= 100
National Institute of Oceanography	= 30
Goa Electronics Ltd.	= 50
River Navigation Department	= 400
4. Membership of the Unions :  
580
5. Which are the other unions operating in your unit, their affiliation and membership (if actuals are not know, at least approximate).  
NIL/No other union in operation
6. Names of office bearers of the Union.
  - a) Goa Trade & Commercial Workers' Union
  - b) Government of India Navigation Employees' Union
7. Number of members of the Executive/Working Committee.
  - a) Goa Trade & Commercial Workers' Union =
  - b) Government of India Navigation Employees' Union =



8. Have you a General Council; if so the number of members?

Yes : a) Goa Trade & Commercial Workers' Union

9. What is the period of tenure of office bearers ? When was the last elections Union held? Mode of election - by show of hands or Secret ballot? Secret ballot ?

a) Each office bearer enjoys a tenure of three years.

b) Last election to the Union Office - bearers of the Goa Trade & Commercial Workers' Union was held four years ago - & so elections are overdue. Whereas the elections to the "Government of India Navigation Employees' Union were held in December, 1992 by secret ballot.

10. Is membership on the basis of Check off or individual collection every month ?

Membership is by individual collections.

11. When was the last wage settlement and what is the period of its expiry ?

a) In Goa Antibiotics the settlement signed two years ago has expired; the new settlement is under negotiations.

b) In Goa Electronics Ltd. the settlement period expires in October, 1993.

12. Are you having regular monthly working Committee/Executive Committee meeting? How many meetings were conducted in the year 1990, 1991 and 1992 ?

a) Every unit has its elected Committees ; these Committees hold meetings every month.

b) The meetings of the Executive Committee of the Union are held once every two months or earlier if there are emergent situations.

c) It is difficult to say the number of meetings held since 1990.

13. How many General Council meeting were held in year 1990, 91 & 1992 ? What has been the average attendance ?

a) The General Council meetings since 1990 are in the order of six meetings.

14. Do you have regular gate/General Body meetings ?  
If so, the number of such meetings during the last 3 years.
- a) We have regular gate meetings & General Body meetings.
  - b) Each unit may have held at least twenty meetings during the last three years.
15. What are the major struggles/campaigns if any, during the last 3 years ? If there were strikes, what were the issues involved and what were the results ?
- a) Campaign/struggle for Minimum Wages;
  - b) Campaign/struggle for Regulatisation of daily wage workers ;
  - c) Struggle against the New Economic Policy & Industrial Policy ; and
  - d) struggle against Victimization & discrimination among workers ;
16. Were these struggles/campaigns against Privatisation jointly conducted with other TU's? If so which are the unions participating in such Joint actions and which of them did not ? Which a were the ones opposed to it?
- a) The above campaigns & struggles were launched both at the unit level as well as among all the other units of the AITUC.
17. Do you conduct gate/General Body meetings on General issues concerning the mass of the people of the country or are they confined to economic issues ?
- a) Enormous efforts are put to initiate debate among the workers on issues such as : NEP & NIR, Bill, NIP, Price rise, unemployment, exploitation of women & child-labour, need to fight against religious fundamentalism, housing and the need build socialistic form of society.
18. What is your membership fee ? Do you collect levies or donations regularly every year ? If so on what occasions and what rate ? What percentage of your members respond to the call of collection of levies & donations ?
- a) Total yearly membership is Rs. 50/- per member

- b) Donations are collected on the aftermath of a wage settlement, minimum donation per member is Rs. 100/-
- c) Once a year we collect one Kilo of sugar & one Kilo of rice before the festival of Ganesh Chaturthi. Around 75% membership respond to our call.
19. What is your Bank balance, fixed deposit if any for the year 1991 and 1992 ? Give an idea about realisations in 1990, 91, 92.
- a) No Bank BALANCE, We are aware that this aspect is our draw-back. ?
- b) Realisations in 1990 = Rs. *no details*  
" " 1991 = Rs.  
" " 1992 = Rs.
20. Are there fulltimers in your union ? If so how many ? and what do you pay them as honorarium/allowance per month ?
- a) There are four full-timers & One staff member & four persons who receive an honorarium.
- b) Full timers are paid = Rs. 2000/- per month as salary  
Rs. 2000/- per month as Travelling Allowance
- c) Staff member is paid a salary of Rs. 2,000/- per month
- d) Part timers are paid a stipend of Rs. 500/- to 700/- per month
21. Have you your own office building, or one given by the Management, or a rented one ?
- NO  
- We have a rented office
22. Have you any programme for training cadres ? If so how many T.U. Education camps did the union organise in the last three years ? How many workers were covered ? Are they conducted with time off being given by management or are they conducted independently of such concession by the management ?
- a) We organised three camps in the year 1992 covering 80 workers.
- b) We conduct these study-classes independently of the Management.
23. Do you conduct annual or periodic conferences of the union ? If so their number during the last 3 years 1990, 91 & 92 (year wise)

- We hold Mass Rallies besides May-DAY Rallies
  - We have held seven huge public rallies/Morchas during the last three years after giving a call for a General Strike on each occasion.
24. What is the working strength of the factory ? How many women workers are there ?
- a) Out of 100 workers in GAPL there are 40 women workers ;
  - b) Out of 50 workers in GEL there are twenty women workers ;
  - c) Out of 50 workers in Forests, there are 30 women workers ;
  - d) Out of 32 workers in NIO, twenty are women workers.
25. Are you paying special attention to draw women employees into the T.U. movement ? If so, how many if them figure among office bearers/Working Committee/General Council ?
- YES
  - Women are represented in each Unit-wise/Committee on a 50:50 basis.
26. Do you implement the calls given by the AITUC centre and state ? If so the percentage of implementation of such calls ? And the percentage of participation ?
- YES
  - We participate in each call given by the AITUC.
27. How have the economic policies of the Govt. affected your industry & workers ? And in what manner ? Give us detailed information as possible.
- The economic policies have affected the industry.
  - The Government wants to "Privatise" the GAPL & GEL and is contemplating closure of these units or else resort to retrenchment of workmen,
  - The Daily-Wage workers are not regularised by Govt. due to the ban on recruitment.
28. Is management taking the cooperation of T.U.s to overcome problems of improving efficiency & performance ? What has been the response of the Trade Unions.
- Management generally seek Unions cooperation to streamline & improve productivity.
  - The Unions respond favourably & positively.

29. Does the Union organise sports & cultural activities ? Give details if any ?

NO

30. Has the Union been participating regularly in the activities of the CP STU ?

NO

31. Suggestion if any for improvement of functioning of the T.U.s & coordination of the activities with the AITUC Centre.

- We will give a detailed note on this matter after careful thought
- We require brave, selfless and exemplary comrades to build a powerful trade Union movement; so that the working-class and the oppressed are organised nation-wide in a powerful Organisation which is revolutionary in thought & action in its historical interventions.

# खेतड़ी ताम्बा श्रमिक संघ

**KHETRI TAMBA SHRAMIK SANGH**  
Affiliated to AITUC

President :

Parvati Krishnan  
Secretary AITUC

General Secretary :  
P. S. Parmar

Ref. No.

**RECEIVED**  
11 FEB 1993  
**A. I. T. U. C.**

**RECOGNISED**

मान्यता प्राप्त

Head Office :

D-I, Sector II B,  
P.O. KHETRI NAGAR  
(Rajasthan)  
PIN - 333 504

Dated...29.1.93.....

To,  
The Acting General Secretary,  
All India Trade Union Congress,  
24, Canning Lane,  
New Delhi - 110 001.

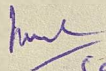
Dear Comrade,

We are sending herewith the information  
required vide your letter dated 15th January,  
1993.

With greetings,

Yours faithfully,

  
(P.S. PARMAR)  
Gen. Secretary

  
11.2.93

KHETRI TAMBA SHRAMIK SANGH

1. Khetri Tamba Shramik Sangh.
2. Reg. No. 21/75 dated 29.4.75. (Old reg. date 30.12.72)  
Affiliation date - 13.8.75.
3. Total Workers employed in the unit as on 1.1.93 -  
7776.
4. Total membership - 6830.
5. Other Union's information :

<u>Name</u>	<u>Affiliation</u>	<u>Approx. membership.</u>
I. Khetri Copper Mazdoor Sangh.	B.M.S.	600
II. Rastriya Copper Mazdoor Sangh.	<del>KXMX</del> I.N.T.U.C.	100
III. Khetri Tamba Mazdoor Morcha.	C.I.T.U.	200
6. List of Office bearers is attached herewith. (Annexure 'A')
7. Executive Body Members - 109
8. We have no General Council.
9. Tenure of Office Bearers - 2 years.  
Last Election held on - 31.10.91.  
Mode of Election :- By show of hands but Secret ballot if majority demand.
10. Individual Collection once in a year.
11. Last wage Settlement - Nov. 1989  
Period of Settlement - 1.9.87 to 31.10.92
12. We are having regular monthly Executive Body meeting on 15th of the every month and special meeting if some urgency/ emergency.  
Nos. of Executive Body meetings.  
1990 - 11  
1991 - 15  
1992 - 15
13. No. General Council.
14. No provision of Regular gate / general body meeting but we have conducted 3 gate meetings and 5 General Body meetings during the last 3 years.

Cont...p/2.

15. No major strike / struggle on local basis during the last 3 years but only we have participated in National Trade Union Call, and Central Public Sectors Union's call on common issues of all India basis.
16. No joint major struggle but in National and C P S T U Call INTUC and BMS opposed.
17. Total 8 gate /general body meetings were held and all were concerned with the mass of the people of the country.
18. Membership Fee - Rs 0.25 / month.  
We collect donation / Special fund every year on the occasion decided by the Executive Body.  
© Rs. 10-00 generally in which 80% members respond.

19.	<u>Bank balance on 31 Dec.</u>	<u>Fixed deposit</u>
	1991 - 41558.60	Nil
	1992 - -25694.00	Rs. 1,50,000/-
	<u>Realisations</u>	

	<u>1990</u>	<u>1991</u>	<u>1992</u>
Membership	21008.00	20195.00	Account not completed for this year.
Special donation	48835.00	69313.00	
Admission fee	57.00	295.00	
Delegate fee	--	9510.00	

20. No full timer.
21. Yes, given by the management.
22. No training programme conducted during the last three years.
23. Not conducted.
24. Working Strength of unit - 7776  
Women workers - 189
25. No special attention draw for women employees into T.U. movement. No women office bearer / Ex. members are there in the present body. But as a departmental representative 3 women employees in hospital.
26. Yes, implemented 100% and participation percentage about 80%.
27. The new economic policies of the Govt. has affected the Copper Industry adversely to a great extent. In the Mines area the new copper mines are not opening due to the stoppage of Budgetary Support by the Govt. of India. Due to this the situation will arise after some years that the old mines will exhaust and



replacment mines will not develop.

Due to the Import of copper by private agencies to any quantity at lower prices as their cost is less due to rich grade of ore in the mines ( 3 to 4 % ) where as our ore grade is about 1 % only. Hence for selling copper we are to also sell at that price which is now almost equal to cost of production. The Govt. should keep the Import duty high so that to save their own Industry from turning to a loosing concern from profit making company.

28. Yes, management taking the Co-operation of trade Unions to overcome problems of improving efficiency and performance. Our response is quite positive but others are not bothered. It may be due to the reason that we are recognised and they are not.

29. Yes, we organise wrestling on every Republic Day in the memory of Com. R.N.Srivastava the Founder of this union. In this programme about 5000 people including non-employees from near by villages enjoy for about 4 hrs. The senior officers including nead of the project also remain present.

Union is closely associated through IPTA, Khetri Nagar as every year two cultural programmes are done.

30. Yes, participating.

31. a. A special cell should be constructed for public sectors in which all the information related to the public sector can be collected and make available to the unions.

b. Arrangement should be made for the guidance to the unions about.

i. The wage revision.

ii. The effect of the economic and industrial policies of the Govt. on the industries.

iii. For sick industries.

iv. To run the industries by the unions.

.....

LIST OF OFFICE BEARERS

1.	Com. Ramswaroop Indoria	Patron
2.	" Parvati Krishnan	President
3.	" K.Vishvanathan	<sup>Working</sup> <del>Act.</del> President
4.	" Sultan Singh	Vice President
5.	" M. Alam	Vice President
6.	" Shivbachan Singh Yadav	Vice President
7.	" Bala Ram Saini	Vice Preseident
8.	" P.S.Parmar	General Secretary
9.	" Birdu Ram Saini	Secretary
10.	" Niranjan Lal	Secretary
11.	" B.K.Upadhayay	Secretary
12.	" Ganesh Narayan	Secretary
13.	" R.C.Yadav	Treasurer
14.	" Gurnam Singh	Asstt. Treasurer
15.	" R.A.Gupta	Office Secretary
16.	" Mahabir Prasad	Asstt. Office Secretary
17.	" G.R.Meena	Organising Secretary
18.	" Ram Niwas	Organising Secretary
19.	" Hemraj Verma	Organising Secretary
20.	" Darshan Singh	Prop. Secretary
21.	" Jaman Ram	Prop. Secretary
22.	" Mahavir Singh	Prop. Secretary
23.	" Sohan Lal	Prop. Secretary
24.	" Devraj	Prop. Secretary
25.	" Nihal Singh	Joint Secretary
26.	" Milap Chand Yadav	Joint Secretary
27.	" Mangeja Ram	Joint Secretary
28.	" Kanwar Singh	Joint Secretary
29.	" Banwari Lal	Organising Secretary
30.	" Vaccant	Organising Secretary

\*\*\*\*\*

Patron 1  
 President 1  
 Working President 1  
 Vice President 4  
 Gen. Secy 1  
 Secretaries 4  
 Organising Secretaries 5  
 Prop. Secretary 5  
 Joint Secy 4  
 Other Secy 1  
 Asst. Treas 1  
 Treasurer 1  
 Asst. Treasurer 1

FW-87

29

EPI EMPLOYEES UNION (REGD. & RECOGNISED)  
(Affiliated to A.I.T.U.C.)

Strictly for Members  
only

Kailash  
KG Marg, New Delhi

12th Feb. 1993

REPORT OF THE GEN. SECY. FOR AGM OF 12.2.1993

Dear Comrades :

On behalf of the Managing Committee I welcome you all to this Annual General Meeting and I extend warm greetings.

This year's report basically revolves round the survival and the very existence of EPI as a Public Sector and the Union playing a crucial role in adversaries posed by the present Management. Infact, the future of the employees was brought to cross roads by the present Management besides making the organisation more instable by advocating the pro-privatization slogans.

I would now briefly touch upon the major events including EPI Management's failures :

A. SIGNIFICANT EVENTS

- Preponement and declaration of DPC results thereon. We could get Secretarial cadre streamlined and got their channel opened with the positive approach of the then Dir.(P), Shri A Mandal. Also, majority of cases from Fin. and P&A could find relief in line with HPPC.
- Your Managing Committee could get PD Guidelines implemented as per EPIEU's agreement. Still some clauses are to be honoured by the Management.
- Your Managing Committee played a major role in association with EPIEU - Cal. /for getting Rourkela Project. When CMD informed us that the Reheating Furnace Project, Rourkela was slipping from EPI's hands, EPIEU, Del. & Cal. took the help of Shri Gurudas Das Gupta, M.P., who arranged a meeting with Shri PK Thungan, Hon'ble Minister besides having led the delegation of EPIEU to Steel Minister. Shri KP Roy, Shri YD Sharma, myself, Shri Manoharlal and Mrs. Daya Menghani presented the case of EPI before the Ministers and could convince them about the capabilities of EPI in Home as well as International Mkt. and handed over Memorandum thereon. EPIEU is indebted to Shri Gurudas Das Gupta, Shri KP Roy and Shri YD Sharma for their invaluable services and continuing support to EPI. various sites
- Your Office Bearers visited/and constituted Site Cordn. Committees at NBB-Madras, North Madras, Jaipur for the cause of the workers. Now, Rourkela and Chandrapura need to be consolidated. Other sites are functioning well.
- First time in the history of EPI, your Union representatives on PF Trust could convince the EPI PF Trust the necessity of regular contact between Trustees and Members atleast once in an year to resolve PF Problems.
- Submission of rejoinder to CMD on pending issues.

.. 2/-

12/2/93

B. MANAGEMENT'S FAILURES

- The losing spree of Arbitration cases worth 10 cr. by EPI;
- Non-payment/delayed payment of salaries at Jaipur & other sites;
- Wastage of money as a result of unnecessary foreign trips;
- Protracted litigation - Arbitration case between Mitsubishi and EPI at UK and huge funds being spent on tours etc.
- Placement of non-professional man again as a Head of Pers. Deptt. inspite of Union's demand for a professional head;
- Underutilization of top level officers and running the orgn. with few GPMs resulting in organisational decay;
- Ill organised VRS;
- The MGM Reports of 1993 clearly speak the failures of the Management on various fronts.

As a result of above, Union faced the following setbacks :-

- Mass retrenchment at Durgapur, Jaipur, Kolaghat and Chandrapura.
- Non-holding of SNC Meeting during 1992;
- Attempts to transfer the unionised employees;
- Refusing to re-employ the PD employees thereby dishonouring the agreement;
- Rationalisation of designations;
- No headway in Promotion/Personnel Policies;
- Non-implementation of IDA Pay Scales;
- Denying the payment of deducted HRA and Children Edn. Allowance as per HPPC;
- Mid term promotions;
- Mounting losses by EPI

Above all, the White Paper (Monograph) released by Govt. listed EPI for closure and we understand that the present CMD has not made efforts to revive the Co. by getting the re-structuring done. However, attempts are being made to sell out/privatise the co.

Besides above, there are certain organisational problems such as non-co-operation by a Sr. Mg. Committee Member of the Union and unauthorised fund collection threong; and resignation of three office bearers due to their promotion.

Shri Jitender Kumar and Smt. Daya Menghani opted for VRS and their services are invaluable. Shri Jitender Kumar's role for the cause of EPIEU and the Workers (inspite of vindictive approach from Mgt.) shall be remembered by one and all. As a result of DPC, Shri PL Arora, our Vice President could not continue and had to resign and Union could not bring Jr. Exec. in the Unionised category. I convey sincere gratitude to Shri Jitender Kumar and Shri PL Arora, the two Pillars of EPIEU movement in EPI for their selfless service and relentless struggle.

Last but not least, on behalf of Managing Committee and on behalf of all of you I thank our revered President, Shri YD Sharma, who has been guiding us from time to time. I also take this opportunity to thank the Managing Committee and the Gen. Body for the support and co-operation they extended to me in discharging my duties.

I now invite the General Body to deliberate the Report of Gen. Secy.

*MJN*  
12/2/93  
(M. JAWAHARLAL)  
GENERAL SECRETARY

TO: ALL THE MEMBERS OF EPIEU

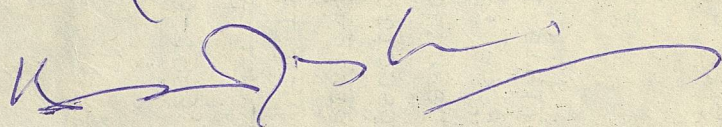
*h*  
8-4-93

Questionnaire  
Replies

29

Com. Singh

would you be able to  
go through these replies to questionnaires  
sent for the deadline for the purpose  
of tabulating the information in  
suitable form so as to give an  
idea as regards the structure/organisati-  
on of AITUC affiliates in the country?  
This would help us to put up  
a report on organisation in the  
coming W.C. meeting at Bhubaneswar.



Com. B.D.S.  
3<sup>rd</sup> floor  
Shastri Bhawan

A separate file has been  
opened for these answers

Mur  
22.6.93

अखिल भारतीय ट्रेड युनियन काँग्रेस (आयटक)  
(महाराष्ट्र राज्य कौन्सिल)  
१७, दळवी बिडींग, परळ, मुंबई- ४०० ०१२.

Maharashtra  
STUC  
24/8  
24/8  
Mumbai  
H.C. Y. Maharashtra  
TUC

सर्व्यु.नं. ८९३.  
ता. ६ एप्रिल १९९२.

सर्व जिल्हा कौन्सिल.  
सर्व जनरल कौन्सिल सभासदांसाठी:

- जनरल कौन्सिल सभा -

सोलापूर परीषदेने निवडलेल्या जनरल कौन्सिलची पहिली सभा मुंबई येथे ता. १८ ते २० सप्टेंबर १९९२ पर्यंत होईल.

२. सभेची जागा- भूपेश गुप्ता भवन (३रा मजला) न्यु एज प्रेस, रविंद्र नाटय मंदिर, समोर, सयानी रोड, प्रभादेवी, मुंबई-२५.

३. सभेची विषयपत्रिका पुढीलप्रमाणे राहिल -

- १) सोलापूर परीषदेच्या निर्घ्यावी अंमलबजावणी.
- २) केंद्र शासनाची नवीन आर्थिक व औद्योगिक नीती, तिचे कामगार वर्ग व कष्टकरी समुदायांवर होणारे परीणाम आणि आयटकची कार्ये.
- ३) देशात व महाराष्ट्रात सध्या सुरु असलेले लढे व आयटक.
- ४) ट्रेड युनियन एवढे एकजूट व एकजूटीच्या कृती.
- ५) निरनिराळ्या धांद्यांतील प्रश्न. ६) संघटना. -
- कार्यविस्ताराच्या योजना
- राज्य केंद्र अधिक कार्यक्षम बनविणे.
- संघटना निधी
- आयटक समाचार
- आयटक प्रकाशने व त्यांची जिल्हाकंडील थकबाकी
- आटक बिल्ले, -- संघटकांच्या कार्याचा आढावा.
- अभ्यास शिबीरे.
- ७) अध्यक्षांच्या परवानगीने इतर कामे.



४. कौन्सिल सभा ता. १८ सप्टेंबर रोजी दुपारी ठीक १ वाजता सुरु होईल व ता. २९ सप्टेंबर १९९२ रोजी दुपारी २ वा. संपेल. सभासदांनी सभा सुरु होण्यापूर्वी सभास्थानी पोवावे. सभा संपल्याशिवाय कोणासही मध्येच निघून जाता येणार नाही.

५. कौन्सिल सभेपूर्वी दुपारी ठीक १२ वाजता (त्याच दिवशी त्याच ठिकाणी) कार्यकारिणीची सभा होईल. कार्यकारिणी सदस्यांनी या सभेस निश्चित हजर रहावे.

६. मुंबई बाहेरून येणा-या जनरल कौन्सिल सभासदांच्या राहाण्याची सोय भूपेश गुप्ता भवन येथेच करण्यात येईल. भोजनाची व्यवस्था मात्र प्रत्येक स्वतंत्रपणे करावी. लागेल. वहा व नाशता यांची सोय करण्याचा प्रयत्न करण्यात येईल. ती झाल्यास त्यासाठी प्रत्येक सभासदांस कांही पैसे द्यावे लागतील.

७. परतीच्या प्रवासाचे रिझर्वेशन हवे असणा-यांनी ताबडतोब भाड्याचे पूर्ण पैसे व आवश्यक तपशील (पूर्ण नांव, वय, प्रवासाची तारीख गाडी वा बस आदि) राज्य केंद्राकडे पाठवावा. उशीरा सूचना दिल्यास रिझर्वेशन मिळणे कठीण होईल.

८. वारंवार विनंती करूनही अनेक संलग्न संघटनांनी जनरल कौन्सिलवरील आपल्या प्रतिनिधींचे पत्रे दिलेले नाहीत. कांहीनी - विशेषतः सोलापूर अधिवेशनास

अनुपस्थित असलेल्या संघटनांनी कौन्सिलवरील आपल्या प्रतिनिधींची नावे ही दिलेली नाहीत. अशा सर्व संघटनांनी आपल्या प्रतिनिधींना या सभेची सूचना द्यावी व ते सभेस हजर रहातील याची दक्षता घ्यावी. हयाच प्रमाणे त्यांनी राज्य-केंद्रास त्यांचे पूर्ण पत्ते ही कळवावे. म्हणजे पुढील सूचना, परिपत्रके आदि त्यांना थेट पाठविणे शक्य होईल.

९. विषय पत्रिकेवर संघटना निधीचा विषय आहे. निधीची पुस्तके पूर्वीच वाटण्यात आली आहेत. हा निधी १५ ऑगस्ट १९९२ पूर्वी गोळा करून भरावा असा कार्यकारिणीच्या कोल्हापूर बैठकीचा निर्णय आहे. तेव्हा कार्यकारिणी व कौन्सिल सदस्यांनी आपल्या जिल्ह्यातच वा केंद्रात गोळा झालेला निधी व निधीची पुस्तके दुरुनव बैठकीस यावे.

१०. देशातील श्रमिक वर्ग व त्याची चळवळ सध्या अतिशय गुंतगुंतीच्या कालखंडातून जात आहे. यात डाव्या विचारांच्या संघटनांच्या भूमिका व व्यवहार यांना फार मोठे महत्त्व प्राप्त झाले आहे. या पार्श्वभूमीवर होणाऱ्या जनरल कौन्सिलच्या या सभेस महत्वाचे निर्णय घ्यावे लागणार आहेत. हे लक्षात घेऊन सर्व कौन्सिल सभासदांनी या सभेस न क्वंता व वेळेर हजर रहावे. आपल्या जिल्ह्यातील सर्व सदस्य हजर रहातील याची जिल्हा कौन्सिलसनीही दक्षता घ्यावी.

गंगधर चिटणीस  
जनरल सेक्रेटरी.

Copy to  
The General Secretary  
All India Trade Union  
Congress.  
New Delhi  
for information

29

DECLARATION

adopted in the Mass Convention held on Independence Day, the 15th August 1992 at Cubbon Park, Bangalore.

This Mass Convention of workers employed in Small Scale Industries, Ancillary Industries, Garment Factories, Industrial Estates and those employed as Contract and Casual workers in and around Bangalore, organised under the auspicious of the A.I.T.U.C., affiliated Engineering and General Workers' Union, Bangalore.

- deplores the unjustified and awful working and service conditions prevalent in these industries, many of which are violative of even the minimum wage Notifications & the Provisions of various statutes and social welfare Legislations.
- condemns the anti-labour and undemocratic attitude of certain employers who adopt repressive and unfair practices against the organisation of the unorganised sections of workers and also that of the Police who act in connivance with these employers.
- notes with concern that even the basic necessities such as transport, Medical and housing facilities are not provided to the workers by the Government.
- resents that the legally upheld principle of "equal wage for equal work" is not followed in respect of Contract/Casual workers by any employers, both in the Public & Private Sectors.
- regrets with anger and dismay that the enforcement machinery under the Department of Labour is inadequate, ineffective, indifferent and corrupt.

This convention, therefore, resolves to place on this day of Independence, the following charter of Demands on behalf of the thousands & thousands of unorganised brothers and sisters who have been loitering since over 4 decades without economic and social freedom.

1. Right to organise unions and their compulsory recognition by the the employers,
2. Enforcement of minimum wage of Rs.1200/-per month
3. Dearness Allowance linked to prise increase, atleast at the rate of 5 Paise per point/day,
4. Implement all social welfare legislations such as ESI, PF, Etc.,
5. Better transport, housing, Medical & educational facilities by the Government,
6. No discrimination against women workers,
7. No Police interference in workers struggles & punishment of erring employers,
8. " Equal wages for equal work " for contract workers and their absorption.



This convention further resolves to bring pressure on the Government, its machinery as well as the employers and declares to launch the following course of Joint Actions:-

1. Area wise demonstration/Public meetings to mobilise, educate and organise the unorganised workers in and around Bangalore, during September 1992 and to create a social awareness amongst all sections of the toiling masses, both organised and unorganised.
2. "March to Vidana Soudha" by the unorganised workers to present the charter of Demands to the Chief Minister, Labour Minister and to the Legislators during October 1992.
3. Mass 48 hours strike by all workers on behalf of the unorganised workers, during November 1992.

This convention appeals to the organised workers and their established unions to extend their physical, moral and material support to the cause of their exploited Brothers and Sisters in this Sector.

This Convention urges upon the Government of Karnataka to take all positive steps to wake up and activate the machinery in order to implement the above demands forthwith and thus usher in economic and social justice and freedom to the unorganised sections of workers.

**A I T U C KERALA STATE COUNCIL**

Sugathan Memorial, Thiruvananthapuram-695014

PRESIDENT:

**P. Bhaskaran**

GENERAL SECRETARY:

**J. Chitharanjan**

3-3-1992.

To

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

Dear Comrade,

The State level sponsoring Committee met on 6-5-92 and chalked out the details of programmes regarding the All India Strike on June 16th 1992.

The Sponsoring Committee decided to conduct District Level convensions of the District Level Sponsoring Committees. These convensions held all the fourteen Districts and constituted District level strike committies including the representatives of service organisations. These convensions held during the month of April 92.

We had convened <sup>Gate</sup> state level meetings in the factories and Industrial areas during the month of May 1992, explaining the anti-labour policies of the Centre-State Govt's. and exposed the so called New economic-Industrial Policy of the Govt. of India.

On May 21st 1992 We organised the State level convension at Cochin. In this convension More than 2000 activists of trade unionist were participated and the convension was

.....2.

inaugurated by Comrade M.K.Pande, General Secretary of C.I.T.U.

In the state we are in-charge to convene the State level sponsoring Committee <sup>meetings</sup> and our T.U.C. State Committee <sup>Office</sup> is the Centre of the sponsoring Committee for several years. More over AIUC is holding charge of Four District level sponsoring committees. Thiruvananthapuram, Trichur, Palaghat, and Cannanore.

June 16th was turned into a complete Bundh in our State. In the Central public sector such as shipyard, Cochin port, FACT, Indian rare earth, H.M.T., I.S.R.O, Latex more than 50 to 60 percent workers participated in the strike.

In L.I.C., Banks, and Telecommunications, the strike was total. Most of the air services from the state were cancelled.

In the state level public sector <sup>undertakings such as</sup> KSRTC, KSEB, more than 80% workers were participated the strike.

All the colleges, schools, and all other Educational Institutions were closed for the day and in the State Govt. Departments the attendance was between 20 to 25 percent. The private transporting system was totally paralysed. All the shops and shopping centres were closed.

Compared to the last strike of November 29th the workers and the public were more co-operative and enthusiastic on 16th June 92.

On 15th June at the midnight more than 2000 workers were arrested by the state police. On 16th June 1992 the workers picketed

the main trains in Thiruvananthapuram Central Railway Station <sup>and certain other Railway stations and some Railway lines.</sup>

~~More than 100~~ Demonstrations took place on June 16th morning by the workers especially in the Districts, Taluk Headquarters.,

In all these activities our AIUC Unions were in the fore front.

Now a new situation is emerging in our State. The State Government has declared Dis-investments in 10 State public sector units. More than 5000 workers in these units are facing a grave situation. ~~There are~~ <sup>Ten</sup> action committies related to these units were organised to protect these units. ~~In the same time~~

*It is also learnt that the state* - 3 -

the Government is trying to make legislations to ban ~~all sorts of~~ ~~trade unions activities including strikes~~ for five years in the state.

We had already submitted a memorandum before the Government <sup>to convene a conference</sup> demanding to discuss the new situation in the State with the <sup>very</sup> ~~representations~~ of the Central Trade Unions.

The last working committee meeting of the State T.U.C. reviewed the whole situation and decided to launch a state wide agitation during the month of August and September.

After the car accident of Mr. Karunakaran Chief Minister of Kerala the political situation <sup>had become much worse,</sup> ~~turned into deep crisis.~~ The civil administration of the State has miserably failed to maintain the administration. The top most police officers are in two groups with political aims. Most of the officers <sup>have</sup> ~~are~~ become the tools of the ruling party. *(Cong - i.e. Karunakaran's Group)*

The law and order situation is worsening day by day. By taking advantages of this situation the state units of the R.S.S. and the B.J.P started their activities in a violent method on the name of 'Ayodhya' issue. They convened a colourful 'Hindu sammelan' <sup>the</sup> at heart of the Thiruvananthapuram city, and opened training camp at the corporation Maidan conducted several ~~Rout~~ <sup>marches</sup> through out the city.

By this time a new volunteer organisation too started their activities in the same area by name I.S.S. (Islamic Seva sangh) This organisation is more violent than R.S.S. in certain places.

On 13th July one R.S.S. camp was attacked at Poonthura, near Thiruvananthapuram city <sup>and</sup> on the same night some houses and shops of the Muslims were burned and the local people divided into two camps. throwing bombs, attacking houses and shops and killing the innocent people <sup>were</sup> ~~was~~ continued ~~in the~~ day and night. But the local police did not intervene in these scene. After six days the Military appeared in the field by conducting Flag March.

During this time 5 persons were killed <sup>in group</sup> by <sup>^</sup>clashes and two were killed by police firing. All these 7 persons are <sup>persons</sup> quite innocent. As per the District Collector's estimates the total loss may be more than one crore.

The explosive situation is still continuing.

On this back ground we had already organised District level peace and relief committee including the representatives of INTUC and checked the troubled areas and done some relief activities. On August 1st there was a huge rally of workers <sup>in Pivandur</sup> and <sup>^</sup>conducted a public meeting. <sup>also took place</sup>

Now we are going to convene, State sponsoring committee for the same.

Yours,

*J. Chitharanjan*

J. CHITHARANJAN  
General Secretary.

II. MAY DAY:

29

May Day was observed in many places such as Bangalore City, Hutti, Harihar, Davanagere, Chitradurga, Dharwad and Tumkur etc, meetings processions and cultural programmes were part of the May Day celebrations. In Bangalore City the programme was conducted jointly by AITUC, CITU, JAF, Banks and LIC employees unions etc. Though mobilisation was good in Davanagere, Hutti and other places in Bangalore City it was not so.

III.

Situation in KSRTC - Statewide Demonstration and Non-Cooperation by KSRTC Employees:

In our previous report a detailed picture had been furnished by us regarding the attack ~~x~~ on our

...3)

*File with  
Kannataka  
KA 1/7/92*

President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan

ಎಂ. ಸಿ. ನರಸಿಂಹನ್

General Secretary :

ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ :

H. V. Anantha Subba Rao

ಎಚ್. ವಿ. ಅನಂತಸುಬ್ಬರಾವ್

# ALL INDIA TRADE UNION CONGRESS

Karnataka State Committee

ಆಲ್ ಇಂಡಿಯಾ ಟ್ರೇಡ್ ಯೂನಿಯನ್ ಕಾಂಗ್ರೆಸ್

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಮಿತಿ

25, 1st Floor, 4th Cross, Sampige Road, Malleswaram, Bangalore-3  
೨೫, ಮೊದಲನೇ ಮಹಡಿ, ೪ನೇ ಕ್ರಾಸ್, ಸಂಪಿಗೆ ರಸ್ತೆ, ಮಲ್ಲೇಶ್ವರಂ, ಬೆಂಗಳೂರು-೩

Telephone 1 366497

ದೂರವಾಣಿ 366497

Ref.No.12/101/92.

*Com TNB*

Date :  
ತಾರೀಖು : 26.6.1992

To,

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

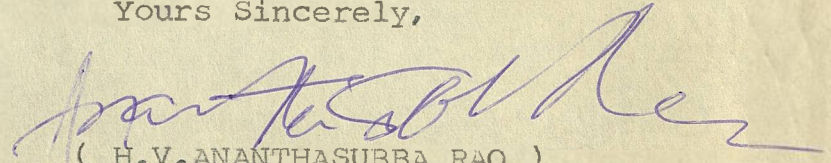
Dear Comrade,

Sub: Monthly Report.

Further to our letter dtd:3.4.92, we may  
highlight some of the important activities concerning  
our State in the report appended herewith.

With Greetings,

Yours Sincerely,



( H.V.ANANTHASUBBA RAO )

General Secretary

Federation. The Central Executive Committee of KSRTC Staff & Workers Federation which met from 7th to 9th April 1992 reviewed the situation and resolved to conduct a statewide Demonstration on 22.4.1992 and to launch a non-cooperation movement from 1.6.92. Text of the resolutions adopted in the meeting is appended herewith. The Management of KSRTC and the State Government was duly notified about these decisions (copy of the Press Handout enclosed herewith). Since there was no response at all from either the Management of KSRTC or the State Government, massive demonstrations were held throughout the State in front of all KSRTC Depots and Offices on 22.4.1992. Unfortunately instead of adopting a positive attitude <sup>then</sup> the Vice-Chairman and Managing Director Sri.Kondandaramaiah, IPS, continued to act vindictively with a view to smash our Federation. He tried to deduct 8 days wages from 6500 workers of Bangalore Transport Service for having gone on a days strike on 11.3.92. However, we were able to stall the action of the Management through High Court order. Till the matter is decided in the court, penal deduction of wages cannot be given effect to.

The Management decided to limit the payment of Bonus this year to employees whose salary is less than Rs.2500/- eventhough in previous years it was paid to all the employees XXXXXXXXXX including the Officers. To protest against this unjust decision of the Management, our Federation held demonstrations throughout the State on 28.5.92.



In the name of reducing the expenses, the <sup>then</sup> Vice-Chairman & Managing Director started introducing many measures without consulting our Federation. He encouraged the other two Federations who had lost in the Secret Ballot held for recognition of majority Federation. He took recourse to severe actions against conductors and drivers and other staff belonging to our Federation.

Taking into consideration the entire situation, the Central Executive Committee of our Federation gave a call for non-cooperation with the Management from June 1st, 1992. But after our meeting with the Chairman KSRTC on 7.6.92 we have deferred our call for Non-cooperation temporarily on his assurance that the question of paying exgratia upto Rs.2500/- has gone to the approval of Government after Board's approval.

The State Government has not intervened to ease the situation. There is no response from the State Government to the representations made by the Federation. The request made by the State Committee of AITUC to the Chief Minister for an interview has also not received any response.

The Hon'ble Minister for Transport has been repeatedly making it clear that the State Government is determined to go ahead with the policy of Privatisation of KSRTC routes. From the press reports it could be gathered that the implementation of this policy is in final stages. Many routes may be handed over to private operators.

The differences between the Chairman, KSRTC and the Vice-Chairman and Managing Director is widening.

In this background suddenly on 3.6.92 Sri Kondandaramaiah, IPS, Vice-Chairman and Managing Director was transferred. He has been replaced by Sri Dhanashekarana and IAS Officer. His transfer has been widely welcomed by the employees at large. His transfer among other reasons could be mainly attributed to our sustained struggle against his dictatorial and highhanded actions. Now at the behest of Chairman Sri Devaraj who is a powerful MLA and a follower of Sri Bangarappa Chief Minister, vast changes are made in the administration by reshuffling the Officers. The direction of the change does not augur well for the Corporation, its employees and our Federation.

(B) Memorandum to Technical Experts Committee:

This Experts Committee had constituted by the State Government to examine the question of KSRTC into number of smaller independent Corporations etc. A copy of the memorandum submitted by our Federation to this committee has been forwarded to you on 8.6.92. The committee has since submitted its report. A Cabinet Sub-committee is examining its recommendations. We have taken up a position that KSRTC should not be split into 8 smaller Corporation as recommended by the Committee.

(C) Hand over Bangalore Transport Service to Employees Cooperative Society:

We have forwarded to the State Government the resolution adopted by our Central Committee to hand over the Bangalore Transport Service to Employees Cooperative Society which would be formed by our Federation for this purpose.

(D) Contribution to Federation from Bonus Payment:

The majority of employees by giving individual authorisation forms have contributed Rs.30/- to our Federation. But the Management has again even on this issue adopted vindictive stand towards the Federation. The matter has been taken up at the High Court.

(E) Demonstration before High Court:

Though we secured 61% of votes in the Secret Ballot held on 4.1.1992, our recognition is held up due to a case filed by a union which had lost in the elections. There has been unnecessary delay in giving the verdict. Hence to express our protest over the delay on 30.6.92 <sup>a peaceful demonstration by KSKRE Employees will be held</sup> in front of High Court.

IV. Meeting of the Office-bearers of the Karnataka State Committee of AITUC:

In this meeting which was held on 15.5.92 the functioning of Labour Department and Labour situation was reviewed.

An interview has been sought with the Hon'ble Chief Minister of Karnataka. So far there is no response. We may have to consider to resort to some mass action to pressurise the State Government

to change their attitude towards labour.

V. Jatha to Highlight the problems relating to

Women: The Karnataka Rajya Anganawadi Karyakartheyara and Sahayakira Federation affiliated to AITUC conducted a "Sthree Samantha Jatha" throughout the State from 10.5.92 to 4.6.92. During this period meetings and seminars were conducted highlighting political and social discriminations and atrocities against women. On 5.6.92 a seminar was held in Bangalore. Eminent speakers addressed the gathering on problems concerning women and children. The Convention was presided over by Com. Ramachandrappa, one of the Secretaries of AITUC.

VI. Third Conference of United Plantation Workers Union:

This conference was held on 16.4.92 at Chikmagalur. The Conference discussed and adopted resolutions relating to Plantation workers. The Conference elected new Office-bearers for the next term.

VII. Joint Struggle Committee of Trade Unions to

Oppose the Closure of State Owned Industries:

A joint struggle committee of trade unions whose members would be adversely affected by the closure of many State owned units has been recently constituted. The related press release is herewith appended.

VIII. Decision of the Agricultural Workers Union

(Affiliated to BKMU) Dharwad to Launch agitation for regularisation of Bagar Hukum lands:

Dharwad unit of Agricultural workers union

has decided to launch an agitation from 22.6.92. This programme of action is to urge the State Government to regularise the Bagar Hukum lands to the concerned and against corruption existing in Government machinery. Protest demonstrations, Cycle Jathas and meetings will be conducted during this period. Efforts will also made to cultivate forcibly excess lands held by individuals and Government lands.

