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# AITUC

## GENERAL COUNCIL MEETING

### INFORMATION DOCUMENTS

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**NEW DELHI**  
**8, 9 & 10 NOVEMBER 1975**

A I T U C  
GENERAL COUNCIL MEETING

INFORMATION DOCUMENTS

NEW DELHI  
8,9 & 10 November, 1975.

AITUC'S LETTER ON THE FORMATION OF  
NATIONAL APEX BODY

July 20, 1975.

Shri K.V.Raghunatha Reddy,  
Minister for Labour,  
Government of India,  
New Delhi.

Dear Sir,

I have to convey to you the following decisions of the AITUC Secretariat.

The AITUC agreed to participate in an All-India Trade Union Committee, consisting of the two central Trade Union Organisations to begin with, namely the AITUC and the INTUC, both the organisations having five members each, with five alternates, on the All-India T.U. Committee.

In our opinion, this Apex Committee of TUs should have the function of consultation and discussion with the ministries dealing with the public sector in the first place, on all matters concerned with the public sector.

The same committee should deal with the industries in the private sector, the mode of consultation with the private sector to be evolved after further talks with Govt.

It is understood that this committee is not only a TU Committee in the narrow sense of the terms, but will have powers to deal with all matters, including Finance and Management, as is fully implied in the concept of participation in management.

In order to define the functioning of this Apex Committee the AITUC and INTUC should sit with the Labour Ministry for a preliminary discussion.

We are herewith sending you our ten names for the Committee, the names 6th to 10th being alternatives, but who may attend along with others in the full Committee.

Yours truly,  
Sd/-  
(S.A.Dange)

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LIST OF AITUC REPRESENTATIVES FOR APEX TU COMMITTEE

1. Dr. Ranch Sen, I.P., President.
  2. S.A.Dange, General Secretary.
  3. K.G.Sriwastava, Secretary.
  4. M.S.Krishnan, M.L.A., Vice-President.
  5. N.K.Krishnan, Member, Working Committee.
  6. Indrajit Gupta, M.P., Vice-President.
  7. Raj Bahadur Gour, Treasurer.
  8. Chaturanan Mishra, M.L.A., Vice-President.
  9. Parvathi Krishnan, M.P., Secretary.
  10. Homi Daji, M.L.A., Member, Working Committee.
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FORMATION OF NATION APEX

LABOUR MINISTRY'S LETTER NO.EM/2/75 DATED 23RD JULY, 1975.

Subject:- National Apex Body.

Dear Sir,

I am directed to say that in pursuance of the recent discussions, the Union Minister of Labour had with the representatives of your Organisations, it has been decided to set up a National Apex Body to sort out the general problems of industrial relations in private sector in order to motivate the workers to increase productivity and production and help the Government to solve other related problems. This Apex Body shall meet periodically to discuss and review the general problems with a view to maintain industrial peace and harmony in various industries. The composition of the National Apex Body is as under:-

WORKERS' ORGANISATIONS

1. Indian National Trade Union Congress

Members

1. Shri B.Bhagavati, M.P.
2. " G.Ramanujam
3. " V.V.Dravid
4. " Bishnu Banerji
5. " C.M.Stephen, M.P.

Alternate Members

1. Shri J.C.Dikshit, M.P.
2. " Kanti Mehta
3. " V.R.Hoshing, MLA
4. " N.K.Bhatt, M.P.
5. " G.Sanjeeva Reddy

II. All India Trade Union Congress

Members

1. Dr. Ranen Sen, M.P.
2. Shri S.A.Dange
3. " K.G.Sriwastava
4. " M.S.Krishnan, M.L.A.
5. " N.K.Krishnan

Alternate Members

1. Shri Indrajit Gupta, M.P.
2. " Raj Bahadur Gour
3. " Chaturanand Mishra  
M.L.A.
4. Smt. Parvathi  
Krishnan, M.P.
5. " Homi Daji, MLA

III. Hind Mazdoor Sabha

Member

1. Shri Makhan Chatterjee

Alternate Member

1. Shri Vimal Mehrotra

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EMPLOYERS' ORGANISATIONS.

I. Employers' Federation of India

Members

Alternate Members

1. Shri Naval H. Tata
2. " I.P. Anand
3. " P.C. Lal
4. " K. Hartley

Names to be intimated later.

II. All India Organisation of Employers

Members

Alternate Members

1. Shri K.R. Podar
2. " K.N. Modi
3. " G.K. Devarajulu
4. " H.S. Singhania

Names to be intimated later

III. All India Manufacturers' Organisation

Members

Alternate Members

1. Shri B.V. Mehta
2. " B.D. Somani

Names to be intimated later

MEETINGS WITH UNION LABOUR MINISTER  
AND PRIME MINISTER

On 4 July the Union Labour Minister called a meeting of representatives of central trade union organisations to consider the tasks in the context of national emergency. He met separately the representatives of AITUC, INTUC and H.M.S.

In the same evening the Finance Minister C.Subramaniam called a joint meeting of the TU representatives on the question of CDS. The CDS with regard to wages and bonus has expired according to government notification on and from 1 July. All trade unions were unanimous in asking the Finance Minister to do away with the CDS with regard to DA too which would create a favourable impact amongst the workers. The Finance Minister stated in reply that the question will be reviewed in September.

The joint meeting with the Prime Minister of the TU representatives took place on 5 July morning. AITUC was represented by S.A. Dange, Indrajit Gupta, K.G.Sriwastave, T.N.Siddhanta, Y.D.Sharma and N.C.Dutta. S.A.Dange and Indrajit Gupta spoke on behalf of AITUC.

S.A. Dange on behalf of the AITUC at the outset stated that the steps taken by the Prime Minister against counterrevolutionary forces and their bid for power, was timely and justified and we support it. The counterrevolutionary forces though beaten have not been completely vanquished. They will now try to operate in the sphere of economy by means of sabotage and dislocation of economy. Therefore, workers' vigilance committees should be formed in all industrial units and undertakings.

The Following points were stressed by us:

1. We pointed out the necessity of continuing the process of bipartite settlement of wage disputes which has developed since sometime and has given good results. The cases of Port & Dock and power workers were particularly pointed out in this connection.

2. Vigilance committees should be formed in plants and undertakings to prevent any sabotage of production.

3. Railway Dismissals:

It was pointed out to the Prime Minister that despite assurances of the concerned Minister that excepting those against whom cases of violence or sabotage are pending, all others will be reinstated, the Railway Administration has taken a discriminatory and vindictive attitude against our union activists and key union leaders and that bulk of those still out of job is in S.E.Railway. It was suggested on our behalf that high level committee of ministers be formed who will quickly dispose of all pending cases without leaving them at the discretion of the railway administration.

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The Prime Minister was also requested to see that the Govt. may not go in for appeal against judgements of High Courts which have gone in favour of dismissed railway workers.

4. Prime Minister was requested to see that provocative victimisations by employers both in public and private sectors do not take place and retrenchments, layoffs, lockouts, and dismissals are not resorted to by the employers by taking advantage of the Emergency as in the past. An Ordinance should be promulgated in this regard.

5. Similarly it was suggested that arrests of Trade Union functionaries under DIR or MISA be not resorted to as had happened in Madhya Pradesh and Himachal Pradesh.

6. It was pointed out that production and working of the nationalised sector of textiles should be reviewed and reorganised.

7. In the period of emergency to enable the Union Labour Ministry to intervene quickly and settle industrial disputes, 'Labour' should be considered as a central subject.

8. No appeal to Higher Courts should be permitted against judgements or awards in favour of workers by Tribunals or High Courts.

9. The CDS with regard to DA also be withdrawn.

10. Cases of deliberate curtailment of production by employers were pointed out such as in Bata, Hind Motors etc. resulting in largescale lay-off.

The INTUC and HMS representatives also spoke in the meeting.

The Prime Minister in her reply gave the background developments which necessitated promulgation of Emergency and other steps. She asked for cooperation of Trade Unions in increasing production and preventing any sabotage.

It was stressed by AITUC that workers should be given power to intervene in the sphere of production.

Our suggestion to discuss issues of various industries in respect of matters affecting production was agreed to and on the instructions of Prime Minister this process is to start forthwith. A meeting to discuss Textile industry has been called on 10th July. Such meetings in respect of other industries will be called later on.

The same afternoon Chandrajit Yadav, Minister for Steel and Mines met the workers' representatives, in the Steel Negotiating Committee separately and then jointly with the management of steel plants.

He agreed to appoint vigilance committee of TUs and welfare committee consisting of all unions in the plant. He also announced that the steel workers will get essential articles in the shops arranged by the management.

Intervening again, the Union Labour Minister stated that the entire question of Kanpur industry should be decided here and now. All these mills should lift the lay off within 24 hours from now and all those who were retrenched should be re-instated. The Government can not sit back indefinitely as an idle spectator. The Chief Minister of U.P. further pointed out that market was looking up and things were becoming better and particularly with the Banking Secretary's clarification that wages could be treated as the first charge, there would be no reason why the employers should not respond favourably to the suggestion made here for lifting of the lay off immediately and reopening all the closed mills within 7 days.

9. After considerable discussions the Chairman Shri Ramanujam, then made the following proposition for the consideration of the Bipartite Committee:-

"Lay off wherever it is in force in the textile industry in the country should be lifted within 24 hours. The Kanpur Textile Mills which are closed should restart functioning within one week."

Otherwise, he pointed out that the workers want to be relieved of all their obligations under the recommendations of the NAB and they might be tempted to function as if there was no emergency.

10. Responding to this proposition of the Chairman, Shri Venkatesalu on behalf of Employers stated that the employers would undertake to apprise all the textile mills that they must follow strictly the decisions of the Apex Body. In the present meeting, he could go to the extent that they will advise all the mills in the country to follow unanimous decision of the Apex Body. He wanted another meeting in 15 days' time to discuss the details of lay off and closures. The Chairman then summed up as follows:-

"The employer members agreed to advise all the employers in the textile industry in the country that they should respect the unanimous recommendations of the NAB". The Chairman then read out the unanimous decision of the NAB taken in its Second meeting held on 13.8.75 which read as follows:-

5. The National Apex Body urges that there shall not be any unilateral lay off in any unit or industry and that any proposal for lay off should first be discussed at the plant level bipartite meeting and if there is agreement at that level lay off may be introduced subject to the terms of such agreement. If, however, there is no agreement at the plant level bilateral discussion, the matter shall be taken up either by the State or by the national committee for the industry within a specified time limit. Where the lay-off is confined to units in any industry within one State only, the State shall be competent to deal with it. Where, however, units in the industry in more than one state are affected by lay off the matter shall be decided by the National Industrial Committee.
6. While bonafide lay offs, for reasons beyond the control of managements have to be dealt with sympathetically, other kinds of lay-off, including lay off on account of economic reasons, may have to be dealt with differently. In order that the workers may appreciate the economic difficulties of the managements it was agreed by the management representatives that there shall be continuous sharing of information regarding economy of the



industry with the workers' representatives. Where the employer has been making profits or has built up substantial reserves, all efforts should be made to avoid lay off and so bear the burden out of its accumulated resources."

The above decisions will be strictly adhered to by the employers and they have agreed to have no unilateral lay off in terms of the said decision whether such lay off commenced before or after the decision of the NAB."

11. The Chairman then made another proposition regarding the closed mills. Since the employers expressed their helplessness in regard to reopening of the two closed mills in Kanpur (i.e. Atherton West and Laxmiratan) and since at the same time they expressed their view against taking over pending detailed examination of the question, the workers urged upon the Government to take over the closed mills immediately. The Chairman reiterated that the position regarding lay off has been made clear by the NAB. The body clearly laid down that there should not be any unilateral lay off. He further stated that all lay offs today were the result of the unilateral action and, therefore, these should be lifted immediately. The employers reiterated their view that these lay offs were existing prior to the constitution of the NAB and did not constitute any violation of the agreement.

12. With regard to the formation of compact bipartite committee to go into cases of apprehended closures and prevent such closures, the Chairman proposed that there should be a compact bipartite committee and said he would leave the size of that committee to the Union Labour Minister.

13. The meeting ended with a vote of thanks to the attending Ministers and to the Chairman.

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## NATIONAL APEX BODY

### FUNCTIONS

1. To discuss and give guide-lines and decisions where possible on questions of productive capacity and production in different industries and plants, sorting out bottlenecks and suggesting changes where necessary in lay-outs and plans, including questions of policy of pricing and supplies.
  2. To work out methods of workers' participation in management in all its spheres, including shop-floor working, economic and technical management of the plant or a complex of plants and in companies concerned.
  3. To examine and suggest solutions where closures, retrenchment and lay-offs have taken place or are threatened.
  4. To discuss and find solutions in large-scale disputes on wage agreements and policies involved.
  5. To examine the position of the overall economy, as it influences on the working of different sectors such as new installations, expansion etc. and to find how TUs can help.
  6. To examine and suggest measures to avoid strikes and lock-outs.
  7. Violations and non-implementations of labour laws, agreements, awards etc.
  8. To give the Trade Unions more room to function for the above objectives apart from their normal and usual Trade Union work.
  9. To form State Apex Bodies and their counter-parts on Industry basis.
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FIRST MEETING OF NAB (29 JULY 1975)

BRIEF RESUME OF THE DISCUSSIONS AND DECISIONS  
OF FIRST MEETING OF THE NATIONAL APEX BODY,  
HELD AT NEW DELHI ON 29-7-1975.

