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UNION INTERNACIONAL DE SINDICATOS DE LAS INDUSTRIAS METALÚRGICAS Y MECÁNICAS  
(DEPARTAMENTO PROFESIONAL DE LA F. S. M.)

МЕЖДУНАРОДНОЕ ОБЪЕДИНЕНИЕ ПРОФСОЮЗОВ МЕТАЛЛУРГИИ  
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# INFORMATION BULLETIN

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WAGE DEVELOPMENTS OF IRON AND STEEL WORKERS IN SOME COUNTRIES

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The International Commission of Workers in the Iron and Steel Industry, which met in Prague on December 3 and 4, 1960, asked the Secretariat of our Trade Unions International to draft a document on wages in the iron and steel industry in different countries.

The documents which we have been able to put together concern developments in wages, their structure, the forms which guide them, the bases for trade qualifications and certain facts on paid holidays.

In this Bulletin, we are publishing certain features regarding wages of workers in the iron and steel industries in FRANCE, the SOVIET UNION, ITALY, CZECHOSLOVAKIA, INDIA and HUNGARY.

We thought it would be useful to add some information on the struggles and conditions of the workers in some countries, especially large extracts from an interesting article on the iron and steel industry in the Chinese People's Republic.

Our aim is to give only a survey of the general characteristics of wages in that industry, as the differences which exist between certain countries do not always permit objective comparisons based on direct incomes. We think it should be emphasized that:-

1. On a world scale, the purchasing power of wages varies from country to country for different reasons.
2. The real purchasing power of money is different and cannot always be calculated only on the basis of the official exchange rate.
3. Ways of living and the elements making up the purchasing power themselves differ greatly according to continents, climates, etc.
4. The direct wage received by the worker does not always reflect the whole of the material means put at the disposal of the workers and their families.

For example, in the socialist countries, the level of the purchasing power cannot be calculated without taking into account the exceptionally high and growing importance of social wages. The very high benefits provided by social security in cases of sickness, accidents, old age, etc. Rest homes, holiday camps, works canteens, technical and skilled training on a high level, provided free of charge, are additional features which add to the direct wages.

Moreover, we must underline that there have been important price reductions in the socialist countries, whereas prices continue to rise in the capitalist countries.

We consider it necessary to approach the problem of wages in the iron and steel industry from its development, taking into account tendencies arising in every country, which will then make it possible to study this development in certain countries where conditions are more similar and where, for example, the governments and monopolies pursue a similar policy, such as the European Common Market.

It has been our aim in this survey to put at the disposal of trade union officials and organisations statistics which will enable them to evaluate the development of wages in the iron and steel industry taking into account the basic features of the latter:-

1. The iron and steel industry is a basic industry which is decisive for national economy and as a result also for the independence and the development of every country, as well as for the place which it occupies on the world market.
2. The intense concentration of that industry and its monopolist character in the capitalist countries underline the importance of action taken by the workers and the need to analyse the results of such action.
3. The high productivity and rapid tempo of work of the workers in the industry, where the volume of production is specially high in relation to the number of productive workers employed.
4. The enormous profits made by the iron and steel monopolies and the constant reduction of the share taken up by wages in their turnover.

Our Trade Unions International intends to continue and increase similar inquiries in order to assist and promote the exchange of experiences and by this strengthen the united action of the metalworkers, regardless of opinions and systems under which they live, against the monopolies and the governments which are in their service.



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THE QUESTION OF WAGES IN THE FRENCH IRON AND STEEL INDUSTRY (1)

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The number of workers engaged in the French iron and steel industry

In comparison to other branches of the national economy, the French iron and steel industry only needs a modest number of French workers. They only represent 3% of the manpower in French industry and less than 1% of the working population.

The evolution of the total number of workers in that industry was as follows:-

1939	-	160,200
1950	-	152,000
1960	-	154,000

According to statistics of the European Coal and Steel Community concerning the year 1952, the workers were divided into:-

workers paid hourly (productive workers)	-	about 126,000
technicians, members of the staff, etc.	-	28,400
apprentices . . . . .	-	2,300

This proportion is approximately valid for the division of workers in the French iron and steel industry today.

Compared level of hourly wages of the workers

The disparity in wages in different factories and regions of the iron and steel industry does not permit to calculate a general average. Wages in the iron and steel industry, besides the trade categories, are divided into 3 main geographic regions:-

- a) the East (by far the most important region)
- b) the North
- c) the Centre and the South

Here are some figures concerning the guaranteed wages in the East for the years 1938-1961:-

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(1) Date of inquiry end of February 1961.

	7.6.38.	1.3.57.	1.5.57.	1.11.57.	1.3.58.	1.10.59
Unskilled labour	5.69	132.6	135.-	141.75	147.50	155.-
Heavy labour	6.10	136.25	138.80	145.75	151.60	160.-
Skilled worker 1st grade	6.60	143.50	146.30	153.60	159.80	168.-
Skilled worker 2nd grade	6.91	150.80	153.70	161.40	167.90	177.-
Craftsman 1st grade	6.81	160.15	163.25	171.40	178.30	188.-
Craftsman 2nd grade	7.13	173.30	179.70	188.70	196.30	207.-
Craftsman 3rd grade	7.42	192.90	197.-	206.85	215.20	227.-

Continuation: 1.5.60. 1.9.60. 1.2.61.

	159.-	162.-	170.-
	164.-	167.-	175.-
	172.-	175.-	184.-
	181.-	185.-	194.-
	192.-	196.-	206.-
	212.-	216.-	227.-
	232.-	237.-	249.-

All the figures for wages given above are in old francs to make comparisons easier.

In order to understand the difference between wages in 1938 and 1960, it is necessary to remember the successive devaluations of the French franc. The many struggles waged by the iron and steel workers have led to limiting the effects of this. Nevertheless, the typical budget of the Superior Commission of the Collective Agreements, which does not in any way favour the workers, notes that price indexes in 1961 were 40 times higher than in 1938.

We should add that prices in the provinces have greatly approached those in the Paris region, so that for example in the East one may say that they have increased more than 40 times.

Moreover, individual annual production has passed from 44 tons in 1938 to 67 tons in 1950 to reach the figure of 132 tons in 1960, which means that every iron or steel worker produces on the average 3 times more than he did in 1938.

On average hourly wages (including bonuses)

In the absence of exact data on average wages (including bonuses) before 1940, we only give average hourly wages in a more recent period.

Evolution of average hourly wages in the factories of the company of Ateliers et Forges de la Loire (St. Chamond, Firminy, St. Etienne), that is to say in the centre of France.

	<u>Wages</u>	<u>Indexes</u>
January 1954	146.99	100
" 1955	159.50	108.5
" 1956	181.41	123.4
" 1957	193.35	131.5
" 1958	211.72	144
" 1959	223.39	152
" 1960	244.63	166.4
September 1960	266.32	181.1

As for the average hourly wages, these differ from one plant to another, from one region to another.

In the iron and steel industry of the East we give a few examples of average hourly wages paid at present.

REHOM factory

Strip mill 720 - 1st Roller (P.3) = Fr. 378.-  
 Thomas Steelworks - 1st at the converter (P.2) = Fr. 335.-

Mont-Saint-Martin factory

Thomas Steelworks - 1st at the converter = Fr. 350.-

HERSERANGE factory

Blast furnaces - Head melter (P.3) = Fr. 320.-  
 Melter (P.2) = Fr. 290.-  
 Rolling-mill trains 750 - Roller (P.3) = Fr. 350.-

Saint-ETIENNE

1st Roller (P.3) = Fr. 458.-  
 (with bonuses for overtime hours).

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In the case of wages for the REHON, Mont-Saint-Martin, and HERSERANGE factories, the figures given above do not include bonuses, overtime pay, special awards for continuous work, rest bonuses, Sundays and holidays, etc.

### Structure of the present hourly wages of workers

The wage is made up of two parts:-

a) a fixed part

(Basic rates which in most cases serve as basis for calculating bonuses when the latter are worked out on the basis of percentages).

This fixed part represents on the average two-thirds of the actual wage (basic rates and efficiency or production bonus).

b) a changeable part

This depends in production service on the tonnage produced (blast-furnace, steel-works, rolling-mills, moulding, coke furnace).

It represents on the average one-third of the actual wage.

For example: at HOMECOURT (rolling-mill operators)

for a roller P.3. - basic rates = Fr.219  
Production bonus = Fr.100 - 105

In the majority of cases, unity of bonus is achieved by the most skilled workers (P.2 or P.3). Considering his bonus as 100 co-efficient, that of other workers occupied with the same work represents a certain percentage of that co-efficient.

Example:

roller P.3.	=	100% bonus
2nd roller P.2.	=	95% bonus of P.3.
roller P.1.	=	90% bonus of P.3.

### System of calculating bonuses

With the exception of the maintenance service where bonuses are calculated in percentages, all bonuses are in relation to the tonnage produced.

As a general rule, the bonus is calculated from the first ton produced, although a few years back, in certain enterprises, a certain tonnage had to be produced before the bonus was granted.



As for the proportionality of the bonuses the employers are trying to maintain a graduated system (from ton to ton without changing the system of bonuses).

- Bonuses directly proportional to production have been obtained (for example at the Homecourt coke furnaces).

- Certain bonuses have a restrictive and discriminatory character, generally those which are not directly linked to production. In the majority of cases, these are quarterly or annual bonuses.

At the SIDELOR trust, the so-called 'Bonus' is paid quarterly under the following conditions:-

- 10% less for each day on strike
- 10% less for absence without permission

At the Pompey Steelworks:

- 5% less for a day on strike
- 5% less for a day off without permission

Part of the wage obtained by the worker which is guaranteed

Minimum guaranteed wages are fixed under collective agreements. Workers must not be paid less than those wages. The C.G.T. is fighting for these guaranteed wages to serve as a basis for calculating bonuses. At the present time, the basic rates are in most cases below the guaranteed minimum, in order to step up productivity and limit the actual rise in wages.

Some examples:-

HOMECOURT

Basic rates for roller P.3. = Fr. 219.-  
Guaranteed hourly wage P.3. = Fr. 249.-

which is a basic rate 13% below the hourly wage guaranteed under that category.

POMPEY

Basic rate for roller P.3. = Fr. 205.-  
Guaranteed hourly wage P.3. = Fr. 249.-

so that there is a 21.5% gap between basic rates and the guaranteed minimum.

One of the most important claims of the iron and steel workers is the increase in guaranteed wages in order to reduce the changeable part of wages which depend too much on unacceptable conditions put forward by the employers.

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In fact, at REHON, the roller P.3. who receives an actual wage of Fr. 378.- has only a guaranteed wage of Fr. 249.-

At Mont-Saint-Martin a 1st at the converter who receives Fr. 350.- per hour has a guaranteed wage of only Fr. 227.- etc... etc...

### Trade classification

The collective agreement of the East which covers the great majority of French iron and steel workers has established a classification of about 300 jobs, with regard to legal trade classification M, MF, OS<sup>1</sup>, OS<sup>2</sup>, P.1, P.2, P.3, and in principle this co-efficient at the origin ranges from 100 to 170. When consulting this classification, it is possible to tell in which category a worker should belong in relation to his job. It is therefore sufficient to refer to the guaranteed rates corresponding to the collective agreement, in order to know what guaranteed hourly wage the worker should be receiving.

Wages are related to trade qualifications and not to the job.

The classification of jobs in accordance with trade qualifications makes it possible to oppose more effectively the attempts made by the employers to put the workers into a lower category.

The workers' trade classifications are laid down when they are taken on, they may be improved when the workers are moved to a more skilled job, but they may not be lowered under the pretext of a temporary change of employment.

(See our table of classification of workers in production at the end of this article).

### Collective agreements

There are at present no national collective agreements in the French iron and steel industry. It is the aim of the C.G.T. Federation to get an "Iron and Steel Workers Statute" for all the workers in the steel industry.

There is only one regional collective agreement which covers the iron and steel workers of the East (Moselle and Meurthe-et-Moselle).

As for the other regions, the specific problems of the iron and steel workers have as their subject:-

- a) in addition to departmental agreements (Nièvre, Saône-et-Loire, Basses-Pyrénées, for example);
- b) in addition to basin agreements (Valencienne and Sambre in the North);
- c) there are also works agreements (Pamiers, Ugine etc.).

The collective agreements are the result of the relationship of forces between the workers and the power of negotiation of their trade unions on the one hand and the management which fiercely resists the workers' demands, on the other hand. The broad united action of the iron and steel workers is therefore the decisive factor for improving collective agreements.

Works agreements make it possible to improve and to state more precisely certain clauses in the collective agreements.

There are also agreements concerning an entire trust.

For example, 16,500 workers of 8 enterprises of the 'Compagnie des Ateliers et Forges de la Loire' have an agreement of that kind. It is the result of a large number of actions organised in the different factories starting from the small services. The employees and technicians having chosen their own forms of action, have joined their fellow-workers in their struggle and they also attained advantages which are not negligible.

Among other things it should be stressed that this agreement in its first chapter recognises that:-

"The management undertakes to allow the normal functioning of trade union activities, if the representative who must be chosen among the staff of the factory is not at the same time elected by the staff he will have at his disposal for his office a credit of 20 hours a month."

This is not only recognition of the trade union organisation but the means of allowing the secretary of the latter to benefit from 20 hours a month paid by the management for his trade union activity.

Many other advantages should also be emphasized, but lack of space limits us to be brief.

For example, the agreement provides for indemnities in addition to those paid under the social security system, to be given to workers who are sick or have been injured.

From the 1st to the 4th year of employment the sick worker has a guaranteed wage (after 10 days) on the basis of a 44-hour week, during 2 months at the full rate



2 months at 60%  
2 months at 30%

The guarantee increases when the worker has been employed for more than 10 years

3 months at the full rate  
3 months at 60%  
3 months at 30%

As for accidents at work, the minimum delay is 5 days when the absence does not exceed 2 months, the delay is suppressed if the absence is over 2 months and the periods of contributions foreseen at 60% and 30% in case of illnesses are changed to two-thirds.

#### Length and payment of annual holidays

The law lays down for all working people in France:-

3 weeks holidays with pay  
2 additional days off for 20 years of service  
4 " " " " 25 " " "  
6 " " " " 30 " " "

and 4 weeks for 30 years of uninterrupted employment at the same plant or elsewhere. The law stipulates:-

"that in no case the employee should have (during his annual paid holiday) a wage below what he would be getting if he were working."

#### Lawful holidays

In the majority of iron and steel enterprises with the exception of the NORTH, all state holidays are paid.

#### Time for break

Considering the hard work, breaks are observed everywhere. They are paid the average of actual wages (basic+bonus). They vary from one service to another.

#### ROLLING-MILL

Hours of work are equal to the rest hours for an 8-hour shift.

#### BLAST-FURNACES, STEEL-WORKS, COKE FURNACES

The limit of the break time corresponds to the rhythm of production; in general, breaks are in the same relation as in the rolling-mills.



