

Decisions

extra

Recessions of the working committee meeting held on 12.7.59.

Working Committee Meeting.

- 1). Report for States to be sent to Delhi by the end of July.
- 2). Names of General Council Members with it.
- 3). 21st August - Engineering Workers' Day:-
We demand -
 (i) Living Wage,
 (ii) Recognition N F M E W
 (iii) Wage Board
- 4). Emblem: Red back ground
pinions (black)
- 5). Unions or Group of Unions will elect members to the General Committee as per rules in the constitutions.
- 6). Constitutions copy to States.
- 7). Comrade Sidhant is appointed as Office Secretary.
- 8). Office will be at New Delhi - 4, Ashok Road.
- 9). Register one Telegraphic address.
- 10). Budget - 250/- per month
or 3000/- a year.

Elias proposes -

Beng.	300	}
Bom.	150	
Mysore.	100	
Punjab.	50	
Bihar		
U.P.	25	
T.N.	50	}
	375	

150,000
3,000

Godrej
Grears
G.E. Co.
Mahendra

To be sent to office by 15th August.

This will be accounted against affiliation fees.

11. Worker students for Technical training through Govt. of India.
3 - 4 years training Scheme.

WORKING COMMITTEE MEETING.

NEW DELHI

SEPTEMBER 14, 1960:

The working Committee of the National Federation of Metal & Engineering workers of India met in New Delhi to discuss the following items:

1. Signature campaign; 2. Affiliation fee; 3. Deputation to Labour Minister; 4. Finalisation of Report; 5. Appointment of Office Secretary; 6. Publication of a journal; and 7. Miscellaneous.

Com. S.A.Dange, President of the Federation presided over the meeting.

Reports from various centres - Rourkela, Durgapur, Bhilai, Jamshedpur, Bangalore, Kerala, Delhi, Bombay, etc were made before the working Committee and on the basis of these reports, the Working Committee took stock of the situation. Com.Dange summed up the reports.

On the basis of the reports and discussions that followed, the Working Committee took the following decisions:

DECISIONS:

Signature Campaign: It was reported that so far 7,000 signatures have been collected in West Bengal; 6,625 in Bombay; 10,000 in Tamilnad; 1,500 in Rourkela; and a few hundred in other States.

After discussion, it was resolved that the date for collection of signatures be extended to November 30, 1960 and let the signatures be submitted by the first week of December, 1960. ~~The deputation to Labour Minister was also postponed.~~

REPORT: Com.Dange pointed out that the question of preparation of report has become all the more important in view of the further scope of development of the metal and engineering industries under the Third Five year plan.

It is the incumbent duty of the Federation to place before the workers of these industries, the position of industries, capital, labour and other ingredients and to explain to them the quantum of contribution they make towards the industry, to the nation and the surplus value they create.

It is necessary, he pointed out to take stock of the situation of these industries in all their aspects and the spurt of development during the second Plan period. The question of production and productivity and the surplus value created should be brought out sharply, he pointed out. The wealth that is created and its appropriation and labour's share in it should be explained. It must be emphasised that these industries comprise the backbone of the Country's industrial development. The political and economic significance should also be put before the workers. But it must proceed on the Trade Union basis and the approach should be made from that angle alone at the outset.

The report should contain all these aspects and explanations.

It was decided to collect data and informations to fulfill these requirements and should be completed within three months so as to bring out the report immediately after that.

(2)

JOB EVALUATION:

It was also decided that the Sub Committee which was appointed in the last working committee meeting for this purpose should complete their report by the end of December 1960. For that matter, data and informations to be collected from different unions and with those data, the members of the sub committee will sit in New Delhi for some seven or ten days and finalise the preparation of the report.

JOURNAL: It was felt that it was not possible to bring out a journal at present and the idea therefore was dropped for the present.

FEDERATION'S 2nd Bulletin: It was felt that the first bulletin issued by the Federation mainly for the workers of the five steel plants had good effect and in the light of the developments that have taken place, both in the trade union movement as well as in the industry, it was deemed necessary to bring out a bulletin which would be mainly meant for Engineering workers throughout the country and for metal workers in general.

It should be drafted by Com.Dange and centrally printed in all languages and distributed to all centres throughout the country. If any centre feels the necessity for further print, they might do it at their end at their own cost.

The preliminary job work for this ~~first~~ second bulletin will be done by Coms. Elias and Sadhan.

Affiliation: The Constitution and affiliation forms of the Federation should immediately be finalised and sent to the press for printing. All the affiliated unions should be directed to clear off their affiliation dues, and donations.

Savings

BANK A/C. It was decided that a bank account in the name of the Federation should be immediately opened in the National & Grindlays Bank, New Delhi and the same will be operated by Coms. S.A.Dange, President, Md.Elias, General Secretary and Sadhan Mukherjee, Office Secretary. Any two of these persons will be eligible to withdraw requisite amounts from this account. Com.Sadhan Mukherjee is authorised to take all necessary steps for opening this account.

OFFICE SECRETARY: Com.Sadhan Mukherjee who is already looking after the office work of the Federation was formally appointed as the Office Secretary of the Federation at a monthly salary of Rs.50/-

RANCHI: It was decided that Federation's work should begin in ~~Ranchi~~ Hatia-Ranchi area in the Heavy Machine building and Foundry Forge Plant. Some suitable comrade should be entrusted with this work.

(S.A.Dange)
PRESIDENT.

Persons ¹⁻⁷ attended:

WORKING COMMITTEE

14.9.60

1. S. A. Dange S. A. Dange
2. M. d. Elian M. Elian
3. Robin Mukhejee
4. T. R. Ganesan T. R. Ganesan
5. Ali Amjad
6. Kedar Das 10
7. M. S. Krishnan M. S. Krishnan
8. ~~Dibakar~~
9. Lalit Burman — L. Burman
10. Ratan Roy
11. Ibrahim Khan — I. Khan
12. N. Satyanarayana Reddy. Satyanarayana Reddy
13. Kallat Krishnan Krishnan Kallat
14. DIWAKAR -
15. Indrajit Gupta. I. Gupta

- ① Signature Campaign
 - ② Affiliation fee.
 - ③ Next arriving Committee
 - ④ Reputation.
 - ⑤ Report (Final)
 - ⑥ Office Secy.
 - ⑦ Journal. - ⑧ Stationery - affiliation forms
 - ⑨ Ranche
- ① 3/10 five year plan.
 - ② Structure Campaign in Jamshedpur.
 - ③ Affiliation of Page looks to the Fed.

Other industries has gone to saturated condition
 - real integrated questions.

Gov. Jorward Smith
 Engineering Delhi

Sig: Collected

Number

W. B. —	7,000
Bom —	6,625
TND —	10,000
Ronkela —	1,500
Mysore —	

Johny

In Ronkela or Bhitai on the basis of only two slogans, signature campaign was not possible - So we made some additions and prepared a different signature form. Interim wage increase demanded till wage board is set up. Strikes took place - got some gains - Campaign abruptly came to a stop -

Further discussion -

Departmental committees formed - dealing with departmental problems - Federation's branch office formed - main trouble PSP - we are deep in touch with workers - our position is better than others - Present Subsidy - 100% - further whole time needed -

Bhitai

leaflet issued - INTUC recognised - groups formed by us in depts - our contacts and influence higher than others - by law foreign - for extension not from 1962 but from now - Expenses: some 3000 - immediately needed - whole time's wage - office opened -

Organisation: - Ronkela office opened - other - group formed - retrenchment - wage main problems - meeting held - decision taken to form Union - INTUC and raise VTC group have Union - decision not yet implemented - km. Sauro's sickness - technicalities not yet completed -

Ali Anjad:- My impression no decision - even if, it would have been non-fruitful - recent increase - Revision in wages and SA not very imminent - present position - TISCO demands partially conceded - Teles - Timplate main demands not yet conceded - Tata - foundry still worse - Timplate grades yet to be decided - Telo also remains unsettled - Bonus etc - Tata foundry closure and retrenchment - sleeper foundry closed - problem of employed and discharged workers in TISCO - political and organisational issue - unity at state - present programme - conference - re-forging of links - further call - hunger strike by Kedar on issue of discharged - it may have effect - may not - but may be this will halt the disruption - also take up issues of other industries -

SAI

for ch./... ~~complex~~ - idea - ~~unifor~~
 SA — link up with index.
 Dismissed workers -

TNG.

15 Aug various - SA - wages fixed in some units by awards - SA wants to be given in state - 14th Aug - Option for AT system or new one - textile workers - they unions feeling urge for Wage Board - more affiliated unions also - Electricity workers also - we was not very energetic move - next month's time - now ATTC Unions can also be approached - branch formation - third five plan - some expansion units - setting up of a steel plant in TND - agitation on prices -

SN Reddy:

60 units - 30,000 workers. with electricity -
 most unions non-affiliated - Hindustan Shipyard - 21 on
 VZay scale. para tools - expansion going on - former Amco Union
 split out - one union is now most popular - 24/DA
 minimum - wide fluctuation in calculation - former union
 up & mend hindrance - Our claim HMT rights.
 AIWYN: -

Separate Campaign - generally not very enthusiastic
 Wage Board contacted - difficulty - more concerned
 with immediate issues -

MSK

HMT and some. The units we have done
 something - not much done. Wage Board question
 itself has to be considered in greater detail.
 majority worker not affiliated to us -
 HMT and Amco - Dist. Emp Union are
 affiliated to Fed - similar problem of non-
 affiliation - Bangalore - HMT problems - INTUC
 unions has come up - that is being sought to be
 recognised - INTUC being boosted up - appointment
 through INTUC grounds attacks - other problems
 of it etc - pattern of Govt pay Commission
 recommendations - sought to be implemented -
 we are not yet at fixed operation - Question
 of affiliation - We are not clear - Phadnis
 and Bhalgaon - we have met some history -
 Bulletin from Bangalore -

Khan (Banking) Sig - 6,000 - ansur. 4 to 5 thousand -

Raja Kulkarni group - agreements done on issues raised by us - Board of Conciliation - Disruption in almost all the unions, difficulty in Board of Conciliation.

→ Situation and lack of activity of the Fed-organisation.

Sandeji = meetings held - DTRC helped us in organisation - DTRC has started working vigorously - 125 factories near about - 4 big factories - police more intensively working against us - Jan Sangh also trying to get into the TV. - Conference - Signature Campaign Started - 6.11.22 - 21.22

K. K. 4500 - 29 Unions }
were in bigger units - trying to persuade them to affiliate with us - '58 change in wages made - demand for DA linked with CG working - mostly small units -

RB NOT able to do much - Sig out many - interruptions - elections etc - again started - Assam affairs etc - So far 7,000 collected - We can collect 30,000 to 40,000 after price - Demand of Wage Board is a pressing one after To found amount - some b's article -

agreements have come of -

SAD

own wage structure -

①

wage board idea. norm - all
Institution level of wage differential or
common norm - clear cut understanding
should be made -

Decisions

① Sub Committee report -

to be finalised

by 31st Dec '1960

{ Collection of data -

{ letters to be written

②

Sig. Campaign - date
extended to end of November
Submission by ^{1st week} Dec -

③

Report -

Question of further development
in 3rd plan -

Take stock of position -

production - productivity

Who divides the wealth
Who appropriates it?