The National Apex Body set up by the Central Government to review the industrial relations climate in the country and to promote harmony and peace with a view to boost up production and productivity during the present emergency, started functioning with effect from 29th July, 1975, when it held its first meeting. The Union Labour Minister presided over the meeting which was attended by the representatives of the three trade unions, viz. AITUC, INTUC and HMS and the representatives of employers from their 3 organisations, viz. Employers' Federation of India, All India Manufacturers' Organisation and All India Organisation of Employers. The list of members who attended is appended hereto.

2. Speaking on behalf of the workers, Shri S.A. Dange of the AITUC, stated that the main function of this Body would be to give shape to the economic content of the state of emergency which was reflected in the Prime Minister's 20-point New Economic Programme. He stated that a new role was envisaged for the working class in this new situation. Though the old motivation of the working class to get more wages and for the employers to earn more profits will continue, both the sections will have to change their role to ensure fulfilment of Prime Minister's new economic programme. So long all matters of important economic decisions relating to the management of industry belonged exclusively to employers' domain, but from now on the employers will have to learn to live with direct intervention of the workers in matters of economic management of the industry. Participation does not mean having a seat by the trade union in the Board of Directors, or having a chair in the room of the Managing Director of the Plant. It means workers' involvement in the entire productive process including investment decisions, pricing, distribution and the effect that the industry will have on the total economy. Coming down to specific industries, he mentioned that the National Apex Body should take up the question of expansion of productive capacity of the composite cotton textile mills in the private sector. There had been hesitation both on the part of the Government as well as Industry in expanding capacity in this industry. It was time that both gave up this hesitation and came forward with a bold suggestion for its expansion. He also mentioned about Sugar and Cement industries. Regarding cement, he pointed out that the programme of building huts for the agricultural labourers would not be successful unless cement was made available freely and cheaply to that sector. He pleaded for more plants and increasing capacity in this industry. He stated that, while dealing with increase in productivity, the concomitant problems of compensation to workers would come in, which would bring in its trail problems of wage increase, better working conditions and all that. But, in this committee his suggestion was to concentrate on the basic issues confronting the industry, which had a general bearing on the economy as a whole.

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3. Shri Bhagawati, speaking on behalf of the INTUC, stated that a new climate had to be created for constructive work. A new chance for the nation had come. That was the rationale for this Apex Body. He suggested that there should be national Apex Body like this as well as industry-level apex body at the national level and plant level bodies. His organisation will eschew industrial action, though they will not give up the right to strike. This committee should deal with two major aspects concerning the industry in general, i.e. increasing production and productivity and a summary method of dispute settlement. But to bring about this new climate, the prerequisite is workers' participation in management. He stated that this National Apex Body should have adequate authority to enforce its decisions. Labour Minister should attend the meetings of this Body and other Ministers of Economic Departments may be invited to attend its meetings as and when their subjects come up for discussion.

4. Shri Makhan Chatterjee, speaking on behalf of Hind Mazdoor Sabha, stated that steeped as they were in the old tradition of conflict, it would be difficult for them to switch on to the new responsibility of a constructive approach. So far, the relationship between the workmen and the employers was generally that of animus and conflict. Now that both the sectors had the same common objective, it would not be difficult to bring about a new orientation on both sides. He further stated that in the initial stages of this committee the Government should be associated with it to help the Body of function properly. It might take some time to shake off the old pride and prejudices, but with goodwill, and understanding it will not be difficult to do so to make this Body an effective organ for overseeing the proper functioning of the economy.

5. Welcoming the formation of this National Apex Body, Shri Naval H. Tata stated that one should not be oblivious of lacunae in the present system. The stark realities of life should be appreciated before we could make this Body function effectively. He stated that the problem of recognition had been haunting the industry for the past many years and unless this problem was satisfactorily settled, one could not evolve a good mechanism for collective bargaining and participative management. He further stated that while the leaders of the working class waxed eloquence on the question of lay-off and retrenchment, not a word was spoken about large-scale absenteeism of workers which necessitated maintaining of a much bigger muster than required by the industry, and it was because of this that lay-offs usually got exaggerated out of all proportion. Further when the country was in process of combating inflation, there would be pockets of recession in the economy which would necessitate lay-off and retrenchment as a part of the national policy. On the question of participation in management, he wanted that the whole matter should be viewed objectively. There were enough reasons for the system being a non-starter in this country. The basic reason, according to him, was trade union rivalry. Before talking lyrically about participative management, we must decide how to give workers' representation for this type of organisation. Would nomination be restricted to the recognised union or would it be through secret ballot? This was not a hypothetical but a genuine question and the success of this experiment would depend on the solution of this question. There was further danger that this forum instead of discharging the functions given to them may degenerate into platform of

collective bargaining, thereby throwing overboard the basic concept of participative management. In West Germany where the principle of co-determination was functioning successfully, no wage question was discussed by the worker-member in the Board of Directors. This was left entirely to the trade unions. He mentioned that during the emergency State Governments might be advised not to legislate on labour matters. There should be uniformity in labour legislation. Winding up he said that his organisation always believed in the spirit of bipartism and welcomed the Body. He had no doubt if both sides approached problems keeping in view each other's point of view in mind it would be a success.

6. Shri Podar, speaking on behalf of All India Organisation of Employers, raised three specific points regarding Kerala Government's omnibus order on Bonus, Rajasthan Government's insistence on compulsory arbitration and the problem of recognition of unions in those units where there was multiplicity of unions. He wanted a national guideline on such problems.

7. Shri Mehta, speaking on behalf of All India Manufacturers' Organisation, emphasised the importance of setting up of a mechanism to minimise work stoppages. He further stated that there should be built-in provision in law that neither party should take industrial action, without giving adequate notice, and there should be a period of 'cooling off' of 60 days during which both sides should make serious attempt to sort out their problems, without resorting to any industrial action.

8. Members of the National Apex Body decided that it would be a bipartite body with the secretarial assistance provided by the Labour Ministry. They also suggested that the Union Labour Minister or in his absence Deputy Labour Minister should always attend the meetings of this Body. Ministers in charge of Economic Ministries will be invited to attend as and when specific problems regarding their ministries are discussed.

The National Apex Body during its discussion took cognisance of three complaints, two from employers and one from all the workers. The employers pointed out that the Government of Kerala promulgated an executive order under which they had directed establishments to pay bonus at the same rate during the current year as it was paid last year. The employers stated that this was a matter of national policy which this body should take up and give a decision as it was not equitable to coerce the employers to pay the same rate of bonus irrespective of their financial results of the current year. The other point raised by them was with regard to the closing down of two or three medium size units in Bombay due to trade union activities. Later on the employers withdrew this point and suggested that the matter would be sorted out at the State Government level. The representatives of workers raised the general problem of increase in incidence of lay-off, retrenchment and closures. They wanted that this problem should be gone into in depth by this Committee and come out with some solution.

9. It was decided that necessary information relating to lay-off, retrenchment and closures that have taken place in the recent past, will be supplied by the representatives of both employers and employees to the committee, so that the Apex Body can at its next meeting discuss the issue and come to some consensus regarding the remedial measures to be taken.

10. It was also decided that information will be obtained from the Government of Kerala regarding the order issued by them on bonus, which will be placed before the committee for its consideration.

11. The Labour Minister informed the members that he would write to the State Governments to ascertain their views regarding setting up of similar Apex Bodies at the State level.

12. It was also decided that if a particular industry wanted to set up a national level bi-partite committee such a body would be set up as it would function under the general direction of the National Apex Body.

13. The next meeting of the National Apex Body will be held on 13th August, 1975, at 10.A.M. in Shram Shakti Bhavan, Committee Room 'C' Wing, New Delhi.

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LIST OF MEMBERS WHO ATTENDED THE FIRST MEETING  
OF THE NATIONAL APEX BODY ON 29.7.1975

WORKERS' ORGANISATIONS

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

1. Dr. Ranen Sen, M.P.
2. Shri S.A. Dange
3. " K.G.Srivastava
4. " M.S.Krishnan, MLA.

II. I.N.T.U.C.

1. Shri B.Bhagayati
2. G.Ramanujam
3. Shri V.V.Dravid
4. " C.M.Stephen, M.P.
5. " Kanti Mehta

III. Hind Mazdoor Sabha: Shri Makhan Chatterjee

(Shri Vimal Mehrotra, Alternate Member also attended)

EMPLOYERS' ORGANISATIONS

I. Employers' Federation of India

1. Shri Naval H.Tata
2. " Air Chief Marshal P.C. Lal
3. " Shri N.M.Vakil

II. All India Organisation of Employers

1. Shri K.R. Podar
2. " B.M.Sethi

III. All India Manufacturers' Organisation

1. Shri B.V.Mehta
  2. " B.D.Somani.
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FIRST MEETING - ADDENDA

ADDENDUM TO BRIEF RESUME OF THE DISCUSSIONS AND DECISIONS OF FIRST MEETING OF THE NATIONAL APEX BODY HELD AT NEW DELHI ON 29-7-1975.

Addition to para 3.

He also suggested that Body should be tripartite and not bipartite since its tripartite character would ensure easy implementation of the decisions taken. He also referred to the alternative of setting up panels of National Apex Body for different industries. Shri G. Ramanujam stated that the national Apex Body should largely concern itself with laying down policies and guidelines applicable to all industries and services but the actual increase in production and productivity could be achieved only through industry-wise national committees. He further stated that attempts should be made to identify the industries that were facing the problems regarding increase in production and productivity and such problems should be tackled simultaneously both at the National level and at the plant level. For this, at the National level National Committees for industries were essential. At the plant level, production committees which would also ensure the participative management at the shop floor level should do this job.

Para 12 to be read as under:

The Labour Minister suggested that industry-wise national bipartite committees would be set up in those industries where, in his opinion, it would be necessary to do so.

New para 13 and existing para 13 to be renumbered as 14.

It was decided to include one representative of the Federation of Associations of Small Industries of India also as a member on the National Apex Body.

2ND MEETING OF NAB (13 AUGUST, 1975)

NATIONAL APEX BODY

(2nd Meeting - New Delhi - August 13, 1975)

SUMMARY OF CONCLUSIONS

The National Apex Body meeting in Delhi on August 13, 1975, Shri Ramanujam, General Secretary INTUC, presiding, decided to appeal to both employers and workers in the country to keep up the spirit of emergency and continue to take all positive steps to increase production and productivity and to avoid wastage. The NAB appealed to the employers and trade union organisations to avoid lay-off, retrenchment, lock-outs and closures on the one hand and go-slow, work-to-rule, gherao and strikes on the other.

The meeting was attended by:

INDIAN NATIONAL TRADE UNION CONGRESS

EMPLOYERS' FEDERATION  
OF INDIA

- |                        |                       |
|------------------------|-----------------------|
| 1. Shri G.Ramanujam    | 1. Shri Naval H. Tata |
| 2. " V.V.Dravid        | 2. " I.P. Anand       |
| 3. " Bishnu Banerji    | 3. " P.C.Lal          |
| 4. " C.M.Stephen, M.P. | 4. " K. Hartley       |
| 5. " V.R.Hoshing, MLA  |                       |

ALL INDIA TRADE UNION CONGRESS      ALL INDIA ORGANISATION OF  
EMPLOYERS

- |                             |                    |
|-----------------------------|--------------------|
| 1. Dr. Ranen Sen, M.P.      | 1. Shri K.R. Podar |
| 2. Shri K.G.Sriwastava      | 2. " K.N. Modi     |
| 3. " M.S.Krishnan, MLA      | 3. Dr. Bharat Ram  |
| 4. " Chaturanan Mishra, MLA | 4. G.K. Devarajulu |

HIND MAZDOOR SAMITHI

ALL INDIA MANUFACTURERS ORGANISATION

- |                           |                    |
|---------------------------|--------------------|
| 1. Shri Makhan Chatterjee | 1. Shri B.V. Mehta |
| 2. " Vimal Mehrotra       | 2. " B.D.Somani    |

FEDERATION OF ASSOCIATION OF SMALL INDUSTRIES OF INDIA.

1. Shri H.S. Shetty

The Union Labour Minister, Shri K.V.Raghunatha Reddy, Dr. Gopaldas Nag, West Bengal Labour Minister, and Shri Shanker Rao Patil, Maharashtra Labour Minister also attend the meeting.

