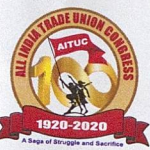


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SUBJECT Correspondence with
Labour Ministry Re: Industrial Disputes, and
Adjudications.



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PAPERS FOR THE MEETING
OF THE WORKING COMMITTEE
ALL-INDIA TRADE UNION CONGRESS

30th, 31st August & 1st September, 1957
New Delhi

ALL-INDIA TRADE UNION CONGRESS
4, Ashok Road, New Delhi.

ALL INDIA TRADE UNION CONGRESS

4 Ashok Road, New Delhi

DOCUMENTS FOR THE WORKING COMMITTEE
MEETING, DELHI
(August 30, 31 & Sept.1)
1957

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CONTENTS

1. Decisions & Review of Fifteenth Indian Labour Conference (Printed Booklet)
2. Wage Policy (Study by Indian Labour Conference)
3. Principles of Wage Fixation - A Study of Industrial Awards (Study by Indian Labour Conference)
4. Determination of the Minimum Wage - The Concept of the Average Family (Study by Indian Labour Conference)
5. Workers' Education Programme (Sub-Committee of the Indian Labour Conference)
6. On 'Discipline in Industry' Sub-Committee Meeting - Aug.27,1957 (I.L.C.)
7. On Recent Agreement in the Coal Industry (Including the Minutes of the meeting of the Deputy Labour Minister with the representatives of employees and employers of the Coal Industry at Asansol on 16 August 1957)
8. Facts About Negotiations on the Threatened Strike of P&T and Other Central Government Employees.
9. Tea Plantation Inquiry, 1954 - A Summary of the Report (By Monoranjan Roy)
10. Industrial Disputes in India - Statistics
11. Suggestions on Plantation T.U.s (by Coms.P.Uriddhagiri, Ramanathan, Parvathi Krisman)
12. On UNESCO Awards for Workers' Study Tour in Asia (by Com.K.B.Panikkar)
13. AITUC Nominees on Govt.-sponsored Conferences & Committees
14. Some Recent Working Class Struggles in Foreign Countries
15. Struggle Diary (India - 1956-57)
16. Telco Works Strikes & Disputes in Tinplate Co., Jamshedpur (Reply to J.R.D.Tata)
17. On the Question of Recognition of Trade Unions (by Com.K.B.Panikkar)
18. Report from Bihar T.U.C.
19. Report from Assam T.U.C.

PRICE: Re.1/-

NOTE: On Page Six of the "Plantation Enquiry, 1954 - Summary" by Monoranjan Roy, the table on the bottom half of the page relates to the Industrial Disputes in India (item 10 above). The table of figures relates to the whole of India, all industries. The caption on the page was missed due to oversight.

WORKERS' EDUCATION PROGRAMME

In accordance with the decisions of the Fifteenth Indian Labour Conference, a Committee was appointed to prepare a scheme of workers' education in the Second Five Year Plan. This Committee in turn appointed a Sub-Committee to draw up the details. The Sub-Committee has drawn the following syllabus. It is not the syllabus drawn by the AITUC. This is being reproduced for information and study.

As can be seen from the broad points given in the Syllabus, it does not give one an idea as to what will be the content of the education that will be offered to the workers. If it is left totally to the Government or the teacher administrators who are to be trained by Governmental seminars, then one does not know how they will define wages or how they will define trade unions, or relate them to the question of inflation and the development of the economy as a whole.

Therefore, the AITUC Committee on the Committee put forth the viewpoint before the Committee that this syllabus should be given more concreteness by elaborating the ideas in each chapter, so that there should be no confusion as to what each teacher is going to teach.

The AITUC Schools have had some experience in this matter and therefore, it would be necessary for the Working Committee to evolve a syllabus for its own Schools basing itself on the outline that is being adopted in this Scheme. Hence we are circulating this for study and opinion by the Working Committee.

S Y L L A B U S

1. THE MODERN INDUSTRIAL COMMUNITY - History of its growth in India and present position - Industrial Geography of India.
2. THE TRADE UNION: - Purpose and functions - place in democratic society - History and present position of the national federations of workers and employers - Organisation and administration of trade unions - Election of office-bearers-union finances -
3. THE INTERNATIONAL LABOUR MOVEMENT - A brief review of international labour problems - I.L.O. - Its history, objectives and functions - I.L.O. Conventions - Important trade union laws and practices all over the world -
4. THE LEGAL ASPECT: - Labour legislation in India and abroad - Detailed study of the Minimum Wages Act 1948 and the Industrial Disputes Act 1947 as amended upto date - Constitution of India - Fundamental Rights and Directive Principles of State Policy - Constitution and functioning of Parliament and State Legislatures - Election of President, M.Ps and M.L.As.-
5. INDUSTRIAL RELATIONS: - Causes of industrial disputes in India - Machinery to settle industrial disputes - Functions of Ministries of Labour at the Centre and in the States - Attached offices and their functions - Settlement Procedure - Negotiation - Adjudication - Arbitration - Collective Agreements - Collective bargaining - Strikes, lock-outs and other forms of pressure - When and where permissible -
6. WAGES AND SOCIAL SECURITY - Wages - Minimum Wage, Fair Wage and Living Wage - Time rates and piece rates - Job evaluation and work standardisation - Time and Motion Studies - Incentive Schemes and Merit Rating - Production Bonus - Standardisation of Wages - Cost of living and dearness allowance - Profit Bonus - Fringe benefits - Industrial housing schemes - Social Security - Existing legislation and benefits.

7. EMPLOYMENT AND TRAINING - Broad analysis of the employment situation - utilisation of the services of the employment exchange organisation - craftsmen training schemes - cottage industries and how they can help.
8. INDUSTRIAL WELFARE - Human relations in industry - industrial psychology and personnel management - industrial physiology, health, hygiene and safety - welfare amenities for industrial workers -
9. SECOND FIVE YEAR PLAN - The Concept of Planning - Achievements of the First Five Year Plan - Aims and Objectives of the Second Plan - Labour and Labour Welfare policies and Programmes in the Second Plan -
10. WORKERS' DISCIPLINE AND WORKERS' PARTICIPATION IN MANAGEMENT - Need for discipline in industry - rights and duties of management and unions - Standing Orders and grievance procedure - Works Committees - Joint Councils of Management - Experience of other countries - cost of manufacture and problems of management - Productivity and rationalisation.
11. PRACTICAL TRAINING - How to lecture and organise discussion groups, seminars and conferences - How to organise and run unions; sports, games and entertainments; reading rooms, canteens and co-operative societies - How to prepare graphs, charts and pictorial display matter - Use of slides and projectors.

(Circulated as Appendix I, received along with the "Report of the Sub-Committee on Workers' Education")

ON "DISCIPLINE IN INDUSTRY" SUB-COMMITTEE
MEETING - August 27, 1957

We are reproducing below for the information of comrades an note on 'Discipline in Industry' prepared by the Ministry of Labour and Employment for discussion before the Sub-Committee of the Indian Labour Conference.

The main conclusion on discipline in Industry adopted by the Indian Labour Conference provided for a tripartite sub-committee to study the question further. Accordingly, the sub-committee set up for this purpose was to meet on 27th August. For this sub-committee, the Government put forward for discussion the following note.

Even a casual reading of this note will show any one that the note tries to take away completely almost all the vital rights of the working class in the matter of their right to strike and their activities in relation to strike struggles or even ordinary democratic activities.

The original understanding in the Labour Conference on the question of strike stated: "There should be no strike or lock-out without notice." But this clause as elaborated by the note submitted to the sub-committee states as follows: "not to cause or take part in any form of strike (including sit-down, stay-in, hunger-strike, sympathy strike or slow-down) against the employer."

This, it will be seen, totally negates the right to strike which is completely at variance with the agreement arrived at at the Labour Conference as the quotation above would show.

Similarly, there are other clauses which take away the right to demonstrations, almost of any kind. This Draft thus shows how the bureaucrats would like to read their own reactionary content in general agreements arrived at in the tripartite conference. If the workers are not vigilant, then the ordinary healthy principles agreed to would soon be turned into a weapon to put down all the activities of the workers and the trade unions in the name of voluntary agreements.

The AITUC representative on the Sub-Committee, Com. T.C.N. Menon, M.P., pointed out these things to the Committee and refused to accept any of these conditions which were proposed. It is reported to us by our comrade that a number of changes were made after we lodged our protest.

The finally agreed draft has yet to be submitted to the Sub-Committee members and we shall let the trade unions know what the final draft will be. But it is certain we cannot agree to any of the conditions that have been proposed in the draft as circulated here. We would only abide by the general agreement made in the Labour Conference, which has been circulated to our comrades in a separate pamphlet.

August 27, 1957.

S.A. DANCE,
General Secretary.

COPY OF THE "DRAFT CODE FOR DISCIPLINE IN
INDUSTRY" DRAWN UP BY THE MINISTRY OF LABOUR
& EMPLOYMENT FOR DISCUSSION AT THE SUB-COMMITTEE
ON "DISCIPLINE IN INDUSTRY".

1. TO MAINTAIN DISCIPLINE IN INDUSTRY, there has to be (i) a just recognition by employers and workers of the rights and responsibilities of either party, within the framework of existing laws and agreements and (ii) proper and willing discharge by either party of its obligations consequent on such recognition.

To accelerate the process of
better discipline in Industry,

- II. MANAGEMENT & UNION(S) AGREE (i) to affirm their faith in democratic principles and thereby, bind themselves to settle all future differences, disputes and

grievances by mutual negotiation, conciliation, arbitration and to give up recourse to (a) coercive litigation (d) strikes and (e) lock-outs.

(ii) to encourage an atmosphere of constructive cooperation between representatives at all levels and as between workers themselves more by the spirit of agreements mutually entered into than by the spirit of retaliation thereof;

(iii) to establish immediately, upon a mutually agreed basis, a grievance procedure which will be uniformly applicable to all cases and which will ensure speedy and full investigation;

(iv) to settle as many disputes as possible at the lowest possible level;

(v) to abide by various stages in the grievance procedure and to take no arbitrary action which would short-circuit this procedure.

III. MANAGEMENT AGREE (i) not to create in any fashion or cause to be created any lockout of all or a group of employees;

(ii) not to require any speed-up inconsistent with agreed work-loads;

(iii) not to wilfully delay action on grievances, settlements and awards;

(iv) not to support or encourage any unfair labour practice such as (a) interference with the right of the employee to enrol or continue as union members (b) discrimination, restraint or coercion against any employee because of his union activity and/or in the exercise of trade union functions, and (c) victimisation of any employee and abuse of authority in any form;

(v) to display in conspicuous places in the undertaking, the provisions of this Code in the local (language)s;

(vi) to distinguish between actions justifying immediate discharge and those where discharge must be preceded by a warning, reprimand, suspension or some other form of disciplinary action. However, all such disciplinary actions should be subject to an appeal through the normal channels of the grievance procedure and

(vii) to censure its officers in cases where enquiries reveal that they were responsible for precipitate action by workers leading to indiscipline.

IV. UNION(S) AGREE (i) not to cause or take part in any form of strike (including sit-down, stay-in, hunger strike, sympathy strike or slow-down) against the employer;

(ii) not to engage in any form of physical duress or demonstration likely to cause alarm to or reduce the freedom of persons against whom the demonstrations are directed;

(iii) that their members will not engage or cause other employees to engage in any union activity during working hours, except for grievance settlement as part of the grievance procedure;

(iv) to discourage unfair labour practices such as (a) negligence of duty (b) careless operation (c) damage to property (d) interference with normal work (e) insubordination (f) causing disturbances to others (g) utilising employee's official status further union activity and (h) divulging confidential information of the undertaking to outsiders;

(v) that workers shall perform any work which the supervisor may direct and if the worker objects to the work, he shall perform the work and then take up his objections with the grievance machinery;

(vi) to display in conspicuous places in the union offices, the provision of this Code in the local language(s);

(vii) to censure members found guilty of serious offences.

On Recent Agreement

In The

COAL INDUSTRY

I

The minutes of the meeting with the representatives of the employers and employees of the Coal Industry held at New Delhi on 26 June 1957 forwarded to us by the Ministry of Labour & Employment No.LR-II-55-I(26)/57 dated 6-7-57 is given below:

The Union Minister for Labour & Employment Shri Gulzarilal Nanda had discussions on the 26th June 1957, first separately and then jointly with the representatives of employers and workers in the coal industry about the situation that has developed after the Labour Appellate Tribunal had given its decisions on the award of the All-India Industrial Tribunal (Colliery Disputes). The Union Minister for Steel, Mines and Fuel, Sardar Swaran Singh and the Union Deputy Minister for Labour, Shri Abid Ali, were also present. The following attended the meeting on behalf of the employers and workers:

<u>EMPLOYERS:</u>	Indian Mining Association	-	Shri D.Hogg
	Indian Mining Federation	-	Shri I.M.Thapar
	Indian Colliery-owners Association	-	Shri J.N.Mukerjee
	Madhya Pradesh Mining Association	-	Shri N.S.Singh
		-	Shri D.K.Samanta
		-	Shri Manubhai Shah
<u>WORKERS:</u>	I.M.T.U.C.	-	Shri B.P.Sinha
		-	Shri R.N.Sharma
		-	Shri R.K.Dubey
	A.I.T.U.C.	-	Shri Kalyan Roy
	H.M.S.	-	Shri Mahesh Desai
	U.T.U.C.	-	Shri S.V.Acharior

The following agreement was arrived at at the joint meeting:

- (1) Employers will withdraw their appeal before the Supreme Court and implement the award of the Labour Appellate Tribunal.
- (2) Government will notify an interim price increase of Rs.1.50 per ton to cover the cost of the increase in wages resulting from the Labour Appellate Tribunal award including the retrospective effect of the award. This interim increase will be subject to such adjustments as may be found necessary after the report of the Coal Price Revision Committee is received and examined by Government.
- (3) The payment of wages at the increased rates awarded by the Labour Appellate Tribunal will commence in the week following the notification of the interim price increase by Government.
- (4) The arrears of wages arising from the Labour Appellate Tribunal award will be paid to Labour by the Employers in nine quarterly instalments, the first instalment by the middle of October 1957 and the rest in every quarter thereafter.
- (5) Government will take steps to ensure that the agreement is binding on both parties.

Annexure

MEMORANDUM SUBMITTED BY COL. KALYAN ROY,
REPRESENTATIVE OF THE A.I.T.U.C. AND I.M.W.F.
at the meeting on 26 June 1957

With reference to the discussion we had with the Labour and Production Ministries on the 25 and 26 June, in connection with the complications arising out of the employers' appeal in the Supreme Court against the Award of Labour Appellate Tribunal and subsequent agreement which was arrived at, I am placing the following suggestions. I have already spoken about these in the Tripartite meeting yesterday.

1. The Central Government soon after the notification should set up an Implementation Committee, consisting of Government, Labour and Employers' representatives to implement the Award of the LAT. The formation of the Committee may be preceded by another Tripartite Meeting under the Chairmanship of the Labour Minister.

We feel strongly about the Implementation Committee because it is our sad experience that the employers including the State Collieries do not implement the Award properly. There are a very large number of collieries where the Mazumdar Award has not been implemented at all.

The Chief Labour Commissioner, Shri Pattanayak, did convene a meeting after the publication of the Mazumdar Award, but nothing came out of it. This time the Government must take the implementation seriously, and without a proper machinery, we apprehend that the Award will not be properly implemented.

2. Regarding interpretation of the LAT Award, there is bound to be difference between Labour and Management and between management and management. So the Implementation Committee may also deal with those questions of interpretations. Or an ARBITRATOR acceptable to both sides, may be appointed to settle these differences whose decisions will be final.

All complaints regarding ARREAR pay should be referred to Labour Inspectors who should be asked to settle these points within a fortnight. And the Government must take special care that all workers who were on the payroll on the 25th May, 1956 are paid arrear wages. Otherwise, we fear a very large number of workers will be deprived of arrear wages and our agreement will come to nothing.

While we deeply appreciate the efforts of the Labour Ministry to bring about this agreement and hope that these efforts will continue, we feel that unless the above-mentioned steps are taken, the purpose of the agreement will be lost. On our part, we are ready to fully cooperate with the Labour Ministry to implement the Award properly and peacefully.

II

Resolutions adopted by
the Indian Mine Workers Federation

ON IMPLEMENTATION COMMITTEE

This meeting of the Executive Committee of the Indian Mine Workers' Federation expresses relief, with pleasure, of the successful conclusion of the tripartite meeting at Delhi held on 26.6.57. It congratulates the Hon'ble Union Labour Minister, for his initiative in holding this Conference and his efforts for its successful outcome.