Back bone of industrial
development -

How developed - How works

Political - economic - proceed
from trade union basis -

Other industries -

Surplus value created - split
up -



Fed: -

Contribution -

Capital - Labour - Nation -

value created - value paid -

5,000

Integration -

This report should be completed within
3 months -



collection of data -

④

Journal - postponed -

⑤

Federation bulletin on Engineering
Centrally to be done - Contribution -

Content - engineering emphasis - metal

mention - mention each Reg Centre -

particular problem - then generalise -

each state should come -

sample - in each language -

Mr. Elias Sadhan -



⑥

Affiliation - form - Constitution - Certificate
to be passed by December -
Engineering Master Union -
Delhi - 507 =

⑦

Expenditure -

⑧

Bank A/c - Durg. Elias - Sadhan -

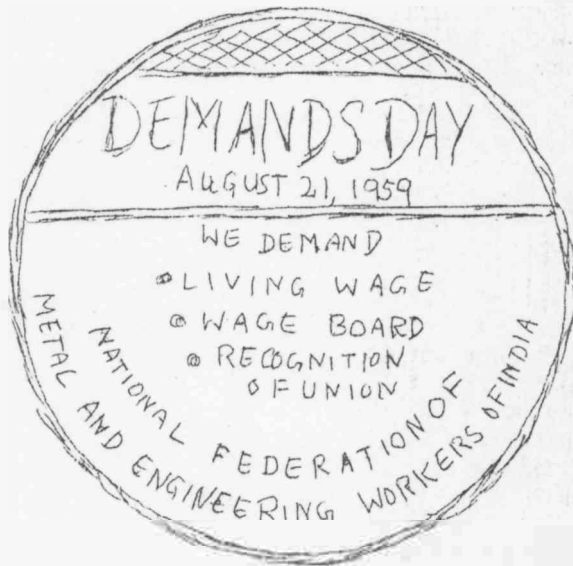
any two to operate -

in National and Grindlays Bank -

⑨

Sadhan - office Secy - Rs. 50/-

Outline for design of the
Badge for "Demands Day"
observance



MINUTES OF THE MEETING OF THE SECRETARIAT OF THE NATIONAL
FEDERATION OF METAL AND ENGINEERING WORKERS OF INDIA
HELD ON 21-8-'59 AT No.4 ASHOKA ROAD, NEW DELHI.

Members present: Coms. M.Ilias, General Secretary
Nihar Mukherjee, Secretary
M.S.Krishnan "
Ram Sen Member, Executive XCommittee

The following decisions were taken at the meeting:-

1. The Secretariat took note of the fact that all the resolutions passed at the National Conference of Engineering workers have been forwarded to the Government of India even prior to the 17th Indian Labour Conference. It also notes that no reply has been received till now from the Government of India in respect of the issues raised, and particularly in regard to the constitution of the wage board. Since the issue of wage board is important the secretariat resolves to submit immediately a memorandum to the minister for labour, government of india. It also resolves to lead a delegation to the government about the middle of November '59.
2. The Secretariat resolved to get printed report of the Conference, resolutions, Constitution and affiliation forms printed before the end of September 1959. It also resolved to get printed the report of the General Secretary after getting the reports from each State. Since no report has been received till now from the States, it was resolved to extend the time for submission of reports till the end of September.
3. It was resolved to print a Bulletin on the basis of the reports got from the States about the "Demands Day" conducted on August 21st. It was further resolved to consider the issue of publishing regularly a Bulletin or Magazine at the next meeting of the Working Committee.
4. The Secretariat resolves to convene the meeting of the Working Committee of the Federation in the middle of November 1959. General Secretary will take necessary steps.
5. The Secretariat noted the offer of the TUI to provide training for employees in the Engineering industry in East Germany. It resolved to request the units to send the names of five employees from each state who are in a position to avail of the offer for Technical training abroad, on or before September 1959. The Secretariat will finalise the ~~xxxx~~ list of trainees.

Members present: Coms. M.Ilias, General Secretary

Nihar Mukherjee, Secretary

M.S.Krishnan "

Ram Sen Member, Executive Committee

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HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

Reg. No. 120.

President: M. S. KRISHNAN
Vice President: GEORGE JACOB
Secretary: A. B. BHATTACHARIEE
Asst. Secretary: K. M. MUNIYAPPA
Treasurer: S. K. BANERJEE

H. M. T. Colony,
JALAHALLI, P. O.
BANGALORE

Ref.

Date

The following decisions were taken at a meeting of the secretariat of the M.F.M. & E.W. of India held on 21-8-'59 at No. 4, Ashoka Road, near Vellore.

The following comrades were present:

(Mrs. M. I. Das, Nihal Mukherjee and M. S. Krishnan)

- 1) The secretariat took note of the fact that all the resolutions passed at the All-India National Conference of Engineering Workers have been forwarded to the Government of India. It also notes that no even print to the 17th Indian Labour Conference. It also notes that no reply has been received till now from the Government in respect of the issues raised. Since the issue of wage control is important the secretariat resolves to submit immediately a Memorandum to the Government ^{in the month of November, Govt. of India} and also send a delegation to the Government ^{about the middle of November 1959}.
- 2) Resolved to print and distribute report of the conference, resolutions, constitution and application forms printed before end of September 1959. Resolved to print the General Secretary's report after collecting the reports from states. Time for submission of reports extended till September end.
- 3) Bulletins will be issued by the M.F.M. & E.W. about the campaign conducted for on demands etc. The question of ^{the} publishing regularly a Bulletin or ^{magazine} ~~paper~~ will be considered at the next meeting of the Working Committee.
- 4) Resolved to conduct the meeting of the Working Committee in the middle of November 1959.

Working Committee Meeting
of NFMEWI

Delhi. 2-9-61

1. Mihir Mukherjee. | In
2. Robin Dasgupta
3. Anand Das.
4. Dinesh Chandra Bhandari | Dinner
5. S. K. Jangra | Invitee
6. Subram Ray.
7. Binay Kumar
8. Ravi Sen.
9. Ghani Begum.
10. Kishore Kumar
11. Kirtanand Pandey.
12. 2.9.61
2.9.61
13. J. A. Gudi.
2.9.61
14. Kartar Singh Puri.
15. Chhajju Malwani - Saugor.
16. V. Chandrahari ————— Bombay

11
The Working Committee of the National Federation of Metal + Engineering Workers of India is deeply concerned with the Spontaneous Strike ~~on~~ ~~September 2~~ of the Jessop workers on September 2, an affiliated union of the Federation on the issue of Bonus.

The Committee urges upon the management of the Company Jessop Company Ltd to amicably settle the issue of Bonus with Jessop Mardoor Union immediately.

Delhi,
3.9.61.

Passed unanimously

President

- 7) Pingshika Majumdar west Bengal
- 8) Gour Gouami — "
- 9) — Simai Day — "
- 10)

Elias introduced the Report -

Conf in June '62 in Bombay after general election -

Large Board day

Sending delegates to WF TO Congress -

Com. Kange - asks representatives to give short reports of activities

Com. S.K. Gauguly - Two Sectors - Private & Public.

Tata and Bournpm - Tata struggle - increase average Rs. 30 pm - leadership imprisoned - sentenced for 2 1/2 yrs - reinstatement issue could not be solved - fear complex - membership declined - fear complex for verification - that does not show INTVE strong - organisation ally they are more weak - IMU's raising of voice compelling INTVE to back demands -

Bournpm - 1958 - Common Program of DSSCO and TISCO - SA increase in IISCO - management also pressing for wfs to cheat workers - conditions same in both plant - Steel Coordination Committee formed on 4-5 May 1961 with SAD as chairman - Large Board - Common plan and programme - lack of information between airline units - myself Secretary - leaflets - next meeting held at Bournpm - Large Board day observed 21 May in all centres - 2nd July meeting - review of the situation - minimum wage in TISCO - Rs. 104 in dnt's & - low - minimum wage 75/-

Muzdoor - Rs. 1131-

Pub. Sec - Rs. 300 - Rev } 300/-
Rs. 451 - DA } 751/-

Banjan - 25 DA } 250/-

- Programme - Group meetings -
agitation regarding WB - issue
leaflets - meeting - only Durgapur
and Rowkela - death of Swamish in
Rowkela -

- Sri. Misra, union deputy labors
minister issued a statement on
the question of taking over the
labour management by the Centre.
On this the Durgapur Union
sent telegram to ministry concerned
in which this move was considered
not must be discussed here in
this meeting.

Rowkela - Poada. public meeting - 1000
workers attended - leaflet distributed -
problem of wages - immediate issue -
Construction works under Contractor -
work charges 100/- - we have lost
our hold - condition of workers
precarious - dispersal of workers -
difficult to contact - various
unions - John and his group
in the INTC - Anti John group
came to us.

displaced persons - Batakishna Panda.
Our support is there - union money
spent in a lavish manner - Visit of
Fed leaders to visit

Durgapur - Feb last union joined
membership drive - Regt- member
ship paid 3500 - we expect
it to 4000 - not affiliated
no outsiders - 807. joined - Defeat
com - in all departments except
Elec - Organizational functioning -
Campaigning against deactivation -
meetings - leaflets - demonstration
of 2000 WR - wage Board demand
and other demands - Press Conf -
in Union office. QNTVC coming up
being afraid - Other unions defeat
only our union and QNTVC
functioning - We command
majority - We have demanded
recognition - memorandum
submitted - Interview with Swam
Singh through lpm - Defeatation
in lpm's office ~~letter etc~~

We have demanded "project allowance" pending wage Board - higher cost of living - Bus fare - union to function smoothly if IWC does not put this dirty tricks - workers stay far away - difficult to contact them - our joint Secy in Sports and Bus Committee - In works com election we hope to secure all seats - We have published Bulletin -

Indrajit - Lok Sabha - Question on WB - LM informed - Conflict between SM and RM - LM said "we are going ahead - Representative - 2 emp - 2 work 1 chairman. Emp 1 pub + 1 Pri - workmen - position being studied - composition not yet decided - personnel not selected - Representation - tactical whether or not we should go in - or if we go, it should go through AITC -

Second question answered by AM
in Lok Sabha -

dispute over registration between
Rourkela and Orissa Govt. This
I have asked again - It has
been registered - He said election
for works Committee will be
held shortly - Same for Bhubaneswar -
For Bhitai - a joint Committee as per
MP Act - We do not know
whether

uniform grievance procedure
introduced -

Industrial Relation - question
of its being taken over by Centre -
Ministry has stated that no
change has been made as yet -

Vithal Choudhury - Campaign -
Sig drive - our activity almost
nil - 10400 sig collected - 8 unions
under Fed - out of them 7 union
not industrial ^{union} membership - 13590 - ~~not yet~~

Total factories	39	Total employment	27,000
Strength more than 100			

(6)

INTVE - Comparative membership -
HMS -

State Fund Aug 60 -

INTVE organised offensive - disrupting
in spite of the facts recognition, Lab dept.
does not grant recognition - they
size with INTVE - pro one

Unskilled labourers in big factories
(where 3 to 5 thousands are employed)
- General trend is to increase wage
D.A. is at par with the
textile workers of Bombay.