IX. Representation addressed to Hon'ble Defence Minister by All India HAL Trade Unions Co-ordination Committee:

A copy of the memorandum, which is self-explanatory is herewith appended. We would request that some of our Parliament Members may kindly be entrusted to take up the matter with the Hon'ble Defence Minister in additon to AITUC writing to Defence Minister.

X. Organising Workers of Mysore Minerals Ltd.,

There are 45 mines distributed over 13 districts of Karnataka. Immediately after the formation of a union under the banner of AITUC at Byrapur some of the leading cadres had been transferred out of Byrapur mine (Hassan District). But when workers struck work the affected ones were transferred back.

Seeing our activities among the workers of Mysore Minerals numbering about 6500, the Management conducted a referendum to decide the majority character of unions. Our union lost in the election since it was too early to face election by our union and also due to surreptitious methods adopted by the Management to defeat us. However all efforts

are being made to strengthen our union among these workers who are working in mines distributed in 13 Districts of our State. A committee consisting of representatives of these workmen has been constituted for this purpose.

XI. Secret Ballot at Bharat Electronics Ltd., Bangalore to decide majority character of the Unions

The above elections were held on 11.6.92. Bharat Electronics Workers Unity Forum (head by Ramesh, Minister for Culture Karnataka State Government) was elected as Negotiation Union by securing 3300 votes and Bharat Electronics Employees Union (Affiliated to AITUC) retained its right to represent workers at Negotiations by securing 2,589 votes and unions affiliated to CITU and BMS secured 1723 and 1325 votes respectively. During the previous term the BMS union had secured the highest number of votes.

XII. Sixth Conference of Tamil Nadu State Road Transport Undertakings Employees Federation:

This was held on 22, 23 and 24th June 1992 in Tiruchanapalli, Tamilnadu, Com.H.V.Ananthasubba Rao and Com.G.Sounder Raj attended the Conference. Com.H.V.Ananthasubba Rao, presented a paper in Seminar ( copy enclosed).

XIII. Strike by KMMC Cement Workmen:

The Management of KMMC had denied increments towards previous 3 years. The workers demanding increment were on strike from 26.5.92. Recently the strike was called-off and a settlement between

the Management and the union has been arrived at.

The workmen would be given shoes, uniform, medical allowance apart from increment for 3 years. The struggle for a month was carried on despite lot of difficulties.

XIV. Hemavathy Co-operative Sugar Factory,  
Srinivasapura, Hassan District.

The Management had not implemented the III Wage Board Recommendation for Sugar Industries. Agitation was conducted wearing of Badges, Dharana, Ghero etc. 358 workers were confirmed and they were covered by wage board benefits. Similarly at Aland Sugar Factory, Bidar District, after agitation and strike the Management has agreed to implement the recommendations of the wage board in stages.

( H.V.ANANTHASUBBA RAO )  
General Secretary.

PAPER PRESENTED IN THE SEMINAR

CAMP: Thiruchanapalli  
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PROBLEMS AND REMEDIES IN ROAD TRANSPORT INDUSTRY

Mr. Chairman, fellow participants & friends,

I am glad to participate in this seminar. I congratulate the Tamil Nadu State Transport Corporation Workers Federation affiliated to AITUC, for arranging a seminar in respect of the Road Transport Industry. This is a very timely action. I wish such seminars are conducted in every state so that truthful information can be given about the Public Road Transport Undertakings. The vested interests within and without the Government are spreading canards about the State Road Transport Undertakings (STUS). It is said that when a lie is repeated hundred times, it would be taken as truth.

The preamble to our country's constitution as amended in 1976 gives the direction in which the country has to go;

**"WE THE PEOPLE OF INDIA, HAVING SOLEMNLY RESOLVED TO CONSTITUTE INDIA INTO A SOVERIGN SOCIALIST SECULAR DEMOCRATIC REPUBLIC....."**

While still this preamble has not disappeared from the constitution, the Government has been going with all impunity to implement its new Economic and Industrial policies. By now it is known to everyone that these policies for "structural adjustments" are pursued at the behest of imperialist funding agencies like the World Bank and IMF. One of the important constituent of the policy of liberalisation is privatisation. The policy makers would make us to believe that for all the ills facing the country, the panacea is privatisation. The country's constitution has said many things. The words used in the constitution viz, 'Socialist Secular Democratic Republic' does not confer on the rulers any right to make our country a Private Ltd. Company. State Transport undertakings have

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become a casualty under the new dispensation. The constitution also has provided for job reservation for the members of backward classes, scheduled castes and tribes. This policy is applicable only in Public Undertakings. This was enshrined in the constitution to implement the philosophy of growth with social justice. Limitless privatisation will shockingly halt the process of growth with social justice.

Now two reasons are mainly advanced for privatisation of STUs. One is the so-called 'losses' sustained by these undertakings. Another reason is the so-called "deterioration" in the quality of service". According to the votaries of privatisation, if the STUs are privatised, then it would overnight show 'profit' and improve the 'quality of services'. Let us examine these tall orders.

RTC ACT 1950: Ours is a vast country with an area of about 32.76 lakh sq. kms. 80% of its population lives in 5,68,000 villages.

By late 40's it became abundantly clear that the Private Sector cannot manage passenger transport buses in such a vast country. One man one permit system created chaos on the roads. There was, hence a popular demand to nationalise the bus transport system. Accordingly the RTC Act 1950 was enacted by the Union Government to provide a legal framework for the formation of Road Transport Corporations. These STUs are intended to provide 'economic and efficient Transport System' to the travelling public. The State and Central Governments are obliged to provide capital contributions to these STUs.

State intervention in Public Transport became necessary for other reasons too. For the planned development of the country, it was necessary to develop proper infrastructure. This needed huge investment and well co-ordinated Transport system. Apart from this, the State Undertakings had a social philosophy unlike Private Sector whose aim is only profit making.

STUS: Out of about 3 lakh buses plying in our country, 1.10 lakh buses are manned by 67 STUs. That means 36% of the buses come within the management of STUs. Another 64% is under Private Sector.

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Though a lot of statistical data is available about Public Undertakings, no such data is made available about Private Sector. This seems to be intentional. The STUs have directly given employment to 7.2 lakh persons. Needless to say that generally the job reservations are made for SCs, STs. and backward classes. The capital investment in these STUs is about Rs.3500 crores (as on 31.03.1991). Their gross turn over is more than Rs.4500 crores. Everyday the STU buses cover 2.41 crores kms and carry nearly 6 crore passengers. STUs have paid Rs.917.26 crores during 1990-91 by way of taxes and interest to various Governments. Their total 'losses' are Rs.620.35 crores.

### WHY 'LOSSES'?

As said earlier one of the reasons advanced for privatisation is the 'losses' they continuously suffer. It is necessary to examine in depth as to why it is so. First of all it is very unfair to STUs to measure their performance only by the accounting losses shown in the balance sheet. By and large all the State Governments use the STUs as milch cows. These STUs are made to pay heavy taxes, bear the burden of social obligations, pay interests on the capital invested by Union and State Governments. While the Governments collect huge taxes from these STUs, the amount spent on road development is not commensurate with the needs of the situation. Though none disputes the priority to be given for the 'Arteries of the nation', the share of money allocated for road development has been reducing gradually from one plan to another plan.

The share in the total plan outlay is given below:

FIRST PLAN	6.7%
SECOND PLAN	4.8%
THIRD PLAN	5.1%
FOURTH PLAN	5.5%
FIFTH PLAN	4.1%
SIXTH PLAN	3.5%
SEVENTH PLAN	2.9%

From what is shown in the table above it sustains our charge that the Governments have been neglecting road development.

HUGE TAXES:

TAXES PAID BY SOME OF THE UNDERTAKINGS IN 1990-91

State	In Lakhs of Rupees	Tax Per bus per year/ (in rupees)	Interest (in lakhs)
1. Maharastra	15,550	1,06,049	948
2. Andra Pradesh	7,388	54,931	1,191
3. Karnataka	8,600	98,903	1,132
4. Gujrat	8,417	1,03,505	518
5. Haryana	6,903	1,94,109	549
6. ST Pubjab	3,696	1,55,751	277
7. Pepsu RTC	1,606	1,53,144	917
8. Pattukkottai AZH TCL	794	84,964	-
9. Thanthai Periyar TCL	780	80,809	8
10. Jeeva TCL	561	81,000	6
11. Deeran Chinna TCL	563	80,672	2
12. Rani Mangammal TCL	431	73,000	132
13. Marudhu Pandiyar TCL	504	76,000	16
14. Annai Sathya TCL	412	85,074	-
15. Chandigar TCL	300	85,823	NA

It could be seen that there is no uniformity in taxes levied by the State Governments. In Haryana almost 50% of the cost of the bus is collected as Tax by the Government every year. However what is to be discerned is that the STUs are paying such heavy taxes, that there is little left for capital formation. Equally so, barring Tamilnadu Corporations, other Corporations are paying quite substantial amount as interests on the loans given by Central and State Governments.

**SOCIAL OBLIGATIONS:** The STUs are issuing concessional passes to students, policemen, legislators, press persons etc. The amount spent on this is not reflected in the balance sheets. The following table illustrates our view point.

**STUDENT AND OTHER CONCESSIONS**

		Rs. in Lakhs
SL.NO.	NAME OF THE STUS	ANNUAL BURDEN
01.	Gujarat SRTC	3629.00
02.	Thiruvalluvar TCL	Nil
03.	Tripura RTC	6.00
04.	Himachal RTC	450.00
05.	Manipur SRTC	0.24
06.	Pimpri-Chinchwad MT	11.31
07.	Ahmedabad MTS	118.00
08.	Kattabomman TCL	123.96
09.	North Bengal STC	25.00
10.	Karnataka SRTC	7011.00
11.	Orissa SRTC	122.94
12.	Kerala SRTC	709.42
13.	Kolhapur MTU	12.50
14.	Anna TCL	14.98
15.	Jeeva TCL	118.25
16.	Rajasthan SRTC	800.00
17.	S.T.Haryana	1500.00
18.	Calcutta STC	85.00
19.	Assam STC	40.00
20.	Nesamony TCL	134.58
21.	Marudhu Pandiyar TCL	6.27
22.	Delhi TC	2100.00
23.	Cholan R/W CL	11.82
24.	Thane MTU	2.16
25.	BEST	140.00
26.	Pattukkottai Azha TCL	161.70
27.	Thanthai PeriyarTCL	260.00

28.	Dheeran Chinnamalai TCL	183.15
29.	Annai Sathya TCL	124.45
30.	Maharashtra SRTC	2636.29
31.	Cheran TCL	402.98
32.	Pallavan TCL	809.74
TOTAL		21750.74

It has been able to collect the burden on STUs on account of social obligations only from 32 STUs out of 65. Even these 32 STUs have incurred more than 217 crores of rupees on social obligations. STU of Karnataka alone has incurred more than 70 crores of rupees in respect of concessional passes etc, in year 1990-91. Followed by that is Gujrath, Maharastra and Delhi with the corresponding figures at 36, 26, 21 crores of rupees. Apart from these the STUs operate buses on uneconomical routes as a part of their social committment. Elsewhere a comparitive study is given about the expenditure in (how a rupee is spent) Road Transport Industry & Indian Railways. It explains the discriminatory attitude shown by the Govt between two Transport Departments of State.

**SOCIAL WEALTH:** The STUs have created huge assets in the form of lands, buildings, etc. For instance STU of Karnataka, out of its capital investment of 402 crores of rupees, has invested Rs.51.44 crores on land and buildings which amounts to 12.8%. This is nodoubt a dead capital, in the sense that its returns are nothing worth mentioning, While its market value appriates, balance sheet show depreciation.

**CERTAIN PARAMETERS:**

While evaluating the performance of STUs, we cannot afford to ignore the overall contributions to the society. There has been marked increase in the Kmpl, Epkm, vehicle productivity; staff schedule ratio, increase in the longevity of tyres, reduction in break down and accident ratio, increasing passenger amenities, increased employment opportunities, liberal settlement of compensation claims in case of accidents etc.

**FARE STRUCTURE:** It is a paradox that the STUs have to buy all their requirements in the open market at the prices dictated by the monopolies, the Government and Traders. To mention a few, cost of chassis has gone up from 1,69,986 in 1981 to 4,04,389 Rs. in 1991, that of Tyres, Tubes and Flaps for the corresponding period has gone up from 2862 to 6332 & the prices of HSD oil has gone up from 2.61 Rs a litre to 5.79 Rs. However with regard to fare fixation, the Governments have retained the right. More often due to political reasons the Government do not allow an economic fare structure. The following table illustrates the point :

**NAME OF THE STU:**

S.NO.		EARLIER FARE HIKE	LAST FARE REVISION
01.	Andhra Pradesh	03.12.1988	31.10.1990
02.	Bihar	01.11.1983	01.10.1990
03.	Gujrath	01.04.1987	01.11.1990
04.	Karnataka	12.10.1985	05.06.1990
05.	Kerala	27.05.1988	20.11.1990
06.	Maharashtra	11.02.1987	12.05.1990 *
07.	Rajasthan	09.07.1988	01.01.1991
08.	Tamil Nadu	07.10.1989	01.11.1991
09.	West Bengal	15.07.1986	01.09.1990

\* In 1991 there has been a small revision.

When the cost of every input increases annually, there has been no scope for restructuring the fares of STUs. While the Taxies, autos get fare increase as a rule whenever there is hike in petroleum products, it is a tragedy that STUs have to beg the Government and operate without an economic fare. Shri.P.M. Abraham, Secretary, Ministry of Surface Transport and President ASRTU in his address to the recent Annual Conference of STUs has appealed to the various State Government who control the STUs that a

**"REALISTIC LOOK NEED TO BE TAKEN AT THE FARE STRUCTURE OF THE STUs"**

He has also expressed concern in the following words :

"THE INABILITY TO INCREASE FARES COMMENSURATE WITH THE INCREASE IN COST IS HAVING VERY SERIOUS REPURCUSSIONS ON THE VERY HEALTH OF STUs".

The above factors clearly express as to why STUs are financially crippled. It is not that they are inefficient, but it is the policies of the Government that have paralysed the STUs.

EXPENDITURE TABLE

How a Rupee is spent?

Comparitive Study

Year: 1990-91 : STUs

- |           |   |
|-----------|---|
| 100 Paise | <ul style="list-style-type: none"> <li>- 39 Ps. Personnel costs</li> <li>- 19 Ps. Fuel &amp; Lubricating oil</li> <li>- 12 Ps. Spare parts, tyres &amp; tubes</li> <li>- 10 Ps. Taxes</li> <li>- 6 Ps. Interest</li> <li>- 5 Ps. Other Expenditure</li> <li>- 9 Ps. Depreciation</li> </ul> |
|-----------|---|

Year: 1989-90 : Railways:

- |             |  |
|-------------|--|
| , 100 Paise | <ul style="list-style-type: none"> <li>- 41.7 Ps. Staff wages &amp; PF</li> <li>- 13.4 Ps. Fuel charges</li> <li>- 8.9 Ps. Stores</li> <li>- 7.3 Ps. Dividend</li> <li>- 2 Ps. Development works</li> <li>- 11.2 Ps. Misc. working expenses</li> <li>- 15.5 Ps. Depreciation Reserve Fund</li> </ul> |
|-------------|--|

(Source: Economic Times dtd: 11.06.1992)

**BETTER SERVICING: ?**

Yes there is plenty of scope to improve the servicing to the commuters. The following factors may be identified as the stumbling block for further progress in this direction:

**LACK OF INDUSTRIAL RELATION FRAME WORK:**

The number of pending cases in the Labour Courts of STU in Gujarat, Karnataka, Rajasthan, BEST, Kattabomman TCL respectively 594, 2323, 5596, 794 and 626 show that by and large Industrial Relations Machinery is weak in the STUs. On the otherhand they have repressive and legalistic frame work. At the drop of a hat the managements make the workers to go to court. They believe that unless there is repression in the name of discipline workers do not work. But such measures have caused havoc in terms of maintaining industrial peace and augmenting productivity. These measures have failed to involve the workers in the process of achieving the objectives of nationalisation.

**BUREAUCRATIC CONTROLS & POLITICAL INTEFERENCE:**

Political appointments of Chairman, Board of Directors and even top bureaucrats and the ruling party politicians' interference in the day-to-day administration of the STUs right from recruitment upto disciplinary matters have diluted the authority of the administration. In other words the STUs are not able to function as business organisations with professional management. They do not enjoy functional autonomy.

**ATTACK ON TRADE UNIONS:**

There is a wrong understanding on the part of the STU bureaucracy that the unionisation has resulted in increased cost of wages and reduced productivity. We may state here that in the State of Karnataka, where 61% of the employees have voted AITUC in a referendum through Secret Ballot, still the Management for their own political considerations have not been negotiating with the union in a bonafide manner. They are dealing with the leaders of the defeated Trade Unions. What all is defined as



unfair labour practices under schedule 5 of the ID Act, you find in this management. On 11th March 1992, the workforce in Bangalore Transport Services went on one day protest strike against Privatisation of City Transport Services with due notice. The Management of this Public Sector undertaking has served a 8 days wage cut notice on more than 6000 workers, suspended 50 Trade Union cadres, got arrested more than 200 of our cadres & has rewarded about 1000 black legs by a payment of Rs.50/- extra who attended the work on the day of strike! This perhaps explains the general approach of the STU managements towards Trade Unions.

There is a campaign that STUs are paying beyond their capacity to the workers. It is said that in 1990-91 cost on personnel was 39% of the total expenditure of STUs. So the cry is for 'moderation in Trade Union approach". It is shamelessly canvassed that 'the top management should even take unpopular steps to enforce discipline and protect the interests of the organisation'. These bureaucrats do not think even for a moment that in a highly labour oriented servicing industry like Transport sine quo non for any increase in productivity is Industrial Peace and that worker has to be given the pride of place. They never think that workers' participation in management ought to be given a fair trail. In no STU there is any meaningful schemes for workers' participation in managements.

RAMPANT CORRUPTION: Corruption is a general rule with some exceptions. It is all pervading. The combination of corrupt bureaucrats - middle line Managers and the Politicians who want to make quick bucks has eroded the moral authorities of most of STUs.

CONCLUSIONS:

We therefore, suggest the following measures to be swiftly taken both by the Government and STU managements:

The State Governments should

- 1) Grant functional autonomy to STUs so that they work on commercial lines with professionalism,
- 2) allow economic fare structure so that fares should be cost plus.
- 3) follow two way taxation policy viz, Rural and Urban transports should be completely exempted from taxes and profit earning routes should not be taxed more than 10% of the revenue,
- 4) the entire cost on social obligations have to be refunded to the STUs.
- 5) the clandestine and illegal operations of buses, tempos and taxies should be stopped.

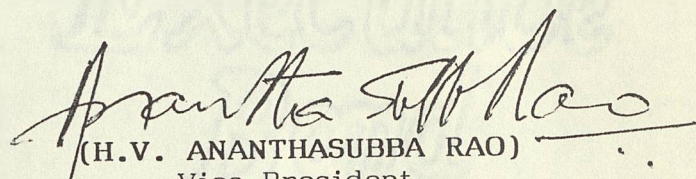
The STUs should,

- 1) humanise their administration,
- 2) introduce meaningful workers' participation scheme through democratic methods,
- 3) take severe action to stop corruption at all levels,
- 4) not work under political pressure,
- 5) ensure fair recruitment to all posts,
- 6) take steps for intensive training of all classes of employees including officers. This training should also cover facilities to upgrade skills of workers,
- 7) take steps for a career planning so that stagnation of employees is minimised,
- 8) constitute Research and Development cell to work on various alternatives to continuously improve productivity and efficiency of the organisation.

The Government of India should reconsider its decision to not to invest in STUs and it should amend the MV Act 1988 in a progressive direction to give a place of pride for STUs.

The above are not exhaustive. They are some thoughts. In today's context it is not enough if Trade Unions in STUs merely sit as onlookers. STUs are to fight for their survival. The TUs should fight for their job security and Trade Union rights, decent wages and against the all pervading corrupt culture. Let us take the challenges and move into action. Final victory will be ours.

Thanking you,

  
(H.V. ANANTHASUBBA RAO)

Vice-President,  
National Federation of Indian  
Road Transport Workers &

General Secretary,  
KSRTC Staff & Workers Federation  
BANGALORE.

Executive  
Board

# KSRTC STAFF & WORKERS FEDERATION

(AITUC)

No.25, 4th cross, Sampige Road, Malleswaram, Bangalore - 560 003.

## RESOLUTION

### ON THE WORSENING INDUSTRIAL RELATIONS

The Central Executive Committee meeting (CEC) of the KSRTC Staff & Workers Federation held in Bangalore from April 7th to 9th, 1992 warmly congratulates the employees of KSRTC for their stupendous response to the call of Bangalore Chalo on April 2nd 1992, the employees of BTS Divisions who went on a day's Strike on 11.3.92 against the Government's Policy of Privatising City Transport and bifurcation of BTS from KSRTC and also the employees of other divisions for their solidarity actions expressed through Demonstrations & Dharnas. This meeting also notes that no trade union or Federation in KSRTC opposed the strike action of March 11th. Apart from this it is significant that in places like Gulbarga and Hubli the leaders of KSRTC Employees Federation joined the Dharna programmes in support of BTS Strike. This meeting places its appreciation on record about all such Unions and forces which supported overtly and or covertly the strike action that took place on March 11th 1992.

This meeting records with disgust the reprehensible and unfair labour practices adopted by the Management of KSRTC to break the strike. Though the decision for strike action was taken as far back as on January 19th 1992 and the notice was served and the print media covered the same in their newspapers, the Management invited the Federation for 'talks' only on February 25, 1992 and the Hon'ble Minister for Transport did such exercise only on March 5th 1992. This meeting notes that these discussions did not produce any positive result because of the Casual and arrogant approach adopted by the Government and Management respectively. It is rather shameful that a premier public sector Management was more bent on breaking the strike than to find out a solution. The alternatives suggested by the Federation were not accepted by the Management - Government combine. This meeting condemns the unfair labour practices like deployment of workforce drawn from other divisions to manage BTS on the day of Strike. This meeting records with pride the action of solidarity shown by such employees in refusing to become blacklegs. The Management, keen on breaking the strike, appointed some staff on the eve of strike. There was a show of force by deployment of huge Police personnel in every depot to terrorise the employees. Hundreds of Cadres were arrested without any provocation. Cases are also booked against some Cadres. Com.V.Joseph, General Secretary of KSRTC Staff & Workers Union, BTS Division South and one of the Vice Presidents of the Federation was beaten black & blue without any provocation whatsoever by Shri. Muddaiah, Circle Inspector of Vijayanagar Police Station. This meeting condemns all these provocative, unfair and anti Trade Union actions of the Management and Police. This meeting notes with pride that in spite of such repressive actions by the State Machinery and the Management of KSRTC, the strike of BTS employees like a giant elephant moved majestically. This meeting notes that the strike action was unprecedented in its depth & sweep. It was an expression of the righteous indignation of the workers against the powers that be who are hell bent on liquidating the nationalised City Transport Systems.

This meeting notes with shock that even after such magnificent protest action by workers, the Management-Government combine has come with belligerent postures. The Management has planted stories that workers resorted

to violence and that the KSRTC Staff and Workers Federation has no concern for public. The Management using its clout with police has foisted false Police Cases against the Cadres of the Federation and its BTS Units. This meeting while repudiating all such charges with the utmost contempt they deserve, warns the management that they are denigrating the industry and are disparaging its image by their myopic & hysteric actions. The Cruel and corrupt officialdom has proposed 8days Wage Cut for the BTS employees who went on strike. It has suspended more than 42 Trade Union Cadres. It looks as if there is direction from the top Management to its lower level not to solve any grievance represented by the Federation and its affiliated Units.

The meeting also notes the conspiracy that is being hatched to withdraw the recognition enjoyed by the Federation and its Units on the basis of the results of Referendum held in 1987. This is on an alibi that a strike was organised by the Federation. This meeting wants to place on record that it has never signed an omnibus 'no strike' Treaty with the Management. Any such attempt to withdraw the recognition will be political in nature and amounts to rape of industrial Democracy. This meeting warns the KSRTC employees in particular and working class in general about the pretentious sympathy shown by the ruling classes to the democratic principles. If the recognition of a Trade Union which is elected by the overwhelming workers is withdrawn it would be an epitaph on the tomb of Industrial Democracy and Trade Union movement in the state.

This meeting notes with concern the approach of the Management towards the Charter of Demands submitted by the Federation on 31.12.91. Though a period of three months has elapsed since the previous settlement expired, till now the Management has not started negotiations to arrive at a new settlement. This meeting condemns the slanderous campaign by the Transport Minister about the wages of KSRTC Employees.

This meeting notes with disdain the volteface and the manipulative actions of the management in respect of the appointment of Helpers B of Mysore Division.

This meeting rejects the new rota system for drivers & Conductors.

This meeting also notes that none of the Pending Problems including the unimplemented items of the previous industrial settlements is resolved by the Management.

This meeting after threadbare discussions unanimously places the following demands on the Government-Management combine:

- 1) Not to Privatisise the City Transport Services.
- 2) Not to bifurcate the BTS from KSRTC.
- 3) Not to effect Wage Cut of 8 days for BTS employees for having gone on Strike on 11.3.92.
- 4) To revoke Suspensions of Mysore and BTS Cadres of Federation Units and pay back wages.
- 5) Negotiate and Settle the Charter of Demands.
- 6) Implement all the non-implemented items of earlier Settlements.
- 7) Settle all the pending grievances at Central, Divisional and Depot levels.
- 8) Do not implement Duty rota system.

- 9) Employ 276 Helper B from the 1989 list of Mysore Division.
- 10) Withdrawal of Circulars dated 18.9.91 and 25.3.92 relating to Transfer and Wage Cut respectively.
- 11) To Withdraw the decision to reduce staff Schedule ratio to 7.1 per Schedule.
- 12) To retransfer all the employees who are presently transferred out of Central Offices under SSOs.
- 13) Stop Conspiracy to withdraw Recognition.

This meeting is of the firm opinion that the Management of KSRTC has by its aggressive, provocative, anti Trade Union and anti labour actions has created a situation of confrontation.

This meeting, in the interests of saving the Industry and to offer better services to public urges upon the Management to resile from their obdurate stand and to take conciliatory steps to restore the much damaged Industrial Peace.

In order to exert necessary pressure on the management Government combine, this meeting calls upon the employees of KSRTC to start a non-cooperation movement with the management throughout the length and breadth of the State from & onwards 1st June 1992. It also calls upon the employees to prepare for a day's State wide Token Strike any time after 30th June 1992. This meeting calls upon all the depots and divisional units to stage massive demonstrations before the depots, workshops and offices on April 22nd 1992 to register the immediate protest of the employees. This meeting calls upon the employees to prepare for the sacrifices which the situation demands. This meeting calls upon the Federation to take necessary organisational steps for the success of the Campaign.

The meeting also authorises the Federation to take such steps as are necessary against the Management for violation of the Settlements.

#### **RESOLUTION ON CO-OPERATIVE OWNERSHIP OF BANGALORE TRANSPORT SERVICES :**

The Central Executive Committee Meeting of the KSRTC Staff & Worker's Federation held in Bangalore from April 7th to 9th 1992 takes serious note of the move of the Government of Karnataka to privatise the City Transport Services in the State with particular reference to Bangalore Transport Services. Various pleas are advanced for such a suicidal action by the Government. A few of them are that the employees are arrogant, that the quality of services is deteriorating, that the BTS is incurring loss etc. This Meeting after thorough deliberations, repudiates each one of these contentions. This meeting observes that the quality of service is a product of human endeavour. The Corporation has miserably failed to utilise and motivate the vast human resources it has at its disposal. The Corporation Management, by its inhuman treatment of workers, unimaginative approach towards industrial relations, fire-fighting attitude, litigation - Prosecution oriented policies, has spoiled the good environment which is a sine qua non for offering good quality of services. The Government, instead of sorting out a major question like this, is trying to privatise the industry. In order to achieve this nefarious end, the Ministers and the Corporation Management headed by its Vice-Chairman & Managing Director, have started a slanderous campaign against the employees and the trade unions. This meeting unequivocally condemns such slanderous campaigns.

This Federation, with a view to increase the efficiency and quality of services, has been insisting for the last five years, that the Corporation should bring in a system of regular training so that the level of consciousness of every worker is increased. But inspite of the insistence on the scheme by the Federation from time and again, the Management has been avoiding deliberately such a proposal of the Federation. Because of this approach of the Government and the Management, there have been on very many occasions legitimate criticisms by the travelling public and the media.

The Government and the Management combine have no genuine interest to respond to these criticisms in a positive manner.

This Meeting therefore urges upon the Government of Karnataka to drop the move for privatisation of city transport services and offer the existing city transport services under the K.S.R.T.C. to a co-operative society of the employees to be formed for this purpose so that such a co-operative society can function in a better manner. This meeting urges on the Government not to tax such city services, to reimburse the cost on social obligations and to write off the accumulated losses. This meeting is of the clear opinion that as already these conditions have been agreed to by the Government to draw the World Bank Loan, the Government should not find it difficult to allow the city services under the said co-operative scheme of workers. This meeting calls upon the employees of Bangalore Transport Service to rise up to the occasion so that the challenge of privatisation is squarely met by their hard work and better quality of services to the travelling public.

**RESOLUTION ON SHRI.H.Y.RAMAIAH, REGIONAL MANAGER  
BANGALORE METROPOLITAN TRANSPORT REGION :**

This Central Executive Committee Meeting of the KSRTC Staff & Workers Federation held in Bangalore from April 7th to 9th, 1992 notes with concern that due to the confrontationist position taken by the Management of KSRTC led by the Vice-Chairman & Managing Director with regard to every problem of the workmen and that of the industrial relations, even the existing efficiency of the Corporation is coming down. Many corrupt elements in the administration have utilised such a situation to gang-up with the Vice-Chairman & Managing Director to harass the workers and the trade union cadres of KSRTC Staff & Workers Federation and its affiliated units. The corrupt officers have always opposed the growth of this Federation and on some pretext or the other, they have not redressed the grievances represented by the Federation and its affiliated units. As a matter of fact, this meeting, on hearing the reports from all the Divisions and from other functionaries of the Federation, has come to the irresistible conclusion that the Bipartite Committees, like the Implementation Committee at Corporate Level, Grievance-cum-Production Committees at Depot levels and the interaction between the Divisional Unions and the Divisional Managements have all been smashed to smithereens by the Management. The corrupt officers are ruling the roost in many a vital posts. Just to quote one sample, there has been a feeling in the minds of the employees that the top management has closed the disciplinary action case of Shri H.Y.Ramaiah, presently the Regional Manager of B.M.T.R. The erstwhile management had kept this officer under suspension pending enquiry on some grave charges. When such being the case, this Meeting smells a rat in the action of the Management in closing the case of such an officer. It is also reported to this Federation, that the said officer, while he was the Divisional Controller of KSRTC Raichur Division had closed serious default cases on a quid pro quo basis.

This meeting is of the opinion that unless there is integrity and honesty at higher levels, it cannot percolate to the lower levels. Therefore, without prejudice to the right of the Federation to demand such action in many other cases, this Meeting urges upon the Management of KSRTC to review the closed disciplinary case against Shri H.Y.Ramaiah and also hold an impartial enquiry by a Committee consisting of the representatives of the Management and the Federation, about the default cases finalised by Shri H.Y.Ramaiah, when he was the Divisional Controller of Raichur Division.

JOINT STRUGGLE COMMITTEE OF TRADE UNIONS

K.F.I.D.C. Employees Union,  
No.23/1, Rajappa Blocks, J.C.Nagar, Bangalore 560 006.

PRESS NOTE

The cabinet sub-committee for recommending economy measures has recommended closure, merger, winding up and restructuring of several public sector units in Karnataka. Besides this, the cabinet sub-committee has also recommended winding up, merger or rationalising several government departments and organisations.

Headed by Sri.M.Veerappa Moily, Minister for Education and Parliamentary Affairs as its Chairman, the cabinet sub-committee has the following members:

1. SMt.K.S.Nagarathamma, Hon'ble Minister for Planning
2. Sri.G. Puttaswamy Gowda, Hon'ble Minister for Health & Family Welfare
3. Sri. N. Chikkegowda, Hon'ble Minister for Agriculture.
4. Sri.T.N. Narasimha Murthy, Hon'ble Minister for Food & Civil Supplies.

According to our information the cabinet sub-committee met on 12.2.92 & 20.2.92 and took several for reaching decisions in respect of public sector organisations and government departments in our state.

The committee (Cabinet sub-committee) decided to recommend that the following public sector vendor takings/corporations should be wound up, merged or privatised immediately.

- (i) Karnataka Soaps and Detergetns Ltd.
- (2) Bangalore Animal Food Corporation (KAFCO)
- (3) Mysore Match Co.
- (4) Karnataka Compost Dev.Corporation
- (5) Sree Kanteerava Studios Ltd
- (6) Chamundi Machine Tools
- (7) Mysore Electrical Industries Ltd.
- (8) Karnataka Vidyut Karkane
- (9) Forest Industries Corporation
- (10) Central Relief Committee
- (11) Karnataka Agro Proteins and Food Processing Unit
- (12) Mysore Cosmetics Ltd
- (13) Inland Fisheries Development Corporation
- (14) Karnataka Construction Corporation
- (15) Karnataka S.C's & S.T's Development Corporation
- (16) Karnataka Film Development Corporation.



As regards Government Departments the committee has decided as under:

- (1) Directorate of Backward Classes & Minorities should be wound up.
- (2) Directorate of Women and Children Welfare and Director of Physically Handicapped should be merged.
- (3) Directorate of Adult Education and Mass Education should be merged.
- (4) Directorate of Translations should be wound up.
- (5) Institutional Finance and Statistics to be merged with planning department
- (6) Bangalore Metropolitan Regional Development Authority (BMRDA) to be "opportunity" merged with BDA.
- (7) Efficiency Audit and Vigilance Bureau has lost its place in the Scheme of things and should be closed.
- (8) Bare Foot Doctors scheme in the Health Department should be discontinued.

The cabinet sub-committee has not adduced any convincing reason as to why the several public sector organisations named by it should be summarily dealt with in the manner proposed apart from mentioning that they do not serve any useful public purpose.

It should be mentioned here that many of the organisations named by the sub-committee are pioneering institutions which have been taken as a model by other states in the country. For instance, the states of West Bengal and Kerala have borrowed very successfully from the ideas of Karnataka Film Industries Development Corporation Ltd. In both these states, the contribution from the parallel industries are notable.

The Karnataka Film Industries Development Corporation Ltd., has many notable achievements to its credit. However, the state government has not given this institution the importance it richly deserved. Even today the KFIDC is confident of getting a considerable amount of orders and resultant profit to the organisations. It's co-terminus institution, the Puttanna Kanagal Chitramandira is the only theatre in the state which runs on percentage basis. It may also be noted that it is the only theatre run by a Government agency. The theatre is getting handsome profits as of date.

The Puttanna Kanagal Chitramandira has around 30 employees whose fate hangs in the balance as they are not employed by the K.F.I.D.C.

The Kanteerava Studios, Bangalore is another organisation which was developed to provide basic infrasturctural facilities to the film industry in Karnataka.

Behind the decision to close down the KFIDC, Kanteerava Studios and other industries is the not undisclosed desire to usurp vast real estates own by these institutions. The KFIDC owns around 347 acres of land in Hesaraghatta, the Kanteerava Studios has an estate of 18 acrs on which the eagle's eyes of the rapacious building promoters has already fallen and this is one of the main reasons behind the decision to close down these organisations.

The Karnataka Compost Development Corporation is an institution which collects waste and prepares compost. Even the government does not buy its requirements from these organisations but goes to other private agencies for its requirements. The employees of the corporation have taken upon themselves the task of marketing their products.

The Karnataka Soaps and Detergents has acquired international fame and status for its products. There is no other reason to close down this prestigious organisation except to hand it over to private exploitation and profits.

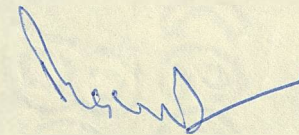
So also, the Karnataka Vidyuth Karkane (Kavika) which is making good profits cannot be any stretch of imagination be described as a loss making unit. The Karnataka Construction Company which is earning good profits is sought to be merged with other organisations for no asparant reasons.

There are many such instances where the organisations are making lossess, such lossess can be directly attributed to mismanagement, top heavy bureaucratic structure, posting of people with hardly and technical expertise to head these organisations, etc.

While the cabinet sub-committee has planned to close down many organisations, it has not suggested any method or plan to rehabilitate the workers involved. It is not the fault of the employees that they joined these organisations with the sole intention of earning their daily bread. The decision to close down these organisations has naturally put the workers in great jeopardy.

A Joint struggle committee has been formed in connection with these developments which comprises of the trade unions in the affected organisations. The Joint struggle committee has been assured to support by major trade unions such as CITU, ATTUC, HMKP, AIIEA, BEFI, and the state government employees' organisations.

At a time when the country is passing through a critical economic phase, the decision of the Karnataka State Government to close down many public sector organisations, adds a new dimension to the problem. Already the working class of this country are poised to go on a day's industrial strike on June 16th 1992 to oppose the economic policies as also the move to retrench workers, close down industries, privatisation, etc. In this context, the struggle of the workers of the affected units becomes significant in as much as it exposes the evil designs of the policy makers in the country both at the state and national levels.



**(R. RATHAN SINGH)**  
convenor.

# ALL INDIA HAL TRADE UNIONS' CO-ORDINATION COMMITTEE

Our Ref.....

Date.....

## UNITS

18TH MAY 1992

Hindustan Aeronautics  
Employees' Association  
BANGALORE

Shri Sarad Pawar  
Hon'ble Minister of Defence  
Government of India  
South Block  
NEW DELHI

Hindustan Aeronautics Ltd.  
Employees' Union  
NASIK

Dear Sir,

Hindustan Aeronautics  
Workers' Union  
HYDERABAD

The Hindustan Aeronautics Limited is a premier industry in India in the field of Aircraft/Aeroengine/Avionics manufacturing and servicing. This has over 50 years of existence and expertise in the field. Several military, civilian and training aircrafts have been designed and manufactured by HAL over the decades.

Karamchari Sangh  
Hindustan Aeronautics Ltd.  
KANPUR

On a number of occasions in the past the concerned Ministers and even the Prime Ministers have declared that HAL will produce aircrafts, accessories and engines only and it was not allowed to diversify. Though HAL in Bangalore produced a small car several years ago, it was not given the licence for manufacture of car. HAL has been considered as a prestigious defence undertaking and almost all dignitaries visiting this country used to be shown Hindustan Aeronautics Limited.

Hindustan Aeronautics  
Employees' Association  
KORAPUT

For some years now, some of the divisions of HAL have been starving for orders as the earlier projects undertaken by them have come to a close. At this situation, instead of providing newer projects and more orders to HAL, aircraft manufacturing work in our country is allowed to be undertaken by BHEL, which possess expertise in the manufacture of electrical equipments. Aircraft manufacturing work is also allowed to be undertaken by a private employer at Tamil Nadu near Hosur.

Hindustan Aeronautics  
Employees' Association  
LUCKNOW

Hindustan Aeronautics  
Employees' Union  
BARRACKPORE

Hindustan Aeronautics Ltd.  
Karamchari Sangh  
KORWA

...2...

Hindustan Aeronautics  
(Head Office) Staff Association  
BANGALORE

# ALL INDIA HAL TRADE UNIONS' CO-ORDINATION COMMITTEE

Our Ref.....

Date.....

## UNITS

Hindustan Aeronautics  
Employees' Association  
BANGALORE

-2-

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Hindustan Aeronautics Ltd.  
Employees' Union  
NASIK

It is to be noted that the orders arising out of the Government's next five year plan in the field of electrical equipments are diverted to others including some multinational companies and BHEL is made to starve for orders and unable to utilise its potential and capacities in its various divisions all over the country. Instead of fulfilling their rightful task, what could be done in HAL viz., manufacture of small passenger aircrafts is allowed to be done by BHEL.

★

Hindustan Aeronautics  
Workers' Union  
HYDERABAD

This way the Government has allowed the deprival of HAL of its legitimate orders and put the HAL in a further disadvantageous situation.

★

Karamchari Sangh  
Hindustan Aeronautics Ltd.  
KANPUR

Further, it is understood that some sub-committees have been constituted to examine which of the work presently done by the Public Sector Industries under the Defence Ministry could be given to private sector. This, if implemented, will further jeopardise the projects of the Public sector industries under the Defence Ministry including HAL, BEL, BEML etc., and they will become unviable, adding fuel to the fire of the calculated denigration of the public sector undertakings in general, as they will have to carry on the 'surplus' caused on account of this allocation/ re-allocation of projects/works.

★

Hindustan Aeronautics  
Employees' Association  
KORAPUT

★

Hindustan Aeronautics  
Employees' Association  
LUCKNOW

We are of the considered view that the Hindustan Aeronautics Limited can be assigned with the following projects:-

★

Hindustan Aeronautics  
Employees' Union  
BARRACKPORE

1. Overhaul and maintenance of Boeing 747/Airbus Engines to meet the entire requirements of the Indian Airlines for Far-East countries. This can be done on a joint venture with the Air India

★

Hindustan Aeronautics Ltd.  
Karamchari Sangh  
KORWA

2. 6 to 10 seater small aircrafts

★

Hindustan Aeronautics  
(Head Office) Staff Association  
BANGALORE

3. 4 seater Helicopters

...3....