Collective Agreement Moselle

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Classification of Employees in Production Service

Professional Class

Functions

Blast furnace department

MC	Fig breaker Raw iron charger Charger of ore, coke, scrap iron Discharger of coke, ore Blast-furnace throat wheeler Fluxes charger Powerderman Sampler of coke and ore Mixer
O.S.1	3rd melter Cleaner-up weighman Tractor driver Throat supervisor Hand former
O.S.2 (Foreman)	Charging foreman or supervisor of charges Foreman of chargers Foreman of the casting house Foreman of powder monkeys Water foreman
O.S.2	2nd melter Blast furnace pressure operator (hand) " " " " (automatic valve) Hoistman Furnace throat attendant Scale car operator Weighing lorry conductor Water attendant
P 1	1st melter 1st hand pourer
P 2/or P 3 according to professional value/	chief melter or cinder pit man
O.S.1	3rd converter attendant Addition weighman Line attendant Blacksmith helper 3rd mason

O.S.1	2nd bottom maker Mason helper Mill hand 2nd pressman 2nd mixer Ladleman helper Stopper weighman of ingots
O.S.2	2nd converter attendant 1st platform attendant Melter at spiegel cupola Test piece blacksmith 2nd mason Rammer Mixer Bottom maker 1st mixer 2nd ladleman 2nd pourer Brick ejector Weighman-pourer to the mixer 1st gasman supervising the regulation of furnace Iron and steel truck driver
P.1	1st converter attendant 1st converter mason 1st ladleman 1st pourer 1st iron furnace (electric melting) attendant
P.2 (or P.3 according to professional value)	foreman of dolomit, foreman of the pit
P.3	Steel works operator
M.C.	4th and 5th at the converter Cleaner-up Stack cleaner Briquet loader
M.C.	Lime worker Charger at the cupola throat Charger of spiegel Cleaner, tar sprayer of moulds Striker
O.S.1	3rd melter 4th melter 2nd moulder 3rd moulder Bed-fitter Gasman Fusing burner (scrap cutter)



O.S.1 1st class moulder (foundry d'Ars)  
Ordinary moulder assistant  
Lost head cutter

O.S.2 Moulder of ingot moulds  
Casting machine moulder  
Specialised core maker  
Sandman (responsible for the quality of sand)  
Cupola or crucible keeper  
Cupola and furnace brick layer  
Ladle liner (foundry d'Ars)  
Castings cleaner of complicated steel  
casting pieces  
Regulator  
Qualified moulder assistant

P.1 Modeller of semi-difficult models  
Moulder of middle-sized or small pieces on  
models or spindle  
Core maker  
Modeller of current models  
Moulder of current pieces on model  
Modeller of very complicated models  
Moulder of complicated pieces on models  
or spindle  
Moulder of plates  
Core maker

O.S.2 Lorry driver

P.1 1st ladle pourer

P.2 1st melter

P.3 (Foreman) Foreman melter

Service of Rolling Mills

Blooming Mills

M.C. 3rd heater  
Shearer assistant  
Canal cleaner

O.S.1 2nd Shearman  
Accessories fitter

O.S.2 Pit charges supervisor or 1st marking man  
Regulator of pit furnaces  
2nd heater (ingot coupler Rombas)  
Reversible motor attendant  
Accessories fitter  
1st shearman

O.S.2 (Foreman) Foreman - canal cleaners

P.1 1st roller  
1st heater of pit furnaces  
shearer foreman (Rombas, Knutange, Thionville)



P.1 Charges inspector (U.C.P.M.I.) big mills  
Roller (Knutange)  
Screw attendant  
Rule and tilting devices fitter

P.2 Heat supervisor  
Charging supervisor  
Charges inspector (Rombas big mills)  
Chief roller  
Chief shearer (U.C.P.M.I.)

Blooming Mills

OS1 Roller assistant  
OS2 Roller  
P1 Roughing mill roller  
P2 Chief roller  
1st finishing roller (attending to regulation)

Slabbing, billet mills

M.C. plate workmen  
charger  
O.S.1 Roller assistant  
Roll conductor  
Fitter assistant  
Marker  
O.S.2 2nd roller  
Plate cutter  
2nd heater (other works than Saint-Jacques)  
Roll conductor  
Fitter  
O.S.2 (Foreman) Charger foreman  
P.1 1st roller  
Chief shearer or chief of plate (other works  
than U.C.P.M.I.)  
1st heater  
Assembly foreman (other works than U.C.P.M.I.)  
2nd heater (St. Jacques)  
1st fitter (finishing regulator)  
P.2 Chief shearer (U.C.P.M.I.)  
Foreman

Plate Mills

M.C. Shearer assistant or plate worker  
Roller conductor  
Charger  
O.S.1 Roller assistant  
Charger  
Plate marker  
Roll table conductor  
Roller conductor  
Fitter assistant

O.S.2  
2nd roller rougher  
Roller  
Charging foreman  
2nd heater  
1st charger (S.A.F.E.)  
1st shearer  
Plate marker (S.A.F.E.)  
fitter

P.1  
1st roller rougher  
2nd roller (S.A.F.E.)  
1st heater  
Chief shearer  
Fitter foreman  
2nd roller finisher  
Roller picker  
1st fitter regulator

P.2  
1st roller finisher

P.2 (or P.3  
according to  
professional value)

chief roller

Wire Rod Mills

M.C.  
charger assistant  
2nd wire sorter  
coil winder

O.S.1  
2nd wire charger  
Bundler

O.S.2  
1st wire charger  
Coil winder fitter  
Coil winder or calibrator

P.1  
Coiler for small speeds  
Not continuous roller.

P.2  
Coiler great speed  
Continuous roller

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WAGES IN THE IRON AND STEEL INDUSTRY IN THE SOVIET UNION

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The evolution of the purchasing power of iron and steel workers in the Soviet Union has been brought about by three important means:-

- 1st an increase in wages;
- 2nd cuts in prices;
- 3rd reduction in taxes.

To this we should add the continuous increase in social services of all kinds, rest homes, cultural activities, holiday centres, etc.

Hours of work

Between 1957-1958, a 7-hour day was introduced for all workers in the iron and steel industry, as well as a 6-hour day for all workers working underground. At the same time, there has been an increase in wages so that their amount has considerably risen.

Evolution of wages

The average hourly wages of workers in the Soviet iron and steel industry in 1939 were graded in the following manner:-

- a) workers with medium skill - 1 rouble 85 kopecks
- b) iron and steel workshops - 3 roubles 12 kopecks
- c) main trades:
  - blast furnace - 5 roubles 28 kopecks
  - melting, chief rolling-mill operators in heating chambers - 5 roubles 82 kopecks

Workers in enterprises in the Ural and in East Siberia received an additional 18%.

In 1942, workers engaged in the main trades had their basic wages increased.

Average hourly wages in 1960 were:-

- a) workers with medium skill - 5 roubles 60 kopecks
- b) iron and steel workshops - 8 roubles 40 kopecks
- c) main trades:
  - blast furnace melting, chief rolling-mill operators in heating chambers - 12 roubles 56 kopecks
  - melting, chief rolling-mill operators in heating chambers - 13 roubles 14 kopecks
  - melting, chief rolling-mill operators in heating chambers - 13 roubles 45 kopecks



The wages of workers working in places some distance away from the administrative centres are higher than those given above, as they depend on the co-efficient introduced for a given place or a mountainous region.

### Basic wages

The basic wage, without taking into account the co-efficient for mountainous or distant regions amounts to 70-85% of the wage which the worker receives. Bonuses paid to workers for fulfilling or surpassing the production plan and for observing quality norms amount to 15-30% of the wage received.

The share of bonuses in the wage of workers in the leading trades amounts to 25-30%. The bonuses of unskilled workers make up a smaller proportion of their wages.

### Collective agreements

The power of the trade unions in the Soviet Union is very great.

Collective agreements are concluded in every enterprise between the works management on the one hand and the trade union committee representing the workers and employees on the other.

A bilateral agreement is also signed between the Regional Trade Union Council and the service of the industrial branch corresponding to the Council of National Economy.

The reward of workers and employees in the iron and steel industry as in other industries is laid down under rate systems fixed by the Government.

The Soviet Government consults the trade unions before taking any decisions.

Supplementary awards for work at night for which workers have not been specially taken on, as well as for overtime hours, are based on special laws governing the work of workers and employees.

### Bonuses

The amount of bonuses of workers is fixed by the management in agreement with the trade union committee of the works and in relation to the workers' contribution to the fulfilment of the state plan.

The bonus of workers directly engaged in production can reach 40% of their wages, one half of which is paid as soon as the plan has been fulfilled by 100%.



The amount of bonuses paid to workers engaged in the production of cast iron, steel, rolled products, coke and the extraction of ores, but in the less important sectors ranges from 15 to 10% for plan fulfilment, double that amount being paid for surpassing the planned targets. The amount of bonuses paid to workers engaged in repairing metallurgical equipment may attain 20% of their basic wages.

If bonuses are reduced, this must be recorded in a special order of the management for the workshop and reasons must be given as well as the amount of the reduction.

#### Extracts from Art.38 (Statutes of the Trade Unions of the U.S.S.R.)

"The basic trade union organisation has as its task: to exercise control over the revision of working norms; check up on the application of rates with regard to the skill of workers, exposing the reasons for non-fulfilment of norms in the case of certain workers and taking measures to eliminate such causes, supervise the application of the system of wages and the just settlement of accounts with workers and employees, payment of wages in time, etc..."

#### In cases of changing employment

When a worker is transferred to a less well-paid job owing to the needs of the enterprise, the average earnings of his previous job are guaranteed to him.

When a skilled worker is transferred to another job because of the equipment used by the worker not being in operation, his complete wages are guaranteed, provided he fulfils the norms of work laid down for his new job. If he does not attain the norms or if he is receiving an hourly wage, he receives the wage of his trade according to the system of rates.

In the iron and steel industry, the trade union committees in the enterprises take the necessary steps to ensure to the workers all conditions to enable them to fulfil the norms.

#### Trade qualifications

Workers are paid according to rate norms and according to their trade skill.

#### Book of qualifications

(Where the necessary trade qualifications for that or that degree of a worker's skill are listed) serves to establish the skill grade of every worker.

There are qualification books for every production: coke and chemistry, blast-furnaces, Martin furnaces, rolling-mills, miners etc., as well as for the auxilliary trades.

The book of qualifications is valid only with the consent of the Central Committee of Trade Unions.

The trade union committees in the enterprises control the application of the skills laid down in the book.

The book of qualifications for workers engaged in the iron and steel industry shops has ten grades of qualification per trade.

The book of qualifications for other workers engaged in the iron and steel industry has only 8 qualification grades.

The co-efficient of rates of the high grades of qualification for rewarding workers engaged in the workshops of the iron and steel industry and in the mines is 3.2 times as much as the lowest qualification grade and that of the rewards for workers who are not directly concerned with production is 2.8 times.

The book of qualifications for workers in non-ferrous ore extraction contains 7 grades of qualifications. The co-efficient of rates for the 7th grade (the highest) is 2.8 for productive workers and 2.4 for workers in auxilliary services.

These rate co-efficients express the difference which exists between the lowest and the highest category of books of the services concerned.

#### Paid holidays

By law all the workers of the Soviet Union are entitled to an annual paid holiday of 12 working days.

Workers in the heating-chambers, those doing heavy work or working under unhealthy conditions have the right to additional holidays of 6 to 12 working days per year.

Moreover, all the workers working for more than 2 years in the same enterprise are entitled to an additional 3 days paid holiday.

The basic and additional holidays are paid on the basis of the average monthly income.

Work on holidays is paid 200% (two basic wages for a given qualification of the worker according to the rates system where workers paid hourly wages are concerned, and double the price of the norm for workers on piece-rate).

Workers who work on continuous jobs (furnaces, rolling-mill) have the right to a break to eat, which is counted as working time.

ITALY

=====
NEW COLLECTIVE AGREEMENT IN THE IRON AND STEEL INDUSTRY
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On April 30, 1961, as a result of numerous actions waged in unity by the Italian iron and steel workers and their trade unions (FIOM - CGIL, UILM, FIM - CISL), a new collective agreement was signed with the ITAISIDER enterprises (enterprises with State participation) at Genoa, Bagnoli, Piombino, Taranto and Trieste.

This collective agreement, which will come into force on January 1, 1962, considerably changes and improves the criteria of trade qualifications and rewards of workers in the iron and steel industry contained in the national collective agreement of October 23, 1959. In addition, it opens up more favourable prospects to all the workers engaged in the industry in action in support of modern collective agreements and better conditions of wages and work, as well as the extension of trade union rights.

Wages

According to the old national collective agreement which is still in force, the worker receives his reward "according to the job", which means that his wage varies according to the position which he occupies. If his job is changed, his wages also undergo changes, which often leads to considerable cuts in incomes (40-60%). The worker does not belong to any trade category which could guarantee his wage when he changes employment.

"Pay according to the job" at hourly rates exists at the Piombino iron and steel works in different services (November 1959):-

Blast furnace

Table with 2 columns: Job Title and Hourly Rate. Rows include 1st melter (185 lire), 2nd melter (172 lire), 3rd melter (162 lire), Different jobs (161.20 lire), Gas-fitter (185.60 lire), and Assistant gas-fitter (172 lire).

Ore dressing

Table with 2 columns: Job Title and Hourly Rate. Row includes Foreman (185.80 lire).

<u>Auxiliary jobs</u>	158.40 to 184 lire
<u>Coking plant</u>	160.40 to 166.70 lire
Battery regulator	185.80 lire
<u>Steelworks</u>	
1st melter	185.80 lire
2nd melter	172 lire
3rd melter	162
Bridge man	169.60 to 172 lire
Cleaning and different jobs	160.40 lire
<u>Smithy</u>	
Blacksmith	172 lire
Assistant blacksmith	160.40 lire
<u>Tapping</u>	
1st cast	174.50 lire
2nd cast	172 lire
Bridge man	172 lire
Other jobs	160 to 164.30 lire
<u>Rolling-mills</u>	
(Mill 850)	
1st roller	185.80 lire
2nd roller	184 lire
3rd roller	183 lire
Dresser	172 lire
Other jobs	160.40 to 172 lire
(Mill 550)	162 to 184 lire
(Mill 320)	158.40 to 184 lire
Bridge man	161.20 to 172 lire

These basic wages paid 'according to the job' represent an average of 55-60% of the total hourly rewards. The other 40-45% are made up by contingency allowance (living cost) and different forms of bonuses and allowances.

Example of the total hourly wages of a worker, 1st melter,  
(blast-furnace) at two big factories



CORNIGLIANO (Genoa)

BAGNOLI (Naples)

263 lire	Hourly wage	182.40 lire
28.20 lire	Contingency	31.38 lire
66.19 lire	Efficiency bonus	57.42 lire
-	Assiduity bonus	15 lire
52.57 lire	Other bonuses	47.62 lire
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409.96 lire		333.82 lire

The difference in wages is very great ( 76.14). The new ITAISIDER collective agreement to a great extent eliminates this difference. (The only difference that remains is that due to zone deductions which amount to 17 lire per hour, which is given by the fact that the two plants are in two different zones).

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Trade qualifications and wages with the new ITAISIDER collective agreement

The workers are placed in 5 trade groups on the basis of factors arising from the evaluation of the work.

Basic group	-	unskilled workers	(labourer)	
I group	-	"	"	(1st grade)
II group	-	"	"	(2nd grade)
III group	-	skilled	"	
IV group	-	specialised	"	(1st grade) highly skilled
V group	-	"	"	(2nd grade) workers

The different tasks arising from the evaluation of work are classed in 24 classes. Every class has 28 points (24 x 28 = 672 points).

The 1st trade group	contains	the 1st and 2nd class.
The 2nd " "	"	" " 3rd to 6th class.
The 3rd " "	"	" " 7th to 11th class.
The 4th " "	"	" " 12th to 17th class.
The 5th " "	"	" " 18th to 24th class.