Adding these

1.50	n.p.	Basic
3 45	n.p.	DA
<hr/>		per day
4.95		

2- skilled work.
highly skilled.

Wage increase in direct negotiation
when relation is good. DA also
some cases partly merged -

Eng - Wage rise since 1950 = 100
Wage rise 143.5 = 1960
Productivity - 186.6 = 1960
According to Eng News -

(7)

Incentive and other schemes -

Indian tools - Hind Cycles -

Average wage - Rs. 250/- piece rated

Norms raised -

Recently -

Introduction of Bonus

Agreement with DITC being made
curtailing amenities of workers -
Stopper - Sacrifice etc - Communalism -
Affiliation - General Emp. Union -

West Bengal -

Rabin Mukherjee - not individual
units to be discussed - let us
discuss about centrally organised
movement - wage level low - DM
workers quitted by Ind. Tribunal -
DA now linked with cost of living
index - we are demanding WB -
in recognition of workers being raised -
Abid Ali said no wage Board - This
has demoralised workers - But we
are mobilising - met DM state - who
endorsed our view and promised to
talk to DM (centre) - but following -
what way we should break through -

Last meeting of State Fed -
 Borah Conference proposed - 5 Conf
 proposed during Sept - smaller
 Eng Section - upto 250 workers - demand
 for Tribunal. Demonstration proposed -
~~down~~ ups and downs in movement -
 like to know what is to be
 done - We are thinking of terminating
 our Awards and begin a fresh
 movement. Centre to guarantee of
 movement in the other states -
 Particularly anxious to know what
 is the benefit of holding six months
 meeting if we cannot direct
 movement centrally in states - If
 Govt does not want to give WB -
 What is the alternative?

Nizam - UP Federation: small factories -
 less in number - 1958 formed - last year
 Conf - dismissal and discharge - no
 ref - Org diff - TNTUC - AITUC - HMS and
 Ind workers' Unions - Met. Com regarding
 Wage Board - We Campaign for it -
 AITUC 2nd position - 1000 members -
 4 mills cloth - shift cloth - Shortfall
 of Budget - SA question 3 types
 Iron & Eng - slab system -
 State Tri - 1952 - minimum wage 30/-
 no standardisation for semi skilled & trades

No wage increase since then - Anarchy
Wage Board day observed -
cycle industries - export to Africa -
Centre - We must be kept in
touch with all developments -
letters etc - guidance needed on
problems -

Loomba - Punjab -

Small units - machine tools -
Rapid dev - medium and large pickup
coming -

2500 members scattered in 14 diff
cities - We succeeded in fixing
minimum but not satisfactory -
Rs. 21- per day - how but some
standardisation - a little advance
we are going to claim revision
WB as slogan - But MWA Act
revision in mediately - Question
of fixing DA - We are taking
two together - We also want proper
grade - How to measure the skill -
no satisfactory solution - Champion
to piece worker - immediate benefit
but later on? - part of factory on
contract - closure - again re-open

Amenities - some came -
and Casual holidays - some boys
also came - Electricity Cut - Shift
closed - affected workers badly - we
have not yet formed State branch
it is small - Extra burden - JwTC
almost zero in Aug - Centralised
function - work to somewhat go on -
WB - we should present the
Signatures - demonstration - either
go ahead or drop it - we shall
bring workers -

Delhi

1731 members - we have not
advanced - Industry increased but
not union - Small units - Complication
Contract - price rate lb. workers not
very much interested - we shall
bring workers for demonstration -
please tell me what are doing
about WB demand - Whether
you have decided to continue or
drop it -

TRG - Tamil nad -

16 unions - 8500 members -

75 as 2A - @ 3 as per point -
beyond 100 - - Agreements by
Concerns for 3 years payment -
45 how week with no cut
in wages - mainly concentrated
in Madras and Coimbatore -
HMI 6000 members - out
of 40000, 15000 against
new unions coming but unions
not after union major funds -

~~Industrial~~ Industrial estates have come up -
various types of industries -
Madras got minor by Report
we are trying to implement -
we should present fig to Govt -
proper classification should also
be demanded -

3.9.61.

-12-

Raw Sen. WB Bengal - more than 30,000 under
our leadership - Comprehensive report containing
various aspects has not been prepared - We
should persevere - this decision - all features
to be covered - large section of workers denied
the benefit of DA linked with cost of living
index. mass signature - we have not
progressed far - decision to demonstrate not
fulfilled - West Bengal decision - concrete steps not
taken - frustration - Submission of memorandum
to be fixed - Demand day - WB Badge -
demonstration - We can organise token strike -
I am not pressing as uneven position exists
in states - We can take from steel workers in
our Campuses - Concrete task should be before
us otherwise we shall suffer -

Shosaran Sarker:- Jay Sing - Rallying slogan not problem -
only organisational problem - programme has failed -
only 35000 sig collected - our affiliate members
over one lakh we have collected only 35000 -
State branch also did not implement - Separatist
tendency - after Award on unions made
bipartite agreements - we should take proper
position - unions do not pay affiliation fee -
It is a serious thing - our office bearers should
meet at least once in three months - we
should declare definite day for placing
memorandum - West badge should be prepared -
there is objective condition for this - Conference
should be held in 1962 after July -

Sudhir Mukherjee - Bhalai - regular strength of
workers 10000. Expansion scheme - 6400 absorbed
4000 dies workers - production not yet in
full swing. 3 lakh tons produces - wage structure
main problem - same work - diff pay scale -
no principle - acting allowance only 20% of
original post - things have been kept at
obeyance - arbitrary promotion - we have
sent memorandum - enquiry is being held -
5471 quarters - no new quarters have
been made or under consideration -
production going up - TVs - IATVC recognised
body under state Act - 2800 membership
claim - 2nd Hons - 3rd - UTVC -
4th - AITVC - Dec '60 - membership 1570 -
influence not indicated by membership -
bear complex is there - arbitrary sacking
of comrades we have already lost
37 members of importance - standing order
not certified - But in keeping with
Model standing orders - MP Act - ~~Act~~ Act
no discussion - only recognised union
with take up all issues - this ~~matter~~ union
no right - Central law should replace -
WB decision - mass rally - passionism times
nothing is ~~being~~ taking place - united movement
proposed with united front at the leadership -

Adducci - exchange of experience wanted - rarely one gets such opportunities - I will try to utilize this so that both can get benefit - I know you are interested to know about TV9 - After touching this - I will give you my experience. Now there are Three international - TV9 of WFTU, we have 11 million workers - own international cover all Three systems. This characteristic gives to demands prestige - peace policy of peace, solidarity and unity among all worker of our time -

I A F - INTUC is affiliated - 7m. workers 50% membership Germany, Italy etc - Activities of I A F limited - N. America and Europe - this is a split org - more than I A F TV this org disrupts - It existed before I A F TV -

CHRISTIAN INTERNATIONAL - Canada, Holland, Belgium, Latin America etc. Mem - $\frac{1}{2}$ million -

Our TV9 most important - not only members - political line and situation - one influence - why? Not because we are good but as we stand for unity of W.C. the other international follow policy of class collaboration -

Our TV9 since formation followed policy of coop with non-affiliated org - for exp - Japan - many Fed - 10 such Fed - we have established good relation with all - they attend our meeting - we in theirs - my visit to Delhi for SShyo Conf - Because of our activities we have helped units of jap workers - Japan several national Cent - SShyo - 2 Iguro - 10 Fed not all aff to SShyo - As for our advice on national coordination - Joint Com - of all Fed - this cooperates with SShyo - Our activity in Japan has helped units against WFTV dismission - WFTV policy - Australia - 10M affiliated - we have made contact and come to terms of coop - this shows desire for units going ahead - workers realising importance - there are many problems - some will be examined in Nov - I hope Elias will attend and contribute - many task - preparation of 4th metal Congress - we have to start work -

particular problems - How to develop regions - eg. - One TVG dealing with all problems - some comrades stressed about specialisation - our problems same. To specialise our work on diff. section - we had Auto commission - Iron & Steel - Ship Building - now we are meeting for Elec - Comrade who will attend Ac will also attend Elec - we shall get experience -

Now we are thinking of work on region basis as uneven development - diff problem - we must study on the line of Region. We have taken up Latin America - last year we had LA Conf - first time in history - first time TV leaders came together - this result was spirit of unity - we have only 2 org there affiliated - what a great interest we create - How workers and honest TV waiting for unity -

There are diff - Corruption -
Govt impediment - etc We had
to summarize this diff - It has
enhanced our prestige - This conf
eliminated GFTV - 20M - Last
10M conf no delegate came
from LA - we posed industrialization
level - turpina - Struggle for
national ind - Capitalism - Four
legs ~~the~~ how GFTV could keep
up -

We want to continue this -
help create regional centre - national
and int. units -

Next Conf of TV9 - After fifth
Congress - enlightenment - experience -
We will make it perfect in
our own industries - By imple-
menting general line of GFTV
We shall enhance units and
prestige - We hope in our next
Conf more study of problems -

My experience in your problems -
I have noticed some problems
in other countries - experience -
but that cannot be mechanically

applied. Great diff in salaries in
industries bet workers in India -
I know uneven dev of TV, industry
and economic - This leads to
depression - In the countries of
advanced industries - level of wages
not equal - some diff in region
and industry - degree of diff
surprised me - Naturally this
should be a problem to be taken
up by Fed - In Italy - we
have diff in wages - it is
divided in zones and there
are diff - 1st zone in each
zone diff never cross 30%. In
Italy there are diff zones & uneven
dev - ~~any~~ works same - same
manufacture - controlled price -
no reason why should there
be diff - Our TVs thinking of
launching campaign for elimination
metal industries - diff branches
with facts and figures Iron & Steel
Fed proved no necessity of diff -
81%. Iron & Steel in hands of steel -
Why diff between it and private -
Iron & Steel plants - We have
protected - we had strikes -
end of struggle Convention agreed

On national scale standard wages -
CGPWH helped - not so easy here - more
diff problems - iron & steel should
be taken - we must force our
argument - no diff between Bhilai
or Tata - at least diminish if not
completely eliminate - maybe diff
but should keep it in mind -

Another prob classification - very imp -
for growing industrialisation - no criteria
~~stated~~ abandon comp this system
job evaluation evolved to crush the
m.e.