(Correspond : Convener, AI HAL TUCC, 24, (Upstairs) Lakshmana Mudaliar Street, Bangalore - 560 001.  
Tel : Office: 569080; HAL (BC) 565201-375; HAL Corporate Office: 76901, Residence: 642715

# ALL INDIA HAL TRADE UNIONS' CO-ORDINATION COMMITTEE

Our Ref. ....

Date .....

## UNITS

-3-

Hindustan Aeronautics  
Employees' Association  
BANGALORE

\*  
Hindustan Aeronautics Ltd.  
Employees' Union  
NASIK

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Hindustan Aeronautics  
Workers' Union  
HYDERABAD

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Karamchari Sangh  
Hindustan Aeronautics Ltd.  
KANPUR

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Hindustan Aeronautics  
Employees' Association  
KORAPUT

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Hindustan Aeronautics  
Employees' Association  
LUCKNOW

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Hindustan Aeronautics  
Employees' Union  
BARRACKPORE

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Hindustan Aeronautics Ltd.  
Karamchari Sangh  
KORWA

\*  
Hindustan Aeronautics  
(Head Office) Staff Association  
BANGALORE

4. 100 to 120 seater civilian aircraft required for Indian Airlines/ Air India for feeder services within the country as well as to nearer places outside India; If they require 150 seater civilian aircraft also, this can be done in collaboration with some other companies, subject to the condition that such aircrafts produced should be purchased by Indian Airlines/ Air India.

HAL has the infrastructure, potential and technically capable officers and employees to undertake and carry out the above tasks, for which there is going to be need in this country and outside.

We strongly feel that the 'Defence' work being carried out in the Public Sector Undertakings should not be allocated/re-allocated to the Private sector, in the national interest.

If HAL is not provided with the above or other additional work/projects and if it is only made to depend on the requirements of Indian Airforce and survive solely depend on the allocation of funds to Airforce (which year after year undergo changes adversely affecting the Hindustan Aeronautics Limited) the day will not be too far when the HAL will be in red and earn the wrath and criticism of the statutory and non-statutory forums, besides the general public. The name of Hindustan Aeronautics Limited will have to be altered as Hindustan Engineering Limited and it will have to be allowed to produce all sorts of Engineering goods, effecting structural changes throughout its divisions/company.

We hope that the Hon'ble Defence Minister would kindly devote his serious attention to this vital issue.

Thanking you,

Yours faithfully,

  
H. MAHADEVAN  
CONVENOR

(Correspond : Convener, AI HAL TUCC, 24, (Upstairs) Lakshmana Mudaliar Street, Bangalore - 560 001.  
Tel: Office: 569080; HAL (BC) 565201-375; HAL Corporate Office: 76901, Residence: 642715

HOMIDAJI

1364

(TUCONG)

ALL INDIA TRADE UNION CONGRESS

24 CANNING LANE

NEW DELHI 110001

NO DELY 10PM TO 8 AM

NEW DELHI 110001

*Handwritten signature in blue ink*

29



**RECEIVED**  
**11 MAY 1992**  
**A. I. T. U. C.**

OUR FEDERATION HAD DESIDED TO PARTICIPATE IN GENERAL STRIKE ON  
16TH JUNE EXPECTING BANK EMPLOYEES ALSO TO JOIN (.) REQUEST  
HIGHLIGHT APPOINTMENT OF RAY COMMITTEE AND QUESTION OF WAGE  
REVISION THROUGH OUR PULIC SECTOR

NACHANE

COL 16TH

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दिल्ली दूरसंचार

DELHI TELECOMMUNICATION

DEPARTMENT OF TELECOMMUNICATION

## अखिल भारतीय ट्रेड युनियन काँग्रेस (आयटक)

महाराष्ट्र राज्य कौन्सिल

अध्यक्ष : कॉ. बी. एस. धुमे

सरचिटणिस : कॉ. गंगाधर चिटणिस

आपला संदर्भ क्र.

RECEIVED

2 MAY 1992

A. I. T. U. C.

१७, दळवी बिल्डिंग,

डॉ. आंबेडकर रोड, परळ नाका,

मुंबई ४०० ०१२.

ता. 28th April, 1992.

Dear Com. Daji,

Many important developments in the last month could not be reported to you for want of time. Now with declaration of Maharashtra ~~Bandh~~ Bandh on 7th May, a report on these can not be delayed further. The Bandh Comes against the background of acute scarcity and famine conditions in several districts of the state. Even drinking water has become scarce in several places. On top of this the Public Distribution system has virtually collapsed in several Districts and is in a bad shape in others. In several taluqs only 500 gms. of Cereals is issued per individual per fortnight, throwing the people to the mercies of hoarders and racketeers. In Bombay several hundred ration shops suspended issuing rations holding the people as a pawn in their fight against the Government. The Merchants complain that the Government do not issue the stocks at one time. But it is common knowledge that the merchants indulge in wanton adulteration of stocks and sell the stocks thus saved in Black market. When the Government began to put the screw on, under public pressure the ration shop owners resisted and struck work.

There were Morchas to the state Vidhan Sabha on this Situation, organised by different Parties. The progressive Democratic front comprising of Left Parties & Janata Dal Organised one on 24th March.

The issue naturally figured in the state Vidhan Sabha. The opposition held up the proceedings of the House for  
P.T.O.



3 days, but to no purpose. Finally, failing to extract any new concession and assurances from the Government the opposition decided to boycott the remainder part of the session and take the battle to the people. As a step towards this, ~~this~~ they decided to organise a state-wide Bandh on May 7th to focus attention on the issue, the inaction of the Government and the deteriorating plight of the people.

In the fight in the Assembly the entire opposition including the PDF, BJP & Sena had come together. The PDF MLAs led the floor on the first day, but on the 2nd Day the BJP & Sena stole a march over them, and on the 3rd day it was the Sena that was most vociferous and aggressive.

After a decision was taken to boycott the session the BJP & SS. Group floated the idea of a Maharashtra Bandh on 29th April, and gave this to the Press. Of course they said that they would seek co-operation of other Parties for this. Next day viz on 23rd inst. a joint meeting of all opposition MLAs was held in the Assembly House and it was decided to call for a Bandh on May 7th. Immediately a Press conference was held at 3 P.M. and the Press was briefed by Shri. Gopinath Mundhe as leader of opposition.

The PDF had called a meeting of its constituent Parties on 23rd inst. at 5 P.M. to discuss the action. But since the decision was already taken by the MLAs and announced to the Press, before that, the meeting was confronted with a fait accompli.

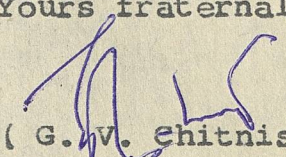
With a view to begin mobilisation for the action the PDF called next day on 24th inst. a meeting of constituent Parties and the trade Union centres associated with them to draw out a plan of campaign. In

the meeting several trade union leaders Criticised the way the decision was taken, The CIPU however was silent and did not find anything to disagree with. I pointed out that the MLAs forum was not a proper forum to take such important decision, which should have been taken at a joint meeting of Parties and TV. Centers. Second, the Day selected (viz. May 7th) was patently wrong since it constituted the Pay Day for a vast mass of industrial workers and thirdly it was not correct to call for a Bandh only on famine and scarcity conditions. It should have appropriately been called by including other vital issues such as closed Mills & factories, new economic and industrial policy of the Government and so on, on which the industrial workers were already exercised and several sections like the textile workers were already in the thick of a campaign for a Bandh (albeit of a limited nature) on these issues. Shri. Dada Samant and others also insisted that these issues must be included in the Bandh call, and finally it was agreed to include these. Smt. Mrinal Gore was also sore that the BJP- Sena Combine was allowed to steal a show over the PDF & Left Parties in calling the action. But at that stage nothing much could be done about that. So the meeting endorsed the decision and drew out a plan of campaign. It was decided however that the PDF would conduct the campaign on it's own and that there would be no joint campaigning with the BJP-Sena.

Now after all this Shri. Manohar Joshi of the Sena has appealed to all to change the Bandh Day from May 7th to May 8. Others have yet to react to this suggestion.

With Greetings.

Yours fraternally,

  
( G. V. Chitnis. )

N.B. The Bandh date is now finally changed to May 8.



पत्रांक

दिनांक 23.4.92

### ऐटक बिहार राज्य कमिटी की रिपोर्ट ,

ऐटक की बिहार राज्य कमिटी की रिपोर्ट फरवरी 92 के जन्त में भेजी जा चुकी है  
असंगठित मजदूरों के प्रश्न पर कन्वेंशन :- बिहार राज्य ऐटक मुख्यालय केदार भवन

के पास ही कनिष्ठ अभिज्ञता सभा कक्षा में बिहार के असंगठित मजदूरों का कन्वेंशन 26 मार्च 92 को सम्पन्न हुआ । इस संबंध में रिपोर्ट अलग से भेजा जा चुका है । यह कन्वेंशन असंगठित मजदूरों के प्रति बिहार सरकार की उपेक्षापूर्ण नीति के विरुद्ध आयोजित थी । इसके आयोजन कर्त्ताओं में ऐटक, सीटू, इन्टक, बी० एम० एस०, यू० टी० यू० सी०, यू० टी० यू० सी०, लै०सा०, यू० आई०सी०सी०, यू०, टी० यू० सी० सी० आदि संगठन शामिल थे ।

बिहार सरकार ने असंगठित मजदूरों को मंहगाई परिवर्तनीय मंहगाई भत्ता से वंचित इस आधार पर किया । राज्य सरकार एवं राज्य सरकार के विभिन्न सार्वजनिक क्षेत्रों के उद्योगों को भी यह परिवर्तनीय मंहगाई भत्ता देना होगा जिससे राज्य का वित्तीय ऋणित्व बढ़ जायगा ।

कन्वेंशन में राज्य सरकार के श्रम मंत्री श्री बशिष्ठ नारायण सिंह भी आये थे और उन्होंने आश्वासन दिया कि इस दिशा में वे शीघ्र एक बैठक बुलाकर बात करेंगे ।

असंगठित मजदूरों को श्रम कानूनों का लाभ भी नहीं मिलता है और श्रम विभाग असंगठित मजदूरों के शोषण में सहायक साबित हुआ है ।

इस सम्बन्ध में एक धोषणा पत्र भी स्वीकृत किया गया जिसकी प्रति संलग्न है ।

इस कन्वेंशन में पटना के अतिरिक्त बिहार के विभिन्न इलाकों के सैकड़ों असंगठित मजदूरों ने भाग लिया और अपने विचार व्यक्त किये ।

### 2 अप्रैल 92 के राज्यपाल के सामने धरना :-

भारत सरकार की नई आर्थिक औद्योगिक नीति तथा इस पर आधारित रेल बजट एवं सामान्य बजट के विरोध में अखिल भारतीय विरोध जाहिर करने के निर्णय के आलोक में यह धरना पटना में बेली रोड धरना चौक पर आयोजित किया गया । इसको ऐटक, सीटू, यू०टी०यू० सी०, लै०सा०, टी० यू० सी० सी०, एच० एम० एस०, ए० आई०टी० सी० सी० यू० ने संयुक्त रूप से आयोजित किया । इसमें लगभग 5000 मजदूरों ने भाग लिया । धरनार्थियों की ओर से एक प्रतिनिधि मंडल राज्यपाल से मिला और उन्हें एक ज्ञापन समर्पित किया । राज्यपाल ने प्रतिनिधि मंडल से इस विषय पर विचार विमर्श भी किया और आश्चस्त किया कि ज्ञापन को वे केन्द्र सरकार के पास भेज देंगे ।

बिहार स्टेट इलेक्ट्रिक सप्लाय वरक्स यूनिपन का सम्मेलन :- गत 11, 12 एवं 13 मार्च 92 को बिहार स्टेट इलेक्ट्रिक सप्लाय यूनिपन का 36 वाँ सम्मेलन भी हजारबाग में सम्पन्न हुआ। सम्मेलन का उद्घाटन ऐटक के भूतपूर्व अध्यक्ष साथी चतुरानन मिश्र तथा मुख्य वक्ता की हैसियत से कौ० ए० बी० बर्दान ने सम्बोधित किया। सम्मेलन को केन्द्रिय ऐटक के उपाध्यक्ष साथी शफीक खॉं ने भी सम्बोधित किया।

सम्मेलन के पारित रिपोर्ट की कापी तथा निर्वाचित पदाधिकारियों की सूची संलग्न हैं।

ऐटक कार्यकारिणी समिति की बैठक :-

दि० 25. मार्च 92 को ऐटक कार्यकारिणी समिति की बैठक केदार भवन में साथी रतन राय की अध्यक्षता में हुई।

बैठक में ऐटक राज्य मुख्यालय के सम्पन्न संवाहन असंगठित मजदूरों के 26 मार्च 92 के प्रस्तावित कन्वेंशन की तैयारी की समीक्षा पर विचार हुआ। सदस्यता स्थापन पर विचार हुआ। राज्य ऐटक फण्ड जमा करने पर विचार विमर्श हुआ। भारत सरकार की नई आर्थिक आयोगिक नीति पर आधारित बजट एवं रज बजट के विरुद्ध 2 अप्रैल 92 को राज्यपाल के समक्ष धरना देने की तैयारी की समीक्षा की गई।

राज्य ऐटक की सामान्य परिषद 17 मई 92 को करने का भी निर्णय हुआ।

इस बीच 6 मार्च 92 से बिहार बीज निगम के कर्मचारियों की मुकम्मिल हड़ताल हुई जि  
जिसका समाधान लम्बी अबधि के बाद एक समझौते के बाद हुआ।

कलकत्ता में सम्पन्न 5-6 मार्च 92 के कन्वेंशन के फैसले पर विचार करने के लिए केन्द्रिय यूनिपनों की एक बैठक 6 अप्रैल 92 को भा० म० स० कार्यालय में हुई। इसमें इन्टर इन्टक प्रतिनिधि भी शामिल हुए। तय हुआ कि निजीकरण विचार उद्योग एवं उद्योगी के विरुद्ध राज्य में एक कन्वेंशन किया जाय। इसकी तिथि तय होना अभी बाकी है।

ऐटक की बिहार राज्य कमिटी के सामान्य परिषद की बैठक आगे 17 मई 92 को घटने में करने की बात तय है।

सेवा में,

आ.आ. 35 दिनांक 23.4.92.

कौ० होमी दाजी,

महासचिव,

अखिल भारतीय ट्रेड यूनिपन कांग्रेस,

24, कैनिंग लैन, नई दिल्ली - 110001

~~आयका साथी,~~

॥ कृष्ण प्रसाद सिंह, ॥

महासचिव,

असंगठित मजदूरों का राज्य स्तरीय कन्वेंशन का

घोषणा- पत्र

२६ मार्च, १९६२- पटना ।

असंगठित मजदूरों का राज्य स्तरीय कन्वेंशन (२६ मार्च, ६२) देश और खासकर विहार के असंगठित मजदूरों की निरन्तर विगड़ती हुई हालात पर गहरी दुःख एवं चिन्ता प्रकट करता है ।

देश की आजादी के पैंतालिस वर्ष बाद भी विहार राज्य के लगभग एक करोड़ असंगठित मजदूरों की स्थिति दयनीय बनी हुई है । बढ़ती मंहगाई और बेरोजगारी ने इनकी स्थिति को दयनीय बनाया ही है, केन्द्र सरकार की नयी आर्थिक और औद्योगिक नीति और बढ़तर बनाने वाली है । असंगठित मजदूरों की अमानवीय दशा के कारण एक तरफ पूँजीपति-वर्ग जुल्म ढाने में उन्साहित होता है तो दूसरी ओर इन मजदूरों का अपना संगठन नहीं बन पाता है ।

इन असंगठित मजदूरों के लिए न्यूनतम मजदूरी अधिनियम के तहत निर्धारित मजदूरी नुकाफी है । इनके काफी बड़े भाग को अनुसूचित उद्योग से अलग रखा गया है । गरीबी रेखा से नीचे मजदूरी नहीं निर्धारित करने की घोषणाओं के बावजूद गरीबी रेखा से नीचे मजदूरी निर्धारित की जाती है । मजदूरी निर्धारित करने का कोई सही सिद्धांत नहीं है । निर्धारित मजदूरी लागू करने की कोई उपयुक्त मशीनरी नहीं है, न्यूनतम मजदूरी लागू नहीं होती है और इसका उल्लंघन करने वाले नियोजकों के लिए उपयुक्त सजा का भी प्रावधान नहीं है, फलस्वरूप समय पर वेतन पुनरीक्षण न होना, कम से कम मजदूरी पर काम कराना, छुट्टी का लाभ दिए बिना काम से हटा दिया जाना, महिला मजदूरों को पुरुष मजदूरों से कम मजदूरी देना, महिला मजदूरों को प्रसव छुट्टी की सुविधा न देना, आठ घंटे से अधिक काम लेना, स्थायी प्रकृति के कामों को ठेके के मजदूरों से कराना, औद्योगिक मजदूरों को भवन एवं सहक निर्माण उद्योग की न्यूनतम मजदूरी देना, सेवा काई, परिचय-पत्र एवं पे-स्लीप नहीं देना, समय पर वेतन मुगतान नहीं करना, सुरक्षा कानून का उल्लंघन करना, दावा-पत्र का शीघ्र निपटारा नहीं होना तथा बाल श्रमिकों का बड़े पैमानों पर श्रम शोषण अभी जारी है । इ० एस० आई०, ओवर टाइम, भविष्य निधि, वोनस, ग्रेच्युटी, आदि के लाभ से ये असंगठित मजदूर वंचित रह जाते हैं । बिहार में महिला, आदिवासी एवं हरिजन मजदूर ही इनका सबसे अधिक शिकार हैं ।

बिहार में विभिन्न नियोजनों में नियोजित असंगठित मजदूरों के लिए मंहगाई मत्ता का निर्धारण बिहार न्यूनतम मजदूरी सलाहकार बोर्ड ने जून १९६० की अपनी बैठक में शुन्यीकरण की दर तथा इसके फार्मूलों के सम्बन्ध में निर्णय लिया था, यह भी निर्णय लिया था कि मंहगाई मत्ता का मुगतान जनवरी- जून १९६० के औसत २.८६२ (१९६०-१००) अंक के आधार पर अक्टूबर, १९६० से तीन पैसे प्रति अंक प्रति दिन देय होगा । और उसके बाद

और उसके बाद प्रत्येक छः महीने में औसत सूचकांक के आधार पर महंगाई मत्ता की राशि में वृद्धि या कमी सम्बन्धित छः माह के ठीक तीन महीने वाद लागू होगा। परन्तु दुःख एवं लज्जाजनक बात है कि बिहार सरकार ने अभी तक सलाहकार बोर्ड के सर्वसम्मत निर्णय को लागू नहीं किया है।

अन्तर्राष्ट्रीय श्रम संगठन ( आई० एल० ओ० ) कन्वेंशन द्वारा बनाये गये राष्ट्रीय वेतन निर्धारण नीति को भी केन्द्रीय सरकार ने स्वीकृति प्रदान नहीं किया है। जिसके चलते नियोजक कम से कम मजदूरी पर काम कराते हैं। ठेका मजदूर (विनिमय एवं उन्मुक्त) अधिनियम के वावजूद स्थायी प्रकृति के कार्यों में सार्वजनिक क्षेत्र, केन्द्रीय एवं राज्य सरकार तथा निजी संगठित क्षेत्रों में भी बड़े पैमाने पर ठेकेदारी प्रथा, कैजुअल, डेलीरेटद, कन्टीजेसियल तथा अस्थायी मजदूरों की बढ़ोतरी की जा रही है। कृषि मजदूरों की हालत तो और भी बदतर है। इनकी न्यूनतम मजदूरी मात्र १६/५० रु० प्रतिदिन निर्धारित है। इन्हें सालों भर काम नहीं मिलता है। क्योंकि गांव के विकास का सभी कार्य बन्द है। और काम की तलाश में यह दूसरे राज्यों पंजाब, हरियाणा, आदि में पलायन करते हैं और जहां इनकी जान और ईज्जत हमेशे खतरे में रहती हैं। इसके अतिरिक्त ईट, पत्थर तोड़ने की वीडि, पल्लेदारों, बूकान मजदूरों एवं निर्माण मजदूरों की हालत भी बदतर है।

असंगठित मजदूरों का यह राज्य स्तरीय कन्वेंशन राज्य के सभी यूनियनों और असंगठित मजदूरों से निम्नलिखित मांगों को पूरी कराने के लिए राज्य व्यापी सुफारु और सशक्त आन्दोलन की अपील करता है :--

#### मांग :-

- १- १५ वें भारतीय श्रम सम्मेलन के सिद्धान्तों के आधार पर राष्ट्रीय न्यूनतम मजदूरी तय की जाय और जब तक यह तय नहीं की जाती है तब तक (१९६०-१००) १०८८ मूल्य सूचकांक पर १५००/- रु० प्रतिमाह न्यूनतम मजदूरी तय की जाय।
- २- बिहार न्यूनतम सलाहकार बोर्ड की अनुशंसा के अनुसार परिवर्तनशील महंगाई मत्ता का मुग्तान किया जाय।
- ३- भविष्य निधि, कर्मचारी राज्य बीमा, उपादान, प्रसव लाभ तथा अन्य सुविधाओं को काम में लगे मजदूरों की संख्या के आधार के वगैर लागू किया जाय।
- ४- न्यूनतम मजदूरी अधिनियम में संशोधन कर इसका उल्लंघन करने वाले को सशेष अपराधी घोषित किया जाय।
- ५- अनुसूचित उद्योगों में सूची अन्य वचे कुल उद्योगों को भी जोड़ा जाय।
- ६- श्रम मंत्रियों के ३१ वें सम्मेलन की अनुशंसा के अनुसार प्रत्येक ५० विन्दु मूल्य सूचकांक की वृद्धि के बाद तुरंत न्यूनतम मजदूरी पुनरीक्षा की जाय।
- ७- न्यूनतम मजदूरी ग्राही रेखा से ऊपर आवश्यकता के अनुसार मजदूरी निर्धारित।

मजदूरी निर्धारित / पुनरोद्घात की जाय ।

- ८- न्यूनतम मजदूरी कानून को सही ढंग से लागू करवाने के लिए राज्य भर में जिला स्तर पर द्विपक्षीय कमिटी गठित की जाय तथा राज्य न्यूनतम सलाहकार बोर्ड की बैठक प्रत्येक तीन माह पर बुलाई जाय ।
- ९- सभी असंगठित मजदूरों से आठ घंटे का काम और उससे अधिक काम लेने पर दुगुनी मजदूरी दी जाय ।
- १०- महिला कामगारों एवं स्थायी प्रकृति के कार्यों में लगे कैजुअल, कन्टीजेन्सियल तथा अस्थायी मजदूरों को सामान पारिश्रमिक अधिनियम और उच्चतम न्यायालय के निर्णय के अनुसार समान काम के लिए समान मजदूरी दी जाय ।
- ११- ठेका मजदूर (विनिम्न एवं उन्मूलन) अधिनियम में संशोधन कर स्थायी प्रकृति के काम में लगे ठेका मजदूरों को उसी स्थान पर स्थायी किया जाय ।
- १२- सभी असंगठित मजदूरों के लिए सरकार द्वारा आवासीय योजना के अन्तर्गत आवास मुैया किया जाय, और उन्हें विना ~~...~~ वैकल्पिक व्यवस्था के फूटपाथों या अन्य सरकारी स्थानों से हटाया नहीं जाय ।
- १३- महिला श्रमिकों के बच्चों की देख-रेख के लिए केंद्र की समुचित व्यवस्था की जाय ।
- १४- सरकार की ओर से काम देने लायक, योजना चालू की जाय । जिसे उन्हें लगातार रोजगार दिया जा सके तथा बेरोजगारों को समुचित भत्ता दिया जाय ।
- १५- असंगठित मजदूरों के लिए एक विस्तृत कल्याणकारी योजना बनायी जाय और इस योजना को गारंटी के साथ लागू करने के लिए इनके नि नियोजकों पर कल्याण शेष लगाया जाय और स्वयं सरकार भी अपनी ओर से अच्छा हिस्सा इस योजना में दें ।
- १६- असंगठित मजदूरों को मनमाने ढंग से नौकरी से निकाले जाने एवं वखास्त किए जाने के खिलाफ कानूनी प्रावधान बनाकर उनकी नौकरी की सुरक्षा की जाय । \* \* \* \*

यह कन्वेंशन राज्य के सभी असंगठित मजदूरों एवं यूनियनों को आह्वान करता है कि उपरोक्त मांगों की पूरी करवाने के लिए निम्नलिखित आन्दोलनात्मक कार्यक्रमों को पूरा करें ।

(१) मई ६२ माह तक सभी जिलाओं में संयुक्त कन्वेंशन आयोजित किया जाय ।

(२) जून १९६२ माह में जिला स्तर पर संयुक्त प्रदर्शन आयोजित करें ।

(३) असंगठित मजदूरों का राज्य व्यापी प्रदर्शन पटना में आयोजित किया जाय ।

(४) राज्य व्यापी हड़ताल

की तैयारी करें ।

(५) असंगठित मजदूरों को अपने अधिकार और सुविधाओं के प्रति सचेत करने के लिए संगठित मजदूर भी अपने कर्तव्य का निर्वहण करें ।

यह कन्वेंशन अपील करता है कि हर स्तर पर असंगठित मजदूरों का सुकारण संगठन का निर्माण करें । हाकिमों को पूरी करने में संयुक्त संघर्ष के द्वारा मदद मिले ।

निवेदक,

स्टेक, स्टि, यू० टी० यू० सी०, यू० टी०  
यू० सी० (ले० सा०), टी० यू० सी० सी०,  
ए० आई० सी० टी० यू०, इन्टक, एच० एम०  
एस०, मा०म० संघ ।

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१७- असंगठित महिला मजदूरों को प्रसव कालिन की सुविधा की समुचित व्यवस्था सरकार के द्वारा दी जाय ।

१८- खेत मजदूरों के लिए केन्द्रीय कानून बनाया जाय और जमी जो कानून है, उसे सख्ती से लागू कराया जाय ।



26 मार्च 1992

असंगठित मजदूरों का राज्य स्तरीय कम्पैशन । 26 मार्च 1992 । देश और लायकर बिहार के असंगठित मजदूरों की निरन्तर विमर्शी हुई लड़ाकत पर गहरी दुःख-संभू एवं विन्ता प्रकट करता है ।

देश की आजादी के पैंतालिस वर्ष बाद भी बिहार राज्य के लगभग एक करोड़ असंगठित मजदूरों की स्थिति खनीब बनी हुई है । बदली मंडगार्ड और बेरोजगारी ने इनकी स्थिति को खनीब बनाया ही है, सरकार की आर्थिक औद्योगिक मजदूर विरोधी नीति और खतर बनाये वाली है । असंगठित मजदूरों की अमानवीय क्शा के कारण एक तरह की वृथीयति का दुख्य ज्ञान में उरधारित होना है तो कुवरी और इन मजदूरों का अना होउन नहीं बन पाता है ।

इन असंगठित मजदूरों के लिए न्यूनतम मजदूरी अधिनियम के तहत निर्धारित मजदूरी नाकाफी है । इनके कामी बड़े भाग को अनुसूचित उद्योग के अलग रखा गया है । गरीबी रेखा से नीचे मजदूरी नहीं निर्धारित करने की योजनाओं के बावजूद गरीबी रेखा से नीचे मजदूरी निर्धारित की जाती है । मजदूरी निर्धारित करने का कोई भी तरीका सिद्धांत-त नहीं है । निर्धारित मजदूरी लागू की कोई उपयुक्त मॉडल नहीं है, न्यूनतम मजदूरी लागू नहीं होती है और इसका उल्लंघन करने वाले नियोजकों के लिए उपयुक्त क्शा का भी प्रावधान नहीं है, क्साकय समय पर वेतन न होना, कम से कम मजदूरी पर काम करना, उठनी का लाभ लिए बिना कामसे हटा दिया जाना, महिला मजदूरों को मुख्य मजदूरों से कम मजदूरी देना, महिला मजदूरों को प्रसव छुट्टी की सुविधा न देना, आठ घंटे से अधिक काम देना, स्थायी प्रकृति के कामों को ठेके के मजदूरों से कराना, औद्योगिक मजदूरों को भवन एवं सड़क निर्माण उद्योग की न्यूनतम मजदूरी देना, सेवा कार्ड, हरिजन व्रत एवं वे-स्तीय नहीं देना, समय पर वेतन भुगतान नहीं करना, सुरक्षा कानून का उल्लंघन करना का काया - पर का शीघ्र निवटारा नहीं होना न्यायालय के निर्णय का लागू नहीं होना तथा बाक श्रमिकों को बड़े पैमानों पर श्रम शोषण अभी जारी है । 80 एम० आर्ब, ओवर टाइम, भविष्यविधि, बोनस, प्रैक्टूटी, आदि के लाभ से ये असंगठित मजदूर वंचित रह जाते हैं । बिहार में महिला, आदिवासी एवं हरिजन मजदूर ही इनका सबसे अधिक शिकार हैं ।

बिहार में विभिन्न नियोजकों में नियोजित असंगठित मजदूरों के लिए मंडगार्ड भत्ता का निर्धारण बिहार न्यूनतम मजदूरी वजाहकार बोर्ड ने जून 1990 की अपनी बैठक में सुन्यीकरण की दर तथा इसके परमूतों के संबंध में निर्णय किया था, पर भी निर्णय किया था कि मंडगार्ड भत्ते का भुगतान जनवरी - जून 1990 के अंतर 56211900-1001 अंक के आधार पर अक्टूबर, 1990 से तीन घंटे प्रति अंक प्रति दिन देय होगा । और उसके बाद प्रत्येक व्. सहितै में प्रौद्योगिक सुन्यीकरण के आधार पर मंडगार्ड भत्ता की राशि में वृद्धि

में वृद्धि या कमी सम्बन्धित ७: माह के ठीक तीन महीने बाद लागू होगा । परन्तु दुःख दुःख एवं लम्बायुक्त बात है कि बिहार सरकार ने अभी तक सलाहकार बोर्ड के सर्व-सम्मत निर्णय को लागू नहीं किया है ।

अन्तर्राष्ट्रीय श्रम सम्मेलन । आर्थिक एवं औद्योगिक क्षेत्रों द्वारा बनाये गये राष्ट्रीय वेतन निर्धारण नीति को भी केन्द्रिय सरकार ने स्वीकृति प्रदान नहीं किया है जिसके चलते निर्णायक कम से कम मजदूरी पर काम कराते हैं । उक्त मजदूर अधिनियम एवं अनुसूचन । अधिनियम के बावजूद स्थायी प्रकृति के कार्यों में सार्वजनिक क्षेत्र, केन्द्रीय एवं राज्य सरकार तथा निजी संगठित क्षेत्रों में भी बड़े पैमाने पर औद्योगिक प्रथा, वैशुक्त, डेरी रेट, कन्टीनेन्सिबल तथा अस्थायी मजदूरों की बढ़ती की जा रही है कृषि मजदूरों की शालत ही और भी बढ़त है । इनकी न्यूनतम मजदूरी मात्र 16/50 50 प्रति दिन निर्धारित है । उन्हें तात्पर्य काम नहीं मिलता है । क्योंकि गाँव के विकास का सभी कार्य बन्द है और काम की शालत में यह दूसरे राज्यों प्रभाव, हरियाणा आदि में प्रभावित करते हैं और जहाँ इनकी जान और उच्चतम हमेशा खतरा में रहती है । इसके अतिरिक्त ईंट, बत्थर चौकी, पत्थर, दुकान मजदूरों एवं निर्माण मजदूरों की शालत भी बढ़त है ।

असंगठित मजदूरों का यह राज्य स्तरीय कन्वेंशन राज्य के सभी पुनियनों और असंगठित मजदूरों के निम्नलिखित मांगों को पूरी कराने के लिए राज्य ज्वायी युवाक और सलत आन्दोलन की आश करता है -

मांगें :-

1. 15 वे भारतीय श्रम सम्मेलन के सिद्धान्तों के आधार पर राष्ट्रीय न्यूनतम मजदूरी तम की जाय और यह तम तम नहीं की जाती है तम तम [1960-100] 1000 मूल्य सुवर्क पर 1500/- 50 प्रतिमाह न्यूनतम मजदूरी तम की जाय ।
2. बिहार न्यूनतम सलाहकार बोर्ड की <sup>के अनुसार</sup> अनुसूचन परिवर्तनीय संसर्गर्भ भूत का भुगतान किया जाय ।
3. भविष्य निधि, कर्मचारी राज्य बीमा, उपादान, प्रसव लाभ तथा अन्य सुविधाओं को काम में लगे मजदूरों की शालत के आधार के बगैर लागू किया जाय ।
4. न्यूनतम मजदूरी अधिनियम में संशोधन कर सका उत्तम करने वाले को श्रम अवराधी घोषित किया जाय ।
5. अनुसूचित वर्गों में अन्य सुविधाओं को भी जोड़ा जाय ।
6. श्रम संशोधन के 31 वे सम्मेलन की अनुसूचन के अनुसार प्रत्ये 50 दिन्दू मूल्य सुवर्क की वृद्धि के बाद तुरंत न्यूनतम मजदूरी पुनरीक्षित की जाय ।
7. न्यूनतम मजदूरी मरीची रैला से उपर आवश्यकता के अनुसार मजदूरी निर्धारित / मजदूरी निर्धारित / पुनरिक्षित की जाय ।

8. न्यूनतम मजदूरी कानून को सही ढंग से लागू करवाने के लिए राज्य भर में विद्या स्तर पर त्रिपक्षीय समिति गठित की जाय तथा राज्य न्यूनतम मजदूरी बोर्ड की बैठक वार्षिक तीन बार पर बुलाई जाय ।
9. सभी अर्द्धगठित मजदूरों से आठ घंटे का काम और उसके अधिक काम देने पर दुसरी दुसरी मजदूरी दी जाय ।
10. महिला कामगारों एवं स्थायी प्रकृति के कार्यों में लगे केंद्रित, कन्टीनेन्सियल तथा अस्थायी मजदूरों को सामान्य पारिभ्रमिक अधिनियम और उच्चतम न्यायालय के निर्णय के अनुसार काम के लिए समान मजदूरी दी जाय ।
11. ठेका मजदूर १ दिवसीय एवं उन्मुक्त १ अधिनियम में संशोधन कर स्थायी प्रकृति के काम में लगे ठेका मजदूरों को उसी स्थान पर स्थायी किया जाय ।
12. सभी अर्द्धगठित मजदूरों के लिए सरकार द्वारा आन्तरीय योजना के अन्तर्गत आवास सुविधा दिया जाय , और उन्हें बिना वैकल्पिक व्यवस्था के सुत्पार्थों वा अन्य सरकारी स्थानों से हटाना नहीं जाय ।
13. महिला श्रमिकों के बच्चों की देख-भाल के लिए डेज की सुविधा व्यवस्था की जाय ।
14. सरकार की ओर से काम देने लायक , योजना बाधुकी जाय । विशेषे उन्हें लगाता-र रोजगार दिया जा सके तथा बेरोजगारों को सुविधा भत्ता दिया जाय ।
15. अर्द्धगठित मजदूरों के लिए एक विस्तृत कल्याणकारी योजना बनायी जाय और इस योजना को गारंटी के साथ लागू करने के लिए उनके निवेशों पर कल्याण रोजगार लगाया जाय और उन्हें सरकार भी अपनी ओर से अच्छा हिस्सा इस योजना में दे ।
16. अर्द्धगठित मजदूरों को मनमाने ढंग से नौकरी से निकाले जाने एवं अव्यक्त किए जाने के विरुद्ध कानूनी प्रावधान बनाकर उनकी नौकरी की सुरक्षा की जाय ।
17. अर्द्धगठित महिला मजदूरों को प्रसव कालिन की सुविधा की सुविधा व्यवस्था सरकार के द्वारा दी जाय ।
18. श्रेष्ठ मजदूरों के लिए केन्द्रीय कानून बनाया जाय और अभी जो कानून हैं, उसे प्रकृति से लागू कराया जाय ।
19. न्यूनतम मजदूरी अधिनियम को संविधान के 9 वीं अनुच्छेद में जोड़ा जाय ।
20. न्यायालय द्वारा निर्णय को सरकार कार्यान्वयन कराने के लिए कानून में संशोधन करे ।
21. अर्द्धगठित मजदूरों को उपभोक्ता समिती जन चितरण गुणाजी के माध्यम से सुविधा कराई जाय ।

यह कन्दोलन राज्य के सभी अर्धगठित मण्डलों एवं पुनियनों को आह्वान करता है कि उपरोक्त मार्गों की पूरी करवाने के लिए निम्नलिखित औद्योगिक कार्यक्रम को पूरा करें ।

1. मई 92 गार एक सभी जिलाओं में सु संयुक्त कन्दोलन आयोजित किया था ।
2. जून 1992 गार में जिला स्तर पर संयुक्त प्रदर्शन आयोजित करें ।
3. अर्धगठित मण्डलों का राज्य व्यापी प्रदर्शन प्रदर्शन में आयोजित की जाय ।
4. राज्य व्यापी सहकार्य की तैयारी करें ।
5. अर्धगठित मण्डलों को अपने अधिकार और गुणधर्मों के प्रति संवेदन करने के लिए <sup>संजाल</sup> मण्डल भी अपने कर्तव्य का निर्धारण करें ।

यह कन्दोलन अधीन करता है कि हर स्तर पर अर्धगठित मण्डलों का सुचारु प्रणाली का निर्माण करें । ताकि मार्गों को पूरी करने में संयुक्त संघर्ष के द्वारा मदद मिले ।

नि वे द क

रेटक                      कीट्ट,                      पू० टी० पू० बी, पू० टी०पू० बी० (वे०सा०)  
टी० पू० बी० बी०, ए० आर्ष० बी० टी० पू०, इन्टक, एव० एम० एव० , मा०म० शि०

श्री मो० शफी कुरैशी  
महामहिम राज्यपाल  
बिहार, पटना ।

बिहार के मिहनतकश की ओर से केन्द्रीय सरकार के रेल एवं आम बजट तथा आर्थिक एवं औद्योगिक नीतियों के खिलाफ स्मार पत्र ।

महोदय,

विभिन्न केन्द्रीय ट्रेड यूनियन संगठनों, औद्योगिक फेडरेशनों एवं राज्य सरकार के कर्मचारी महासंघों के तत्वावधान में राज्य भर के हजारों कामगार तथा कर्मचारी निम्न बिन्दुओं की ओर आपका ध्यान आकृष्ट करने एवं आपके माध्यम से भारत के प्रधान मंत्री को उन बिन्दुओं से अवगत कराने हेतु बेनी रोड, पटना के पास आज दिन भर का धरना दे रहे हैं ।

**ट्रेड यूनियन्स एवं मिहनतकश वर्ग :—**

१. रेल बजट के द्वारा यात्री किराये एवं मालभाड़ा में की गई वृद्धि का तीव्र विरोध करते हैं जिसने मेहनतकश वर्ग एवं आम जनता के गरीब वर्ग के हितों के विरुद्ध देश के आर्थिक ढाँचे को मुद्रास्फीति उन्मुख बना दिया है ।

२. विरोध करते हैं नेशनल रिनिउएबुल फण्ड का जिसे आम बजट में अंगीकृत किया गया बावजूद इसके कि केन्द्रीय सरकार द्वारा आहूत सभी केन्द्रीय ट्रेड यूनियनों की संयुक्त बैठक ने इसे एक स्वर से रद्द कर दिया था ।

३. सख्त विरोध करते हैं केन्द्रीय सरकार द्वारा निर्गत श्वेत-पत्र में सार्वजनिक क्षेत्र की तथाकथित बीमार इकाइयों के उल्लेख का, जिसमें भारी अभियन्त्रण निगम, राँची, सिदरी एवं बरौनी स्थित भारत उर्वरक निगम के इकाई एवं आई, डी. पी. एल. मुजफ्फरपुर को दर्ज करते हुए इसे बी. आई. एफ. आर. को सुपुर्द करने की बात कही गई है । हालांकि यह कारवाई ट्रेड यूनियनों से इन इकाइयों में सुधार हेतु बैकल्पिक प्रस्ताव पर विचार-विमर्श किए बगैर एकतरफा तौर पर किया गया जबकि इस मामले में ट्रेड यूनियनों भरपूर सहयोग देने को तैयार हैं ।

४. सख्त मुखालफत करते हैं केन्द्रीय सरकार की "एकजीट पालिसी" का जो न मात्र अकेले सार्वजनिक क्षेत्र के ७ लाख मजदूरों को बेरोजगार कर देगी बल्कि अन्य लाखों निजी क्षेत्रों के मजदूरों को भी बेरोजगार कर देगी । इसका कुप्रभाव बहुत जल्द ही राज्य में महसूस किया जायेगा जहाँ कि बड़ी संख्या में सार्वजनिक क्षेत्र की इकाईयाँ मौजूद हैं ।

५. आसमान छूती मूल्य वृद्धि जिससे सभी वर्ग के गरीब अवाग बुरी तरह से प्रभावित हैं पर गहरी चिन्ता व्यक्त करते हुए मांग करते हैं कि १४ आवश्यक वस्तुओं को "जन वितरण प्रणाली" के माध्यम से रियायती दर पर आपूर्ति की जाए ।

६. विरोध करते हैं केन्द्रीय सरकार की नई आर्थिक एवं औद्योगिक नीतियों का, जिससे कि संगठित क्षेत्र की कार्यशक्ति में तेजी से ह्रास होगा, रोजगार के अवसर में कमी आयेगी और राज्य में व्याप्त बेरोजगारी का बोझ बढ़ेगा जिससे कि यह राज्य पहले से भीषण रूप से त्रस्त है ।

७. चिन्ता व्यक्त करते हैं कि अन्तर्राष्ट्रीय मुद्राकोष एवं विश्व बैंक के इशारे पर लाई गई आर्थिक एवं औद्योगिक नीतियाँ भारतीय एवं बहुराष्ट्रीय पूंजी को

इजारेदार बना दूँगे और इससे इनके नए क्षेत्रों में घुसने का प्रवेश द्वार खुल जाएगा और यह अब कृषि क्षेत्र के उद्योग में जगह बनाकर बीज, उर्वरक, कीटनाशक एवं अन्य दूसरी सामग्रियों पर अपना नियंत्रण जमा लेंगे। फलस्वरूप गरीब किसान एवं खेत-मजदूर बहुराष्ट्रीय निगमों की मेहरबानियों पर आश्रित हो जायेंगे। फलस्वरूप केन्द्र सरकार के दावे के विपरीत कृषि-उत्पादन बुरी तरह से प्रभावित होगा।

८. गहरी चिन्ता के साथ महसूस करते हैं कि नई आर्थिक एवं औद्योगिक नीतियों पर आधारित नया बजट संसद के औद्योगिक नीति प्रस्ताव १९५६ के विपरीत दिशा में अग्रसर है जिससे सार्वजनिक क्षेत्र पर आश्रित सैकड़ों उद्योग धंधे (ऐनसिलरी इण्डस्ट्रीज) बीमार पड़ेंगे और हजारों कामगार बेरोजगार हो जाएंगे।

९. महसूस करते हैं कि नई आर्थिक एवं औद्योगिक नीति एवं देशी और विदेशी इजारेदार परस्त नीतियों के कारण रोजगारों में मुल छोटी और मंजौली औद्योगिक इकाईयाँ बुरी तरह से प्रभावित हो रही हैं। इससे औद्योगिक इकाईयों के बीमार संख्या में बेतहाशा वृद्धि होगी और बन्द पड़ी इकाईयों की तादाद तेजी से बढ़ेगी जो फिलहाल ४ लाख की संख्या अभी पार कर चुकी है।

१०. विरोध करते हैं आई० एम० एफ० एवं विश्व बैंक के इशारे पर चलायी जा रही निजीकरण के उस नीति का जिसके द्वारा सार्वजनिक क्षेत्र के प्रतिष्ठानों को विभिन्न रूपों में निजीकरण किया जा रहा है एवं एक के बाद एक इनको ध्वस्त किया जा रहा है।

११. केन्द्र सरकार से उरुग्वे में जी० ए० टी० टी० (गैट) काफ्रेन्स द्वारा लाये गये कुप्रेरित "डंकल प्रस्ताव" को रद्द करने की मांग करते हैं। हम राष्ट्रीय हित, आत्मनिर्भरता एवं देश की आर्थिक एवं राजनीतिक सम्प्रभुता के रक्षार्थ अमेरिकी ट्रेड ऐक्ट के अन्तर्गत स्पेशल ३०१ एवं सुपर ३०१ के दबाव में इण्डिया पेटेन्ट ऐक्ट १९७० में किसी प्रकार के परिवर्तन का विरोध करते हैं।

यदि केन्द्र सरकार ने आम मेहनतकशों, खेत-मजदूरों, किसानों, बेरोजगार नौजवानों अवाग के अन्य मेहनतकश-गरीब तबके, देश के आर्थिक एवं राजनीतिक-सम्प्रभुता एवं आत्मनिर्भरता के हितों के खिलाफ वर्तमान आर्थिक एवं औद्योगिक नीतियों को जारी रखा तो बिहार के मेहनतकश अवाग मूक दर्शक बने बैठे नहीं रहेंगे अपितु गरीब, पीड़ित अवाग एवं बेरोजगार नौजवानों के साथ गोलबन्द होकर भीषण संघर्ष करने को बाध्य होंगे।

सधन्यवाद !