The National Apex Body after detailed discussions arrived at the following conclusions:

SUMMARY OF THE CONCLUSIONS:

1. Regarding the employers' complaint that the Kerala Government has issued a directive requiring all employers in the State to pay the same rate of bonus for the year 1974-75 as that paid for the previous year i.e. 1973-74, the Union Labour Minister, Shri K.V.Raghunatha Reddy read out a letter from the Labour Minister of Kerala State to the effect that the Kerala Government has not issued any circular on the question of bonus as alleged. In view of this clarification by the Kerala Labour Minister, the National Apex Body decided to drop the matter.



Some Members raised the question of bonus and said that Government should not go on extending year by year the minimum bonus of 8.33%, & that they should take a decision not only on the minimum bonus but on the recommendations of the Bonus Review Committee. This would help maintain better industrial relations. The Labour Minister said that Govt. are already seized of the matter.

2. It was agreed that the National Apex Body will be largely concerned with laying down principles, policies and guidelines in respect of matters not only affecting industrial relations but other allied subjects as well for the efficient working of various industries and services. In view of this role of National Apex Body, it will not always be possible for the National Apex Body to go into cases of lay-off, retrenchment, lock-out or closures; or go-slow, gherao or strikes in individual units or industries.

3. The National Apex Body is of the view that National Industrial Committees should be set up for each major industry without delay and these committees should look into all problems including lay-off, retrenchment, closure or go-slow, gherao or strikes and advise the units appropriately.

4. With reference to the specific question of lay-off, the National Apex Body felt that while the guidelines it is laying down may help to avoid future lay-offs, units which are already under lay-off should be considered by the National Industrial Committees and appropriate remedial steps should be applied within a specified time limit. It was further agreed that when the National Industrial Committees discuss lay-off and related problems in any particular industry or unit, the concerned Minister(s) of the Government of India along with Labour Minister should be present so that there could be better appreciation of the problems faced by the industry as well as the workers and necessary correctives applied in time.

5. The National Apex Body urges that there shall not be any unilateral lay-off in any unit or industry and that any proposal for lay-off should first be discussed at the plant level bipartite meetings and if there is agreement at that level, lay-off may be introduced subject to the terms of such agreement. If, however, there is no agreement at the plant level bilateral discussion the matter shall be taken up either by the state or by the national committee for the industry within a specified time limit. Where the lay-off is confined to units in an industry within one state only, the state shall be competent to deal with it. Where, however, units in the industry in more than one state are affected by lay-off the matter shall be decided by the National Industrial Committee.

6. While bonafide lay-offs, for reasons beyond the control of managements have to be dealt with sympathetically, other kinds of lay-off including lay-off on account of economic reasons may have to be dealt with differently. In order that the workers may appreciate the economic difficulties of the managements it was agreed by the management representatives that there shall be continuous sharing of information regarding economy of the industry with the workers' representatives.

Where the employer have been making profits or has built up substantial reserves, all efforts should be made to avoid lay-off and so bear the burden out of its accumulated resources.

7. Lay-off as a phenomenon was pronounced in textile, engineering, chemical, sugar, etc. The National Apex Body requests the Labour Ministry to immediately set up National Industrial Committee for each of major industries so that they can go into current cases of lay-off and ensure early full employment and production among other things.

8. The small scale industry also wanted representation on the State bodies. This was agreed to.

9. The representatives of the workers complained that the national level agreement for wage revision for cement workers in the country is not being properly implemented. There seem to be differences in the interpretation of the agreement and the N.A.B. requested the Labour Minister to call the parties to ensure implementations.

10. The employers raised the question of seven-day working and the N.A.B. agreed that this being an important subject by itself should be considered as a separate subject in the next meeting of the Body.

11. The Labour representatives felt that the procedure and machinery agreed to in respect of lay-off should also govern retrenchment and closure. In fact they said that whenever they referred to lay-off, they used it as an abbreviation for lay-off, retrenchment and closure and that retrenchment and closure were also on the agenda and the papers circulated covered not only lay-off but retrenchment and closure also. But the employers' representatives felt that the procedure and machinery had been agreed to specifically for lay-off and the procedure and machinery governing retrenchment and closure will have to be finalised at the next meeting of the national apex body.

12. The next meeting of the National Apex Body will be held at 10.00 A.M. on 9th or 10th\* of September, 1975 at New Delhi to discuss the following subjects:-

- (1) Retrenchment, closures and lock-outs.
- (2) Lay-off insurance
- (3) Absentecism
- (4) Workers' participation in management
- (5) Expansion of production in textiles, cement and sugar industries.

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\* Meeting actually took place on 18 September.

FINAL SUMMARY OF CONCLUSIONS

Shri Naval H. Tata, President, Employers' Federation of India presided over the Third National Apex Body Meeting held in New Delhi on September 18, 1975.

The Meeting was attended by:

Indian National Trade Union Congress

1. Shri B. Bhagwati, M.P.
2. " G. Ramanujam
3. " V.V. Dravid
4. " Bishu Bannerji
5. " V.R. Hoshing, M.L.A.

All India Trade Union Congress

1. Dr. Ranen Sen, M.P.
2. Shri S.A. Dange
3. " K.G. Sriwastava

Hind Mazdoor Sabha

1. Shri Makhan Chatterjee
2. " Vimal Mehrotra

Employers' Federation of India

1. Shri Naval H. Tata
2. " K. Hartley
3. " S.K. Parthasarthy
4. " V. Satyamurti

All India Organisation of Employers

1. Shri K.R. Podar
2. " K.N. Modi
3. " G.K. Devarajulu
4. " H.S. Singhanian

All India Manufacturers' Organisation

1. Shri B.V. Mehta
2. " B.D. Somani

Federation of Association of Small Industries of India

1. Shri H.S. Bhattu

S/Shri I.D. Podar, S.M. Bannerji, M.P., H.D. Mukherjee, Y.D. Sharma and N.M. Vakil also attended the meeting. The Union Labour Minister, Shri K.V. Raghunatha Reddy, Deputy Labour Minister, Shri Balgovind Verma and other Senior Officers of the Labour Ministry were also present.

The National Apex Body, after detailed discussions, arrived at the following conclusions:

SUMMARY OF CONCLUSIONS

At the opening of the meeting, the Labour Minister appealed to employers and Workers to make generous contributions to Prime Minister's Flood Relief Fund. He then announced that the industrywise committees are being set up for the textile industry, National Textile Corporation and the Banking Industry. He requested the employers to nominate 7 members for the National Industrial Committee for the textile industry by 20th September, 1975. The date of the first meeting of that Committee was fixed tentatively on 29.9.1975 (A.N.). The meeting would take up, inter-alia, matters relating to the textile industry in Kanpur. The Labour Minister also announced the decision to set up National Industrial Committees for Sugar, Chemical, Cement and Engineering Industries according to the decision already arrived at by the National Apex Body.

2.1 The National Apex Body after detailed discussions, arrived at the following decisions:-

Bonus

2.2 Both workers and employers felt the urgency of an immediate decision on bonus since in absence of a definite policy

decision, this one factor alone may cause industrial discord which this Apex Body is endeavouring to avoid through bipartite approach.

Retrenchment, closures, lock-outs and strikes, etc.

2.3. As a general policy the National Apex Body reiterated that there should not be any retrenchment, closure, lock-out, victimisation, strikes, go-slow and work-to-rule as far as possible. The National Apex Body has already recommended the setting up of industry-wise National committees. National Industrial Committees (NIC) shall monitor the state of industrial relations in the industry concerned and would take such preventive action as may be necessary to avoid strikes, go-slow, work-to-rule, gherao, lay-off, lockouts, closures and victimisation. In case at the plant level negotiations a dispute could not be settled, it should be taken up at the State level Apex Body for settlement or at the National Industrial Committee before either party resorts to any of these actions. In case where an Apex Body at State level has not been established or the State level Apex Body does not take up the dispute, the matter would be referred to the respective National Industrial Committee. It has been brought to the notice of this Body that units in several industries have either already closed or have threatened to close. This Body recommends that respective NIC should set up Standing Compact Committees which would go into all cases of actual closures or apprehended closures and suggest appropriate remedial measure. The NICs will be competent to go into the general health of a particular industry as a whole or a group of units in the industry for improving its efficiency, performance and viability. In cases where parties have come to definite agreements either at the State level or the industry level or the unit level, such commitments must be implemented by all the parties according to the terms of the agreement. In the event of non-fulfilment of the obligations cast on either party the aggrieved party can bring before the NAB its complaint.

Lay-off Insurance

2.4.1. The Chairman informed the meeting that these were purely his personal views expressed in a paper and at a preliminary meeting of employers yesterday there was a feeling amongst the employers that they had no opportunity to make an in-depth study and therefore they should be given an opportunity to do so after which the matter may be brought up again for discussion in the light of their study. All the same the Chairman requested the workers to express their reactions to this question. Mr. Ramanujam, on behalf of the employees, stated that as in the case of workmen compensation which was the liability of the employers the practice was for some employers to pay this compensation out of their own pockets whereas others paid through an insurance policy. Similarly in this case since the lay off liability is that of employer, labour feels that under no circumstances the worker should be called upon to pay any part of such insurance.

2.4.2. The Hon'ble Labour Minister informed the meeting that the Government were not in a position to express any opinion in the matter but they will express their views after they have had time to study the scheme and the final reactions of all concerned.

Absenteeism

2.5. The subject of absenteeism was discussed in the meeting and it was agreed that absenteeism should be discouraged and trade unions offered their good offices to see that absenteeism is reduced to the minimum.

Procedure of implementation

2.6. A question was raised how to ensure that the decisions taken at this meeting are implemented. It was suggested, that the State level committees and the Industrial Committees should report to the Central Labour Ministry actions taken arising out of the cases placed before them. On the basis of this one of the items on the agenda for each meeting will be prepared reporting action taken on the decisions of its earlier meetings, so that Apex Body can satisfy themselves whether appropriate action has been taken at all levels.

Date and Agenda for the Next Meeting

3. The Agenda of the next meeting, to be held on the 18th October, 1975 at 10.00 A.M., will be:

1. Action taken on the decisions arrived at in the third and earlier meetings.
2. Workers' Participation in Management.
3. Seven day working.

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4TH MEETING - N.A.B. - 18 OCTOBER, 1975.

NATIONAL APEX BODY

SUMMARY OF CONCLUSIONS

Shri K.G.Sriwastava, Secretary, All India Trade Union Congress presided over the Fourth National Apex Body Meeting held in New Delhi on October 18, 1975.

The meeting was attended by :-

I.N.T.U.C.

EMPLOYERS' FEDERATION OF INDIA

- |                        |                        |
|------------------------|------------------------|
| 1. Shri G.Ramanujam    | 1. Shri Naval H. Tata  |
| 2. " V.V.Dravid        | 2. " S.B. Aibara       |
| 3. " Bishnu Bannerji   | 3. " S.K. Parthasarthy |
| 4. " V.R. Hoshing, MLA | 4. " P. Unnikrishnan   |
| 5. " C.M.Stephen, M.P. |                        |

A.I.T.U.C.

ALL INDIA ORGANISATION OF EMPLOYERS

- |                             |                        |
|-----------------------------|------------------------|
| 1. Dr. Ranen Sen, M.F.      | 1. Shri K.R. Podar     |
| 2. Shri S.M. Banerjee, M.P. | 2. " K.N. Modi         |
| 3. " K.G.Sriwastava         | 3. Dr. Bharat Ram      |
| 4. " H.S. Krishnan MLA      | 4. Shri H.S. Singhania |

H.M.S.

ALL INDIA MANUFACTURERS' ORGANISATION

- |                           |                       |
|---------------------------|-----------------------|
| 1. Shri Makhan Chatterjee | 1. Shri Dipak Ratansi |
| 2. " S.C.C.Anthony Pillai |                       |

S/Shri B.F. Gupta, M.L. Nandrajog, H.M. Vakil, B.M. Sethi, H.D. Mukherjee, H.N. Trivedi, R.M. Pathak also attended the meeting. The Union Labour Minister, Shri K.V. Raghunatha Reddy and Senior Officers of the Labour Ministry were also present.

The National Apex Body, after detailed discussions, arrived at the following conclusions:-

SUMMARY OF THE CONCLUSIONS

CASE OF M/S WARNERS HINDUSTAN LTD., HYDERABAD

1. The National Apex Body discussed the case of M/s Warners Hindustan Limited, Hyderabad where about 20 workers have been dismissed. In the absence of the State Apex Body, this National Apex Body decides to send a delegation of two representatives, one each from employers' side and workers' side, namely, Shri S.K. Parthasarthy and Shri G.Ramanujam to visit Hyderabad, hear parties and promote a settlement. If no settlement is possible within 14 days from this date, the said two representatives, nominated by the National Apex Body, will appoint a person mutually acceptable to these two members as the sole arbitrator and his decision shall be final and binding on the parties concerned. The parties have agreed that the two members nominated by the National Apex Body having been duly authorised by the management and the workmen in this regard and whosoever is appointed by the said two representatives as the sole arbitrator as having been appointed by themselves, and they undertake to implement his decision fully without question. The entire proceedings including the award of the arbitrator should be time bound and should be completed within two months.