The Committee approves of the agreement reached at in the tripartite meeting and will contribute its best for the effective implementation of the agreement, while at the same time it maintains its conviction that the increase in coal price, acceded to by the Government is a gift to propitiating the owners at the cost of the consumers.

The Committee feels that the chief task now facing the parties to the above agreement is one of proper implementation of the LAT Award to the maximum satisfaction of the employees and employers and to reduce the misunderstanding on this score to the minimum.

Taught by the experiences of the implementation of the Award of the Mazundar Tribunal, the Committee has reached to its deep conviction that such successful and smooth implementation can only be carried out by the help of a Standing Tripartite Machinery. The Committee's idea about the tripartite machinery is that it should be composed of the representatives of those organisations of employers and labour that took part in the above tripartite meetings along with the representative of the appropriate Government departments. That this central tripartite body should be assisted in the matter of implementation in the individual collieries by the similar regional bodies set up for the purpose. That these committees should function in hand with the existing machinery of the Union Labour Ministry, trade union organisations and personnel departments of the employers. That these committees should provide ground for exchanging opinions, for coming to understand the opposing viewpoints, for reaching a common understanding on the matters of detailed interpretation and practical application for having conciliation of the differences, and for jointly solving the unforeseen difficulties. That the regional committees under the guidance of the central committee, will have to tackle specific issues of complaints, misunderstandings, appeals, reviews, etc., from the individual collieries and departments.

The Committee is of full conviction that should the proposal of the Committee is accepted and given a fair trial by all the parties concerned then, it is not only that the Award of the LAT will be implemented in the Collieries fully and smoothly to the maximum satisfaction of the parties concerned but that the industrial relation in the coal mines of the country will register an unprecedented improvement rendering great benefit to the community at large for quite a long time to come.

The Committee, therefore, urges upon all the parties concerned specially the Ministry of Labour to give serious consideration to the proposal contained in the resolution with the same spirit in which it is put forward by the Committee.

ON PROPOSALS FOR CONTRIBUTION TO NATIONAL SAVINGS CERTIFICATES AND CO-OPERATIVES

The Committee (Executive Committee of the Indian Mine Workers Federation) gladly approves of the proposals of the Hon'ble Labour Minister regarding the contribution of a part of the arrear wages to the National Savings Fund and towards the formation of co-operative societies of different types.

The Committee also accepts the responsibility of convincing the workers of the need for contributing towards the National Savings Fund in the greater cause of the community and persuading them to actually contribute to the Fund.

The Committee instructs the branches of the I.M.W.F. to take up the question of organising co-operatives of the necessary and suitable type conforming to the needs of the units concerned, and to take initiative in organising the workers into co-operatives wherever possible, with the help of the arrear wages that they are going to receive. The Committee firmly holds the view that for the contribution to the National Savings and co-operatives, the principle of voluntary co-operation should be acted upon and no element of compulsion should be allowed to be employed in this field.

The Committee opposes the proposal of compulsory contribution towards the National Savings and co-operatives as this is contrary to the present consciousness of the workers, and will give rise to unnecessary antagonisms without any fair gain in return.

III

MINUTES OF THE MEETING HELD WITH THE REPRESENTATIVES
OF EMPLOYERS AND EMPLOYEES OF THE COAL INDUSTRY
AT ASANSOL, 16 AUGUST 1957

A meeting of the representatives of the employers and employees of the Coal Industry was held at Asansol on the 16th August, 1957 under the chairmanship of Shri Abid Ali, Union Deputy Labour Minister. The Chief Labour Commissioner, New Delhi, and the Regional Labour Commissioner (c), Dhanbad, were present at the meeting. The following representatives of the employers and employees attended the meeting:

EMPLOYERS:	Indian Mining Association	-	Shri D. Hogg
	Indian Mining Federation	-	Shri R. Maulik
	Indian Colliery Owners Association	-	Shri I. M. Thapper
	National Coal Development Corporation	-	Shri B. K. Samanta
		-	Shri B. R. Bagroy
		-	Shri B. L. Ohri
EMPLOYEES:	Indian National Trade Union Congress	-	Shri Kanti Mehta
		-	Shri R. N. Sharma
		-	Shri B. F. Sinha
		-	Shri S. Dasgupta
		-	Shri Keshav Banerjee
	All-India Trade Union Congress	-	Shri Kalyan Roy
		-	Shri Binod Mukherjee
		-	Shri Lalit Bursan
	Hind Mazdur Sabha	-	Shri Mahesh Dasal
	United Trade Union Congress	-	Shri S. V. Acharya
		-	Shri Shanker Singh

2. The Chairman while welcoming the representatives of employers and employees recalled the joint Agreement arrived at recently at Delhi for implementation of the decision of the Labour Appellate Tribunal in Colliery disputes and stated that with goodwill and understanding on the part of employers and labour, it should be possible to ensure smooth implementation of the Coal Award and overcome the difficulties and differences that might arise in the course of implementation. He also referred to the recent decision of the Indian Labour Conference at Delhi on the promotion of discipline in industry and observed that it has created a great impression on all sections of the people in the country. He expressed the hope that the employers and labour in the coal industry would give their wholehearted cooperation in implementing the principles laid down in the conference and thereby ensure industrial peace and maximum production.

3. The meeting took up the following matters for consideration:

(1) Progress of implementation of the decision of the Labour Appellate Tribunal in the appeals against the Award of the All India Industrial Tribunal (Colliery Disputes).

(2) Promotion of discipline in the industry as per the decision of the Indian Labour Conference held recently at New Delhi.

(3) Consideration of the suggestions put forward by the Indian National Mine Workers' Federation to meet the difficulties arising out of the implementation of the decision of the Appellate Tribunal.

4. The progress of implementation of the Coal Award was discussed. Both the employers' and labour representatives stressed the urgency of appointing a tripartite Committee for the purpose of interpreting the disputed points arising out of the Coal Award and for securing its smooth implementation. They expressed the hope that all doubts and difficulties arising out of its

implementation would be amicably settled through the good offices of this Committee without resorting to adjudication or arbitration. It was accordingly decided to have a committee consisting of 5 representatives each of Employers and Labour together with a representative each of the Ministry of Labour and the Ministry of Steel, Mines & Fuel.

The employers' representatives will be one each from the Indian Mining Federation, Indian Colliery Owners' Association, Madhya Pradesh Mining Association and the National Coal Development Corporation.

The employees' representatives on the Committee will be two from the INTUC and one each from the AITUC, HMC and the UTUC.

The Chief Labour Commissioner representing the Ministry of Labour will be the Chairman of the Committee. It was further decided that this Committee will have its first meeting at Calcutta in the Coal Controller's office on the 5th September, 1957. In order to deal with the issues of local nature, this Committee will be competent to appoint zonal or local committees.

5. It was agreed that the first instalment of arrears of wages due to the workmen consequent on the implementation of the Labour Appellate Tribunal's decision would be paid to the workmen in full and that the workmen will contribute 25% of each of the remaining 8 instalments to the Small Savings Scheme. The Trade Union representatives have undertaken to persuade the workers to implement this decision. It was further agreed that the Trade Unions will organise Consumers and Credit Co-operatives amongst the workmen for utilising as much of the balance of arrears of wages as possible. In case of death, medical unfitness, superannuation, discharge, dismissal or retrenchment of workmen, the arrears of wages due to them on account of the implementation of the Award will be paid in full immediately, instead of in nine quarterly instalments. The employers agreed to refund to the workmen the house-rent deducted from their wages by the middle of October, 1957.

6. The principles laid down in the Indian Labour Conference held recently at Delhi for promoting discipline and peace in the Industry were fully endorsed at the meeting. The Trade Unions undertook to propagate and popularise these principles among the workmen, while the employers' representatives agreed that notices embodying those principles will be displayed conspicuously at the collieries for the information of all concerned in local languages that the managements would be instructed to honour them fully.

7. It was further agreed that the issues raised by the Indian National Mine Workers' Federation should be taken up for consideration by the Implementation Committee. Other issues, if any, arising out of the implementation of the Award will also be circulated by the parties to all concerned before 26th August, 1957 so that they may be taken up for consideration by the Committee at its meeting on the 5th September, 1957.

(The copy of the minutes given above was received from the Office of the Chief Labour Commissioner (Central), New Delhi, Camp: Dhanbad, No. CLC-CAV-2(11)/57 dated 19/20 August 1957)

AITUC WORKING COMMITTEE MEETING
Delhi, August 30, 31 & Sept.1, 1957

FACTS ABOUT NEGOTIATIONS
ON THE THREATENED STRIKE OF
P & T AND OTHER CENTRAL GOVERNMENT EMPLOYEES

July 9-10, 1957

The Federal Council of National Federation of P & T Employees at its session in Delhi on 9 and 10 July, 1957 took a decision of General Strike of P & T workers with effect from 8th August 1957 (midnight).

Five other Central Government Employees Unions also joined it, on 12 July.

July 15, 1957

The following strike notice was served by the Federation to the Director-General, Posts and Telegraphs, New Delhi:

Dear Sir,

In accordance with the provisions contained in sub-section (1) of section 22 of the Industrial Disputes Act, 1947, we hereby give you notice that we propose to call a strike on midnight of the 8th/morning of the 9th August, 1957 for the reasons in the annexe.

Yours faithfully,
Sd.
(B.N.GHOSH)
SECRETARY-GENERAL
N.F.P.T.E.

(Sd)
(A.S.RAJAN)
General Secretary,
A.I.P.E.U.-Cl.III

(Sd)
(JANNADAS AKHTAR)
Dy.General Secretary,
A.I.P.E.U.-Postmen
and Class IV

(Sd)
(R.P.CHATTERJEE)
General Secretary,
A.I.R.E.U.-Cl.III

(Sd)
(O.P.GUPTA)
General Secretary
A.I.R.E.U. Mail-
Guards & Cl.IV

(Sd)
(P.S.R.ANJANAYULU)
General Secretary,
A.I.T.T.E.U.-Cl.III

(Sd)
(DHARAMVIR)
General Secretary,
A.I.T.T.E.U.-Cl.III

(sd)
(O.P.GUPTA)
General Secretary,
A.I.T.E.E.U.-Cl.III

(Sd)
(KABAL SINGH)
General Secretary,
A.I.T.E.E.U.-Line-
staff & Cl.IV

(Sd)
(S.K.PAKRASI)
General Secretary,
A.I.A.O.E.A.-Cl.III

ANNEXE

The National Federation of P&T Employees are submitting to you the following demands as detailed in Schedule I and II and if these are not conceded before or by the expiry of the 1st August, 1957, the National Federation of P & T Employees would resort to strike vide the notice sent herewith.

. . . . DEMANDS

Schedule IDEMANDS

1. A. The appointment of a Pay Commission with powers to appoint and obtain the advice of Expert Committees, to enquire into and report on the following matters in connection with all persons in the employment of the Government of India in the P&T Department including the Extra Departmental Staff;
 - (a) The entire conditions of service with particular reference to:
 - (i) what should be the structure of their pay scales, standards of remuneration, Dearness and other allowances and amenities;
 - (ii) what changes, alterations and additions are required in the conditions and terms of service and work of the aforesaid persons;
 - (iii) what should be the recruitment policy of the Department in respect of all cadres with a view to provide full complement of staff without any protracted delay and to make provision for adequate promotional chances.
 - (b) The machinery for negotiating and settling questions relating to conditions of service which may arise out of differences between Government and its employees;
 - (c) The extent of Trade Union and Civic rights to be enjoyed by P&T Employees;
 - (d) The Pay Commission to fix a date/dates from which its various recommendations should be brought into effect.
- B. That on the publication of the report the opposite party (the employer) should implement the recommendations as recommended in the report.

Schedule II

Pending the report of the Pay Commission and implementation thereof:

2. The Dearness Allowance of the above-said persons should be fixed and regulated in accordance with the recommendations of the last Central Pay Commission in this behalf as from 1st January, 1957.
3. Rules in the matter of (i) Leave and Leave-Reserve, (ii) Medical Attendance and (iii) Pension, (iv) Travelling Allowance and Daily Allowance for Class III be made applicable to Class IV.
4. In respect of (i) holidays, (ii) weekly off, (iii) night co-efficient and (iv) working hours, none of the aforesaid persons, i.e., the employees of the P&T Department shall be placed in a less advantageous position than that of any other section of the employees under the Central Government.
5. The full amount of Dearness Allowance should be merged with pay as from 1st January 1957 for the calculation of all allowances, remunerations and benefits for which pay is taken into account, without any adverse effect on the emoluments.
6. Payment should be made to the Extra Departmental staff proportionate to the hours of work performed, at a rate not less than the rate payable to regular employees of the P&T Department.
7. Grant of Assam (Special) Compensatory Allowance for all employees stationed in Assam Circle, an amount to the extent of 25% of pay subject to a minimum of Rs.30/- p.m. and the implementation of the assurances held out by the Hon'ble Minister for Communications regarding non-victimisation as a result of Assam P&T workers going on Strike in February, 1957.

. Adjournment motion

Adjournment motion moved in Lok Sabha by Opposition Members.

July 18, 1957

On the adjournment motion, Shri Lal Bahadur Shastri, Minister of Communications, made a statement in the Lok Sabha as under:

"In the first category were such demands as the appointment of a Second Pay Commission and immediate increase in the rate of dearness allowance and the merger of the entire dearness allowance with pay. I had explained to the representative of the Federation that these demands which have serious financial implications cannot be considered in relation to P & T employees alone. The question is, in its larger context, under the consideration of Government."

About other demands like removal of discrimination amongst the various cadre as between members of Class III and Class IV, liberalisation of pension rules, he said these have been conceded.

"Another important demand pertains to the grant of compensatory allowance to P&T employees posted in Assam. This matter has been considered by us and certain tentative conclusions have been reached. We have addressed the State Government in this behalf."

The following concessions were listed by the Hon'ble Minister:

"(1) The avenues of promotion have been enlarged. All posts of time scale supervisors in post offices, R.M.S., and D.L.O.s, carrying the scale of Rs.60/170 plus allowances have been upgraded to those of lower selection grade in the scale of Rs.160/250. Further, all lower selection grade head post offices in the grade of Rs.160/250 have been upgraded to higher selection grade in the scale of Rs.250/325.

"(2) Special relaxation will be granted to enable the recruitment of some or dependents of such employees as die or become permanently incapacitated as a result of accident while on duty.

"(3) Efforts will be made for constructing an appreciably larger number of staff quarters, dormitories, rest houses, dispensaries, etc.

"(4) A Telegraph Enquiry Committee has already been appointed.

"(5) The proposal for the creation of the cadre of Assistant Inspectors of Post Offices and RMS which might have adversely affected avenues of promotion has been abandoned.

"(6) Split duty at night has been abolished and night duty co-efficient has been liberalised.

"(7) Water allowance will be sanctioned at the same rate as is allowed to State Government employees.

"(8) A Standing Committee will be set up to provide machinery for negotiation and speedy settlement of disputes.

"(9) A National Welfare Board for P & T employees will be set up to draw up a comprehensive plan for their welfare."

Shri Shastri pleaded for "fruitful method of negotiation" and "choosing the path of reason and moderation".

The representatives of the Federation met the Chief Labour Commissioner/Ministry of Labour and asked for Government viewpoint re. appointment of Pay Commission. He was unable to say anything.

. . . 19 July

July 19, 1957

Lok Sabha discussed the non-official resolution for the appointment of the Second Pay Commission moved by Com.K.K.Warior, M.P. (General Council member of the AITUC). Com.Dange, General Secretary, AITUC supported it. The resolution was rejected. The Government took the stand that acceptance of this demand of higher wages will lead to higher prices and inflation and would widen the difference between the scales of pay of Central and State Government employees.

On almost the same plea, the Government had talked out a similar non-official resolution moved by Shri D.C.Sharma (Congress), M.P. on 29th July 1955 in the Lok Sabha. This was vigorously supported by among others the M.P.s belonging to AITUC.

Finance Minister Shri T.T.Krishnamachari announced during the discussion of the non-official resolution that an Inquiry Committee to probe into the pay structure of Government Employees (without any terms of reference, composition, period, etc.) can be appointed.

July 20, 1957

In order to open avenues for resumption of negotiations which were reported to have been deadlocked, Comrade Dange, on the eve of his departure for Europe to attend the Executive Bureau of the WFTU, gave the following interview to the press:

"Mr.S.A.Dange, leader of the Communist group in Parliament, on Friday, appealed to the Central Government employees and the National Federation of Posts and Telegraphs Employees in particular "to resume the thread of their negotiations with Government."