Every worker receives the basic wage of the group in which he is classified (class 1 - 3 - 7 - 12 - 18). In addition, he receives a special supplement according to the 'class' to which he belongs with regard to the nature of the job and factors taken into consideration. (12 factors are taken into consideration).

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- 1st factor - previous training
- 2nd factor - trade experience
- 3rd factor - mental skill
- 4th factor - manual skill
- 5th factor - responsibility for materials
- 6th factor - responsibility for tools, machines, installations
- 7th factor - responsibility for production process
- 8th factor - responsibility for the safety of other workers
- 9th factor - mental and visual efforts
- 10th factor - physical strain
- 11th factor - conditions of surroundings
- 12th factor - risks

About 72% of the workers' wages are based on fixed trade qualifications and 28% on factors concerning conditions of work etc.

A worker may not be put into a lower group, which is an important guarantee achieved for the first time in the Italian iron and steel industry. A change may take place only within the group which he belongs (between different classes of the same group) and exceptionally, and only once, to a group immediately below, while the worker retains the wage of the original group.

On the basis of these criteria of evaluation of the work contained in the new ITALSIDER collective agreement, here is a survey of the hourly wages at the S.C.I. works at CORNIGLIANO (Genoa).

Qualification	Class	Pay of	Pay of	Relation between		Number of workers in %
		class on 1.1.61.	class on 1.1.62	groups	classes New agreement on	
		<u>lire</u>	<u>lire</u>			
	Basis	215.50	215.50			
O.C. grade	1	220.-	221.86	100		
	2	225.-	228.22		102.87	2.4
O.C.	3	229.-	234.58	106	105.73	
	4	234.-	240.94		108.60	
	5	238.50	247.30		111.47	
	6	243.50	253.66		114.33	23.4
Skilled worker	7	247.50	260.02	118	117.20	
	8	252.50	266.38		120.07	
	9	257.-	272.74		122.93	
	10	263.-	279.10		125.80	
	11	268.50	285.46		128.67	49.6

Specialised worker	12	275.-	291.82	132	131.53	
1st grade	13	280.50	293.18		134.40	
	14	286.50	304.54		137.27	
	15	293.50	310.90		140.13	
	16	300.50	317.26		143.-	
	17	303.50	323.62		145.87	22
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Specialised worker	18	316.50	329.98	152	148.73	
2nd grade	19	325.-	336.34		151.60	
	20	333.50	342.70		154.47	
	21	341.-	349.06		157.33	
	22	350.50	355.42		160.20	
	23	362.-	361.78		163.07	
	24	374.-	368.14		165.90	2.6

### Hours of work

Legal hours - 48 hours per week.

As a result of struggles waged in 1959 and 1960, cuts in hours were attained in the iron and steel industry (44½ - 46½ hours per week) without loss of pay.

However, the actual number of hours worked continue to be much higher. Action for the shorter work week without loss of pay continues. By June 1961, in several plants, the hours will be cut by half an hour, in January 1962 by another half-hour and on August 31, 1962, by one hour.

Payment of overtime hours	work in normal hours	work in shifts
First two hours	+ 20%	+ 20%
Consequent hours	+ 30%	+ 30%
Work at night up to 22 hours	+ 20%	+ 15%
Work at night over 22 hours	+ 30%	+ 15%
State holidays	+ 50%	+ 50%
State holidays with the right to take time off instead	+ 10%	+ 10%
State holidays overtime	+ 55%	+ 55%
State holidays work at night	+ 60%	+ 55%
Overtime at night	+ 50%	+ 40%
Holidays - overtime at night	+ 75%	+ 65%

### Holidays

For workers employed from 1 to 3 years - 12 paid working days  
 For workers employed from 4 to 10 years - 14 paid working days  
 For workers employed from 11 to 19 years - 16 paid working days  
 For workers employed more than 20 years - 18 paid working days

Paid State holidays

17 days per year including:-

- April 25 (anniversary of the liberation of Italy from fascism and nazism).
- May 1 (May Day - workers' holiday).
- June 2 (Foundation of the Republic).
- Nov. 4 (Holiday of National Unity).
- and 13 other civilian holidays:- New Year, January 6, March 19, Easter Monday, Christmas, December 26, etc.

Christmas Bonus

All workers employed at least one year at the factory are entitled to a bonus equivalent to 200 hours of work (total wage).

In cases of shorter, or interrupted employment during the year, the workers receive the 12th corresponding.

Seniority Bonus

- 10 years at the factory - 125 hours total wages.
- 15 years at the factory - 125 hours total wages.
- 20 years at the factory - 200 hours total wages.

=====  
THE IRON AND STEEL INDUSTRY IN CZECHOSLOVAKIA  
=====

Wages and social advantages

The iron and steel industry plays an important part in the national economy of the Czechoslovak Socialist Republic. During the period of socialist development, the iron industry underwent an unprecedented expansion in comparison with the period of capitalism.

From that point of view, it is necessary to compare data on: increase in employment, the level of wages and other social and legal questions which interest workers and employees in the iron and steel industry.



Survey of increased employment in the iron and steel industry

<u>Years</u>	<u>1950</u>	<u>1960</u>
Workers - total	96,000	145,000
of which - manual workers	78,000	115,000
- technical staff	11,000	15,000
- others	7,000	14,000

Note: The figures are made up to thousands.

Development of wages per hour to compare living standards of workers in corresponding years

	<u>1929</u>	<u>1933</u>	<u>1938</u>	<u>1950</u>	<u>1955</u>	<u>1960</u>
Blast-furnace	5.30	4.57	4.70	6.68	8.51	9.80
Steel-works	6.27	5.55	5.55	7.20	9.40	-
Rolling-mill	6.22	5.42	5.28	6.33	8.32	-
General iron and steel production	5.92	5.18	5.16	6.74	8.74	9.39

Note: The average hourly wage of the iron and steel worker in general between 1929 and 1955 reflects the average hourly wage of the workers engaged in classical iron and steel production (blast-furnace, steel-works, rolling-mill). The hourly wage in 1960 reflects the average wage of workers in general in the iron and steel industry, including ancillary trades not actually concerned with iron and steel, and for that reason it is not possible to compare with preceding years.

Commentary on the simultaneous development of wages in the iron and steel industry

In 1958, following a decision by the Government of the Czechoslovak Socialist Republic, wages of workers were revised. Up to that date, the workers wage scale was no longer in keeping with the changed conditions and state of production. In order to consolidate wages in accordance with the quantity and importance of the work for society, new wage scales for workers were drawn up and gradually introduced individually in every branch of production.

That was what happened in the iron and steel industry. Therefore it is difficult to compare the evolution of wages in the trades which are typical for the iron and steel industry on the same basis.

Up to 1957 a wage scale was used in the iron and steel industry which was divided into 12 classes (in other branches into 8 classes).

The new wage scale for the iron and steel industry, which was gradually introduced after 1958, contains a wage scale with 10 and 8 classes. With these rates, the iron and steel industry reflects its social importance in the country's national economy.

Rates in every class in crowns

Classes	1	2	3	4	5	6	7	8	9	10
"A"	4.70	5.15	5.70	6.30	7.-	7.75	8.65	9.60	10.70	11.85
"B"	4.30	4.75	5.30	5.90	6.60	7.35	8.25	9.20	-	-

Rate group A (10 classes)

is used to pay workers in the iron and steel industry who are engaged in basic iron and steel installations.

Rate group B (8 classes)

is used to reward workers in other sectors of iron and steel production.

Average hourly wages in 1960

Workers in iron and steel production, in general:	Kčs 9.38
of which : rollers . . . . .	11.50 - 13.20
foundry workers . . . . .	12.70 - 14.50
workers at the blast furnace. . . . .	8:50 - 9.80

Under the new wage system and in accordance with the catalogue of qualification rates, the rolling-mill workers are placed in classes 8 and 9 and quite exceptionally in the 10th category.

The foundry workers are in the 9th and 10th classes again according to the capacity of the works, the structure and demands of the production and certain demands made on the workers' qualifications.

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Structure of wages under the new wage system

Average wages of workers in the iron industry, under the new system of wages established in 1959, consist of:-



a) a basic fixed wage -

represented by the rate of the category of corresponding work (the division of work must be arranged in such a way that the class of work corresponds to the classification norms of the workers' class.

b) changeable parts of the wages - which are:

- in piece-work, according to the degree to which production norms are fulfilled.
- in hourly wages and piece-rates, production bonuses and bonuses for economy in material, calculated according to the rates of the corresponding category under the system of bonuses.
- supplements to the fixed wages.

Survey of the most important supplements used in rewarding workers in the iron and steel industry

a) Production bonus

In work paid according to hourly wages where there is no reason to make use of the system of bonuses, productivity supplements are used to appreciate the work of the worker and they may make up at the most 25% of the rate of his qualification class. The economic leader decides the concrete sum of the productivity supplement, after having agreed with the trade union representatives. The bonus may be an individual or collective one.

b) Personal supplements

Personal supplements are given to specialised workers who are engaged on work which cannot in any way be calculated neither as piece work or by bonuses, as for example special jobs in workshops producing prototypes, samples etc. The personal supplement may reach the figure of 35% of the rate of the workers' qualification class. The actual height of the sum is decided in the same way as the productivity supplements.

c) Supplements for difficult work

A supplementary bonus is given to all workers working under difficult conditions, for every hour spent under such conditions. This is a uniform fixed grant for all workers regardless of the class of qualification or work. Difficult work is divided into four grades. The degree of difficulty is fixed according to a 'list of work at places where work is difficult' which applied to all branches throughout the country.

The supplementary bonuses are graded according to how difficult and unhealthy the work is and they increase for every hour of work:

<u>Degree of hard work</u>	<u>Supplementary bonus per hour</u>
A	Kčs. 0.40
B	" 0.80
C	" 1.30
D	" 1.90

d) Award for being in charge of teams

This supplementary bonus is given to the head of the team who mostly works manually, while at the same time being in charge of leading and organising the work of the team.

For every hour of work there is a fixed uniform bonus granted to the heads of teams, in keeping with the importance of the team. The bonus amounts to:

<u>Team</u>	<u>Supplement per hour in Kčs.</u>
3 - 7 workers	Kčs. 0.60
8 - 12 workers	" 0.80
more than 12 workers	" 1.-

e) Award for overtime hours

For every hour of work above the length of the working day fixed by the law, the worker has the right of an additional income, an overtime bonus. This bonus is worked out according to the rate of the qualification class of the worker and amounts to:-

- a) 50% for overtime worked at night, Sunday or holidays.
- b) 25% for overtime worked on all other occasions.

f) Compensation for hours lost as a result of reducing hours of work in places where work is round-the-clock (46 instead of 48 hours)

Compensation is granted to workers in workshops where the work is uninterrupted, according to the different qualification classes and this for every hour of work, within the lawful length of working time.

A fourth shift has been introduced to make up for the reduction in hours of work, with a view to keeping up the level of production and making easier the organisation of leisure for the workers.



Scale of hourly compensations for a 46-hour week  
(maximum supplement)

Qualification classes	1	2	3	4	5	6	7	8	9	10
Supplement in Kčs.	0.55	0.60	0.70	0.80	0.90	1.--	1.10	1.20	1.35	1.50

Structure of wages of workers in the iron and steel industry in 1960:

Applying the principles mentioned above, the average income of the worker is:-

- fixed part, that is to say, basic wage . . . . . 71.7%
- changeable part, that is to say additional, bonus or supplementary bonuses . . . . . 28.3%

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Collective agreements

Collective agreements in the Czechoslovak Socialist Republic have a very different character and a different aim than collective agreements in the capitalist countries.

The right and duties of citizens, the advantages won by workers and employees in the sphere of wages, the right to work, to holidays, social, health and cultural questions are expressed in laws, in publications and decrees which have a legal character.

Collective agreements represent a reciprocal agreement between the economic manager and the trade union organisation. They enforce laws which have been approved at membership meetings.

By their content (pledge made by the economic management and the trade union organisation) they express for a given time what will be done for the fulfilment of the plan and development of production on the one hand, and what will be done for the improvement of care for the workers on the other hand, and this out of the funds of the factory or enterprise. This concerns in particular improvements of conditions of work, social conditions and installations, regarding hygiene, health and safety, rest homes belonging to the plants, holiday camps, cultural institutions and improvements in trade qualifications, works canteens etc.

The collective agreements are concluded at the level of enterprises, factories and industrial production sectors. During the past two years, more and more workshop agreements are concluded on an ever-larger scale, between trade union shop committees and shop managements.

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Collective agreements at the factories, enterprises and even the shop agreements are concluded for the duration of one year. The collective agreements at the level of sectors of industrial production are concluded for the duration of 5 years, in keeping with the Five Year Plan period of development of national economy. They were first concluded for a period of 5 years in 1961. In 1960, a one-year agreement had been reached by the Ministry and the Central Council of Trade Unions and after it had been tried out, this agreement has been renewed in 1961 for the period of the 3rd Five Year Plan.

In principle one might say that the collective agreement in the Czechoslovak Socialist Republic is decisive for relations between the management of the enterprise or plant on the one hand and the trade union organisation as the representative of the workers on the other. It expresses the pledge that the plan will be fulfilled and that care will be taken of the workers for the duration of the validity of the agreement.

#### How salaries are calculated

The Ministries individually study and work out on the basis of applying the laws, their own decrees, publications and directives of a legal nature according to which the enterprises individually can apply their policy of salaries and wages. This policy is strictly controlled in order that the necessary relations between different categories of employees and trades according to qualifications be observed.

The essential feature in the policy of wages and salaries is the planned increase in average incomes according to the State plan, of sectors, enterprises and factories, in keeping with the planned increase in economy and labour productivity.

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#### The guarantee of the workers' wages

The guarantee of a minimum wage to the worker loses its reason in a socialist system in comparison with the capitalist order. The worker is no longer subject to exploitation. As for wages per hour, the worker has his wages guaranteed in accordance with the rate of the corresponding class the number of hours worked and different supplementary bonuses to which he is entitled by law.

As for piece-rates, this guarantee does not formally exist (with the exception of certain supplements), as the worker receives an income in keeping with the fulfilment of production

norms. In practice, however, this fact has no basis, as the fulfilment of productivity norms ranges from 105 to 110% in the iron and steel industry. Only a negligible number of workers and mainly young workers with insufficient experience, do not fulfil production norms in the beginning.

On the whole, it is rare for productivity norms not to be fulfilled. The responsibility for this does not usually rest with the workers; it is the fault of installation defects, insufficient power supplies, lack of material etc. which give rise to involuntary waiting time. In such cases, in accordance with the regulations on compensation for time lost involuntarily wages are guaranteed according to the rates, including different supplementary bonuses. In practice, legislation provides for the workers and hourly wage or piece rates amounting to about 80-90% of their usual average incomes.

The growth of living standards by means of wages is guaranteed by the planned increase of average wages which rise from year to year.

Example of planned rise of average incomes in the sector of the iron and steel industry and mineral mines:-

<u>Year</u>	<u>Planned average wage</u>
1956	1,539.-
1957	1,555.-
1958	1,566.-
1959	1,610.-
1960	1,685.-

We should add that during the past few years 8 price reductions of consumer goods have been carried out by the Government.

### Holidays

The length of holidays is laid down by law on a national scale for all employees and it ranges from 2 weeks for 5 years of employment, to 3 weeks for 15 years and 4 weeks for more than 15 years work. For employees who have not reached the age of 18 and for those over 50 years, the minimum holiday is fixed at 3 weeks. For work underground and specially difficult conditions (the specific conditions are outlined by the Ministry and the Central Council of Trade Unions) an additional week's holiday is granted.