LAY-OFF, CLOSURE, RETRENCHMENT, ETC.

2.1 The labour side regrets that unilateral lay-off is still continuing in several industries, including textiles, cement, sugar, engineering and jute, and the earlier agreement in the N.A.B. that there should be no unilateral lay-off is not being implemented by employers. This subject, along with retrenchment and closures, has been discussed in the NAB at three of its earlier meetings. The labour members feel that it is high time that the Government implements the agreement of the N.A.B. that there will be no unilateral lay-off, retrenchment or closure. Labour is not able to understand that while on the one hand Government wants labour to cooperate in increasing production and at the same time it is a helpless spectator when large scale lay-off is being resorted to in several industries. Labour likewise is not able to understand the employers' position who continue lay-off and at the same time demand seven day working. Labour unanimously appeals to the Government to come forward with an ordinance to prohibit all existing lay-off and closures; and if any move for lay-off or closure or retrenchment is to be initiated hereafter it should be made statutorily obligatory on the part of the employers to give one month's notice in the case of lay-off and 3 months' notice in the case of closure so that the notice period could be utilised to identify the real problems and prescribe the necessary solution in time so as to avoid lay-off, retrenchment and closures.

2.2. On the employers' side it was pointed out that the deterioration in lay-off and lock-out, as alleged by workers was not substantiated by statistics official or unofficial. Before taking any drastic action, as suggested by the workers, they were of the opinion that they are prepared to submit to the Labour Ministry, within 15 days, detailed statistics to show that since the establishment of the Apex Body there has not been any deterioration in the matter of lay-off and lock-out. They were further of the opinion that if in order to discourage lay-off and lock-out an Ordinance has to be issued then like wise, correspondingly, there should have to be an Ordinance against strikes, gheraos and go-slows and work to rule, since both are reciprocal and one cannot subsist without the other.

### BONUS

3.1 While the Labour members expressed their dissatisfaction and disappointment on the other hand the employers understood and appreciated the reasoning of the Government on this issue as stated in the Press Note..

3.2 The National Apex Body regrets that Government had not consulted this Body which is charged with the responsibility of promoting industrial peace before finalising the Bonus Ordinance.

### STATE APEX BODIES

4.1 The Labour Minister informed that nine States have already set up State level Apex Bodies so far and that another 9 States have said that they do not find it necessary to set up such an Apex Body in view of the fact that they are already having State Labour Advisory Boards/Committees.

4.2 The National Apex Body is unanimously of the opinion that State Apex Body is necessary in order to deal with the new situation, which has arisen after the declaration of emergency. The NAB is convinced that State Level Apex Body should, therefore, be set up on the pattern of the National Apex Body in all the States. This will be necessary to deal with industrial relations and other connected problems promptly. The NAB, therefore, appeals to the State Governments to take steps for immediately setting up State Level Apex Bodies on the pattern of the National Apex Body. The NAB further desired that the representatives of the State Level Body shall be nominated by respective recognised organisations.

### NATIONAL INDUSTRIAL COMMITTEES FOR PLANTATION & OTHER INDUSTRIES

5.1 It was decided that a National Industrial Committee should be set up for the plantation industry.

5.2 It was also decided that the National Industrial Committees in the remaining industries shall be set up by the end of the month on receipt of nominations from different organisations.



## WORKERS' PARTICIPATION IN MANAGEMENT

6. The National Apex Body notes that one of the 20-point programme announced by the Prime Minister relates to "Schemes for workers' participation in the industries particularly at the shop floor level and production programmes". The National Apex Body attaches great importance to participation of labour in management. This Body understands that Government has already done some exercise on this subject and would, therefore, request that the government before finalising the proposals in this regard, should await the discussions in the National Apex Body. The National Apex Body feels that it would benefit the discussions in this Body if Government were to indicate their mind on the subject so that a comprehensive approach to this problem would be possible and a constructive workable formula can be recommended by this Body to the Government.

## SEVEN DAY WORKING

7.1 Regarding the Seven day working this Body accepts the proposals in principle as it would increase production and employment opportunities particularly when it is to be introduced in agreement with workers/Union(s). Even so this National Apex Body feels that there should be some guidelines laid down to govern negotiations and settlements on the subject. The National Apex Body accordingly lays down the following guidelines:-

(i) Before any unit or industry wants to introduce seven day working, it must have worked all the three shifts for sufficiently long time and proved that its existing installed capacity has been utilised to the full.

(ii) Introduction of Seven day working and recruitment of new labour under that scheme should be on a permanent basis so that workers are not thrown out after a short period.

(iii) There shall not be any retrenchment or lay-off consequent upon increased production on account of Seven day working.

(iv) Any increase in the gains arising out of seven day working shall be shared in the manner agreed to between the union and the management.

(v) This seven day working is being resorted to provide additional employment opportunities and not for absorbing any labour rendered surplus due to rationalisation.

7.2. The All India Trade Union Congress has reservation about this formula of seven day working and is opposed to this scheme.

contd....4

AGENDA FOR THE NEXT MEETING

8. Workers' representatives desired to have adequate information regarding number of units which are closed throughout India. They wanted to know how many of them will be revived and what will be done with the rest. They further desired to have full details of the State Government's reaction and any scheme regarding the opening of such closed units. They also wanted the circulation of the report on the functioning of the State Level Apex Bodies - whether they have met and if so, what they have discussed. A report should be placed before the NAB.

9. The next meeting of NAB was fixed at 10.30 A.M. on 29th November, 1975.

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POSITION REGARDING THE SETTING UP OF APEX BODY AT THE  
STATE LEVEL

As on 18 October 1975

SET UP/  
BEING SET UP

UNDER  
CONSIDERATION

NOT NECESSARY ACCORD-  
ING TO STATE GOVT.

1. Assam
2. Bihar
3. Haryana
4. Maharashtra
5. Punjab
6. Uttar Pradesh
7. Tripura
8. West Bengal
9. Kerala

1. Delhi
2. Gujarat

1. Goa, Daman & Diu
2. Himachal Pradesh
3. Jammu & Kashmir
4. Madhya Pradesh
5. Nagaland
6. Orissa
7. Pondicherry
8. Rajasthan
9. Tamilnadu

AITUC GENERAL COUNCIL MEETING

(New Delhi, 8-10 November 1975)

Information Document - II

INDUSTRIAL APEX BODIES

Note

Only three industrial apex bodies have so far been formed - those of Textiles (private sector and NTC), Banking and Coal, several bipartite and tripartite meetings of different industries have taken place - that of footwear, Vanaspati, Port & Dock, Chemicals and pharmaceuticals (public sector), fertilizers (public sector) and electricity.

Among the three industrial apex bodies formed, the composition of textiles and banking was decided by agreement with INTUC. But there was no agreement in respect of coal.

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BANKING

SUMMARY RECORD OF THE PROCEEDINGS OF THE MEETING OF THE  
INDUSTRIAL RELATIONS IN THE BANKING INDUSTRY

Held on the 26th July, 1975.

A meeting was convened on the 26th July, 1975 under the Chairmanship of the Union Labour Minister to discuss in general the industrial relations prevailing in the Banking industry for increasing efficiency and for ensuring better service to the public. The Union Finance Minister along with the Senior Officers of the Department of Banking also attended the meeting. On behalf of the employers, representatives of Indian Banks Association and Chairman, State Bank of India attended the meeting. The All-India Confederation of Bank Officers and the All-India State Bank Officers in the public sector banks. The workmen employees were represented by the All-India Bank Employees Association, Indian National Bank Employees Congress, (They attended only as observers), All-India State Bank Employees Association and the All-India State Bank of India Staff Federation. Shri G. Ramanujam, of the INTUC and Shri S.A. Range of the AITUC also attended the meeting as special invitees of the Union Minister.

2. In inaugurating the meeting Shri C. Subramaniam, Finance Minister, said that a qualitatively different situation had arisen after the proclamation of emergency and this qualitative change should reflect itself in the efficient functioning of banking institutions. The common man therefore expected a qualitative change in the services rendered by banks. All institutions of the bank set up should give up taking compartmentalized attitudes and take a national view of the problem and try to improve the functioning of banking institutions. He then invited views on how the banking services could be made more effective, and responsive.

3. Earlier addressing the participants, Shri K.V. Raghunatha Reddy, Labour Minister, reminded them what Prime Minister had said about deteriorating customer service of the Banking Industry. He stated that the meeting was not discussing any bargainable issue or any wage demand. The purpose was to review the general working obligation to the nation. He particularly mentioned that the enlightened workmen of the banking industry should eschew any action which would result in stoppage of work.

4. Labour Minister said that they should not resort to wild-cat strikes on any account. He further suggested that wherever there was no grievance procedure, such a procedure should be adopted in the banking industry so that the individual grievances could be settled without resorting to any industrial action. He further pointed out that on no account the unions should stop operation of the clearing houses. He added that the bank employees constituted the most enlightened section of the working class and their responsibility was much more than their compatriots elsewhere. It is expected that they would understand the basic reasons which prompted this emergency and should try to do their best to meet the challenge and to foil the conspiracies of the counter-revolutionaries.

5. The following conclusions were reached:-

- (a) Punctuality will be strictly enforced and attempts will be made to reduce overtime by 50% within the next three months;
- (b) There was consensus about the need for substantial improvements both in quality and in the quantity of work performed by the workmen within the existing working hours.
- (c) Officers and the top management agreed to put in half an hour extra work per day during the emergency;
- (d) Workers representatives gave assurance that the banking industry would function uninterruptedly and all efforts would be made to tone up customer service;
- (e) For improving industrial relations, grievance procedures will be worked out in every institution wherever it did not exist at present. Every effort should be made to settle all such disputes through bilateral negotiation within the industry itself with a built-in provision for arbitration in case of failure of such negotiations. The Indian Banks Association will examine the types of cases which could be taken up for arbitration and also try to evolve simple arbitration procedures;
- (f) It was also decided that there would be no stoppage of clearing house operation on any account during this emergency; and
- (g) Regarding the establishment of a National Bipartite body for the Banking Industry for effecting overall improvement of the functioning of the Banking Institutions, the trade unions wanted time to give thought to the matter and tender their views of the composition of such a body.

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## COAL BIPARTITE

Record note of discussions at the meeting of the Chief Executives and Trade Union leaders of Public Sector coal companies taken by Shri K.C. Pant, Minister of Energy in New Delhi on 12th August, 1975 at 5.00 p.m.

Shri K.C. Pant, Minister of Energy, took a meeting of the Chairman and Managing Directors of Coal Mines Authority Ltd., Bharat Coking Coal Ltd., and Singareni Collieries Company Ltd., and leaders of trade unions, belonging to the Indian National Trade Union Congress and the All India Trade Union Congress (which were the signatories of the National Coal Wage Agreement of December, 1974) functioning in these areas, in New Delhi on 12th August, 1975 at 5.00 p.m.

2. Inaugurating the meeting, Shri Pant made an earnest appeal to the trade unions for extending their full cooperation in the effort to increase production, productivity and efficiency in the coal industry through the implementation of the 12 point action programme which was evolved as a part of the economic programme announced by the Prime Minister after the proclamation of the emergency.

3. Shri Kanti Mehta, President, Indian National Mine Workers' Federation, welcoming the above 12 point action programme was in favour of greater involvement of workers in the implementation of this programme. Though he was not opposed in principle to the 7-day working of mines and the INTUC would extend all cooperation towards this, he felt that this be taken up after implementing all other measures for improving production and productivity. He suggested that Coal Mines Labour Welfare Fund (which is currently under the Ministry of Labour) in its present form should be wound up and the same should be administered by a Bipartite Committee, comprising the management of coal companies and trade union representatives, especially in view of the fact that almost all the coal mines are at present under the public sector. For similar reasons, he felt that the Coal Mines Provident Fund Organisation should also be transferred from the Ministry of Labour to the coal producing organisations. He wanted to know the details of the provisions of water supply to the workers in the taken over mines vis-a-vis the old N.C.D.C. mines.

4. Shri K.G. Sriwastava, Secretary, AITUC, expressed general support of the AITUC to the above 12 point action programme and the Prime Minister's economic programme. He expressed that AITUC would agree to the proposal of the reemployment of surplus manpower, if the same was identified, colliery-wise and categorywise. Regarding 7-day working of mines, he stated, AITUC was not in favour of this in principle and that the number of shifts in the coalmines should be increased wherever possible before introducing 7-day working, if at all it was necessary. He was in favour of the formation of a Bipartite Committee comprising representatives of AITUC and INTUC and the managements of coal companies. He stressed the need of workers' participation in management at all levels, which should not be merely consultative.