निवेदक :

चक्रधर प्रसाद सिंह, महासचिव

बिहार राज्य कमिटी, ऐटक

नृपेन्द्र कृष्ण महतो, महासचिव

बिहार राज्य कमिटी, टी० यू० सी० सी०

तारा कान्त प्रकाश, उपाध्यक्ष

बिहार राज्य कमिटी, यू० टी० यू० सी०

आर० एन० मजुमदार, महासचिव

बिहार राज्य कमिटी ए० आई० सी० सी० टी० यू०

ज्ञान शंकर मजुमदार, महासचिव

बिहार राज्य कमिटी, सीटू

शंकर सिंह, अध्यक्ष

बिहार राज्य क० यू० टी० यू० सी० (ले.सा.)

मिथिलेश कुमार, अध्यक्ष

बिहार राज्य कमिटी एच० एम० एस०

विजय कुमार चौधरी

सचिव, ए० आई० सी० टी० यू०

श्री मो० शफी कुरैशी  
महामहिम राज्यपाल  
बिहार, पटना ।

बिहार के मिहनतकश की ओर से केन्द्रीय सरकार के रेल एवं आम बजट तथा आर्थिक एवं औद्योगिक नीतियों के खिलाफ स्मार पत्र ।

महोदय,

विभिन्न केन्द्रीय ट्रेड यूनियन संगठनों, औद्योगिक फेडरेशनों एवं राज्य सरकार के कर्मचारी महासंघों के तत्वावधान में राज्य भर के हजारों कामगार तथा कर्मचारी निम्न बिन्दुओं की ओर आपका ध्यान आकृष्ट करने एवं आपके माध्यम से भारत के प्रधान मंत्री को उन बिन्दुओं से अवगत कराने हेतु बेनी रोड, पटना के पास आज दिन भर का धरना दे रहे हैं ।

**ट्रेड यूनियन्स एवं मिहनतकश वर्ग :—**

१. रेल बजट के द्वारा यात्री किराये एवं मातृभाड़ा में की गई वृद्धि का तीव्र विरोध करते हैं जिसने मेहनतकश वर्ग एवं आम जनता के गरीब वर्ग के हितों के विरुद्ध देश के आर्थिक ढाँचे को मुद्रास्फोति उन्मुख बना दिया है ।

२. विरोध करते हैं नेशनल रिनिउएबुल फण्ड का जिसे आम बजट में अंगीकृत किया गया बावजूद इसके कि केन्द्रीय सरकार द्वारा आहूत सभी केन्द्रीय ट्रेड यूनियनों की संयुक्त बैठक ने इसे एक स्वर से रद्द कर दिया था ।

३. सख्त विरोध करते हैं केन्द्रीय सरकार द्वारा निर्गत श्वेत-पत्र में सार्वजनिक क्षेत्र की तथाकथित बीमार इकाइयों के उल्लेख का, जिसमें भारी अभियन्त्रण निगम, रांची, सिदरी एवं बरौनी स्थित भारत उर्वरक निगम के इकाई एवं आई, डी. पी. एल. मुजफ्फरपुर को दर्ज करते हुए इसे बी. आई. एफ. आर. को सुपुर्द करने की बात कही गई है । हालांकि यह कारवाई ट्रेड यूनियनों से इन इकाइयों में सुधार हेतु वैकल्पिक प्रस्ताव पर विचार-विमर्श किए बगैर एकतरफा तौर पर किया गया जबकि इस मामले में ट्रेड यूनियनों भरपूर सहयोग देने को तैयार हैं ।

४. सख्त मुखाफलत करते हैं केन्द्रीय सरकार की "एक्जीट पालिसी" का जो न मात्र अकेले सार्वजनिक क्षेत्र के ७ लाख मजदूरों को बेरोजगार कर देगी बल्कि अन्य लाखों निजी क्षेत्रों के मजदूरों को भी बेरोजगार कर देगी । इसका कुप्रभाव बहुत जल्द ही राज्य में महसूस किया जायेगा जहां कि बड़ी संख्या में सार्वजनिक क्षेत्र की इकाईयां मौजूद हैं ।

५. आसमान छूती मूल्य वृद्धि जिससे सभी वर्ग के गरीब अवाम बुरी तरह से प्रभावित हैं पर गहरी चिन्ता व्यक्त करते हुए मांग करते हैं कि १४ आवश्यक वस्तुओं को "जन वितरण प्रणाली" के माध्यम से रियायती दर पर आपूर्ति की जाए ।

६. विरोध करते हैं केन्द्रीय सरकार की नई आर्थिक एवं औद्योगिक नीतियों का, जिससे कि संगठित क्षेत्र की कार्यशक्ति में तेजी से ह्रास होगा, रोजगार के अवसर में कमी आयेगी और राज्य में व्याप्त बेरोजगारी का बोझ बढ़ेगा जिससे कि यह राज्य पहले से भीषण रूप से त्रस्त है ।

७. चिन्ता व्यक्त करते हैं कि अन्तर्राष्ट्रीय मुद्राकोष एवं विश्व बैंक के इशारे पर लाई गई आर्थिक एवं औद्योगिक नीतियां भारतीय एवं बहुराष्ट्रीय पंजी को

इजारेदार बना देगी और इससे इनके नए क्षेत्रों में घुसने का प्रवेश द्वार खुल जाएगा और यह अब कृषि क्षेत्र के उद्योग में जगह बनाकर बीज, उर्वरक, कीटनाशक एवं अन्य दूसरी सामग्रियों पर अपना नियंत्रण जमा लेंगे। फलस्वरूप गरीब किसान एवं खेत-मजदूर बहुराष्ट्रीय निगमों की मेहरबानियों पर आश्रित हो जायेंगे। फलस्वरूप केन्द्र सरकार के दावे के विपरीत कृषि-उत्पादन बुरी तरह से प्रभावित होगा।

८. गहरी चिन्ता के साथ महसूस करते हैं कि नई आर्थिक एवं औद्योगिक नीतियों पर आधारित नया बजट संसद के औद्योगिक नीति प्रस्ताव १९५६ के विपरीत दिशा में अग्रसर है जिससे सार्वजनिक क्षेत्र पर आश्रित सैकड़ों उद्योग धंधे (ऐनसिलरी इण्डस्ट्रीज) बीमार पड़ेंगे और हजारों कामगार बेरोजगार हो जाएंगे।

९. महसूस करते हैं कि नई आर्थिक एवं औद्योगिक नीति एवं देशी और विदेशी इजारेदार परस्त नीतियों के कारण रोजगारोन्मुख छोटी और मझोली औद्योगिक इकाईयां बुरी तरह से प्रभावित हो रही हैं। इससे औद्योगिक इकाईयों के बीमार संख्या में बेतहाशा वृद्धि होगी और बन्द पड़ी इकाईयों का तादाद तेजी से बढ़ेगी जो फिलहाल ४ लाख की संख्या अभी पार कर चुकी है।

१०. विरोध करते हैं आई० एम० एफ० एवं विश्व बैंक के इशारे पर चलायी जा रही निजीकरण के उस नीति का जिसके द्वारा सार्वजनिक क्षेत्र के प्रतिष्ठानों को विभिन्न रूपों में निजीकरण किया जा रहा है एवं एक के बाद एक इनको ध्वस्त किया जा रहा है।

११. केन्द्र सरकार से उरूवे में जी० ए० टी० टी० (गैट) कान्फ्रेंस द्वारा लाये गये कुपेरित "डंकल प्रस्ताव" को रद्द करने की मांग करते हैं। हम राष्ट्रीय हित, आत्मनिर्भरता एवं देश की आर्थिक एवं राजनीतिक सम्प्रभुता के रक्षार्थ अमेरिकी ट्रेड ऐक्ट के अन्तर्गत स्पेशल ३०१ एवं सुपर ३०१ के दबाव में इण्डिया पेटेंट ऐक्ट १९७० में किसी प्रकार के परिवर्तन का विरोध करते हैं।

यदि केन्द्र सरकार ने आम मेहनतकशों, खेत-मजदूरों, किसानों, बेरोजगार नौजवानों, अवाम के अन्य मेहनतकश-गरीब तबके, देश के आर्थिक एवं राजनीतिक-सम्प्रभुता एवं आत्मनिर्भरता के हितों के खिलाफ वर्तमान आर्थिक एवं औद्योगिक नीतियों को जारी रखा तो बिहार के मेहनतकश अवाम मूक दर्शक बने बैठे नहीं रहेंगे अपितु गरीब, पीड़ित अवाम एवं बेरोजगार नौजवानों के साथ गोलबन्द होकर भीषण संघर्ष करने को बाध्य होंगे।

सधन्यवाद !

निवेदक :

चक्रधर प्रसाद सिंह, महासचिव

बिहार राज्य कमिटी, ऐटक

नृपेन्द्र कृष्ण महतो, महासचिव

बिहार राज्य कमिटी, टी० यू० सी० सी०

तारा कान्त प्रकाश, उपाध्यक्ष

बिहार राज्य कमिटी, यू० टी० यू० सी०

आर० एन० मजुमदार, महासचिव

बिहार राज्य कमिटी ए० आई० सी० सी० टी० यू०

ज्ञान शंकर मजुमदार, महासचिव

बिहार राज्य कमिटी, सीटू

शंकर सिंह, अध्यक्ष

बिहार राज्य क० यू० टी० यू० सी० (ले.सा.)

मिथिलेश कुमार, अध्यक्ष

बिहार राज्य कमिटी एच० एम० एस०

विजय कुमार चौधरी

सचिव, ए० आई० सी० टी० यू०



श्री मो० शफी कुरंशी  
महामहिम राज्यपाल  
बिहार, पटना ।

बिहार के मिहनतकश की ओर से केन्द्रीय सरकार के रेल एवं आम बजट तथा आर्थिक एवं औद्योगिक नीतियों के खिलाफ स्मार पत्र ।

महोदय,

विभिन्न केन्द्रीय ट्रेड यूनियन संगठनों, औद्योगिक फेडरेशनों एवं राज्य सरकार के कर्मचारी महासंघों के तत्वावधान में राज्य भर के हजारों कामगार तथा कर्मचारी निम्न बिन्दुओं की ओर आपका ध्यान आकृष्ट करने एवं आपके माध्यम से भारत के प्रधान मंत्री को उन बिन्दुओं से अवगत कराने हेतु बेनी रोड, पटना के पास आज दिन भर का धरना दे रहे हैं ।

**ट्रेड यूनियन्स एवं मिहनतकश वर्ग :—**

१. रेल बजट के द्वारा यात्री किराये एवं मानभाड़ा में की गई वृद्धि का तीव्र विरोध करते हैं जिसने मेहनतकश वर्ग एवं आम जनता के गरीब वर्ग के हितों के विरुद्ध देश के आर्थिक ढाँचे को मुद्रास्फीति उन्मुख बना दिया है ।

२. विरोध करते हैं नेशनल रिनिउएबुल फण्ड का जिसे आम बजट में अंगीकृत किया गया बावजूद इसके कि केन्द्रीय सरकार द्वारा आहूत सभी केन्द्रीय ट्रेड यूनियनों की संयुक्त बैठक ने इसे एक स्वर से रद्द कर दिया था ।

३. सख्त विरोध करते हैं केन्द्रीय सरकार द्वारा निर्गत श्वेत-पत्र में सार्वजनिक क्षेत्र की तथाकथित बीमार इकाइयों के उल्लेख का, जिसमें भारी अभियन्त्रण निगम, राँची, सिदारी एवं बरीनो स्थित भारत उर्वरक निगम के इकाई एवं आई, डी. पी. एल. मुजफ्फरपुर को दर्ज करते हुए इसे बी. आई. एफ. आर. को सुपूर्द करने की बात कही गई है । हालांकि यह कारवाई ट्रेड यूनियनों से इन इकाइयों में सुधार हेतु बिकल्पिक प्रस्ताव पर विचार-विमर्श किए बगैर एकतरफा तौर पर किया गया जबकि इस मामले में ट्रेड यूनियनों भरपूर सहयोग देने को तैयार हैं ।

४. सख्त मुखालफत करते हैं केन्द्रीय सरकार की "एकजीट पालिसी" का जो न मात्र अकेले सार्वजनिक क्षेत्र के ७ लाख मजदूरों को बेरोजगार कर देगी बल्कि अन्य लाखों निजी क्षेत्रों के मजदूरों को भी बेरोजगार कर देगी । इसका कुप्रभाव बहुत जल्द ही राज्य में महसूस किया जायेगा जहां कि बड़ी संख्या में सार्वजनिक क्षेत्र की इकाईयाँ मौजूद हैं ।

५. आसमान छूती मूल्य वृद्धि जिससे सभी वर्ग के गरीब अवाम बुरी तरह से प्रभावित हैं पर गहरी चिन्ता व्यक्त करते हुए मांग करते हैं कि १४ आवश्यक वस्तुओं को "जन वितरण प्रणाली" के माध्यम से रियायती दर पर आपूर्ति की जाए ।

६. विरोध करते हैं केन्द्रीय सरकार की नई आर्थिक एवं औद्योगिक नीतियों का, जिससे कि संगठित क्षेत्र की कार्यशक्ति में तेजी से ह्रास होगा, रोजगार के अवसर में कमी आयेगी और राज्य में व्याप्त बेरोजगारी का बोझ बढ़ेगा जिससे कि यह राज्य पहले से शोषण रूप से त्रस्त है ।

७. चिन्ता व्यक्त करते हैं कि अन्तर्राष्ट्रीय मुद्राकोष एवं विश्व बैंक के इशारे पर लाई गई आर्थिक एवं औद्योगिक नीतियाँ भारतीय एवं बहाराष्ट्रीय पंजी को

इजारेदार बना देगी और इससे इनके नए क्षेत्रों में घुसने का प्रवेश द्वार खुल जाएगा और यह अब कृषि क्षेत्र के उद्योग में जगह बनाकर बीज, उर्वरक, कीटनाशक एवं अन्य दूसरी सामग्रियों पर अपना नियंत्रण जमा लेंगे। फलस्वरूप गरीब किसान एवं खेत-मजदूर बहुराष्ट्रीय निगमों की मेहरबानियों पर आश्रित हो जायेंगे। फलस्वरूप केन्द्र सरकार के दावे के विपरीत कृषि-उत्पादन बुरी तरह से प्रभावित होगा।

८. गहरी चिन्ता के साथ महसूस करते हैं कि नई आर्थिक एवं औद्योगिक नीतियों पर आधारित नया बजट संसद के औद्योगिक नीति प्रस्ताव १९५६ के विपरीत दिशा में अग्रसर है जिससे सार्वजनिक क्षेत्र पर आश्रित सैकड़ों उद्योग धंधे (ऐनसिलरी इण्डस्ट्रीज) बीमार पड़ेंगे और हजारों कामगार बेरोजगार हो जाएंगे।

९. महसूस करते हैं कि नई आर्थिक एवं औद्योगिक नीति एवं देशी और विदेशी इजारेदार परस्त नीतियों के कारण रोजगारोंमुख छोटी और मझोली औद्योगिक इकाईयां बुरी तरह से प्रभावित हो रही हैं। इससे औद्योगिक इकाईयों के बीमार संख्या में बेतहाशा वृद्धि होगी और बन्द पड़ी इकाईयों का तादाद तेजी से बढ़ेगी जो फिलहाल ४ लाख की संख्या अभी पार कर चुकी है।

१०. विरोध करते हैं आई० एम० एफ० एवं विश्व बैंक के इशारे पर चलायी जा रही निजीकरण के उस नीति का जिसके द्वारा सार्वजनिक क्षेत्र के प्रतिष्ठानों को विभिन्न रूपों में निजीकरण किया जा रहा है एवं एक के बाद एक इनको ध्वस्त किया जा रहा है।

११. केन्द्र सरकार से उरुग्वे में जी० ए० टी० टी० (गूंट) कान्फ्रेंस द्वारा लाये गये कुप्रेरित "डंकल प्रस्ताव" को रद्द करने की मांग करते हैं। हम राष्ट्रीय हित, आत्मनिर्भरता एवं देश की आर्थिक एवं राजनीतिक सम्प्रभुता के रक्षार्थ अमेरिकी ट्रेड ऐक्ट के अन्तर्गत स्पेशल ३०१ एवं सुपर ३०१ के दबाव में इण्डिया पेटेंट ऐक्ट १९७० में किसी प्रकार के परिवर्तन का विरोध करते हैं।

यदि केन्द्र सरकार ने आम मेहनतकशों, खेत-मजदूरों, किसानों, बेरोजगार नौजवानों, अवाम के अन्य मेहनतकश-गरीब तबके, देश के आर्थिक एवं राजनीतिक-सम्प्रभुता एवं आत्मनिर्भरता के हितों के खिलाफ वर्तमान आर्थिक एवं औद्योगिक नीतियों को जारी रखा तो बिहार के मेहनतकश अवाम मूक दर्शक बने बैठे नहीं रहेंगे अपितु गरीब, पीड़ित अवाम एवं बेरोजगार नौजवानों के साथ गोलबन्द होकर भीषण संघर्ष करने को बाध्य होंगे।

सधन्यवाद !

निवेदक :

चक्रधर प्रसाद सिंह, महासचिव

बिहार राज्य कमिटी, ऐटक

नृपेन्द्र कृष्ण महतो, महासचिव

बिहार राज्य कमिटी, टी० यू० सी० सी०

तारा कान्त प्रकाश, उपाध्यक्ष

बिहार राज्य कमिटी, यू० टी० यू० सी०

आर० एन० मजुमदार, महासचिव

बिहार राज्य कमिटी ए० आई० सी० सी० टी० यू०

ज्ञान शंकर मजुमदार, महासचिव

बिहार राज्य कमिटी, सीटू

शंकर सिंह, अध्यक्ष

बिहार राज्य क० यू.टी.यू.सी. (ले.सा.)

मिथिलेश कुमार, अध्यक्ष

बिहार राज्य कमिटी एच० एम० एस०

विजय कुमार चौधरी

सचिव, ए० आई० सी० टी० यू०

भारत सरकार की नई आर्थिक एवं औद्योगिक नीतियों के विरुद्ध

२ अप्रैल ६२ को राज्यपाल के समक्ष

## मजदूरों का विशाल धरना

साथियों,

ट्रेड यूनियनों के अखिल भारतीय संघर्षात्मक कार्यक्रम के आह्वान के आलोक में भारतीय ट्रेड यूनियनों की प्रायोजक समिति की बिहार राज्य समिति ने—

दिनांक २ अप्रैल ६२ को राज्यपाल के समक्ष बेलीरोड पटना में १० बजे दिन के विराट धरना देने का निर्णय लिया है।

यह धरना भारत सरकार की नई आर्थिक एवं औद्योगिक एवं जनविरोधी रेल एवं सामान्य बजट जो अन्तरराष्ट्रीय मुद्रा कोष एवं विश्व बैंक के दबाव पर बना है, के विरुद्ध आयोजित है।

### यह धरना

- भयानक मूल्य वृद्धि के विरुद्ध।
- मजदूरों की निकासी, कारखाना बंदी एवं छंटनी के खिलाफ।
- निजीकरण एवं सार्वजनिक क्षेत्रों के भितरघात के विरुद्ध।
- बेकारी के विरुद्ध।
- देश की अर्थ व्यवस्था एवं उद्योगों में बहुराष्ट्रीय कम्पनियों के स्वतंत्र प्रवेश के विरुद्ध तथा।
- वेतन जाम के प्रयास के विरुद्ध आयोजित है।

हम बिहार के सभी ट्रेड यूनियनों एवं मजदूर साथियों से अपील करते हैं कि हजारों हजार की संख्या में भाग लें।

स्वाभिवादन,

निवेदक :

एटक, सीटू, यू. टी. यू. सी., यू. टी. यू. सी.  
(ले. सा.) टी.यू. सी. सी., ए.आई. सी.टी. यू.  
एच. एम. एस. एवं कामगारों एवं  
कर्मचारियों के अन्य महासंघ

अखिल भारतीय देह यूनियन कांग्रेस  
विहार राज्य कमिटी,

फोन- २२३६११

28/92

कैदार भवन, अमरनाथ रोड, पटना- ८००००१

०००

सभी संबंधित यूनियनों एवं जिला कमिटियों के प्रति

25.3.92

विषय :- राज्य कार्यकारिणी समिति की बैठक दिनांक २५-३-६२ के निष्पत्ति

प्रिय साथी,

स्टेक की विहार राज्य कमिटी की कार्यकारिणी समिति को एक आवश्यक बैठक दिनांक २५-३-६२ को कैदार भवन पटना में का० रतन राय की अध्यक्षता में हुई। बैठक ने विभिन्न विषयों पर विचार कर निम्नलिखित निर्णय लिए :-

(१) सर्वप्रथम स्टेक के राज्य केन्द्र के सम्यक संचालन पर विचार विमर्श हुआ। तथा तय हुआ कि :- राज्य केन्द्र के सम्यक संचालन के लिए कैदार भवन में पानी आपूर्ति, एवं सेनिटरी की व्यवस्था अविलम्ब की जाय। साथ ही कैदार भवन का कम्पाउन्ड को धेर-धेर उसमें गेट लगाकर उसकी सुरक्षा को अविलम्ब समुचित व्यवस्था की जाय।

इसकी सम्यक वित्तीय व्यवस्था के लिए यूनाइटेड कोल वर्कर्स यूनियन को ५०००/- रुपया, वोकारी इस्प्लान्त कामगार यूनियन को ५०००/- विहार स्टेट इलेक्ट्रिक सप्लाय वर्कर्स यूनियन को ५०००/- निर्धारित किये गये। वरौनी औद्योगिक क्षेत्र से तत्काल १०००/- रुपया एवं ५०००/- वाद में देने का वचन उपाध्यक्ष का० देवकीनन्दन ने किया। विहार सेत मजदूर यूनियन की ओर से का० चन्द्रदेव हिंसाशु अध्यक्ष ने २०००/- रुपया देने का वचन दिया। वोकारी स्टील कन्टेक्टर वर्कर्स यूनियन की ओर महामंत्री का० राजेन्द्र प्रसाद यादव ने एक हजार रुपये इस मद में जमा किया।

भागलपुर की ओर से का० अम्बिका प्रसाद ने एक हजार रुपया एवं चीनी मजदूरों की ओर से का० सत्य नारायण ठाकुर ने एक हजार रुपये देने का वचन दिया।

अन्य जिले के सचिव साथियों, की अनुपस्थिति के कारण उनका कोटा तय नहीं हुआ। परन्तु अकेले की गयी कि एक - एक हजार रुपया हर जिला कमिटी इस मद में भेजे। जिससे यह काम फौरी समाप्त किया जा सके। आगामी २ अप्रील ६२ तक यह रकम जमा करने का भी निर्णय हुआ।

२- स्टेक राज्य केन्द्र की गम्भीर वित्तीय स्थिति पर चिन्ता व्यक्त की गयी।

पिछले सम्मेलन के वाद लगातार विभिन्न चुनावों के कारण इस संबंध में पिछले सम्मेलन के निर्णय, ५ रुपया प्रति सदस्य की दर से कंदा उगाही नहीं हो सकी। अतः यह निर्णय लिया गया कि आगामी १७ मई, ६२ को पटना में सामान्य परिषद् की बैठक की जाय, जिसमें पिछले पतरात सम्मेलन के फैसले के आधार पर निधि संग्रह अभियान को इस कोण को पूरा किया जा सके। जिससे राज्य केन्द्र के संचालन में वित्तीय बाधा को

वित्तीय बाधा को दूर किया जा सके ।

३- भारत सरकार की नई आर्थिक एवं औद्योगिक नीति के विरुद्ध भारतीय ट्रेड यूनियन अभियान समिति के आह्वान के आलोक में २ अप्रैल, ६२ को राज्यपाल के सामने राज्य स्तरीय धरना को सफल करने पर विचार हुआ। इसके लिए विभिन्न औद्योगिक क्षेत्रों सेअधिकाधिक संख्या में मजदूर साथियों को लाने का निर्णय किया गया ।

४- असंगठित मजदूरों के २६ मार्च, ६२ के पटना में प्रस्तावित राज्य स्तरीय धरना को सफल बनाने तथा उनके निर्णयों के आलोक में पूरे राज्य में संगठनात्मक कारवाइ एवं संघर्षात्मक कार्यक्रम को सफल करने का निर्णय हुआ। अन्य केन्द्रिय ट्रेड यूनियनों के साथ मिलकर हर जिले के मई ६२ में जिला स्तरीय कन्वेंशन करने तथा उसके बाद जिलाधीर के सामने प्रदर्शन को सफल करने का निर्णय हुआ। स्टेट की जिला कमिटियों तथा अन्य संबंधित यूनियनों को इस संघर्ष में आगे आकर विराटराना भूमिका निभाने का आह्वान किया गया ।

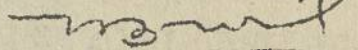
५- सदस्यता स्त्यापन का समय आ गया है । इस संबंध में आवश्यक तैयारी करने की प्रतीति सभी सम्बन्ध यूनियनों को किया गया ।

६- विहार राज्य बीज निगम के कामगारों की मांगों, जिसे सम्प्रतीते का कार्यान्वयन है, तथा उनके लिए पिछले डेढ़ महिनों से चल रही हड़ताल का समर्थन किया गया ।

सभी जिला कमिटियों एवं सम्बन्ध यूनियनों के साथियों से अनुरोध है कि उक्त निर्णय के आलोक में अपेक्षित कारवाइ करने की दिशा में अभी से लग जायें ।

साभिवादन ,

आपका साथी,

  
( (चक्रधर प्रसाद सिंह)

महासचिव

KSRTC STAFF & WORKERS FEDERATION

Reg.No.4/75 (AITUC)

President: M.S.KRISHNAN, B.Sc, B.E., Telephone:366497  
No.25, I Floor, IV Cross, Malleswaram, Bangalore - 560 003.

PRESS HANDOUT:

April 18th 1992  
Bangalore.

DECISIONS OF THE KSRTC STAFF & WORKERS  
FEDERATION.



The Central Executive Committee meeting of the KSRTC Staff & Workers Federation concluded its 3 day meeting on 9th April 1992 Under the Chairmanship of Coms: M.S.Krishnan and Mukunda Rao. The Secretariat of the Federation workedout the details of the programme in its meeting held on 17.4.1992. The resolutions are enclosed herewith.

\* To Transfer the ownership of Bangalore Transport Services to the Co-operative Society of Employees:

Subject to accepting the World Bank conditions and writing off the accumulated losses, the CEC has urged the Government to handover BTS to the Cooperative Society of Employees specifically to be formed for this purpose.

\* Non Co-operation with the Management:

To urge the following 13 points demands, the Federation would launch a non-cooperation movement from 1.6.1992. After 30.6.92 the entire KSRTC employees working all over the State would observe one day total strike.

- 1) Not to Privatise the City Transport Services.
- 2) Not to bifurcate the BTS from KSRTC.
- 3) Not to effect Wage Cut of 8 days for BTS employees for having gone on strike on 11.3.92.
- 4) To revoke Suspensions of Mysore and BTS Cadres of Federation units and pay back wages.
- 5) Negotiate and settle the Charter of Demands.
- 6) Implement all the non-implemented items of earlier settlements.
- 7) Settle all the pending grievances at Central, Divisional and Depot levels.
- 8) Do not implement Duty rota system.
- 9) Employ 276 Helper B from the 1989 list of Mysore Division.

- 10) Withdrawal of Circulars dated 18.9.91 and 25.3.92 relating to Transfer and Wage Cut respectively.
- 11) To withdraw the decision to reduce staff schedule ratio to 7.1 per schedule.
- 12) To retransfer all the employees who are presently transferred out of Central Offices under SSOs.
- 13) Stop Conspiracy to withdraw Recognition.

\* Demos on 22.4.1992:

All over the State before the depots, workshops and offices peaceful demonstrations would be arranged particularly demanding revocation of suspension of our BTS and Mysore Union cadres and to withdraw show cause notices of deduction from wages for over 6300 BTS workers.

\* To re-open cases against Mr.H.Y. Ramaiah, Regional Manager, Bangalore Metropolitan Transport Region (BMTR):

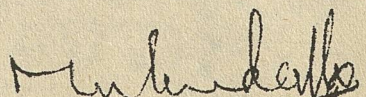
He was suspended in 1989 pending enquiry on grave charges. Now after Shri.Kodnandaramaiah took over as Vice-Chairman & Managing Director, he has closed the case. We demand its reopening. When he was Divisional Controller of Raichur, he has disposed off a number of default cases. It is reported that he has done it on quid pro-quo basis. We demand an enquiry into all such cases by a joint team comprising of the representatives of the Federation and Management.

\* Memorandum before the Experts Technical Committee:

The Government of Karnataka constituted this committee in July 1991. A copy of the memorandum submitted by the Federation is enclosed herewith. This committee consist of the following:

- Shriyuths: P.Kodandaramaiah, IPS - Chairman  
(Vice-Chairman & Managing Director - KSRTC)  
T.P.Venkataramana - Member Secretary  
(Chief Traffic Manager - KSRTC)  
Dr.N.S.Srinivasan - Former Director, National  
Transportation Institute,  
Thiruvananthapuram,  
Dr.V.Satyanarayana - Executive Director (Operations)  
APSRTC  
Dr.Sudarshan Padam - Director, Central Insitute  
of Road Transport, PUNE.  
V.Nagaraju - Advisor, Association of Road Transport  
Undertakings.

  
( H.V. ANANTHASUBBA RAO )  
General Secretary

  
( MUKUNDA RAO )  
Vice-President.

# KSRTC STAFF & WORKERS FEDERATION (AITUC)

No.25, 4th cross, Sampige Road, Malleswaram, Bangalore - 560 003.

## RESOLUTION

### ON THE WORSENING INDUSTRIAL RELATIONS

The Central Executive Committee meeting (CEC) of the KSRTC Staff & Workers Federation held in Bangalore from April 7th to 9th, 1992 warmly congratulates the employees of KSRTC for their stupendous response to the call of Bangalore Chalo on April 2nd 1992, the employees of BTS Divisions who went on a day's Strike on 11.3.92 against the Government's Policy of Privatising City Transport and bifurcation of BTS from KSRTC and also the employees of other divisions for their solidarity actions expressed through Demonstrations & Dharnas. This meeting also notes that no trade union or Federation in KSRTC opposed the strike action of March 11th. Apart from this it is significant that in places like Gulbarga and Hubli the leaders of KSRTC Employees Federation joined the Dharna programmes in support of BTS Strike. This meeting places its appreciation on record about all such Unions and forces which supported overtly and or covertly the strike action that took place on March 11th 1992.

This meeting records with disgust the reprehensible and unfair labour practices adopted by the Management of KSRTC to break the strike. Though the decision for strike action was taken as far back as on January 19th 1992 and the notice was served and the print media covered the same in their newspapers, the Management invited the Federation for 'talks' only on February 25, 1992 and the Hon'ble Minister for Transport did such exercise only on March 5th 1992. This meeting notes that these discussions did not produce any positive result because of the Casual and arrogant approach adopted by the Government and Management respectively. It is rather shameful that a premier public sector Management was more bent on breaking the strike than to find out a solution. The alternatives suggested by the Federation were not accepted by the Management - Government combine. This meeting condemns the unfair labour practices like deployment of workforce drawn from other divisions to manage BTS on the day of Strike. This meeting records with pride the action of solidarity shown by such employees in refusing to become blacklegs. The Management, keen on breaking the strike, appointed some staff on the eve of strike. There was a show of force by deployment of huge Police personnel in every depot to terrorise the employees. Hundreds of Cadres were arrested without any provocation. Cases are also booked against some Cadres. Com.V. Joseph, General Secretary of KSRTC Staff & Workers Union, BTS Division South and one of the Vice Presidents of the Federation was beaten black & blue without any provocation whatsoever by Shri. Muddaiah, Circle Inspector of Vijayanagar Police Station. This meeting condemns all these provocative, unfair and anti Trade Union actions of the Management and Police. This meeting notes with pride that in spite of such repressive actions by the State Machinery and the Management of KSRTC, the strike of BTS employees like a giant elephant moved majestically. This meeting notes that the strike action was unprecedented in its depth & sweep. It was an expression of the righteous indignation of the workers against the powers that be who are hell bent on liquidating the nationalised City Transport Systems.

This meeting notes with shock that even after such magnificent protest action by workers, the Management-Government combine has come with belligerent postures. The Management has planted stories that workers resorted



to violence and that the KSRTC Staff and Workers Federation has no concern for public. The Management using its clout with police has foisted false Police Cases against the Cadres of the Federation and its BTS Units. This meeting while repudiating all such charges with the utmost contempt they deserve, warns the management that they are denigrating the industry and are disparaging its image by their myopic & hysteric actions. The Cruel and corrupt officialdom has proposed 8days Wage Cut for the BTS employees who went on strike. It has suspended more than 42 Trade Union Cadres. It looks as if there is direction from the top Management to its lower level not to solve any grievance represented by the Federation and its affiliated Units.

The meeting also notes the conspiracy that is being hatched to withdraw the recognition enjoyed by the Federation and its Units on the basis of the results of Referendum held in 1987. This is on an alibi that a strike was organised by the Federation. This meeting wants to place on record that it has never signed an omnibus 'no strike' Treaty with the Management. Any such attempt to withdraw the recognition will be political in nature and amounts to rape of industrial Democracy. This meeting warns the KSRTC employees in particular and working class in general about the pretentious sympathy shown by the ruling classes to the democratic principles. If the recognition of a Trade Union which is elected by the overwhelming workers is withdrawn it would be an epitaph on the tomb of Industrial Democracy and Trade Union movement in the state.

This meeting notes with concern the approach of the Management towards the Charter of Demands submitted by the Federation on 31.12.91. Though a period of three months has elapsed since the previous settlement expired, till now the Management has not started negotiations to arrive at a new settlement. This meeting condemns the slanderous campaign by the Transport Minister about the wages of KSRTC Employees.

This meeting notes with disdain the volteface and the manipulative actions of the management in respect of the appointment of Helpers B of Mysore Division.

This meeting rejects the new rota system for drivers & Conductors.

This meeting also notes that none of the Pending Problems including the unimplemented items of the previous industrial settlements is resolved by the Management.

This meeting after threadbare discussions unanimously places the following demands on the Government-Management combine:

- 1) Not to Privatise the City Transport Services.
- 2) Not to bifurcate the BTS from KSRTC.
- 3) Not to effect Wage Cut of 8 days for BTS employees for having gone on Strike on 11.3.92.
- 4) To revoke Suspensions of Mysore and BTS Cadres of Federation Units and pay back wages.
- 5) Negotiate and Settle the Charter of Demands.
- 6) Implement all the non-implemented items of earlier Settlements.
- 7) Settle all the pending grievances at Central, Divisional and Depot levels.
- 8) Do not implement Duty rota system.

- 9) Employ 276 Helper B from the 1989 list of Mysore Division.
- 10) Withdrawal of Circulars dated 18.9.91 and 25.3.92 relating to Transfer and Wage Cut respectively.
- 11) To Withdraw the decision to reduce staff Schedule ratio to 7.1 per Schedule.
- 12) To retransfer all the employees who are presently transferred out of Central Offices under SSOs.
- 13) Stop Conspiracy to withdraw Recognition.

This meeting is of the firm opinion that the Management of KSRTC has by its aggressive, provocative, anti Trade Union and anti labour actions has created a situation of confrontation.

This meeting, in the interests of saving the Industry and to offer better services to public urges upon the Management to resile from their obdurate stand and to take conciliatory steps to restore the much damaged Industrial Peace.

In order to exert necessary pressure on the management Government combine, this meeting calls upon the employees of KSRTC to start a non-cooperation movement with the management throughout the length and breadth of the State from & onwards 1st June 1992. It also calls upon the employees to prepare for a day's State wide Token Strike any time after 30th June 1992. This meeting calls upon all the depots and divisional units to stage massive demonstrations before the depots, workshops and offices on April 22nd 1992 to register the immediate protest of the employees. This meeting calls upon the employees to prepare for the sacrifices which the situation demands. This meeting calls upon the Federation to take necessary organisational steps for the success of the Campaign.

The meeting also authorises the Federation to take such steps as are necessary against the Management for violation of the Settlements.

#### **RESOLUTION ON CO-OPERATIVE OWNERSHIP OF BANGALORE TRANSPORT SERVICES :**

The Central Executive Committee Meeting of the KSRTC Staff & Worker's Federation held in Bangalore from April 7th to 9th 1992 takes serious note of the move of the Government of Karnataka to privatise the City Transport Services in the State with particular reference to Bangalore Transport Services. Various pleas are advanced for such a suicidal action by the Government. A few of them are that the employees are arrogant, that the quality of services is deteriorating, that the BTS is incurring loss etc. This Meeting after thorough deliberations, repudiates each one of these contentions. This meeting observes that the quality of service is a product of human endeavour. The Corporation has miserably failed to utilise and motivate the vast human resources it has at its disposal. The Corporation Management, by its inhuman treatment of workers, unimaginative approach towards industrial relations, fire-fighting attitude, litigation - Prosecution oriented policies, has spoiled the good environment which is a sine qua non for offering good quality of services. The Government, instead of sorting out a major question like this, is trying to privatise the industry. In order to achieve this nefarious end, the Ministers and the Corporation Management headed by its Vice-Chairman & Managing Director, have started a slanderous campaign against the employees and the trade unions. This meeting unequivocally condemns such slanderous campaigns.

This Federation, with a view to increase the efficiency and quality of services, has been insisting for the last five years, that the Corporation should bring in a system of regular training so that the level of consciousness of every worker is increased. But inspite of the insistence on the scheme by the Federation from time and again, the Management has been avoiding deliberately such a proposal of the Federation. Because of this approach of the Government and the Management, there have been on very many occasions legitimate criticisms by the travelling public and the media.

The Government and the Management combine have no genuine interest to respond to these criticisms in a positive manner.