"Commenting on the statement laid on the table of the Lok Sabha on Thursday by the Transport and Communications Minister, Mr.Lal Bahadur Shastri, Mr.Dange said: "Mr.Shastri's statement, in my opinion, does leave some room for conducting negotiations on the demands which affect Government employees in general and the Posts and Telegraphs employees in particular. The Confederation of Central Government employees in particular should have no objection to resume the thread of negotiations with the Government. Such a resumption should not be influenced by considerations of prestige on either side. I am sure all the parties in Parliament would do all they can to help the employees in their negotiations and in securing the core of their demands." (P.T.I.)

The Federation representatives met the Chief Labour Commissioner again and asked for details of the proposals made by the Finance Minister in the Lok Sabha on 19th July. The Chief Labour Commissioner had no information.

July 22, 1957

Federation representatives met the Chief Labour Commissioner. He again failed to throw light on the details of the proposal and only suggested withdrawal of the strike as a gesture of goodwill.

July 23, 1957

Federation representatives met the Chief Labour Commissioner again who suggested them to apply for interview with the Prime Minister. The Federation representatives replied that they have already done so.

July 26, 1957

Federation representatives met the Prime Minister at 4 P.M. and discussed the issues. The Prime Minister said that there was no objection to call the 'Inquiry' Committee, a Commission. He could not give the details of the terms of reference of the Commission. He also pleaded inability to give cash interim relief immediately.

... After the Prime Minister...

After the Prime Minister had left, Shri G.L.Nanda and Shri L.B.Shastri, Labour and Communication Ministers, continued the talk. Shri Nanda made the offer that the question of interim relief be referred to the Pay Commission.

Shri B.N.Ghosh, Secretary-General, NFPE, issued the following statement after this meeting:

"The Prime Minister granted an interview to the members of the Federal Executive at 4-30 P.M. and he was assisted by 3 Ministers, Shri Lal Bahadur Shastri, G.L.Nanda and Raj Bahadur. Shri V.G.Dalvi led the delegation of the Federation Executive. Discussion took place for 1 hour 10 minutes. The Prime Minister was in a conciliatory mood and he did not mind whether the proposed Enquiry Committee was termed as Pay Commission and agreed to the proposal of inclusion of the question of revision of the pay structure of gazetted officers in the terms of reference. In connection with the demand for the increase of D.A. in accordance with Central Pay Commission recommendations, he categorically expressed his inability to say anything in the matter. So the position which stood after discussion with Shri Lal Bahadur Shastri continues to be the same even after discussion with the Prime Minister. As regards merger of D.A. he did not make any commitment and the other items were not discussed. After the Prime Minister left, Shri G.L.Nanda made the proposal for referring the question of interim relief to the proposed commission. The proposal was not acceptable to the Federation. Therefore, our decision regarding strike remains unchanged and the strike notice stands."

July 27, 1957

The Federation withdrew from the Conciliation proceedings, due to Chief Labour Commissioner's "efforts at conciliation have borne no fruit" and considering that no useful purpose will be served by continuing the conciliation proceedings with the Chief Labour Commissioner. (Federation letter No.F/100 (Strike) dated 27.7.57, w.e.f. 5 p.m. on 29.7.57)

Joint Council of Action endorsed the statement of Shri B.N.Ghosh, issued on July 26, after interview with the Prime Minister.

July 30, 1957

Failure of conciliation proceedings was announced by the Chief Labour Commissioner (Central)

August 2, 1957

Com.Dange, General Secretary, AITUC, issued the following statement supporting the strike of Central Government and P&T Employees from Bombay on his arrival from Europe:

"As soon as I landed yesterday in Bombay, I was confronted with the statement of Pandit Mehru, denouncing the strike of the P&T workers and Government employees as anti-social, especially when, according to him, India is threatened with external difficulties.

"I have already replied in the Parliament ten days ago to similar statements of the Premier. The AITUC considers the demands of the employees to be completely just and fair in view of the rise in cost of living and the failure of the Government to check prices and profits. The AITUC will support the P&T workers and the Government employees in whatever course of action they decide to follow to realise their aims. If Government fails to satisfy them and they decide to strike, the Unions of the AITUC will fully support them.

"It is necessary to point out what I noticed in Europe while I was there and which our Prime Minister also must have seen, when he was there but which he refuses to tell our workers here.

"In all the big capitalist countries there and in America, the monopolists are making boom profits with the help of Governments. As a result, the trade unions there are forced to go on strikes to extract wage increases from the employers and the Government. In America, the P&T workers have put up a claim for wage rise. In England, from whose Trade Unions, the INTUC draws its philosophy, all the big Unions have given strike notices to enforce higher wages and they have got them. In Pakistan too, when I passed thru Karachi, I found their papers reporting that their Government employees also are demanding a Pay Commission. Surely, our Premier could not have failed to see this.

"Curiously enough, in these countries, too, the Governments and employers talk the same way as our Prime Minister talks. There too they speak of danger to national economy and danger of inflation. It is strange that our Socialist Prime Minister of India and the Capitalist Ministers in Europe should address the working class in the same tone, the same threats and same excuses. It means that the strike struggles against monopoly profits is not a specific feature here but is common throughout the world, and the resistance of Governments and employers is the same everywhere.

"The AITUC, therefore, would request the Government to settle the dispute amicably. But, if the unprovoked firing on the sweepers in the very Capital of the Premier is an indication of the methods that the Government wish to follow in their dealings with the workers, it is certain the workers cannot afford to be cowed down. All trade unions of all shades must stand united since the Government taxes and monopoly profits are attacking everybody's life and living. The AITUC once again appeals to Government to give up police methods of ruling and agree to the just demands of the Unions. The AITUC appeals to all Unions to unite on this question of defending the workers' claims for wage rise, irrespective of political opinions, as the issues are not political but one of simple bread and butter of the working people."

The General Secretary of the Hind Mazdur Sabha, Shri Baga Ram Tulpule, also issued a statement supporting the P & T workers demand and stand.

August 3, 1957

At 11.00 A.M. in the Lok Sabha, Shri T.T.Krishnamachari, Finance Minister announced the appointment of a Commission of Inquiry with Shri Justice Jagannath Das as Chairman. The terms of reference of the Commission were:

1. The Commission shall examine (I) the principles which should govern the structure of emoluments and conditions of service of Central Government employees; (II) Consider and recommend what changes in the structure of emoluments and conditions of service of different classes of Central Government employees are desirable and feasible, keeping in mind the considerations mentioned in paragraph two below; and (III) Recommend in particular the extent to which the benefits of the Central Government employees can be given in the shape of amenities and facilities.

"2. In making its recommendations, the Commission will take into account the historical background, the economic conditions in the country, and the implications and requirements of developmental planning and also disparities in the standards of remuneration and conditions of service of Central Government employees on the one hand and of the employees of the State Governments, local bodies and aided institutions on the other and other relevant factors."

At 11.12 a.m., Home Minister Shri G.B.Pant sought leave of the House to introduce Maintenance of Essential Services Bill, giving power to the Government to declare strikes illegal and making participation in or aiding such strikes a penal offence.

. . . . In the evening Shri L.B.Shastri

In the evening (Aug.3), Shri L.B.Shastri, Communication Minister, in an interview broadcast by the All India Radio said that the Finance Minister's announcement did not alter the position re. the Government's willingness to refer the question of interim relief to the Commission, that the Government hoped to come to a decision as early as possible re. Assam Compensatory Allowance, avenues of promotion, etc.

August 4, 1957

The Joint Council of Action in a statement reiterated the strike decision saying that the announcement is vague and these require clarifications specially about the fixing of a dateline for a report and the interim relief being granted with retrospective effect from the date of appointment of the Commission.

August 5, 1957

Home Minister moved for consideration of the Maintenance of Essential Services Bill at 12.20 P.M.

Federation representatives met Shri L.B.Shastri, Communication Minister at 4.00 P.M. who said that a Committee will be appointed for Extra Departmental problems if the Commission would not go into their cases, Assam compensatory allowance would be given to all P&T workers in Assam, the question of holidays, etc. could be discussed further within the course of a month or so and the question of interim relief would also be referred to the Pay Commission.

At 8.30 P.M., the Prime Minister made a broadcast speech in which he said:

"It is for this reason that we are appointing a pay commission headed by an eminent judge of the Supreme Court which will go into these questions in all their aspects and make such suggestions as are not only helpful to employees of Government, but also keep in view the whole community and our economy and future development. As I have said, they can make interim reports about relief or other matters. . . .

"If there are other problems, apart from pay and allowances, these could be dealt with separately and I hope as speedily as possible." . . .

"We have . . . regretfully had to introduce a Bill in the Lok Sabha for the maintenance of essential services. This Bill need not and will not come into effect if there is no strike."

The Joint Council of Action reiterated strike decision and sought an interview with the Prime Minister.

August 6, 1957

At 6 P.M., Federation representatives met the Prime Minister and Shri Lal Bahadur Shastri who reiterated their earlier announcements.

Maintenance of Essential Services Bill passed by the Lok Sabha in the teeth of strong criticism and walk-out by the Opposition.

Joint Council of Action appealed to the Prime Minister for more categorical assurances re. Interim Relief.

Also a point was raised in the discussion that the assurances given in the broadcast and in meetings have no statutory binding. Steps should be taken to incorporate them into one and announce as Government order.

. . . August 7, 1957

August 7, 1957

Ordinance promulgating the Maintenance of Essential Services Act issued.

Amendment to the Government Servants' Conduct Rules prohibiting even demonstrations and providing dismissal from service as punishment in case of disobeying, announced.

Certain Presidents of the A.I. Unions of P&T belonging to the Congress Party meet the Communication Minister, Shri Lal Bahadur Shastri. No change in the situation.

August 8, 1957

Members of the Action Committee of the Confederation of Central Government Employees Unions along with their President Shri Nath Pai, M.P., conferred with Com. Dange, General Secretary of the AITUC, in the morning.

It was suggested that the AITUC and HMS should at this juncture give their advice to the Joint Council of Action as to whether it was wise to adhere to the call for strike in view of the steps taken by the Government in appointing the Pay Commission, etc. The suggestion was accepted and the AITUC accordingly drafted a letter. The suggestion was agreeable to Shri Nath Pai and Shri Rajini Mukerjee of HMS.

The following letter was addressed to the P & T Federation as it was considered that it might help them in arriving at their final decision on the matter of strike. Some of the P & T leaders were first consulted whether a letter from the AITUC and the HMS would be of any help to them. Some of the HMS leaders who were here were consulted and they agreed that a letter containing our views on the situation could be given to the P&T Federation. Accordingly the following letter was sent on behalf of the AITUC

As will be seen from the last paragraph of the letter, it was not meant for publication, in case the P&T Federation disagrees with our viewpoint. The letter was to be conveyed only to the Action Committee and for its consideration. But later on, it was found that the Action Committee took the same view as is expressed here though they took the view independently on their own. It was also found that the Action Committee in their resolution calling off the strike on 8th August referred to this letter, though at the time they took the decision, only a gist of our views was conveyed to them and the letter actually had not been delivered.

ALL INDIA TRADE UNION CONGRESS,
4 Ashok Road, New Delhi.
August 8, 1957

To
The Council of Action,
P & T Federation,
Pusa Road, New Delhi.

Dear Friends,

Today, the 8th of August, when you are on the eve of finalising your proposed momentous action of strike, the members of the Working Committee of the AITUC who are at present in Delhi would like to address you a few words.

You are an independent Federation of Government employees and as such you are not affiliated to any Central organisation of trade unions. The trade unions of the AITUC, the vast sections of the working class in industrial and services other than those of Government, have declared their support to the cause of the workers in Government services.

. . . These workers have been suffering

(AITUC's letter - contd)

These workers have been suffering for a long time, along with their brethren in other industries, trades and professions from the policies of high taxation, rising cost of living, rising prices and monopoly profits which are the principal elements at present in the economy of our country causing the crisis in the life of our people.

The demand for the removal of this suffering in the Governmental services took the form of a demand for Pay Commission.

It is nearly eleven years now that a Pay Commission once judged the question of the emoluments of Governmental services. It was high time & even if there was no serious rise in the cost of living to demand that this structure of emoluments and conditions of service which we had inherited from the days of the British system be overhauled and rendered rational and liberal. But the Government of India, unfortunately, refused to pay heed to this demand thinking that the Governmental services were not such a highly organised force as to be taken note of. The result was that the Government resisted the appointment of a Pay Commission for a very long time.

In the meanwhile, the P&T Services, divided into several independent organisations, merged into a central Federation and became a powerful organisation. Other Governmental services such as those of the Civil Airlines, CPWD, Central Government offices, also developed their associations and trade unions and gave expression to their demands. The movement assumed a very organised and acute form, especially after the prices began to shoot up very swiftly and after the additional heavy burdens were imposed on the people by way of new taxes while prices were not pegged to any reasonable standards and profits remained uncontrolled. A general atmosphere of resistance to these taxes, rising prices and profits had come into existence in the whole country.

At this moment, the P & T federation and trade unions of Governmental services gave notice of strike to the Government of India.

At the same time, the resolution on Pay Commission was moved in the Parliament and the Government was given an opportunity to make its stand clear on this question. The resolution on Pay Commission was supported by the Communist Party, the Praja Socialist Party, the Socialist Party, the Scheduled Castes Federation and even some of the Congress M.P.s as well as representatives of the various trade unions in the House.

The debate around the Pay Commission generated great enthusiasm in the country and especially among the Governmental services, whose morale and organisation gathered strength as a result of the move in Parliament. The P & T Federation built up a strong support for its notice of strike to realise its main demands, one of which was the major demand for the appointment of a Pay Commission.

In this context when the Pay Commission came to be debated in the Parliament, the Government considered it necessary to admit the appointment of some form of a Committee to enquire into the emoluments and conditions of service of the Government employees. This Committee, as indicated in the speech of the Finance Minister, however, had no soul or body put into it and appeared to be a nebulous affair and therefore it did not satisfy any section of the workers or the movers of the resolution.

Naturally, the movement to prepare for the strike continued unabated. A countrywide response came from all the sections of the workers for the proposed strike of the Governmental services and no amount of threats was going to intimidate the workers in the surrender of their demands.

The Government took note of this state of affairs and on 2nd of August announced on the floor of the Parliament, the appointment of a Pay
... Commission-with three terms

(AITUC's letter - contd.)

Commission with three terms of reference which are well-known to you. The mere fact that the demand for which all the Governmental services were agitating and which was being so hotly pressed on the floor of the House and which as a central demand for the last several years had been conceded by the Government should have generated an atmosphere of victory and a sense of pride and should have led to the reconsideration of the notice of strike given by the Governmental services' organisation. It did not happen so, and quite rightly.

Because, the appointment of a Pay Commission which was resisted for so long and was at last conceded was immediately followed by the introduction of the Essential Services Maintenance Bill which was the "big club" the Government was going to wield against the Governmental services, if they did not give up their decision to strike. Not even that. In the speech introducing this Bill, the Home Minister made a speech explaining the terms of reference in such a way of putting the difficulties in the way of granting of demands even through the Pay Commission that one could almost draw the conclusion that the Government did not want the Pay Commission to yield any wage increase and benefits to the Governmental services.

As a result, the appointment of the Commission itself almost went unnoticed and main attention was concentrated on the question whether any benefit would come out of the Pay Commission, whether any interim relief was being given or not or whether there was some limit for the consideration of the whole question.

When this was pointed out by the Opposition speakers, then in the reply to the debate, the Home Minister made a reference that the Pay Commission might consider the question of interim relief if it felt it was competent to do. This sort of hedging statement made things more suspicious and therefore, the question of interim relief and some time limit became the central question of negotiations. It was right then in that situation that the Central Council of Action rejected any proposals to call off that action in view of the most half-hearted and almost negative statements made by the Home Minister on the tasks of the Pay Commission and the outcome that was to be expected.

Negotiations, therefore, were carried on by Parliament members, trade union representatives and others including the Council of Action, with the Government on the now two remaining main points, whether interim relief was either being granted immediately or if not whether it was being added as a term of reference to the Pay Commission or not and whether there would be some time limit to the report of the Pay Commission on this particular question and if there was any time limit about that, then whether the interim relief would be granted with some retrospective effect.

In response to this when the Prime Minister made a radio speech, he said that the question of interim relief would be considered by the Pay Commission. But during negotiations with various Ministers, it was found that on this question there was no common viewpoint in the ministerial circles and in fact, some Ministers were doubtful whether the interim relief could be referred and the trade union circles were entitled to conclude that on this question, the Government was hedging and vacillating.

