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AITUC

GENERAL COUNCIL MEETING

154

INFORMATION MATERIALS

NEW DELHI
November 11 to 13, 1982

OUTLINE OF GENERAL SECRETARY'S REPORT

Aggressive Designs and Moves of US Imperialism:-

- = Reagan continues feverish arms drive in order to upset existing parity in nuclear weapons and to establish military superiority over Warsaw Pact
- = Danger of nuclear outbreak greater than ever before - consequences cannot be "limited", escalation is inevitable - this must be clearly understood and explained - 10th WFTU Congress gave topmost priority to struggle against new war danger.
- = USSR's repeated initiatives and proposals for limitation weapons and step-by-step disarmament - goes directly against imperialism's aggressive designs - but is mobilising peace-loving forces in all countries for mass actions - Especially, in Western Europe, disastrous implications of installing US missiles well understood - Biggest peace rally in New York itself.
- = US aggravates tension by trying to stop supply of equipment for Siberian gas pipeline - but this itself aggravates contradictions within the Western camp - ban on grain exports to USSR provokes opposition of American farmers.
- = US supported Mrs. Thatcher's military expedition to Falkland Islands - but this has made all Latin Americans hostile to it.
- = US directly armed and instigated Israel's genocidal attack against PLO and Lebanon and refuses to condemn Israeli aggression - thereby it has nakedly exposed itself - USSR warned against landing of US troops on Lebanese soil

- = Israeli regimes' superior military power proved too much for PLO despite heroic battle of Beirut - but Israel now hated and reviled everywhere especially after massacre of civilians and refugees - myth of military " invincibility " destroyed - most important of all, anti-war upsurge of peace forces inside Israel itself, for first time.
- = Around India's borders and in Indian Ocean region, dangerous imperialist moves sought to be cloaked by Pakistan's new " peace and friendship " postures - Zia's visit to Delhi - should not lull our vigilance in view of his continuing stand on Kashmir, collusion with China in the Ladakh region, piling up of US weapons, suppression of all democratic rights at home, and continued undeclared war against Afghanistan.
- = Indian efforts to normalise relations with China - no progress on border dispute - Chinese authorities trying to weaken Indo-Soviet ties - 12th Congress of CPC shows no basic change in foreign policy, but some new gestures in favour of " normalisation " of State relations with USSR - situation to be watched carefully.
- = Arms build-up in Pakistan continues - so also, strengthening of US base on Diego Garcia and naval deployments in Indian Ocean - new progressive government in Mauritius demanding return of Diego Garcia to it - Seychelles and Maldives against providing military bases and firmly defending non-alignment - but Rightist regime in Sri Lanka trying to consolidate its power - and new Sino-US conspiracy against Kampuchea and Vietnam by knocking together new puppet coalition under Sihanouk and keeping it " recognised " by UN.

- = In this complex situation came September 1st Peace Day campaign at call of WFU which was extensively observed by our TU's for first time - followed by historic October 4th Peace March in Delhi - workers' interest and consciousness aroused on mass scale - this has to be carried forward in planned manner.
- = Government of India taking more or less consistently anti-imperialist position - firm support to PLC against US - Israeli aggression - positive positions on Kampuchea, Afghanistan, and disarmament questions. This is to be welcomed, as well as greater Indo-Soviet cooperation.
- = 10th World T.U. Congress and especially Fidel Castro's speech, gives new dimension to struggle for Peace and against threat of nuclear war - Concrete linking up of anti-imperialist and anti-war struggle with workers' day to day struggle for a better life, against poverty, hunger, exploitation, unemployment - Without such linking up in developing countries and poor societies, peace movement will remain an abstract exercise confined to a small strata - to take it to the masses and to mobilise them actively, we must explain concretely how the T.U. struggle for economic uplift and people's struggle for Peace are integral parts of one and the same movement.
- = Non-aligned Summit of Heads of States to be held in New Delhi next March - this must be made target for next massive Peace mobilisation throughout the country - take programmes from now.

1) State of the Economy:-

= Has to be viewed in context of:-

- deepening crisis of world capitalist economy
- diversion of astronomical sums by US and its allies for military spending and consequential cuts in social expenditure.
- inflation leading to recession in domestic markets of US, EEC, etc. - together with intensified contradictions and competition within the capitalist world, including Japan-protectionist measures
- growing domination of MNC's and role of international finance organisations, World Bank, IMF, etc.
- growing disparity and contradictions between interests of developed capitalist countries and developing countries - North vs South conflict sharpening
- unemployment reaching new levels in USA (10 million) and other Western Countries.

2) = In India, almost 3 years of Sixth 5 - Year Plan are over - Government claims average growth rate of 6% per annum (7.5% in 1980-81), sharp decline in rate of inflation, growth rate in 1982-83 expected to be 4.5%, number of persons below poverty line will decline from present 48% to 30% by end of Plan period - these are tall claims.

= Real value of Plan outlay, and hence fulfilment of physical targets, being eroded by heavy inflation

= Wholesale and retail prices moving steadily upwards - in period covered by 1981-1982 Economic Survey, CPI rose from 373 to 460.