One factory in one factory 15,000
workers. According to this 15,000
Rats will be there. W. Com. visited
a factory met the works committee. Chairman
W. Committee told me - that with the
such system our hands are tied. For
6 months we were changing for
revision & nothing has come out for 6
months the laborious process of fixing
the rates for the job evaluation took place
nothing came out.
In Haryana 75% of cases actual
wage is determined by qualification -
in 25% cases workers suffer from anarchy.

long guarantee for the workers.

In your country also - the professional qualification should be the criterion of 'rank' of work.

In France for each category,

Germany, 3

Italy, 4

In other countries maximums 8. It is very important to have such category for profession. In 1984, we discussed this question of Professional Classification in ILO. In fact very one discarded the modern method of Job Evaluation.

This system of Professional classification has been hailed by all participants in ILO. The members suggested that in India the system of Job Evaluation has been functioning very properly. Mike John also added that.

In fact the system is not at all a satisfactory one.

I would like to suggest a suggestion to Mike John. Etc. - all concerned.

In ILO meetings Mike John generally attends. According to agreement with the workers representatives from the factories should attend. The firm is 2 from the text & 2 from the workers.

And you should try means
to send the worker reform.
If you find them you can
take the advantage of technical
workers.

At least our presence can
check the outbreak of INAME
& other the submit all wild
talks reg- India. In fact, in 1959
I protested formally to request to
send to India. My comments.

Indian Govt is not a best of working
class. In Bourgeois struggle some did
so such way pattern is mean in. John
got up & said nothing is correct
no body did in Bourgeois.
I think your presence may
check such fortification of the without
person like such lot.

Mechanization & Automation

This is a problem in
U.S.A, U.K. Germany. In these
countries this method

In course of time yours which
is on the threshold of industrialization
where highly mech. machines have not
been introduced, ~~1959~~ -
USA

1959 - 16 m	} Automation
1960 - 14 m	

Reduction of workers
in case in unemployed -

Attention should be drawn in more
details. You have to think
about future - TV must agree -
in old plants - professional training.
reduction of w. # should follow
automation - This only check
monopoly and State -

Another problem \equiv Country to deal with
necessities of life - forces of WC - and
to go forward - India will be soc -
dem in the Capitalist country -
struggle - political parties - activities
will increase in metal & Eng -
Fed should have perspective -
you have half million - it
will go up -

Organisation - increase in
activity - States and industry -
NFed must be bigger to deal
with these problems. National
orientation of in this branch
needed - All put together will
strengthen - present - strengthen
rank of TV and policy - national
solidarity - one bloc - united

they should face fact -

you must have finance - capi-
talist countries they have this prob
NOT so in Socialist countries -

⊗ Explain to workers - facer-
face for Centre regularly -

I learnt these shocking facts of yours -

Tasks of organisations policy etc. They
should make workers conscious - also
should be convinced - wages low -

but increment in wages will help contri-
bution - Italy - low subs - contribution

1 hour work's wage per month - every year
12 hours wage - this is not sufficient

We thus have special donation - other
countries - Germany every month 3 hrs
salary - vs 1 dollar per month -

depends on tradition - economic
situation - number of members - national

situation - TV is instrument of
workers - they must know back
it - only by raising their
consciousness this can be done -

these are some issues I wanted
to speak - we can draw lesson
from this - I have learnt -

You also I hope came in touch
with the problem - Same in case -
Can't discuss all problems -

Elias

Iron & Steel

- 1) Works Committee elections - Roukela &
2 plants -
(Pohitai J. Jermel) Dorogaper -
- 2) Standardisation of wages in
Iron & Steel -
- 3) W.B. Representative
in Iron & Steel -
- 4) Formation of Branches
Rauhi - Pohotol -
- 5) ~~Date of next Conf~~
Eng. Ind.
- 1) Sig campaign to be stopped
members' memorandum to
be submitted -
- 2) 2nd week of Nov - observe
WB day - Badge - meeting -
- 3) Conf in states - abolition
of contract system -
- 4) Resolution - Representation
in ILO Iron & Steel Com -

General:

Affiliation fee -

~~Cost~~ Affiliation form -

meeting in 2 months
of office bearer -

Date of Next Conf -

SAD — Discussion on aff etc - who is responsible for the work - Head office in AITUC - Elias is not a whole timer - AITUC has one comrade - who does some work - He is AITUC Staff - you take the office out - Show - do it fully or don't do it - Aff fee - AITUC in last 3 yrs - we spent 40 - 45 thousand - JBR case Rs. 25000 - - This is Fed work - Durga fan - Rourkella - Bhubilai - are financed by us and local comrades contribute - we are spending Rs. 200 per month in each place - Loud Speaker - Type writer and Cycles - these investments made by AITUC - About Rs. 11,000 spent in one year - not a properly planned and coordinated - we don't want to advertise - these things - Fed if it has to run must have at least one comrade - please

do not make tolerance - my programme
is heavy - if Fed cannot advise -
it should not exist - what is
the main function? Centre is totally
bogus - all down units are
functioning - Remove the office to
Calcutta - Intervene and organise -

We want some developed
comrade for day to day -

Areas require separate discussion -
Difference - meet and discuss concrete
issues - Coordination - ~~step~~

cycle industry - metal industry -

Iron & steel -

W/B problem in Eng. by govt -

Point W/B is not so practical -
Govt. of India and Indian economy
do not know what is there - one
~~govt~~ instrument not possible -

Bengal - 64 factories come under
Award - SA - other factories
in individual units - terminate Award -
Launch struggle -

Punjab - Revision of minimum -
It is mixed up with medium and
small industries -

Categorisation - Job evaluation
We do not support it - in principle -
in 40 yrs we did not accept -

We have accepted agreed
rationalisation which employs

Committee Implement it -

Industry is growing - workers have not experienced class struggle - new workers - even development is yet to take place - new workers - old leaders.

== Small Committee to establish norms for Categories - definition and value - establish minimum and regional variation - on uniform standard basis.

Industries - Cycles - Diesel Engines -
etc. Transformers etc ~~Foundry~~ should be taken
up for study -

== Raise wage claims on that basis -

Rourkela - State Govt holding up
wage increase.

== Let Govt of India take over steel
plants in public sector in the Central
sphere. all steel plants.

= Bhilai - Set up agitation for
setting up works com. MP Act
violation of Tripartite -

- Durgapur & Rourkela -

- Mysore - gold fields taken over
by Centre -

- Representation in ^{of on steel} (WBS may
be proposed but need not
~~be~~ be a Central slogan -

- Committee to survey the position -

Bezahl & Pujals - Regionalize
Struggle to be fought for - Regional
Tribunal - at least - regional
standardisation -

Day to day functioning -
- One Comrade for office running
Thanks to Adarsh - and leading work -

— Observers - to 5th Congress

Collect Rs. 1500

2 Observers -
Gurbux Singh
~~SK Ganguly~~ - Tata - proposed by
Nihar

Choice be left to
President and General
Secretary -

Cyrel - Secretary -

Atlas - Chajjimal

Pomb -

Bezahl - ~~to Cyrel~~
Niranjay Dikidar

Madras -

Convener - Chajjimal -
for preser

Diesel Engine -

Faizabad - Mahokarlal
India Diesel - Phani Bagchi

Mahindra - (i)
(Bombay)

Kirloskar

Baroda -

Conventor - Phani Bagchi
office - Calcutta

Electrical Eng -

NATIONAL FEDERATION OF METAL AND ENGINEERING WORKERS OF INDIA

4 Ashok Road, New Delhi

March 17, 1960

CIRCULAR

Resolutions and decisions of the Executive Committee meeting of the Federation held on 16th and 17th February, 1960

Dear Comrade,

The following resolutions were passed at the Executive Committee meeting of the Federation held on 16th and 17th February 1960 at Delhi under the presidentship of Com.S.A.Dange:-

1. Resolution on Wage Board

This meeting of the Executive Committee of the National Federation of Metal and Engineering Workers of India has considered the position of the workers in the Engineering industry. The Engineering industry occupies a very important place in the developing economy of our country. In the second plan the importance of this industry has been stressed and in the coming days it is bound to assume even greater importance. This industry is stable and growing and even the figures provided by the Government it is clear that production, productivity and profits are steadily increasing.

However it is a matter of great regret that in such a vital industry, the conditions of the workers are neither good nor uniform. The wages of the workers as well as grades and classifications vary from factory to factory, place to place and region to region. The wages in the Engineering industry are extremely low and no scientific principles have been evolved in the matter of fixation of grades and classification. There is a virtual anarchy in the wage structure. Due to all this the workers are forced to suffer hardships.

Under these circumstances, the Executive Committee is of the considered opinion that the only way to bring about uniformity in the wage structure on the basis of some principles, to fix up a fair wage and ameliorate the conditions of the workers in the Engineering industry is to constitute a Wage Board.

Though the necessity and importance of constituting such a wage board had been brought to the notice of the Government by the Engineering workers through a resolution passed at the National Conference of Engineering workers held last year, it is a matter of profound regret that the Government has not yet thought of constituting the same. The Executive Committee cannot appreciate this attitude of the Government which is in violation of the principles and decisions arrived at the 15th and 16th Tripartite Conferences, wherein the Government had agreed to set up wage boards in important industries.

This meeting is also of the opinion that in view of the already accepted principles and in the light of the awards of some tribunals and reports of some Government Committees there could be no great difficulty in constituting a Wage Board for the engineering industry. Since this issue is a very vital one, this meeting urges upon the Government once again, to immediately constitute a Wage Board (a) to fix the fair wage for the workers in this industry and (b) to fix suitable grades with proper differentials for the various categories and classes of workers taking into consideration regional and other differences.

This meeting of the Executive of the Federation calls upon the Engineering workers of the country to mobilise as one man behind this demand for Wage Board and conduct May 10, 1960 as "Wage Board Day" through meetings demonstrations etc. This meeting also resolves to collect signatures from the workers in the industry on an appeal urging constitution of a Wage Board. It requests all the workers in the engineering industry to affix their signatures on the appeal and express their determination to get the Wage Board.

2. Resolution on Hindustan Machine Tools Ltd., Bangalore

This meeting of the Executive Committee views with grave concern the deteriorating industrial relations in the Hindustan Machine Tools Ltd., Bangalore.

The Hindustan Machine Tools was the first Public Sector industry where the scheme for workers participation in Management was introduced resulting in increased production, effective administration of some welfare measures etc. Though the employees wholeheartedly co-operated in this endeavour of making the Joint Council a success and developing the industry, it is a matter of regret the Management has taken up an extremely recalcitrant attitude by not conceding the just demands of the workers, by refusing to negotiate with the representative and "Defacto" recognised Union, by withdrawing facilities granted to the union, by wrecking the Joint Council of Management, by resorting to victimisation of officers of the Association and by encouraging rival unions and even perpetuating violence on peaceful lives of workers.