Shri Kalyan Roy:

Major recommendations of the safety conferences have not been implemented by the coal companies.

The working of 4 shifts in mines should be first studied, before introducing 7-day working of mines.



Chaturanan Mishra, S.K. Sanyal, B.P. Hazarika, from AITUC and R.N. Sharma, M.P., Damodar Pande, M.P., N.K. Bhatt, M.P., R.K. Malviya, (from INTUC) pointed out the lack of housing, drinking water, unresponsiveness of officers, poor quality of timber, footwear and other material, absence of any machinery for removal of day to day grievances in the collieries.

10. Winding up the discussion, Shri K.C. Pant thanked the trade union leaders for their tone of cooperation to the 12 point action programme. He agreed that there should be a sense of involvement and partnership on the part of the workers, if the coal industry had to be put on its feet and felt that the above discussions were in that direction. He declared that this meeting had furthered the cause of mutual trust between the workers and management. Reiterating that safety has been given top-priority he declared that there was no lack of concern on the part of top officers towards safety. Speaking about the 7-day working of mines, he assured that there was no desire to rush through this scheme and that such an introduction would be selective, on the basis of proper assessment of its usefulness in these mines. He expressed that provision of housing and water supply to the workers would be given high priority and that the trade union representatives would be informed of the progress made in this connection by the management. Regarding distribution of food grains, he explained the limitation of the Central Government since it was a state subject. He, however, added that workers cooperatives could take this up, if possible. Referring to workers' participation, he said that the committees both at the colliery level and at the divisional/company level would be activated and made to function properly for the implementation of this action programme. He also appealed for the cooperation of the trade unions for preventing the pilferage of coal and avoiding inter and intra union rivalry, which posed law and order problems. Noting the opinion of the trade union leaders that the administration of coal mines Labour Welfare Fund and Provident Fund organisations should be taken over by the Ministry of Energy from the Ministry of Labour, Shri Pant promised to follow up the suggestions. He assured the trade union leaders that he was not in favour of retrenchment to resolve the problem of the surplus manpower. Rational deployment, higher production and productivity should take care of this. Welcoming the suggestion that promotion should be made on the basis of merit, he solicited the cooperation of the trade unions in this connection. Referring to the formation of a permanent Bipartite body for the coal industry at the national level, he stated that he would soon hold discussions with the INTUC-AITUC leaders in this connection. He concluded by stating that he was encouraged by the response he had received from the trade unions to the 12 point programme and for the valuable suggestions given by them for which he expressed his gratefulness.

AITUC representatives at the meeting were:

1. K.G. Sriwastava, 2. Kalyan Roy, MP., 3. Lalit Burman, 4. Sunil Sen, 5. B.P. Hazarika, 6. Chaturanan Mishra, M.L.A., 7. S.K. Sanyal, 8. P.K. Thakur and 9. M. Komaraiah.

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## ELECTRICITY

Guidelines approved in the meeting convened by the Union Labour Minister at New Delhi on the 14th August, 1975, to discuss problems relating to increasing production and productivity in the electricity industry, avoidance of transmission losses and better collection of revenues, etc.

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For the speedy and effective implementation of the 20-point economic programme announced by the Prime Minister, particularly those items of the programme pertaining to the electricity industry and workers' participation, this Conference convened by the Government of India, of the representatives of employers' and workers' organisations in the electricity industry, arrived at the following guidelines for optimising the efficiency of operation of the electricity systems and for associating representatives of the Workers' Organisations on the operational activities of the systems at appropriate levels. In associating representatives of Workers' Organisations, representation may be given only to those Organisations that have unreservedly committed themselves to the successful implementation of the 20 point economic programme:-

- (i) Joint Committees of representatives of managements and of trade union organisation should be set up at each district or sub-divisional level. These Committees will, in addition to acting as Vigilance Committees to prevent sabotage, theft of power and abuses in the use of stores, be also responsible for the task of improving operational efficiency of the system and ensuring consumers' satisfaction, besides consideration of suggestions that may be made by individual or group of workmen, with a view to their adoption.
- (ii) Similar Committees should also be set up at each generating station, which will be responsible for proper operation and maintenance of equipment, availability of spares, etc.
- (iii) Such Committees should also be set up for each project to be responsible for reviewing the progress of work and for adopting measures for the timely and economical completion of project.
- (iv) At the Electricity Board level, a joint Committee of management and the representatives of trade union organisations should be set up; this Committee should be enabled to discuss all aspects of the functioning of the power system of the Electricity Board.
- (v) These Committees should meet as frequently as is necessary but in any case once in three months. Representation to trade union organisations on these Committees may be given to the nominees of All-India Federations and of such other trade unions/organisations committed to the 20-point programme, as the management may consider necessary to be represented at the appropriate level on such Committees. There should be full exchange of information so as to enable the Committees to function effectively. Unanimous decisions of these Committees should be implemented within a specified period of time as may be indicated in the decisions themselves. These Committees would also be responsible for reviewing the implementation of the decisions.
- (vi) Keeping in view the substantial number of workmen under various Electricity Boards and Undertakings who are still borne on the nominal muster rolls (NMR), the system of NMR

should not be resorted to in respect of work of a permanent or continuing nature. In all other cases, where NMR workers have been in employment for a period of 3 years or more, all such workers must be regularised in as short a time as possible, in a phased manner. It was strongly felt that all NMR workers should be paid wages at rates not lower than the lowest rates of wages paid to regular workers of that/the Minister of Energy and Minister of Labour will jointly communicate these feelings to the Chief Ministers for taking appropriate action on this.

(vii) Overtime work must, as far as possible, be eliminated. To achieve this, overtime should normally be resorted to only for urgent operational reasons. At the same time, norms of work should be evolved, without delay, for various categories of workers. Multiple shift working may be adopted in consultation with the unions wherever necessary.

(viii) To enable workers acquire and upgrade their skills, it is necessary to implement the provisions of the Apprentices Act fully. Apprentice training facilities should be made available at the major project sites and/or at other suitable places. Priority for apprenticeship training should be given to those persons (or their dependants or wards) whose lands have been acquired for projects and who have been consequently displaced.

(ix) It should be examined whether long standing disputes cannot be settled as quickly as possible, including settlements outside the Courts.

(x) Efforts must be made to extend the public distribution system to power station colonies which may be outside the areas covered by the Public Distribution System.

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AITUC was represented by Com. S.A. Dange and Com. K.G. Sriwastava and AITUC by Com. A.B. Bardhan, Harish Tewari and S.C. Krishnan.

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\*\* category and it was agreed that

TRIPARTITE MEETING ON FOOTWEAR INDUSTRY

(New Delhi, September 17, 1975)

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Brief Summary of Discussions

The tripartite meeting on Footwear Industry was convened to review the industrial relations climate, discuss factors responsible for inhibiting production and consider ways and means for promoting understanding between the parties to secure higher production and productivity. Inaugurating the meeting, the Union Labour Minister stated that there should be full cooperation between the workers and the management to increase production and emphasised the need for reducing the prices so that the product could be made available for the ordinary consumers; the employers and workers should not, he said, jointly hold the consumer to ransom.

The meeting took note of the reported efforts of the Tannery and Footwear Corporation of India for securing significant increases in production through the concerted efforts of workers and the management. Production in the case of a particular machine which was previously producing 600 pairs in one week, went up to 2000 pairs in one week through such efforts.

There was prolonged exchange of views on the factors responsible for inhibiting production and possible ways and means of promoting understanding between the parties to secure higher production and productivity. It was agreed that plant level committees should be set up to deal with the various problems relating to production, productivity and quality in the footwear industry. These committees could also fix up production targets. The need for setting up of a national bipartite committee was also emphasised. It was however felt that the Committee at the national level could be set up only after consultation with the related industries like tannery. It was considered that further action to constitute the national bipartite committee may be taken by Government after discussion with other agencies connected with the production of footwear.

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Com. B.D. Joshi attended on behalf of AITUC.

NATIONAL INDUSTRIAL COMMITTEE ON TEXTILES

Labour Ministry's letter of 22 September 1975

Subject:- National Industrial Committee on Textiles.

Dear Sir,

In pursuance of the decision taken at the Tripartite Meeting of Textile Industry held on 10.7. 1975, it has been decided to set up a Bipartite National Industrial Committee to sort out problems relating to industrial relations and to ensure higher production and productivity, quality control and fuller utilisation of capacity in the textile industry. The composition of the National Bipartite is as under:-

WORKERS' ORGANISATIONS

I. Indian National Trade Union Congress

Members

1. Shri G. Ramanujam
2. " V.V. Dravid
3. " V.R. Hoshing
4. " Bishna Banerjee.

Alternate Members

To be announced later.

II. All India Trade Union Congress

1. Shri G.V. Chitnis
2. " Homi F. Daji

1. Shri B.D. Joshi
2. " Arun Sen

III. Hind Mazdoor Sabha

1. Shri S.C.C. Anthony Pillai. To be announced later.

EMPLOYERS' ORGANISATIONS

1. Shri Rasesh N. Mafatlal, To be announced later.  
Mafatlal Group of Mills,  
Bombay.
2. Shri Rohit C. Mehta,  
Rohit Mills Limited,  
Ahmedabad.
3. Shri K. Venkatesalu,  
C/o Southern India Millowners  
Association, Coimbatore.
4. Dr. Rajaram Jaipuria,  
Swadeshi Cotton Mills Co. Limited,  
Kanpur.
5. Shri Kailash Agrawal,  
Hukamchand Mills Limited,  
Indore.
6. Shri S.M. Hada,  
Hada Textile Industries Limited,  
Calcutta.
7. Shri K.L. Gupta,  
Maharaja Shree Unaid Mills Limited,  
(Rajasthan).

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TEXTILE - PRIVATE SECTOR - First Meeting

A BRIEF RESUME OF THE PROCEEDINGS OF THE FIRST MEETING OF THE NATIONAL BIPARTITE COMMITTEE ON THE TEXTILE INDUSTRY IN THE PRIVATE SECTOR HELD ON 29.9.1975 AT 3.00 P.M. AT THE SHRAM SHAKTI BHAVAN, NEW DELHI.

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The first meeting on the National Bipartite Committee on the textile industry in the private sector was held on 29.9.1975 at 3.00 P.M. in the Ministry of Labour, New Delhi. The meeting was presided over by Shri G. Ramanujam, General Secretary, Indian National Trade Union Congress.

2. The following members of the Bipartite Committee were present in the meeting:-

Workers' Organisations

<u>INTUC</u>	1. Shri G. Ramanujam
	2. " V.V. Dravid
	3. " V.R. Hoshing
<u>AITUC</u>	1. " S.A. Dange
	2. " Homi F. Daji
<u>HMS</u>	1. " Vimal Mehrotra

Employers' Organisations

1. Shri Indravadan Pran Lal Shah
2. " K. Venkatesalu
3. " M.D. Dalmia
4. " S.N. Hada
5. " M.L. Gupta

Sarvashri Ram Lal Thakur, S.M. Banerjee, M.P. Sant Singh Yusuf, M.L.A., G.N. Mishra, Harbans Singh and Bhagwati Prasad and Maqbool Ahmed Khan, R.P. Jaipuria, S.V. Rayan, K.S. Naik, B.F. Gupta, M.L. Nandrajog and Gopal Singh also attended the meeting. The meeting was also attended by Shri H.N. Bahuguna, Chief Minister of Uttar Pradesh, Shri K.V. Raghunatha Reddy, Union Labour Minister, Shri K. Rajaram, Labour Minister of Tamilnadu, Shri S.B. Patil, Labour Minister of Maharashtra, Shri V.P. Singh, Union Deputy Minister of Commerce, Shri Balgovind Verma, Union Deputy Minister, Shri P. Bhattacharya, Minister of State for Labour, West Bengal, Secretary, Department of Banking, Joint Secretary and Deputy Secretary of the Ministry of Commerce, Director, Department of Industrial Development and Senior officers from the Union Ministry of Labour and State Governments of U.P., Tamilnadu, Maharashtra and Gujarat also attended the meeting.

3. Opening the discussion, the Union Labour Minister suggested that the meeting should come to some concrete suggestions so that the problem of lay-off, retrenchment and closures which had afflicted the industry very badly could be satisfactorily solved without delay.

4. Shri G. Ramanujam in his opening remarks referred the members to the unanimous decision of the NAB at its meeting held on 13.8.1975 that there shall not be any unilateral lay-off and urged the employers to fall in line with the NAB's decision. There was a long discussion regarding the state of health of the industry, when the employers pointed out various factors like credit squeeze, fall in demand in the market, accumulation of stocks, unsatisfactory lifting arrangement of controlled varieties of cloth, etc. They stated that they were incurring losses since 1974.