This Meeting therefore urges upon the Government of Karnataka to drop the move for privatisation of city transport services and offer the existing city transport services under the K.S.R.T.C. to a co-operative society of the employees to be formed for this purpose so that such a co-operative society can function in a better manner. This meeting urges on the Government not to tax such city services, to reimburse the cost on social obligations and to write off the accumulated losses. This meeting is of the clear opinion that as already these conditions have been agreed to by the Government to draw the World Bank Loan, the Government should not find it difficult to allow the city services under the said co-operative scheme of workers. This meeting calls upon the employees of Bangalore Transport Service to rise up to the occasion so that the challenge of privatisation is squarely met by their hard work and better quality of services to the travelling public.

**RESOLUTION ON SHRI.H.Y.RAMAIAH, REGIONAL MANAGER  
BANGALORE METROPOLITAN TRANSPORT REGION :**

This Central Executive Committee Meeting of the KSRTC Staff & Workers Federation held in Bangalore from April 7th to 9th, 1992 notes with concern that due to the confrontationist position taken by the Management of KSRTC led by the Vice-Chairman & Managing Director with regard to every problem of the workmen and that of the industrial relations, even the existing efficiency of the Corporation is coming down. Many corrupt elements in the administration have utilised such a situation to gang-up with the Vice-Chairman & Managing Director to harass the workers and the trade union cadres of KSRTC Staff & Workers Federation and its affiliated units. The corrupt officers have always opposed the growth of this Federation and on some pretext or the other, they have not redressed the grievances represented by the Federation and its affiliated units. As a matter of fact, this meeting, on hearing the reports from all the Divisions and from other functionaries of the Federation, has come to the irresistible conclusion that the Bipartite Committees, like the Implementation Committee at Corporate Level, Grievance-cum-Production Committees at Depot levels and the interaction between the Divisional Unions and the Divisional Managements have all been smashed to smithereens by the Management. The corrupt officers are ruling the roost in many a vital posts. Just to quote one sample, there has been a feeling in the minds of the employees that the top management has closed the disciplinary action case of Shri H.Y.Ramaiah, presently the Regional Manager of B.M.T.R. The erstwhile management had kept this officer under suspension pending enquiry on some grave charges. When such being the case, this Meeting smells a rat in the action of the Management in closing the case of such an officer. It is also reported to this Federation, that the said officer, while he was the Divisional Controller of KSRTC Raichur Division had closed serious default cases on a quid pro quo basis.

This meeting is of the opinion that unless there is integrity and honesty at higher levels, it cannot percolate to the lower levels. Therefore, without prejudice to the right of the Federation to demand such action in many other cases, this Meeting urges upon the Management of KSRTC to review the closed disciplinary case against Shri H.Y.Ramaiah and also hold an impartial enquiry by a Committee consisting of the representatives of the Management and the Federation, about the default cases finalised by Shri H.Y.Ramaiah, when he was the Divisional Controller of Raichur Division.

201

President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan  
ಎಂ. ಸಿ. ನರಸಿಂಹನ್

General Secretary :

ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ :

H. V. Anantha Subba Rao  
ಎಚ್. ವಿ. ಅನಂತಸುಬ್ಬರಾವ್

# ALL INDIA TRADE UNION CONGRESS

Karnataka State Committee

ಆಲ್ ಇಂಡಿಯಾ ಟ್ರೇಡ್ ಯೂನಿಯನ್ ಕಾಂಗ್ರೆಸ್  
ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಮಿತಿ

25, 1st Floor, 4th Cross, Sampige Road, Malleswaram, Bangalore-3  
೨೫, ಮೊದಲನೇ ಮಹಡಿ, ೪ನೇ ಕ್ರಾಸ್, ಸಂಪಿಗೆ ರಸ್ತೆ, ಮಲ್ಲೇಶ್ವರಂ, ಬೆಂಗಳೂರು-೩

Telephone 1 366497  
ದೂರವಾಣಿ 366497

Ref.No.12/62/92.

Bangalore.

Date : 3/4/1992.

ತಾರೀಖು :

To,

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

RECEIVED  
8 APR 1992  
A. I. T. U. C.

Dear Comrade,

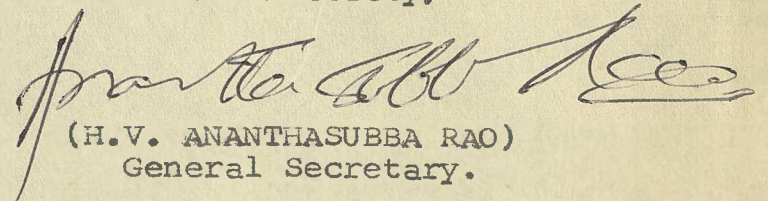
Sub:Monthly Report.

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Further to our letter dtd 8/2/92, we may highlight some of the important activities concerning our State in the report appended herewith.

With Greetings,

Yours Sincerely,

  
(H.V. ANANTHASUBBA RAO)  
General Secretary.

Monthly Report

REPORT ON THE ACTIVITIES OF THE KARNATAKA STATE

COMMITTEE OF AITUC

I. Struggle of the State Government Road Transport Workers (KSRTC) against Privatisation of Bus routes and Bifurcation of Bangalore Transport Service from Karnataka State Road Transport Corporation:

In our previous report, we had mentioned that despite open canvassing by some of the State Ministers including Sri. Aziz Sait, Transport Minister, Sri. Ramesh, Minister for Culture & Youth as well as active support of the officials at various levels to the other two contesting Federations, (both owing allegiance to INTUC) KSRTC Staff & Workers Federation affiliated to AITUC, secured 61.4% of the total votes polled and won in 20 out of 24 Divisions in the Secret Ballot held on 4.1.92 to decide the question of majority Federation. But unfortunately both the State Government and the KSRTC Management has not reconciled themselves with the situation and are continuing their hostile attitude towards our KSRTC Staff & Workers Federation. Taking shelter under a writ petition filed by one of the unions of Mangalore Division challenging the validity of elections, (which got only 4% votes) the Management is yet to give official recognition to our Federation for the ensuing 4 years. However as a result of status-quo being maintained by virtue of our success in the earlier referendum, we are continuing to enjoy the status of Recognised Federation.

p.t.o.

Despite our repeated approaches and demonstrations etc, the Management did not implement some of the Demands agreed upon in the earlier settlements of the year 1989 and 1991. On the fresh Charter of Demands submitted on 31.12.91 the Management has not come forward to negotiate. Number of problems at various levels concerning the staff at large have remained unsolved. Disciplinary actions such as suspensions and dismissals have become the order of the day. The State Transport Minister Sri.Aziz Sait and Sri.Kodanda Ramaiah, Vice-Chairman & Managing Director who happens to belong to IPS cadre, are consistently issuing statements criticising out of the way our Federation as well as the workers. Both are also showing undue favours to the other two Federations who lost in the Referendum.

Privatisation of Bangalore Transport Service and KSRTC Routes and Bifurcation of BTS from KSRTC:

Meanwhile the State Government announced its policy of Privatisation of the routes of State owned Transport Service as well as bifurcation of Bangalore Transport Service from KSRTC. Number of memorandums were submitted by our Federation highlighting that such policies would be detrimental to the interests of KSRTC, the State and the commuters. Instead of entering into a dialogue with our Federation on such vital issues, the State Government, especially the Transport Minister and the Vice-Chairman & Managing Director have repeatedly express<sup>ed</sup> their determination to go ahead with the policy

of Privatisation and Bifurcation of Bangalore Transport Service from KSRTC. On 9th March 1992 throughout the State, KSRTC Staff & Workers Federation held demonstrations against these retrograde policies of the State Government and the negligent and negative attitude of the Management towards the problems of workers.

After giving due notice to the Management our Federation gave a call to BTS workers to go on a days strike on 11.3.92 to protest against privatisation of bus routes and bifurcation of BTS from KSRTC. The State Government mobilised its entire police and official machinery to break the strike. The propaganda machinery of the State Government were utilised to defeat the strike call. Drivers from other Divisions were brought to man the vehicles in addition to recruitment of fresh hands. Number of our leaders including Com.H.V.Ananthasubba Rao had been taken into custody though strike was peaceful. Com.V.Joseph, General Secretary of KSRTC Staff & Workers Unon (BTS South) was brutally beaten by police. It appeared as if police had declared a war on peaceful workers. But the BTS workers under the leadership of our Federation did not succumb to these repressive measures and wholeheartedly supported the strike call. The strike of BGS crew on 11.3.92 was a total success and it was a fitting rebuff to both the State Government and the KSRTC Management. On earlier occasions when we had given strike calls, the INTUC unions would break the strike. This time the mood of the employees was such that

Contd...4)

even the INTUC unions did not come out with any such strike breaking statements. They kept [redacted] silent.

It is to be noted that two factions of INTUC together has the support of 20% of workers in BTS. On 11<sup>th</sup> March, at 16<sup>th</sup> moffusil centres KSRTC employees observed Dhasana.

Aftermath of the Strike on 11.3.1992:

The Management has foisted police case against some of the Office-bearers and activists of the Federation including Com.V. Joseph, General Secretary, KSRTC Staff & Workers Union, BTS (South) and Com.H.D. Revappa, General Secretary, KSRTC Staff & Workers Union (BTS North). They have suspended 43 leading cadres of the Federation. Further suspension orders are awaited. On the floor of the Assembly the Hon'ble Transport Minister announced on the day of the strike itself, about the contemplated disciplinary actions and 8 days wage cut. Subsequently notices were served on the Federation regarding wage cut of 8 days from the concerned workmen for having participated in one day's strike. To resist the deduction of <sup>8</sup> day's wages for one day strike, the Federation had given 4 days strike call by BTS employees. There are 11,000 BTS employees. The Labour Commissioner has stalled the wage deductions for the present.

There has been a serious situation. The attack of the State Government and the Management on our Federation we are of considered opinion, after carefully analysing the developments, is motivated purely from political considerations. We enjoy the workers support of State Road Transport which occupy a very strategic place. KSRTC has been the backbone of our State unit.

Contd...5)



They are worried about the increasing strength of our Federation. Somehow they want to discredit our Federation and try to weaken it. But so far their attempts have become futile and we are confident that due to sustained and effective campaigns and the militant actions conducted by our leadership of the Federation, the onslaught of both the Management and the State Government will be successfully fought back.

Demonstration of KSRTC Workers in front of KSRTC Central Offices on 2.4.1992:

About 5000 KSRTC workers from all over the State demonstrated for more than 3 hours on 2.4.92 in front of KSRTC Central Offices in Bangalore protesting against vindictive actions, delay in settlement of problems, authoritarian policies and actions of the Management etc, etc. The demonstration reflected very well the determination of the KSRTC Staff to march ahead.

Meeting of the KSRTC Staff & Workers Federation:

To review the present situation and to take appropriate decisions for intensifying <sup>the</sup> campaign, the Central Executive Committee of the Federation is meeting on 7, 8 and 9th of this month. The decisions taken in the meeting will be communicated to you in due course.

We seek the guidance, cooperation and active support of the AITUC Centre to take the struggle of KSRTC workers further.

Contd...6)

Memorandum submitted by the KSRTC Staff & Workers Federation to the Experts Technical Committee:

We are appending herewith a copy of our memorandum submitted to the above committee which has been constituted to examine and report among other things whether there is need to bifurcate the KSRTC Corporation as independent viable Corporations or to reorganise the KSRTC to improve the Management efficiency better operational performance and to improve the quality of service.

Conference of KSRTC Staff & Workers Union, Raichur Division:

A conference of the above Division was held on 16.3.1992. The Conference considered serious problems confronting the KSRTC Staff and elected Office-bearers for the next term.

II. National Protest Day on 2.4.1992 against Economic and Industrial Policies of Government of India:

There was a massive demonstration of workers belonging to Public and Private Sector, KSRTC, LIC and Banks in front of Raj Bhavan, Bangalore. The State Centre of AITUC had taken a leading part in the joint action committee comprising of Central TUs and Unions representing Public Sector Industries LIC, General Insurance and Banks.

Bulk of the demonstrators were from KSRTC Staff and Workers Federation, Agricultural Workers (Members of BKMJ - affiliated to AITUC) from Hubli etc. The response from Public Sector Industries situated in Bangalore were very poor.

The demonstration was addressed by Coms: M.S. Krishnan, H.V. Ananthasubba Rao and C. Balakrishnan from AITUC and Com. S. Suryanarayana Rao from CITU, Com. Michal Fernadez from HMKP, Com. Nanjappa from Bank and Com. Desphande from LIC etc. A delegation of these leaders met the representative of the Hon'ble Governor <sup>and</sup> submitted a memorandum (since Hon'ble Governor was not in station).

### III. Struggle by Anganawadi Workers:

To press the State Government to implement its commitment regarding the question of increasing the Honorarium paid to Anganawadi women workers, thousands of these working women held a powerful Dharni Sathyagraha in front of Vidhana Soudha under the aegis of Karnataka Rajya Anganawadi Karyakarteyara Mattu Sahayakiyara Federation. Though more than 500 of them were arrested they continued their struggle by resorting to Hunger Strike and due to pressure of this struggle, the Hon'ble Chief Minister had to meet the delegation of their Federation and on his specific assurance that the question of increasing Honorarium to Anganawadi will be pursued with the Central Government vigorously, the strike was called-off.

We may place on record our appreciation over the determined manner in which these Anganawadi women conducted the struggle despite lot of difficulties.

### Meeting of the Central Executive Committee of Karnataka Rajya Anganawadi Karyakarteyara Federation:

The committee met on 29.3.1992. The struggle conducted recently was reviewed. The following decisions were taken:

To conduct membership drive, to make special collection for pursuing the cases pending before Supreme Court.

We may add in the connection that within a short period our Federation has been able to get informal recognition from the State Government. There is still lot to be done to strengthen the organisation by intensive organisation work.

It is imperative that the AITUC Centre Co-ordinate effectively the activities of our Organisations working amidst Anganawadi in various states for strengthening the movement.

IV. Struggle of Agricultural Workers under Karnataka Rajya Krushi Karmikara Sangha (BKMU ):

Recently in Dharwad District agitation was conducted by Agricultural workers by resorting to forcibly ploughing the Government lands so as to pressurise the Government to transfer such lands to Agricultural workers. About 500 persons had been arrested in this connection and sent to jail.

V. Mafatlal Plywoods, Bangalore:

The workmen who are members of the union affiliated to AITUC have decided to take over and run this closed sick industry on Co-operative basis. The authorities of Co-operative Societies have permitted the Promoters of the Society to collect initial share amount of Rs.5 lakhs as Deposit. Efforts are being made for collection of share amount.

VI. Davanagere Cotton Mills, Davanagere:

In the elections held recently to decide the majority character of unions, AITUC union lost to the BMS Union.

BMS union secured 1451 votes and AITUC could get only ~~777~~ votes. (777)

VII. Elections to the Mysore Cement Employees Association, Ammasandra:

Election were held and new set of Office-bearers including Com.M.S.Krishnan as President were elected.

VIII. Election to Hutti Gold Mines Employees Union:

Hutti Gold Mines Employees Union has a chequered history behind it. In the olden days Coms: Magdam Mohidan, Dr.Raj Bhadur Gour, K.L.Mahendra and others helped to start the union. However during the elections held 3 years back due to variety of facts AITUC cadres were defeated by the INTUC men. Now in the recently held elections AITUC cadres have won with a convincing margin. Now the union will get affiliated to AITUC.

But the defeated group has resorted to attacking our supporters. A delegation of our Office-bearers comprising of Com.Anandathirtha and Balakrishnan, State Secretaries met the Police authorities and have urged for their effective intervention.

IX. Transport Co-operative Society at Koppa, Chickmagalur District:

The Management of Shanker Transports to avoid conceding the just demands of its workmen resorted to lockout and closure. The workmen formed a Co-operative Society under the leadership of AITUC union and are running 18 buses in the interior regions of Chikmagalur Districts.

X. Constitution of District Committees:

The State Committee has taken a decision to reorganise the District Committees within a couple of months.

XI. Jatha of Workers of Mysore Minerals, Bangalore,  
Hassan Division ( A State Government Undertaking)

The work of this undertaking has been spread over 13 districts of the State. It has got a work force of about 5,800 workers. The service conditions of these workmen are worst than the working conditions existing in Private Sector. The workers disgusted with the existing union organised a new union on 1.9.91 under our leadership and affiliated to AITUC.

The Management started harassing and transferring our Office-bearers and Committee members. The union organised a protest jatha of the workers from Byalapur to Hassan covering a long distance and submitted a memorandum to Deputy Commissioner of Hassan District.

In the meeting held with the Labour Authorities on 2.4.92, it has been decided that a Secret Ballot will be conducted to decide which union enjoys the confidence of majority workers. The union affiliated to us under the leadership of Sri. Ananda Thirtha one of the Secretary of State unit will campaign among workers for securing wholehearted support of the workmen in the elections.

Struggle against Victimization etc:

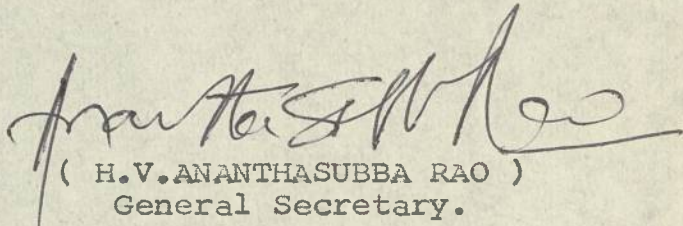
In Peenya Industrial Area number of Managements refuse to negotiate with AITUC unions on workers demands and try to smash our unions with the help of the police. When the workers go on strike they run the factories by employing contract workers. Corrupt labour machinery of the State avoids to intervene. Last month the Bangalore District Committee of AITUC held a demonstration of workers in front of Police Commissioners Office. A memorandum

has been submitted to the Commissioner of Police and he has assured to convene a meeting of Management, TU representatives, Labour Department and Police Officials shortly to discuss the matter.

In Dharwad District agitation is being conducted by AITUC District Committee for opening of a closed talkies.

XII. State Committee Office-bearers Meeting:

The Office-bearers of the State Committee will meet in the middle of May to critically review the organisational position and to take appropriate decisions for strengthening the organisation in the state.

  
( H.V. ANANTHASUBBA RAO )  
General Secretary.

Encl: a) Memorandum submitted to KSRTC  
Experts Technical Committee.

b) Press photos/report regarding  
Protest Campaign on 2.4.1992.

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தினத்தந்தி 3-4-92

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# பஸ் தொழிலாளர்கள் ஊர்வலம்



கர்நாடக அரசாங்கம் பஸ் போக்குவரத்தை தனியாரிடம் ஒப்படைக்க முடிவு செய்து உள்ளது அல்லவா? இதற்கு எதிர்ப்பு தெரிவித்து நேற்று பெங்களூரில் கே.எஸ்.ஆர்.டி.சி, ஊழியர்கள் கவர்னர் மாளிகைக்கு ஊர்வலமாக சென்றபோது எடுத்த படம்.

Daily Thanthi  
 Tamil Daily  
 from Bangalore  
 del 3.4.92





Trade Unions from all over the State organised a morcha protesting against the Government's new economic and industrial policies in Bangalore on Thursday. — DH photo Report on Page 3

Deccan Herald [English Daily]  
dd 3-A-92

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304-92



Employees of various private and public sector organisations marched in a procession to Raj Bhavan and staged a demonstration protesting against the economic and industrial policies of the Centre, in Bangalore on Thursday. — IOI

## Bank staff stage protest

By A Staff Reporter

BANGALORE, April 2:

Employees of various banks and public sector undertakings staged a demonstration before Raj Bhavan today on a call given by the joint action committee of the trade unions to protest against the new economic and industrial policies of the central government.

A delegation of employees led by Mr M.S. Krishnan, president AITUC, Mr S. Suryanarayana Rao, secretary CITU, Mr Micheal Fernandes, secretary Hind Mazdoor Panchayat and Mr H.V. Anantha Subba Rao, general secretary KSRTC staff and workers federation, submitted a memorandum addressed to the governor, Mr Khurshed Alam Khan.

The memorandum urged the central government to adopt policies which will protect the national industries against the multinational corporations and also strengthen the welfare measures that were being followed in the past.

The acceptance of the Narasimhan committee report, which attacks the public sector banks and the rural credit policy, is bound to effect the peasantry depending on these banks for credit, the memorandum added.

Criticising the government for accepting the Dunkel proposals, the memorandum said that the Centre had surrendered to the international finance capital pressure and economic sovereignty was being compromised.

Earlier, thousands of employees marched in processions from the respective offices to Raj Bhavan shouting slogans against the central

The TIMES OF INDIA

dd 3-4-92

Bangalore Edition

2-6-92



# ಸಾರಿಗೆ ನೌಕರರ ಭಾರೀ ಪ್ರದರ್ಶನ

ಬೆಂಗಳೂರು, ಎ.2- ನೌಕರರ ಮೇಲೆ ಆಡಳಿತ ವರ್ಗದ ದೌರ್ಜನ್ಯದ ವಿರುದ್ಧ ಕೆ.ಎಸ್.ಆರ್.ಟಿ.ಸಿ. ಸಿಬ್ಬಂದಿ ಮತ್ತು ಕಾರ್ಮಿಕ ಸಂಘ (ಎಐಟಿಯುಸಿ) ಇಂದು ಬೆಳಿಗ್ಗೆ ಕೆ.ಎಸ್.ಆರ್.ಟಿ.ಸಿ. ಕೇಂದ್ರ ಕಚೇರಿ ಎದುರು ಭಾರೀ ಮತ ಪದರ್ಶನ ನಡೆಸಿತು.

ರಾಜ್ಯದ ಎಲ್ಲೆಡೆಯಿಂದ ಬಂದ ಕಾರ್ಮಿಕರನ್ನು ದ್ವೇಷಿಸಿ ಮಾತನಾಡಿದ ಸಂಘದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ ಎಚ್.ವಿ.ಅನಂತ್ ಸುಬ್ಬರಾವ್ ನಗರ ಸಾರಿಗೆಯನ್ನು ಖಾಕಗೀಕರಣ ಗೊಳಿಸಬಾರದು ಹಾಗೂ ವಿಶ್ವಬ್ಯಾಂಕಿಗೆ ಸಾರಿಗೆ ಸಂಸ್ಥೆಯನ್ನು ಒತ್ತ

ಇಡಕೂಡದೆಂದು ಸರ್ಕಾರವನ್ನು ಒತ್ತಾಯಿಸಿದರು. ಮಾರ್ಚ್ 11ರ ಮುಷ್ಕರದಲ್ಲಿ ನೌಕರರನ್ನು ಬಂಧಿಸಿದ ಹಾಗೂ 7 ದಿನ ವೇತನ ಕಡಿತ ಮಾಡಿದ್ದನ್ನೂ ಅವರು ಖಂಡಿಸಿದರು.

ಮುಷ್ಕರದಲ್ಲಿ ಭಾಗವಹಿಸಿದ ಹಲವಾರು ನೌಕರರನ್ನು ಸಸ್ಪೆಂಡ್ ಮಾಡಲಾಗಿದೆ ಎಂದೂ ಅವರು ತಿಳಿಸಿದರು.

ನೌಕರರಿಗೆ ರೋಟೇಶನ್ ಪದ್ಧತಿ ತರುವುದು ಹಾಗೂ ಸಾರಿಗೆ ಬಸ್‌ಗಳಲ್ಲಿ ನೌಕರರು ಹಣಕೊಟ್ಟು ಓಡಾಡಬೇಕೆಂಬ ಸರ್ಕಾರದ ತೀರ್ಮಾನವನ್ನು ಅವರು ಖಂಡಿಸಿದರು.

ಮತಪದರ್ಶನ ನಂತರ ಕೇಂದ್ರ ಸರ್ಕಾರದ ಆರ್ಥಿಕ ಹಾಗೂ ಔದ್ಯಮಿಕ ನೀತಿಯನ್ನು ವಿರೋಧಿಸಿ ಸಂಘ ರಾಜಭವನಕ್ಕೆ ಮೆರವಣಿಗೆಯಲ್ಲಿ ಬಂದು ರಾಜ್ಯಪಾಲರಿಗೆ ಮನವಿ ಅರ್ಪಿಸಿತು. ಸಿ.ಐ.ಟಿ.ಯು, ಎಚ್.ಎಂ.ಎಸ್., ಎಚ್.ಎಂ.ಕೆ.ಪಿ. ಬ್ಯಾಂಕ್, ವಿಮಾ, ಸರ್ಕಾರಿ ನೌಕರರ ಸಂಘಗಳು ಸಾರಿಗೆ ನೌಕರರ ಈ ಪ್ರತಿಭಟನಾ ಮೆರವಣಿಗೆಯನ್ನು ಬೆಂಬಲಿಸಿವೆ.

'E SANJE'  
 Id. 2.4.92  
 Kannada Evenger  
 from Bangalore.

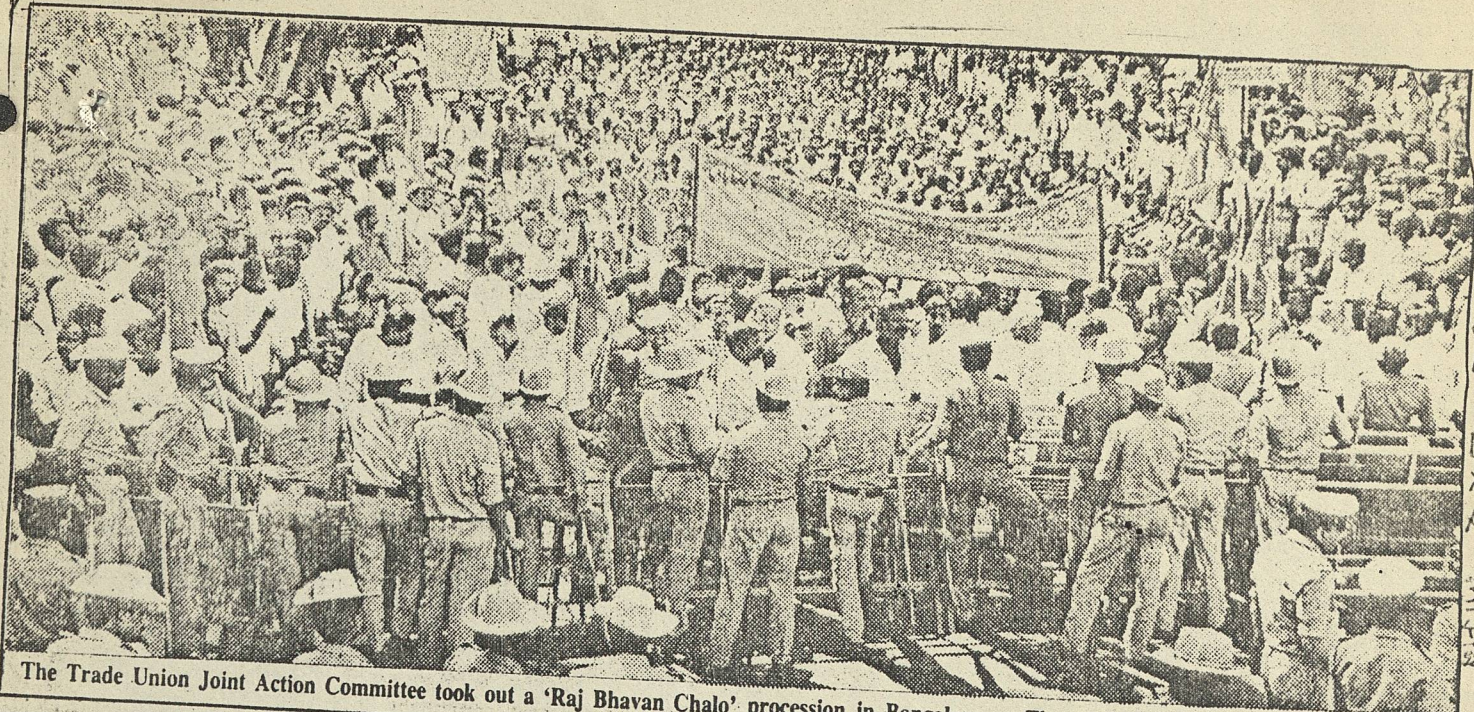


ರಾಜ್ಯದ ನಾನಾ ಭಾಗಗಳಿಂದ ಬಂದ ರಸ್ತೆ ಸಾಂಕ್ರಮಿಕ ಸಂಸ್ಥೆ (ಕೆ.ಎಸ್.ಆರ್.ಟಿ.ಸಿ.) ನೌಕರರು ಬೆಂಗಳೂರಿನಲ್ಲಿ ಗುರುವಾರ ಸರ್ಕಾರದ ಹೊಸ ಆರ್ಥಿಕ ಕೈಗಾರಿಕಾ ನೀತಿಯನ್ನು ಪ್ರತಿಭಟಿಸಿ ಮೆರವಣಿಗೆ ನಡೆಸಿದರು.

PRAJAVANI

dd 3-4-92

Kannada Daily



The Trade Union Joint Action Committee took out a 'Raj Bhavan Chalo' procession in Bangalore on Thursday to press their demands. Express

INDIAN EXPRESS dd 3-4-52

Bangalore Edition

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ಬೆಂಗಳೂರು ಹಾಗೂ ಕೆಆರ್‌ನಗರದ ವಿದ್ಯಾರ್ಥಿಗಳ ಸಂಘಟನೆಗಳ ಆಶ್ರಯದಲ್ಲಿ ಗುರುಪುರ ಬೆಂಗಳೂರಿನಲ್ಲಿ ಕಾರ್ಮಿಕರು ಮೆರವಣಿಗೆ ನಡೆಸಿದರು.

SAMYUKTA KARNATAKA

Kannada Daily

3-4-1992

## TUs stage protest

By Our Staff Reporter

BANGALORE, April 2. —

Workers, employees and officers of the public and private sectors banks and insurance companies today took out a massive procession to Raj Bhavan from Silver Jubilee Park and later staged a dharna in protest against the Centre's economic and industrial policies.

The procession was led by Mr. M. S. Krishnan of AITUC, Mr. S. Sooryanarayana Rao of CITU, Mr. Michael B. Fernandes of HMKP, Mr. V. J. K. Nair of CITU and Mr. H. V. Anantha Subba Rao of KSRTC Workers and Employees' Federation.

In a memorandum addressed to Governor Kurshed Alam Khan the Union leaders stated that they would intensify their agitation if the Centre didn't give up its "anti-people economic policies."

They stated that 72 per cent of employment in the organised industries in the country happened to be in the public sector and any move to squeeze these employees would have serious repercussions on the livelihood of a large number of people.

*Deccan Herald  
dd 2.4.92*

## KSRTC employees' dharna

BANGALORE, April 2.

The KSRTC Staff and Workers' Federation, affiliated to the All-India Trade Union Congress (AITUC), today staged a dharna in front of the KSRTC central office and organised a 'Raj Bhavan chalo' programme protesting against the attitude of the management towards workers.

The Federation said that the strike by the Bangalore Transport System workers on March 11 against privatisation of the bus network was peaceful, but the management had suspended several employees including office-bearers of the union.

The dharna was to protest against this attitude, while the 'Raj Bhavan chalo' programme was to denounce the Union Government's new economic policy, the Federation said. — Our Staff Reporter

*SHU HINDU*

*dd 3.4.92*

3-4-92 ಕನ್ನಡ ಪ್ರಭಾ



ಕಾರ್ಮಿಕ ಸಂಘಟನೆಗಳ ಜಂಟಿ ಕ್ರಿಯಾ ಸಮಿತಿ ವತಿಯಿಂದ ನಗರದಲ್ಲಿ ಗುರುವಾರ 'ರಾಜಭವನ ಚಲೋ' ಕಾರ್ಯಕ್ರಮ. ಬಲಭಾಗದಲ್ಲಿ: ರಾಜಭವನ ರಸ್ತೆಯಲ್ಲಿ ಕಾರ್ಮಿಕರನ್ನು ಉದ್ದೇಶಿಸಿ ಸಿ.ಪಿ.ಐ. ನಾಯಕ ಎಂ.ಎಸ್. ಕೃಷ್ಣನ್ ಭಾಷಣ.

**ಜನ ವಿರೋಧಿ ಆರ್ಥಿಕ ನೀತಿ ಕೈಬಿಡಲು ಆಗ್ರಹ**

ಕನ್ನಡಪ್ರಭಾ ವಾರ್ತೆ

ಬೆಂಗಳೂರು, ಡಿ. 2  
ಜನವಿರೋಧಿ ಆರ್ಥಿಕ ನೀತಿಯನ್ನು ಕೈಬಿಡಬೇಕೆಂದು ಕಾರ್ಮಿಕ ಸಂಘಟನೆಗಳ ಜಂಟಿ ಕ್ರಿಯಾಸಮಿತಿಯು ಕೇಂದ್ರ ಸರ್ಕಾರವನ್ನು ಗುರುವಾರ ನಗರದಲ್ಲಿ ಆಗ್ರಹಿಸಿ, ಕೂಡಲೇ ನೀತಿಯು ಮಾರ್ಪಾಟಾಗದಿದ್ದರೆ ಹೋರಾಟವನ್ನು ತೀವ್ರಗೊಳಿಸಲು ನಿರ್ಧರಿಸಿತು.

ಕೇಂದ್ರ ಸರ್ಕಾರದ ಹೊಸ ಆರ್ಥಿಕ ಕೈಗಾಂಕಾ ನೀತಿಯನ್ನು ವಿರೋಧಿಸಿ ಎಸ್.ಜಿ. ಪಾರ್ಕ್‌ನಿಂದ ರಾಜಭವನದ ಬಳಿಗೆ ಕಾರ್ಮಿಕರು ಪ್ರತಿಭಟನಾ ಪ್ರದರ್ಶನ ನಡೆಸಿದರು. ಸಮಿತಿಯ ನಿಯೋಗವು ರಾಜ್ಯಪಾಲರ ಕಾರ್ಯದರ್ಶಿಗಳಿಗೆ ಅನಂತರ ಮನವಿ ಪತ್ರ ಸಲ್ಲಿಸಿತು.

ಕಾರ್ಮಿಕರನ್ನುದ್ದೇಶಿಸಿ ಅನಂತರ ಕಾರ್ಮಿಕ ಮುಖಂಡರುಗಳಾದ ಎಂ.ಎಸ್. ಕೃಷ್ಣನ್, ಎಸ್. ಸೂರ್ಯನಾರಾಯಣರಾವ್, ಮೈಸೂರು ಭರ್ತಾಂಡಿಸ್, ಅನಂತಸುಬ್ಬರಾವ್, ವಿ.ಬಿ. ನಾಯಕ್, ನರಸಿಂಹಮೂರ್ತಿ, ಬೋರಯ್ಯ ದೇಶಪಾಂಡೆ, ವೆಂಕಟಕೃಷ್ಣ ಸಿ.ಎನ್. ವೆಂಕಟೇಶ್, ನಂಜಪ್ಪ ಮೊದಲಾದವರು ಮಾತನಾಡಿದರು.

ಪ್ರದರ್ಶನ ಶಾಂತಿಯುತವಾಗಿ ನಡೆಯಿತು.

KANNADA PRABHA  
Ed 3-4-1992



**ಸಚಿವ ಖರ್ಗೆ ಮನೆ  
ಬಳಿ ರೈತರು, ಕೃಷಿ  
ಕಾರ್ಮಿಕರ ಧರಣಿ**

ಬೆಂಗಳೂರು. ಪಿ. 2-ತಮ್ಮ ವಿವಿಧ  
ಬೇಡಿಕೆಗಳನ್ನು ಮುಂದಿಟ್ಟು ಕರ್ನಾಟಕ  
ಶಾಂತ ರೈತ ಸಂಘದ ಅಶ್ರಯದಲ್ಲಿ, ರಾಜ್ಯದ  
ವಿವಿಧವಿಧ ರೈತರು ಕೃಷಿ ಕೂಲಿಕಾರರು  
ಇದಾಯ ಸಚಿವ ಎಂ. ಮಲ್ಲಿಕಾರ್ಜುನ  
ಖರ್ಗೆ ಅವರ ಮನೆಯ ಮುಂದೆ ಬುಧವಾರ  
ಧರಣಿ ನಡೆಸಿದರು.

ದರಖಾಸ್ತು, ಬಂಜರುಭೂಮಿ  
ಬೇಸಾಯಗಾರರಿಗೆ ಅವಧಿಯೊಳಗೆ ಪಟ್ಟಾ  
ನೀಡಿಕೆ, ಭೂಹೀನರಿಗೆ ಭೂಮಿ ಹಂಚಲು  
ಶ್ರಗತಿಪರ ಭೂ ಸುಧಾರಣೆ ಜಾರಿ, ವಸತಿ  
ಹೀನರಿಗೆ ವಸತಿ ನೀಡಬೇಕು ಎಂಬುದು  
ಮುಖ್ಯ ನಿರತರ ಮುಖ್ಯ  
ಬೇಡಿಕೆಗಳಾಗಿದ್ದವು.

ಸಚಿವರೊಂದಿಗೆ ಸಂಘದ  
ನಾಯಕರೊಂದಿಗೆ ಮಾತುಕತೆ ನಡೆಸಿದರೂ  
ಯಾವುದೇ ತೀರ್ಮಾನಕ್ಕೆ ಬರಲಾಗಲಿಲ್ಲ.  
ಈ ತಿಂಗಳ 24ರಂದು ಮಾತುಕತೆ  
ವಿಫಲವಾಯಿತು. ಸಂಘದ ಅಧ್ಯಕ್ಷ ಪಿ.  
ನಾಮಚಂದ್ರರಾವ್, ಉಪಾಧ್ಯಕ್ಷ ಆರ್.  
ವೆಂಕಟರಾಮಪ್ಪ, ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ  
ಚಂದ್ರಶೇಖರ ಬಾಳ ಮಾತುಕತೆಯಲ್ಲಿ  
ಭಾಗವಹಿಸಿದ್ದರು ಎಂದು ಪ್ರಕಟಣೆ ಹೇಳಿದೆ.

**ಕೇಂದ್ರ ಕೈಗಾರಿಕೆ ನೀತಿ  
ವಿರುದ್ಧ ಬೃಹತ್  
ಪ್ರದರ್ಶನ**

ಬೆಂಗಳೂರು. ಪಿ. 2- ಕೇಂದ್ರ ಸರ್ಕಾರದ  
ಹೊಸ ಕೈಗಾರಿಕಾ ಹಾಗೂ ಆರ್ಥಿಕ  
ನೀತಿಯನ್ನು ಪ್ರತಿಭಟಿಸಿ ನಗರದಲ್ಲಿ ಇಂದು  
ವಿವಿಧ ಕಾರ್ಮಿಕ ಸಂಘಟನೆಗಳ ಜಂಟಿ  
ಕ್ರಿಯಾ ಸಮಿತಿ ಅಶ್ರಯದಲ್ಲಿ ಬೃಹತ್  
ಮೆರವಣಿಗೆ ನಡೆಸಲಾಯಿತು.

'ರಾಷ್ಟ್ರೀಯ ಪ್ರತಿಭಟನಾ ದಿನ'ದ  
ಅಂಗವಾಗಿ ಇಂದು ಪ್ರತಿಭಟನಾ ಮೆರವಣಿಗೆ  
ಹಾಗೂ ಧರಣಿ ಕಾರ್ಯಕ್ರಮ  
ಹಮ್ಮಿಕೊಳ್ಳಲಾಗಿತ್ತು.  
ರಾಜ್ಯದ ಎಲ್ಲೆಡೆಯಿಂದ ಬೆಂಗಳೂರು  
ನಗರಕ್ಕೆ ಆಗಮಿಸಿದ್ದ ಸಹಸ್ರಾರು  
ಕಾರ್ಮಿಕರು- ನೌಕರರು ಸ್ವಲ್ಪ ಜೊತೆಯಲ್ಲಿ  
ಉದ್ಘಾಟನೆಯಿಂದ ರಾಜಭವನಕ್ಕೆ  
ಮೆರವಣಿಗೆಯಲ್ಲಿ ಆಗಮಿಸಿ ಧರಣಿ ಕುಳಿತು  
ಪ್ರತಿಭಟನೆ ನಡೆಸಿದರು.

*Pravara*  
dd 3-4-92  
(Kannada Daily)

ಹೊಸ ಆರ್ಥಿಕ 3-4-92

ನೀತಿಗೆ ಕಮ್ಯುನಿಸ್ಟರ  
ಪ್ರತಿಭಟನೆ ಡಿಂಟಿ

ಬೆಂಗಳೂರು, ಎ. ೨-ಭಾರತ ಸರ್ಕಾರದ  
ಆರ್ಥಿಕ ಹಾಗೂ ಕೈಗಾರಿಕಾ ಧೋರಣೆಗಳ  
ವಿರುದ್ಧ ಉಭಯ ಕಮ್ಯುನಿಸ್ಟ್ ಪಕ್ಷಗಳು  
ಗುರುವಾರ ನಗರದಲ್ಲಿ ರಾಷ್ಟ್ರೀಯ ಪ್ರತಿಭ  
ಟನಾ ದಿನವನ್ನು ಆಚರಿಸಿದವು.

ನಗರದ ಸಿಲ್ವರ್ ಜೂಬಿಲಿ ಪಾರ್ಕ್‌ನಿಂದ  
ರಾಜಭವನದವರೆಗೆ ನಡೆದ ಬೃಹತ್ ಮೆರವ  
ಣಿಗೆಯಲ್ಲಿ ರಾಜ್ಯದ ವಿವಿಧೆಡೆಯಿಂದ ಬಂದ  
ಸಾವಿರಾರು ಮಂದಿ ಭಾಗವಹಿಸಿದ್ದರು.