The holiday thus laid down cannot be shortened nor lengthened, but it must be taken. Paid leave corresponds to the average income based on the income of the last twelve months prior to the holidays.

In addition to holidays, state holidays are paid on the basis of the average income as are days on which the worker could not work for important personal reasons such as: marriage, death in the family, moving, studies during the period of employment, reasons of a public or juridical nature: summons to an office, interruption of transport, office of deputy, people's judge etc.

Workers engaged in continuous work have in a 4 week period, owing to the cyclic changes of shifts, 4 days rest without pay, which may fall on a Sunday or another day of the week.

### Hours of work

At the present, as an experiment, working hours have been reduced to 42 hours per week; from now to the end of 1962, all workers in the iron and steel industry will have a 42-hour week. As a result of this step, the iron and steel workers obtain 3 additional rest days for every 4 week period.

The 42-hour week is being introduced without loss of pay and the reduction in hours of work is made up by a compensation bonus.

The monthly income is maintained and in many cases, as can be seen from present experience, there is even an increase, despite the reduction in hours of work.

During the working day, every worker has the right to a 15 minute break for a rest. This break is paid like working time.

At places of work where the nature of the work, physical fatigue and conditions of hygiene require it, workers are entitled to additional rest periods during the working day. This fact is taken into consideration when productivity norms or maintenance norms are laid down.

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It is necessary to stress the important role played by the trade union organisation and its bodies in deciding, organising and applying all the questions mentioned above.

No decisions or change in rewards, no decision on social or juridical questions concerning work can be taken without the approval of the trade union bodies at whatever level of the economic management it may be.

This is of special importance at the present time in the case of enterprises and factories which after the reorganisation of industry in 1958 have received great autonomy.



For that reason, the 4th Trade Union Congress adopted a resolution on the Works Committee which after approval by the National Assembly of the Czechoslovak Socialist Republic became a law. This resolution clearly defines the rights of the trade union organisation and the duties which the economic management has towards it regarding all questions immediately concerning all the workers.

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WAGES IN THE IRON AND STEEL INDUSTRY IN INDIA

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Evolution of the number of workers in the iron and steel industry

The number of workers engaged in the iron and steel industry in India rose from about 80,000 in 1939 to 88,196 in 1950 and to 140,000 in 1960. This increase in the number of workers is mainly due to the establishment of new iron and steel plants and the extension of some of the other works. Iron and steel production in India rose from 1.717 million tons in 1954 to about 4 million tons in 1960.

Wages

In India, workers are paid by the day, week or month. The level of wages in the iron and steel plants are not uniform but vary from plant to plant..

The annual average wage in the iron and steel industry has increased from Rs. 1,368 in 1951 to Rs. 1,532 in 1959. (In 1939, the average annual income was Rs. 603). Between 1949 and 1960 the living cost index rose from 100 to 122.

Composition of wages

The wage consists of the basic wage, a dearness allowance, a housing allowance and other bonuses.

In contrast to other industries where the dearness allowance is directly linked with cost of living indices, in the iron and steel industry it is paid on a flat basis as part of the basic wage, varying according to salary-slabs.

A typical example is taken from the agreement signed in 1959 with the Tata Iron & Steel Co.

<u>Wages</u>	<u>Dearness allowance</u>
Up to 75 rupees	45 rupees
From 75 to 90 rupees	47 "
" 90 to 105 "	51 "
" 105 to 125 "	54 "
" 125 to 150 "	56 "
" 150 to 175 "	58 "
" 175 to 200 "	62 "
" 300 to 350 "	82 "
" 500 to 550 "	100 "
" 600 to 1,250 "	114 "

#### Efficiency bonus and other bonuses

The efficiency bonus is calculated on the basis of work done, based on the time taken and is paid on a progressive scale.

Workers in the iron and steel industry employed in the private sector are also entitled to an annual bonus - a profit-sharing bonus. This varies from enterprise to enterprise - according to a formula approved by the Supreme Court it should amount to 30% of the net profits distributable among all workers who have worked the whole year. In the Tata Iron & Steel Co. this bonus has been replaced by an annual bonus which is equivalent to 80 days' wages of every worker. At the Indian Iron & Steel Co. it has been replaced by a bonus amounting to about 75 to 90 days' wages of every worker. There is no system of profit-sharing bonuses in the state-owned sector of the iron and steel industry.

The Government of India has announced the setting up of a Central Wage Board for iron and steel workers employed in both public and private sectors. The Board will go into the question of wage structure of the steelworkers in its entirety.

This decision is the outcome of long struggles waged by the iron and steel workers and the National Federation of Engineering Workers of India (AITUC) which has been supporting this claim ever since it was founded.

#### Collective agreements

Workers in the iron and steel industry are covered by works agreements, concluded between the management and the trade union organisation. There are no collective agreements on a regional or national basis.

The agreements guarantee the workers' basic wages, the housing and cost of living allowance, which makes up about 75% of the total wages.

### Trade classifications

There are about 850 trade classifications which also include office workers and technical staff.

The majority of production and allied workers are divided into four categories.

1. Unskilled workers
2. Semi-skilled
3. Skilled
4. Highly-skilled workers

Each category is again subdivided into trade groups according to skill and efficiency. The wages are directly linked with trade groups and classification. The changeover from one group to another depends on a trade test.

### Hours of work

The legal working day is an 8-hour day, but in no case is a worker allowed to work more than 5 hours without a break. He is entitled to half an hour for lunch, and during work to breaks ranging from 5 to 10 minutes.

In places where work is of a hazardous nature or where workers have to work in great heat, they are entitled to a break every half hour. The actual time of work in such places does not exceed more than four to five hours.

These breaks are paid, being included in the basic wages, but are not taken into account when calculating bonuses.

There is one day off in the week for every worker.

### Annual holidays, sickness leave etc.

Under the Factories Act, every worker is entitled to annual leave of one day for every 20 days he has worked, per year.

Sickness leave is fully paid for the first month, half the wage is received the second month and it is then gradually reduced under the regulations applying to sickness leave.

January 26 (Republic Day) and August 15 (Independence Day) are public holidays and where work is carried out on those days, double wages are paid. Other holidays such as traditional Festival holidays are dependent on collective agreements of the various plants.

Main clauses of the Agreement signed by the Tata Iron & Steel Co.

The Agreement covers all the workers in the plant, productive workers, employees and technicians.

It modified the composition of wages on the basis of certain principles regarding the evaluation of work (1) and lays down 27 classes of basic wages, which are subdivided into different grades (altogether about 400).

The composition of wages for workers engaged in production and maintenance is as follows:-

1. Basic wage
2. Cost of living allowance
3. Efficiency bonus

and for the rest of the staff:

1. Basic wage
2. Cost of living allowance.

BASIC WAGE SCALE

(wages per day)

Class	Trade groups				
	1	2	3	4	5
0	1.06	1.11	1.16	1.21	1.26
1	1.25	1.30	1.35	1.40	1.45
2	1.37	1.44	1.50	1.56	1.62
3	1.50	1.56	1.62	1.69	1.75
4	1.62	1.69	1.75	1.81	1.87
5	1.75	1.81	1.87	1.94	2.00
6	1.87	1.95	2.03	2.11	2.19
7	2.00	2.09	2.18	2.27	2.37
8	2.12	2.25	2.37	2.49	2.62
9	2.31	2.44	2.56	2.69	2.81
10	2.50	2.62	2.75	2.87	3.00
11	2.75	2.87	3.00	3.12	3.25
12	3.18	3.31	3.43	3.56	3.69
13	3.43	3.56	3.69	3.81	3.93
14	3.69	3.81	3.94	4.06	4.19

(1) A system of evaluation of work aimed at establishing a basis for the calculation of wages has been launched by the Tata Iron & Steel Co. Its application will be the subject of a separate agreement with the works trade union branch.



15	3.87	4.02	4.18	4.34	4.50
16	4.12	4.31	4.50	4.69	4.87
17	4.44	4.64	4.84	5.04	5.25
18	5.06	5.26	5.46	5.66	5.87
19	5.43	5.71	5.99	6.27	6.56
20	6.12	6.41	6.71	7.01	7.31
21	6.81	7.10	7.40	7.70	8.00
22	7.25	7.57	7.90	8.23	8.56
23	8.06	8.43	8.80	9.18	9.56
24	8.87	9.24	9.61	9.99	10.37
25	9.37	9.80	10.24	10.68	11.12
26	10.31	10.85	11.40	11.95	12.50

It has also been decided to increase the proportion of wages made up by bonuses to 63.1% of the basic wage for production workers, as compared with 55.3% in the past; to 53.1% for maintenance workers as compared with 45.3% and to 17.7% for the rest of the administrative and technical staff as compared with 15.1% in the past. This part of the wages will be included in the basic wage.

A cost of living allowance is paid according to a scale corresponding to basic wages, as mentioned above.

Incentive bonuses are paid on the basis of basic wages for workers paid per day. In the case of workers receiving monthly salaries, the average monthly output is taken into consideration per head or per group, according to circumstances. The bonuses are also calculated according to basic wages. This applies to production workers. In the case of maintenance workers, bonuses are paid on the basis of a percentage of the basic wage.

As for the problem of housing, the company has undertaken to complete the building of 1,200 homes by March 31st 1960 and another 1,000 by the end of 1961-1962, at the rate of 500 homes a year.

The company has also pledged to improve the facilities for sick workers who need treatment in hospital.

This Agreement became valid on April 1, 1959.

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WAGES AND SOCIAL ADVANTAGES IN THE HUNGARIAN IRON AND  
STEEL INDUSTRY

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Evolution of the number of workers employed in the Hungarian iron  
and steel industry

In 1938, the iron and steel industry employed 26,260 workers including production workers, technical and administrative staff. In 1950, the number of workers employed in that industry amounted to 57,000 and by 1960 to 70,000. The iron and steel plant at Sztalinaváros itself employs 8,000 workers.

This increase in numbers testifies clearly to the great development of the iron and steel industry in Hungary today.

Level and structure of wages

The hourly wage of an iron or steel worker in 1939 amounted to 0.59 pengő and in 1960 to 9 forints.

The average wage of a roller is 2,120 forints per month, that of a blocker is 2,270 forints and of a melter 2,040 forints.

The wage is made up mainly of two parts: a fixed part based on trade qualifications and a changeable part depending on the output.

The present wages that are valid are regulated by agreements concluded between the heads of enterprises and the trade union committees. They stipulate, among other things, the rights and duties of the two parties concerned. Parity agreements may be concluded between the works managements and the trade union committees.

The workers in general do not receive bonuses, the changeable part of the wage being calculated on the basis of actual output. However, about 40% of the technical and administrative staff receive bonuses. Employees who do not fulfil their norm or do not observe work discipline are not entitled to bonuses.

The fixed part of the wage is 80% guaranteed. If for reasons independent of the worker's will, the worker is transferred to another less well-paid job, he receives 80% of his basic guaranteed wage of his original trade qualification.

The rates of wages range from 4.50 to 12 forints per hour. On the basis of output, the changeable income may attain as much as 40% of the fixed wage, that is 16.80 forints per hour, which is the top limit.



Wage scale

Auxiliary workers . . . . .	4.50 to 6	forints per hour
Specialised workers . . . . .	5.00 to 8	" " "
Skilled workers . . . . .	6.00 to 12	" " "

Annual holidays, state holidays and breaks

Every worker is entitled to an annual paid holiday of 12 days. For every two years of employment after his first year of work, he is entitled to another day, up to a maximum of 24 days. In addition, there are 7 paid state holidays per year.

Rest periods are also guaranteed by law. In the rolling-mills these periods amount to 50% of the working time. For example, during a 7-hour working day, only 3½ hours are actual work. The rest periods are paid the same as hours of production.

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A BRILLIANT VICTORY IN THE CHINESE IRON AND STEEL  
INDUSTRY IN 1960

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Such is the title of an interesting article published in No.3 of the review "People's China". We are publishing extracts of the most important passages.

Steel production in People's China in 1960 reached the figure of 18,450,000 tons, surpassing and fulfilling ahead of time the planned production targets for the year. At the same time, People's China holds sixth place amongst the world's steel producing countries.

Between 1958 and 1960, steel production in China increased from 5,350,000 tons to 18,450,000 tons, which is equal to an increase of 13,100,000 tons within 3 years.

In the capitalist world it has taken the United States 9 years to raise steel output from 5,350,000 tons to 18,450,000; postwar Federal Germany 6 years, postwar Japan 9 years, Great Britain, that old capitalist country, half a century.

A national network of the iron and steel industry is taking shape

In 1960, the reconstruction and extension of the biggest iron and steel centre of China, the Anchan metallurgical plant, was successfully completed and thus the plant was turned into one of the largest enterprises of its kind in the world. During the



same year, the rate of construction of the two big metallurgical plants of Wouhan and Paoteou was greatly speeded up, while a large number of constructions were completed one after the other and put into operation.

The different provinces and autonomous regions throughout the country, have completed the essential construction work of some of their iron and steel works of medium capacity, and the great majority of these enterprises are already in operation.

The blast-furnaces of the iron and steel works at Lhasa, in the autonomous region of Tibet witnessed its first tapping of cast iron in October 1960, which marked the end of the "age without iron" in the history of Tibet. After reorganisation work, consolidation and improvement, the small enterprises which are scattered throughout the country and which were put up by the ordinary people using modern methods, have been transformed into small iron and steel works and completely equipped for production.

The successive construction of iron and steel works of large, medium and small capacity has made it possible to establish through the vast territory of the country, a basic form of national network of the iron and steel industry, consisting of large, medium-sized and small enterprises rationally distributed. One of the salient features of the strongly semi-colonial nature of the iron and steel industry in old China was the irrational distribution of the enterprises.

With the coming into being of new China, and after the efforts made during the first Five Year Plan and the three years of the great leap forward, the total of 27 provinces and autonomous regions of the country which have ore, also have their own iron and steel plants. In the whole country, about 80% of the administrative regions, about 30% of the districts and some of the peoples' communes at present have their own iron and steel works.

#### The technical level has constantly increased

Hand in hand with the rapid advance of the iron and steel industry the technical level of the latter has made great steps forward. Large blast-furnaces with a capacity of 1,513 cubic metres and large Martin furnaces of 500 tons, all modern, have been built in 1958.

The great leap forward which was achieved by the iron and steel industry in 1960 represents a new great victory of the general line of building socialism in China, as well as of the principle 'to walk with the two less' proclaimed by the Communist Party of China; it is the result of efforts and struggles on the part of the large masses of the workers and employees in the iron and steel industry who have been able fully to put into action their personal initiative and overcome all difficulties.



The great contribution made by small modern enterprises established by the people

The small iron and steel and ore enterprises put up by the people using modern methods, have greatly contributed to the fulfillment of the production plan in the iron and steel industry in 1960.

In Shanghai, one of the important steel centres, in 1960, output of steel increased by 40% over the preceding year. The largest part of the cast iron used here was precisely that provided by the blast-furnaces of small capacity of the various provinces in eastern China.

The present small iron and steel enterprises put up by the people and using modern methods arise from the small crafts' enterprises established by the people in 1958 during the national drive to improve the quality of steel, during which reorganisation work, consolidation and improvements took place.