The employers' attention was then drawn to the R.B.I. Bulletin, published in December, 1974 which read as follows:-

"Among the specified industry groups showing a rise in after-tax profits, mention may be made of tobacco (320.7 per cent), Cotton textiles (176.4 per cent), Silk, and rayon textiles (102.1 per cent), engineering (31.6 per cent), mineral oils (79.7 per cent) and shipping (143.6 per cent), in the case of cotton textiles it may be noted that a rise of 176.4 per cent in after-tax profits was registered over a rise of 322.5 per cent in the preceding year. The industry groups which fared very badly in regard to after-tax profits were aluminium, cement and rubber and rubber products, for which after-tax profits declined further."

5. The workers' side pointed out that while there could be some genuine difficulties, by and large the industry had not behaved properly throughout the long history of its existence in the country.

6. Intervening in the discussion, Shri Bahuguna pointed out that he came to attend the meeting with high hopes that this apex body which consisted of eminent personalities from both the workers and industry side, would be able to thrash out the existing problems and find out some immediate solutions. The employers' complaint that they did not know any thing about the agenda for the meeting appeared to him to be very strange. He mentioned that they know very well the sickness of the industry. They dilated in a detailed manner on causes of the sickness in an exceptionally knowledgeable way. Hence it was too much of a burden on one's credulity to believe that they came unprepared for the meeting. He further stated that he felt unhappy that despite his sincere and prolonged efforts to resolve the problems not only lay-offs and closures have not been ended but even the earned wages have not been paid, causing misery to a large number of workers in Kanpur. The working class suffered a lot. He already had long discussions with the concerned parties regarding reopening of the closed textile mills in Kanpur. Therefore, there was hardly any necessity of a further discussion. He requested the Banking Secretary to let him know whether earned wages could be treated as a prior charge. To this query, the Banking Secretary replied that with regard to Kanpur mills he was prepared to advise a special treatment so that earned wages could be treated as the first charge. The Chief Minister further stated that unless the National Bipartite Body was able to deliver the goods, it would have no utility at all. The workers had waited not for a few days or for a few weeks, but they waited for more than 12 months. In Kanpur, the electricity dues had not been paid by some of the mills. The employees' provident fund contributions had not been deposited altogether, an intolerable situation had been created in Kanpur by the Textile Industry.

7. Intervening in the discussion, the Union Labour Minister stated that if the employers agreed to lift the lay off and closures immediately, he would like to constitute an expert body to look into the genuine cases of financial difficulties of the units and he would urge upon the appropriate authorities to render financial assistance to such units on the recommendations of this expert body.

8. The workers' representatives pointed out that the plea taken by some of the Kanpur cotton textile mills that there had been accumulation of stock was not quite correct. Lifting position had improved and about 80% of the stock was being lifted currently. This assertion of the workers was also supported by one of the employers' representatives from Kanpur.

INDUSTRIAL COMMITTEE, TEXTILE (NTC)

Subject: National Bipartite Body for National Textile Corporation and its subsidiaries.

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Dear Sir,

In pursuance of the decision taken at the Tripartite meeting of the textile industry on 10.7.75 it has been decided to set up a National Bipartite Body for National Textile Corporation to sort out problems relating to industrial relations and to ensure higher production and productivity and quality control and fuller utilisation of capacity in the units under the control of National Textile Corporation. The composition of the National Body will be as under:-

I. Workers Organisations

		<u>Members</u>
I. INTUC	-	Shri G. Ramanujam " V.V. Dravid " V.R. Hoshing " Bishnu Banerjee
II. <u>AITUC</u>	-	Shri G.V. Chitnis " Homi F. Daji
III. <u>HMS</u>	-	Shri S.C.C. Anthony Pillai

II. Employers Organisations:

Representatives of National Textile Corporation and its subsidiary Corporation.

2. The first meeting of the above committee will be held on November 7, 1975 in the committee room of Shram Shakti Bhawan at 10.30 a.m.

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VANASPATI TRIPARTITE  
PRESS INFORMATION BUREAU  
GOVERNMENT OF INDIA

New Delhi; 6 August, 1975

At a tripartite meeting on Vanaspati industry here today, it was agreed in principle to set up a bi-partite committee at the national level to sort out problems of production including availability of raw materials and power. It will also look into the problems relating to reduction in cost and eliminating the wastage. Matters of collective bargaining will not ordinarily be dealt with by this Committee. These matters will be discussed and settled at plant level or at the appropriate legal forum.

The National Committee can also take up such issues as considered necessary for the proper functioning of the vanaspati industry. Matters which this Committee will be unable to resolve should be referred to the national apex body. The Committee could associate other departments to assist in its proper functioning for securing higher production and productivity.

The meeting was convened to discuss matters relating to industrial relations, factors responsible for inhibiting production and consider ways and means for promoting understanding between the parties to secure higher production and productivity. Shri K.V. Raghunatha Reddy, Minister of Labour, presided over the meeting. Shri Shah Nawaz Khan, Minister of State for Agriculture was also present.

Earlier, Shri Raghunatha Reddy appealed both to workers and employers to eschew the policy of terror and counter terror. He added Vanaspati is an essential food item consumed by the masses in the country. Both the employers as well as trade union workers had a duty towards the consumer by producing vanaspati at a reduced price.

Referring to the fall in demand, the Minister said that vast section of the consumers had been priced out because of the high price of the commodity. As a result, even at the risk of injury to their health, consumers had gone in for inferior substitutes. This was not at all good for the country. The leaders of the workers as well as the industry should understand their social obligation and try to correct the situation.

Intervening, Shri Shah Nawaz Khan said that the sick vanaspati units taken over by the Government were doing very well and the units at Kanpur, Amritsar and Delhi were utilising more than 60 percent of their installed capacity, which was much higher than the capacity utilised in private sector. It was not correct to say, he added that the performance of the units taken over by Government was in way inferior to the units in the private sector, as alleged by certain section of the employers. He also deprecated the continuance of Contract Labour system in this industry.

The workers' representatives pointed out that the major ill of this industry was the insignificant utilisation of productive capacity. They alleged that there was a deliberate tendency on the part of employers to restrict production to maintain a very high rate of profit. One of them suggested that the employers in this industry were suffering from super profit psychosis. They also mentioned about certain evil practices like employment of contract labour on a large scale for minimising wage cost. The other organisation demanded a thorough probe into the working of the entire industry because the industry was exploiting both the workers and consumers.

On behalf of the employers, the President of the Vanaspati Manufacturers' Association refuted the allegations by stating that the main reason for under-utilisation was non-availability of oilseeds, resulting from non-achievement of agricultural targets set for this item. He further stated that the installed capacity has no relation to the actual demand prevailing in the market. So, any comparison of the actual production with the installed capacity has no relation to the actual demand prevailing in the market. So, any comparison of the actual production with the installed capacity, according to him, would give a very wrong impression.

Present at the meeting were representatives from Employers' Federation of India, All India Organisation of Employers, Vanaspati Manufacturers' Association of India, Indian National Trade Union Congress, All India Trade Union Congress, Hind Mazdoor Sabha and various other recognised unions in the vanaspati industry. The meeting was also attended by representatives of the State Governments of Maharashtra, West Bengal, U.P., Tamilnadu and Union Territory of Delh..

AITUC was represented by Com. Y.D. Sharma.

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KERALA SCHEME FOR  
WORKERS' PARTICIPATION IN MANAGEMENT  
OF PUBLIC SECTOR

For the speedy and effective implementation of the 20 point Economic Programme announced by the Prime Minister particularly those matters pertaining to the efficient working of the Public Sector, this conference convened by the Government of Kerala of the representatives of the Central Trade Union Organisations in the State arrived at the following guide lines for optimising the efficiency of operation and for associating representatives of the workers' organisations on the operational and management activities of the public sector at appropriate levels. Accordingly only those representatives of the workers organisations who are prepared to cooperate unreservedly with the scheme shall be given representation in the various committees.

LABOUR PARTICIPATION IN THE MANAGEMENT OF  
PUBLIC SECTOR UNDERTAKINGS

The concept of labour participation in the management of Public Sector Undertakings has been receiving the attention of the Government for quite some time. As a first step, Government issued directions to a few of the Government Companies to nominate workers' representatives to the Board of Directors. This experiment has been going on for a few years now and Government have closely examined the working of this scheme in these Companies. It is now felt that in order to achieve fully the objectives of the workers' participation in the management, it is necessary to introduce the idea of participation at lower levels. Government feel that the participation of the workers in the management, down to shop-floor level also alone will promote the cause of the productivity, efficiency, better achievement of the objectives of the organisation and create a sense of belonging in the minds of the workers, which is quite necessary for the healthy functioning of any organisation and harmonious relations between the labour and management.

II. In order to elicit the views of the widest possible cross section of all those concerned with the working of the Public Sector Undertakings, Government convened a conference of the representatives of the management and trade union of the Public Sector Undertakings on 16.8.1975. After considering the various opinions voiced at this meeting and taking into account the experience gained from the labour participation in the Board of Directors of a few Government Companies, it is felt that the time is ripe for introducing labour participation in the management at the lower levels of the Public Sector Undertakings. The following instructions are therefore issued for implementing this scheme in all the Public Sector Undertakings under the administrative control of the Industries Department.

III. Two types of Committees will be set up before in all the undertakings:-

1. Shop-floor/Department level production Committees; and
2. Production Coordination Committee at the unit level.

Each shop-floor/Department for this purpose will consist of a section of the plant, which is engaged in one complete stage of operation in the whole process of production in the unit.

(1) Shop-floor Committee

This Committee will consist of representatives of the labour as well as the management, the membership and the number of members in each Committee being determined by mutual consultation. The Manager or Supervisor or any other person who is in complete charge of the Shop-floor/Department will be the Convener of this Committee. The members of the Committee should be workers in the concerned shop-floor or Department. The Committee will meet at least once in a fortnight and more often if necessary. The life of each Committee will be one year, a fresh one being constituted on the expiry of this period. Sitting members will be eligible to become members in the succeeding year also. The main function of this Committee will be to discuss matters relating to production, and increasing the efficiency of operation in the shop-floor/Department and the Committee may discuss:-

- (i) Production planning on the basis of annual targets put down by the Government or the Board of Directors of the Company.
- (ii) Fixation of monthly and fortnightly targets in order to achieve the annual production target put down in (i) above and the review of performance.
- (iii) Devising methods to reduce operational costs by reducing wastage of raw-materials, consumption of fuel, power, etc.
- (iv) Maintenance of Plant and Machinery.
- (v) Better house-keeping on the shop-floor and observance of safety measures.
- (vi) Improvement in the process technology and work methods so as to reduce the cost and increase productivity.
- (vii) Providing liaison with other shop-floors/Departments and supply of information to other shop floors/Departments which will be of use to them.

Decisions of the Committee should be taken by consensus if there is a dispute among the members of the Committee in any issue, the issue should be referred to the next superior officer above the Convener. If the dispute is still not resolved, the matter should be referred to the Managing Director or the Board as the case may be. However, production on no account should be hindered while the decision of the top management is awaited. The Committee will keep a minutes book in which only the summary of decisions and the points referred to the top management for decision will be recorded. The Committee will not discuss problems relating to the rights of the workers wages, union matters, contracts, and other matters extraneous to the production process at the shop floor level, as such matters will inhibit the effectiveness of the Committee. Moreover there are already other forums for discussing the settling all such issues.

## 2. Unit level production Coordination Committee:

This Committee will consist of representatives of labour as well as management. The General Manager/Works Manager or the Managing Director of the undertaking concerned shall be the Convener of the Committee. Each recognized union of the undertaking may nominate one representative to this Committee. The management may nominate an appropriate number of its representatives to the Committee so that the Committee does not become unwieldy. This Committee will also meet at least once in a fortnight and more often whenever necessary. It shall keep a minutes book in which summary of its decision will be recorded. The main function of this Committee is to coordinate the working of the various production departments so as to ensure that the targets of production are achieved and the production costs are minimised. As in the case of the shop-floor/Department level Committees, the annual production budget form the main basis for its discussions. This Committee may also discuss:-

1. The inventory position including stocks, spares, raw materials, etc.
2. The quality of raw material supplied.
3. Quality control.
4. Production planning and fixation of targets within the framework of overall targets already fixed by the management.
5. Plant maintenance.
6. Problems of coordination between various shops/Departments.



Life of this Committee will be one year after which it shall be reconstituted, sitting members being eligible to be re-nominated by Unions/Management.

IV. The aim of constituting these Committees is to harness the immediate knowledge that the workers have of the operational environment and the ~~use~~ the opportunity of regular exchange of views between labour and management to increase production and reduce cost. These Committees will not discuss problems relating to rights of the workers, wages, etc. as already mentioned above. Matters relating to purchase of capital goods, contracts, recruitment, promotion, general administration, financial control and other similar matters which are normally understood as the functions of the management will not come within the purview of these Committees. These matters except those relating to industrial relations can be taken up by the Board of Directors. The deliberations and functioning of these Committees should be fully geared to matters of production, plant maintenance, reduction in costs and improvement of operation efficiency. It should be ensured that these Committees function regularly. The shop-floor/Departmental Committee Conveners should report once in a month to the Managing Director whether the Committees are meeting regularly and functioning properly. The Managing Director in turn shall apprise the Board on the working of the Unit level production coordination Committee and Shop-floor/Departmental Committee during every meeting of the Board of Directors. If the Committees do not meet on account of any omission or lack of interest shown by the Conveners, it shall be treated as the dereliction of duty on their part.