It is also a matter of regret that the Government of India has not been settling the disputes quickly and allowing matters to drift, despite the numerous representations of the Association to the Government.

The situation is such that any further delay in the settlement of disputes will lead to worsening of industrial relations. In the event of further delay and if the employees of HMT are forced to take recourse to direct action, the National Federation of Metal and Engineering Workers will have to support the just struggle of the workers.

Since it is the desire of the Federation that in this premier National Industry which has been acclaimed as a "Jewel" in the Public Sector, peace and harmony must prevail, this meeting urges upon the Government of India to immediately see to it that the demands and other disputes of the employees are settled on the basis of the concrete proposals submitted by the Hindustan Machine Tools Employees Association. This meeting while lending its wholehearted support to the just and legitimate demands of the employees of Hindustan Machine Tools appeals to them to stand united irrespective of caste, creed, nationality or politics-which alone can fructify their desire.

3. On the position of skilled and semi-skilled workers

This meeting of the Executive Committee of the National Federation of Metal and Engineering Workers of India views with concern the position of the skilled and semi-skilled workers in our country.

While it is being stated by the Planners and spokesmen of the Government that the employment potential is increasing and that more and more opportunities are being given to the skilled and semi-skilled workers, it is observed the facts belie this statement. According to the Statistics provided by the Government of India itself, the number of applicants for employment in the category "skilled and semi-skilled services" in September 1959 was 1,00,730 and in November 1959 it was 1,02,934. Though during the second plan period number of engineering industries have come up and though the industry as such is doing well, still it is observed that there is lack of plan and proper co-ordination in the employment of skilled and semi-skilled workers resulting in unemployment of those persons whose services are needed most in building the economy of the country. The policy of the Government is actually leading to national waste of the skill of the workers. This meeting while disapproving the lop-sided policy of the Government, urges upon them to take necessary and effective steps to plan out and co-ordinate the employment of skilled and semi-skilled workers of our country and to mitigate their hardships.

4. On the unjust victimisation of Shri I.D.Khan

This meeting of the Executive Committee of the Federation is shocked to learn that Shri I.D.Khan, a member of the committee and Vice-President of the General Engineering Employees Union, Bombay, is removed from service under the plea that there was drop in the work of the Department in which he was a supervisor for more than 12 years.

The executive Committee does not accept this plea specially because the union and Shri I.D.Khan were not even intimated about the eventuality of such a serious development as the retrenchment of workers and the inclusion of Shri Khan among them. The Committee noted that this lapse on the part of the Company to observe the code with the recognised union cannot be justified at all. The Executive Committee is of the opinion that the company's present action was therefore prompted by the desire to victimise Shri Khan for his trade union activities and especially for his spokespersonship on behalf of the workers of the Zenth Tin Works of which he was himself a worker and supervisor.

The Executive Committee views the behaviour of the company with grave concern and urges upon the Government to investigate into this case of clear violation of the Code of Conduct and discipline. This meeting urges upon the Management to reinstate Shri I.D.Khan back to his post immediately.

* * * *

Besides the above resolutions, the following decisions were taken at the meeting.-

1. Campaign for Wage Board

Since the issue of constituting a Wage Board is very important it was decided to conduct a campaign on this question. In particular it was resolved that:-

(a) A memorandum should be submitted to the Minister for Labour, Government of India at the earliest. (A delegation of the Federation met Shri P.M.Menon, I.C.S., Secretary, Ministry for Labour & Employment immediately after the meeting and urged upon him to see that the Wage Board is constituted for the Engineering Industry)

(b) To conduct a signature campaign on a Memorandum (copy enclosed), and to collect at least one lakh signatures from the Engineering workers of the country by "May Day" 1960. All the unions are requested to take this up seriously and see that the signatures so collected reach the Central Office on or before May 10th, 1960. Signatures could be obtained on translated copies of the appeal if necessary.

(c) Wherever possible the affiliated unions are requested to conduct demonstrations before the Assemblies if they are in session.

(d) The reports of the campaign should reach the Central Office by 15th May 1960.

2. A committee consisting of the following comrades was constituted to prepare a report on the classifications and grades existing in the industry:- Com.Md.Elias, Com.Vithal Chaudhari, Com.M.S.Krishnan, Com.Ram Sen, Nihar Mukherji and Dr.Mishra.

3. The organisational aspect of the Federation was discussed and it was decided to set up a proper functioning Central Office for the Federation. Since immediate expenses have to be incurred to run the Office it was proposed to raise donations, and donations to the extent of Rs.1500 were promised as below:-

1. Bharatiya Workers Union	Calcutta	Rs.200
2. Jay Engineering Works and Bengal Lamps Employees Unions	"	Rs.200
3. Howrah Unions	"	Rs.200
4. J.K.Steel Industries Union	"	Rs. 25
5. Hind Motors	Bombay	Rs. 50
6. Burnpur Unions	W.Bengal	Rs.100
7. Khedirpur		Rs.150
8. General Engineering Employees Union	Bombay	Rs.100
9. Premier Automobiles	"	Rs. 25
10. Godrej Employees Union	"	Rs. 50
11. Tex-maco Employees Union	W.Bengal	Rs. 75
12. Mysore State Unions		Rs, 50
13. Delhi Unions		Rs. 50
14. Engineering and Foundry Workers Union, Tamilnad		Rs. 50
15. Jamshedpur		Rs.100
16. Com.Robin Mukherji	W.Bengal	Rs. 50

All those who have promised the donations are requested to send them immediately, as otherwise the centre's work will be held up.

Besides, unions which are affiliated to the Federation are requested to send the affiliation fees also immediately. (The affiliation fee is 5nP per member of which 3nP will be for the centre and 2nP for the State Federations wherever they have been constituted)

4. The question of choosing members for the delegations to outside countries was left to the President and the General Secretary to decide.

In view of the important decisions taken at the meeting, comrades are earnestly requested to take immediate steps to see that these decisions are implemented forthwith, and send reports of the same.

(MD.ELIAS) M.P. *Md. Elias*
GENERAL SECRETARY

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4. On the unjust victimisation of Shri. I.D.Khan:

This meeting of the Executive Committee of the Federation is shocked to learn that Shri. I.D.Khan, a member of the committee and Vice-president of the General Engineering Employees Union, Bombay, is removed from service under the plea that there was drop in the work of the Department in which he was a supervisor for more than 12 years.

The Executive Committee does not accept this plea specially because the Union and Shri. I.D.Khan were not even intimated about the eventuality of such a serious development as the retrenchment of workers and the inclusion of Shri. Khan among them. The Committee noted that this lapse on the part of the Company to observe the code with ~~the representative Union~~ recognised Union cannot be justified at all. The Executive committee is of the opinion that the Company's present action was therefore prompted by the desire to victimise Shri. Khan for his trade Union activities and especially for his spokespersonship on behalf of the workers of the Zenith Tin works of which he was himself a worker and supervisor.

The Executive Committee views the behaviour of the company with grave concern and urges upon the Government to investigate into this case of clear violation of the Code of conduct and discipline. This meeting urges upon the Management to reinstate Shri. I.D.Khan back to his post immediately.

-4-

Besides the above resolutions, the following decisions were taken at the meeting:-

1) Campaign for Wage Board:

Since the issue of constituting a Wage Board is very important it was decided to conduct a campaign on this question. In particular it was resolved that,

(a) A Memorandum should be submitted to the Minister for Labour, Government of India at the earliest. (The delegation of the Federation met Shri.P.M.Menon, I.C.S., Secretary, Ministry for Labour and Employment immediately after the meeting and urged upon him to see that the Wage Board is constituted for the Engineering Industry.)

(b) to conduct a signature campaign on a Memorandum (Copy enclosed), and to collect at least 1 Lakh signatures from the Engineering workers of the country by "May Day" 1960. All the Unions are requested to take this up seriously and see that the signatures so collected reach the Central Office on or before May 10th, 1960. Signatures could be obtained on translated copies of the appeal if necessary. (c) Wherever possible the affiliated Unions are requested to conduct demonstrations before the Assemblies if they are in session.

(d) ~~Report~~ The reports of the campaign should reach the Central Office by 15th May 1960.

2.) A committee consisting of the following Comrades was constituted to prepare a report on the classifications and Grades existing in the industry : Coms. M.Elias, ~~Vithal~~ Vithal Naudhari, M.S.Krishnan, Ram Sen, Nihar Mukherji and Dr. Mishra.

3) The organisational aspect of the Federation was discussed and it was decided to set up a proper functioning Central Office for the Federation. Since immediate expenses have to be incurred to run the Office it was proposed to raise donations, ~~from~~ and donations to the extent of Rs 500/- were promised as below:

1. Bharatiya workers Union	Calcutta	Rs 200/-
2. Jay Engineering works and Bengal Lamps Employees Unions	"	Rs 200/-
3. Howrah Unions	"	Rs 200/-
4. J.K.steel industries Union		Rs 25/-
5. Hind Motors	Bombay	Rs 50/-
6. Burnpur Unions	W. Bengal	Rs 100/-
7. Khedirpur		Rs 150/-
8. General General Engineering Employees Union	Bombay	Rs 100/-
9. Premier Automobiles	"	Rs 25/-
10. Godrej Employees Union	"	Rs 50/-
11. Texmaco Employees Union	West Bengal	Rs 75/-
12. From Mysore State Unions	Mysore	Rs 50/-
13. From Delhi Unions	Delhi	Rs 50/-
14. Engineering and Foundry workers Union	Tamilnad	Rs 50/-
15. Jamshedpur	Bihar	Rs 100/-
16. Com. Robin Mukherji	West Bengal	Rs 50/-

All those who have promised the donations are requested to send them ~~at once~~ immediately, or otherwise the centres work will be held up.

Besides, Unions which are affiliated to the Federation are requested to send the affiliation fees also immediately. (The affiliation fees is 5 np per member of which 3 np will be for the centre and 2 np for the state federations wherever they have been constituted.)

4. The question of choosing members for the delegations to outside countries was left to the President and the General Secretary to decide.

In view of the important decisions taken at the meeting, comrades are earnestly requested to take immediate steps to see that these decisions are implemented forthwith, and send reports of the same.

With greetings,

M. P. ENAJ
GENERAL SECRETARY

NATIONAL FEDERATION OF METAL & ENGINEERING
WORKERS OF INDIA.

4 Ashok Road,
New Delhi.1

February 4, 1961

CIRCULAR TO ALL STATE BRANCHES &
EXECUTIVE COMMITTEE
MEMBERS.

.....

Dear Comrades,

The Working Committee of the Federation met in Coimbatore on January 10, 1961 and discussed in very great detail the conditions obtaining in different branches of our Federation as well as that of the various units of Metal and Engineering industry. The W.C. discussed these matters and considering the present situation adopted the following programmes:

* It was observed that the preparation of the report of which plan was made in the previous meeting of the W.C., could not come off as contemplated. It was therefore decided that every attempt should be made to bring out the report in printed form by March, 1961.