ಚಲೆ ಎರಿಕೆ, ಖಾಸಗೀಕರಣ, ಉದ್ಯೋ  
ಗದ ಅಭಿವೃದ್ಧಿ ಹಾಗೂ ಕೈಗಾರಿಕೆಗಳನ್ನು  
ಮುಟ್ಟುವ ವಿರುದ್ಧ ಮತ್ತು ಆರ್ಥಿಕ ರಾಜ  
ಕೀಯ ಸಾರ್ವಭೌಮತ್ವದ ರಕ್ಷಣೆಗಾಗಿ  
ಹೋರಾಡಲು ಕಾರ್ಮಿಕ ಸಂಘಟನೆಗಳ ಜಂಟಿ  
ಕ್ರಿಯಾ ಸಮಿತಿ ರಾಷ್ಟ್ರೀಯ ಪ್ರತಿಭಟನಾ  
ದಿನಾಚರಣೆ ಕರೆ ನೀಡಿತು.

ಪಾರಿಗೆ ಕಚೇರಿ ಮುಂದೆ ಧರಣಿ: ಐಟಿ  
ನೇತೃತ್ವದ ಕೆ.ಎಸ್.ಆರ್.ಟಿ.ಸಿ. ಸ್ಟಾಫ್  
ಅಂಡ್ ವರ್ಕರ್ಸ್ ಫೆಡರೇಷನ್‌ಗೆ ಸೇರಿದ  
ಕಾರ್ಮಿಕರು ಗುರುವಾರ ಬೆಳಿಗ್ಗೆ ಕೆಂಗಲ್  
ಕನುಮಂತಯ್ಯ ರಸ್ತೆಯಲ್ಲಿರುವ ರಸ್ತೆ ಪಾರಿಗೆ  
ಸಂಸ್ಥೆಯ ಕೇಂದ್ರ ಕಚೇರಿಯ ಮುಂಭಾಗದಲ್ಲಿ  
ಧರಣಿ ನಡೆಸಿ ನಂತರ ಮೆರವಣಿಗೆಯಲ್ಲಿ  
ಸಿಲ್ವರ್ ಜೂಬಿಲಿ ಪಾರ್ಕ್‌ಗೆ ಬಂದು ಅಲ್ಲಿಂದ  
ಮೆರವಣಿಗೆ ಮುಂದುವರಿಸಿದರು.

ಚಲೆ ಎರಿಕೆ, ಖಾಸಗೀಕರಣಗಳ ವಿರುದ್ಧ  
ಪ್ರದರ್ಶನಕಾರರು ಘೋಷಣೆಗಳನ್ನು ಕೂಗಿ  
ದರು.

ಎಡಪಂಥೀಯ ನಾಯಕರಾದ ಎಂ.  
ಎಸ್. ಕೃಷ್ಣನ್, ಸೂರ್ಯನಾರಾಯಣರಾವ್,  
ಅನಂತಸುಬ್ಬರಾವ್, ಮೈಕೇಲ್ ಫರ್ನಾಂಡಿಸ್,  
ರಾಮಚಂದ್ರರಾವ್ ಮೊದಲಾದವರು  
ರಾಜಭವನದ ಮುಂದೆ ಘೋಷಿಸಿದ  
ಕಾರ್ಮಿಕರನ್ನುದ್ದೇಶಿಸಿ ಮಾತನಾಡಿ ಸರ್ಕಾರದ  
ಆರ್ಥಿಕ ಹಾಗೂ ಕೈಗಾರಿಕಾ ಧೋರಣೆಗಳನ್ನು  
ಟೀಕಿಸಿದರು. //

Samyuktha Karnataka  
dd 3-4-92

ನಂಜೆ ವಾಣಿ

# ಸಾರಿಗೆ ಸಂಸ್ಥೆ ಖಾಸಗೀಕರಣಕ್ಕೆ ತೀವ್ರ ವಿರೋಧ



ಕೇಂದ್ರ ಆರ್ಥಿಕ ಮತ್ತು ಕೈಗಾರಿಕಾ ನೀತಿಯನ್ನು ವಿರೋಧಿಸಿ ಇಂದು ಕಾರ್ಮಿಕರು ಮೆರವಣಿಗೆ ಮೂಲಕ ಪ್ರತಿಭಟನಾ ದಿನವನ್ನಾಗಿ ಆಚರಿಸಿದರು.

ಬೆಂಗಳೂರು, ಎ. ೨- ಸಾರಿಗೆ ಸೇವೆಯನ್ನು ಖಾಸಗೀಕರಣಗೊಳಿಸುವುದಕ್ಕೆ ಜನತಾದಳದ ಮೈಕೆಲ್ ಐ. ಫರ್ನಾಂಡಿಸ್, ಎ. ರಾಮಣ್ಣ ಹಾಗೂ ಬಿ.ಎ. ರಂಗಯ್ಯ ಅವರು ಇಂದು ವಿಧಾನಪರಿಷತ್ತಿನಲ್ಲಿ ಕಮ್ಮ ತೀವ್ರ ವಿರೋಧ ವ್ಯಕ್ತಪಡಿಸಿದರು.

ಸಾರ್ವಜನಿಕ ಉದ್ದಿಮೆಗಳ ನೀತಿ ಮತ್ತು ಕಾರ್ಯಾಚರಣೆ ಮೇಲೆ ಚರ್ಚೆ ನಡೆಯುತ್ತಿದ್ದ ಸಂದರ್ಭದಲ್ಲಿ ಮಧ್ಯೆ ಪ್ರವೇಶಿಸಿ ಈ ಎಲ್ಲರೂ ಸದಸ್ಯರು ಕಮ್ಮ ಅನಿಸಿಕೆ ವ್ಯಕ್ತಪಡಿಸಿದರು.

ಸರ್ಕಾರಿ ಬಸ್ಸುಗಳ ಕೊಡುವ ಸೌಲಭ್ಯ ಖಾಸಗೀ ಬಸ್ಸುಗಳು ಕೊಟ್ಟಿಲ್ಲ ಮುಂದೆಯೂ ಕೊಡುವುದಿಲ್ಲ ಎಂದು ರಾಮಣ್ಣ ಒಳಗೊಂಡಂತೆ ದಳದ ಈ ಸದಸ್ಯರು ವಾದಿಸಿದರು.

ನಂಜೆ ವಾಣಿ 2-4-92

Sanje Vani  
dd 2-4-92  
Kannada Daily  
[Evening]

29

MEMORANDUM SUBMITTED BY THE  
KSRTC STAFF AND WORKERS FEDERATION  
TO THE EXPERTS TECHNICAL COMMITTEE

1. INTRODUCTORY:

Karnataka State Road Transport Corporation (KSRTC) was formed on 1st August 1961 under the Central Act, viz. The Road Transport Corporations Act 1950. The Corporation started with a Fleet Strength of 1792; Schedules 1311, staff employed 11,752 in 1961. It has today stood as a colossus with corresponding figures at 8824, 7602 & 55,297 as on 31.3.1991. Starting with a meagre capital of Rs.1,131 Lakhs, as on 31.3.91 it has a capital of Rs.40,234 Lakhs. In terms of the area, the extent of nationalisation is around 70%. After 1987-88, there has been no new Schemes of nationalisation. However, suffice it, at this stage to say that there has been a phenomenal growth of the Corporation inspite of vascillations for total nationalisation.

2. EXPERTS TECHNICAL COMMITTEE:

We are informed by the Chief Traffic Manager (O) and Member Secretary, Experts Technical Committee vide his letter under Reference No.KST/CO/TR OPN/GEN PS/970/91-92 dated 12th March 1992 that the Government of Karnataka have constituted an Experts Technical Committee. The terms of reference to the said Committee are as under:

- a) To identify the reasons for ineffective functioning at various levels of administration of KSRTC.
- b) To identify the reasons for inadequate transport facilities to the travelling public, specially in backward and rural areas.
- c) To examine and report whether there is need
  - i) to bifurcate the Corporation as independent viable Corporations, or
  - ii) to reorganise the KSRTC to improve the management efficiency, better operational performance and to improve the quality of service.

Though the above Experts Technical Committee was constituted as far back as in July 1991, we are informed only now to offer our views. For paucity of time, we are not able to have interaction with the leadership and cadres of our Organisation at various levels. Perhaps such an interaction at grass root level would have brought us better output. With this limitation we are attempting in the following paras to address ourselves to the terms of reference.

3. a) Reasons for ineffective functioning at various levels of administration of KSRTC.

The KSRTC is basically a labour oriented servicing industry. It has a labour force of 55,297 employees. Out of this huge number, drivers and conductors account for more than 32,000. During the year 1990-91 the Corporation has spent 178.66 Crores of Rupees on staff. It has spent on machineries, spares, fuel etc., 164 Crores of Rupees. Thus it has a huge reservoir of human & other material resources. If therefore, there is a proper man & material management at various levels of the Corporation, it can do more effective functioning than what it is now. It has been the bane of the Corporation's Management

that at no time the top management felt that it is necessary to tap the enormous human resources it has to the optimum extent. Unless this aspect is given paramount importance, there cannot be any solution. This is so because for increasing productivity, efficiency & servicing, human resources have to be properly utilised. Let us examine this aspect in detail. 32,000 Drivers and Conductors carry every day more than 55 Lakh passengers. So to say these passengers look to 32,000 Drivers & Conductors as their PROs. The Crew normally come from culturally & socially backward families. Unless they are culturally uplifted, courteous service cannot be expected of them. Unless the Officers at the higher and middle level have better culture and understanding, it is difficult to expect better performance at the lower levels. Let us see the following data with regard to disciplinary matters:

Sl.No.	Particulars	1988-89	1989-90	1990-91
1.	No. of cases pending as on the last day of the previous year	10,545	11,672	14,412
2.	No. of cases detected during the year			
	a. Conductors	53,657	45,618	48,487
	b. Drivers	4,293	4,265	4,596
	c. Other Staff	2,211	1,618	1,507
	d. TOTAL (a to c)	60,161	51,501	54,590
3.	No. of Cases finalised			
	a. Dismissals	211	188	232
	b. Suspended	405	422	188
	c. Fined	9,431	9,617	7,114
	d. Reduction to Lower Stage	NA	2,141	3,457
	e. Reduction to Lower Scale	NA	11	17
	f. Withhold-increment	NA	7,386	10,194
	g. Withhold-Promotion	NA	8	19
	h. Other Punishments	48,987	28,988	32,057
	TOTAL (a to h)	59,034	48,761	53,278
4.	No. of cases pending as on the last day of the year	11,672	14,412	15,724

What we see from the above is that 16,000 Conductors have to face the wrath of the management. Punishment is in huge numbers. It has been our experience that invariably the dismissed employees will find an entry back into the Corporation through Courts. When this is the experience, the management ought to have seriously thought over the efficacy of the punishments inflicted. The punishments have not reformed the wrong doers. Nor wrong doing is stopped. This approach of the management has turned disciplinary matter into a commercial activity. This has brought corruption into various levels of management. Unholy nexus between unscrupulous elements in the administration and advocates has worsened the matter. Unfortunate it is, that no thought is given to such relationship in dealing with disciplinary matters. Corporation is wasting huge sums of money to hold departmental enquiries, on advocates & backwages. In its "Report on Organisation Structure", released in August 1984, APEX MANAGEMENT CONSULTING GROUP PRIVATE LIMITED has the following to observe:

6. Career Planning/Succession Planning:

" These efforts are totally non-evident, with a fair number of present incumbents in senior positions falling due for retirement in the next few years and a large growth written on the wall, the Corporation would do better if they take up these HRD function with expedition."

8. Industrial Relations:

" The approach to industrial relations appears however to be legalistic in the absence of specialisation and structure for industrial relations management. The approach is also reactive and not proactive and a fire-fighting attitude is evident at management level probably due to absence of any long range planning in the area of Industrial Relations Policy."

10. General:

" The belief in a large number of officers at different levels appears to be that management would produce results only if punitive and authoritarian powers are exercised and the concept of democratic leadership approach to get results through motivation and training has not been developed. In fact during discussions, it is noticed that managers would not be able to see satisfaction in their jobs unless 'commanding and punishing' goes with them."

(Appendice-1 Appendix-5)

Though these observations have been made in 1984, even to this day, there is no attitudinal change in the management. According to us this is the pivotal issue. Unless there is a humane approach, we cannot make the best use of human energies available in plenty. At all levels viz., at Corporate, Divisional and Depot levels the approach to employees is the same.

4. Alienation:

Probably in no other industry a worker continues to do the same job till retirement. Majority of Drivers, Conductors & Clerks would continue to do the same job till retirement. This brings a kind of alienation to work. It is necessary to stop this monotony.

5. Training & Upgradation of Skills:

Though the Corporation has completed three decades of its existence, there is no scheme to train all categories of employees. There is no scheme to motivate the employees to subserve the objectives of the Corporation viz., "to provide an efficient and economical system of road transport service". There is no scheme where an employee can upgrade his skills. Soon after getting recognition on the basis of Secret Ballot in 1987, we urged on the management to start a Training Scheme for all the employees of the Corporation. Though the management agreed to evolve and introduce such a residential training scheme, so far nothing is implemented. We have reiterated this on several occasions. Now we understand that the Corporation Board has given sanction for a training scheme. We have to wait for its implementation. While drafting the syllabus and implementing the scheme, the recognised Federation and Unions should be fully involved. The objectives of such training should be to create professional cadres committed to the objectives of the Corporation.

6. Short Tenure of Top Officers:

From June 1984 till now 6 Vice-Chairmen & Managing Directors have taken charge as the Chief Executives of the Corporation. The following table illustrates the point:

## Shriyuths

1.	B.R.Prabhakara	IAS	14.6.84 to 15.7.85	13 months
2.	N.Viswanathan	IAS	15.7.85 to 3.7.87	24 months
3.	P.P.Prabhu	IAS	3.7.87 to 21.8.88	14 months
4.	N.A. Muthanna	IAS (CMD)	21.8.88 to 7.5.90	20 months
5.	P.D.Shenoy	IAS	7.5.90 to 30.6.91	13 months

## Director(Personnel)

1.	C.Dinakar	IPS	3.12.84 to 28.7.87	32 months
2.	Dr.P.S.Ramanujam	IPS	28.7.87 to 12.6.89	22 months
3.	Dr.K.Srinivasan	IPS	12.6.89 to 27.6.90	13 months
4.	Syed Aabid Ali	IPS	27.6.90 to 29.2.92	20 months

As on now D.P's post is vacant.

Frequent changes in the Chief Executives have done incalculable damage to the functioning of the Corporation. Before a Chief Executive settles down for the work, he is changed. A Chief Executive should be posted for a minimum of 4 years. He should be held responsible for his performance.

7. IPS Cadres:

Personnel department and industrial relations have become a casualty. To manage the affairs of 55,000 human beings, Personnel Department should be chaired by experts in Personnel & HRD management. Hitherto experience has proved that IPS Officers have miserably failed to give a humane face to personnel department. Therefore professionally competent persons should be brought as Director (Personnel) who should be able to organise a well knit Personnel Department and maintain healthy industrial relations.

8. Functional Autonomy to the Corporation:

Subject to the overall control of RTC act, the Corporation should enjoy functional autonomy. Now the Corporation is functioning as a department of Government. This should stop. In the matter of recruitment of staff, fixation of Fare Structure which leads to break even position, the Corporation should have its say. The Corporation should be allowed to function as a professional Organisation.

Government and the VIPs should not interfere in its day to day affairs. RTC Act should be amended to remove the post of Ghairman.

9. Workers Participation in Management:

Effective workers participation is to be brought at all levels of management including Corporation Board.

10. Research & Development Cell:

R & D cell to be started at the Corporate and Divisional levels to analyse the various statistical data, to study the traffic potential of various seasons and to make use of these studies for the efficient functioning of the Corporation.

11. Proper Utilisation of Media:

Print and Electronic media is to be properly used to project the good work done by the Organisation.

12. b) To identify the reasons for inadequate transport facilities to the travelling Public, specially in backward & rural areas:

Though the KSRTC came into being as a Corporation in 1961, unlike Maharashtra, Rajasthan or Gujrath, in the entire State, passenger bus routes are not nationalised. If total nationalisation had taken place there would have been pressure on KSRTC to provide adequate buses to all places including backward and rural areas. That does not mean that 8 Districts in our State. (Belgaum, N.K., Dharwar, Bijapur, Bellary, Gulbarga, Raichur, Bidar & Hassan) where there is total nationalisation, adequate services are provided. Some of the contributory factors for inadequate bus transport facilities in backward and rural areas may be low traffic potentiality, poor road conditions, uneconomical operations etc. People in those areas are not so much organised as to bring pressure on the Government to provide bus services.

13. c) To examine and report whether there is need

- \* to bifurcate the Corporation as independent Viable Corporations  
or
- \* to reorganise the KSRTC to improve the management efficiency, better operational performance and to improve the quality of service

Annexure A at page 7 gives Performance Indicators of a few State Road Transport Undertakings including KSRTC.

The KSRTC operates City Services as under:

19.10%	of its daily kilometres	(4,59,014)
25.86%	of its Schedules	(1,966)
21.61%	of its total routes	(2,434)

In spite of all these inadequacies, the performance of KSRTC is no mean achievement. Such a performance has been possible under one Corporation. Sometimes it is argued that smaller organisations would be efficient. Therefore it is suggested that if the KSRTC is bifurcated into several independent viable Corporations, it would render better and efficient service. This need not be true. Indian Railways, State Bank of India, Life Insurance Corporation of India are far bigger in size than KSRTC. Unlike KSRTC, these Organisations are spread all over the Country. They are handling more number of clients with admittedly more staff than KSRTC. None has proposed bifurcation of these Organisations. Their efficiency is better than that of KSRTC. In Andhra one single Corporation (APSRTC) is handling more than 13,000 buses with a staff strength of 1,12,000. Such being the case, on the ground that KSRTC is big, there is absolutely no need to bifurcate KSRTC into independent Corporations. The votaries for bifurcation argue that independent Corporations can provide healthy competition among themselves. Competition can be healthy provided cost of input is available to different Corporations at competitive rates. Right from Spare Parts upto Chasis, the purchase price is the same. There cannot be much difference in Labour Cost. Under such circumstances where the cost of input is the same, there cannot be competition in the selling price. That means to say that it would be practically impossible for different units to fix competitive fares. Therefore, to say that competition can be healthier is a travesty of truth. It can therefore be a cut-throat competition. If the present Corporation is fragmented, such units cannot derive the advantages of a monolith Organisation. It will not help to provide bus facilities for rural and backward areas. The overheads of maintaining independent Corporations will be exorbitant. If the Corporation is bifurcated into several independent Units the possibility of each unit inheriting the negative features of the parent unit cannot be ruled out. On the other hand, it is the policy of the Government and Management that decides the efficiency or otherwise of the Industry. **We are therefore against bifurcation of the Corporation as independent Corporations.**



14. Re-Organisation of KSRTC:

We do not think that the structure of KSRTC is an impediment "to improve the management efficiency, better operational performance and to offer better quality of service". Now the management is going more by adhocism. The management has to overhaul its policies and ensure better utilisation of available men & material. There has to be attitudinal changes in the men working in the Corporation right from top to bottom. The top management should inspire and motivate men at various levels. Now there is no co-ordination between different departments and the men heading these departments. We are speaking of men, because, the Corporation has become a sacrificial goat to experiment the idiosyncracies of its Chief Executives. With the frequent change of Chief Executive we have witnessed sea change in the policies pursued by the Corporation. The Corporation cannot work on the periodic brain waves of its Chief Executives. It must have definite policies, planning & proper execution.

Structure has not come in the way to achieve its Corporate objectives.

We have enclosed herewith a "Memorandum on KSRTC" submitted to Government of Karnataka on an earlier occasion which may be treated as a part of our written views.

\* \* \*

as on 31.3.91

Source: Performance of STUS 1990-91  
A Quick Review - CIRT  
& Admin. Report KSRTC  
Vol.30.

	Andhra	Gujarat	KSRTC	Maharashtra	Kerala	Rajasthan	Thiru- valluor	Ameda- bad	BEST Bombay	DTC Delhi	Pallavan Madras	BTS
Average Buses on Road	12408	6733	7604	12244	2670	2268	802	594	2143	3722	2006	1374
Fleet Utilisation %	90.8	83.3	85.9	83.5	78.2	74	96.5	81.6	82	84.5	86.8	85.9
Daily Bus Utilisation per bus on road Kms.	300.3	313.9	302	275.2	286.4	277.5	655.2	187.6	208.9	219.2	227	203.8
% Occupation Ratio	73	68.4	70.9	61.5	86.9	79.6	90.3	58.3	74	100.8	88.2	60.8
Staff Schedule Ratio	9.03	8.09	7.23	8.79	11.47	10.30	11	10.75	13.62	11.09	9.88	7.46
Kms. Per Litre of Diesel	4.9	4.98	4.40	4.41	3.63	4.59	4.23	3.98	2.92	3.8	3.5	3.75
Accidents per lakh kms.	0.16	0.33	0.27	0.26	N.A.	0.26	0.32	1.57	1.72	1.03	3.25	
No. of Fatal Accidents	627	346	389	379	128	145	128	23	76	198	167	
EPKM/Paise	564.9	536.2	601	750.6	607.2	613	452.3	700.2	1079	434.1	675.8	
Cost-Personnel. paise/Km.	224.3	228.8	209.1	266.2	320.4	251.7	161.6	449.7	458.2	404.3	392.9	
Taxes paise/km	54.1	109.7	103.6	128	24.5	113.2	28.2	9.5	61.9	30.2	19.1	
Profit/Loss paise/km.	-14.8	-66.7	+1.6	-37.2	-49.8	-52.7	-6.3	-147.1	-125.6	-541.3	-92.9	
Interest paise/km.	17.1	36.2	32.6	33.5	40.1	28.5	11.5	100.7	76.9	238.6	39.6	
Depreciation paise/km.	73.7	33.5	58.2	129.2	37.7	38.7	54.3	14	154.8	48.4	57.5	

# MEMORANDUM ON K.S.R.T.C.

With a sense of urgency we are presenting this Memorandum to the Government so that the issues we have raised may be seen in the proper perspective. It was reported in the Press that the State Government formed a Sub-Committee "to consider the possibilities of entrusting the City Transport System to an autonomous Corporation, separating it from the K.S.R.T.C. on the lines of Delhi Transport Corporation." It was also reported that "the Sub-Committee was asked to verify the possibilities of splitting the Corporation into Divisions as in Tamilnadu to give a boost to the transport system which is suffering heavy losses since its inception." (*Bangalore Eveninger dtd. 31.5.90*)

We, in the normal course expected that the Sub-Committee would like to hear our views. However, now it is learnt that "the sub-committee has left to the Cabinet, the final decision on separating Bangalore Transport Service from K.S.R.T.C. It felt that creating too many Corporations was not desirable." (*Deccan Herald dtd. 2.9.1990*)

It has been the principled stand of our Federation that the monolith structure of the K.S.R.T.C should not be disturbed. We therefore welcome the views of the Sub-Committee in recommending not to create 'too many' Corporations. **At the same time we are against separating Bangalore Transport Service from K.S.R.T.C.**

## EARLY HISTORY OF BANGALORE TRANSPORT SERVICE

Earlier to 1956, the Bangalore Transport Service was run by a private company called "Bangalore Transport Company Limited". Since this private company could not meet with the growing requirements of City Commuters, the then Government of Mysore, by an Act of 1956, created Bangalore Transport Service and monopolised the operations. The B.T.S. came into existence as an independent Corporation. Under the Road Transport Corporation Act, 1950, the Mysore State Road Transport Corporation was formed in 1961. The B.T.S. which was functioning as an independent Corporation was converted into one of the Divisions of the newly formed Mysore State Road Transport Corporation. Since then, the B.T.S. has shown a phenomenal growth. It can thus be seen that the present Bangalore Transport Service Division, which was once under private sector, became an independent public sector Corporation and then became a part and parcel of K.S.R.T.C. Such changes were made because of the historical necessity. Now, therefore, the historical process should not be reversed. In the absence of any knowledge as to what made the Cabinet Sub-Committee to leave the issue of bifurcation of B.T.S. to the Cabinet, we wish to state as under:

As early as on 21.12.1987, the then Government of Karnataka had formed a Sub-Committee under the chairmanship of Shri S.Dorai Raju, the then Secretary to Government, Food and Transport Department. Without going into the details of the issues involved, it submitted a report with sweeping generalisations.

For example, that Committee had observed as under:

" SMALLER ORGANISATIONS CAN BE BETTER CONTROLLED AND BETTER MONITORED AND ALSO IN SUCH ORGANISATIONS THERE WILL BE BETTER RAPPORT WITHIN THE ORGANISATION."

This need not be true. Indian Railways, State Bank of India, Life Insurance Corporation of India are far bigger in size than K.S.R.T.C. Unlike KSRTC they are spread all over the country. They are handling more number of clients with admittedly more staff than K.S.R.T.C. None has proposed splitting of these organisations. Their efficiency comparatively is better than that of KSRTC. Near home, Andhra Pradesh State Road Transport Corporation with a fleet strength of 14023 (as on March 89) and 96,986

work force, has a single Corporation. It is therefore the overall policy of the Government and Management that decides the efficiency or otherwise of the institution and not its size.

Dorai Raju Committee admits that "there are strong arguments in favour of a single Corporation." Still it has the apprehension that 'delegation of authority' may not work in practice in the present administrative system. We are now living in a society which is bringing decentralised power structure through statutory changes. Such being the case it is far fetched to suggest that under one federal structure decentralisation or delegation of powers will not work.

Even the performance indices of B.T.S. compare favourably with Delhi, Calcutta, BEST (Bombay), Madras and Ahmedabad city services. That means the performance of B.T.S. is much better than those under separate city Corporations. Then why to separate B.T.S.?

Dorairaju Committee had not explained how a subsidiary Corporation will be 'beneficial' and 'will result in improvement of operational efficiency and the quality of services provided to the public'. The Committee had suggested that the 'fares would have to be revised suitably to take care of the losses.' This is not a new innovation. When the Corporation buys all its requirements in the open market at the dictated prices, there will be no alternative to fare hike, if the Corporation is to earn "PROFITS". Without bifurcating the B.T.S. from the Corporation also, fare hike can be made, provided Government wants the Corporation to run on business lines.

We therefore, are of the firm opinion that the Dorairaju Committee treated a very serious matter in a cavalier fashion and has not done its job. The report deserves total rejection.

### B.T.S AND ITS FUNCTIONING

At present B.T.S. is catering to the needs of nearly 17 lakhs commuters in the city of Bangalore per day. It has 10 Depots and is operating 1400 schedules on 630 routes. It has 10,500 staff. It is covering a distance of 2.87 lakhs kms. over 25,000 trips per day. Without going to the magnitude of the problem, it is being said that B.T.S. is inefficient and that it is incurring perpetual losses.

Let us go by the following performance indicators:

TABLE-1

DELHI	CALCUTTA	BEST BOMBAY	PALLAVAN MADRAS	AHMEDABAD	BTS
Year - 1988-89: Losses (in crores)					
99.57	24.02	42.37	2.97	6.86	22.90
Staff Schedule Ratio					
10.45	15.71	13.17	9.48	11.08	7.22
Tax paid (in lakhs)					
278.00	8.00	787.92	307.00	54.82	837.00
Tax paid in paise per kilometre					
9.20	1.60	48.30	17.60	13.50	82.80

TABLE-2

STAFF SCHEDULE RATIO IN BTS	
1961-62	8.87 per schedule
1971-72	11.72 per schedule
1981-82	7.53 per schedule
1989-90	7.50 per schedule

TABLE-3

In Lakhs of Rupees				
Year	Taxes	Spent on Social Obligations	Depreciation	Loss
1987-88	676	912	438	897
1988-89	832	1100	583	2290
1989-90	895	1300	615	2256

TABLE-4

Compensations paid in accident cases during the year 1988-89:	93.66 Lakhs
Number of Concessions Passes issued during the year 1988-89:	2,13,292

The information contained in the above Tables prove that the performance of B.T.S. is really good. We should be proud of our achievement. It is much better than any other city services, anywhere in the country. The staff schedule ratio in B.T.S. is not only gradually coming down but also the lowest when compared to other city transport services. While Delhi, Calcutta, BEST, Pallavan & Ahmedabad Transport Services (during the year 1988-89) have paid 9.2, 1.6, 48.3, 17.6 and 13.5 paise per kilometre as Tax respectively, B.T.S. has paid 82.8 paise per kilometre !

While the so called "LOSS" in B.T.S. during 1988-89 and 1989-90 is supposed to be 22.9 and 22.56 crores respectively, the money spent on student passes etc., is 11 and 13 crores respectively! It is to be noted that in Pallavan Transport Corporation, Madras the tax is only 3.39% of the revenue unlike B.T.S. where it is 17% of the total revenue. Apart from this 70% of the cost of concessional passes are reimbursed by the Tamilnadu Government to Pallavan Transport Corporation. It is pertinent in this connection to say that the Lynn Committee also has stated that "CITY SERVICES ALL OVER THE WORLD, WORK AT A LOSS" AND THAT "PUBLIC TRANSPORT HAS BEEN ACCEPTED AS A MEANS OF SOCIAL SECURITY IN ALL THE ADVANCED EUROPEAN COUNTRIES AND ALSO IT IS A FACT THAT NO CITY TRANSPORT UNDERTAKING CAN FUNCTION SATISFACTORILY WITHOUT SUBSIDY." The Government of United Kingdom, under the 1968 Transport Bill gives a huge subsidy to British City Transport Undertakings. Even the United States of America has an Urban Mass Transportation Act of 1964. Under this Act, grants and loans are given by the Federal Government to the States and Local Bodies for running urban bus services. Financial aid is extended for both capital items and to meet a portion of the recurring losses. The Lynn Committee has recommended that the Government, Bangalore City Corporation or the BMDA should give subsidy to the B.T.S.

The B.T.S. Division as a part of a monolith of K.S.R.T.C. has certain distinct advantages. In case any of the other 12 Operating Divisions have to operate extra schedules on any occasion, B.T.S. Division is sparing some of its buses. Many a time staff also are deputed from B.T.S. Division to other Divisions. The B.T.S. is availing the benefit of common Workshop facilities for repairs or body building.

The K.S.R.T.C. is preparing one Corporate Balance Sheet. The funds of K.S.R.T.C. are available for B.T.S. If the B.T.S. is bifurcated, it will be deprived of the funds of K.S.R.T.C. The Government will have to fund the B.T.S. in a big way. Since B.T.S. is catering to the needs of the floating population which comes from all over the State, it is justified in taking money of K.S.R.T.C. Therefore, bifurcation of B.T.S. from K.S.R.T.C. is financially ill-advised.

### **PRIVATISATION OR EMULATING DELHI TRANSPORT CORPORATION**

It is being argued that B.T.S. can hire private buses as is being done by Delhi Transport Corporation. It is pertinent to bring to the notice of the Government that the Rajya Sabha Committee on Subordinate Legislation in its 81st Report released on 1.6.1990, headed by Shri Chowdhary Ram Sewak has denounced DTC's private bus scheme. The Committee has termed the hiring of private buses by DTC as "most unsatisfactory arrangement that could ever be made." The report also has said that under the Delhi Transport Corporation's existing scheme, "the commuters in the capital had been subjected to extreme hardships which included non-honouring of passes, over-charging etc." Such being the miserable experience of Delhi Transport Corporation, there is no point in repeating the experiment on Bangalore Transport Service.

As a short term method, it is only by improving the operational efficiency of Bangalore Transport Service and increasing the schedules, B.T.S. can be made to serve in a better way. However Bangalore roads have their own optimum capacity and beyond which B.T.S. cannot expand. At any rate, the solution does not lie in bifurcating the Bangalore Transport Service from K.S.R.T.C. Inter alia the following factors can be broadly attributed to the accounting losses of B.T.S.

1. Unidirectional traffic during peak hours;
2. Operation of uneconomical routes;
3. Increase in the cost of all the materials;
4. Restriction on the Corporation to readjust the fare structure to cope up with the increasing cost of operation;
5. Heavy incidence of Tax;
6. Huge amount spent on social obligations;
7. Populist measures of the Government;
8. Losses in revenue due to public agitations &
9. Over aged vehicles.

### **PRIVATISATION -Vs- NATIONALISATION**

In our State, passenger transport is nationalised to the extent of 70%. Though many other schemes of nationalisation are announced, the same are not given effect to due to political factors and the pressure from the lobby of private operators. Permits are being given to private operators in an indiscriminate manner. As if it is not sufficient, the Government has announced that it would amend the Karnataka Contract Carriages Act.

It is to be submitted that the nationalisation of Passenger Road Transport in our country has come as a historic necessity. The political independence achieved in 1947 extended the horizon of national ambitions. In the Industrial Policy resolution of 1956, road transport was mentioned as one of the twelve items of the Schedule-B which listed the industries to be progressively State-owned. In 1956, the Planning Commission also gave directive to State Governments to form Road Transport Undertakings. Already a legal frame work was available in the promulgation of the Road Transport Corporation Act, 1950, to enable the State Governments to form Road Transport Corporations. The Motor Vehicles Act, 1939 was amended in the year 1956 and a separate Chapter (IV-A) was added so that progressively passenger road transport could be nationalised by the State Governments. Again in 1969, Chapter IV- A was amended to give more effective powers to the State Governments to nationalise road transport services expeditiously. The Hon'ble Supreme Court of India has upheld the Constitutional validity of these Amendments. In the year 1977, Chapter-(IV-A) was added to the 9th Schedule of the Constitution. Suffice it to say that it is not due to any ideological compulsions that the above enactments were introduced but to bring an "order into a scenario characterised by large number of unorganised operators with the entire transport operations being broken into bits & pieces of routes, permits and vehicles." Nationalisation has proved to be an effective instrument to provide economic, efficient, adequate and well co-ordinated transport services. To quote Dr.P.G.Patankar, a genius in Transport Management who has worked as Chief of Transport Undertakings of B.E.S.T., Delhi Transport Corporation and Maharashtra State Road Transport Corporation etc.,

"If private buses are allowed to be operated on their own along with the public owned buses, the mixture is known to create various problems adversely affecting the service to people. Bus operation in the public sector is therefore, perhaps the only solution with a view to ensuring the quality service to the people." (page-99 - Urban Transport (in India) in Distress).

## PROFITS OR LOSSES?

It is to be submitted that the votaries of privatisation are attacking the public sector transport Corporations on the ground that the latter are incurring losses. They even talk of handing over losing public sector units to private sector. What they conveniently miss to mention is that at the end of June 1988, totally 2,19,531 industrial units in our country became sick and these put together have swallowed a sum of Rs.6927 crores throwing lakhs of workers to streets! Such is the efficiency of private sector! On the other hand public sector units have social responsibilities. It is not to say that they should incur perpetual loss. For instance, the public undertakings in Passenger Road Transport have built huge social wealth. They are meeting social obligations like concessional passes to various sections of people. They have created employment opportunities (both direct & indirect). These social costs are not reflected in their Balance Sheets. They are paying huge taxes to the State Governments. The "losses" therefore are more fictitious than real. If the taxes taken out from the K.S.R.T.C. by the Government are reduced to level obtaining in Tamilnadu, if subsidy towards social welfare obligations are granted as in some States, the question of "loss" does not arise at all. There may not be a case for fare increase. Even if there is, due to high cost of raw materials, Diesel, Components etc., the increase may just be marginal. Without considering these aspects it would be unwise, immoral and illegal to consider either bifurcation or privatisation of the K.S.R.T.C. on the ground of "loss". Again in the words of Dr.P.G.Patankar - "Public Operators tend to become more responsive to the social needs and more innovative in finding ways to cut costs. A claim that privately owned bus services are found to cost much less than publicly owned services would not hold water if the comparison is made on equity by working out cost-benefit ratio for each of the two ownerships". (Page-85 Ibid).

## NO AUTONOMY FOR K.S.R.T.C.

It is known to the Government that the K.S.R.T.C. does not have any power to fix the fare. It is left to the discretion of the State Government. Shri P.M.Abraham, Secretary, Ministry of Surface Transport, Government of India, while addressing the 35th Annual Conference of A.S.R.T.U. said that "I am fully conscious of the fact that fare fixation which is one of the most important factors determining your total income is not within the scope of any State Transport Undertaking. It is a matter which the State Government has to decide." The tragedy of State Transport Undertakings is that while the fare control of State Transport Undertakings is made by State Governments, the cost of operation is controlled by market forces. It amounts to burning the candle from both sides. The State Government does not have any qualms of conscience to impose their crazy plans on the K.S.R.T.C., to squeeze the K.S.R.T.C. in the form of Taxation and interests. While the Governments both State and Centre, collect interests on their capital contribution at 6.25%, no interest is paid in respect of contribution made from internal resources which is of the order of 29% of the capital. Such is the dual standards adopted. No subsidy is granted on the expenses towards, social welfare obligations. The loss, therefore suffered by K.S.R.T.C. is only an accounting loss and not an economic loss. K.S.R.T.C. needs more functional autonomy subject to constraints imposed on it under Section 34 of the Road Transport Corporation Act, 1950.

## KARNATAKA CONTRACT CARRIAGES (AMENDMENT) ACT

The then State Government led by Shri D.Devaraje Urs nationalised the contract carriages in 1976. Main reason was that these contract carriages were running as stage carriages violating the permit conditions etc. They were causing loss to the revenue of the K.S.R.T.C. and to the State exchequer. If the process is reversed by the State Government now, there will be a steep fall in the revenues of K.S.R.T.C. and the tax to the Government also will be reduced. The K.S.R.T.C. had undertaken contracts of a total of 9137 in 1984-85 and the same has gone up to 19,925 in 1989-90! It is estimated that if the contract carriages are permitted, the revenue of the K.S.R.T.C. is likely to dip down by about Rs. 100 crores per annum. The Government will be deprived of a tax of Rs.17 crores. What is to be noted is that effortlessly the Government gets the tax from K.S.R.T.C. For instance from 1986 to 1989 (four years period) the Government has realised a tax of Rs.227.73 crores from K.S.R.T.C. To collect the same amount from private operators is well nigh impossible and the Government should spend huge money on its tax collecting machinery. The Government is not only committing suicide by reintroducing the contract carriage buses by private operators, but also is murdering K.S.R.T.C.

Before we conclude, we urge upon you to consider the following and take appropriate action:

1. Stop bifurcating Bangalore Transport Service from K.S.R.T.C. In other words, the monolith structure of K.S.R.T.C. is to be continued as it is.
2. The existing B.T.S. Division should be split into atleast 4 Divisions. More depots are to be opened. In order to have effective control no Depot in the City should have more than 75 schedules. That should be the optimum point.
3. The Government should reduce the tax burden on the K.S.R.T.C. In particular, the taxes on City Transport Service should be abolished.
4. The interests received by the State and Central Government on their capital contribution should be paid as subsidy to the Corporation.
5. The Government should reimburse to the K.S.R.T.C. the expenditure it incurs on social obligations like Student Passes etc.
6. The City Transport Service should be given subsidy in the form of free accommodation for constructing Bus Depots and Shelters.



7. The political interference from the Government in the day to day administration of the K.S.R.T.C. should be stopped. The Corporation should be allowed to work as an autonomous professional body to fulfill the objectives of nationalisation and Road Transport Corporation Act, 1950.
8. The attempts to reintroduce contract carriages should be stopped.
9. More power are to be decentralised to the Divisional levels to avoid delay and to increase efficiency so that each Division should work as a profit generating unit.
10. A scheme of workers' participation at all levels of Management be introduced so as to harness the vast human resources available in the K.S.R.T.C.
11. The Government should take effective steps to nationalise the remaining passenger bus routes in the State, in a phased manner and within a definite time frame.
12. The Government should seriously apply its mind to find out alternate mode of City Transport like Metro or Rail Corridor.

We hope, the Government would seriously consider the issues raised in this Memorandum.

# KSRTC STAFF & WORKERS FEDERATION

(Reg.No.4/75) AITUC

President: M.S.Krishnan B.Sc.,B.E.,

Phone: 366497

No.25, 4th cross Sampige Road, Malleswaram Bangalore - 560 003

Dated: March 28, 1992

To

The Vice-Chairman & Managing Director,  
KSRTC, Central Offices,  
Bangalore.

Sir,

## **Sub: Aftermath of one day Strike by BTS Employees on 11.3.1992.**

With reference to the above, we wish to bring the following to your attention:

Since the State Government and the Management of K.S.R.T.C. were very adamant about the privatisation of City Transport Services and bifurcation of Bangalore Transport Service from K.S.R.T.C., the entire BTS employees had no other choice but to observe a day's token strike on 11.3.1992. The Strike was complete inspite of the unfair labour practice of attempting to break the strike by the Management-Government combine. Not only did the Management recruit certain employees on temporary basis before the strike i.e, after our serving the strike notice, but it used unabashedly the police machinery to arrest several trade union cadres and other employees. The Management brought employees from outside Divisions by giving them false assurances to manage the BTS on the day of the strike. At the instance of the Management, Com.V.Joseph, General Secretary, KSRTC Staff & Workers Union, BTS (South) Division and one of the Vice-Presidents of KSRTC Staff & Workers Federation, was brutally beaten by Vijaynagar Police led by Shri.Muddaiah, Circle Inspector of Police. Com.V.Joseph has sustained bleeding injuries on both his legs. Scores of our active cadres were taken to preventive custody and kept in various Police Stations till as late as 11.00 p.m. on 11.3.1992. We are sure that the Management would have spent lakhs of Rupees on strike breaking activities. But still the strike was massive & unprecedented in its depth and sweep. It was all pervasive inspite of the presence of the bayonet holding police before every Depot of BTS. It was so, because as the workers who have built the industry, the BTS workers knew well that the Government by its myopic policies is making a sell-out of the city transport services. The employees had decided to show their protest by going on strike. Instead of understanding the message of the strike, the Management and the Government have shown their arrogance. For instance, it has been said that for one day strike, 8 days' wages would be cut. It was also stated that the Government is thinking to withdraw the recognition since the recognised Federation had given a call for strike. As Vice-Chairman & Managing Director, you have gone on record as under:

"It is clear from the conduct of the Federation by going on this illegal strike that they have no respect for the public nor are they bothered about the public convenience. They seem to believe that KSRTC is their property and that they can do whatever they like with utter disregard to the interests of the real owners of KSRTC which is the public."