V. The Conveners should ensure that the discussions in the Committee are purposeful and confined to the matters with which it is concerned. The time of meeting should be so arranged that the members who are on duty in various shifts are not away from their duty places for an unduly long time and the least inconvenience is caused to them. If any piece-rate worker is on the Committee his wage should be calculated taking into account the time he spent to attend the meeting of the Committee. No other extra expenditure should be incurred on account of the functioning of the Committee and of course no extra staff will be necessary.

#### VI. Workers' representatives in the Board of Directors

Government have also considered the question of extending the scheme of workers' participation in the Board of Directors in other public sector undertakings in which this scheme has not yet been introduced. In some of these concerns immediate participation of workers might be impossible under the provisions of the Company Law or Articles of Association. Decision would be taken later regarding the course of action to be followed in such institutions by such establishments. Steps would be taken expeditiously to give participation to workers in the Boards of other companies. Government would be issuing separate orders on this matter stating the number of workers' representatives to be nominated to each Board, etc. It is also the intention of the Government that workers' representatives to the Boards should be elected by secret ballot and recognised unions alone should be eligible to file nominations. In the event of an elected representative severing connections with his union he should quit the Board. The workers' representatives in the Board should discuss only matters concerning the efficient working of the concern and

should not raise matters concerning the rights of workers since such matters are to be dealt with by recognised units at the appropriate times in the appropriate forum. Separate set up can also be brought into force for handling such matters. However, it has to be made clear that in the management Board the workers' representatives are bound to express their views in their capacity as members of the Board, on issues generally and particularly raised about the workers. The suggestions from the workers' representatives in the Board should promote honest, efficient and profitable working of the concerns.

These instructions will be revised appropriately later in the light of the experience gained from the working of the Committees for some time.

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4th ASIAN TRADE UNION SEMINAR, NAGPUR

(23-26th September, 1975)

CONCLUSIONS OF THE SEMINAR

Having exchanged views and varied experiences in regard to the emergence and growth of Public Sector, and the forms it has taken in different countries of the region and having discussed the character and role of Public Sector in the development of national economies of Asian countries the Seminar came to the following conclusions:

1. Asia consists of countries with different political, economic and social systems - the socialist countries like the Soviet Union and other socialist countries, developed capitalist countries like Japan, and the developing countries in different stages of development.

2. Most of the Asian countries after centuries of colonial rule attained independence after the Second World War in the wake of victory over fascism in Europe and Asia. The imperialists utilised their colonial possessions as sources of cheap raw materials and cheap labour, and markets for their manufactured goods. The economies of the Asian countries were made subservient to the economies of the imperialist countries, their growth stultified, kept backward and resourceless.

3. After gaining political independence the stupendous problem that confronted the Asian countries was of rapid economic development, industrialisation and modernisation of the economy, agrarian reforms and material and cultural upliftment of the toiling people, to make up the lag in the levels of socio-economic development. Even after independence the imperialists and the multinational corporations continued their exploitation of the developing countries by means of unequal economic and trade relations, by repatriation of profits and resources in various forms.

4. It has been the experience of the developing countries that the imperialists, the multinational corporations and other agencies have the sole aim, not of building up and strengthening of the economies of the newly independent countries, but of intensifying neo-colonialist exploitation and as preserves for drawing super profits, and to keep these countries economically backward and weak, vulnerable to neo-colonialist influence and pressures. The neo-colonialists and their agencies are therefore, found to be more interested in agriculture and infrastructures and not basic industrialisation. It is now being increasingly appreciated that independent economic development and rapid industrialisation with heavy industry as the base with, of course, restructuring the agrarian economy alone can minimise, if not eliminate, the influence and pressures of the imperialists on the national economy of these countries and reduce dependence on them. The highly industrialised capitalist countries were not prepared to transfer either the resources or modern technology to strengthen the economic independence of these countries.

5. In this situation intervention of the state in building up national economy, in the sphere of investment for industrialisation became the inevitable choice. The state intervention in the national economy has taken varied forms in different countries - by means of nationalisation of various strategic sectors, by taking over of industrial units and the setting up of new industries under state capital ownership.

In developing countries of Asia with capitalist economy, where the accumulation of private capital is not so large and where private capital refuses to take risk with large scale and longterm investments, the building up of public or state sector, although a state capitalist sector, can and does play, unlike under state monopoly capitalism, an anti-imperialist, anti-feudal and anti-monopoly role and helps in industrialisation and combats the influences and machinations of the foreign giant monopolies. Such a state or public sector lays down the foundation for rapid industrialisations, independent economic development and is an instrument of progressive socio-economic changes.

6. It has been the experience of all developing countries that imperialist aid and finances which are also lately dwindling, are hardly allocated for industrialisation, more so in the public sector. It cannot also be the desire of multinational corporations and neo-colonialists to allow to develop a strong and viable state sector laying down the foundation of economic independence. As a matter of fact, it is their sole strategy to prevent such a development taking place in the developing countries. On the contrary, the experience of developing countries like India where a fairly strong and diversified public sector has come into being, has shown that financial, technical and other forms of aid from the Soviet Union and other socialist countries are primarily channelled for development of industrial and other undertakings, the heavy industries in particular, which strengthen the foundation of economic independence and make building up of state sector possible. Easy terms, free from liabilities of incurring foreign currency outlays and mutually beneficial terms of trade have been found further helpful for the developing countries which are in chronic shortage of resources, technology and foreign exchange, and are objects of neo-colonialist exploitation and subversion.

7. The experience of the socialist countries and successes achieved by them in the rapid development of their economies by means of centralised planning in which the heavy industries and industrialisation played the key and decisive role, is of great value to the developing countries engaged in the struggle for independent economic development. Because of planning, and control and regulation exercised through the state ownership of the major means of production and exchange, it is possible in the socialist countries to ensure planned development of the economy for the benefit of the people.

8. The public sector as the key to industrialisation and modernisation of economy of developing countries, and of economic self-reliance, has been a target of constant attack from the imperialist quarters. In fact, the struggle for the defence, expansion and strengthening of the public sector as the key to the democratic advancement of the developing countries has assumed crucial importance in the present world situation and in the context of the worldwide struggle for a new international economic order, to eradicate discrimination and unequal economic and trade relations that are foisted by the advanced capitalist countries on the developing countries.

9. The indigenous monopolies and reactionary elements too have directed their attack against the public sector while utilising the public sector for their own enrichment with the help of pro-monopoly sections of the government and its

executive agents. Constant vigilance is therefore necessary against such attempts on the part of monopolies and reactionary elements and against any inroads by the private sector into the sphere of public sector, to dilute and weaken the positive contents of the public sector.

10. It is the duty and task of the trade unions in developing countries to defend the public sector, to help in its growth and expansion so that the public sector comes to occupy a decisive position in the national economy as an instrument of vital economic and social changes for the benefit of the people. Full trade union and democratic rights and effective participation of workers and trade unions in the management of public sector at all levels of production, planning, policy-making and implementation are necessary for strengthening the public sector.

The trade unions particularly in state sector industries and services must take a positive attitude and intervene effectively in improving efficiency, discipline and production of the state sector and by preventing sabotage and disruption of production, theft and corruption by any element in government and outside.

It is also the task of the trade unions to bring about unity of all sections of the people who are interested in building, defending and strengthening of the public sector.

At the same time, the public sector must be so managed that while ensuring its efficiency and rapid expansion, it must provide for rational and expanding system of wages, remuneration, benefits and social amenities like housing, etc. and thus help to overcome the remnants of the old oppressive colonial system of wage standards and treatment.

It is the duty of trade unions in the public sector, to defend the all round interests of the workers alongside the interests of the sector as such.

is/ 11. In a developed capitalist countries like Japan where State monopoly capitalism has developed, the main direction of struggle of the workers and trade unions against the monopolies and multinationals and for democratisation of the state structure. The struggle against the monopolies and multinational companies both in the developed capitalist countries and developing countries is linked with struggle for a democratic state sector which draw support and solidarity of workers and trade unions of socialist countries and lays down the basis for mutual cooperation and united action.

12. Although conditions and objective situations, and stages of development vary in different countries of Asia, they have inherited common problems arising out of long years of imperialist domination and exploitation. The task they have set before themselves, that of rapid socio-economic development for the well-being of the people, is basically common. In fulfilling these challenging tasks the trade unions of Asian countries, irrespective of affiliations, have common ground for mutual cooperation and united action.

13. The series of useful seminars that have taken place with trade unions of Asian countries in course of the last few years on various aspects of the problems of development problems of the movement and unity, on the role of multinationals and neo-colonialist conspiracies, etc. have testified to the fact that despite varied affiliations, different economic and political systems, the trade unions could arrive at common understanding and approach.

It is necessary for the trade unions in Asian countries to seriously consider the holding of an all Asian Trade Union Conference and to take steps for creating necessary conditions for its realisation.

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CONCLUSIONS OF THE SEMINAR ON POPULATION QUESTION

(Nagpur, 27-28 September 1975)

1. The World Population Conference held in Bucharest in 1974 under the auspices of the United Nations underlined the fact that to solve the problems facing the people of less developed countries with higher population growth socio-economic changes are the foremost necessity. The Conference rejected the ideological position of Malthusianism that large population and relatively high rate of population growth are responsible for poverty, unemployment and underdevelopment. On the contrary, the demographic history of different countries has shown that material and cultural upliftment of the people has a lasting impact on the growth of population and on the size of family.

2. The Government of India also is a party to the decision of the Bucharest Conference. Even then, the propaganda slant of Governmental agencies and media on neo-Malthusian line on the question of population and family planning still persists.

3. Side by side, there is a strong current of obscurantist propaganda against family planning on the basis of age-old ideas of a society when productive forces were backward and massive manpower was the biggest element in socio-economic progress. But this fact is not valid in today's conditions of technological and socio-economic advance. Now to perpetuate the old ideology is to perpetuate the degradation of women and confining their status to bearing and rearing of children and to other household chores. These elements are outspoken opponents of family planning programme.

4. The AITUC and its unions will have to continue the ideological campaign both against Malthusianism and against obscurantism on the question of population. To this question is also related the question of the status of women in family and society. Family Planning helps to some extent to raise women's status in family and society.

5. Health and well being of mother and children, and release of women from being tied down solely to household work are also very crucial objective that will have to be borne in mind while participating in family planning programme.

6. The Bucharest conference has also made it clear that size of family is the exclusive choice of husband and wife and there should be no compulsion or coercion by outside elements in exercising this prerogative.

The AITUC is opposed to any form of coercion or compulsion which may take the form of curtailment of existing rights and benefits, refusal to pay maternity and other benefits or inducements in different forms.

7. The AITUC does not consider the question of family planning so applicable to industrial workers in isolation, but treats it as inseparable part of a programme of economic, social and cultural upliftment of the workers by means of better wages, housing, improvement in health and sanitation, educational and recreational facilities, social security benefits, etc.

While creating motivation in favour of planned family, the AITUC will at the same time launch campaign towards social and cultural upliftment of workers, as a distinct obligation besides its general tasks.

8. Family planning programme are at present administered by Governmental agencies and as a department of the Government. The AITUC unions while agreeing with the concept of family planning will not limit its work only to the plans made by Governmental agencies. The trade unions will have to function independently for creating necessary motivation and against malpractices, coercive tactics of implementation agencies and officials, for improvement of medical and clinical arrangements, and will try to change the content of propaganda carried through different media.

9. The trade unions can take up this work only as a part of their main tasks of defending the interests of workers in relation to the employers and raising their cultural and social milieu.

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WORKERS' PARTICIPATION IN MANAGEMENT

No.EM/11/75  
Government of India  
Ministry of Labour

30th October, 1975.

To

All Members of the  
National Apex Body (including alternate Members)

Sir,

Subsequent to the meeting of the National Apex Body held on 18th October, 1975 the Government have taken a decision on workers' participation in industry at shop floor and plant level, and I am directed to enclose a copy of the said resolution on the subject. In view of the extreme urgency of the matter the Resolution on the subject has already been made public so that all concerned units may work out and evolve necessary steps for its effective and early implementation. You will find that Scheme in its very nature is very flexible to take into account the variations that are there in different types of industries and in different places.

Though the scheme has already been published, the Government desires that the National Apex Body may discuss the matter and give its valuable comments and suggestions. Such suggestions and comments would receive due consideration by the Government. The matter may be included as an agenda item for the next meeting to be held on 29th November, 1975.