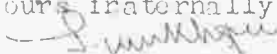
* It was decided that the affiliation forms and the Constitution of the Federation should be printed immediately and sent off to the States by February 10. The affiliation fees should be cleared off (for the year 1959-60) by end of March, 1961.

* In regard to submission of signatures to the Labour Minister, Government of India, it was decided that those will be submitted by the last week of February, 1961. Some of the Office-bearers of the Federation will come to Delhi for this purpose. The General Secretary in consultation with Com.Satish Loomba will find out possibilities of organising a demonstration in Delhi on the day of submission of signatures. The date of submission which you will know through Circulars, should be observed as "Signature submission Day" wherever possible.

* It was agreed that some of the delegates from foreign countries should be invited by the Federation to visit India and this should be done at the earliest. It was decided that the General Secretary of the Federation in consultation with the President will finally chalk out the programmes for these foreign delegates and the details of invitations to be sent to them.

* It was also decided that a short report of the visits made by the delegates headed by the General Secretary last year in Soviet Union, Hungary, Czechoslovakia etc., should be typed out and sent to different States for information.

INFORMATION: The affiliation forms and Constitution of the Federation are already under print and they are expected to be ready within the scheduled time set for it. Unions are requested to send their affiliation dues at the earliest after receiving the affiliation forms.

Yours fraternally,

OFFICE SECRETARY.

NATIONAL FEDERATION OF METAL & ENGINEERING WORKERS OF INDIA

Central Office

4 Ashok Road, New Delhi

CIRCULAR No.1/59

August 5, 1959

To

All Members of the Working Committee
and Affiliated Unions

Dear Brothers,

The National Conference of Metal and Engineering Workers of India held at Calcutta, as you are aware, called upon the metal and engineering workers to observe August 21, as All-India Demands Day. On this day, the engineering workers throughout India should be mobilised in support of the three national slogans that emerged from the all-India conference, i.e.,

- Constitution of a Wage Board;
- Living Wage; and
- Recognition of Unions.

The unity of engineering workers that was evolved in the all-India Conference around these three main demands should be further strengthened by the mass mobilisation of the engineering workers on this Demands Day. The achievement of the Calcutta Conference in giving birth to the National Federation of Metal and Engineering Workers should be carried forward to the mass of workers and the necessity to unite the engineering workers on a national scale to put forward and struggle for common demands, brought before them. We trust, necessary initiative has been taken by you already in order to assure the success of this first coordinated action on a national plane, that is, the observance of the "Demands Day".

We understand that in W.Bengal, in preparation for the observance of the Demands Day, one lakh Badges would be distributed centrally and all unions have been asked to make utmost efforts to observe the day in a grand manner. It is suggested that badges on the specimen indicated below may be prepared by other centres also.

Please inform us as to what preparations you are making in this connection, so that reports from different centres may be brought together in a Bulletin which we hope to circulate soon.

2. We hope that reporting on the decisions of the All-India Conference has been taken up by you. The proceedings of the conference as well as the resolutions are now in the press and we hope to send the same to you shortly.

3. As you are probably aware, it was decided that a fund for meeting the expenses of the Central Office should be collected immediately and comrades from different States, who had come to Calcutta, had promised to remit their quota without delay. Please arrange to send this amount immediately.

4. It was also decided that the reports from different States should be sent to the Central Office soon enough so that a publication could be got ready by us on the problems of the metal and engineering industry and the workers. You are requested to expedite sending the reports.

5. Members of the Working Committee are also requested to send to the Central Office, the correct addresses of all our affiliated unions so that circulars from the centre could be sent to them directly.

With warm greetings,

P.T.O.

Yours fraternally,

Mohd. Elias
(MOHD. ELIAS), M.P.,
General Secretary

RESOLUTION ON BANK A/C.

The Working Committee of the National Federation of Metal and Engineering Workers of India which met in New Delhi on the 14th September, 1960, adopted the following resolution for opening a saving bank a/c in the name of the Federation.

" It is hereby resolved that a savings bank account in the name of the Federation be immediately opened in the National and Grindlays Bank, New Delhi. The same will be operated by Coms. S.A.Dange, President; Md.Elias, General Secretary and Sadhan Mukherjee, Office Secretary.

Any two of these persons will be eligible to withdraw requisite amounts from this account.

Com. Sadhan Mukherjee is authorised to take all necessary steps for opening this account."

Sd. S.A.Dange, President.

Copy forwarded to M/S. National and Grindlays Bank, New Delhi.

(S.A.Dange),
President.

M. Elias

GENERAL SECRETARY.

Memorandum to be submitted to Union Labour Minister

Shri Gulzarilal Nanda,
Hon'ble Minister for Labour & Employment,
Government of India,
New Delhi.

Respected Sir,

We the undersigned workers employed in Metal & Engineering industry, which occupies a key position in the developing economy of our country, beg to submit for your serious and expeditious consideration, the following:-

1. Though the Metal & Engineering industry which assumes vital importance in Indian economy, is developing fast with production and profits increasing, the working and living conditions of the workers have not improved much.
2. The existing wage level, which is itself very low is further falling due to the continuous rise in prices of essential necessities of life.
3. The basic wages in this industry as well as the grades and differentials vary from factory to factory and region to region. The wages are not in conformity with the principles and norms enunciated at the 15th tripartite conference. There has been no scientific principle evolved for classification of workmen in this industry.
4. The overall effect of all this is total anarchy in the wage structure in this industry resulting in extreme hardships to the workers.

In view of the above, we earnestly urge upon you to constitute a wage board to go into the all important problem of wages, standardisation of occupations and proper wage differentials and see that justice is done to us.

Yours faithfully

MEMORANDUM TO BE SUBMITTED TO UNION LABOUR MINISTER

Shri Gulzarilal Nanda,
Hon'ble Minister for Labour & Employment,
Government of India,
New Delhi.

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Yours faithfully,

NATIONAL FEDERATION OF METAL & ENGINEERING
WORKERS OF INDIA.

R E P O R T
to the Working Committee:

New Delhi
September 2/3, 1961.

Dear Comrades,

We are meeting today after about seven months since our last meeting at Coimbatore. During this period there have been a lot of developments and changes - changes for the better undoubtedly. We are also very happy to welcome among us here Com. G. Adducci, General Secretary of the Metal & Engineering TUI.

We are meeting at a very appropriate time. The world in 1961 has something that there was never before. It is this year that saw mankind for the first time in history conquer the space in its real sense. Com. Gagarin's trip around the earth, followed shortly by Com. Titov with a bigger and better performance heralded the beginning of a new era - an era opening with the way to cosmos. Coupled with this came the great 20 year programme of the Soviet Government that has enchanted the whole world - a world which is agog with the vision of happiness, prosperity and peace. Besides this, ~~in this year~~ the 5th World Trade Union Congress is going to be held in Moscow which is going to be the greatest meet of the International working class. *within a few days*

The engineering and metal workers throughout the world are proud today - proud because they are building the happy world of tomorrow, constructing step by step the great victory of mankind over nature, over misery, over hunger and above all, over the madness that threaten to obliterate the glory and triumph of human labour and peace.

Despite the attempts of peace-loving people throughout the world to ensure ever lasting peace, the forces of reaction are still active. They tried to threaten the freedom of Cuba and other countries but were beaten back. They attacked ~~Brazils~~. Today they are threatening to unleash war over the question of West Berlin and that of signing of a peace treaty between GDR & USSR. In Angola and other places, ruthless repression and imperialist atrocities continue. *Impacities are again started their years in Congo for it's decision.*

These forces of reaction are still trying to recoup the ground that has been lost from their hold. They still try today to impose colonialism and exploitation in new forms. They try to find bigger and cheaper market for their trade and enshrine themselves as the protector of interests of common people to strengthen their own base and grip on the economy of the countries concerned, in the name of rendering economic aid.

These forces of reaction today are led by the United States of America and assisted by Great Britain, France, Belgium and other countries.

for resumption
of his arm
talks

But the forces of peace on the other side are ^{socialist countries} becoming stronger day by day. Led by the USSR and ^{and} closely followed by the newly liberated countries in Asia and Africa, the camp of peace has acquired enough power to ^{force the imperialists} at least hold the war-mongers at bay for the time being and to mark time for the finale of its complete defeat.

The conflict inside the capitalist camp is increasing day by day and on the other, every day brings in new triumph in the camp of peace. The economic crisis that is gradually overpowering the capitalist countries has shaken their hold in the world arena. America is frantically trying to consolidate its hold, West European countries do not find requisite conform in their common market and simultaneously the socialist countries are increasing their trade by leaps and bounds.

Great Britain also is now being forced to join the ECM for many reasons. This may result in a temporary lull in the trade position of India and other countries in the Commonwealth. But at the same time, Great Britain may claim some concessions which might ruin the trade of France. This will only add to the already existing conflict and contradiction between the ECM countries. Incidentally, this will also provide scope for further investment of American Capital.

In the ECM countries, private American investments amounted to 2,194 million dollars in 1959, of which 795 million went to Western Germany - an increase by 270% in comparison with 1952. In 1960, American investments in the ECM countries has increased by 269,2 million dollars and in 1961 by 355,5 million dollars. The number of new American factories in Europe since the formation of ECM has risen to 327 of which 156 were metal and engineering plants.

It was pointed out by Com. Jean Bretteau, General Secretary of the Metal Workers of France (CGT) in the last Administrative Committee meeting of our TUI that "... the stagnation of the United States economy is begining to make itself felt in Europe. European exports to the United States are decreasing, while the United States is making growing efforts to revive her own exports, including the export of capital, that is to say investments abroad.

"..... the stagnation of United States' economy and the search for a way out for capital investments abroad, together with some other factors, doubtlessly create favourable conditions for the greater penetration of American capital into Western Europe, It appears that the Common Market, far from being a third world power, on the contrary, facilitates the domination of economy by American monopolies, which are all the more aggressive, the more their spheres of influence in the world continue to decrease, including those on the American continent."

And now Great Britain's entry into the Common Market has further aggravated the problem. Besides yielding ground to American capital investment, her entry into the ECM will result in sharpening of the internal crises and conflicts between the ECM countries themselves. Secondly, Indian goods which were so long untaxed in Great Britain, will now be subject to taxation. This may now compell Indian national bourgeoisie to search for newer markets beyond the perimeter of traditional trade relations.

INTERNATIONAL SITUATION OF METAL & ENGINEERING WORKERS:

The international situation of the metal and engineering workers continue to be as before. The economic situation vary a good deal in different countries. It is marked by great confusion and anarchy in capitalist production. In certain branches of these industries signs of a crisis appear together with a considerable amount of unemployment.