To say the least, the approach of the Management-Government is very unfortunate and it betrays lack of appreciation and understanding about the employees' concern in respect of privatisation and bifurcation of BTS. The employees are sure that their job security is at stake. The strike is perfectly a legitimate weapon in the armoury of employees and trade unions to defend their industry and their job security. What was a simple trade union action was treated as if it was a war. The management has shown its lack of imagination about a trade union action. We expected that any sane and sensible management, after such a successful and peaceful strike by several thousands of employees, would have invited the recognised Federation for discussion. But unfortunate it is, this is an uncivilised

P.T.O.

Management which only believes in bullets and lathies, that it did not choose to discuss with the trade union after the strike. On the other hand, now we understand today that scores of our active cadres are kept under S.P.E. for no fault of theirs. This language of suspension, charge sheets and dismissals of the Management, we hereby protest. Be it noted that no amount of repression can ever stop a trade union from continuing its crusade, which is in the interest of the workers, industry and State. Any repression by the Management will be answered with more strike actions. It will be answered with non-co-operation by the employees. Let it be known that the KSRTC employees have built a trade union movement for the last three decades and today, the KSRTC cannot be converted as a Police Station or a Military Barrack.

We had earlier written to you not to transfer the so called excess staff from Central Office to other Divisions. In spite of your assurances, you have resorted to transfer some of the employees to other Divisions. Some of them are our active trade union cadres & leaders. In one or two cases, due to external pressures you have brought the transferred employees back to Central Office under some other guise.

It looks as if the Management has decided to impose the duty rota system on Drivers and Conductors. This system existed earlier and since it was hated by all the workers and on our representation, it was withdrawn during 1988. We also say with all the emphasis at our command that the Rota System was an abysmal failure.

Now, we understand that certain restrictions are being brought for the staff to move in our buses. This is being resented by all the employees.

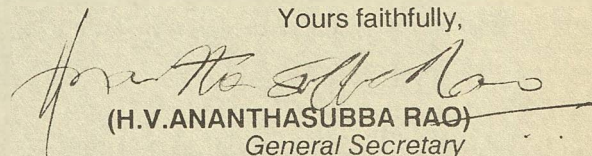
In spite of the Charter of Demands submitted by the federation, the Management has so far not invited the Federation for discussions to have amicable solutions. Many other aspects of the earlier Settlements are awaiting implementation. It looks to us that the Management and Government have sought for the path of confrontation with our Federation. Recently the Transport Minister seems to have told in Alnavar, in a public meeting, that since the employees of KSRTC are arrogant, he is privatising the transport system. The boot is on the other leg. KSRTC employees are not arrogant. Well there may be some disciples of Transport Minister and the Management who are arrogant. We cannot do anything with them. It is your look out. Overwhelming majority of the employees are duty conscious and are sober. In the Transport Management Journal (Jan. 1992 Issue) published by the C.I.R.T., Pune you have gone on record as under:

"The contributory factors for better performance during the year 1990-91 are improvement in KMPL and tyre mileage as well as the hard work put in by the work-force of the corporation."

It does not therefore lie in your mouth now to accuse the employees. It is an act of hypocrisy. We have come to the conclusion that the Management does not want to solve a single problem of the employees; on the other hand, they want to aggravate the position of strained industrial relationship. By its own actions, the Management is killing the industry. At any rate, by continuing the anti-worker and anti-Federation Policy, you cannot run the industry, you cannot increase its efficiency and productivity. We would, with all humility at our command, wish to say that we will beat back all the offensives of the Management, no matter what the cost be or the sacrifices.

Even now, we urge upon the Management to resile from their adamant stand and arrange for discussions between our Federation and the Management so that all the pending problems be negotiated and resolved. In the meantime, we urge upon the Management to revoke the suspensions of our cadres in BTS and Mysore Division.

Yours faithfully,

  
(H.V. ANANTHASUBBA RAO)  
General Secretary

REPORT FROM KERALA STUC

J.Chitharanjan  
General Secretary  
Kerala State Council of the AITUC,  
Hyderabad.

To

Com.Homi Daji  
General Secretary, AITUC,

Dear Comrade,

1) Trade Union Sponsoring Committee, Kerala had decided to observe Rasta Roko from 11 am to 1 p.m. on 29th April in several centres on the main High Ways in Kerala.

2) Cashew Workers will be picketting the Taluk Offices (1) Quilon (2) Karunagappally (3) Kottarakara (4) Pathanapuram (5) Kunnathur (6) Chirayinkeezhu (7) Karthikappally (8) Irinjalakkuda on 22nd April 1992, to press the demands.

(1) Take urgent steps to make a success the Monopoly procurement of Road Cashewnuts.

(2) Kerala Cashew Corporation and Capex (Public Sector establishments) shall import maximum possible quantity of Raw Cashewnuts.

Yours Comradely

(J.CHITHARANJAN)

15/4.92

# KERALA STATE TRADE UNION COUNCIL

29

Kerala State Council of the AITUC

Telephone : 63271

RECEIVED

31 MAR 1992

A. I. T. U. C.

SUGATHAN MEMORIAL, THIRUVANANTHAPURAM-14.

27-3-1992.

PRESIDENT :

P. BHASKARAN

To

Com. Homi Daji,  
General Secretary,  
AITUC, NEW DELHI.

VICE - PRESIDENT :

K. P. PRABHAKARAN, M.L.A  
KALLAT KRISHNAN  
A. M. PARAMAN  
A. N. YOOSUF  
T. A. JOSEPH

GENERAL SECRETARY :

J. CHITHARANJAN

SECRETARIES :

C. DIVAKARAN  
K. P. RAJENDRAN  
C. A. KURIEN  
M. SUKUMARAPILLA  
C. KRISHNAN

TREASURER :

C. K. KESAVAN

Dear Comrade,

(1) Kerala State Committee of AITUC met on 22-1-92 at Ernakulam. The committee took the following decisions.

(a) A week shall be observed from Feb. 1st as Anti Price Rise Week.

(b) To organise mass hunger strikes in various centres beginning from 5 PM on Feb. 20th and ending at 7 PM on 21st Feb. with public meetings.- To protest against price rise and anti-people economic policies of Central Government.

The above said decisions were implemented.

From the reports already received from various Districts about 'one day hunger strike', took place in the following centres.

QUILON DIST: (i) In front of Quilon Taluk Office  
(ii) Kumaranelloor (iii) Kundara (iv) Punaloor  
(v) Karunagappally (vi) Sasthamkotta.

ALLEPPEY DIST: (i) Sherthallai (ii) Mankompu (iii) KSRTC Jn.,  
Alleppey and Chenganoor.

KOTTAYAM DIST: In front of Gandhis Statue at Kottayam  
(ii) Vaikom (iii) Kaduthuruthy (iv) Pampady (v) Brattupettah  
(vi) Pala (vii) Mundakayam (viii) Karukachal.

IDUKKI DIST: (i) Sathyagraha at Munnar (ii) Evening Dharna at Vandiperiyar, 35th Mile Stone and thodupuzha.

PATHANAMTHITTA DIST: (i) Ranni (ii) Idiyappara (iii) Court Junction (iv) Kozhanchery (v) Thiruvalla (vi) Mallappally (vii) Adoor.

TRICHUR DIST: (i) Trichur (ii) Mala (iii) Chelakkara (iv) Vadakkanchery (v) Keeniramkulam (vi) Cherppu (vii) Guruvayoor (viii) Olloor (ix) Manalloor (x) Kodakara (xi) Chalakudy (xii) Irinalakuda.

PALGHAT DIST: (i) Kanjikode (ii) Nellyampathy (iii) Vadakkanchery (iv) Kozhinjampara (v) Mannarghat (vi) Shomur (vii) Olavakkode.

MALAPPURAM DIST: In front of Malappuram Collectorate.

CALICUT DIST: (i) Krishna Menon Square (ii) Feroke Preethi Corner

VAYANAD DIST: (i) Meppady (ii) -athery

CANNANORE DIST: Cannanore Town.

(2) State level sponsoring committee decided to conduct the programme of March 9th (as called by the National Sponsoring Committee of Central Trade Union, Federation and Service Organisation), Reports are being received.

QUILON DIST: (i) Demonstration and meeting in front of Parvathy Mills, Kollam.

(ii) Evening Dharna and public meeting at Chinnakkada

(iii) Evening Dharna at Kundara

(iv) Dharna in front of Titanium Factory at Chavara

(v) Evening Dharna (Sayanna Dharna) At Market Jn., Kottarakkara

(vi) In front of K.S.R.T. Depot at Punaloor

(vii) In front of Punaloor Plywood Factory

(viii) In front of Rehabilitation Plantation, Kulathoopuzha.

PALGHAT DIST: Sayanna Dharna in Nine Centres.

(i) Vadakkanchery (ii) Menmara (iii) Menonpara (iv) Palghat Town

(v) Ottapalam

Report from other places are yet to be received.

(3) March to the Rajbhavan will be organised on April 2nd, 1992.

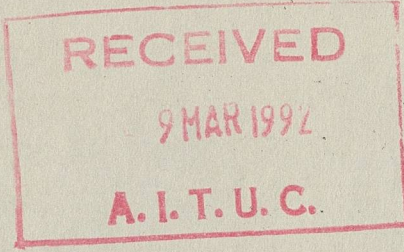
Yours Comradely,

*J. Chitharanjan*

J. CHITHARANJAN

श. लक्ष्मी कर्मा  
महा सचिव  
एटक

अखिल भारतीय ट्रेड यूनियन कांग्रेस  
राजस्थान राज्य कमेटी,



स्वामी कुमारानन्द भवन  
शाहीमार सिनेमा के पास  
जयपुर- ।

दिनांक : 29.2.92

प्रिय साथी,

अखिल भारतीय ट्रेड यूनियन कांग्रेस की कार्यकारिणी की मिटिंग दिनांक 15 फरवरी व 16 फरवरी को नई दिल्ली स्थित मुख्यालय में का0एम0एस0एस0कृष्णन की अध्यक्षता में सम्पन्न हुई ।

उपरोक्त मिटिंग में भविष्य में किये जाने वाले आन्दोलनों के क्रियान्वित हेतु निम्न लिखित निर्णय पारित किये गए हैं ।

1. सरकार के बजट प्रस्तावों के सुझावों के विरुद्ध संगठित रूप से 9 मार्च 1992 को व्यापक प्रदर्शन धरने और घेराव किये जावे ।
2. सरकार की आर्थिक नीतियों को लेकर सभी केन्द्रिय ट्रेड यूनियनों के सहयोग से संसद के समक्ष 2 अप्रैल 1992 को प्रदर्शन किया जायेगा ।
3. 2 अप्रैल 1992 को राज्य की सभी ट्रेड यूनियन के साथ मिलकर राज्य के राज्यपाल के निवास स्थान पर व्यापक धरना आयोजित किया जावे, तथा धरने के दौरान सरकार की आर्थिक नीतियों के विरुद्ध बापन प्रस्तुत किया जावे
4. आंगन बाडी में कार्यरत श्रमिकों का एक प्रदर्शन 5 मार्च 1992 को नई दिल्ली में किया जावेगा ।

बैंक कर्मचारियों व अधिकारियों की एक रैली 6 अप्रैल 1992 को संसद के सामने की जावेगी । जिसके समर्थन में अन्य संगठनों द्वारा भारत सरकार के वित्त मंत्री को टेलीग्राम भेजकर यह मांग करें कि नरसिम्हन कमेटी की रिपोर्ट अक्लिम्ब वापस ले ।

अ एटक की राज्य इकाइयों में सुधार हेतु निम्न लिखित निर्णय लिए गए

- अ सभी राज्य इकाइया नियमित रूप से चलने वाला कार्यालय सुव्यवस्थित ढंग से चलाना प्रारम्भ करें ।
- ब जहां - जहां संभव हो महामंत्री और जहां संभव नहीं हो वहां पर एक सक्ति को पूरा वक्त कार्य के लिये जिम्मेदारी दी जाए ।
- स अखिल भारतीय ट्रेड यूनियन के अधिन कार्य समस्त जिलों में जो भी यूनियन कार्यरत है वहां पर जिला ट्रेड यूनियन कौंसिल का गठन किया जाये । तथा उनके माध्यम से विशेष फण्ड राज्य इकाइयों को नियमित रूप से चलाने हेतु इकठ्ठा कर भेजा जावे ।
- द समस्त इकाइया एटक के केन्द्रिय कार्यालय को प्रति माह अपने वहां होने वाले कार्यलापों के सदर्भ में सूचना देंगे ।
- ई राष्ट्रीय परिषद के प्रत्येक सदस्य ट्रेड यूनियन खिाडों का शुल्क हर हालत में केन्द्रिय मुख्यालय में 25.00 रुपया भेजेगा ।
- फ समस्त सम्बन्धित इकाई नियमित रूप से हर वर्ष अपनी एपलिकेशन फील हर हालत में भेजेगे ।

कृपया: 2 पर

ज 5 - 6 मार्च को रूग्ण इकाइयों का एटक, सीटू, इन्टक, यू0टी0यू0सी0, बी0एम0एस0, यू0टी0यू0सी लेनिनारकी व एच0एम0एस0 की ओर से एक सम्मेलन कलकत्ता में आयोजित किया जा गया है, जिसमें रूग्ण इकाइयों, खास तौर से सार्वजनिक क्षेत्र की रूग्ण इकाइयों से एक-2 प्रतिनिधि भाग लेवे। उपरोक्त सम्मेलन का पत्ता निम्न प्रकार है :-

144, लेनिन सारणी,  
कलकत्ता- 700 013

दूरभाष : 279768

केबल : एम0ए0आ0 एक्सी0 ए0  
डी0आई0 मार्क्सवादी,  
कलकत्ता

अतः आपसे अनुरोध है कि उपरोक्त सभी कार्यक्रमों को आद्य आगामी 6 माह में पूर्ण करें।

आपका साथी

४ प्रेम जी ४  
सचिव



अखिल भारतीय ट्रेड यूनियन कांग्रेस  
राजस्थान राज्य कमेटी

स्वामी कुमारानंद भवन  
शालीमार सिनेमा के पास  
जयपुर

दिनांक: 2.3.92

प्रिय साथियों,

अखिल भारतीय ट्रेड यूनियन कांग्रेस की कार्यकारी मिति दिल्ली स्थित मुख्यालय में दिनांक 15; 16 फरवरी 1992 को का0एम0एस0 कृष्णना की अध्यक्षता में सम्पन्न हुई।

मितिग में सरकार की नई आर्थिक नीतियों विदेशी माल, पूजा व बहुराष्ट्रीय कम्पनियों को खुले निम्नक्रम के बारे में गम्भीर चिन्ता व्यक्त की गई।

मितिग में अनुभव किया गया कि उपरोक्त नीतियों से भारतीय उद्योगों खासकर मध्यम श्रेणी व लघु उद्योगों पर विपरीत प्रभाव पड़ेगा।

मितिग में दैनिक जीवन उपयोगी वस्तुओं में निरन्तर भारी वृद्धि पर चिन्ता व्यक्त की गई। क्यों कि इसके प्रभाव से सामान्य व्यक्ति का जीना दुर्भर हो गया है।

मितिग में डन्कल प्रस्तावों का विरोध किया गया, क्यों कि इनसे देश के अपने अनुसंधानों एवं विकास कार्यों पर प्रतिकूल प्रभाव पड़ेगा और इससे नव उपनिवेशवाद का अन्तराष्ट्रीय स्तर पर विस्तार हो जावेगा।

मितिग में 2 अप्रैल 1992 को संसद के सम्मेलन होने वाले प्रदेश व राज्यपालों के सम्मेलन होने वाले प्रदेशों के कार्यक्रमों का समर्थन किया गया।

मितिग पश्चिमी बंगाल में चल रही जूट कामगारों की हड़ताल का समर्थन किया गया और उत्तर प्रदेश के बिजनी कामगारों की हड़ताल व मांगों का समर्थन किया गया और उत्तर प्रदेश सरकार से मांग की गई कि इन कामगारों की मांगों पर अतिलम्ब समझौता करें।

मितिग में लोक उपक्रम वृत्तों द्वारा दिये गए निदेशों की भर्त्सना की गई। जिसके अन्तर्गत सार्वजनिक उपक्रमों के वेतन संशोधन प्रक्रिया को रोक दिया गया। मितिग में सरकार की इस लिये भी भर्त्सना की गई कि महगाई भत्ते पुनः धारण कमेटी को निष्क्रिय कर दिया गया है।

कमेटी में मांग की है कि सरकार शिघ्र ही महगाई भत्ते व वेतन निर्धारण कार्य को चालू करे।

भवदीय

ॐ प्रेम जी ॐ  
सचिव

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अखिल भारतीय ट्रेड यूनियन कांग्रेस  
राजस्थान राज्य कमेटी,

स्वामी कुमारानन भवन,  
शालीमार सिनेमा के पास  
जयपुर

दिनांक: 2.3.92

प्रिय साथियो,

4 फरवरी 1992 को स्टेडिंग कमेटी की मि. में केन्द्रिय श्रम संगठनों के सदस्यता के सत्यापन के लिए निम्न लिखित निर्णय लिये गए हैं:-

क० केन्द्रिय श्रम संगठनों की सदस्य संख्या संबन्धी आपत्तियों के बारे में दावे बढी हुई तिथि 15.4.92 तक प्रस्तुत किये जा सकते हैं अभी तक सिर्फ 7 राज्य क्रमशः बिहार, आन्ध्र प्रदेश, उड़ीसा, गुजरात, कर्नाटक, केरल और मध्य प्रदेश की ही आपत्तियो ही प्राप्त हुई है। अन्य राज्य इकाइयों से भी अनुरोध किया जाता है कि वे भी अपनी आपत्तियों को 31 मार्च 1992 तक आवश्यक रूप से भेज देवे ताकि उन्हें निर्धारित तिथी से पूर्व मुख्य श्रम आयुक्त को भेजा जा सके।

ख० समस्त केन्द्रिय श्रम संगठनों को पहले प्रेषित दावों में संशोधन करने, जोड़ने तथा भूल सुधार करने के 29.2.92 तक समय बढाया जा गया है।

ग० जहां तक खेती हर श्रमिकों की सूची प्रस्तुत किये जाने का प्रश्न है इस सम्बन्ध में निर्णय लिया गया था कि उक्त सूचि 29.2.92 तक जिला अनुसार तालुका अनुसार व ब्लॉक अनुसार भेजी जावे, इस सन्दर्भ में जिन राज्यों में उपरोक्त आधार पर सूचियाँ अभी तक नहीं भेजी गई है उन्हें स्पीड-पोस्ट से अक्लिम्ब भेजे ताकि उन्हें 29.2.92 तक मुख्य श्रम आयुक्त को प्रस्तुत किया जा सके।

ड० राज्य की सामान्य यूनियन के सम्बन्ध में भी उपरोक्त प्रक्रिया अपनाई जावेगी।

उपरोक्त निर्णयों की सूचना 15; 16 फरवरी 1992 की कार्यकारिणी की बैठक में दे दी गई थी।

हमें आशा है कि स्टेडिंग कमेटी उपरोक्त निर्णयों को शिर्ष लागू करेगी। उपरोक्त निर्णयों को लागू करने में किसी भी प्रकार की कोताई/सापरवाही एटक की सम्पूर्ण सदस्यता पर विपरीत प्रभाव डालेगी।

अतः समस्त जिला व इकाइयों से अनुरोध है कि उपरोक्त कार्य को प्रार्थमिकता के आधार पर शीघ्र पूर्ण करें।

आपका साथी

॥ प्रेम जी ॥  
सचिव

# मोदी कार्पेट्स लि. मज़दूर संघ रायबरेली

दिनांक

दिनांक 6.3.92

## REPORT

The BIFR has called a meeting on 5.3.1992 for final approval of merger scheme circulated among the participants.

The representative of I.F.C.I. has submitting in the meeting that the merger scheme has not been approved in the joint meeting of top executive officers of Financial Institutions due to adverse effect on viability and further modernisation and diversification of Modi Rubber Limited which requires immediate modernisation and diversification to complete with foreign companies and capture export market because technology has changed to steel belted tyres. The I.F.C.I representative has also put doubt about commercial viability of Modi Carpets Ltd. whereas the merger scheme was moved and drafted by the I.F.C.I. and due to delay about 15 to 16 crores of losses have again accrued.

After discussion, the B.I.F.R. has directed to explore the possibility and allowed only 2.1/2 months for final decision.

- A) Commercial viability of the company.
- B) How much fund is needed within R.B.I. parameters for rehabilitation of the company.
- C) How much interest free loan is being voluntarily given by the 5 brothers of Group B Modi Industries.
- D) Possibility of workers Co-operative but state Govt. must own the responsibility to grant huge loan. Otherwise the scheme is not acceptable to the B.I.F.R.

The B.I.F.R. has shown its resentment over the delaying tactics of Financial institutions to finalise the merger scheme and finally rejection

contd...2

# मोदी कार्पेट्स लि. मज़दूर संघ रायबरेली

मार्क

दिनांक

2

and also their reluctance to take action to put financial restraint to stop burden of non recovery of public fund about 300 crores by Modi's.

As a matter of fact, the Company is moving towards closure within 3 months hence we demand:

- A) Govt. must intervene to clear up the Draft merger scheme circulated among the participants by B.I.F.R. and hurdle created by Financial Institutions be checked immediately.
- B) The Modi Carpet is commercially sound in domestic as well as export market and workers shall cooperate to revive the Company.

(D.P. PAL)

President

Modi Carpets Ltd.

Mazdoor Sangh Raebareli, (AITUC).

President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan

ಎಂ. ಸಿ. ನರಸಿಂಹನ್

General Secretary :

ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ :

H. V. Anantha Subba Rao

ಎಚ್. ವಿ. ಅನಂತಸುಬ್ಬರಾವ್

# ALL INDIA TRADE UNION CONGRESS

Karnataka State Committee

ಆಲ್ ಇಂಡಿಯಾ ಟ್ರೇಡ್ ಯೂನಿಯನ್ ಕಾಂಗ್ರೆಸ್

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಮಿತಿ

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Telephone | 366497  
ದೂರವಾಣಿ | ೩೬೬೪೯೭

Date :

ತಾರೀಖು : 8.2.1992

REPORT SUBMITTED TO THE AITUC WORKING  
COMMITTEE MEETING TO BE HELD IN NEW DELHI  
ON 15TH AND 16TH FEBRUARY 1992.

During this period major struggles were conducted  
by Karnataka Rajya Anganawadi Karyakarteyara Mattu  
Sahayakiyara Federation, KSRTC Staff & Workers Federation  
and Agricultural Workers Union.

## I. Struggle conducted by the Anganawadi Workers:

From 27.11.91 to 9.12.1991, representatives of  
Anganawadi Workers (All working women) numbering about  
60 went on Hunger Strike in front of Hon'ble Minister  
for Social Welfare. During this period on more than  
2 or 3 occasions police arrested all the Anganawadi  
workers who were on Hunger Strike and Dharna and  
remanded them to Remand Home. But immediately on  
their release they continued their Hunger Strike and  
Dharna.

On 29.11.91 Anganawadi workers in thousands,  
throughout the State by surrounding the Jilla Parishad's  
Offices courted arrest as part of agitational programme  
to press for the settlement of their burning problems.

On 8.12.91, the Hon'ble Chief Minister of Karnataka

President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan

ಎಂ. ಸಿ. ನರಸಿಂಹನ್

General Secretary :

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- 2 -

had to intervene due to sustained struggle of Anganawadi workers and assured to place for payment of increased allowance before the ensuing cabinet of the State Government, <sup>and</sup> to take up major issues with the Central Government. On his assurance the agitation was called-off on 8.12.91.

Though during discussions held between Ministers, Officials and our Federation it was agreed to concede certain minor demands, the Government has not come-forward to settle atleast few of the major demands such as giving preference to qualified Anganawadi workers in the recruitments in the allied Departments, enhancement of honorarium etc. This has created a serious situation forcing the Anganawadi workers to continue their struggle.

The Southern State of Anganawadi workers had met on 11th and 12th January 92 at Belgaum and in accordance with the decision taken, the Anganawadi workers throughout the State will ~~close~~ all the Anganawadi Centres in the State from 22.2.92 and Ghero the residences of all the Ministers and the Vidhana Soudha. More than 20,000 Anganawadi workers and Helpers are expected to participate in this intensified struggle.

....3)

President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan

ಎಂ. ಸಿ. ನರಸಿಂಹನ್

General Secretary :

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ಎಚ್. ವಿ. ಅನಂತಸುಬ್ಬರಾವ್

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ದೂರವಾಣಿ | ೩೬೬೪೯೭

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ತಾರೀಖು :

- 3 -

From Karnataka 250 members of our Angnawadi workers are expected to participate in the demonstration that would be staged before Parliament on March 5, 1992.  
*(This is yet to be finalised)*

The Karnataka Rajya Anganawadi Karyakarteyara Mattu Sahayakiyara Federation is endeavouring its bests to organise ~~these~~ unorganised workers comprising mostly working women effectively and it has succeeded in conducting sustained struggle.

State AITUC Committee is rendering all possible assistance and guidance to the Federation to improve its organisational strength.

## II. Agitation by Agricultural Workers:

On 9.9.91 about 5000 workers under the banner of Agricultural workers Union (BKMU) demonstrated in front of Vidhana Soudha to highlight the problems concerning the Agricultural workers. On 23.1.92 the Agricultural workers demonstrated throughout the State and observed "Minimum Wages Day".

In recent period the Agricultural workers Union has been able to organise Agricultural workers in certain centres. *we are yet to achieve substantial progress.*

## III. Agitation by KSRTC Staff & Workers Federation:

The KSRTC Management has failed to implement some

...4)

President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan

ಎಂ. ಸಿ. ನರಸಿಂಹನ್

General Secretary :

ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ :

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ದೂರವಾಣಿ / ೩೬೬೪೯೭

Date :

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- 4 -

of the agreed issues of the bipartite settlements signed between the Management and our Federation in 1989 and 1991. Despite repeated approaches, the Management has not taken any expeditious positive steps to implement such agreed issues.

The Management in recent period has gone out of the way to victimise number of our cadres at various centres such as Mysore, Mangalore, Gulbarga and Kolar. Sri.B.S. Suresh, General Secretary of our Mysore unit and some of the Office-bearers have been suspended on fabricated charges.

The Government has decided as a matter of policy to privatise KSRTC and to Bifurcate BTS. The State Transport Minister is expressing his determination to go ahead with these retrograde steps.

The Management has adopted a negative attitude towards problems of the workers and has been resorting to indiscriminate disciplinary actions. The Management which is headed by an IPS Officer, Sri.Kodandaramaiah, Vice-Chairman & Managing Director has become quite dictatorial in its approaches and actions.

....5)



President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan

ಎಂ. ಸಿ. ನರಸಿಂಹನ್

General Secretary :

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Karnataka State Committee

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ತಾರೀಖು :

- 5 -

The Management, it is evident from series of development had taken recourse to these actions to undermine the strength of our Federation and to boost up INTUC unions.

KSRTC Staff & Workers Federation had to conduct series of agitations to fight back against these onslaught of the Management and against Privatisation of KSRTC and Bifurcation of Bangalore Transport Service.

Series of Demonstrations/Dharana, Hunger Strikes were conducted by our Federation in recent months throughout the State. On 29.11.91 Dharana had been organised. On 24.12.91 our Federation organised a powerful demonstration in front of KSRTC Central Offices to oppose Privatisation of KSRTC and bifurcation of BTS. Such demonstrations were held in all the centres.

On one or two occasions we had prepared for total one day strikes and had to withdraw the call on the assurance of the State Government that they would take effective measures to settle outstanding problems.

The Central Committee of our Federation has recently met and has resolved to organise a days strike on March 11, 1992 /to oppose the privatisation of KSRTC and by BTS workmen

..(6)

President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan

ಎಂ. ಸಿ. ನರಸಿಂಹನ್

General Secretary :

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Date :

ತಾರೀಖು :

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Bifurcation of BTS. Our Federation is determined to conduct a powerful struggle in this regard.

#### IV. Secret Ballot in KSRTC to decide the majority Federation for recognition:

Due to pressure from our Federation the elections were held on 4.1.1992. This time the elections assumed lot of significance. The Management through its officials tried to help INTUC Unions to secure more votes by influencing and terrorising workers by various questionable means. The State Transport Minister and Minister for Cultural Affairs came out openly in supporting INTUC Unions. They campaigned against our Federation. Other Ministers and Congress MLAs canvassed in the Districts for INTUC Unions. Plenty of money was spent by them. Big cutouts of Congress Ministers inclusive of Chief Minister were displayed at some centres. At eleventh hour efforts were made to stay the elections by filing Writ Petition by an INTUC Union. But elections could not be stayed.

But despite these organised efforts to defeat our Federation, we were able secure 61.04% of the votes polled and thus were able to maintain our Recognised

....7)

President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan

ಎಂ. ಸಿ. ನರಸಿಂಹನ್

General Secretary :

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Date :

ತಾರೀಖು :

- 7 -

status. Further we improved our position at Division levels also. Out of 24 Divisions we have secured majority votes in 20 Divisions. Hard work done over number of years and correct decisions taken from time to time went a long way to help us to secure majority votes in this historical elections despite political and officials' opposition.

On a flimsy ground one of the INTUC unions has obtained a stay preventing Management from giving Recognition status to us. But we are confident that the stay will be vacated and the petition will be dismissed within couple of days.

## V. Against Anti-people Economic and Industrial Policies of Government of India:

In accordance with the decision taken by AITUC and other Central Trade Unions, our Unions alongwith other Central TUs in the State participated in Jail Bharo programme on 18.11.91.

Some of our Unions had participated in one day strike on 29.11.91.

## VI. Privatisation move of State Sector Industries:

State Government has announced that it would close

....8)

President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan

ಎಂ. ಸಿ. ನರಸಿಂಹನ್

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ದೂ ರ ವಾ ಣಿ | ೩೬೬೪೯೭

Date :

ತಾರೀಖು :

- 8 -

the Sick Industries. They have already announced that KIMCO, MCTC and such other units would be closed. Our concerned District Committee is opposing the closure move.

VII. Take over of Mafatlal Plywoods Industries by Workers Co-operative Society:

The unit has been closed for more than 2 years. The Board for Industrial Finance & Reconstructions (BFIR), Government of India has agreed in principle to handover the factory to a Workers Co-operative Society. *we are on the job of forming a cooperative society.*

VIII. Bangalore District AITUC Conference:

The Conference was held on 17th and 18th August 1991.

IX. Election at Davanagere Cotton Mills:

This time BMS Union tried its best to defeat our leadership. But the workers of the Mills wholeheartedly supported AITUC leadership.

X. Davanagere Sugar Mills: This factory was being run on Co-operative basis with more than 51% shares of the State Government. The State Government had suddenly decided to sell its shares to a Private Party.

....9)

President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan

ಎಂ. ಸಿ. ನರಸಿಂಹನ್

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# ALL INDIA TRADE UNION CONGRESS

Karnataka State Committee

ಆಲ್ ಇಂಡಿಯಾ ಟ್ರೇಡ್ ಯೂನಿಯನ್ ಕಾಂಗ್ರೆಸ್

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಮಿತಿ

25, 1st Floor, 4th Cross, Sampige Road, Malleswaram, Bangalore-3  
೨೫, ಮೊದಲನೇ ಮಹಡಿ, ೪ನೇ ಕ್ರಾಸ್, ಸಂಪಿಗೆ ರಸ್ತೆ, ಮಲ್ಲೇಶ್ವರಂ, ಬೆಂಗಳೂರು-೩

Telephone | 366497

ದೂರವಾಣಿ | ೩೬೬೪೯೭

Date :

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But our AITUC local leadership was able to defeat the move of the Government by conducting an agitation. They were able to mobilise the Sugar Cane Growers of the area, MLAs and MP of the District and public at large.

## XI. Struggle by AITUC Unions to press for recognition of the Unions:

In our State particularly in Bangalore, Managements are refusing to negotiate with AITUC leadership. This has resulted in number of struggles. The factories involved are Kongovi, Skylark, Mini Precision products and H.R.Johnsons, Kunigal etc.

XII. Settlements: Number of settlements have been entered into by our unions with respective Managements. NGEF-AEG, Chitradurga District Cinema Workers Union, Hosadurga, RMC Cement Factory, Hosadurga, etc.

## XIII. Meeting with State Labour Minister:

On 30.12.91 the State Labour Minister had convened a meeting of Central Trade Union leaders. AITUC State Committee was represented by Coms. M.S.Krishnan, M.C. Narasimhan & H.Mahadevan. The issues highlighted by our leadership are failure of the Government to implement

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President :

ಅಧ್ಯಕ್ಷರು :

M. C. Narasimhan

ಎಂ. ಸಿ. ನರಸಿಂಹನ್

General Secretary :

ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ :

H. V. Anantha Subba Rao

ಎಚ್. ವಿ. ಅನಂತಸುಬ್ಬರಾವ್

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ದೂ ರ ವಾ ನೆ } ೩೬೬೪೯೭

Date :

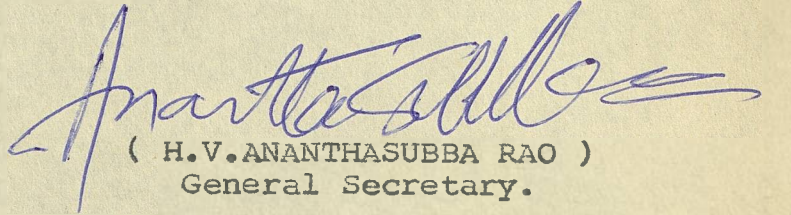
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the recommendations of the Minimum Wages Committee, to fill the existing vacancy in the Minimum Wages Committee so as to make it function, Sick Industries etc.,etc. The Minister assured to conduct a State Level Labour Conference. Minutes of the meeting is enclosed.

XIV: National Safety Council:

Com.H.Mahadevan, President-Bangalore District AITUC and Vice-President AITUC, State Committee has been elected as Vice-Chairman of National Safety Council, Bombay.

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( H.V.ANANTHASUBBA RAO )  
General Secretary.

PROCEEDINGS OF THE PRELIMINARY MEETING OF CENTRAL  
TRADE UNION FEDERATION LEADERS HELD ON 30.12.1991  
BEFORE THE HON'BLE MINISTER OF STATE FOR LABOUR,  
GOVERNMENT OF KARNATAKA AT BANGALORE.

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Sri Allampalli Venkataram of BMS, Sri M.S. Krishnan and M.C.Narasimhan of AITUC, Sri P.Jamdev of HMS, Sri D.Leelakrishnan of INTUC and Sri N.K.Upadhyaya of CITU were present. Commissioner of Labour and other officers of the Department also present in the meeting.

The Hon'ble Minister stated at the outset that he has called this meeting for knowing the reactions of the Trade Union friends regarding the functioning of the Labour Department and invited suggestions as to how pending issues can be tackled and also wanted to know the minds of the Trade Union leaders regarding new Industrial Policy announced by the Central Government, recently. He also wanted their suggestions regarding any amendments which are required to the labour laws. He invited their suggestions regarding conducting of a State Level Conference of representatives of workers/trade unions right from the district level.

Sri Allampalli Venkataram of BMS welcomed and congratulated the Hon'ble Minister for having called such a meeting to know the minds of the Trade Union Leaders. He mentioned that certain industries are to be included to the Schedule to the Minimum Wages Act. He suggested bifurcation of Agriculture as an 'Industry' in the schedule to the Minimum Wages Act from Poultry, Horticulture, etc. He spoke of recommendations of the Minimum Wages Advisory Board and its acceptance by the Government, when the recommendations are unanimous. He criticised on the issue that the minimum wages fixed recently are lower than the recommendations sent. He also made certain suggestions on the amendments to the Industrial Disputes Act.

Sri M.S.Krishnan also congratulating the Minister for the meeting stated that such meetings are to be regularly scheduled and held atleast once in a quarter. He welcomed the idea of State Level Conference and he suggested constitution of Tripartite bodies for review of labour situation and advice to the Government in the matter. He suggested that the Labour Manuals published by the Department should be up dated and published. He mentioned about the representation given to AITUC in various Tripartite bodies of the State and requested that wherever representation has not given to AITUC, it must be given. He mentioned about the closed Sick Industries in the State, such as Mefathlal Plywoods, KIMCO, Vanivilas Sugar Industry and stated that effective step should be taken to see that they are opened, if necessary separate meetings are held. He also suggested amendments to the Industrial Disputes Act to the definition of 'workman' to include teachers, salesman, etc. He also suggested amendments to Trade Unions Act, regarding recognition of Unions and if necessary, to have a separate enactment. He objected to the exemptions given under Sec.36(B) of the Industrial Disputes Act, 1947, to certain hospitals in Bangalore.

Sri M.C.Narasimhan spoke of fixation of Minimum wages and criticised the Government in not accepting the unanimous resolution of the Board. He mentioned that there should be a commitment on the part of the government to policy in this regard. He mentioned about the vacancies in the Labour Courts and Industrial Tribunals and resultant huge pendency in the Courts/Tribunals. He also spoke about the inefficiency at various levels in the Department and Courts. He suggested that a separate meeting may have to be held regarding closed Sick Industries, where at the matter could be discussed threadbare.



Sri P. Ramdev mentioned about the application of Minimum Wages in the Co-operative Sector including Electronic Industry in the Schedule to the Minimum Wages Act. He mentioned that expenditures on ceremonies is decided by the Supreme Court to be an item to be taken into consideration, while fixing the minimum wages, which may be kept in mind. He wanted regular meetings of the Minimum Wages Advisory Board, and notification copies to be sent to members. He also suggested amendments to Trade Union Act.

Sri M.S. Krishnan again spoke of establishment of a Research Centre in the Department of Labour. He opined separate status paper regarding each sick industry may have to be made and discussed in separate meetings or in the State Level Conference as it may suit to the Government, so that the points can be discussed in a definite manner.

The representative of INTUC, Sri D. Leelakrishnan mentioned regarding amendments to various enactments and also stated that 6 months limitation put in the recent State amendment to the Industrial Disputes Act under Sec. 10(4) (a) should be deleted so that it will facilitate the workman in raising disputes before the Labour Court, directly. He also suggested amendment to Sec. 25 FEA in respect of transfer of undertakings, making it mandatory on the Purchasing Management to take the old workers and to continue them in services. He wanted Rules to be framed for implementing the provisions regarding Unfair Labour Practices in the Industrial Disputes Act, 1947, and Schedule-V thereof.

The representative of CITU, Sri N.K. Upadhyaya also mentioned about the fixation of minimum wages, filling up of vacancies in Labour Courts and Industrial Tribunals and the difference between the recommendations of the Minimum Wages Advisory Board and the Minimum Wages Notifications issued. He welcomed the suggestions regarding the State Labour Conference.

All the Trade Union leaders stated that they will be giving separate letters in writing regarding the amendments to the various labour laws and also Agenda items to be fixed for the State Level Conference of Labour, which is proposed by the Minister.

The Hon'ble Minister mentioned that he has visited the Maharashtra State recently and studied the structure there and has got in mind various reforms with the structure of the Department and the legislation of the State on the lines of Maharashtra. He appreciated the suggestions given by the Trade Unionists and stated that in order to protect the interest of labour, always no retrenchment or closure of Industry will be allowed within the limits of the Department. He assured that the Minimum Wages Advisory Board will start functioning shortly and the lacuna in the constitution of the Board in the form of vacancy will be set right soon. He also assured that inclusions to the Schedule to the Minimum Wages Act will be made and the Trade Union leaders may suggest any such Industries for such inclusion. He also accepted to verify the various suggestions made by the Trade Union leaders regarding the amendments to various labour laws and will take suitable action in the matter soon. He also stated that he is considering bringing of an enactment regarding recognition of Trade Union on the lines which are there in Maharashtra, and pursue the matter, since such amendments require the approval of the Centre, as the subject 'labour' is in the concurrent list. He accepted the constitution of various Committees and Advisory Councils and representation given to Central Federation of Trade Unions in those Committees. He mentioned that the State Level Conference proposed by him may be held by the end of January 1991 and requested the Trade Union Friends to suggest an Agenda on the

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various issues which can be discussed in the Conference..

The Hon'ble Minister thanked the Trade Union leaders for having made it convenient in attending the meeting.

Sd/-

(C.S.NADAGOUDA(APEAJI))  
Minister of State for Labour.

*V. S. Vasanthamoney*

(V.S.VASANTHAMONEY)  
Under Secretary to Government,  
Social Welfare & Labour Department.