Many members of Parliament belonging to the political parties and trade union organisations which had taken interest in these negotiations and in helping the movement forward came to the conclusion that Government must refer the question of interim relief categorically to the Pay Commission and indicate that the matters would be reported on speedily.

The AITUC knows that the working class has got a bitter experience in this matter. For example, the report of the Kalyanwala Committee referring to the defence employees was completely suppressed by the Government and

. . . practically no action was taken

(AITUC Letter - contd.)

practically no action was taken on the basis of this report except in so far as the report went against the workers. When the defence employees' organisations almost came to a stage of general strike on this question, then some action was taken on that report and that report itself was made available to the workers.

It is also well-known that in the matter of railway employees on the very minor question of removing the anomalies among the various wings of the railway services, the Shankar Saran Tribunal has been sitting for months and years and yet there is no outcome until the INTUC came forward and even got the Tribunal suspended and proposed to resolve matters through negotiations.

In view of these and other incidents, the workers wanted a definite statement on the floor of the House that interim relief is referred to the Commission positively and that some time limit is indicated.

Matters were on the point of breakdown on these questions despite the fact that not only the main demand for the appointment of a Pay Commission has been achieved but that the P & T Federation particularly had received assurances openly that two or three of its important demands such as the question of 80,000 workers in the extra-departmental employment and the question of Assam compensatory allowance and questions of leave, etc., were being settled separately. It was promised, for example, that since the E.D.A. staff of 80,000 was not actually in Government service, their problems would be considered by a separate Committee to be appointed. These things were paving the way for a settlement, we thought, if the question of categorical assurance and the other two points mentioned above were forthcoming.

At this juncture the Council of Action and the Members of Parliament again tried with the Government and it is now on record that the Government made a statement on the floor of the House definitely referring the question of interim relief to the Pay Commission and assurance was also given to those who negotiated these matters that the Government would request the Commission to expedite its report and would give whatever interim relief is recommended from the date of the announcement of the Commission.

In view of these latest assurances, a question has been posed whether it is now desirable to pursue the call for strike. The AITUC as such has never been approached by the P & T Federation and the Governmental services for any advice so far in this dispute or any other dispute, though these organisations have been rendering all the moral support it could to the P & T and Governmental Services.

Still, we think that we should give to the Council of Action, our considered opinion on the question now before the P & T Federation, whether to pursue the call for strike after these events have taken place.

We think that it would be right on our part to indicate to the Council of Action our view that in view of the fact that the Central demand of all Government services for a Pay Commission has been conceded, that the demand for interim relief which first did not appear in the terms of reference has now been made a term of reference to the Pay Commission, that the question of expediting a report on the interim relief has also been sent up to the Commission, that an unofficial assurance that the relief would be granted with retrospective effect from the date of the appointment of the Commission, we feel, the Council of Action would be well advised if it calls off the strike notice and take further organisational steps in order to create conditions in which all the promises made by the Government are fulfilled and the workers' demands are satisfied in the course of the next phase of the movement.

A genuine fear exists that the calling off of the strike if it were so decided by the Council of Action would lead to demoralisation among those who have now keyed themselves up to a determined

AGENDA

1. Condolence Resolution
 2. Confirmation of the Minutes of the last Meeting.
 3. Resolution and Credential Committees
 4. Report by Com. B.D. Joshi on developments since the General Council Meeting in Goa in October 1992, the communal situation - the tasks.
 - 4(a). Discussion on the Report.
 5. Proposals for strengthening AITUC's finances - fixing of a special levy.
 6. Venue and date of the 35th Session of the AITUC.
 7. Resolutions
 8. Credential Committee's Report.
 9. Organisational Matters.
 10. Misc.
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Time-Table

14 May 1993	-	4 P.M. to 8 P.M.
15 May 1993	-	9 A.M. to 1 P.M. 3 P.M. to 6 P.M.

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Cable: "AITUCONG"

TEL: 38 64 27,
38 73 20,

ALL - INDIA TRADE UNION CONGRESS

24, Canning Lane, New Delhi-1.

=====
President: M.S.KRISHNAN
Gen. Secy : HOMI DAJI
Acting Gen. Secy: B.D. JOSHI

Report of work presented to the Working Committee
of AITUC- Bhilai (M.P.) 14-15th May 1993.

The General Council meeting held in Goa in October 1992, had, after analysing the situation confronting workers and their Trade unions, generally approved the line of furthering and developing struggles of the working class through the then newly-created joint trade union forum of 'Sponsoring Committee of Trade Unions'. While laying down concrete organisational as well as Trade union tasks, the report called upon all AITUC affiliates to "unfailingly take lead in bringing together constituents of T.U. Sponsoring Committee & other workers' organisations of left orientation for joint agitation and struggles on slogans and demands commonly decided by the Sponsoring Committee..". The immediate target and focus of agitational activity at the time was the 25th November workers' March to the Parliament. But the perspectives for the AITUC-led Trade union movement were more concretely defined in the operative part of the report, wherein were listed the main tasks relating to the building up a formidable fighting front in order to compel the Govt. to retreat from some of its most obnoxiously anti-working class positions.

Some of these tasks gave high priority to the "toning up or streamlining our own organisation at local, Distt./regional, as well as state-level, not excluding the centre, with utmost sense of urgency and earnestness. Others highlighted the need to considerably expand the dimensions of the AITUC-led Trade Union movement by taking up with much more seriousness the oft-stressed task of organising the vast mass of unorganised workers on the basis of their pressing demands, like substantial increase in Minimum Wages, elimination of the obnoxious casual and contract system of employment, etc.

Yet others stressed the urgent need to build up common activity of workers & employees in different sectors of industry and services with a view to enlisting their active and conscious participation in solidarity and joint actions against retrograde economic and industrial policies of Central Govt.

It would have been in fitness of things if one could on behalf of the AIRUC Sectt., present a factual report on the extent to which our different State Committees have been able to proceed towards fulfilment of each of the above mentioned tasks. However, no worthwhile reports from most of the bigger states, except to a limited extent from Madhya Pradesh, Bihar, Maharashtra, Karnataka and Punjab, have been received at the centre. Among the smaller states Goa alone has sent some reports on activities of our affiliates in the territory. From whatever sketchy information could be gleaned from these reports, the high-priority task of organising the unorganised has to some extent been undertaken in the states of Maharashtra, Madhya Pradesh, Karnataka and Punjab alone. Consequently no noteworthy agitation and struggles appear to have been organised for appropriate upward revision of the prevailing low rates of minimum wages, and abolition of contract/casual system of employment etc. on a scale contemplated by Goa General Council meeting. This particularly applies to unorganised/small scale employments in the vast private sector. The fact that minimum wages continue to be much below even to ensure the 'rock bottom level of human existence' in most of the major states like West Bengal, Madhya Pradesh, Bihar, Uttar Pradesh, Rajasthan, even Maharashtra & Tamil Nadu, etc., reflects lack of attention towards this intensely human problems on the part of the State Committees concerned. There is no reason why these major and more industrialised states should lag behind less industrialised states like Punjab, Haryana, Delhi, and even some of north-eastern states in fixing minimum rates of wages linked to consumers' price index.

Organisational State

In the absence of even sketchy reports it is hardly possible for one to hazard a guess in respect of the organisational state of our state committees. If occasional reports,

rather complaints, sent by some of our affiliated unions in several states furnish any indication many of our state centres continue to be in a bad shape. State centres functioning regularly and democratically perhaps constitute a minority. Functioning of the organisation from grass-root level upwards continues to be unplanned and unorganised. Tell-tale examples of the isolation in which most of our state centres are functioning is provided by the failure of most of them to ensure furnishing of replies by our affiliates to an important questionnaire circulated from the centre requiring factual information on important aspects of state of their health. Similarly the tardiness with which the highly important work of going through the membership verification process is being handled or supervised by state Centres/our affiliates despite AITUCs numerical superiority in the matter of genuine membership does not speak well of their internal organisation.

However, it is also a fact that many of our affiliates both in private as well as public sector provide examples of much better organisation and democratic functioning as compared to other State Centres. In all but a few cases state centres find themselves resourceless both in terms of money as well as well-maintained & efficient cadres. Even skeletal facilities for proper and efficient functioning of the leadership are absent. On the other hand many of our affiliates possess resources sufficient to ensure their smooth functioning. The causes underlying these negative aspects plaguing our State organisations require to be gone into thoroughly and with utmost seriousness, and appropriate remedial measures applied before it is too late. We will be deluding ourselves if we feel puffed up merely by mass response to the repeated calls given by the T.U. Sponsoring Committee. It is an inexorable logic of mass united activity that the constituent with the greatest internal cohesion, compact organisation & clearest perspective of the movement ultimately emerges as defacto leading & guiding force.

Before concluding the organisational part of this report, I must confess that several weaknesses in the functioning at the centre continue to persist. Resource-crunch, so to say, coupled with considerable depletion in the working

strength of the Secretariat due to continued indisposition of our General Secretary, Com.Daji, and of secretary Com.Mahendra, besides permanent absence of another secretary for unknown reasons, naturally have a telling effect on the performance of the central office. Continuous upswing in the tempo and dimensions of the united Trade Union activity & struggles place a heavy draft on physique & energies of Central leadership, with accompanying mental stress & strain. Serious thought has now to be given to renewal of leadership beginning, perhaps from the top itself.

Success of the 25th November March to the Parliament

Coming to the AIFUC led movements' role in ensuring the resounding success of this memorable demonstration of workers' united might, we can certainly feel satisfied with our performance. In particular, participation from Maharashtra, and Madhya Pradesh appeared to be above expectations, while Bihar & Punjab registered their usual presence. Participation from the adjoining states of Haryana, U.P. & Rajasthan was, however, below expectations. It has to be admitted that the Central leadership displayed some amount of hesitation in projecting the AIFUC to the extent justified by its contribution to the success of the March.

Undoubtedly the 25th November March constituted an important mile stone in the advance of united action of Trade Unions in our country on the basis of a broad platform of common concerns and demands of the working people. Its massive dimensions and stridently united call to the working people to relentlessly fight against capital's offensive against workers' jobs, working & living conditions and trade union rights appeared as having some effect on the Government for the time being. This became apparent from the rather defensive posture adopted by the Prime Minister in his meeting with representatives of Central T.U.organisations the next day- 26th November 1993. However the contemplated follow up of

the mighty display of collective strength of Trade Unions by mounting counter-offensive against the Govt.'s anti-working class policies & measures through further broadening the composition of the emerging platform of popular demands of different sections of the toiling people, suffered a set back as a consequence of the communal holocaust following the demolition of the Babri Masjid structure. This most shocking and disgraceful outrage against the secular and democratic foundations of the Indian state, perpetrated in furtherance of a vile conspiracy hatched by the fiendish RSS-VHP-Shiv Sena combine resulted in orgies of communal violence throughout the country. We must fully realise the menacing short as well as long term implications of devil-dance of the forces of religious fanaticism and communal reaction for the development and advance of our movement. The fact that during these communal riots many of the industrial centres with quite substantial concentration of working class population were seriously affected. While industrial centres like Jamshedpur, Ranchi, Kanpur, Bangalore, Bhopal, Ahmedabad, Baroda and even Calcutta could not escape the fratricidal consequences of the communal conflagration, Bombay, the cradle of working class movement in our country witnessed unimaginably shocking situations wherein the Shiv-Sena inspired gangs of Hindu workers blocked the entry of their Muslim brethren in certain industrial establishments. It has to be stated that the Govt. of India shares the blame for the events leading to the demolition of the Babri Masjid structure and its grave consequences. But for its compromising attitude and its undue faith in the words of BJP leadership, this tragedy could have been avoided.

AITUC Centre issued calls and circulars to the state committees & other friendly workers' organisations to wage a determined allround fight against these diabolical forces by ensuring large-scale mobilization of the working people on the basis of secular-democratic values of our country and its Constitution. In the following period the campaign against communalism and for communal peace and amity was taken up first by the Sponsoring Committee of Trade Unions, later merging into the national movement initiated by almost all

secular and democratic political parties and groups, (except the Congress & the BJP) constituting a much broad platform, Rashtriya Ekta Abhiyan, for defence of secular-democratic character of the Indian State. As one of the participants in the 'Abhiyan', AITUC participated in various programmes, including the signature campaign on the national pledge, etc. decided upon by the steering Committee of the Ekta Abhiyan. However, the centre has no reports about the extent of participation of AITUC units at State, Distt. or local levels. Judged by the no. of signed Pledges received in the centre, it cannot be claimed that we have done as much as the situation demands or as much as it was possible for us to do. Our performance in this behalf requires to be subjected to further scrutiny.

The AITUC along with other trade unions and mass organisations participated in the mass rally held in Delhi on April 14th sponsored by the Rashtriya Ekta Abhiyan.

Struggle of public Sector workers against continuing Government offensive.

Throughout this period workers in the Public Sector had to continue their struggle in various forms against different anti-public sector aspects of the new Economic & Industrial policies of the Government. Despite categorical assurances to the contrary held out in the Special Tripartite Committee & various Industrial Committees set up under its decision, it has continued to refer cases of so-called P.S. sick units to BFIR. In fact no meeting of the Special Tripartite has been called for over a year now. Similarly, Industrial Committees have also been put in cold storage. Covert retrenchment of workers in a number of P.S. units under the smoke-screen of VRS has been continuing. A large no. of NTC units have been compelled to stop productive activity on one pretext or the other. Unanimous decisions of the Special Tripartite Committee & the various Industrial Committees to carry out joint study of working of individual public sector units with a view to evolving possible rehabilitation & revival packages for them, are being blatantly flouted. Similarly, disinvestment of shares of public sector units as a first step to hand them over to the private sector continues even without evolving any rational criteria, for their reasonable valuation. Industries Minister,

Mrs. Krishna Sahi has gone on record disowning total Govt. obligation towards revival or rehabilitation PSUs rendered sick. This outrageous statement clearly exposes the shameful double dealings the Narasimha Rao is indulging in. The statement was promptly condemned by the Sectt. of the AITUC. Meanwhile the Govt. continues to keep the TUs in the dark on its position on the Ramanujam Committee Report. The Labour Ministry is holding back its reactions and its stand on various contentions issues, although according to conclusions of the 30th ILC held in September 1992, the Trade Unions were to be fully taken into confidence before finalisation of the draft of the proposed Industrial Relations Bill. The AITUC continues to hold on firmly to its stand that the Bill must provide for secret ballot for determining representative character of a union. While the INTUC continues to oppose secret ballot, the BMS stand is equivocal.

Negative features of the new economic and industrial policies of the Govt. continue to plague the economy to ever greater degree. For instance Trade deficit in US Dollar terms doubled in April-November 1992-93. Over 30% of the country's export earnings are going towards annual debt-servicing. Outflow on this account went up by 65% in 1992-93 (April-September) in comparison to such outflow in 1991-92 during the same period. For other features of the economy the facts and figures contained in appendices attached hereto should be carefully studied. These would demonstrate how the IMF-W.B. inspired structural adjustments and so-called economic reforms have already started benefiting monopolies and MNCs at the expense of the working masses.

Partial success of Public Sector Workers' agitation ✓

Public Sector workers' agitation against ban on wage negotiations, implementation of the Tripartite D.A. Committee's recommendations for increase of rate of Industrial, D.A. to Rs.2.00 per point increase etc. gained further momentum during this period. The agitation is led by the Committee of Public Sector Unions. The Committee decided upon a phased programme of united action, culminating in a 3-day token strike to force the Govt. to concede their demands. However, even before the date fixed (i.e. 6th of March, 1993) for service of strike notice on the Public

Sector managements concerned, the INTUC, which had till then shown no inclination to join or initiate any action on its own to pressurise the Govt. to concede the fully justified demands of P.S. workers, all of a sudden served a so-called strike notice on the Govt. demanding inter-alia implementation of the recommendations of the D.A. Committee besides lifting of the ban imposed on wage negotiations in public sector industries. Apparently this was a stratagem jointly worked out between the Govt. and the INTUC leadership to neutralise the effect of the CPSTU's agitation and strike decision in order to enable the INTUC to claim the credit for securing the acceptance of major demands of CPSTU workers. It has to be accepted that this cunningly-devised move culminating in seemingly unilateral Govt. decision to accept the two major demands projected by the INTUC caught the CPSTU leadership perhaps unawares and it failed to react to the new situation in any effective manner. There has been lot of criticism from our affiliates and other friendly unions of CPSTU workers regarding the failure of the CPSTU to summon an emergent meeting of the Core Committee to review the situation arising out of the Govt.'s announcement with a view to provide timely guidance to P.S. workers and their unions. This aspect of CPSTU functioning perhaps requires fresh thinking and discussions to avoid such highly embarrassing situation in future. A report on subsequent joint negotiations on various issues raised by the CPSTU, and the results thereof will also be made by our President, Com. M.S. Krishnan who is Convenor of its Core Committee.