Tom. G. Adducci, in his report to the Administrative Committee held in Prague in December last summarised this situation in the following words:

" In general we can say that the metal and engineering industries in the capitalist countries are able to take on fewer and fewer new workers and this does not help to improve the employment situation. This is true even in those branches where production is rising steeply, but at the first sign of recession in a factory or a branch of industry thousands of workers are dismissed and practically never employed when there is an economic recovery since automation and new production techniques replace them. "

The main resolution adopted by the Administrative Committee, inter alia, outlined that: " the living conditions of metal and engineering workers in the capitalist countries are becoming worse and worse because the employers are insisting on higher production in a shorter period of time, because in the majority of factories working hours are still long and because, as a rule, the purchasing power of their wages has been reduced by the continuous and often substantial rise in prices. "

The resolution also noted the tremendous growth in the socialist countries and their progress in all fields. It stated also that " their example creates and promotes conditions for the struggle of the workers in the capitalist countries for peace, national independence, freedom and economic and social claims. "

INDIA.

In India today we are at the cross roads. Whether we shall have happy and prosperous days in the future will be decided by the years to come. We are in the lap of a growing economy which is completely dependent on a proper perspective planning.

We have just finished the Second Five Year Plan and the Third Plan has been announced. During the two plans, the metal and engineering workers have contributed their share in the economic development to the best of their ability. But this third plan does not promise any better days for them. The gains of economic development so far have been usurped by the capitalists and there is no departure from that in the Third Five Year Plan.

If we take into consideration the change over from 1947 to 1958 in terms of productivity, real earnings and labour costs, we find the following picture:

Ex-factory value of products and by-products manufactured and work done for consumers have gone up from Rs.744 crores in 1947 to 1612 crores in 1958 while the wholesale price index of manufactured articles has moved up from 276.6 to 388 during this period. The index of output at constant prices with 1953 as 100 has moved up from 88.0 to 136.0

The number of workers employed in the industries (only those workers covered by the Factories Act) during this period registered a very minor increase. From 14.8 lakhs in 1947, it has gone up to 15.01 lakhs in 1958: the index of employment whereby has gone up from 101.6 in 1947 to 102.5 in 1958. This meant a terrific increase in productivity. The index of productivity has gone up from 86.6 in 1947 to 132.7 in 1958 which means 53% increase over 1947.

The annual earnings per worker has increased from Rs. 762.0 in 1947 to Rs.1296 in 1958 but this represents actually a fall in the earnings of workers as a percentage of total output i.e., ex-factory value, it has actually gone down from 15.2% in 1947 to 12.1% in 1958.

The contribution of organised industrial labour in the national income has increased. The national income has gone up from Rs.8600.5 crores in 1948-59 to Rs.11700.6 (prov) in 1959-60, at constant prices. To this the factory establishments have contributed 500.5 crores in 1948-49 and Rs.900.1 crores in 1959-60. If we take the total of mining, manufacturing and small enterprises, this contribution comes to Rs.1400.8 crores in 1948-49 and Rs.1800.7 crores in 1959-60.

During this period, the index of gross output per worker has shown a consistent rise since 1953, while that of real earnings has steadily declined during 1956, 1957, and 1958 from what they were in 1955. Although figures are yet not available, they are expected go down further in 1959. The cost of living index went up from 100 in 1949 to 105 in 1951, and shot upto 124 in 1960.

The inevitable conclusion is that while we produce more, contribute more to the prosperity of the nation, add more value by labour to products, our share in the prosperity has not registered any increase. On the other hand, it has gone down steadily. Whatever gains worker achieved through struggles during this period were offset by rising prices.

On the other hand, the profits and prosperity of industries have increased. The index of industrial production in the group of basic metal industries went up from 100 in 1950 to 215.6 in 1960 and that of general and electrical engineering to 349.2.

The index of profits in iron and steel industry went up from 100 in 1950 to 242.7 in 1958 and that of engineering from 100 to 353.9. During 1959 and 1960, when many of the expansion projects have materialised, profits must have gone up considerably through the figures are not yet available.

It is worth noting here that according to Census of Indian Manufacturers, in 1956, eight iron and steel factories controlled 82.0% share in the total value of gross output while 30 factories of general and electrical engineering controlled 29.6% share in the total value of gross output.

It is to be noted that emphasis in the industrial sector in the Third Plan has not declined. This is a good indication, for the industrialisation is the index of the development of any country's economic life. This is despite the fact that the Plan in fact brings more fortune for the capitalists alone. The financial provisions in the Third Plan show that while the share of organised industry and minerals was Rs.900 crores out of the total outlay of Rs.4600 crores in the Second Plan, it is Rs.1450 crores out of a total outlay of Rs.7500 crores in the Third Plan. Although the percentage distribution remains the same, i.e., 20%, its net value is higher than the Second Plan inasmuch as the industrial sector is concerned in the Third Plan.

The production of steel ingots is expected to be 9.2 million tons in 1965-66 as compared to 3.5 million tons in 1960-61. The percentage increase in 1965-66 over 1960-61 production will be 163 per cent. The value of production of graded machine tools will go up from Rs.5.5 crores in 1960-61 to Rs.30.0 crores in 1965-66 i.e., an increase of 445% over 1960-61.

A perusal of the targets set for the Third Plan will show that there will be an allround development in almost all fields of industry and that of specially iron and Steel and engineering.

The overall targets proposed under iron and steel industry are 10.2 million tons of steel ingots and 1.5 million tons of pig iron for sale. The share of private sector plants in this target is 3.2 million tons of ingots. The new developments included in the Plan comprise of expansion of the Bhilai, Durgapur and Rourkela steel plants as well as that of Mysore Iron & Steel Works. Besides this, there will another new steel plant of two million tons steel ingot capacity at Bokaro. All these are in the Public sector.

Besides this, there will be established a special steel plant at Durgapur under the Public sector to produce 48,000 tons of special alloy steel and a pig iron plant based on the use of coke from Neiveli lignite. The location of this plant is yet to be decided. Along with this, there will be expansion of copper and zinc production also.

In the engineering sector, the Plan envisages' expansion of capacity in production of castings and forgings, industrial machinery, machine tools and transport equipment. It must be noted here that the important projects concerning

basic industries have been made easier through the unstinted support and aid from the socialist countries, particularly U.S.S.R.

Thus the Third Plan envisaged quite intense economic activity in the field of metal and engineering industries and it is upto the organised working class to secure maximum benefit out of these developments.

One interesting aspect in this development besides the aids and loans on Government basis, is the participation of foreign private capital with the private capital in our country. These participations are sometimes on capital partnership or sometimes on technical collaborations. Among these foreign private capitals are representatives of imperialist blocks e.g., Imperial Chemical Industries, British Oxygen, Braithwaite & Co., Guest, Keen & Williams, Bridge & Roof Ltd., Bird & Co., Stewarts & Lloyds, Johnson & Co., J.M. Voith, Stork Werkspoor, A.F. Crag, Buckau Wolf, Dorr-Oliver, M/s.Vickers, Buell Engineering, Babcock Wilcox, Cornell Schmidt, Orr & Sombower, Nuffields, Atic industries and many such other foreign capitals.

There has been of late a steep increase in foreign private investment in our country. The figures showing collaborations with foreign capital in new floatations will prove this. The total number of such floatations was 45 in 1958-59 as against 33 and 21 in 1956-57 and 1957-58 respectively. The total authorised capital was Rs.38.85 crores in 1958-59 as against Rs.7.81 crores and Rs.10.09 crores in the two preceding years. In 1958-59, eight companies were allowed to be floated with 100 per cent foreign capital, 15 companies with foreign participation of 55-99 per cent, and 16 companies with foreign participation of 30-49 per cent of the authorised capital.

Besides these are the foreign loans and capital participation by private foreign monopolies in the State sector. While discussing the economic development of the country, this aspect of the matter should not be lost sight of.

WORKERS' STRUGGLES IN INTERNATIONAL SPHERE:

During this period there have been a number of very important struggles in all parts of the world against capitalists, by the workers for betterment of their living and working conditions.

In April, there were demonstrations and strikes in North Ireland against dismissals and claim of employment. There were strikes of Ship repair workers on Merseyside on bonus increase. There was a tool down strike in Australian steel plants on the question of safeguarding trade union rights. There was a strike of the Pacific Steel Plant workers in Chile. More than half a million Japanese metal workers launched a struggle for betterment of their living and working conditions. The Danish Metal workers struck work on minimum wage claim. There was a 24 hour strike of 120,000 Italian machine tool workers. The Italian Automobile, Iron & Steel, electro-engineering and other industries' workers obtained a number of concessions varying from wage claim to reduction

in hours of work through a number of struggles. The French metal workers went on strike against the ultras, for peace in Algeria. They also obtained some gains in wages as a result of a number of struggles. Due to obvious reasons, I am not detailing these struggles.

NATIONAL STRUGGLES:

Indian metal and engineering workers also had a number of struggles. They have been able to wrest from the unwilling hands of employers, a number of important concessions.

The most important gain in this respect during the current period was the announcement obtained by the workers from the Government in respect of setting up of a Wage Board for Iron & Steel industry including iron ore mines linked with steel plants.

It may be recalled that our Federation and the AITUC had launched a powerful campaign for obtaining Wage Boards for Iron & Steel and Engineering industries.

The workers rallied behind this slogan and our representatives in the Lok Sabha fought for realisation of this demand. Finally part of the demand was conceded by Government by announcing the setting up of a Wage Board for the Iron & Steel industry, while the other i.e., the Wage Board for Engineering workers is yet to be achieved.

The Iron & Steel Wage Board is still to begin its work and the representatives of workers and employers to serve on this Board have not yet been selected.

Our Federation has written to Shri Nanda, the Labour & Employment Minister that it did not accept the argument put forward by him in not accepting immediately the demand of setting up of a Wage Board for Engineering industry. We are proposing to see him in a delegation shortly with about 35,000 signatures of engineering workers to reiterate our demand.

In West Bengal, the campaign for Wage Board is gathering good momentum coupled with the demand of setting up of an Omnibus Tribunal to adjudicate wages question in all its aspects for those engineering units which employ less than 250 workers.

In order to properly regulate and coordinate the work of our affiliates in the Steel Plants, we have formed a Coordination Committee of all our Steel Plant unions with Com. S.K. Ganguly as its Secretary having his headquarters in Jamshedpur. This Coordination Committee was formed in Calcutta in the presidentship of Com. Dange and till date they have held two meetings. They are to meet here in Delhi in a day or two. Com. S.K. Ganguly will present his report before you in regard to the work done by the Coordination Committee. Nonetheless, I must inform you that the work of the Committee is going on well and we are currently collecting all related data concerning the iron and steel industry.

Lately there were struggles in various Engineering units in West Bengal, Bombay and many other places. These struggles centered in demands concerning bonus, wages, allowance, incentive payments and such other issues.