In 1960, steps were taken for the technical transformation of these small enterprises using modern methods, thus considerably raising their technique; the productivity and quality of the products was greatly improved as a result.

Within the framework of the whole country, the monthly average utilisation co-efficient of about 80 blast furnaces of small capacity only reached the level of the big blast-furnaces. Incomplete statistics concerning only seven provinces, however, show that during the first quarter of 1960, the number had already surpassed 300.

The iron and steel industry has assisted agriculture and promoted the development of other industries.

The small enterprises directly assisted the production of the peoples' agricultural communes. For example, in the Wenhsien district of the Honan province, which was completely lacking in industry in the past, gradually an industrial network was established to supply the needs of agriculture. More than two years after the setting up of the district's iron works, it was not only possible to deliver to the State large quantities of cast iron, but also supply directly to agriculture in the district more than 2,000 tons of pig iron and more than 600 tons of steel tapped by craft methods. Out of this cast iron and steel, 44 gas producer machines were made, 160 steam machines, more than 40 animal-driven sowing-machines and mechanic reapers, more than 1,100 threshing-machines more than 100 crashing-rollers for forage and more than 500,000 small agricultural implements including hoes.

The great leap forward in the iron and steel industry has promoted the development of other industries.

The 18,430,000 tons of steel produced in 1960 represent an increase of 50% over the target of 10,500,000 - 12,000,000 tons envisaged in the second Five Year Plan for the last year of that period, i.e. for 1962. The workers of the Chinese iron and steel industry look forward full of confidence to new victories.

G R E A T B R I T A I N

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THE BRITISH GOVERNMENT RENOUNCES ALL PARTICIPATION IN  
THE IRON AND STEEL INDUSTRY

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The British Government has put up for sale the last shares and Government bonds (altogether worth £85 million) which it had kept in the iron and steel enterprises since the denationalisation of the industry.

By this latest move, the process of returning the big steelworks such as United Steel, Consett Iron, Colvilles, Steel Company of Wales, John Summers, etc. to private interests will have been achieved.

The Conservative Government has rendered great service to the British capitalists. It is generally known that the Labour Government nationalised the iron and steel industry in 1949 and a great effort was made on the part of the Government to invest in the industry to modernise the factories.

When the Conservatives came back into power in 1953, the monopolies demanded the denationalisation of the industry and their wish was fulfilled.

The Labour Party did not firmly defend the nationalisation that they had carried through, so that the monopolies, with the help of the Conservative Government which supports their interests, have been able to take over the iron and steel enterprises the profitability of which had been increased by massive public investments.

Such is the logic of the capitalist system; the nation shoulders the cost of the investments while the monopolies benefit.

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WORLD PRODUCTION OF STEEL IN 1960

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The world production of steel in 1960 amounted to 322,500,000 tons, which is 31,700,000 tons more than in 1959.

The production capacity of the plants, however, is higher than 380,000,000 tons.

The difference between the actual production and the theoretical capacity of the plants is essentially due to American factories not making full use of their capacity (they worked to 66.8% of their theoretical capacity owing to the continued economic recession).

UNITED STATES

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CONTINUED RECESSION IN THE AMERICAN IRON AND STEEL INDUSTRY

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The Bethlehem Steel Corporation which is the second largest iron and steel enterprise in the United States produced in 1960, 15.9 million tons of steel as compared with 14.2 million in the preceding year.

The amount of orders received by the end of 1960 amounted to 652 million dollars as compared with 1.2 thousand million at the end of 1959.

National Steel

	<u>1959</u>	<u>1960</u>
Sales	\$ 736,978,650	\$ 697,063,036
Dividends per share	7.28	5.53

The factories of National Steel worked to 82.2% of their capacity in 1960, while the total of the iron and steel industry worked to 66.8% of its capacity.

The plan of the company's investments for the year 1959-61 amounts to \$ 300 million.



Crucible Steel Co.

	<u>1959</u>	<u>1960</u>
Sales	\$ 219,229,000	\$ 210,965,000

Crucible Steel investments abroad have increased from 2,496,000 dollars in 1959 to 4,737,000 in 1960. This increase of investments reflects the taking over of 75% of the shares in an iron and steel works at Milan.

Pittsburgh Steel Co.

	<u>1959</u>	<u>1960</u>
Sales	\$ 149,918,633	\$ 143,198,821

Algoma Steel Company

	<u>1959</u>	<u>1960</u>
Sales	\$ 162,696,000	\$ 140,876,000
Production:		
Cast-iron	t 1,552,000	t 1,427,000
Steel	t 1,372,000	t 1,278,000

Total profit in the iron and steel industry:-

	<u>1959</u>	<u>1960</u>
	\$ 786,297,000	\$ 791,333,000

As a result of the decline in the activities of the iron and steel industry, 13,000 workers have been dismissed in December.

The number of workers employed in the industry has fallen from 622,463 in December 1959 to 485,906 in December 1960.

ITALY

The production of the enterprises of the iron and steel industry controlled by FINSIDER (a company with state participation) amounts to 4,430,970 tons of steel as compared with 3,573,000 tons in 1959, which is an increase of 24%.



The share of Finsider in the national steel production (8,230,000) amounts to 54% as compared with 29% in 1959.

The Finsider group hopes to increase its production capacity of steel to 8.7 million tons by 1964 and of cast-iron to 6.5 million tons.

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### BELGIUM

Steel production of the Cockrill-Ougrée iron and steel plant for 1960 amounts to about 2,218,000 tons (+ 8.7%).

The new programme of investments of Cockrill-Ougrée amounts to 7 thousand million Belgian francs.

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### JAPAN

The iron and steel works of Yawata, Fuji, Japan Steel and Tube, Sumitomo Metal, Kawasaki Steel and Kobe Steel plan to invest between now and 1964 the equivalent of 19.6 thousand million N.F. (new francs) which will enable them to double their present production capacity.

Altogether, these six companies will cover 95% of the steel production in Japan as compared with 66.6% at the present.

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MESSAGE TO THE XIXth CONGRESS OF THE  
INTERNATIONAL FEDERATION OF METALWORKERS

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(Palazzo dei Congressi - ROME - Italy)

Dear Brothers,

On the occasion of your XIXth Congress, our Trade Unions International of Metal and Engineering Industries wishes to express, on behalf of its 10 million affiliated workers throughout the world, its fraternal greetings and wishes for good work to your Congress and to all the delegates from different countries.

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The reality and seriousness of the problems facing workers in our industries in the capitalist countries make it essential for the different trade unions of metal and engineering industries and for our two international organisations to testify to united effective action and to concentrate their efforts on the most urgent demands, in particular for wage improvements, reduction of hours of work without loss of pay, guarantee of full employment and extending trade union rights. Our Trade Unions International will in turn strive to work in this direction.

Moreover, the policy of force and aggression pursued by the monopolies and militarist circles threatens to drive mankind into a new war of destruction.

We are aware of the fact that only unity and the joint struggle of workers and trade unions at all levels will be able to ensure the raising of the standard of living of the international working class, safeguard liberties, independence and peace.

The workers in our industries, through their many actions, realise ever more that their unity and co-operation between different trade union organisations, regardless of their ideology and affiliation, constitutes a decisive factor to bring about the fulfillment of their basic claims. Therefore, they declare more and more firmly their readiness to establish and extend contacts and co-operation between all trade union organisations and develop united action, to work together for the restoration of international trade union unity.

It is up to everyone of us, responsible trade union officials, to work for the realisation of these aspirations.

It is our task to provide the workers, and especially the young generation, with an effective weapon: a strong and united class trade union, to fight successfully against capitalist exploitation and to bring about a happy future where unity, fraternity and class solidarity beyond frontiers should become utter reality to form the basis for the wellbeing of society in a world in peace.

Giacomo ADDUCCI,  
General Secretary,  
T.U.I.M.E.

Prague, May 8, 1961.

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~~CONFIDENTIAL~~

METAL  
AND  
ENGINEERING  
WORKERS

PREPARE in a joint action

the Vth WORLD TRADE UNION CONGRESS

convened in Moscow from 4 to 16 December, 1961,  
with the following Agenda :

1. the activities of the W.F.T.U. and the present tasks of trade union organisations for peace, against imperialism, for peaceful co-existence, universal and complete disarmament and the economic and social demands of the workers ;
2. the development of trade union activities and solidarity to aid peoples fighting to end colonialism;
3. auditors' report;
4. election of the governing bodies of the W.F.T.U.

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~~CONFIDENTIAL~~



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S U M M A R Y

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THE Vth WORLD TRADE UNION CONGRESS

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A MORE IMPORTANT ROLE FOR THE  
TRADE UNIONS OF THE METAL AND ENGINEERING WORKERS:

- To demand through united action  
a rapid conclusion of the German peace-  
treaty and a peaceful settlement to the  
West - Berlin problem.

Sixteen years after the victory of the Allied forces and of the Soviet Union over Hitler's Germany, while there still exist the ruins and orphaned as a witness to nazi cruelty, West German militarism is again menacing world peace.

This is the sad truth. The German militarism which has caused the death of 58 millions of human beings and gigantic destruction, is again alive in the German Federal Republic thanks to the Western Powers and mainly to American imperialism.

Just as twenty years ago, the German militarism claims Polish, Czechoslovak, Soviet, Alsace-Lorraine territories, but still more, it proclaims its purpose to destroy the German Democratic State.

The German monopolies are stronger than ever. The ministers are claiming atomic weapons. Thousands of former nazis are again in positions of command at all levels, even in the courts of justice and in the Adenauer government.

The West German trade unions support this government and slander the F.D.G.B. (Free German Trade Unions) and the German Democratic Republic where power is in the hands of workers and peasants.

The W.F.T.U. true to its consistent peace policy was immediately aware of the grave danger menacing the world and made an appeal to all trade union organisations.

Its appeal had a large response.

183 trade union leaders representing more than 114 million workers from 47 countries came to Berlin between 22-24 September to take part in the International Trade Union Conference for a German Peace Treaty, a Peaceful Settlement of the West-Berlin Problem and against War Provocations.

We reprint in our Bulletin some of the important decisions made at the conclusion of the debates. The report presented by Brother Louis SAILLANT, General Secretary of the W.F.T.U. reflected the opinion of all participants and opened a wide debate in which every organisation gave the specific reasons from the workers

of their countries as to why they have to take part in the movement for the conclusion of a German peace treaty.

Once more the W.F.T.U. and also our Trade Unions International, in the field of its activities, have shouldered their responsibilities and have strongly denounced those who committed provocations, and appealed to the workers to unite on a world scale in order to safeguard peace.

War can be avoided. This is because of the power of the socialist camp, of the bitter struggle of the colonial peoples for independence and to the efforts of all the workers and others who support peace. But it is necessary that in every country, the trade unions, workers and organisations courageously and without fear explain the truth to the masses and guide them in their actions.

This is the task layed down at the Berlin Conference. We have to be aware of its great importance and need. Together we will demand the signing of a German peace treaty and for a peaceful solution to the West-Berlin problem.

The Secretariat  
of the Trade Unions International  
of Metal and Engineering Industries

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S T A T E M E N T  
OF THE TRADE UNIONS INTERNATIONAL OF METAL  
AND ENGINEERING INDUSTRIES ON THE GERMAN  
PROBLEM

The Metalworkers, together with all the workers and partizans of peace are following with great attention the development of the situation in Germany and fervently desire its solution through a peace treaty with both German States and by the granting to West-Berlin the international status of free city with guarantees and both neutral and demilitarised.

In agreement with the declaration made by the Secretariat of the W.F.T.U., the Secretariat of the Trade Unions International states once more, that the German Democratic Republic is a peaceful state which seeks a pacific solution and negotiation of all the unsettled problems remaining after the end of the second world war.



The Secretariat expresses to the I.G.Metall (FDGB-GDR) the solidarity of the Trade Unions International and of its 10 million affiliated members with the courageous struggle waged by the G.D.R. metalworkers to defend peace, to put a check on the provocations instigated by the revenge seeking West German militarists and imperialists. Metalworkers in the G.D.R. at the same time successful continue in their efforts to create a socialist society in their country.

The war-mongering manoeuvres of the militarist revenge-seekers, their territorial demands and their provocations threaten not only the German Democratic Republic but may plunge the world into the most atrocious of all wars.

The Trade Unions International, its affiliated organisations and the metalworkers in general, aware of this serious situation, will intensify their efforts to bring about a peaceful solution to the German Problem not only by giving their help to the actions of the G.D.R. metalworkers but also by their own movements and for the signing of a peace treaty with the two German States and for the status of a free city of West-Berlin, neutral and demilitarised.

The Secretariat  
of the Trade Unions International  
of Metal and Engineering Industries.

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A P P E A L

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TO THE WORKERS IN ALL COUNTRIES MADE BY THE INTERNATIONAL  
TRADE UNION CONFERENCE FOR A GERMAN PEACE TREATY, A PEACE-  
FUL SETTLEMENT ON THE WEST-BERLIN PROBLEM AND AGAINST WAR  
PROVOCATIONS

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held in B E R L I N , from the 22 to 24 of September, 1961.

Workers of all countries, we, delegates and observers from  
47 countries in all continents and of various trade union  
affiliations,

Gathered in Berlin from September 22 to 24, 1961, on the  
initiative of the W.F.T.U.

Speaking for more than 114 million workers,

Aware of the perilous danger of atomic war,

Issue an urgent appeal to the working class of the world to  
be vigilant and united, and to act for the preservation of peace.

As long as imperialism exists, there will always be a danger of war.

We are unanimous in our conviction that the greatest threat today emanates from West Germany and that the most dangerous provocations can at any moment arise from the abnormal situation in West-Berlin.

The early conclusion of a German peace treaty is vitally and urgently necessary for world peace.

How did this situation arise ?

The imperialist powers, and, in the first place the United States of America, violating the Potsdam Agreement, have encouraged the revival of the political, economic and military forces which were basically responsible for setting up the nazi regime. These forces are today shaping the policy of the German Federal Republic, which they have made into a militaristic and revenge-seeking state.

Their aims are the integration of the G.D.R. with West Germany even at the cost of an atomic war, and thereby:

- liquidation of the political, economic and social achievements of the German working class and the expansion of the military power of NATO,
- annexation of vast regions belonging to Czechoslovakia, Poland, the Soviet Union, France and other countries,
- aggression against the U.S.S.R. and all socialist countries.

Sixteen years after the Hitler army was routed, the German Federal Republic, taking advantage of the absence of a peace treaty, has become one of the major military powers in Western Europe. Under the command of nazi officers, its army, disposing of the most up-to-date conventional weapons and equipped to receive the most destructive nuclear arms, has become the spearhead of NATO. In its belligerent folly, the Bonn Government openly claims that henceforth it has the right to possess atomic weapons.

Simultaneously the conditioning of the public is being carried on. The press, radio, television and cinema are poisoning public opinion by a systematic campaign distorting facts and creating war hysteria, which is growing also in a number of other capitalist countries.

This campaign reached its climax when the legitimate measures of protection and security recently taken by the U.S.S.R., the G.D.R. and the other socialist countries, were described as acts of aggression. The mere prospect of a German peace treaty is presented as an act creating tension.

The leading groups of the I.C.F.T.U. and the I.F.C.T.U. have taken their stand with those who are spreading these slanders among certain sections of the workers. But it keeps a prudent silence about the atomic armament of the Bundeswehr.