Union Govt.'s budget for 1993-94.

The usual pre-budget discussions with TUs took place on invitation of the Finance Minister. AITUC representatives participating in the discussions presented a comprehensive note containing its proposals for framing an alternative budget, besides making an oral presentation of our stand-point on different aspects of the economy including our own proposals for altering the existing budget structure in order to afford sufficient relief to the toiling masses, besides elimination of serious distortions in the economy and ensuring improvement of BOE, etc.

.....9/-

However, as feared, the Central budget for 1993-94 turned out to be one prepared on dotted lines motivated by the intention to conform to the W.B.-IMF prescription for the Indian economy. It gives lot of concessions to the industry & trade, encourages induction of foreign capital even in vital sectors of our economy, initiates privatisation of banks & public sector undertakings, proposes substantial reduction in import duties etc. The effect of all the measures contained in the budget is bound to seriously threaten the growth & existence of indigenous industries, particularly the vast small-scale industrial sector. Instead of bringing down prices and generating employment, it is bound to give considerable upward thrust to prices of even essential items of consumption and add to unemployment in a big way. In short, there is no prospect in it for a better life for the mass of the people, with the indigenous monopolies & MNCs emerging as its major beneficiaries. The obnoxiously undemocratic practice of bring about a pre-budget hike in Rly. freight and passenger rates, etc. was again repeated by the Govt. and condemned by the AITUC Sectt.

✓ FURTHER BROADENING OF THE PLATFORM OF ACTIONS
NATIONAL CONVENTION OF TRADE UNIONS AND OTHER
MASS ORGANISATIONS.

It is in this background of intensified offensive of the capital in pursuance of IMF-W.B. dictated economic "Re forms" programme on the one hand, and the menacing advance of dark forces of communal reaction on the other, That Trade Unions & their Sponsoring Committee decided to resume the programme of mass mobilisation and country-wide struggle sanctioned by the 25th November rally. The considerably changed situation resulting from the events following the demolition of Babri Masjid structure, required further expanding the dimensions of the mass movement and deepening of its trade union and ideological content. Consequently, a still broader platform of common demands of the working class and other toiling sections and organisations was conceived after discussions and dialogue with other mass organisations of agricultural workers, peasants, students, youth and women, etc. The national convention of Trade Unions and other mass organisations held in New Delhi on the 15th April, 1993, was a

historic step in the direction of giving a concrete shape to the idea of building up the broadest possible platform for mounting counter offensive against the anti-people policies of Narasimha Rao Govt. The basic understanding and conclusions reached in the convention pointedly state while on the one hand the economic policies being pursued by the Narasimha Rao Govt. spell doom for our economic sovereignty and self-reliance, the emerging menace of communalism and religious fanaticism on the other strike at the very roots of our national as well class unity and integrity. The powerful unity of the toiling people & democratic masses which has been sought to be built up through this National Convention has now to be considerably strengthened in order that the twin onslaught on vital interests of our people can be successfully resisted by unleashing mass actions of unprecedented sweep on a national level.

Besides continuing to fulfil the major organisational and other tasks laid down by our General Council in its last meeting, the new tasks emanating from the clearly defined immediate goal of organising a "Bharat Bandh" have to be most vigorously attended to. The phased programme of country-wide united mass activity and actions, leading to courting of mass arrests through- out the country on the 19th August, 1993, culminating further in staging of Bharat Bandh on the 9th September, 1993, must claim our most serious attention.

Our state, Distt/local Committees must immediately take bold initiatives for bringing together all Trade Unions, organisations of agricultural workers, and peasants, besides those of other students, youth, women, cultural groups or organisations and pro-labour sections amongst the intelligentsia, to unitedly go into action in furtherance of programme of action decided upon by the National Convention held on 15.4.93. All available media, including the press, printed and oral propaganda and publicity on a massive scale must be utilised to carry the message of the Convention to every nook & corner of the country in order to ensure conscious participation of mass of the toiling and common people in the proposed Bharat Bandh. It must be fully ensured by our State & Central leadership that the AIFUC stands in the forefront of the titanic struggle that is developing.

....11/-

Biju Patnaik Committee Report on Austerity.

The AITUC lost no time in rejecting outright the proposals advanced by this Committee as blatantly anti-labour. A few weeks back the ^{Dy.} Chairman, Planning Commission, Shri Pranab Mukherjee, invited AITUC as well as other representatives of Central TUs separately for a discussion in context of outrageous recommendations of this Report which, as is well known, seeks to freeze the wages, D.A., Bonus, etc. of the workers & employees both in public as well as private sector. It also disfavours any further recruitment under the Govt. in any state. Although the report by its terms of reference confirms itself to employees of state Govts., its recommendations obviously have most damaging implications for the entire working class including white-collar employees throughout the country. AITUC representatives, naturally, gave sufficient warning to the Govt. through Shri Mukherjee, to scrap the report of the Sub-Committee without any further considerations. The Dy. Chairman was asked to initiate a genuine dialogue with T.U. Representatives on the basis of alternative budget proposals presented by them to the Finance Minister.

The New Pension Scheme.

A lot of confusion has arisen as regards the merits of the New Pension Scheme. It hardly needs recounting that the AITUC was the first T.U. Centre to initiate & press the idea of introduction of a Scheme by the Govt. to afford as much social security to workers as possible covering contingencies, including superannuation, death while still serving, pension for widows, orphaned children, physical invalidation due to accidents, etc. etc. Again it was the AITUC representative on the E.P.F. Central Board, Com. Praduman Singh who had been persistently pressing for introduction of a Pension Scheme. Ultimately the draft of a comprehensive scheme was unanimously approved by a Tripartite Committee set up by the E.P.F. Central Board and forwarded to the Govt. for its approval. Incidentally, President of the CITUC himself was a party to this decision, though later due to considerations known only to the CITUC it sought to wriggle out of the commitment.

The Scheme was reported to have been opposed by the Finance Ministry and was all but scuttled, when the AITUC took up cudgels against the Govt.'s back-sliding moves in the matter. It was discussed at the outset by the General Council and Working Committee of the AITUC and though a majority of the members favoured introduction of the Scheme, it was decided, that it be further discussed by our State constituents, and their views communicated to the Centre. Since very few, if any, state committees communicated their views to the Centre, a Special Meeting of State presidents and Secretaries was summoned to discuss the Scheme threadbare. In these discussions we also had the benefit of competent Coms. from LIC.

The conclusions reached at this two-day meeting after making an indepth study of its provisions, was that the Govt. should be pressurised to introduce the Scheme with certain amendments, including its indexations scaling up of the benefits, including amounts of Pension, due to further accrual of substantial amounts to the Corpus of Rs-5000/- crores, addition of Govt.'s contribution to the fund available for giving pension, etc. A booklet containing details of the Scheme along with AITUC's amendments to it was also published & sold in substantial numbers.

In short, the AITUC's considered view in this matter all along has been that the scheme should in principle be welcomed, but we should continue to press our amendments to it. But CITU and some other organisations due either to their ignorance about the implications of actuarial calculations and certain other details, or due to totally biased and prejudiced outlook embarked virtually on an outright assault on the entire scheme. To an extent the confusion got worse confounded due to the Govt.'s mischief in making certain uncalled for changes in the provisions of the scheme as proposed by the EPF Board. To further add to the confusion an orchestrated campaign based mostly on disinformation, misconception or partisan considerations was launched through media, indirectly making AITUC the target. On the other hand, the Govt. its Provident Fund Board Chief, signally failed even to clarify the various issues raised in the controversy.

I may be excused if I say that despite many shortcomings of the Scheme there was absolutely no reason for AITUC Comrades to get swept off their feet by the criticism of the Scheme, some of which is patently ill-informed and mis-

leading . We should firmly stick to our stand that the very acceptance of the principle of introducing a Pension Scheme for workers marks a step forward for the T.U. Movement, and that the stand of the AITUC in welcoming the Scheme with the amendments proposed by it, is in the best interests of the working people, particularly the vast majority in the small and unorganised sectors. And further that the AITUC is fully justified in claiming credit for it, since it is going to benefit an over-whelming majority of workers in the country.

Publicity
- Pension -
- T.U. + Dr. Patel Bill

GLOOMY EMPLOYMENT GENERATION PROSPECT(A) Increasing number of
Job-seekers (In '000)

Year	No. of Applicants on Live Register	Vacancies Notified	Placements
1987	30,247	621	360
1988	30,050	544	330
1989	32,776	599	289
1990	34,632	490	266
1991	36,300	365	197
1992 Sept.	37,171	316	180

(B) Decreasing Employment in Public Sector Enterprises

Year	No. of Regular Employees (in lakhs)	%age increase/ decrease from previous year.
1978-79	17.03	-
1984-85	21.07	-
1985-86	21.54	2.23
1986-87	22.11	2.65
1987-88	22.14	0.01
1988-89	22.09	(-) 0.23
189-90	22.36	1.22
1990-91	22.19	(-) 0.76
1991-92	21.84	(-) 1.60

(Public Enterprises
Survey - 1991-92)

(C) Employment in the Private Sector
(Lakhs):

1980	72.27	
1981	73.95	
1983	75.52	
1984	73.46	
1985	73.09	1990 - 75.90
1986	73.74	1991 - 78.54
1987	73.64	
1988	73.92	
1989	74.53	(As on 31 March)

Relates to non-agricultural establishments in
the private sector employing 10 or more persons.

(Ministry of Labour)

(D) Educated Job-seekers

As on 31 December 1991

Males -	16557.0
Females -	4549.9
Total:	<u>21106.9</u>
	(in thousands)

Matriculates and above but below graduate degree constituted 82.8 per cent of the educated job-seekers and the remaining 17.2 per cent were graduates and above. About 21.6 per cent of educated job-seekers were females.

Sluggish Growth in employment

According to the latest data compiled by the National Sample Survey Organisation, the average national growth in employment in all broad sectors of the national economy since 1987 has been a mere 1.82 per cent on annual basis.

sectionally, construction industry showed 3.58 per cent growth - the highest among all other sectors, followed by electricity, gas and water (2.73 %) and transport, storage and communication (2.05%).

Other sectors in the growth in employment are Mining and quarrying - 1.94%, agriculture and allied fields 1.65%. Other services together achieved 1.82 per cent growth.

The Survey says that the total employment is estimated at 314.14 million in 1992 as compared to 290.93 million in 1987-88. Agriculture and allied fields provided the maximum number of people - 199.33 million in 1992 as against 185.90 million in 1987-88. There were 13.38 million employed in the construction industry in 1992 compared to 11.52 million in 1988.

In the organised sector, over-all employment had increased to 26.8 million in March 1991 from 25.71 million in March 1988.

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ALL-INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

<u>1992</u>	<u>1980 Base</u>	<u>1960 Base</u>	<u>1980 Base</u>	<u>1960 Base</u>
January	228	1124	241	1188
February	229	1129	242	1193
March	229	1129	243	1198
April	231	1139	245	1208
May	234	1154	246	1218 (1213)
June	236	1164	250	
July	242	1193	253	
August	242	1193	256	
September	243	1198	259	
October	244	1203	2235	
November	244	1203	248.8	
December	243	1198		

12/10845
238.08

Increasing trend in Consumer Price Index Numbers

Between 1961 and 1992 the rise of consumer price index gave the following picture:

<u>Year</u>	<u>All-India Consumer Price Index: Annual Average for Calendar year: 1960 Base</u>	<u>Rise of Points in Price Index: Ten year periods</u>
1961	- 104	-
1971	- 190	86
1981	- 441	251
1991	- 1045	604
1992	- 1169	124

(compared to previous year)

1993
(upto
Sept. 93)

ANNEXURE-III

Note on the Tripartite Committee meeting
on Pension Scheme

A meeting of the members from Central T.U. organisations in the Special Tripartite Committee, and the T.U. members of the Central Board of Trustees of the P.F. was held on 4.5.93 under the chairmanship of Shri.P.A. Sangma to consider the Pension Scheme.

All Trade Unions said that the pension scheme requires many improvements and they were critical of some aspects. The following suggestions for improving the Scheme proposed by all Central T.U. organisations. These were:

1. The Govt. which has now withdrawn its contribution of 1.16% to the F.P. Scheme as is evident from the Bill submitted. in Rajya Sabha, should agree to continue to contribute 1.16% to the Corpus Fund. And amendment be brought to the Bill. Minister for Labour stated he will discuss this with Finance Ministry and try to see that the Govt.'s contribution continues. TU's green signal to proceed with the Bill was conditional to this.
2. Indexation of the pension Scheme as in the case of Central Govt. employees to be introduced in the Scheme.
3. All employed persons should be covered by the Scheme. The ceiling of Rs.3500/- to be removed.
4. If a person quits before the age of retirement the pension scheme envisages pension being given to him but with a deduction of 6% for every year upto 58 years. This 6% cut in pension is too high and it has to be done away with.
5. In some factories workers retire at 60 years. Pension Scheme speaks of pension to these retiring at 58 years. Under such circumstances, persons who retire at 60 years should not be put at disadvantage.
6. Commutation of pension has to be agreed to;
7. Interest for the pension fund to be increased to 14% from the proposed 12%;
8. Calculation of pension should be on the last drawn rate of payment and not the average of 60 months pay as envisaged in the Scheme;

9. The pension schemes agreed to in Steel & Coal industries have to be implemented. The BPF circular on this to be withdrawn. If employers & employees agree on a **better** pension scheme, they must be exempted from the official Scheme.

The Minister for Labour agreed to convene another meeting of T.U.'s for discussion of the scheme itself before it is finalised. In the meantime he wanted all TU's to agree for the Bill to go through with amendments proposed to enable the Govt. to implement a pension scheme. All the central TU's namely INTUC, AITUC, HMS, BMS, UTUC(LS), and NLO agreed to this subject to the condition that the Government agree to continue its contribution of 1.16%. Only the CITU opposed this.

Note on the urgent necessity to augment the
finances of the AITUC.

The AITUC is an all India organisation functioning since over 70 years. We have participated in the national liberation struggle, and for defence of the interests of the working class all these years. We have made many sacrifices to build this organisation. All through we were carrying on with the functioning of the AITUC by donations, and affiliation fees. We did not find the resource crunch till about three years back. Though lot of work which the AITUC had to do, lot of functions which it had to discharge could not be done, we somehow managed all along. However, now the situation has become very bad that it has become difficult to carry on even normal activities of the AITUC Centre. The AITUC Centre has to do the following major jobs:-

1. To represent the grievances of the Trade Unions to the concerned authorities and try to get relief.
2. To correspond with the State Centres and T.Us about the problems of the movement.
3. To send circulars.
4. To visit the State Centres, attend their State TUs' meetings, and guide them.
5. To participate in rallies and conference of the Trade Unions in different parts of the country.
6. To conduct regularly T.U. education camps to train our cadres.
7. To maintain a proper library and develop a department of collection of statistics, analysis of the same to assist the T.U. movement.
8. To discharge our international tasks by attending the meetings of the WFTU, by paying the fees due to receive delegations etc.
9. To organise and participate in campaigns at an all India level, including joint campaigns with other TUs.
10. Publications on topical issues and TUR.
11. To convene regularly the working committee, General Council Meetings of the AITUC as well as conduct the Conference of the AITUC once in three years.
12. We have to get new whole-time cadres to function

at the Centre for looking after the various jobs. If these functions have to be discharged effectively and properly we should have adequate funds. At present, our annual expenses come to Rs.3¹/₂ lakhs while the income is less than 3 lakhs. The main source of income is the affiliation fees. And they are also irregular and not full and half of which goes to States.

Considering the necessity to discharge our tasks and face the new challenges, we have to augment the resources of the AITUC. In order to do so we propose a one time levey of Rs.2/- per member to be collected before the end of the year. Fifty per cent of collections to be paid to the AITUC and the other 50% will remain with the State TUC's. On the basis of our experience we can consider further proposals in future.