Notable among these were the struggles of the workers of Indian Malleable Casting, Calcutta, against lay off: Bengal Enamel, Texmaco; Indian Aluminium Corporation, Mirzapur-against retrenchment, strike in Bhopal Heavy Electricals on question of absorption of passed out trainees, against retrenchment in Bhilai; India Electric Works, Calcutta, on demand of taking over of its management by Government, Estrela Batteries, Bombay against victimisation, Greaves Cotton Company, Bombay against dismissal, etc. There were also struggles and important gains in HMT, Hindustan Aircrafts, Praga Tools etc.

I regret, it is not possible to give a list of all the struggles that have taken place during the current period in this short report and I hope that the comrades will excuse me for that.

OTHER ACTIONS.

But I must add here that besides these economic struggles, the metal & engineering workers have successively played their part together with other sections of Indian working people in various forms of action. They have held protest demonstrations, processions, token stoppage and signature campaigns on issues like protest against the murder of Lumumba, Peace in Algeria, Solidarity with South African people, against American aggression in Cuba and French attack on Bizerta and such other important events.

New struggles of metal and engineering workers are in the offing.

New programmes of action by the engineering workers are being laid down.

These are briefly outlined as follows:

The most important struggle that is going to take place soon is on the question of Bonus. Profits have mounted, prices have increased and still the employers refuse to concede the most justified demands. For example, the Hind Motors in Calcutta although have earned a profit of two and a half crores of rupees, they have refused to pay bonus to the workmen.

Throughout West Bengal and in other parts of the country workers are preparing for their struggles for better wages, bonus and improvement of working and living conditions.

The West Bengal Branch of our Federation has taken quite a militant steps in this regard. There were demonstrations, meetings and other forms of action and the coming months will witness a united struggle of the engineering workers.

The Executive Committee of the West Bengal branch of our Federation met last month and discussed the problems concerning the organisation. They have formed five sub-committees to hold conferences of engineering workers

in five major groups. These are Foundry, Structural, Electrical and General engineering, Ship Building and ship repairing, and Automobile and cycles etc. It is understood that by the end of September, these five groups will hold conferences of their respective groups, prepare reports etc., and on the basis on these group conferences, the State Conference will be convened very shortly. They have also planned to hold the biggest demonstration of engineering workers by the end of September demanding Wage Board and Omnibus Tribunal for workers engaged in small units employing less than 250 workers.

ORGANISATION.

Our Federation continues to be the major force in the Metal & Engineering industry. But at the same time it is to be noted that in the newly developing units, we have not been able to make much headway. But whatever we have been able to achieve has completely unnerved the INTUC.

A reflection of this fear was seen recently in the XIX Congress of the International Metalworkers Federation-ICFTU, which was held in Rome from May 9 to 13. The Tata Workers Union (President-M. John, who is also the President of the INTUC) is affiliated to this body. The report presented by the IMF, inter alia, contained references to India. It stated:

" The communist organisations have caused great difficulties to the free organisations, in particular at Jamshedpur. In May 1958 a strike organised by the Communists has succeeded to surpass the Tata Workers Union (M. John). That this was possible in a region where the trade union affiliated to the INTUC is predominating and has established good working conditions proves the intensity of the struggle waged by the communist organisation acting in this region.

" This organisation is in fact less numerous in membership but constitutes a latent danger in spite of the reinforcement of the INTUC trade union organisation. "

" In other foundries of Jamshedpur, the situation is now analogous. In the TELCO works (TATA), the Communist organisation is stronger than in the steel plants.

" In Burnpur the conditions are similar. The trade union of the foundry workers affiliated to the INTUC has a bigger membership (HMS has not got its own organisation) but the communist trade union and in the first place political organisations are attacking all the time, a fact that must be taken into consideration. "

Speaking about the situation in Bhilai, the report states:

" The INTUC trade union created by Michael John is enfeebled by internal struggle. The communists make an effort to infiltrate (the tactic to use important communists in the organisation work of the trade unions, in particular in the iron and steel sector is widely spread.) "

The report goes on further to say and call for " intervention by government " to " get hold of the situation " and for the development of a free trade union activity !

Whatever they-ICFTU- may say about us, it is to be noted that we could not utilise the chances fully to our benefit. For example, the Bihar Comrades promised that they would do something in regard to organisation in Hatia (Ranchi) where the Heavy Machine Building and Foundry Forge Plants are being established but till date we have not been able to do much in that respect. Now one union has been formed there, though not yet registered, and it is controlled by the INTUC.

Our main weakness lay in the paucity of coordination between our units and the State branches.

It is not a rare occasion when we just fail to get any report of activity directly from our affiliates. To know about this, we have to depend on other sources.

We have also noted with pains that our affiliates are not very particular about paying their dues to the Federation and it is surprising that the big unions are almost always among the defaulters.

Most of our affiliates have increased their membership but as we have not yet received membership statements from the respective State branches, we have not been able to compile our statement.

In the last session of the working committee at Coimbatore, we had decided the following:-

+ Preparation of the Report and its publication by March 1961.

+ Printing and circulation of the Constitution and affiliation forms of the Federation.

+ Submission of Memorandum demanding Wage Board to the Minister of Labour & Employment backed by mass signatures of workers.

+ Invitation to foreign delegates and report on tour by General Secretary and other comrades in different countries.

- It is regretted that the report could not be printed as the persons who were supposed to write it out could not make it convenient to do so due to pressing engagements.

- The affiliation forms and Constitution of the Federation were printed and circulated to all affiliates.

- The affiliation dues are not yet cleared.

- About 35,000 signatures have been collected and we propose to see the Labour Minister shortly in a deputation to discuss the matter of setting up of a Wage Board for Engineering industry. We also propose to hold a demonstration on that day and our State units in Punjab and Delhi have assured us of organising this demonstration. We also propose to observe this day, the exact date of which will be decided, later on, throughout the country.

- The report on tour was dropped as the matter was already much delayed. The plan of inviting the foreign delegates has not yet been finalised due to illness of both Com. Dange and myself.

In view of the forgoing, I propose to put forward the following as our tasks for the near future:

- 1 Preparation of proper statement of claim for iron & steel workers for submission before the Wage Board;
- 2 To campaign for interim relief, immediate announcement of terms of reference and personnel of the Board;
- 3 To campaign among the workers for realisation of the demand concerning Wage Board for Engineering industry;
- 4 To intensify the struggle for bonus pending the formation and submission of report by the proposed Bonus Commission;
- 5 To campaign for raising minimum wages in small scale industries which were fixed long ago;
- 6 To campaign among the workers our criticism of the Third Plan - support the plan for the country, Oppose the benefit to the capitalists accruing from the Plan; and
- 7 Recognition of trade unions:

New Delhi,
September 1, 1961.

Md. Elias, M.P.
GENERAL - SECRETARY.

7-12
PREPARE FOR WAGE BATTLE THROUGHOUT
THE COUNTRY - MAJOR PROGRAMME ADOPTED
IN WORKING COMMITTEE OF NFMETI

"Whether a wage Board has been promised or not, prepare for a wage battle throughout the country", was the call given at the conclusion of the two-day session of the National Federation of Metal & Engineering Workers of India held in New Delhi from September 2 to September 3.

The working committee meeting was presided over by S.A. Dange, President of the Federation. G. Adducci, Secretary General of Trade Union International of Metal & Engineering Workers (Trade Department of the World Federation of Trade Union) attended the meeting on behalf of the TUI and TU.

A report detailing the conditions of iron and steel and engineering workers of the country and the immediate tasks before them was placed by Mohammed Elias, General Secretary of the Federation. Working Committee members from Jamshedpur, Burnpur, Durgapur, Bhilai, Rourkela, Bombay, Punjab, Madras and other areas took part in the discussions.

Md. Elias in his report pointed out that the conditions of workers employed in these industries have been deteriorating in the capitalist countries day by day and only a powerful movement could halt this persisting deterioration.

Analysing the situation in India, he stated that due to the two Five Year Plans, these industries have expanded and productivity of workers has substantially increased; profits of the capitalists in this sector have gone up by leaps and bounds but the earnings of workers have staggered far behind these gains. Whatever the workers could gain was by dint of

their struggles.

Mr. Elias also pointed out that although in terms of strength the federation was still the foremost among other trade union organisations of these metal and engineering workers, still a vast number of these workers are outside the fold of the Federation and every attempt should be made to bring them together inside the Federation to forge a powerful unity for realisation of their just demands.

It was also pointed out that as a result of the powerful campaign organised by the Federation, announcement for the setting up of a Wage Board for Iron & Steel industry was made by Government. But still the Wage Board for the Engineering industries have not yet been acceded to. The Wage Board for Iron and Steel Industry also has not started its work.

The Working Committee therefore decided that campaign for Engineering Wage Board should be intensified simultaneously with the demand of immediate announcement of personnel and terms of reference to the Iron & Steel Wage Board. But ~~simultaneously~~ together with this, struggles for increase in wages should be launched ~~for~~ in all metal and engineering industries. The demand of wage increase, it was decided, could not await the long-drawn proceedings of the Wage Board. The Working Committee decided that workers of both the public and the private sectors should be included in this struggle.

Besides the general programme, the West Bengal unit of the Federation undertook to take further measures ~~through~~ ~~Assembly~~ for the immediate redressal of the burning issues of the Engineering workers in West Bengal.

G. Adducci greeted the Federation on behalf of its 11 million members and described in detail the struggles and

movements launched by the workers in different parts of the world. Adducci said that the TUI consists of ~~three~~ organisations belonging to three different categories i.e, capitalists, socialist and less developed countries and that is one of the main reason why the Trade Union International and the WFTU could become the common platform for the International working class. He also explained how the International Metal Federation (ICFTU) and Christian Metal International were preaching class collaboration and damaging the unity and solidarity of the working class all over the world. The TUI , Adducci said, takes into its hold even organisations which are not affiliated and thus truly represents the characteristic of a real international meeting place of workers of different colours, creed and political ideology.

Adducci also described the preparation currently going on in different countries for the preparation of the fifth World Trade Union Congress which is meeting in Moscow from December 4 to 12.

He called upon the Indian working class to forge greater unity - unity in action and unity in all walks of life to eradicate unemployment, misery, poverty and for a better and happy life.

The meeting of the Working Committee was summed up by S.A.Dange, President who analysed the situation obtaining in the metal and engineering industries in India and outlined the task for the future.

The Working Committee decided to step up its campaign for Wage Boards for Engineering industry; immediate announcement of personnel and terms of reference to the Wage Board for

Iron & Steel industry; launching of struggles wherever conditions exist for immediate wage increase; demand for representation in the Wage Boards; formation of sub-committees of the Federation in Bicycle, diesel engine and electrical engineering industries to study them in all their aspects and to recommend uniform living and working conditions; immediate revision of minimum wages wherever they exist; taking over of labour relations in all steel plants from the State Governments by the Central Government; representation of Federation in the forth coming meeting of the I.L.O sub-committee on Iron & Steel; and strengthening of the organisation.

The Federation also decided to send two observers to the forthcoming fifth ~~Congress~~ World Trade Union Congress in Moscow.