= Cumulative Budgetary deficit for entire Plan period was fixed at Rs. 5000 crores - this has been exceeded by Rs. 40 crores in first three years alone!

= Shortfall in Plan resources - between Rs. 17 to 18,000 crores.

= Shortfall in foodgrains production, power generation, steel production, railway renewal programmes - wheat imports for second successive year.

- = Debt service obligations mounting while foreign exchange reserves and private remittances from abroad dwindling
 - = Appearance of " recessionary " symptoms in some sectors - how far due to liberalised import policy, credit restraints, shifts in pattern of demand, dumping of foreign goods? - No general recession yet - capitalists' pressure for more concessions - but some older industries facing real crisis, e.g. jute, coir, cashew, textiles, etc.
 - = Government has radically amended its Industrial Policy Resolution with aim of boosting Big Business houses in name of " production " and " export " .
 - = Large houses allowed to expand outside Appendix I industries, and some industries totally exempted from provisions of MRTP.
 - = Definition of " dominance " now to be related to licensed capacity and not to current production - unlicensed capacities being regularised - production for exports excluded from licensed capacity - provision for " automatic " growth, etc.
 - = So-called " priority " industries to be allowed foreign equity holding upto 51% instead of 40% as hitherto .
 - = It means virtual end of MRTP and FERA - the two statutory provisions which were meant to control the monopoly houses
- 3)= IMF loan - its conditionalities are bearing evil fruit - pressure on India for export - oriented production and liberalisation of imports, will actually aggravate the already huge balance of trade deficit besides hitting several domestic industries-

- = In order to repay hard-currency loans, India compelled to step up export drive to Western countries - but their own crisis and recession makes them erect protectionist walls against our goods - in fact, value of Indian exports to OPEC, EEC, Japan, USA, Singapore, etc. is going down while imports from them are going up - Rupee devalued against Dollar by 15% since 1979.
- = Reverse process is there in Indo-Soviet trade - Indian exports going up, but Soviet side complains of inadequate imports by India - and this despite facility of Rupee trade.
- = IMF also insists on slashing down of subsidies - but, this year, because of drought and floods, higher food subsidies will be required if millions of starving people are to be saved through an extended public distribution system for the affected areas - will it be allowed?
- = Through MNC's and Indian monopoly houses, nearly 1800 foreign collaboration agreements concluded in 1977-81 with USA, UK, FRG, Japan, France, Italy, etc. - but foreign private collaboration growing in public sector also.
- = As against this, Indo-Soviet economic Cooperation also records a new high, with latest protocol signed during Indira's recent visit to USSR - Trade to increase by 1.5 to 2 times by 1986 - Massive Soviet aid in fields of key industries, science and high technology, including nuclear production and defence equipment - but for this, economic situation would be much worse.
- = However, Socialist aid by itself cannot overcome basic crisis and contradictions of Indian economy, wedded to the capitalist path of development

= Severe distortions in the economy inevitable due to the so-called "mixed economy", which is helping Indian monopoly capital to boost its profits, add crores to its assets, generate black money, extract for itself huge loans from the nationalised banks and financial institutions, and concentrate more wealth in its hands despite Article 39(C) of the Directive Principles, while rendering many units "sick" and imposing lock-outs and closures to extract more concessions from Government and to suppress workers' demands.

= The public sector, despite massive investment and Socialist aid, cannot discharge its true role as builder of self-reliance because of wrong economic policies, colossal losses, bureaucratism and corruption, reluctance to use indigenous technology, and failure to motivate the workers.

Labour Policy:-

= Against this background, the bourgeoisie in all capitalist countries, including India, wants to fight inflation (or, at least, keep it within bounds), not merely by fiscal measures, but by imposing restraint on wages, slowing down the rise in nominal wages, and passing the burden of the crisis on to the shoulders of the working people - This is typical bourgeois recipe recommended by their economic pundits and by the World Bank, IMF, etc. for all countries but "tailored to national circumstances".

= Government of India's labour policy to be understood in this context - The running thread for the last 7 or 8 years, including the period of Emergency, the Janata regime, and the second round of Indira Gandhi's

consistent, viz., to attack the workers' wage standards, both nominal and real, and in order to achieve this, to attack hard-won trade union rights.

=-Beginning from second half of 1980, intensification of this offensive is taking place:-

* Enactment of NSA and its application to trade union leaders and workers

* Enactment of ESMA - a fatal blow at very roots of collective bargaining

* New labour bills - I.D. Act amendment, Payment of Wages amendment (already passed by Parliament), Trade Union Act amendment, Hospitals and other Institutions Bill - all designed to impose drastic restrictions on rights of strike and collective bargaining and muzzling free functioning of trade unions.

* Refusal to implement Rath Committee's recommendations for rectification of 1960 series of CPI figures, thus ensuring in-built erosion of real wages

* Bureau of Public Enterprises continues to "control" all public sector wage negotiations by imposing arbitrary restrictions which make mockery of collective bargaining - priority here, too, is on D.A. neutralisation limit (Rs 1.30 per point).