A NOTE OF THE GENERAL SECRETARY

**AITUC WORKING COMMITTEE 21ST AND 22ND
JANUARY, 2006, GOA, PANJIM.**

The 38th Session of the AITUC had called upon for the intensification of the struggle at different levels, factory, industry, local, regional and State levels, against the offensive of the corporates, public and private, as also against some of the recent decisions of the Government, while at the same time, seeking to build up a programme of action at the national level on the basis of the broadest unity of the working people. The programme of action has to be combined with consolidation of the organisation.

Protest against reduction of interest rate on EPF is being developed; even BMS and INTUC appear to join the movement. A number of other issues have also been identified, enactment of laws for the unorganised workers, including the agricultural labour, all out opposition to the disinvestment of the profit making public sector, including nationalised banks and privatisation of public sector, demanding enforcement of labour laws by the Central and State

Governments, particularly for the contract, casual and Badali workers, filling up of vacant posts in the Government and public sector, against the move of the Government to abdicate its responsibility with regard to social security of its citizens, organised and unorganised, also dismantling the existing pension scheme. Discussion is underway among the central trade unions to finalise the form and timetable of the programme of action. So far as AITUC is concerned, we have suggested a massive convention in Delhi to involve as many unions as possible, particularly from among those who are not affiliated with any central body and on the basis of having a consensus in such a forum declare a programme of action like law violation throughout the country in a massive way.

AITUC must take a lead in initiating agitation on the issues as above independently and unitedly. AITUC Secretariat has specifically, for the time being, identified four States for an intensive campaign and agitation – Haryana, Rajasthan, Madhya Pradesh and Punjab - to boldly move ahead in the direction building agitation, including on the local issues in the background of all problems as identified above. In the next three months, the programme of action

needs to reach a reasonable level. Individual members of the Secretariat and the Working Committee should be assigned to supplement the efforts of the State level leadership.

In other States similar programme should be drawn up by the State leadership. Special emphasis should be made in Bihar, Jharkhand and Chhattisgarh. In all States independent programme of intensifying the movement has to be chalked out. All federations should take their own independent programmes, particularly coal and petroleum federation has to move immediately into action against outsourcing and gradual privatisation. While complimenting the State of Orissa for the initiative they had taken for organising an all-around protest against merciless killings of the Adivasis and also against handing over of the natural resources to multinational companies at a throwaway price, effort should be made to sustain the movement and the campaign and also take up the demands of other categories of workers, particularly belonging to forest. AITUC has decided to organise a national convention of solidarity with the transport workers of Karnataka, mainly drawing upon the strength of Andhra Pradesh, Tamil Nadu and Kerala. But comrades from other States must also

join. The problem of reckless attack on the trade union right in Karnataka must be raised to the national level. In Tamil Nadu it is essential that the problems among the affiliated unions in port and dock are immediately sorted out and the AITUC centre will assist the State leadership in resolving the issues.

In all the States the problem of unorganised labour, particularly beedi, construction, handloom as also the general problems of the contract labour and other forms of temporary labour associated with industrial enterprises are to be taken up most earnestly and in the beginning of 2007 during the Budget Session, if possible earlier, we propose to have a massive march of the unorganised workers to Parliament. Delhi State must have its conference at the earliest.

The forum of working women needs to be activated and strengthened. It is suggested that State level seminars, conventions and rallies are organised to put focus on the specific problems of women workers. There is a suggestion of publishing a separate journal for the working women at least on bimonthly basis. There is a need for having a rally of working women at the national level.

Now on the question of educating the trade union cadres and organisational consolidation, a concerted move has to be unleashed. Keeping that in view, we propose to hold regional meetings of the State trade unions in North, South, East and West, in Madras, Delhi, Calcutta and Mumbai to discuss in detail the condition of the organisations in the States as a follow-up to the declaration of the 38th Session at Delhi as early as possible.

While calling upon the members of the Working Committee to increase the circulation of the Trade Union Record, one thousand for Hindi and one thousand for English, in the next three months, we call upon the publication of State trade union journals in the respective language for the assimilation of all India experience, inculcating among the leading trade union cadres a broad understanding about the perspective of our activities. To start with, we suggest three States to move in this direction without delay. They are specifically Kerala, Andhra Pradesh and West Bengal.

In order to advance the organisation, expand, consolidate it and to intensify the struggle, it is urgently necessary that we set up collective team at all State centres to ensure proper functioning of the

leadership, guarantee closer coordination between the centre and State and move on the basis of well-known principle of individual responsibility and collective check up. There has to be a proper job distribution and task of the State General Secretary is to ensure that job is given to each individual leader is performed, the task assigned to him or her collectively monitored the work and also evaluation of performance is done. Sustained hard work, continuous agitation, bold initiative and drawing closer new cadres and penetration into new areas can only help the AITUC to break new grounds. Centre, State and affiliated unions must increase publication of printed materials on the pressing problems.

Economic reform is in full swing. Attack on the workers is unabated, unorganised labour is mercilessly exploited, philosophy of economic reform has been well understood by the corporate, and, therefore, there is a determined move to downsize, underpay and overload workers with job burden. It is essential that we move in action immediately. Along with national campaign, local initiative is urgently required.

So far as the AITUC centre is concerned, we are also going to discuss individual responsibility and assigning of job to each and every member of the Secretariat and look for fulfilment of the tasks allotted to the individual comrades. While saying so, I must submit that not only the members of the Secretariat need to be at the head of the special campaign for agitation and organisation, the entire Working Committee must be activated as a collective team. There has to be a broad team of the members of the Working Committee functioning around the Secretariat. Similar should be the practice in the States.

Building construction is likely to start from February. We have to move out of the present premises within six months. The present situation is not congenial for us to occupy the building even for a day.

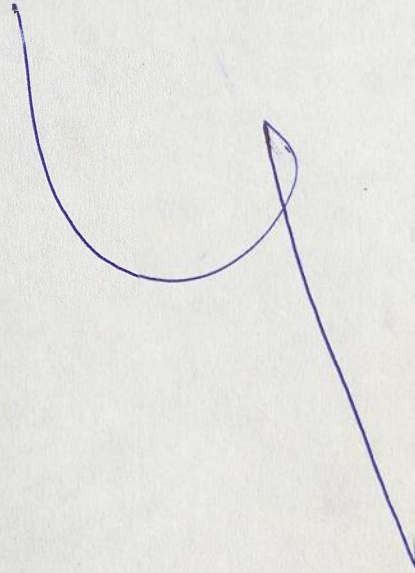
We have to set up a fund committee, formulate a budget and look more effectively into the question of raising funds and management of our resources. All Members of the Secretariat whether or not stationed in Delhi have to make it a point to come to Delhi once in a month and the Working Committee has to meet once

in three months and Council in a year. There must be proper functioning of the leading bodies of the organisation. It is urgently necessary that not only we have to work together and collectively but also in a disciplined way to discharge our responsibility as assigned by the 38th Session.

Once again we repeat - intensify the struggle, continue the agitation relentlessly and move for consolidation and strengthening and expansion of the organisation.

एटक
महासचिव
की रिपोर्ट

वर्किंग कमेटी मीटिंग



14 और 15 सितंबर 2009
नई दिल्ली

आल इंडिया ट्रेड यूनियन कांग्रेस

35-36, डीडीयू मार्ग, राजज एवेन्यू, नई दिल्ली

मौजूदा हालात काफी खराब हैं। घरेलू अर्थव्यवस्था, वैश्विक मंदी की चपेट में है। आक्रामक नव उदार नीतियों को थोपकर देश के राजनीतिक परिदृश्य का बखान किया जा रहा है। कांग्रेस नेतृत्व वाली सरकार का मानना है कि, कुल पड़े वोट का महज 28 फीसदी हिस्सा हासिल करके उसने आम लोगों का जनादेश पा लिया है और केंद्र की सरकार कमजोर सामाजिक हितों से जुड़ी योजनाओं की आड़ में अपना प्रो कारपोरेट एजेंडा चला रही है। निश्चित रूप से आम लोगों के हितों और सरकार की नीतियों के बीच विरोधाभास बड़ी तेजी से बढ़ा है। घरेलू अर्थव्यवस्था पर वैश्विक मंदी का बुरा असर पड़ा है। आम लोग संकट के दौर से गुजर रहे हैं, जिससे उनमें सरकार के प्रति असंतोष और अधिक बढ़ गया है। लेकिन मौजूदा हालात में सामाजिक ताकतें लोगों को किसी प्रकार की गतिविधि करने के लिए प्रेरित करने में सफल नहीं हो पाई हैं। आज लोगों में निष्क्रियता की बजाय कुंठा या निराशा कहीं ज्यादा है। लोकसभा चुनावों में लेफ्ट की हार से राजनीतिक परिदृश्य में जटिलताएं पैदा हो गई हैं। भारतीय जनता पार्टी में चल रहा मौजूदा संकट भी एक अहम मुद्दा है, जिसे किसी नकारा नहीं जा सकता है। आज सबसे अहम और बड़ा सवाल राजनीतिक व्यवस्था में बढ़ती तानाशाही और सत्तावाद है। केंद्र सरकार पूरी तरह से उदासीन है और यह पूरी तरह से लड़ाई के मूड में है। कांग्रेस इस भ्रांति में है कि देश के भविष्य से जुड़े तय करने के मामले में वो अकेली है। अनिष्टकारी आर्थिक और राजनीतिक मूल सिद्धांतों ने सामाजिक ताकतों को प्रभावित किया है। मौजूदा घटनाक्रम का असर ट्रेड यूनियननिज्म पर भी बराबर पड़ा है और इसने अपने हाथ-पैर फैलाना शुरू कर दिया है। लेकिन एक महत्वपूर्ण सामाजिक ताकत के रूप में इसे अहम भूमिका निभानी होगी। जनसमूह के बीच सबसे अधिक संगठित सेक्शन होने के कारण इसे अपनी कोशिशों को पूरे समाज में फैलाने की जरूरत है। सभी रूपों में इस समय अधिक से अधिक एकता और प्रभावी हस्तक्षेप की जरूरत है। आज सामूहिक प्रयास और अथक दृढ़ निश्चय की जरूरत है और एआईटीयूसी इसमें कहीं पीछे नहीं रह सकती है।

सबसे अहम मुद्दा कीमतों में जारी अप्रत्याशित तेजी है, जिसके कारण आम लोगों की आमदनी पर दबाव बढ़ गया है,

खासकर असंगठित क्षेत्र के मजदूरों पर। आसामान्य सूखे के कारण स्थितियां और जटिल हो गई हैं। पिछले कई दशकों में देश में ऐसी स्थिति नहीं रही है।

हालिया बारिश के बावजूद देश के विभिन्न हिस्से सूखे से जूझ रहे हैं, करीब 278 जिलों को सूखा प्रभावित श्रेणी में रखा गया है। देश के 533 जिलों के मानसून पर नजर रखने वाले मौसम विभाग का आकलन है कि 340 जिलों में सामान्य से कम बारिश हुई है। एक अनुमान के मुताबिक, खरीफ क्षेत्र का करीब 60 फीसदी हिस्सा बुआई के लिए मानसून पर निर्भर रहता है। लेकिन इस साल 1 जून से 9 जुलाई के मानसून सीजन में सामान्य से 34 फीसदी कम बारिश हुई। पहले से मंदी की मार झेल रही घरेलू अर्थव्यवस्था का संकट सूखे ने काफी हद तक बढ़ा दिया है। मौजूदा समय में देश के सकल

घरेलू उत्पाद (जीडीपी) में कृषि की हिस्सेदारी करीब 18 फीसदी है और इससे आबादी 110 करोड़ की आबादी में से दो तिहाई लोगों को रोजगार हासिल होता है। मौजूदा सीजन में कम बारिश के कारण देश के कुल 600 जिलों में से 177 जिलों को सूखाग्रस्त घोषित किया गया है। वित्त मंत्री प्रणव मुखर्जी भी कह चुके हैं कि कम बारिश होने के कारण इस साल कुल खाद्यान्न उत्पादन में करीब 20 फीसदी तक की गिरावट आएगी। वहीं कृषि मंत्री का कहना है कि देश के कुल जिलों में करीब आधे जिले कम बारिश की मार से जूझ रहे हैं।

कमजोर मानसून ने खरीफ की मुख्य फसल धान की बुआई पर असर डाला है। जहां पिछले साल 256.76 लाख हेक्टेयर पर धान की बुआई की गई थी। वहीं इस साल यह बुआई क्षेत्र घटकर 119.30 लाख हेक्टेयर रह गया है। पैदावार क्षेत्र घटने के कारण इस साल धान की पैदावार में तेज गिरावट आने का अनुमान है। केवल धान की पैदावार ही कम रहने का अनुमान नहीं है, बल्कि आयलसीड, दाल, चीनी और मसालों की पैदावार कम रहने का अनुमान है।

आजादी के करीब 62 सालों बाद, दस पंचवर्षीय योजनाएं ऐसे संसाधनों को मुहैया कराने में असफल रही हैं, जो कि भारतीय कृषि को मानसूनी बारिश की निर्भरता से निजात दिला सकें। मौजूदा समय में देश का कृषि क्षेत्र पूरी तरह से प्रकृति की मेहरबानी पर निर्भर है। अगर देश ने कृषि क्षेत्र के महत्व को नहीं समझा, तो यह आने वाले समय के लिए ठीक नहीं होगा। क्योंकि भारत में कृषि केवल खाद्यान्न पैदा करने की व्यवस्था नहीं है, बल्कि देश की कुल आबादी का करीब 60 फीसदी हिस्सा अपने जीवन यापन के लिए इसी पर निर्भर है। अगर ग्रामीण भारत की मुश्किलें और संकट बरकरार रहे, तो यह सामाजिक खलबली पैदा करने वाले होंगे। जटिल नक्सल सिंड्रोम अपने राजनीतिक अतिवाद को तेजी से बढ़ा रहा है, जो कि इस बात का संकेत है कि समाज से गरीब और अल्प सुविधा प्राप्त लोगों में असंतोष का स्तर तेजी से बढ़ रहा है। अगर कोई संगठित सामाजिक आंदोलन लोगों के असंतोष को जाहिर करने में नाकाम रहा, तो देश की राजनीतिक व्यवस्था संकट के दौर में पहुंच जाएगी। सूखे के कारण एग्रीकल्चर कमोडिटीज की कीमतों में तेजी से इजाफा हुआ है। अगस्त 2009 के पहले पंद्रह दिनों में कमोडिटीज की कीमतों में 23 फीसदी तक का उछाल आया है। जहां घरेलू अर्थव्यवस्था ने एक ओर दुनिया की सबसे सस्ती कार नैनो की डिलेवरी का जश्न मनाया है। वहीं, उसी अवधि में अब तक की सबसे महंगी कीमतों पर अरहर दाल की आपूर्ति की। बाजार का यह स्वभाव काफी दुर्भाग्यपूर्ण है।

अगर हम कीमतों में जारी उछाल के फलसले पर बारीक नजर डालें, तो निश्चित रूप से वर्ष 2004 में कीमतें अपने उच्चतम स्तरों पर थीं। मौजूदा समय में जहां आटे की कीमतों में तेजी जारी है, वहीं हवाई टिकट के दाम में लगातार गिरावट आ रही है। यहां तक की हमारी पार्लियामेंट का बड़ा हिस्सा कारपोरेट स्तर पर लड़ी जा रही अंबानी बंधुओं की लड़ाई में ज्यादा दिलचस्पी ले रहा है। मीडिया के लिए उपभोक्ता कीमतों में जारी उछाल से ज्यादा अहम मुद्दा अंबानी बंधुओं की आपसी लड़ाई है। आज अपराध एक तरह का कारोबार बन गया है और कालाबाजारी बेहतर तरीके से फल-फूल रही है। आम लोगों के जीवन में जारी संकट कभी राष्ट्रीय राजनीति का अहम हिस्सा नहीं बन पाया।

कमोडिटीज की कीमतों में आया हालिया उछाल केवल सूखे या कम उत्पादन की वजह से नहीं है। यह बाजार की अर्थव्यवस्था में बढ़ती सट्टेबाजी का नतीजा है, जिसमें केंद्र सरकार ने राज्यों की भूमिका को बहुत सीमित कर दिया है।

हकीकत यह है कि वर्ष 2004 में हुए चुनावों के बाद कीमतों में जारी उछाल का सिलसिला बना हुआ है। अगर हम वर्ष 2004-2008 के बीच की बात करें, तो इस अवधि में मानसून बहुत अच्छा रहा। इसके अलावा इस अवधि में ही एक साल खाद्यान्न के रिकार्ड उत्पादन का दावा पेश किया गया। इस अवधि में चावल की कीमतों में 46 फीसदी, गेहूं की कीमतों में 62 फीसदी, आटे की कीमतों में 56 फीसदी और नमक की कीमतों में 42 फीसदी का उछाल दर्ज किया गया। मार्च 2008 तक ऐसे उत्पादों की कीमतों में औसतन 40 फीसदी का इजाफा दर्ज किया गया। पिछले तीन सालों में जरूरी खाद्य पदार्थों की कीमतों में अप्रत्याशित तेजी आई है।