Yours faithfully,

Sd/-  
(V.K. CHANANA)  
Deputy Secretary

SCHEME FOR WORKERS' PARTICIPATION IN INDUSTRY  
AT SHOP FLOOR AND PLANT LEVEL

INTRODUCTION

One of the items in the 20-point economic programme relates to the introduction of schemes for workers' participation in industries particularly at the shop floor level and in production programmes. Government have considered this matter very carefully and have drawn up a scheme for the purpose, which is indicated below. To begin with, the scheme will have to be flexible so as to allow variations to suit local conditions and hence will be implemented through executive action. Various forms of workers participation are already in vogue in certain units in different industries particularly in the public sector. Government are, therefore, of the view that the matter should be left to the initiative of the managements to evolve a suitable pattern of participation depending upon the nature of each unit. Legislation will be considered after adequate experience is gained.

COVERAGE

The scheme will be implemented in the first instance in manufacturing and mining industries whether in the public, private or cooperative sectors. These will include also units run-departmentally, whether or not the J.C.M. set up is functioning in such units.

The scheme for the present will apply to those units in these industries, which have 500 or more workers on their rolls. The scheme will provide for shop councils at the shop/departmental levels and Joint Councils at the enterprise level.

SHOP COUNCILS

The main features of the Scheme of Participative Management through shop councils may be as follows:

- (i) In every industrial unit employing 500 or more workmen, the employer shall constitute a shop council for each department or shop, or one council for more than one department or shop, considering the number of workmen employed in different departments or shops;
- (ii) (a) Each council shall consist of an equal number of representatives of employers and workers;
- (b) The employers' representatives shall be nominated by the management and must consist of persons from the unit concerned;
- (c) All the representatives of workmen shall be from amongst the workers actually engaged in the department or the shop concerned;
- (iii) The employers shall decide in consultation with the recognised union or the various registered trade unions, or with workers, as the case may be, in the manner best suited to local conditions, the number of shop councils and departments to be attached to each council of the undertaking or the establishment;





(iv) The number of members of each council may be determined by the employer in consultation with the recognised union, registered unions or workers in the manner best suited to local conditions obtaining in the unit; the total number of members may not generally exceed 12;

(v) All decisions of a shop council shall be on the basis of consensus and not by a process of voting, provided that either party may refer the unsettled matters to the joint council for consideration;

(vi) Every decision of a shop council shall be implemented by the parties concerned within a period of one month unless otherwise stated in the decision itself and compliance report shall be submitted to the council;

(vii) Such decisions of a shop council which have a bearing on another shop, or the undertaking or establishments as a whole will be referred to the joint council for consideration and decision;

(viii) A shop council once formed, shall function for a period of two years. Any member nominated or elected to the council in the mid-term to fill a casual vacancy shall continue to be a member of the council for the unexpired portion of the term of the council;

(ix) The council shall meet as frequently as is necessary and at least once in a month;

(x) The Chairman of the shop council shall be a nominee/s of the management; the worker members of the council shall elect a vice-chairman from amongst themselves.

#### FUNCTIONS OF THE SHOP COUNCILS

5. The shop councils should, in the interest of increasing production, productivity and overall efficiency of the shop/ department attend to the following matters:-

- (i) Assist management in achieving monthly/yearly production targets;
- (ii) Improvement of production, productivity and efficiency, including elimination of wastage and optimum utilisation of machine capacity and manpower;
- (iii) Specifically identify areas of low productivity and take necessary corrective steps at shop level to eliminate relevant contributing factors;
- (iv) To study absenteeism in the shops/departments and recommend steps to reduce them;
- (v) Safety measures;
- (vi) Assist in maintaining general discipline in the shop/departments;
- (vii) Physical conditions of working, such as, lighting ventilation, noise, dust, etc. and reduction of fatigue;
- (viii) Welfare and health measures to be adopted for efficient running of the shop/department; and

- (ix) Ensure proper flow of adequate two-way communications between the management and the workers, particularly on matters relating to production figures, production schedules and progress in achieving the targets.

JOINT COUNCIL

6. In every industrial unit employing 500 or more workers there shall be a Joint Council for the whole unit. The main features of the scheme of Joint Council may be as follows:-

- (i) Only such persons who are actually engaged in the units shall be members of the joint council;
- (ii) The council shall function for a period of two years;
- (iii) The chief executive of the unit shall be the chairman of the joint council; there shall be a vice-chairman who will be nominated by worker-members of the council;
- (iv) The joint council shall appoint one of the members of the council as its Secretary. Necessary facilities for the efficient discharge of functions by the Secretary shall be provided within the premises of the undertaking/establishment;
- (v) The term of the council, once formed, shall be for a period of two years; if, however, a member is nominated in the mid-term of the council to fill a casual vacancy, the member nominated in such vacancy shall continue in office for the remaining period of the term of the council;
- (vi) The joint council shall meet at least once in a quarter;
- (vii) Every decision of the joint council shall be on the basis of consensus and not by a process of voting and shall be binding on employers and workmen and shall be implemented within one month unless otherwise stated in the decision itself.

FUNCTIONS OF JOINT COUNCIL

7. The Joint Council should deal with matters relating to
- (i) optimum production, efficiency and fixation of productivity norms of man and machine for the unit as a whole;
  - (ii) Functions of a shop council which have a bearing on another shop or the unit as a whole;
  - (iv..) Matters concerning the unit or the plant as a whole, in respect of matters relating to work planning and achieving production targets; more specifically, tasks assigned to a shop council at the shop/department levels but relevant to the unit as a whole will be taken up by the joint council;
  - (iii) Matters emanating from shop councils which remain unresolved;
  - (v) The development of skills of workmen and adequate facilities for training;
  - (vi) the preparation of schedules of working hours and of holidays;

- (vii) Awarding of rewards for valuable and creative suggestions received from workers;
- (viii) Optimum use of raw materials and quality of finished products; and
- (ix) General health, welfare and safety measures for the unit or the plant.

#### COMPOSITION

There is considerable diversity in the situation prevailing from unit to unit in different industries. Even departmental undertakings and public enterprises under the Ministry of the Government of India, have had to adopt different systems depending upon the local conditions and their individual needs. Keeping this diversity in view, no uniform pattern is being laid down for the constitution of Shop Councils and Joint Councils, particularly relating to the representation of workers. The management in consultation with workers should evolve the most suitable pattern of representation so as to ensure that the representation of the workers results in effective meaningful and broad-based participation of workers.

#### COMMUNICATION

9. For any scheme of workers participation to succeed, there must be an effective two-way communication and exchange of information between the management and the workmen. It is only then the workers would have a better appreciation of the problems and difficulties of the undertaking and of its overall functioning. With this end in view, each unit should devise a suitable system of communication within the undertaking.

#### WORKS COMMITTEE

10. The Works Committees as prescribed under the Industrial Disputes Act shall continue to function as it at present.

#### APPROPRIATE GOVERNMENT

11. The scheme not being statutory, the concept of "appropriate government" as in the I.D. Act is not relevant. However, the Central and State Governments have an important role in promoting the healthy and speedy implementation of the scheme in as large a number of units as possible. While the initiative for the introduction of the scheme will mainly be with the undertakings concerned, all matters relating to the operation of the scheme will be dealt with by the Central Government in the case of the public sector/departmental units of the Central Government.

#### CONCLUSION.

12. Government are aware that it is only by providing for such arrangements for workers' participation particularly at the shop floor and unit level that the involvement of workers in the effective functioning of the unit and in improving production and productivity can be ensured. Government would, therefore, appeal to all the managements and workmen and trade unions concerned to take speedy and effective measures for the early adoption of the scheme in their units and for its continued healthy functioning.

II

In the industrial apex bodies, as well as industrial committees like Steel, Electricity, Port and Dock, Chemical working agreements could be reached and even settlement of wages arrived at.

In some States also particularly West Bengal and Punjab united Conventions of AITUC, INTUC and HMS were held on the Emergency, anti-fascism and Bonus. In nine States Apex Bodies have been set up and agreement could be reached on its composition. In others partly, because of the attitude of the State Government and partly because of disagreement on composition, these committees have not yet been set up though efforts are being made.

At local level this unity was manifested mainly in holding Anti-fascist Conferences at unit and State-level. On the issue of Bonus Ordinance also some joint action has taken place at a few places. INTUC workers in some places have also signed on the petition to the Prime Minister initiated by us.

Some Socialist and Jan Sangh unions and workers are taking shelter under INTUC in this situation. This has been more evident on the Bank front where they have merged under NUBE and INTUC leadership has welcomed them.

There are inhibitions and prejudices against the INTUC in our ranks more particularly at local levels, where more concrete action is to take place. This has to be overcome steadily.

In the INTUC also there are anti-unity elements and forces at every level. They can be fought only by patiently working for unity on concrete issues and enlisting the support of those who are pro-unity. There is a problem of dissident sections of INTUC at State and local levels - in certain cases being supported by some ministers in the State Governments. The Indian National Congress is trying to deal with them as their internal problem. But our official dealings are with the official INTUC Committees.

III

Unity of elements and forces in the trade union movement which are opposed to Right reaction and left adventurists and support emergency and 20 point programme, is essential not only for immediate TU issues but larger political issues. Every endeavour has to be made by us to carry it forward.

But it has also to be remembered that this general line cannot be put into effect in a mechanical way, particularly on mass issues and the TU front. The promulgation of the Bonus Ordinance and use of the Emergency to suppress any expression of dissent has had very adverse effect on the workers in particular including the middle-class employees. The false economic theories and state measures which are peuring at every day to save the monopoly capitalist structure from its own inherent laws of recession and inflation, over production and under-production and measures, which are falsely labelled as measures to save the national economy but are in reality directed against the workers and the poor and toiling people in order to drag the capitalist economy out of its own mire, have served to dampen the enthusiasm of a large mass of the working class and have made them question whether it is at all necessary to support the emergency any more or at least in the form as it exists and functions in relation to the masses. At time goes on, if the situation is not corrected, many new problems of TU unity will arise. On the Bonus Ordinance, the INTUC has also taken a critical attitude and hence we have not fallen apart, retreating to our old grooves. And there is no question of our joining hands with the ultra Rights or ultra lefts in our protest against the retreat from progressive policies, as fore shadowed by the Bonus Ordinance and other such measures.

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UNITY - TRADE UNION MOVEMENT

Since the national Emergency was promulgated, some trade union Centres who had allegiance to the leaderships of either the Right reaction or left adventurism and hence were opposed both to the Emergency and 20 point programme ceased to be openly active. This does not mean that they have been liquidated or their influence has ceased to exist. Most of them are lying low waiting for an opportunity and are regrouping their cadres through the under-ground method. The AIRF remained inactive for some time. But soon the different sections of its leadership came to an understanding, both among themselves and the bureaucracy with the tacit consent of some leaders in the Government. So they had meetings of the Working Committee from 26-28th August 1975 in Delhi. They passed a resolution supporting the 20 point programme but remained silent on the Emergency. George Fernandez remains its President and had sent a message to the Working Committee exhorting them to take to the programme of sabotage. Of course, the Working Committee could not accept it but neither did it condemn it. Through J.C.M. its activities are being revised. I

In the HMS there have been open differences of opinion. General Secretary Mahesh Desai, his secretaries and those from ex or present Socialist Parties were against Emergency. Congressmen who remained with HMS led by its President Makhan Chatterjee supported it. On 18th August in the Working Committee a resolution supporting the Emergency was passed by a majority, some opposed it, while some remained neutral. Those opposing it had control of the central office and they refused to carry it out. The President took action against the General Secretary and some others and removed them from the Central office which was shifted to Delhi with Shri Natwar Shah as General Secretary. Mahesh Desai and his group went to Court of Law and got an injunction against shifting of the office. For all practical purposes the President took charge of the organisation from his office in Calcutta. In a recent meeting of the HMS a NO CONFIDENCE resolution has been passed against Mahesh Desai, Ram Desai and Vasant Kulkarni, General Secretary and Secretaries.

The R.S.P., to which UTUC (Bow Bazar Street) owes allegiance, has recently passed a resolution supporting the 20-point programme.

In the meeting called by the Prime Minister and the Labour Minister on 4-5th July 1975, at first only the AITUC and INTUC were invited. Then the HMS representative - that is of the section which is supporting emergency also was invited.

The National Apex Body was set up with equal representative of INTUC and AITUC and one representative of this section of the HMS. (Makha Chatterjee group)

Since then at NAB meetings, we have been having prior consultations with the INTUC on various issues. In general, we have been having common approach on many questions. On some the AITUC has expressed reservations e.g. seven-day working. Composition of the NAB and industrial apex bodies were agreed to after long negotiations, particularly on representative strength on the various apex bodies. The AITUC agreed not to insist on parity in every committee but insisted on parity at the Central body (the NAB). II

Contacts with the INTUC leadership at the top level have increased and despite divergences of approach on many issues, on immediate problems agreements could be reached.