Even the West German trade union organisation, the D.G.B., dragged along by certain leaders, also supports this policy, which clashes with the interests of the workers and helps to confuse them. Its present attitude inevitably recalls the failure of the German trade union leaders when they gave way before the Hitler Labour Front in 1933. Severe repression is meted out to all progressive forces and active members of the peace movement.

It was from West-Berlin, situated in the heart of the G.D.R. and transformed, with the complicity of the western powers, into a centre of espionage and provocation, that the aggressors intended to carry out their plans. An attack was to have been organised against the G.D.R. in the autumn of 1961. That was to be the starting point of a Third World War.

It is our opinion that the workers in the G.D.R. acted correctly in foiling these plans by firmly applying the protective measures on their frontier with West Germany and West Berlin, decided by their Government. The immediate conclusion of a German peace treaty is today more essential than ever. The indefinite postponement of this problem is no longer possible. On the contrary, it would be dangerous. The hot-bed of war which has smouldered for a long time in the heart of Europe, must be extinguished.

The conclusion of a German peace treaty is today a very important condition for peace. This treaty must be drawn up through firm negotiations, taking into account the existence of the two German States and respecting the frontiers as established at Potsdam in 1945, including the Oder-Neisse frontier and the frontier with Czechoslovakia. The question of West Berlin must also be settled together with the German peace treaty, by recognising it as a free city, determining its own internal system and also free to determine its external communications, but demilitarised and neutral. In this way a serious setback can be delivered to the revenge-seeking and aggressive expansionist aims of German militarism. In this way a contribution can be made towards opening up a broad and firm perspective of peace. In this way the essential conditions can be created for a future of social progress for all peoples.

The negotiation of a German peace treaty has been proposed for a long time and on many occasions by the Soviet Union and the G.D.R. The need to sign a peace treaty and to settle the question of West Berlin by negotiations which will put an end to the pan-Germanic ventures of the leading circles in Bonn, is today recognised and endorsed not only by all the socialist States but also by other states with different political systems, as well as many political and social groups having the most varied ideological outlooks. This means that



the threat to the world of a revived German militarism is being more and more clearly understood.

Up till now the Western governments have turned a deaf ear to all the most reasonable proposals put forward and have gone ahead with their war preparations.

It is high time for the international working class to take the matter firmly in hand and to organise powerful mass campaigns.

W o r k e r s ,

Remember the Second World War !

Remember the 58 million victims, men, women and children, the thousands of towns and villages ruined by bombing, the freedoms destroyed, the millions of innocent people burnt in furnaces, and the part of humanity reduced to slavery. Remember the tremendous wealth which had been produced by the labour and toil of man that was reduced to ashes. That is the price paid for war. The consequences of the war which the imperialists are ready to unleash would be even worse. Unite your efforts in vigorous action to prevent such a catastrophe.

You can and must do this.

War is not inevitable. During the past few years the balance of forces in the world has changed radically in favour of peace. Alongside the socialist camp, which from now on will determine the course of history, a deep will for peace inspires the widest sections of the workers in the young independent States and neutral countries. In the capitalist countries large-scale struggles for peace are rapidly developing and are weakening the war camp.

That is the road we must take, united, redoubling our efforts.

The early signature of a German peace treaty is at the present time at the heart of the problem of peace. It would open the way to universal and complete disarmament and to the future of peaceful co-existence which you desire so ardently. Your action to achieve this aim is inseparable from your struggle against all imperialist aggression. The enormous sums now swallowed up every year by the arms drive must be used to expand peaceful production and to meet the needs of the peoples.

WORKERS OF ALL COUNTRIES,

Regardless of your views and trade union affiliations, your international unity of action is the primary condition for the achievement of your common demands:

- the preservation of peace which is in danger,
- universal and complete disarmament, the only way to remove the atomic danger and end nuclear tests,
- peaceful co-existence between states with different social systems.

Let us demand in united action the early signature of a German peace treaty and a negotiated settlement of the West Berlin problem.

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A P P E A L  
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TO THE WORKERS AND TRADE UNIONS IN THE GERMAN  
FEDERAL REPUBLIC

made by the Berlin Conference  
(September 22 - 24, 1961)

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Dear Brothers, Workers of Western Germany,

We, the 183 delegates and observers at the International Trade Union Conference for a German Peace Treaty, a peaceful settlement of the West Berlin problem and against all war provocations, coming from 47 countries on all continents, belonging to trade unions with different international trade union affiliation and to independent trade unions, have responded to the appeal by the World Federation of Trade Unions to join forces and increase our struggle for the preservation of world peace, which is in serious danger.

We, representatives of more than 114 million workers, speak to you as our class brothers, in the name of the bitter struggles you have waged against German militarism and rearmament. We speak to you because we have seen that the most serious war threat, which must be fought with the utmost urgency, is created by the actions and provocations of the militarists who have again been given power in your state with the support of the same monopolies which brought Hitler to power, and the help of the American imperialists.

We speak to you, because on the soil of West Germany, the noise of armaments and jackboots, the clamour for revenge and reconquest, which alarm the peoples and threaten peace, are increasing. The German militarists have again accumulated modern weapons which are in the hands of former Hitler generals preparing a war of revenge. They are declaring their primary objectives more and more openly, namely conquest of the German Democratic Republic and territories belonging to Poland, Czechoslovakia, the Soviet Union, France and other countries. Remember that this policy has already ravaged the world, brought you to grief and ruins. We cannot believe that you, workers of the German Federal Republic, can close your eyes to this reality.

The danger is growing day after day. Taking advantage of the absence of a peace treaty in order to revive German militarism, profiting from the complicity of the western powers who have deliberately violated the Potsdam Agreement, the Bonn Government and the militaristic circles in your state are speeding up the armament of the Bundeswehr and its equipment with atomic weapons.

During the past few years they have transformed West Berlin into a centre of international provocations. Particularly in recent months, the campaign of agitation and war and slanders against the G.D.R. and the socialist countries has increased, while the militarist circles have been preparing a bloody provocation for the near future.

That is why the Government of the G.D.R., in agreement with the states of the Warsaw Pact, had to take the necessary security measures on August 13, 1961. We all know that in so doing the G.D.R. delivered a severe blow to the provocateurs and rendered a great service to the interests of the workers and people of Germany, to the cause of the international working class and to peace.

In the German Federal Republic, on the other hand, not only the government and the monopolies but also the D.G.B., carried along by certain of its leaders who have placed themselves in the service of your exploiters and of the militarists, are seeking to distort the facts in order to involve you in war hysteria.

But we have had to note, though we do so with distress, the fact that despite twelve years of Hitlerism and six years of war, they have to a certain extent succeeded, by their lying propaganda subsidised by the monopolies, in weakening the class consciousness of some of you.

They are dragging you behind the war machine of the large monopolies under the deceitful and dangerous slogan which you must oppose, the slogan of the reunification of Germany by so-called free elections before the conclusion of a peace treaty.



But experience shows us that it was just through such elections, also called free, that Hitler was brought to power by the monopolies.

You must understand, workers of Federal Germany, that the only aim of the German, American and other capitalists in putting forward this slogan is to do away with the political, economic and social achievements won by your class brothers in the G.D.R., the first German workers' and peasants' state, heir to the revolutionary fighting traditions of the German working class. In this way, the German monopolies intend to increase their strength and intensify the exploitation of the West German working class. They want to restore their sovereign power and the shameful capitalist exploitation in that part of Germany from which they have been chased once and for all by the workers in town and country. Thus with their accomplices in NATO, they are seeking to widen and consolidate their aggressive militaristic platform so as to carry out their plans of conquest.

We know full well that this is not what you want, but that is precisely where you are being inevitably led by those who are anxious to set you against the workers of the G.D.R. and other countries. You must understand that if the forces of reaction and war which oppose the signing of a peace treaty with both German States succeed in dominating you or making you neutral, this will inevitably lead to a peace treaty which will be signed by the German Democratic Republic.

Workers of West Germany, we appeal to you fraternally, speaking the sincere language of workers all over the world who are firmly determined to unite all their forces and put an end to the threats of the militarists. In this difficult but indispensable struggle you must make a significant contribution.

We greet all those among you who, aware of their class responsibilities, are waging a consistent and courageous struggle in West Germany and are exposed to brutal government repression.

We call upon you to follow their example and to struggle by the side of the international working class, so as to deprive the monopolies and all revenge-seekers of the possibility of unleashing a military conflict which would turn into a terrible nuclear war.

That is why we maintain that the conclusion of a peace treaty with the two German States and the peaceful settlement of the West Berlin problem are of utmost urgency.

Such a peace treaty should:

- ban the armament of German militarists and revenge-seekers ;
- guarantee the frontiers fixed after the Second World war ;
- prepare the neutralisation of both German States by their withdrawal from NATO and the Warsaw Pact. These two German States would undertake never to manufacture, stock or use weapons of mass destruction;
- ensure the transformation of West Berlin into a free and demilitarised city whose freedom of communication would be established by agreements with the G.D.R. and whose right to choose its own political and economic system would be guaranteed.

#### WORKERS IN THE GERMAN FEDERAL REPUBLIC,

You, who surely do not want a repetition of nazi crimes, understand just as we do, that this solution is the surest way of guaranteeing your own security and creating the conditions for the reunification of Germany on a peaceful and democratic basis. This is the most effective way of safeguarding peace in Europe and the world and of proceeding towards universal and complete disarmament, the ardent wish of the overwhelming majority of workers. We therefore call on you to increase your efforts and to join them resolutely with ours.

In factories, work sites, offices, in town and countryside take action to check the revenge-seeking militarists;

Together with your class brothers in the G.D.R. and their trade unions, the F.D.G.B., impose the conclusion of a peace treaty with the two German States and the transformation of West Berlin into a free and demilitarised city;

Make your trade unions into powerful bastions in the struggle against war preparations;

Condemn and fight the shameful war propaganda pursued by all the staunch agents of nazi generals in the labour movement;

Fight for the application of the decisions of your trade union congresses opposing rearmament and war;

Press for the respect of trade union liberties and democratic rights and an end to the persecution of workers and all democratic fighting for peace and disarmament.

You must be aware of your historic responsibility !

Remember the even heavier responsibility which would fall on you if, despite our urgent appeals, you allow the isolation of those who are conducting a courageous battle in your country. If you fail to take a determined stand in the imperative struggle, you will be directly assisting the preparation of a new provocation which would be the prelude to a terrible atomic war.

The workers of the world whom we represent here are by your side. In their respective countries they are fighting for the same objective - p e a c e .

The forces of peace throughout the world are the strongest today. They are in a position to avert a new war if they unite and act vigorously everywhere.

We know that they also exist in your country. We want to be able to rely on them. We ask them to act while there is still time. You, the German workers, should be their most powerful and dynamic section.

The World Federation of Trade Unions and its 107 million members who are waging a tireless battle for a durable peace, will always remain true to the unanimous decisions which were adopted by the united trade union organisations at the time of the formation of the W.F.T.U. in 1945, and which demanded the eradication of militarism and a negotiated settlement of the German problem by the conclusion of a peace treaty.

Let us therefore , with confidence, muster all our forces in the essential struggle to defeat our common enemies: the imperialists, instigators of war.

By our joint campaigns let us impose a German peace treaty and a negotiated settlement of the West Berlin problem.

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I N T E R V I E W

with Brother Reinhard SOMMER,  
President of the Central Committee of the  
Metalworkers Federation I.G.Metall,  
German Democratic Republic.

1st question:

What is the purpose of the measures taken on August 13,  
and how was the G.D.R. government compelled to take such  
steps ?

Answer:

In the course of discussions with the member countries of  
the Warsaw Treaty, the German Democratic government was  
recommended to adopt measures which would reinforce the  
protection of the socialist camp against the provocations  
of agents and against the sabotage activities of the  
capitalist countries.

In Germany today, there exist two States with opposed social  
forms of government. Whilst in the German Democratic Republic  
the working class together with the peasants are the ruling  
power, in the German Federal Republic the exploiters continue  
to control the government of the country. This fact explains  
objectively why the capitalist government in West Germany  
foments war and revenge-seeking policy. Anti-communism became  
a official state theory. Plans for atomic rearmament have  
existed for more than three years.

The Bonn army commanded by ex-Hitler generals is preparing  
a new war against the East and trying to take the upper hand  
in the command of the member countries of the NATO.

The Bonn war minister, Strauss, one of the most important  
war-mongers preparing the new war has stressed that for him,  
" the second world war is not yet ended ". The vote for the  
plan MC 96 by the Bonn parliament confirms it. The context  
of the law states, that the atomic armament of the army must  
be accelerated and must be finished by 1962.

West Berlin as you know is on the territory of the German  
Democratic Republic and has been used as a center of disturbance.  
About eighty subversive organisations and spy centers have  
their headquarters there. The Lord-Mayor of West Berlin,  
Willy Brandt, boasted and characterised this part of the  
capital as " a front-line town " and directed all its  
disruptive activities against our republic.

We could cite numerous examples of commerce in human  
beings in the course of the last month organized by recruiting  
centers in West Berlin. They have not refrained from using

the most foul methods. Workers were receiving letters trying to intimidate them, for instance, making allusions to their fascist past and recommending them to "go West" even in cases, when there was nothing to reproach these people with. They spied on famous intellectuals in all professions and offered them very well paid jobs in the West German enterprises, exploiting in some cases the feebleness of human nature in order to obtain them.

There were equally cases, where paid agents kidnapped children of members of the People's army or of intellectuals or East Berlin workers in order to force their parents to leave our Republic.

The most foul and inhuman means of blackmail, of defamation, and of incitement, were good enough to try to abduct specialists and make them leave our Republic. West Berlin became a refugee camp and a reception point.

The decision taken by our government on August 12, 1961, and the measures operated on 13 of August, 1961, and made in agreement with our workers, upset these plans. On Sunday 13 August 1961, the militia of our socialist enterprises, with the participation of numerous metalworkers, our national Peoples' army and Peoples' police have taken over, with discipline and determination, the duties on the border of the State, which represents the demarcation of the two Berlin sectors. In spite of the dirty insults and actual attacks by the shock-groups of ex-fascists our units remained firm. Led by our working class party, they defended their government. In this way we have impeded the preparation and the starting of a new war that could have begun on the territory of West Berlin and have thereby contributed in maintaining peace.

#### 2nd question

What is the viewpoint of the German Democratic Metalworkers ?

Answer :

An overwhelming majority of the metalworkers together with the peasants, have strengthened their ranks in these difficult hours of class struggle. They have proved a thousand-fold that they will spare no effort to safeguard and assure peace. Their firm opinion is : " it is better to make today a bigger effort for peace that lose blood tomorrow in a new devastating war. "

I have already said that in our militia in the socialist enterprises there were numerous metalworkers who have really helped in these days to safeguard peace.

The accomplishment of their task in production was equally exemplary. The workplaces which became unoccupied due to the service of the workers of socialist enterprises in the militia, were immediately taken over by the remaining workers, white collar staff and intellectuals so that there was no set-back in the carrying of the economic plan. There were obtained remarkable results. Very often the exemplary conduct and fighting spirit of the members of the militia on the state frontier were a stimulus.

Close and cordial relationship developed between the production workers and their comrades, which, arms in hand, were keeping guard of the peace. Not a single member of the factories militia had a feeling of "being lost". Our trade union leadership and our central committees have kept them informed about the development in the enterprises. Little things, as cigarettes, chocolates and the like were given by workers as a gesture of comradeship of our metalworkers, seeing the necessity to safeguard and defend peace. In numerous factories, trade union groups and sections, we have organized under the leadership of the working class party, movements aiming at increasing production. Numerous pledges were made by our metalworkers after the 13th August 1961, to increase production.