केंद्र सरकार के आंकड़ों के मुताबिक होलसेल प्राइस इंडेक्स में बुनियादी खाद्य पदार्थों की कीमतों में तेज उछाल दर्ज किया गया है। होलसेल प्राइस इंडेक्स में चावल की कीमतों में 15.2 फीसदी, सब्जियों की कीमतों में 21.8 फीसदी, दालों की कीमतों में 15.9 फीसदी और चाय-काफी के दाम में 25.6 फीसदी उछाल आया है। यह बात सभी लोगों को अच्छी तरह से पता है कि मौजूदा समय में रीटेल कीमतें, होलसेल कीमतों से काफी ज्यादा हैं। एक उदाहरण के जरिए बताते हैं कि कैसे खुले बाजार में जरूरी खाद्य पदार्थों की कीमतों में तेज उछाल दर्ज किया गया। पिछले कुछ समय में आलू की कीमतों में 300 फीसदी की तेजी दर्ज की गई, जहां कुछ समय पहले आलू के दाम 6 रुपए प्रति किलोग्राम थे। वहीं अब यह बढ़कर 20 रुपए प्रतिकिलोग्राम के स्तर तक पहुंच गए हैं। आम उपभोक्ता बाजार बुरी तरह महंगाई की मार से झुलस गया है। गरीब और आम लोग तनाव के दौर से गुजर रहे हैं। त्यौहारी सीजन में जरूरी खाद्य पदार्थों की कीमतों में और अधिक तेजी आने का अनुमान है। मौजूदा महंगाई केंद्र सरकार की कारगुजारियों का नतीजा और आने वाले समय में भी खाद्य पदार्थों की कीमतों में तेजी बनी रहेगी।

हाल ही में जब महंगाई की दर नकारात्मक दायरे में पहुंच गई, ऐसे हालात में भी कृषि और ग्रामीण मजदूरों पर आधारित कंज्यूमर प्राइस इंडेक्स 11 फीसदी से ऊपर रहा और इसमें तेजी का रुख बना हुआ है। खेतिहर और ग्रामीण मजदूर उपभोक्ताओं का सबसे गरीब और बड़ा वर्ग है, जिसमें जरूरी कमोडिटीज की कीमतों में हुए इजाफे को वहन करने की छमता नहीं है। चिंता की बात यह है कि आने वाले दिनों में भी खाद्य पदार्थों की कीमतों में नरमी आने का कोई संकेत नहीं दिखाई दे रहा है, क्योंकि कमजोर मानसून ने घरेलू अर्थव्यवस्था को बुरी तरह से प्रभावित किया है। मौजूदा स्थितियों को देखते हुए कृषि मंत्री ने बड़े भोलेपन के साथ कहा कि मांग और आपूर्ति के अंतर के कारण दाल की कीमतों में बहुत ज्यादा नरमी फिलहाल संभव नहीं है। उन्होंने संकेत दिए कि दाल की कीमतों में जारी उछाल के पीछे कालाबाजारी करने वालों और जमाखोरों की अहम भूमिका है। लेकिन यह आश्चर्य की बात है कि कृषि मंत्री कृषि उत्पादों की फारवर्ड ट्रेडिंग के मुद्दे पर बिलकुल चुप रहे, जिससे संकट की स्थिति पैदा हो गई है।

सबसे अहम सवाल यह है कि कीमतों में बिना किसी गिरावट के लगातार उछाल क्यों जारी है? निश्चित रूप से सूखे की स्थितियों के कारण उत्पादन प्रभावित हुआ है। इस बीच, फारवर्ड ट्रेडिंग को राष्ट्रीयकृत बैंकों द्वारा वित्तीय सहायता मुहैया कराई गई, जो कि बिना सोचे समझे स्टॉक भंडारण के लिए उठाया गया कदम था। इसमें आश्चर्य की बात नहीं है कि कालाबाजारी काफी हद तक ऐसी स्थितियों के लिए जिम्मेदार है। मौजूदा कृषि संकट की अहम वजह खुद के कार्यकाल को सफल कहने वाली

सरकारों की कृषि क्षेत्र के प्रति बेरुखी है। पिछले कुछ सालों में सार्वजनिक और निजी निवेश में गिरावट आई है और लागत में तेजी से इजाफा हुआ है। इसके साथ ही कृषि उत्पादों की बिक्री को सही मूल्य नहीं मुहैया कराया गया है। सार्वजनिक क्षेत्र के बैंक छोटे और मझोले किसानों को वित्तीय सहायता मुहैया कराने को तैयार नहीं है, जबकि देश में इनकी संख्या काफी ज्यादा है। आजादी के 62 सालों के बाद भी देश की कुल खेतिहर भूमि का 60 फीसदी हिस्सा मानसून की बारिश पर निर्भर है। सरकार कृत्रिम और वैज्ञानिक सिंचाई साधनों को देश के विभिन्न हिस्सों तक पहुंचाने में पूरी तरह से नाकाम रही है। सबसे चिंता की बात यह है कि सरकार ने अभी तक ग्रामीण भारत के सामाजिक ढांचे को तैयार करने में कोई दिलचस्पी नहीं दिखाई है। गांवों तक स्वास्थ्य सुविधाओं का विस्तार नहीं हुआ है। इसके साथ ही तमाम गांवों में अभी तक बिजली नहीं पहुंची है। आज भी ग्रामीण आबादी गरीबी और आर्थिक तंगी में रहने के लिए मजबूर है। आर्थिक वृद्धि का प्रभाव समाज के बड़े और जरूरी तबके तक पहुंचने में पूरी तरह से नाकाम रहा है। फसलों की बीमा करने की योजना से किसानों को कोई लाभ नहीं हुआ है और भूमि सुधार योजना को ठंडे बस्ते में डाल दिया गया है। केंद्र सरकार की महत्वाकांक्षी योजना नरेगा से लोगों को साल में महज 50 दिनों का ही काम मिल पा रहा है। सार्वजनिक वितरण प्रणाली में तमाम तरह की खामियां हैं। देश के विभिन्न हिस्सों में बड़े पैमाने पर किसानों की आत्महत्याएं सरकारी की कृषि संबंधी नीतियों को उजागर करती हैं। मौजूदा समय में घरेलू अर्थव्यवस्था संकट के दौर से गुजर रही है, जबकि सरकार दावा कर रही है कि बुरा वक्त पूरी तरह से गुजर चुका है। खपत में नरमी का रुख जारी है और यह सात साल के निचले स्तर है। निजी खपत घटकर 1.6 फीसदी रह गई है। जबकि निवेश में महज 4.5 फीसदी का इजाफा हुआ है। तय निवेश और कृषि वृद्धि भी धीमी रहने का अनुमान है। वर्ष 2009-10 में कृषि वृद्धि नकारात्मक स्तर पर दो तक जा सकती है। यह सारी चीजें घरेलू अर्थव्यवस्था पर बुरा असर डाल सकती हैं। सबसे ज्यादा चिंता की बात निर्यात और आयात में आई गिरावट है। जुलाई के महीने में आयात में 37 फीसदी और निर्यात में 28 फीसदी की गिरावट दर्ज की गई। इसका असर आर्थिक वृद्धि दर पर पड़ा है। पिछले तीन सालों में देश ने 9 फीसदी से ज्यादा की वृद्धि दर्ज की है और मार्च 2009 को समाप्त हुई वित्त वर्ष में वृद्धि दर 6.7 फीसदी रही। हालांकि, अब वित्त मंत्री का कहना है कि आने वाले समय में वृद्धि दर में गिरावट आएगी और वित्त वर्ष 2009-10 में यह 6 फीसदी के आसपास रह सकती है। गिरावट का सिलसिला लगातार जारी है। निजी खपत निश्चित रूप से मांग पर असर डालेगी। घटते निवेश के कारण आर्थिक गतिविधियों पर असर पड़ेगा और इससे आयात-निर्यात प्रभावित होगा। सकल घरेलू उत्पाद (जीडीपी) के 9 फीसदी से गिरकर 6 फीसदी तक आने में नेगेटिव फंडामेंटल का असर साफ नजर आया है। जून में फैक्ट्रियों में उत्पादन बढ़कर 7.8 फीसदी पहुंच गया। जबकि जुलाई में कोर सेक्टर वृद्धि गिरकर 1.8 फीसदी रह गई। कच्चे तेल और रिफाइनरी का उत्पादन नकारात्मक जोन में रहा। ऊर्जा और फिनिश्ट स्टील के उत्पादन में भी गिरावट दर्ज की गई। सरकार इस दावे के बीच कि अर्थव्यवस्था पटरी पर लौटने लगी, इससे बुरा क्या हो सकता है कि चालू वित्त वर्ष की पहली तिमाही में औद्योगिक उत्पादन आंकड़े 3.74 फीसदी रहे।

अर्थव्यवस्था पर अभी संकट के बादल छाए हुए हैं, जबकि सरकार इसके उबरने का दावा कर रही है। सकल घरेलू उत्पाद (जीडीपी) में तेज गिरावट जारी है, कृषि उत्पादन में कमी आई है। इसके

साथ ही निवेश घटा है और निजी उपयोग कम हुआ है। कोर सेक्टर के कारोबार में मंदी का रुख अब तक बना हुआ है, आयात-निर्यातमें लगातार गिरावट जारी है। उपभोक्ता बाजार में कीमतों में जारी अप्रत्याशित उछाल के कारण लोगों की नौकरियां जा रही हैं और मेहनताना घटा है। साथ ही मजदूरी लागत कम हुई है और कम पैसों पर आउटसोर्सिंग का सिलसिला बढ़ा है।

इन सारी चीजों ने कामकाजी लोगों की जिंदगियों को बुरी तरह से प्रभावित किया है, खासकर असंगठित मजदूरों को।

हालांकि, मौजूदा राजनीतिक व्यवस्था की हकीकत यह है कि देश में सूखे और बाढ़ जैसी अपदाएं आने पर सरकार के पास फंड की किल्लत हो जाती है, जबकि दूसरे कामों के लिए उसके पास अपार फंड है। अगर कोई नरेगा के विस्तार, सार्वजनिक वितरण प्रणाली की सब तक पहुंच, स्वास्थ्य और शिक्षा पर खर्च बढ़ाने की बात करे तो सरकार फंड का रोना रोने लगती है। वहीं दूसरी ओर कारपोरेट सेक्टर की मदद के लिए सरकार के पास पैसे की कोई कमी नहीं है।

केंद्र सरकार को वित्त वर्ष 2008-09 में आयकर में करीब पांच लाख करोड़ रुपए का नुकसान उठाना पड़ा, जो कि पिछले वित्त वर्ष के मुकाबले 27 फीसदी ज्यादा था। वित्त वर्ष 2009-10 के हालिया बजट में सरकार ने करीब पांच लाख करोड़ रुपए की कर छूट का प्रस्ताव पेश किया है। सरकार के हालिया कर प्रस्ताव सुधारवादी कर व्यवस्था को नहीं दर्शाते हैं, बल्कि यह प्रत्यावर्ती हैं। हालांकि प्रत्यक्ष कर के जरिए सरकार को कोई अतिरिक्त आमदनी नहीं होगी, लेकिन अप्रत्यक्ष कर के जरिए 2000 करोड़ रुपए की अतिरिक्त राशि सरकार के खाते में जाएगी। अमीर लोगों पर सही तरीके से कर लागू नहीं किए जाते हैं और न ही टैक्स आधार का विस्तार किया जा रहा है। केवल आम लोगों को ही अतिरिक्त कर का बोझ सहना पड़ता है। सरकार ने हालिया बजट में ऐसे कोई भी कदम नहीं उठाए हैं कि जिससे बाजार में भरोसा लौटे या फिर बढ़ती कीमतों को रोकने में मदद मिले। सरकार ने कारपोरेट जगत को फायदा पहुंचाने के लिए कई कदम उठाए। इसके बाद सरकार ने शर्मनाक तरीके से नए टैक्स कोड ढांचे को पेश किया, जिसमें कारपोरेट जगत को होने वाली आय में 5 फीसदी की छूट दी गई और यह 30 फीसदी से घटकर 25 फीसदी रह गया। संपत्ति कर में मामूली 0.25 फीसदी की कटौती की जानी चाहिए और छूट की सीमा को बढ़ाने की जरूरत है। इसके उलट पैसे बनाने की प्रक्रिया को तो कर मुक्त कर दिया गया और सिक्थोरिटी ट्रान्जैक्शन एक्ट को हटा दिया गया।

सरकार के पास देश के गरीब और जरूरतमंद लोगों को सोशल सेफ्टी कवरेज मुहैया कराने के लिए फंड की कमी का बहाना है। आज गरीबी खत्म करने और अधिक से अधिक रोजगार के संसाधन मुहैया कराने की जरूरत है। देश की आजादी के बाद से सत्ता में रहने वाली सरकार ने न तो अमीरों पर अतिरिक्त कर लगाकर संसाधनों बढ़ाने की अपनी राजनीतिक प्रतिबद्धता पूरी की है। और न ही यह सरकार अवैध तरीके से देश से बाहर भेजे जाने वाले फंड को रोकने में सफल रही है, जो कि स्विस बैंक और चौनल आइसलैंड, मारीशस जैसे वित्तीय संस्थानों में जमा हो रहा या लग रहा है। अमीरों को राष्ट्रीय संसाधनों को लूटने की पूरी तरह से आजादी मिली हुई है।

मौजूदा राजनीतिक व्यवस्था की सबसे अछम्य असफलता यह रही है कि ये पूरी तरह से गरीबी रोकने और आर्थिक खाई को पाटने में नाकाम रही है। इसके साथ ही आम लोगों की मूलभूत

समस्याओं को कम करके दिखाने के लिए फर्जी आंकड़ों का हवाला दिया गया। योजना आयोग यह आंकड़े पेश करके लोगों को बेवकूफ बनाने की कोशिश कर रहा है कि कुल जनसंख्या का केवल 28.5 फीसदी लोग ही गरीब हैं। जबकि प्रोफेसर अर्जुन सेनगुप्ता की अध्यक्षता में सरकार द्वारा गठित कमीशन ने इस दावे को खारिज कर दिया है। कमीशन की रिपोर्ट के मुताबिक देश की कुल आबादी का करीब 77 फीसदी (84 करोड़ लोग) गरीबी रेखा से नीचे जीवन यापन कर रहे हैं। ये लोग 20 रुपए रोजाना से कम की आय पर अपना गुजारा कर रहे हैं। प्रधानमंत्री की आर्थिक सलाहकार कमेटी के पूर्व प्रमुख श्री सुरेश तेंदुलकर, योजना आयोग के आंकड़ों को संशोधित करते कहते हैं कि भारत की कुल आबादी का 38 फीसदी हिस्सा गरीब है। गरीबी रेखा में जारी उतार-चढ़ाव, विवादास्पद आंकड़े और उलझाने वाले अधिकारिक अनुमान गरीबी की सही तस्वीर पेश करने में असफल रहे हैं। इस बात पर कोई विवाद नहीं है कि गरीबी बढ़ रही है और हालिया समय में इसके कम होने की संभावनाएं बहुत कम हैं, क्योंकि सरकार की आर्थिक नीतियों ने इन पर बुरा असर डाला है। गंभीर संकट वाली स्थिति से उबरकर सही रास्ते पर आने के लिए व्यापक पैमाने और जनसमूह के स्तर पर प्रयास करने की जरूरत है। मौजूदा आर्थिक मंदी और पछ में न रहने वाली राजनीतिक स्थितियों ने कामकाजी लोगों की दिक्कतों को और अधिक बढ़ा दिया है। अगर ऐसी चीजों का दोहराव हुआ तो आम लोगों की स्थितियां और ज्यादा बिगड़ जाएंगी। मौजूदा हालात को देखकर यही लगता है कि आर्थिक मंदी का सारा बोझ सभी श्रेणियों के कामकाजी लोगों पर डाल दिया गया है। यद्यपि कोयले के लिए पांच साल का एग्रीमेंट साइन हो चुका है। भी बेंकों, स्टील, भेल, बंदरगाहों के लिए एग्रीमेंट होना है और इसके अलावा जहां भी संभावना है, वहां एग्रीमेंट की अवधि बढ़ाने की कोशिश है। प्राइवेट सेक्टर में कुछ अपवादों को छोड़कर हालात काफी खराब हैं। स्थायी लोगों को नौकरियों से हटा दिया गया है और उनकी जगह पर कम लागत और कान्ट्रैक्ट पर काम करने वाले लोगों को लगाया जा रहा है। लगभग सभी जगहों पर वास्तविक मजदूरी में कमी आई है और काम करने का माहौल बदतर हुआ है। इसके अलावा नौकरी की सुरक्षा लगभग खत्म हो गई है और कर्मचारी लड़ाई के मूड में हैं। कान्ट्रैक्ट पर काम करने वाले लोगों को वैधानिक लाभ नहीं मुहैया कराए जा रहे हैं और न ही उन्हें न्यूनतम मजदूरी दी जा रही है।