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## बिहार के ट्रेड यूनियन कार्यकलापों के रिपोर्ट

१- बिहार के अराजपत्रित कर्मचारों महासंघ एवं शिक्षकों के हड़ताल १६ नवम्बर ६१ से शुरू हुई:-

१६ नवम्बर ६१ से अराजपत्रित कर्मचारों संघ के योगेन्द्र सिंह गुट के हड़ताल शुरू हुई। इसमें एटक का सिचाई कार्यालय यूनियन भी शामिल रहा।

१६ नवम्बर, ६१ से ही बिहार के माध्यमिक शिक्षकों तथा शत्रुघ्न सिंह, गुट अराजपत्रित कर्मचारियों के हड़ताल शुरू हुई। लेकिन इन दोनों गुटों का सेवा अलग अलग रहा।

अराजपत्रित कर्मचारियों के गौप गुट एवं प्रान्तीय पदाधिकारियों के हड़ताल १० दिसम्बर ६१ से ही शुरू हुई।

प्राथमिक शिक्षकों के हड़ताल १८ दिसम्बर एवं १६ दिसम्बर ६१ से दोनों गुटों के अलग अलग हुई। प्रारंभिक शिक्षकों के हड़ताल तो दो सप्ताह में ही तय हो गई।

लेकिन अराजपत्रित कर्मचारियों के हड़ताल लम्बी अवधि तक चली।

इनके हड़ताल में मुख्यतः दो मांगें भी पिछले किये गये सम्झौतों के विभिन्न मुद्दों को भी लागू नहीं हो सके हैं लागू करना तथा सेवा निवृत्ति की आयु में ५० से बढ़ाकर ६३ करना। शिक्षकों के सेवा निवृत्ति की आयु पहले ही ६० वर्षों की जा चुकी है।

७८ दिनों के हड़ताल के बाद योगेन्द्र सिंह गुट से सम्झौता हुआ और उनके गुट के हड़ताल समाप्त हुई। उसके बाद शत्रुघ्न सिंह गुट के समन्वय समिति के साथ ६ फरवरी, ६२ को सम्झौता हुआ। हड़ताल समाप्त हुई। गौप गुट एवं प्रान्तीय पदाधिकारियों के गुट की हड़ताल भी ६ फरवरी, ६२ को ही समाप्त हुई लेकिन उन्होंने बिना सम्झौते के एकतरफा हड़ताल समाप्त कर विभिन्न रूपों में संघर्ष जारी रखिये रखने का फैसला किया। हड़ताल समाप्त के बाद भी विभिन्न रूपों में उनके प्रोटेस्ट जारी है।

विभिन्न सम्झौतों के लागू करने के बारे में विभिन्न मुद्दों पर सम्झौते हुए चिकित्सा भत्ता की राशि को ४० से बढ़ाकर ५०-६० किया गया लेकिन मुख्य मांग सेवा निवृत्ति की आयु में वृद्धि करने की मांग पर कोई सम्झौता नहीं हो सका।

हड़ताल समाप्त के बाद भी सरकारी कर्मचारियों में दंगल व्याप्त है।

बिहार राज्य बीज निगम के कर्मचारियों का संघर्ष चल रहा है जनवरी में उन्होंने भीमे जाबो आन्दोलन शुरू किया था पिछले १० फरवरी, ६२ से उनके हड़ताल चल रही है। हड़ताल मुस्कमिल है। सम्झौता जारी है।

बिहार राज्य विद्युत बोर्ड में विभिन्न सम्पन्न सम्झौते को लागू करने से प्रबंधन ने इंकार किया है और सरकार चुप है। दूसरी ओर बड़े पैमाने पर

कामगारों को तंगतवाह करने के कार्रवाई के जा रही है। यूनियन के पदाधिकारियों का निलम्बन स्थानान्तरण बोर्ड के नियमों को ताक पर रखकर किया जा रहा है। रेटक की यूनियन को तोड़ने के लिए प्रबंधन एवं सरकार के राज्य मंत्री श्री विजेन्द्र यादव ने मुहिम चलाई है और वे जातिय आधार पर मजदूरों को बाँटकर कमजोर करना चाहते हैं। बिहार राज्य विद्युत बोर्ड में श्रम संबंध काफी तनावपूर्ण है।

बिहार के जनतादल सरकार रेटक से संबंधित विभिन्न यूनियनों एवं सेवा संगठनों में तोड़ फाँड़ की हड़कत चला रही है। विभिन्न मजदूरों आन्दोलनों को जो रेटक के प्रभाव में है सरकार द्वारा तोड़ने की भरसक कोशिश की जा रही है। २८-२-६२ को शंकर टाकिंग, भागलपुर में न्यूनतम वेतन १६६० का संघर्ष के बाद श्रम आपत्ती सम्झौता हुआ जो कि जनवरी ६२ से लागू किया जायगा।

२०० टी०पी०सी० में लोयड इन्सोलेशन एवं बेस्ट क्रमटन में विभिन्न माँगों एवं श्रमायुक्त भागलपुर के समझा संबंधन एवं यूनियन प्रतिनिधियों के बीच सम्झौता सम्पन्न हुआ।

२०० टी०पी०सी० टेलीफोन में स्थायीकरण के लिए वार्ता ७०० एल०सी० के यहाँ जारी है।

भागलपुर कोअपरेटिव स्पिनिंग मिल सितम्बर, ६१ से बन्द और अरुणा केमिकल इन्डस्ट्री सुलतानगंज भागलपुर करीब २ साल से बन्द इससे करीब ५०० मजदूर बेकार।

भागलपुर फैक्ट्री बरारी, भागलपुर नवम्बर ६१ से बन्द २०० मजदूर बेकार सूत की बढ़ती कीमत के कारण और बिजली की कमी के कारण भागलपुर के ६० प्रतिशत सिल्क उद्योग बन्दों के कारण पर। लग्ग हज़ारों मजदूर बेकार हैं और पलायन।

असंगठित मजदूर:-

राज्य ट्रेड यूनियन अभियान समिति को श्रक में असंगठित मजदूरों की समस्याओं को लेकर सम्मेलन और संघर्ष का निर्णय लिया है।

इस संबंध में राज्य सरकार के श्रम मंत्री से एक प्रतिनिधि मंडल भी मिला। ३ पैसे प्रति अंक प्रतिदिन की दर से असंगठित मजदूरों को मंहगाई भत्ता देने के त्रिपक्षीय णिय के बिहार सरकार ने रद्द कर दिया है। इसके विरुद्ध मुख्य मंत्री को शपथ दिया गया।

असंगठित मजदूरों के समस्याओं पर २६ मार्च ६२ को पटना में एक कन्वेंशन करने के निर्णय लिया गया है। उसके तैयारी जारी है।

बिहार सरकार की आर्थिक नीतियां विलकुल केन्द्र सरकार की तरह हैं।

तेनुघाट थर्मल पावर स्टेशन जो लगभग ६०० क्रीड रुपये लगाकर बताया गया है बिहार सरकार बेचने का फैसला कर टेन्डर निकाल दिया है। मुजफ्फरपुर थर्मल पावर स्टेशन २२० मेगावाट के प्रबंधन को निजी प्रबंधन को देने का फैसला किया गया है। चाण्डिल वाष्प शक्ति परियोजना को भी गैरयनका के हाथ में बेचने का फैसला बिहार सरकार ने कर लिया है।

बन्द खा बीमार चीनी मिलों को जिन्हें बिहार राज्य चीनी निगम में लाकर लाम पर चलाया गया है उसे पुनः निजी हाथों में बेचने का फैसला सरकार ने किया है।

चर्म उद्योग के तीन तैयार मोल के कारखानों में से दो को निजी दौधों में बेचने का फैसला सरकार ने किया है।

बिहार राज्य बीड़ी मजदूर फौडरेशन को एक बैठक दिनांक १६-२-६२ को निर्धारित की गई है। बहुत दिनों से यह फौडरेशन निष्क्रिय बना हुआ है। इस सक्रिय करने और मजबूत बनाने के उद्देश्य से इस बैठक को बुलाई गई है।

हड़ताली सरकारी कर्मचारी एवं शिक्षाको के समर्थन में प्रस्ताव -

बिहार राज्य ट्रेड यूनियन अभियान समिति की यह बैठक बिहार सरकार के कर्मचारियों एवं माध्यमिक शिक्षाको की मुकामिल हड़ताल पर उनका क्रान्तिकारी अभिनन्दन करती है एवं उनकी मांगों का समर्थन करती है ।

उनकी मांगों में विभिन्न समझौतों के अकार्यान्वित बिन्दुओं का कार्यान्वयन तथा पेंशन की समुचित सुविधा के लिए सरकारी सेवा में प्रवेश की अधिकतम आयु के पुनर्विक सेवा निवृत्ति की आयु में बढाव भी मुख्य है जिसे किसी भी तरह अनुचित करार नहीं दिया जा सकता ।

विभिन्न समझौतों के अकार्यान्वित बिन्दुओं के लिए उनकी हड़ताल सरकारी उपेका का परिणाम है जिसके लिए भी पूर्णरूप से सरकारही जिम्मेवार है ।

खेद की बात है कि हड़ताल के दो महिनो से अधिक हो रहे है और सम्बन्धित सेवा संगठनों से वार्ता भी चल रही है फिर भी समस्या का समाधान नहीं निकल रहा है । इसकी राज्य सरकार द्वारा वार्ता में तत्परता का अभाव ही उत्तरदायी है ।

इस हड़ताल की वजह से राज्य का सारा कार्यकलाप ठप्प है । राजस्व बसूली बन्द है । सात लाख छात्र छात्राओं की माध्यमिक परीक्षा जो फरवरी में होने वाली थी अनिश्चित काल के लिए ढल गई । 50 लाख छात्र छात्राओं की वार्षिक परीक्षा भी बुरी तरह प्रभावित है और सब पिछड़ता चल रहा है । राज्य के सभी सरकारी अस्पताल बंद प्रायः हैं लोगों को भयंकर असुविधा का सामना करना पड़ रहा है ।

सरकार हड़ताल को लम्बा कर कर्मचारियों एवं शिक्षाको को थकाना चाहती है उनके सामने आर्थिक दिक्कत पैदा कर उन्हें धुटना टेकवाना चाहती है ।

सरकार की इस सामन्ती छद्मभाव का यह बैठक घोर विरोध करती है और राज्य के लगाने सहित कृषि जनता का आह्वान करती है कि वे हड़ताली कर्मचारियों एवं शिक्षाको के समर्थन में आगे आये और सरकार की सामन्ती छद्मभाव को परास्त करें ।

यह बैठक सरकार के मुख्य मंत्री से भी जोरदार मांग करती है कि वे अविलम्ब हस्तक्षेप कर समझौतों का सम्यक समाधान कर हड़ताल को समाप्त करायें ।

देव

सी० आर्से० टी० पू०

पू० टी० पू० सी० ॥ ले०सा०॥

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सेवा में,

श्री लालू प्रसाद,  
मुख्य मंत्री,  
बिहार सरकार,  
पटना ।

विषय :- असंगठित न्यूनतम वेतनभोगी मजदूरों को मंहगाई भत्ता <sup>एवं</sup> अन्य समस्याएँ ।  
महोदय,

हम, रेटक , सी० आई० टी० यू० , यू० टी० यू० सी०, यू० टी० यू० सी०, यू० टी० यू० सी०, यू० टी० यू० सी०, यू० टी० यू० सी०, यू० टी० यू० सी०, यू० टी० यू० सी० की ओर से बिहार राज्य के असंगठित न्यूनतम वेतनभोगी मजदूरों की दयनीय स्थिति की ओर आपका ध्यान आकृष्ट करना चाहते हैं जिससे कि सामाजिक न्याय के तकाजे के आधार पर उनकी स्थिति में सुधार हो सके ।

इन असंगठित मजदूरों के सामने बहुत सारी समस्याएँ हैं । ये असंगठित हैं इसलिए सामूहिक सौदेबाजी के अधिकार का ये प्रयोग नहीं कर सकते हैं । सरकार के श्रम विभाग के स्तर पर इनका वेतन तय होता है । लेकिन मालिकों की मिली भगत के चलते बहुत सारे असंगठित मजदूरों का वेतन अभी तक तय नहीं हो पाता है और मालिक उन्हें उनकी देकारती के कारण भयंकर शोषण करता है । राज्य के विस्कूट उद्योग के मजदूर इसके उदाहरण हैं । श्रम कानूनों की सहुलियतें भी इन्हें नहीं मिल पाती हैं । भविष्य निधि, कामगार राज दीया योजना, कामगार मुआवजा अधिनियम न्यूनतम वेतन कानून आदि कानूनों को लागू कराने का दायित्व श्रम विभाग पर है । लेकिन यह निर्विवादा है कि ये कानून लागू नहीं होते हैं और न इसके लिए मालिकों के विरुद्ध समुचित कार्रवाई होती है । अतः श्रम विभाग के क्षेत्र को इस दिशा में प्रोत्साहित किया जाय ।

असंगठित न्यूनतम वेतनभोगी मजदूरों को 1974 से ही परिवर्तनशील मंहगाई भत्ता मिला था । मंहगाई भत्ते की दर में पुनरीक्षा कर 4 पैसे प्रति मंहगाई सूचकांक प्रति दिन जब किया गया तो मालिकों की मुकदमेबाजी एवं श्रम विभाग के सम्बद्ध पदाधिकारियों की मिलीभगत के चलते यह पुनरीक्षित दर मजदूरों को नहीं मिल सका ।

पुनः जून 90 में इसे घटाकर 3 पैसे प्रति सूचकांक प्रतिदिन की दर से किया गया जो अक्टूबर 90 से देय था । श्रम विभाग को अधिसूचना जारी करनी थी लेकिन नौकरशाही के फरेव का यह भी शिकार हो गया । क्योंकि कहा गया कि सरकार के विभिन्न विभागों में कार्यरत न्यूनतम वेतनभोगी मजदूरों को भी देना पड़ेगा जिससे सरकार पर वित्तीय भार पड़ेगा । उन नौकरशाहों को यह नहीं दिखा कि उनकी मोटी तनखाह पर भी मंहगाई भत्ता सरकार को देना पड़ता है जो जायज है चाहे वित्तीय भार <sup>कितना</sup> भी क्यों न पड़े । लेकिन ये समाज के सर्वाधिक शोषित पिडित न्यूनतम वेतनभोगी को मंहगाई में वेतहासा वृद्धि के बाद भी मंहगाई भत्ता नहीं मिलनी चाहिए ।

हमारे समाजवादी संविधान कल्याणकारी राज्य और सामाजिक न्याय का इन नौकरशाहों द्वारा खुला माखोल उड़ाया जा रहा है और सरकार वृष है ।

अतः हम आपसे मांग करते हैं कि इसमें फिर से हस्तक्षेप करे तथा इन्हें मंहगाई भत्तों को पहले से तय है अविलम्ब भुगतान कराये ।

विश्वास भाजन

रेटक

सी० आई० टी० यू०

यू० टी० यू० सी०

टी० यू० सी० सी०

भा० म० सं०



राज्य ट्रेड यूनियन अभियान समिति  
केदार भावन, पटना।

प्रकाशनार्थ

पटना 22 जनवरी।

राज्य ट्रेड यूनियन अभियान समिति का एक प्रतिनिधि मंडल राज्य सरकार के अम मंत्रों श्री विशाख नारायण सिंह से मिलकर असंगठित न्यूनतम वेतन भागी मजदूरों को परिवर्तनशील मंहगाई भात्ते से वाचित करने को सरकारी कार्रवाई को और आकृष्ट किया और माँग कि जून '90 में तय तथा अक्टूबर 90 से देय 75 पैसे प्रति मंहगाई सूचकांक प्रतिमाह को दर से भूगतान का अविलम्ब सरकारों आदेशा निर्गत किया जाय।

ज्ञातव्य है कि राज्य सरकार ने उक्त भात्ते के दर को इसलिए लागू नहीं किया कि राज्य सरकार को भी इस मद में मजदूरों को मंहगाई भात्ते का भूगतान करना पड़ेगा।

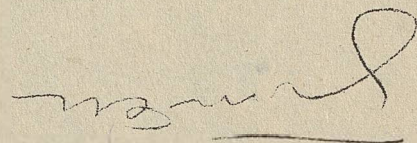
एक और राज्य सरकार 3500 रु मासिक वेतन वाले सरकारी कर्मचारियों को शत प्रतिशत मंहगाई को निष्प्रभावित करनेवाला केन्द्रिय मंहगाई भात्ता देती है और दूसरी ओर असंगठित न्यूनतम वेतन भागी कामगारों को वाचित करती है जिसका कोई औचित्य नहीं है। मंत्रों ने भी इस पर सहमति जतारी हुए समुचित कार्रवाई का आश्वासन दिया।

प्रतिनिधि मंडल ने विहार के मजदूरों की दुर्गा वागचौकी चिकित्सा व्यवस्था का सरकार द्वारा बहन करने का अनुरोध अम मंत्रों से किया जो वागचौकी जून कैंसर से पीड़ित होकर टाटा अस्पताल जमशेदपुर में भाती है।

प्रतिनिधि मंडल ने सरकारी कर्मचारों एवं शिक्षकों को चल रही छड़तात शोष समाधान को माँग भी अम मंत्रों से किया।

ज्ञातव्य है कि राज्य ट्रेड यूनियन अभियान समिति का एक बैठक केदार भावन पटना में श्री शंकर सिंह का अध्यक्षता में हुई जिसमें स्टक सो 0 आर् 0 टो 0 यू 0, यू 0 टो 0 यू 0 सी (से 0 सा 0) टो 0 यू 0 सी 0 सी 0 एवं बी 0 एम 0 एम 0 के प्रतिनिधिगण उपस्थित थे। बैठक में असंगठित मजदूरों को मंहगाई भात्ते से सुहिम करने के सरकारी प्रयास पर क्षीभा व्यक्त करी हुए उसी विरुद्ध संचार करने का निर्णय हुआ।

दनांक 26 मार्च '92 को पटना में असंगठित मजदूरों को समस्याओं पर राज्य सम्मेलन करने उसके बाद जिला स्तरीय सम्मेलन करने को बात तय हुई। उसके बाद राज्य स्तर पर एक विशाल धारणा करने का निर्णय लिया गया।



(व. प्रसाद सिंह)

महामंत्री।

पटना

State Campaign Committee of Central Trade Unions  
Kedar Bhawan Patna.

Patna 22 January

The representatives of different Central Trade Unions of the State met here in Kedar Bhawan under the presidentship of Sri Shanker Singh U.T.U.C.(L.S.).

The meeting expressed great resentment over non payment of any variable dearness allowances of the unorganised workers of the State getting the minimum wage.

It has been decided long back in June '90 to pay the variable dearness allowance @ 3 paise per point per day to the unorganised workers getting minimum wage with effect from Oct. '90. But this could not be done as yet.

This position exposes the empty slogan of social justice of the present Govt.

Where as the organised workers are getting 100 percent neutralisation upto a basic pay of Rs. 3500/- a month, the unorganised are denied any dearness allowance on the feucal pretence that the State itself will have to pay more so no dearness allowance to the poor unorganised workers

The meeting decided to hold a State level convention at Patna on 26th March '92 against the exploitation of the unorganised workers particularly denial of V.D.A. @ 3 paise per day per point.

It has also been decided to hold District level convention after that and then a State level Dharna in front of the State Govt. Secretariate subsequently.

After this meeting a delegation of the State Campaign Committee of the Central Trade Unions met Sri Basisth Narain Singh, Labour Minister of the State Govt. and drew his attention on the sad state of affairs of the unorganised workers. After hearing the delegation the Labour Minister assured to take up the matter again so that the unorganised workers may get the variable Dearness allowance at the rate decided.

The delegation also drew the attention of the Labour Minister towards the ailing condition of Sri Durga Bagdhi, an old Trade Union leaders of the State and asked that the State should bear the expenses of his treatment. He is suffering from Blood Cancer and is hospitalised in the Tata Hospital Jamshedpur.

Contd.....

The delegation consisted of the representatives from AITUC, CITU, UTUC (L.S.), T.U.C.C. and B.M.S.

The delegation also requested that the demands of the striking employees and teachers should be settled so that the prolong strike may end at the earliest.

*(Handwritten signature)*

(Chakradhar P. Singh)  
General Secretary

*(Handwritten initials)*

असंगठित न्यूनतम वेतनभोगी मजदूरों को परिवर्तनशील मंहगाई भत्ता का भुगतान -

बिहार राज्य ट्रेड यूनियन अभियान समिति की यह बैठक बिहार के असंगठित न्यूनतम वेतनभोगी मजदूरों के प्रति सरकार की धीरे उपेक्षापूर्ण नीति का जोरदार विरोध करती है।

राज्य के निजी क्षेत्र के प्रमुख मातृका द्वारा असंगठित मजदूरों का तो भयंकर शोषण आगम गति से जारी है ही, सार्वजनिक क्षेत्र के प्रबंधन भी उनके यहां काम कर रहे असंगठित मजदूरों के शोषण से बाज नहीं आ रहे हैं। श्रम कानूनों की धीरे उपेक्षा हो रही है। सरकार के श्रम विभाग का हवा जिसपर इसकी देखरेख का दायित्व है विलकुल निष्पक्ष साबित हो रहा है।

खुद सरकार और उसके मुख्य मंत्री एक ओर तो सामाजिक न्याय की दुहाई देते हैं वहीं दूसरी ओर इन असंगठित न्यूनतम वेतनभोगी मजदूरों का भयंकर शोषण करते हैं। असंगठित न्यूनतम वेतनभोगी मजदूरों को परिवर्तन मंहगाई से वंचित करना इसका ताजा उदाहरण है।

राज्य के असंगठित न्यूनतम वेतनभोगी मजदूरों को 1974 से ही दो पैसे प्रति मंहगाई सूचकांक प्रतिदिन की दर से मंहगाई भत्ता मिल रहा था। 1990 के जून में इसकी दर के पुनरीक्षण की बात तय हुई। उसके मुताबिक तय हुआ कि न्यूनतम वेतनभोगी मजदूरों को 3 पैसे प्रति मंहगाई सूचकांक प्रति दिन के हिसाब से अक्टूबर 90 से भुगतान किया जाय। यह सर्व सन्नत फैसला सरकार की अधिसूचना जारी नहीं होने के कारण आज तक लागू नहीं हो सका। फलस्वरूप आज के भीषण मंहगाई वृद्धि के दौर में पूरे न्यूनतम वेतनभोगी मजदूर आज मंहगाई भत्ते से वंचित है। इसकी वजह से हर असंगठित मजदूर को लगभग आठ रुपये वेतन में का भुगतान हो रहा है।

यह स्थिति सरकार के सामाजिक न्याय के नारे के खोखोपन को उजागर कर रहा है।

यह बैठक सरकार से जोरदार मांग करती है कि वह अविलम्ब असंगठित न्यूनतम वेतन भोगी मजदूरों को परिवर्तनशील मंहगाई भत्ता देकर उनके साथ न्याय करे।

बैठक सरकार से यह भी मांग करती है कि असंगठित मजदूरों के शोषण के विरुद्ध राज्य ट्रेड यूनियन अभियान समिति की राय से अन्य कारगर कदम उठाये जिससे सम्पत्ति के असंगठित शोषित तबके की दिक्कतों को कम किया जा सके।

रेटक

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14 FEB 1992

A.T.U.C.

MONTHLY INFORMATION BULLETIN -- FEBRUARY 1992

1. PROPOSED TAKE OVER OF MAFATLAL PLYWOOD INDUSTRIES BY WORKERS CO-OPERATIVE SOCIETY:-

Mafatlal Plywoods is under closure since 25 months causing untold miseries to 500 workers and their families. As the Management has expressed their inability to open and run the factory, the Union has decided to take over the factory and run under a Workers' Co-operative. The Board for Industrial and Financial reconstruction (BIFR) has also agreed in principle to hand over the factory to be run by Workers' Co-operative and directed to Banks and Government of Karnataka to assist in the matter. Shri D. Thangappan, Director, Workers' Management Centre, New Delhi who has successfully pioneered to take over of Kamani Tubes, Bombay has agreed to assist the venture.

This is the first of its kind in Karnataka. The workman of Mafatlal Plywood need the support of all workers / Trade Union in their venture, in the form of donation to meet the initial expenses as well as by taking shares in the Co-operative Society .

2. ANTI PRICE RISE STRUGGLE:-

The AITUC and CITU along with CPI and CPM have resolved to conduct a joint struggle against the lack of initiation on the part of the Government in tackling the sky rocketting price rise of all commodities. The campaign will be for a fortnight from 15th February to 2nd March 1992. A Joint convention will be held on 22 February 1992 at Central School grounds (near Mysore Bank square) at AJM . A massive Dharna by the workers belonging to the above organisation will be staged on 25th Feb' 92.

We impress upon all workers to participate in the above programme and all our Unions are to organise for the success of the programme on the anti price rise campaign.

3. STRUGGLE AGAINST THE ~~NON~~-ECONOMIC POLICIES OF THE GOVERNMENT OF INDIA:-

Despite the opposition voice by the working class by the All India Strike on 29th November 1991, the Government is going ahead with the Policy which entails retrenchment, golden hand shake, closures, de-regulation and open door to multi-nationals, concession to big business. The Government has raised the administered prices of wheat, rice, sugar, oil, coal, petrol etc., and the all round increase in prices has made the life of the common man miserable. Government and the Private Sector has been threatening to throw lakhs of workmen out of employment. Coming budget threatens to impose further crushing burden on the people. The small scale industries are badly hit because of the credit policies of the Government. The recommendation of the Narasimhan's Committee on **Banking Industry** has openly advocated privatising of Banking Industry and more concession to foreign bankers. New Indian Industry is being pushed to the noose of Dunkle proposals which still affect self-reliance seriously threaten India's sovereignty. The Government has abolished thousands of posts of Government employees. DA committee for Public Sector employees has been put in cold storage and wage revisions are being stalled, ~~terminating~~ <sup>towards</sup> a policy of wage freeze. The sponsoring committee of Trade Union against the economic policies of the Government called upon all unions-

- (1) to hold demonstrations, Dharnas and Rallies in all places of work on 9th March 1992;
- (2) to observe National Protest Day by organising a massive demonstration before Parliament on 2nd April 1992; organising mass Dharnas on 2nd April in all State Capitals before the Governor's house and present Memorandum
- (3) to send telegram to the Prime Minister on the occasion of the Bank Employees march to Parliament on 6th April 1992 to scrap the Narasimhan's Committee report.

Detailed programme to be launched in Bangalore will be informed in due course; All Unions are requested to prepare themselves to fight against the anti-national and anti-working class policies of the Government.

#### 4. SETTLEMENT IN AEG - NGEF:-

The settlement on Charter of Demands in the AEG - NGEF signed on 30th January 1992 which is effective from 1.1.1991 include the following salient features:

- (a) Revision of salary, service weightage and fitment works out an increase of 20.5% of the basic pay to 26.5%.
- (b) The rate of neutralisation of DA goes upto 2.25 per point
- (c) Workmen during temporary employment with different categories will get from Rs.70/- to Rs.87/- per day.
- (d) Conveyance allowance ( in addition to free bus to Bommasandra based employees ) will be Rs.6/- and Rs.8/- per day per head for Kodihalli and Bommasandra employees; Those who use their own two wheelers will get conveyance reimbursement to meet the expenses towards petrol / oil
- (e) Education Assistance : Rs. 100/- p,m
- (f) During Overtime, for less than 2 hours Rs. 3/- towards tea expenses; for OT above 2 hours, free tea snacks
- (g) Attendance Bonus ranges from Rs.60/- to Rs.90/- per month and annual amount of Rs.300/-
- (h) LTC - Rs.1150/- and Rs.1500/- per year
- (i) PL - 24 working days (at the rate of 1 day for every 10 days)
- (j) Medical Reimbursement per year to Non-ESI employees - Rs.2500/- per year

The total increase on account of this settlement works out to a minimum of Rs.451/- to Rs. 1100 per month

#### 5. SAFETY AND HEALTH:-

- (i) National Safety Day is observed on 4th March. All Unions are requested to approach the Management for observing Safety campaign by various programmes and to ensure safe and accident free working condition and to eliminate occupational hazards and diseases.
- (ii) Dom. H. Mahadevan the AITUC's Nominee in the National Safety Council has been elected as the VICE CHAIRMAN on 31st January 1992 in the meeting of the Board of Governors held at Bombay.

#### 6. AREA MEETINGS TO ENSURE BETTER AREA LEVEL FUNCTIONING OF OUR UNIONS:-

It is decided to organise area meetings as follows:

- (i) Old Madras Road / White Field Area Union - On Thursday the 18th February 1992 at 5 p.m at Bhoruka Group Employees Union Office, Garudachar Palya
- (ii) Central Area Our Unions in Bangalore Club, Tannery Road, AEG-NGEF, Hospitals, Press Club, Corporation, Metal Lamp Caps, Hindustan Milk Food to participate - On Sunday the 16-2-92 at AITUC, South Zone Office, 24, Lakshmana Mudaliar Street at 10 A.m.

- (iii) Peenya Industrial Area , Tumkur Road, Yeshwanthpur Area, Unions Meeting on Sunday 23rd Feb' 1992 at 9.30 A.M at Dasarahalli Office
- (iv) Bommasandra, Veerasandra area Union Meeting  
Date and Time will be notified
- (v) Bellary Road Area Union Meeting - Date and time will be notified.

All Office bearers of the Union in the respective areas are requested to attend the meeting and form Area Committee, organise solidarity programme and mobilise workmen for the programmes against price rise, Government's New Industrial and economic Policies, organising Red Volunteers before ensuing May Day programme, prepare cultural group etc.

The District Executive Committee will meet at the AITUC South Zone Office on every second Sunday of the month and review the decisions and functioning of the Area Committee

7. LEADERSHIP DEVELOPMENT COURSE:-

A 3 day course on Leadership Development is proposed to be organised by the AITUC Bangalore District Council on 20, 21 and 22nd March 1992 for selected functioners which will include some office bearers of Major Unions areawise functioners and from amongst the District Executive Committee. Details will be worked out and sent to the concerned in March first week.

8. SOLIDARITY PROGRAMME IN SUPPORT OF THE STRUGGLE OF MINEY PRECISION PRODUCT WORKERS, PEENYA II STAGE:-

It is decided that the Office bearers of all Union affiliated to AITUC will go on a Delegation to the Labour Minister and the Police Commissioner to urge upon them to intervene positively for the Miney Precision Products Workers on struggle for more than 3 months to right to form union and improving their condition of service. The date and time will be separately informed. The Unions are requested to contact the Dist. Committee Office.

9. ORGANISATIONAL MATTERS:-

The District Executive Committee in the meeting held on 9th February 1992, considered the following important organisational matters and impurtunate all Unions to do the needful.

- (a) AFFILIATION FEE TO AITUC:- The Affiliation fee at the ~~rate~~ rate of Re 1/- per member per year for the year 1990 and 1991 to be remitted to the State AITUC Office immediately by all registered unions(not by the units of the Engg and General Workers Union who pay monthly levy to the EGWU and AITUC District Committee )
- (b) ANNUAL RETURNS IN FORM 'E':- All registered Unions are to complete their unions Balance Sheet and send the Annual Returns in Form 'E' to the Registrar of Trade Unions in Bangalore within April. Immediate steps to be taken in this regard.
- (c) PROTECTED WORKMEN:- By April each year, all unions / Units are to give the list of union functionaries to the Management, to be recognised as "Protected Workmen". The number of persons who can be sent for recognition as protected workmen is 1% of the strength of workmen in each factory, subject to a minimum of 5 and maximum of 100. In case the Management does not recognise them as protected workmen or if the reply is not satisfactory, the matter to be taken by the Union with the concerned Asstt Labour Commissioner, whose decision will be final.

All unions have to act without delay.

- (d) Government Soap Factory and Allied Employees Union (Affiliated to AITUC) - Office inauguration will take place at 1.30 p.m on 21st February 1992 at the factory premises, yeshwanthpur.
- (e) LEVY TO THE AITUC DISTRICT COMMITTEE:- All registered Unions are to pay Re 1/- per member / per head to the AITUC District Council and the units of the Engineering and General Workers union in addition to the above pay a fee of Rs. 2/- per member / per month to the Engineering and General Workers union in order to enable the District Council and the Engineering and General workers union to function. Some union / units are not regular in these payments. They are requested to be prompt in clearing the backlog and regular in future to see that the AITUC District Committee / EGWU do not suffer financially.

( M.D. HARIGOMANDA )  
PRESIDENT

( H. MAHADEVAN )  
GENL SECRETARY

PLEASE READ / CIRCULATE / REPRODUCE  
EXHIBIT FOR THE INFORMATION OF YOUR MEMBERS

●● SUBSCRIBE AND READ "TRADE UNION RECORD " \*\*

\* KEMBAVUTA \*



29

ALL INDIA TRADE UNION CONGRESS  
(Bangalore Dist. Council)

MONTHLY INFORMATION BULLETIN - JANUARY 1992

RECEIVED

14 FEB 1992

A. I. T. U. C.

1. Election in KSRTC:

In the election held on 4th January 1992 to decide the trade union enjoying the confidence of majority of the employees of KSRTC and to elect that union as the sole collective bargaining union, the AITUC affiliated, KSRTC Staff and Workers Federation came in flying colours. Our union won in 20 out of the 24 Divisions and scored 63% of the total votes polled. In the last election our union won 11 out of 17 divisions, with total vote of 51.3%. On account of the good work done by our union, protecting and improving the interests of the workers and also on account of the last settlement on Charter of Demands which is land mark in the annals of the KSRTC employees history, this success became possible. The KSRTC Staff and Workers Union has again re-dedicated itself for the cause of KSRTC Workers/Staff in particular and the working class in general. We wish them success in all their endeavours.

2. Settlement in Mysore Electrical Industry in the offing:

The discussions between the AITUC affiliated union and the management of MEI is concluded, resulting in the wage increase of 15%; service weightage of Rs.5/- per year; The CCA has gone up from 2½% to 5%, inspite of the fact that variable DA is based on local CPI figures; The basic increase is Rs.130/- per month/head.

3. Meeting with State Labour Minister:

On 30-12-1991, the Labour Minister Mr. Nada Gowda had a meeting with the important trade union leaders in the morning and exclusively with the AITUC leaders in the evening. He wanted suggestions from the Trade Union leaders as to how pending issues can be tackled, and any amendments required to be done in the labour laws. He desired to know the minds of the TU leaders on the New Industrial Policy announced by the Central Government. He also invited suggestions regarding conducting of a State Level Conference of representatives of workers/trade unions right from district level.

The leaders brought out the following issues:

- a) Fixation of minimum wages lesser than the recommendation made in the State Minimum Wage Advisory Board is improper and urging for a commitment on the part of the Government, as a policy, to implement the recommendations of the Board.
- b) Vacancies in the Labour Courts & Industrial Tribunals to be filled immediately, as there is a huge pendency in the Courts.

- c) Inefficiency in the various levels in the Departments and Courts.
- d) Discussion to be seperately held on sick industries with the concerned unions in order to revive them;
- e) Representations to be properly given to AITUC in all Tripartite bodies.
- f) ID Act to be amended to include Teachers, Salesmen as Workmen.
- g) Exemption under Section 36(3) of the ID Act should not be given to certain hospitals.
- h) Inclusion of some more industries under the schedule to minimum wage, including co-opertive sector, electronic industry.
- i) Establishment of a Research Centre under Labour Department in Bangalore.
- j) Amendment to Sec. 10(4)(a) of the ID Act, allowing the workmen to go directly to Labour Court.
- k) Amendment to Sec.25 FFA making it mandatory on the purchasing Management to take the old workers and continue their services when transfer of ownership takes place.
- l) Framing of rules under the Sec.V of the ID Act, on unfair labour practice.
- m) Welcoming the proposal of conducting State Level Labour Conference.

The Labour Minister desired letters from Trade Union leaders on the amendments to be enacted to the various labour laws and also the agenda for the State Level Conference of Labour. He said, as in Maharashtra, he would like to effect various reforms in the structure of the Department and in the legislations of our State. He said that the proposed State Level Conference could be held by the end of January 1992.

The Minister assured the regular functioning of Minimum Wage Advisory Board and the inclusion of any other industry will also be considered.

4. AITUC's influence expands - More Units join the Engineering and General Workers' Union:

During the recent period, the following units joined the AITUC affiliated Engineering & General Workers' Union:

1. Pheonix Packaging Industry, While Field Road
2. Gloria Extrusion, Veerasandra
3. Caryl Pharma, Sarakki
4. Shilpa & CRS, Peenya
5. Synthetic Pakaging, Peenya
6. Reliance Engineering, Peenya
7. Mani Precision Products, Peenya
8. Kirthi Tiles, Magadi Road
9. Sur Hemmings, Peenya
10. Palbi Densigs, Sarakki

5. Purse to Com. Soma Sundara Sharma, veteren Trade Union and Communist Leader:

It is proposed by the well-wishers and friends to present a purse to Com. Soma Sundara Sharma, veteren Leader of the working class and toiling masses, in Mysore for several decades and subsequently in Bangalore during the ensuing CPI State Conference proposed to be held at Chitradurga during the end of February 1992. The AITUC, Bangalore District Council, in recognition of the services of Com. SS Sharma to the working class, has declared to present Rs.1001/- for this noble purpose. We appeal to all friends/units also render their contribution.



(H. MAHADEVAN)  
GENERAL SECRETARY

PLEASE READ / CIRCULATE / EXPLAIN / REPRODUCE.

WE WISH ALL OUR MEMBERS  
A HAPPY, PROSPEROUS AND PURPOSEFUL  
NEW YEAR

To

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

29  
**RECEIVED**

8 JAN 1992

**A. I. T. U. C.**

Dear

Comrade,

I am furnishing below the activities of various unions for the month of October, 1991.

1. Transport workers engaged in loading and unloading observed 2 days strike on 3rd and 4th October demanding implementation of the agreement raising the rates by 35 p.c. 142 workers were sacked and 6 workers were arrested. The Union sought the intervention of the Chief Minister, Assam.
2. Joint meetings of A.I.T.U.C., CITU, UTUC(L.S.), Confederation of Central Govt. Employees, State Govt. employees, APBEA, BEFI, Insurance worker and employees of Semi Govt. and Govt. undertaking, Electricity were held on 7.10.91; 14.10.91 and 21.10.91 to implement the all India programme, at A.I.T.U.C office. It was decided to issue a leaflet to hold Convention on 5.11.91 and Jail Bharu on 18.11.91 as per programme. Call will be given from Convention to observe the strike on 29.11.91.
3. The Annual Conference of Asom Bastra Karmi Union was held at Chandrapur.
4. On 27.10.91, the Oil Coordination Committee held a Symposium inviting Trade Unionists, Intellectuals, Scientists, Technologists at Guwahati to prepare projects Report to develop Petro-Chemical Industries including Gas Cracker in Assam.
5. On 31.10.91, A.I.T.U.C. foundations Day was observed by holding meeting.
6. Electricity Workers staged Dharna in response to All India call on 11.10.91.
7. On 10.10.91 workers of Oil India Workers Association observed 8hours Hunger Strike demanding H.D.A., R.L.A. and regularisation of casual worker. In October, tripartite agreement signed at Dibrugarh by Oil India to regularise telephone operator.

Yours faithfully,

*Diponkar Dutta*  
(Diponkar Dutta),  
General Secretary.

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RECEIVED  
8 JAN 1992  
A. I. T. U. C.

To

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

Subject:- Activities during the month of  
November, 1991.

Dear

Comrade,

I am furnishing below the activities of the  
A.I.T.U.C. unions for the month of November, 1991.

1. On 5.11.91, a Convention, in response to the call of All India Convention, was held at Guwahati. It was jointly sponsored by AITUC, CITU, HMS, UTUC with other Organisations. A Presidium from AITUC, CITU, HMS, UTUC presided. The main Resolution was moved by Shri D.Dutta, General Secretary, Assam State Committee of A.I.T.U.C. and other delivered speeches in support of the Resolution.
2. On 13.11.91, the wage Negotiation of N.T.C. Spinning Unit, Chandrapur was held with the C.M.D. and a draft agreement was prepared on 14.11.91 after whole night's discussion.
3. On 14.11.91, the negotiation for regularisation of the workers of the Oil India in R.L.C. office continued. The officials of Oil and R.L.C. was gheraed till 12 p.m. and it was agreed to resume the discussion within a month.
4. On 16.11.91, the meeting of the General Council was held at Dibrugarh in Mancotta Tea Estate. The meeting decided to hold Convention of unorganised labourer, Tea labourers (on 17-11.91) Cinema worker, Plywood workers besides urging to clear affiliation fees and submission of Annual Returns in time. The meeting also decided to observe the All India Strike on 29.11.91. It was decided that further clarification on Pension scheme / should be sought. The meeting adopted Resolutions on withdrawal of Army from Assam, Price rise, S.D.A., Reopening of closed Sugar Mill in Cachar and on the demands of the Oil workers.
5. On 18.11.91 about 500 workers belonging A.I.T.U.C., C.I.T.U., H.M.S., and Postal Department were arrested before the Court of Deputy Commissioner, Kamrup, Guwahati where workers participated the Jail Bhare agitation.

Contd...2/-

6. On 29.11.91, the strike was observed by A.I.T.U.C. Unions and the workers of Oil, Bank, L.I.C., G.I.C. The strike was partial in Motor Transport, State Govt. Employees, Electricity.

7. On 17.11.91, a Convention of the Plantation workers took place in Mancotta Tea Estate. The Presidium consists of Diponkar Dutta, Mani Bhowmick and Promode Deuri presided over the Convention. The key note address was delivered by Diponkar Dutta. Shri Sita Ram Rajput placed a Report on the problems of the Tea Garden workers. About 150 representatives from tea workers took part in the Convention. The Convention ~~and~~ decided to demand wages for the Rest Day and regularisation of casual workers besides implementation of various Welfare measures ensured under Law.

Yours faithfully,

*Diponkar Dutta*  
(DIPONKAR DUTTA),  
General Secretary.

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