The workers of the Building material factory VEB Berliner Metallhuettenwerke have increased the production in the period of 14 - 28 August, 1961, by 100,000 units, in comparison with the previous period of two weeks.

We could state similar examples in a number of other Berlin enterprises.

The 7th September, 1961, an appeal was issued in our Republic: "For the consolidation of the G.D.R. - for the Conclusion of the peace treaty."

Following the examples of the brigades "Otto Krahman" and "Anton Saefkow" from the cables factory, Oberspree, Berlin, our trade union groups are sponsoring a movement of pledges on the basis of this appeal which is clearly in agreement with the interest of the working class and of the peasantry. We are sponsoring also large ideological and political discussions in our factories, inducing the workers to improve the quality of the products and increase the quantity.

After the 13th August there appeared some who hesitated or, even opposition elements among our metalworkers. These took a wait-and-see attitude or repeated rumours that there was an imminent danger of war.



After the establishment of the frontier, some young people did not have the possibilities of going to West Berlin cinemas or buying cheap "thrillers". It is clear that among them the measures taken would not immediately arouse any enthusiasm or agreement.

There is nothing astonishing in the fact, that we could witness some signs of lack of understanding. But thanks to the stand taken by the working class in its strength for socialism and for peace, these difficulties are being overcome, one by one.

The honour of defending the cause of the G.D.R. is stronger than the slanders. The power of the workers and peasants of Democratic Germany is stronger than ever before.

We can look with satisfaction at the results of the production achieved in August. In a big number of enterprises the results are better and surpass the plan fixed for this period. The whole-heartedness and enthusiasm displayed by our fighters in their honourable duties on the 13th of August found an equal response among the metalworkers in production.

3rd question:

What is the opinion and attitude of the West German metalworkers and of your I.G.Metall concerning the D.G.B. (West German Trade Union Center) and its attitude towards the measures taken on 13th of August, 1961.

Answer:

The measures taken by our government on the 13th of August 1961, were for many citizens of our Republic a turning point in their attitude towards the first country of the German workers and peasants. One can also say the same of the members of the metalworkers trade union in West Germany. They were obliged to take a stand for or against the struggle for peace, or to accept the defamations made by their right-wing bosses such as Richter, Rosenberg, Dake and others, concerning the measures applied by the G.D.R. working class in order to safeguard peace. The reality is that quite a part of the West German metalworkers supported us. They did not allow themselves to be intimidated by the treason to the working class by the Richter group. Here is the opinion of Brother Heinz of Muchlheim a/Ruhr, speaking for many others when he gave his opinion on the measures taken on the 13th of August :

" No protestations can deny, that if the negotiation of a peace treaty with Germany were under way, the measures taken by the G.D.R. government would not have been necessary. The responsible politicians of Bonn who

are now very indignant because of the security measures, should listen to the voice of world public opinion which understands that the actual situation is a consequence of the same German policy, which opposes negotiations.

The Richter group in the D.G.B. openly betrayed the West German working class and is making an effort to include the West German metalworkers organisation I.G.Metall into its war policy. The policy of Otto Brenner, President of the I.G.Metall (D.G.B.) to keep quiet and let matters slide, is a very dangerous policy. It can have as a result that the Richter group in the I.G.Metall, getting the upper hand, will divert the metalworkers from realising their struggle against the atomic armament. This would mean that they would abandon carrying out the decisions of their Congress. This is precisely why the West German metalworkers carry such a big responsibility.

This is also why the progressive part of the West German metalworkers has to make an open stand on present problems, under decision that corresponds to the application of the decisions of the VIth West-German Metalworkers' Congress. "

4th question:

How do you appreciate the attitude of the international trade union movement concerning the measures taken by the German Democratic Republic government ?

Answer:

The World Federation of Trade Unions, true to its principles, has expressed in its answer concerning the measures taken by our Government on the 13th of August 1961.

In its statutes the W.F.T.U. has stressed, among other things: The fight against war and its causes and to work for a lasting and permanent peace.

Our Trade Unions International of Metal and Engineering Industries has taken the same line as the W.F.T.U. In its Statement, the Secretariat of the Metalworkers T.U.I. has stated that the measures taken by the G.D.R. government serve to assure the national sovereignty and to safeguard world peace.

The General Secretary of the French metalworkers in the French Confederation of Labour (CGT) sent us a message in which favourable comment is made on the measures taken by our government.

"These measures are for the protection of the territory and citizens of the German Democratic Republic. They have for their aim the eliminating of the seeds of conflict and of assuring peace."

We can cite another example of metalworkers international solidarity, given by workers of the TESLA factory in Czechoslovakia.

When the measures taken by our government were explained to them, they declared that they desire to give assistance to our electronic tube factory in Berlin and to deliver an extra 200,000 electronic tubes to the G.D.R. From all these messages and declarations we can see that we have many good and true friends. This international solidarity will stimulate our workers in production to obtain better results for the consolidation of the working class and of the peasantry in order to strengthen the peace positions.

We have felt a special satisfaction during the visit of the Secretary of the Metalworkers T.U.I., Brother MARILLIER, following the 13th August. In the course of a fruitful exchange of opinions that we had with him, we discussed ways to improve our cooperation. Also the meetings between the W.F.T.U. Secretariat and the Secretariat of the F.D.G.B. which took place in Berlin were an expression of solidarity and a help for us in our struggle for a peace treaty to be concluded before the end of this year.

The metalworkers of our Republic responded to the production appeal of the trade unions and approved the initiative of the World Federation of Trade Unions, for a World Conference of Trade Unions to be held from 22 - 24 of September, to adopt a position on the German question. The workers welcomed this Conference by new efforts to increase the production.

Of a different character was the reaction of the ICFTU. (International Confederation of the Free Trade Unions.) They had close relations with those we were fighting against through our measures taken on the 13th of August, 1961. They participated in the campaign against our Republic. The top leaders of the F.I.O.M. International Metalworkers Federation under leadership of Otto BRENNER-IMF- also adopted the same stand.

He, on world scale, defended the same policy as he did in the executive body of the I.G.Metall of West Germany. This resulted at an international level, in identity of agreement with the policy of the exploiters and militarists. And in consequence, contrary to the interests of the workers.

Since the 13th of August we discovered who were our friends and who were our enemies.



It is for this reason that we wish to express to the W.F.T.U. and to the Secretariat of the Metalworkers T.U.I. our thanks for their solidarity.

I am happy to be able to explain our viewpoints in the course of this interview to all the brothers and sisters in the countries of the socialist camp as well as to those in capitalist countries.

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THE TRADE UNIONS INTERNATIONAL OF METAL AND  
ENGINEERING INDUSTRIES  
convenes  
THE INTERNATIONAL JOINT COMMISSION OF THE  
ELECTRICAL ENGINEERING WORKERS to be held  
in B U D A P E S T , from the 24-25 November, 1961  
.....

PROBLEMS ON THE AGENDA

- Essential claims and preoccupations of the workers of the Electrical Engineering Industry
- Development of the struggles and the strengthening of international relations between the workers employed in the Electrical Engineering factories.

Speaker: Jean MARILLIER  
Secretary  
of the T.U.I. Metalworkers

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THE TRADE UNIONS INTERNATIONAL OF THE METAL  
AND ENGINEERING INDUSTRIES

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will held its

XIth SESSION OF THE ADMINISTRATIVE COMMITTEE

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in B U D A P E S T , from the 27 to 30 November, 1961

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A G E N D A

1. a) Analysis of the problems facing the metal and engineering workers and their main claims in view of the preparation of the IVth International Trades Conference (1962).
- b) Activity of the T.U.I. for the strengthening of unity, of international trade union co-operation of the metal and engineering workers and their trade unions for:
- the satisfaction of their economic and social claims ;
  - the development of the particular initiatives by Continents and big industrial regions;
  - the expansion of activity by branches of industry, (Automobile, Shipyards, Iron and Steel, Electrical Engineering, etc.
  - the struggle against imperialism and colonialism;
  - the safeguard of peace, disarmament and peaceful co-existence and application of the decisions made by the Berlin International Trade Unions Conference on the German problem.

Speaker: Brother G. ADDUCCI

General Secretary of the  
Metalworkers T.U.I.

In the framework of this point of the agenda, Brother SOMMER, President of the Metalworkers Federation I.G.Metal of the German Democratic Republic, in a special intervention will speak on:

- the action of the German metalworkers and on the common struggle of the workers for a just and peaceful solution of the problems caused by the situation in Germany.
2. - Auditors Report on budgetary questions, the 1961 budget and draft budget for 1962.
3. - Any other business.

ON THE WAGES OF THE INDIAN METALWORKERS:

( R e c t i f i c a t i o n )

Bulletin No 3, English edition page 36.

An error of translation made us cite the Indian brothers that the profit sharing bonus amounts at 30 % of the net benefice. The real state is as follows:

The calculation of bonus of this nature is variable. Generally in our country, it is determined by a formula approved by the Supreme Court but in two steel plants owned by two private companies, this practice is not allowed. In one case it is linked with the percentage of dividend paid on shares and in the other it is straightway given as 30 % on the net profits distributable according to wage rates.

In TATA Iron and Steel Company, this profit sharing bonus was in vogue since 1936 but as per collective agreement of 1959, the profit sharing bonus has been replaced by an annual bonus.

In Indian Iron and Steel Co. another private company, the rate of profit sharing now current is 25 % of the money distributed to Equity Shareholders.

In the case of Indian Iron and Steel Company, the bonus on an average amounts to 80 days wages of every worker.

There is no system of paying any profit sharing bonus to the workers in the State-owned Iron and Steel Plants which are run by a Corporation under the name Hindustan Steel Ltd.

The profit sharing bonus is paid as a reward or remuneration of the work done by the worker and as such workers who have not worked during the financial year for which profits have been secured, are not entitled to it.

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TRADE UNIONS INTERNATIONAL OF METAL  
AND ENGINEERING WORKERS  
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Publication Service

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TRADE UNIONS INTERNATIONAL OF METAL AND ENGINEERING INDUSTRIES  
(TRADE DEPARTMENT OF THE W. F. T. U.)

UNION INTERNATIONALE DES SYNDICATS DES INDUSTRIES METALLURGIQUES ET MECANIQUES  
(DÉPARTEMENT PROFESSIONNEL DE LA F. S. M.)

UNION INTERNACIONAL DE SINDICATOS DE LAS INDUSTRIAS METALÚRGICAS Y MECÁNICAS  
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PRAGUE

January 13, 1961

COMMUNICATION No.34

THE STRIKE OF 100,000 ELECTRICAL ENGINEERING WORKERS  
IN ITALY.

For 15 weeks, the Italian workers in the electrical engineering industry have been waging a courageous struggle for better wages, shorter hours of work and a national collective agreement for the electrical engineering industry.

The legitimate claims of the workers and their trade union have encountered stubborn resistance on the part of the employers represented by "Confindustria" (Confederation of Italian Employers), which is guided by the interests and representatives of the monopolies.

This resistance has drawn the workers into a long and hard struggle which is proving more successful every day.

The employers have had to give way. Many factory agreements have been concluded. However, "Confindustria" is refusing to accept collective agreement on a national scale and thereby forces the workers and trade unions to continue their struggle.

The powerful struggle waged in unity at all levels by the workers of the same branch of industry as well as their trade unions - the F.I.O.M.- C.G.I.L., F.I.M.- C.I.S.L. and U.I.L.M. acting together - has aroused more and more interest and admiration by the international trade union movement.

This experience of united action, militancy and solidarity of the Italian electrical engineering workers is of great importance to workers in other countries, in particular to metal workers in the countries of the European Common Market for it shows them how common action should be taken against the policy of the coalition of monopolies.

\* \* \*

" We shall resist one minute longer than the employers"

That is the slogan adopted by the Italian electrical engineering workers in their struggle. This slogan illustrates the firm determination of the workers and trade unions to win that great battle against the backward and obstinate employers and especially against the monopolies.

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The conflict started in July 1960, when the F.I.O.M.-C.G.I.L. asked the Employers Association, the " Confindustria" and the "Intersind" ( Association of Employers of Industries with government interests) to open negotiations on the claims made by the electrical engineering branch.

The two other trade unions ( the F.I.M. . - C.I.S.L. and U.I.L.M.) had also submitted basically similar demands.

The strike movement began on September 19th 1960. Six big national strikes, each lasting 24 hours, affecting 100,000 workers in electrical engineering made up the first stage of the fight which lasted from September 19th to October 15th. These national strikes reflected the determination of the workers to strengthen their joint action at all levels in order to attain the fulfilment of their claims.

During the period which followed to the end of October the struggle was sharpened, region by region. A total of 72 hours on strike was the average for every worker during a period of 15 days.

In face of the employers' resistance and coalition, another more subtle and more drawn out form of struggle was adopted from November 18th and it proved very effective, namely, to come out on an 8 hour strike per week for an indefinite period, giving every organisation the opportunity to adopt more progressive methods of struggle according to the possibilities and the local circumstances.

From the outset of the movement, the workers decided to reject all overtime.

Altogether, by the end of the year, the workers in the electrical engineering industry took part in more than 12 million hours on strike.

This gigantic action was taken after a whole series of trade union consultations, referendums etc. among the workers and trade unions, which gave rise to the breadth and strength of the movement. Another important aspect that must be stressed in this struggle is that it was not confined to the factories. Many lively public demonstrations, discussions and meetings were organised by the workers and the trade unions. As the reasons

.../...

for action were explained to the people in the town and countryside, solidarity and support for the strikers, increased and despite misleading propaganda, the employers became more and more isolated.

Workers in other trades showed their solidarity in a practical manner. At Milan, more than 200,000 workers took part in a solidarity strike backing the electrical engineering workers.

By Christmas Eve subscriptions to the solidarity fund amounted to 10 million Liras and collections continue.

During discussions organised in Milan, at the House of Culture, intellectuals and artists expressed their support for the strikers and criticised the non-realistic attitude of the "Confindustria"

Young students especially excelled in their solidarity action. They took part in the picket line by the side of the strikers. They marched in demonstrations under their own slogans, stressing the close link between the legitimate fight of the electrical engineering workers for better living conditions and the struggle for a democratic development of national society, for a modern and progressive culture.

On Christmas Day, Milan saw one of the most impressive demonstrations; 20,000 electricians with their families assembled on the big Cathedral Square ( Piazza Duomo). This was a grave warning to the Italian bourgeoisie and even the capitalist press had to stress the significance and importance of the demonstration which even attracted the attention of the Archcardinal of Milan.

The solidarity of our Trade Unions International and many trade unions of other countries brought brotherly encouragement to the strikers.

The militancy of the workers, their unity, the justice of their claims and the deep feeling for their rights, as well as the support and solidarity given to the strikers forced the Government ( Ministry of Labour) to intervene in the conflict, submitting conciliatory proposals which the employers rejected.

The "Confindustria" has become more and more isolated and contradictions within the Government ruled by the monopolies have become more sharpened. These facts also influenced the attitude of the police and restrained police repression, although the workers had to encounter several attempts at violence on the part of the police.

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The workers' claims and the employers position.

Our Trade Unions International has provided ample information in its Bulletin No.5.-October 1960 on the electrical workers' claims.

In this document we wish to give a general survey of the main demands and the arguments used by the employers to oppose them.

These claims essentially concern :

- 1) A considerable improvement in wages by the introduction of a production bonus.