कम भर्तियां, लोगों को नौकरियों से हटाना, प्राविडेंट फंड और ईएसआईसी के भुगतान में डिफाल्ट के मामले तेजी से बढ़ रहे हैं। इसके अलावा महिला कर्मचारियों को मैटरनिटी लीव की सुविधा देने से इनकार किया जा रहा है। प्राइवेट कारपोरेट और सार्वजनिक सेक्टर की कंपनियां श्रम कानून का लगातार उल्लंघन कर रही हैं। बेहद डरावने से ढंग से बढ़ रही इन घटनाओं को रोकने के लिए केंद्र सरकार, राज्य सरकारों से कोई बात नहीं कर रही है।

जिन फैक्ट्रियों में 300 या इससे कम कर्मचारी हैं, उनमें ट्रेड यूनियनों पर प्रतिबंध लगाने के लिए ड्राफ्ट बिल का ढांचा तैयार है। ट्रेड यूनियनों का पंजीकरण कराना बहुत मुश्किल हो गया है। इस पर रोक लगाने के लिए पुलिस और प्रशासन, मैनेजमेंट के साथ मिलकर काम कर रहे हैं। संगठित क्षेत्र में काम करने वाले कामकाजी लोगों पर संकट बढ़ता जा रहा है। कम भुगतान करने का साया असंगठित क्षेत्र पर बढ़ता ही जा रहा है। नौकरी की सुरक्षा को लेकर लोगों में डर बढ़ गया है और कामकाजी माहौल पहले से बदतर हो गया है। मौजूदा व्यवस्था में हमेशा तनाव देने वाली नौकरी

असंगठित क्षेत्र के लोगों के लिए केवल जीवन गुजारने का जरिया रह गई है। कल्याणकारी कानून के तहत असंगठित क्षेत्र को मुहैया कराया जाने वाला स्वास्थ्य बीमा उपहास बनकर रह गया है। चालू वित्त वर्ष के बजट में इसके लिए कोई फंड नहीं तय किया गया है। ज्यादातर राज्यों में निर्माण कार्य में लगे मजदूरों के लिए कल्याणकारी फंड की व्यवस्था नहीं की गई है। बीड़ी मजदूरों को तमाम वादों के बावजूद आज तक पहचान पत्र मुहैया नहीं कराया गया है। केंद्र सरकार ने आंगनवाड़ी योजना का लाभ छह सालों तक सभी बच्चों तक पहुंचाने का वायदा किया है, लेकिन इस योजना में लगी कामकाजी महिलाओं की संख्या में कोई इजाफा नहीं किया गया है। इस बीच, सूखे की स्थितियों ने समाज के बड़े तबके और कृषि क्षेत्र से जुड़े लोगों की जीवन यापन प्रक्रिया पर असर डाला है। सरकार की महत्वाकांक्षी नरेगा योजना के तहत देश भर में मजदूरों को औसतन 50 दिन का काम ही मिल पा रहा है। एक अनुमान के मुताबिक सितंबर 2008 से करीब 50 लाख मजदूरों के पास कोई काम नहीं है और वह पूरी तरह से सड़क पर हैं। दुनिया की सबसे बड़ी डायमंड पालिशिंग इंडस्ट्री में कुछ समय पहले तक पांच लाख मजदूर काम करते थे, लेकिन आज इनकी संख्या केवल 1.5 लाख रह गई है और 3.5 लाख लोगों को अपनी नौकरियों से हाथ धोना पड़ा है। गारमेंट इंडस्ट्री का कारोबार भी बुरी तरह प्रभावित हुआ है। अगले कुछ महीनों में पांच लाख लोगों को और अपने रोजगार से हाथ धोना पड़ सकता है। आटोमोबाइल इंडस्ट्री, मैनुफैक्चरिंग, हाउसिंग बिल्डिंग, कंस्ट्रक्शन, निर्यात आधारित उद्योग, छोटे और मझोले आकार के उद्योगों के कारोबार पर बुरा असर पड़ा है। अधिकतर लोगों को बिना वैधानिक लाभ मुहैया कराए बिना ही नौकरियों से हटा दिया गया है। कामकाजी महिलाओं को नौकरी से निकाले जाने की संख्या कहीं ज्यादा है। केरल की 39वीं कांफ्रेंस से पहले बड़े पैमाने पर नौकरियों से निकाले जाने, वेतन कटौती, मजदूरी में गिरावट, जरूरी वस्तुओं और कमोडिटीज के दाम में बढ़ोतरी जैसी अहम घटनाएं हो चुकी हैं। ऐसे हालातों में पूंजीवादियों का निरंकुश शासन एक हकीकत बन गया है। कामकाजी लोग संकट के दौर से गुजर रहे हैं। पूंजीवादी लोगों के कारोबार को राज्य संरक्षण में बढ़ाया जा रहा और इसमें गरीब और समाज के पिछड़े लोगों के हितों को कुचला जा रहा है। ट्रेड यूनियन को अगले मोर्चे पर आकाष छूती उपभोक्ता कीमतों, नौकरियों की कटौती, असंगठित क्षेत्र के कर्मचारियों के लिए बनाए जाने वाले राष्ट्रीय फंड में सरकार की असफलता और बिना सोचे समझे किए जाने वाले विनिवेश जैसे अहम मुद्दों का मुकाबला करना है।

मौजूदा समय में ट्रेड यूनियनों की निष्क्रियता चिंता का विषय है। इसके अलावा कारपोरेट जगत द्वारा सरकार के सहयोग के किए जाने वाले आक्रामक हमलों के विरोध में यूनियन की अक्षमता भी एक अलाम है। अभी तक हमने ज्यादा कुछ नहीं किया, हमें और प्रयास करने की जरूरत है। पोस्ट कांफ्रेंस पीरियड में ट्रेड यूनियनों की संयुक्त रैली सबसे बेहतर प्रयास रहा है। इसमें पार्लियामेंट स्ट्रीट पूरी तरह से भर गई और एआईटीयूसी ने सबसे अहम भूमिका निभाई। पिछले कुछ समय में बड़ी संख्या में हड़तालें हुई हैं। सबसे अहम हड़ताल 6 और 7 अगस्त को बैंक कर्मचारियों की थी। इस हड़ताल में करीब आठ लाख कर्मचारियों और अधिकारियों ने हिस्सा लिया और बैंकों का कामकाज पूरी तरह से ठप रहा। दूसरी अहम हड़ताल महाराष्ट्र के पावर इंडस्ट्री के एक लाख कर्मचारियों की दो दिन की हड़ताल रही, इसमें सरकार को कर्मचारियों की सारी मांगें माननी पड़ी। तमिलनाडु

सरकार के मालिकाना हक वाले सीमेंट कारपोरेशन में कर्मचारियों ने 20 दिन की हड़ताल की और इसके बाद सरकार के हस्तक्षेप से समझौता हुआ। इसके अलावा कई उद्योगों में एक दिन की हड़तालें हुईं। बिहार के ऊर्जा कर्मचारियों ने एक दिन की हड़ताल की और उन्हें बाद में अनिश्चितकालीन हड़ताल के लिए नोटिस दिया गया। हालांकि, बाद में इस मामले में समझौता हो गया।

एआईटीयूसी से जुड़े द असम पेट्रोलियम मजदूर यूनियन ने 8 जून 2008 को न्यूनतम मजदूरी बढ़ाने, बोनस लागू करने, प्राविडेंट फंड और ईएसआई मुहैया कराने के लिए एक दिन की हड़ताल की। ट्रांसपोर्ट हड़ताल न केवल असम में सफल रही, बल्कि पूरे उत्तरी पूर्व में इसका असर रहा। हरियाणा में रोडवेज बसें, निजीकरण के खिलाफ 13 अगस्त को दो घंटे के लिए सड़कों पर नहीं चलीं। राजस्थान के बारिंगसार में किसानों और नेवेली लिग्नाइट के मजदूरों ने 10 से 14 अगस्त 2009 के बीच हड़ताल की। यह हड़ताल पूरी तरह से सफल रही और इस दौरान प्लांट में काम पूरी तरह से बंद रहा। ये लोग नौकरी सुरक्षित किए जाने की मांग पर हड़ताल में थे। ऐसे उदाहरणों की कोई कमी नहीं है। इसके अलावा देश के तमाम हिस्सों में धरनों और जन समूहों के प्रदर्शनों का दौर जारी रहा। आंगनवाड़ी कार्यकर्ताओं ने कई जगह पर विरोध प्रदर्शन किया। श्रीनगर में बड़े विरोध प्रदर्शन का आयोजन किया गया। कर्नाटक में आंगनवाड़ी कार्यकर्ता पारिश्रामिक बढ़ाए जाने को लेकर 15 दिनों के धरने पर थे। घरेलू कामकाजी मजदूरों ने बेहतर सेवा माहौल की मांग करते हुए बंगलुरु में एक बड़ी रैली का आयोजन किया। इसके अलावा एआईटीयूसी ने बढ़ती कीमतों के खिलाफ धरना दिया, जो कि काफी सफल रहा। नेवेली लिग्नाइट कारपोरेशन में मजदूरों ने पहले के एग्रीमेंट को लागू करने की मांग करते हुए विरोध प्रदर्शन किया। देश के तमाम हिस्सों में धरनों और प्रदर्शनों का दौर जारी रहा। इनमें से विशाखापत्तनम के बंदरगाह मजदूरों, उड़ीसा के गोडा के खान मजदूरों और गोवा के जन समूह प्रदर्शन का उल्लेख किया जा सकता है। यह बात पूरी तरह से स्पष्ट है कि देश के तमाम हिस्सों में छुटपुट रूप में धरने और प्रदर्शन चलते रहे, कई उद्योगों में हड़ताल हुई, लेकिन इनमें से कोई भी प्रदर्शन राष्ट्रीय स्तर के प्रदर्शन के रूप में तब्दील न हो सका।

हालिया समय में हुई सबसे अहम घटना सेंट्रल ट्रेड यूनियनों का साथ आना था। इसमें आईएनटीयूसी और बीएमएस भी शामिल हैं। इसके अलावा राष्ट्रीय स्तर पर ये नई दिल्ली में कीमतों में बढ़ोतरी और कम होती नौकरियों जैसी पांच मांगों को लेकर मुहिम चला रही हैं। इसके अलावा इन्होंने मुंबई, चेन्नई, हैदराबाद और लखनऊ में भी ऐसी मुहिम चलाने का फैसला किया है। उड़ीसा के भुवेश्वनर में पहले ही ट्रेड यूनियनों की एक बड़ी जन सभा का आयोजन हो चुका है।

मौजूदा हालात, स्थितियों को लेकर सरकार के खिलाफ आम लोगों में असंतोष तेजी से बढ़ रहा है। ऐसे समय में सभी स्तरों पर कैंपेन शुरू करने, गंभीर कदम उठाने और सरकार की नीतियों को प्रभावित करने लायक बनने की जरूरत है। निश्चित रूप से राष्ट्रीय स्तर पर आंदोलन शुरू करने की जरूरत है। राजनीतिक गतिहीनता स्पष्ट रूप से छणिक है। आखिर लोग पूंजीवादी हमलों के खिलाफ निष्क्रिय नहीं रह सकते हैं। लोगों के बढ़ते असंतोष के संघर्ष को निश्चित आकार देने का बेहतरीन मौका है। ऐसे समय में जनसमूह स्तर पर कार्रवाई की जरूरत है। आल इंडिया ट्रेड यूनियन कांग्रेस के हजारों कैडरों और सभी प्रमुख संस्थाएं सबसे बुरी पूंजीवादी मंदी के दौर में कामकाजी वर्ग के हितों की रक्षा के लिए आगे आना चाहिए।

वैश्विक पूंजीवाद पर हानिकारक संकट ने असर डाला है और इसका भारत पर बहुत बुरा असर पड़ा है। देश की अर्थव्यवस्था, सरकार की असफल नीतियों के चलते पहले से ही संकट के दौर में थी और वैश्विक मंदी ने इसको और अधिक प्रभावित किया। मौजूदा समय में देश में मजबूत पब्लिक सेक्टर की मौजूदगी नहीं है। हमारा नारा है, एकता पर जोर देना, आंदोलनों को बढ़ाना, संघर्ष खड़ा करना और आर्गेनाइजेशन को और मजबूत बनाना है।

विशेष कार्यों का लेखा-जोखा-

1. सभी स्तरों पर किसी खास मांग को लेकर बड़े सम्मेलनों का आयोजन, इसमें पांच राष्ट्रीय मांग भी शामिल हों।
2. स्थानीय स्तरों पर रैलियों, धरना और स्थानीय प्रशासन का घेराव। यह सारा कुछ प्रोपेगैंडा और कैम्पेन के तहत होना चाहिए।
3. राष्ट्रीय स्तर पर जब भी बुलावा हो, तो उसका तुरंत और समुचित जवाब।
4. स्थानीय मांगों, उद्योग विशेष की मांग, फैक्ट्री से जुड़े मुद्दे और किसी वर्ग से जुड़ी समस्याओं पर खास ध्यान दिया जाना चाहिए। यूनियन, आर्गेनाइजेशन की आधारभूत इकाई है। किसी भी कार्यक्रम में यूनियनों की सक्रियता बढ़-चढ़ कर होनी चाहिए।
5. बीकेएमयू द्वारा 3 और 5 नवंबर को घोषित जेल भरो आंदोलन को सभी स्तरों पर समर्थन दिया जाना चाहिए और इसे हर कीमत पर सफल बनाना है।
6. नई दिल्ली में 4 नवंबर 2009 को कामकाजी महिलाओं के वेतन में बरते जाने वाले भेदभाव, मैटरनिटी लीव के लाभ, कामकाजी माहौल में सुधार, कार्यस्थलों पर उत्पीड़न, आंगनवाड़ी और स्वास्थ्य सेवकों के पारिश्रामिक बढ़ाए जाने जैसे विशेष मुद्दों को लेकर एक विशाल रैली का आयोजन होना है और इसे हर स्तर पर सफल बनाना है।
7. आर्गेनाइजेशन के तौर पर श्रम विभाग को नियमित रिटर्न का भुगतान, संबद्ध शुल्क का चरणबद्ध तरीके से भुगतान, ट्रेड यूनियन रिकार्ड के वितरण में बढ़ोतरी और कैंडिडेटों के लिए राजनीतिक क्लासेज की व्यवस्था सुनिश्चित करना।
8. एआईटीयूसी की पहल पर देश के चार हिस्सों में ट्रेड यूनियन कैंडिडेटों के लिए क्लासेज का आयोजन किया जाए। इसके अलावा एआईटीयूसी की जनरल काउंसिल को जल्द ही बैठक करनी चाहिए।

मौजूदा समय में पूरा देश संकट के दौर से गुजर रहा है, कामकाजी लोगों पर इसकी सबसे मार पड़ रही है। जरूरी और खाद्य पदार्थों की कीमतों में बढ़ोतरी जारी है। आम लोगों की आजीविका पर सबसे ज्यादा असर पड़ा है। नौकरियां जाने का सिलसिला लगातार जारी है। मौजूदा समय में जारी मंदी का पूरा बोझ कामकाजी लोगों पर डाल दिया गया, जिसके कारण इनके लिए जीवन यापन करना और मुश्किल हो गया है। यह मौजूदा वक्त की जरूरत है कि वर्किंग कमेटी सभी स्तरों पर एआईटीयूसी को तैयार रहने के प्रेरित करे, ताकि पूंजीवादी ताकतों के सामने आम लोगों के हितों की रक्षा की जा सके। आज अनिवार्य रूप से इस बात की जरूरत है कि पूंजीवादी साम्राज्य के खिलाफ लड़ाई में पूरे आर्गेनाइजेशन को सक्रिय किया जाए।