This claim is justified by the fact that while between 1953 and 1959 labour productivity increased by 35%, the real average incomes increased only by 3.8%. The value of electrical engineering production rose from 283 thousand million Lires in 1955 to 420 thousand million in 1959, which represents an increase of 48%. At the same time, profits declared by the big enterprises increased by 46%.

The F.I.O.M.-C.G.I.L. to realise its demand for a bonus proposed that for every 1% increase in the index of output there should be a corresponding improvement of all incomes (workers, employees, technicians, women and youth) to be laid down under a national agreement and to be revised at regular intervals by the trade unions.

- 2) A reduction in hours of work without loss of pay/40 hours paid as 48.

This demand does not call for explanation, as it has become so popular in different manufacturing countries and the first successes have been recorded in Europe : Sweden, Federal Germany, the Netherlands, Switzerland, the Saar, Denmark, Norway, Great Britain, Austria, Luxembourg etc. In the United States, Canada and Australia the 40 hour week was introduced a long time ago. In the socialist countries, too, a shorter working week has been introduced, especially in the U.S.S.R., Czechoslovakia and the G.D.R.

In Italy, as well as in other countries suffering from unemployment, there are additional reasons to justify this claims.

- 3) The introduction of actual equality of wages between women and men working in this sector.

- 4) The settlement by means of negotiations with the trade unions of trade classification, production bonuses, the size of shifts and higher rewards for workers on the assembly line.

The introduction of new production techniques and the new equipment and machines in the electrical engineering plants justify that demand. In reality it is becoming more and more obvious that the employers proceed in a biased and arbitrary manner when classifying the workers, which is reflected in the increasing endeavour on the part of managements to lower the workers categories by cutting their incomes and thus exploiting them still more.

In order to solve all these specific problems, the trade unions proposed that special talks should be conducted on behalf of the electrical engineering branch in order to attain a valid collective agreement for that branch, before it becomes integrated into the national collective contract which covers the entire metal and engineering industries.

The employers' organisations offered the fiercest resistance to certain questions of principle closely linked with the legitimate right of the trade unions. The employers stubbornly refuse negotiation according to industrial branches; they go so far as to deny the existence of these branches. Facts and the entire policy of the trade unions, and in particular the C.G.I.L. show the very opposite. Trade union policy according to industrial branches is becoming more and more precise in Italy and the specific claims according to branches are supported by necessary action ( See: the iron and steel industry, shipbuilding, foundries etc.) In this way, many national contracts have already been concluded ( See: iron and steel industry, the manufacture of accordions, jewellery and other categories as well.)

The trade unions demands for negotiations according to branches of industry does not undermine the standing of the national collective contract which covers all the metal workers and which represents a minimum basis on a national level. On the contrary, the national collective agreement makes provisions for additional agreements. That is why the workers and trade unions call for negotiations of these contracts according to branches of industry taking account of the specific factors of each given branch, the level of production, technical progress and the existing organisation, methods and rate of production and also the conditions of work and intense exploitation to which the workers are subjected.

Moreover, these negotiations according to branches would at the same time lead to recognition of the trade union in the enterprise and to complementary negotiations at factory level. Moreover, this method aims at turning certain existing concessions

made by the management in certain factories into rights agreed upon with the trade unions in the interest of the workers.

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### The first successes.

Despite stubborn resistance on the part of the employers, the workers, thanks to their struggle and unity have achieved important successes in a number of plants. The employers front has been broken through; the militancy of the workers has increased. These successes have paved the way not only to the solution of the electrical workers problems but also to the solution of problems of a more general nature, namely the right to collective agreements according to branches of industry. At Milan where 60% of the electrical engineering industry is concentrated about 50,000 out of a total of 60,000 workers have already enforced works agreements which foresee important improvements.

In the whole country, more than 80% of the workers have attained works agreements.

Despite appeals by the "Confindustria" to resist, the works managements, placed in difficult circumstances by the tenacity of the workers, prefer to negotiate with the trade unions and internal commissions. However, the employers' resistance is still strong in certain big plants, especially those owned by or linked to monopolies: Philipps, Siemens, Autelco, Triplex, C.E.M. (Edison), Magnadyne de Turin, Pelizzari de Arzignano (Vincence), The Electrical Engineering Plants at Bologna, Genoa.

Among the hundreds of agreements concluded so far those signed with F.A.C.E. - Standard of Milan which employs 5,000 workers and that signed with the trade union Association "Intersind" which represents the factories with Government interests, (San Giorgio, Breda Electrical Engineering, Telecommunications Company, Siemens, Electrical Engineering Plants of Trieste and Electrical Engineering San Giorgio) are worth mentioning.

All these agreements are very positive. For example, the one signed by F.A.C.E.-Standard provides for a 19% wage increase and a shorter working week, 46 hours paid as 48.

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In order to be able to evaluate these struggles of Italian electrical workers it is necessary to see them in the context against the economic and political background in Italy at the present time and as part of all the actions taken by the working class in order to improve their living and working conditions, to attain wider powers for the trade unions and respect of trade union rights in the factories, for the democracy and against the attempts to put neo-fascism on its feet, for peace, disarmament, peace and peaceful co-existence.

In 1960, the Italian workers took part in 84 million hours of strikes, out of which 48 million 500 thousand in support of revised negotiations in which 1,750,000 workers were interested, and 35,500,000 hours on strike for the renewal of collective agreements in which 1,609,000 workers were interested.

All these actions have contributed towards strengthening the unity of action at floor level and between trade unions. The most important actions taken in Italy in the recent past were conducted jointly by all the trade unions.

Success of trade union action is closely linked with the consolidation of that unity already realised. This unity cannot fail to influence the Governments' entire policy and make the democratic forces advance towards a positive and democratic solution of the big national problems which are topical at the present time.

International solidarity must also play an important role to enable the Italian workers to conduct their struggle successfully. Faced with the monopolist coalition and the policy of the governments which are dominated by it we must build up an ever stronger and ever more united international workers' front.

With this end in view, our Trade Unions International appeals to all the trade unions to support in every way and by the most suitable means in their power the struggle of the Italian electrical workers.

All messages and other expressions of solidarity should be addressed to :

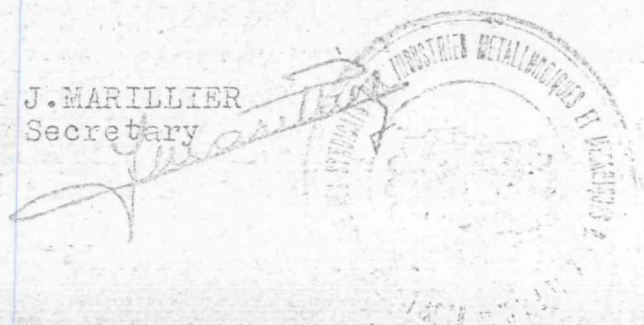
F.I.O.M. Nazionale, Via del Viminale 43, ROME - Italy

This report is intended by our Trade Unions International to contribute to an understanding by the trade unions and active members in various countries of the reasons for the important struggle of the Italian electrical engineering workers. The spreading of information about that struggle through their trade union press can contribute to strengthening international understanding and solidarity and stimulate united action at all levels in the common fight of the working class for progress, democracy, freedom and peace.

The Secretariat of the  
Trade Unions International of Metal and  
Engineering Industries

J. MARILLIER  
Secretary

G. ABDUCCI  
General Secretary







TRADE UNIONS INTERNATIONAL OF METAL AND ENGINEERING INDUSTRIES  
(TRADE DEPARTMENT OF THE W. F. T. U.)

UNION INTERNATIONALE DES SYNDICATS DES INDUSTRIES METALLURGIQUES ET MECANIQUES  
(DÉPARTEMENT PROFESSIONNEL DE LA F. S. M.)

UNION INTERNACIONAL DE SINDICATOS DE LAS INDUSTRIAS METALÚRGICAS Y MECÁNICAS  
(DEPARTAMENTO PROFESIONAL DE LA F. S. M.)

МЕЖДУНАРОДНОЕ ОБЪЕДИНЕНИЕ ПРОФСОЮЗОВ МЕТАЛЛУРГИИ  
И МАШИНОСТРОЕНИЯ  
(ПРОИЗВОДСТВЕННЫЙ ОТДЕЛ ВОИ)

Adresse: Rue Janska 100, PRAGUE (Tchécoslovaquie)

Telephone: 67856

GA/EN 6782  
Adresse télégraphique: USNM - Fesymond Prague

PRAGUE

February 10, 1961

Dear Brothers,

We are enclosing the International Trade Union Information Bulletin "FESYMOND PRESS" which features the resolutions adopted by the 22nd session of the Executive Committee of the World Federation of Trade Unions at its meeting in Berlin from February 2 to 4, 1961.

We are sure you will be interested in the decisions and steps towards unity taken by the W.F.T.U. with a view to promoting co-operation and unity of the international labour movement in the workers' joint struggle for the achievement of their economic and social demands, for peace, disarmament and peaceful co-existence.


With this in mind and in order to achieve these objectives, the W.F.T.U. is preparing the

Fifth World Trade Union Congress to be held in Moscow from  
December 4 to 16, 1961

We wish to draw your attention to the following documents passed by this session of the Executive Committee: the General Resolution, the decisions to form a special Commission to draw up a document for the preparation of the Fifth Congress, a Declaration on the violation of the trade union rights in Africa, a Declaration on the situation in Laos, a resolution on solidarity with Cuba and so forth.

We hope these documents will be of interest to you. Will you please popularise them among the workers, in the course of your trade union activities and in your trade union press.

We would appreciate your opinion and suggestions, and send you fraternal greetings,

  
G. ADDUCCI  
General Secretary

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(ПРОИЗВОДСТВЕННЫЙ ОТДЕЛ ВОП)

ress: Rue Janska 100, PRAGUE (Tchécoslovaquie) • Téléphone: 67856 • Adresse géographique: UISMM - Professional Prague

A. I. T. U. C.  
Received 18 APR 1961

Prague 18 APRIL 1961

COPY OF TELEGRAM SENT TO :

FEDERACION NACIONAL TRABAJADORES INDUSTRIA METALURGICA  
AGAPITO FIGUEROA SAN CARLOS Y PENALVER - LA HABANA - CUBA

THE TRADE UNIONS INTERNATIONAL OF METALWORKERS LEARNED OF THE INVASION OF YOUR COUNTRY BY COUNTER REVOLUTIONARY AND MERCENARY ARMY PROMOTED BY US IMPERIALISTS WITH OBJECT OF REESTABLISHING DOMINATION BY MONOPOLIES PUTTING COUNTRY UNDER CONTROL OF YANKEE IMPERIALISM STOP IN NAME OF TEN MILLION METALWORKERS AFFILIATED WE PROTEST ENERGICALLY AGAINST THIS NEW CRIMINAL ACT OF THE IMPERIALISTS AGAINST PEOPLE OF CUBA AND AGAINST THEIR LIBERTIES AND ACHIEVEMENTS OF THE POPULAR DEMOCRATIC REVOLUTION IN CUBA STOP WE REQUEST UNITED NATIONS URGENTLY CONVENE SECURITY COUNCIL TO CONDEMN AND STOP THIS ODIOS AGGRESSION OF UNITED STATES GOVERNMENT STOP WE EXPRESS OUR COMPLETE SOLIDARITY TO METALWORKERS AND PEOPLE OF CUBA AND WE CALL ON METALWORKERS AND ENGINEERS THROUGHOUT THE WORLD TO SHOW IN ALL FORMS THEIR PROTEST AGAINST THE AGGRESSORS AND FOR SOLIDARITY WITH WORKERS AND PEOPLE OF CUBA STOP WE EXPRESS OUR CONFIDENCE THAT COURAGE HEROISM AND UNITY OF CUBAN PEOPLE WITH HELP OF INTERNATIONAL SOLIDARITY WILL BE VICTORIOUS OVER FORCES OF AGGRESSION AND WILL CHECK THIS NEW CRIME OF US IMPERIALISTS AGAINST FREEDOM INDEPENDENCE AND PEACE

ADDUCCI GENERAL SECRETARY



TRADE UNIONS INTERNATIONAL OF METAL AND ENGINEERING INDUSTRIES  
(TRADE DEPARTMENT OF THE W. F. T. U.)

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И МАШИНОСТРОЕНИЯ  
(ПРОИЗВОДСТВЕННЫЙ ОТДЕЛ ВФП)

Adresse: Rue Janska 100, PRAGUE (Tchécoslovaquie) • Téléphone: 67856 • Adresse télégraphique: UISMM - Fesymond Prague

April 20, 1961

GA/HK 2901

WFTU Statement  
Received 1032/25-4-61  
Replied.....

Dear Brothers,

At the time of writing a harsh struggle is spreading blood over Cuban soil.

The Cuban people, with arms in their hands, are fighting with courage and heroism to push back the mercenaries, organised and armed by the United States imperialists, who have landed on the territory of the Cuban republic.

The workers of the world are behind the Cuban workers and people in this tragic hour.

International working class solidarity can and must prevent this new crime of the imperialists against the freedom and independence of the Cuban people. This aggression also endangers the rights, freedom and independence of other countries and especially those of Latin America and also threatens the world peace.

The W.F.T.U. and our Trade Unions International, interpreting the feelings of the workers of all countries have expressed their complete solidarity with the Cuban workers and people.

The W.F.T.U. has asked the President of the United Nations Security Council to summon the Security Council immediately, to condemn and put an end to this aggression organised by the United States against Cuba. Our Trade Unions' International has also supported this demand.

In order to coordinate efforts, we suggest that the trade union organisations of metalworkers in the various countries support this demand by the W.F.T.U. and by our T.U.I. at the UN Security Council.


We appeal to all trade unions, factory committees and all workers in our industries to demonstrate by every means their disapproval of this further crime by the imperialists and to express their solidarity with the Cuban workers and people.

We enclose here with :

- a copy of the message sent by our T.U.I. to the Cuban trade unions
- a copy of a telegram sent by the W.F.T.U. to the President of the United Nations Security Council.
- the text of the statement by the W.F.T.U. regarding the aggressive character of North American Imperialism.
- the text of an appeal sent by the W.F.T.U. to the workers of Latin America.

We think that publicity about these measures and documents by the W.F.T.U. and our T.U.I. in your press will help in the development of a wide international working class solidarity with the workers and the people of Cuba.

Sincere fraternal greetings



G. ADDUCCI  
General Secretary





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GA/HK 3026

July 20, 1961

A. I. T. U. ( )  
I. R. No 2443 Dat 2-5 JUL 1961  
File No.....Replied.....

Dear Brothers,

We would like to inform you that the Trade Unions International of Metal and Engineering Industries has moved to a new address:

We beg you to send all letters, articles, newspapers etc. to the following address :

Trade Unions International of Metal and Engineering Industries,

PRAGUE 1., Opletalova 57,  
Czechoslovakia

Telegrammes : INTERNMETAL PRAGUE

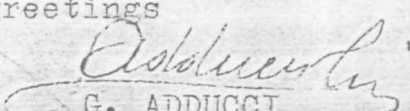
Telephone : 224477 - 224175 - 221974

We are using this occasion to inform you that our Press Service is presently compiling a list of addresses of the readers of our Publications.

We would be therefore thankful, if you would fill the enclosed form and send it back to us. We would be also very interested to receive in exchange the publications of your organisation.

Thanking you, we remain

With fraternal greetings

  
G. ADDUCCI  
General Secretary