* Attempts to make wage-rises conditional on productivity increases

* Social security benefits being sought to be whittled down through review committees for P.F., E.S.I., etc. from which all T.U. representatives excluded except INIUC.

* Refusal to convene regular session of ILC since 1972 - recent "tripartite" was an ad hoc one - no prior consultation on new Bills

* In 1981, Government's unilateral abrogation of collective agreements with LIC employees - Supreme Court has also recognised Government's right to unilaterally decide and impose wage and service conditions - extended to GIC employees also - Banks next on the agenda?

* Impounding of Central Government employees' D.A., H.A., CCA arrears.

* Crisis precipitated in Coal industry by Govt's arbitrary reconstitution of JBCCI under pressure of INTUC's "boycott", ignoring protests of other TU's - Country-wide strike of November 8th provoked by Government.

* Basically anti-working class attitude of Govt. glaringly exposed during historic 10-month's old general strike of Bombay textile workers - not only callousness towards their demands and sufferings, but over-riding determination to perpetuate undemocratic EIR Act and to salvage the discredited and isolated EMS.

* In "Productivity Year", hundreds of concerns declared "sick", kept idle through lock-outs and closures - no action against defaulting employers (who have also swallowed nearly Rs. 45 crores of workers' P.F. money).

* All economic journals, research institutes, etc. of the bourgeoisie preaching that Indian workers have low productivity while enjoying "high wage island" benefits - Government echoes these arguments in drive for greater productivity, rationalisation, modernisation, higher work-loads, etc, and slowly increasing introduction of micro-technological processes (computers, etc.) to replace manual labour - But Government's own data proves that wages lagging behind productivity, and real wages steadily declining.

= In Minimum Wages sector, even latest revisions do not take daily rates of unskilled labour above Rs 7.50 to Rs 8/- - and even these not implemented in many industries, particularly in case of contract labour - scandal of Asiad construction workers in Delhi exposed in recent Supreme Court judgment.

= Wage-freeze policy is essence of present labour policy - opposite of real National Wage Policy which should aim at progressive increase in real wages - at present, profits, dividends, prices, productivity all go up, while real wages go down or remain stagnant - basic cause of strikes and struggles.

= Bitter experience of last 2½ years - Government determined to go ahead with new labour bills and new policy measures without prior consultation with the TUs - also, wants free hand to make arbitrary allotment of representation to various T.U. centres - in this situation, Bhagwat Jha Azad summoned a "national labour conference", which was to prepare ground for next, full-fledged ILC. - INTUC given 4 delegates, BMS 2, all others 1 each.

= NCC discussed how to protest most effectively - 2 courses open - either boycott and dharna or attend and walk out - finally, first course adopted, though BMS was in favour of attending but was persuaded not to - all others felt attending would imply passive cooperation with Government's misdeeds - also we did not want to acquiesce in favour shown to INTUC and BMS - obviously to boost former and seduce the latter.

= Change of Labour Minister on eve of Conference came too late even for him to make any worth-while conciliatory gesture, such agreeing to hold the remaining two Bills in abeyance pending discussions.

(Note:- the Bills have, however not been rushed through the recent Winter Session - this provides some breathing time for us).

= Tripartite Conference adopted " unanimous " recommendations with full approval of employers - most of them taken from 1969 MLC which was opposed by AITUC - e.g. Industrial Relations Commission as a super-body; present verification procedure to continue along with check-off-system; new code of conduct as precondition for recognition; compulsory strike ballot etc.

Communal and Divisive Forces:-

- = Mass discontent sought to be diverted by reactionary forces into regional, communal, casteist channels, leading to fratricidal clashes and over-all disruption of nation's unity and integrity.
- = Serious threat to working class unity - should be seen as calculated move against toiling people's struggle for united struggles against unemployment, poverty, exploitation - foreign backing
- = Latest examples in Meerut, Baroda; handiwork of RSS ..
- = Akali agitation in Punjab has clear anti-Hindi edge
- = Assam deadlock continues - agitators now demanding wholesale eviction of nearly 10 lakhs of refugees from E.Pak.
- = Insurgents active in Manipur, Nagaland, Mizoram
- = We should assess how far casteism and communalism are affecting workers' unity - TU's must heighten vigilance and active resistance to reactionary forces- Hold conventions for communal harmony in working class areas.

Movement's Advance:-

- = During past one year, main centralised direction was to fight reactionary labour policy on all-India plane and industry-wise, wherever possible.

- = For this, main instrument of united T.U. action has been the NCC with all its potentialities as well as limitations.
- = Highlights have been 1981 November 23rd Workers' March to Parliament and January 19th all-India strike - massive workers' participation - could have been far bigger with better and more serious preparation - nevertheless, significance of January 19 action should not be forgotten - first country-wide strike in face of severe repression, for demands not only of workers but of peasant, agricultural workers, and general masses (against price rise and for comprehensive public distribution system).
- = This was in keeping with call given by AITUC General Council in September last year, viz:

- (1) Determined struggle against narrow economism
- (2) Development of solidarity actions
- (3) Planned development of united actions and mass struggles.

Through such a perspective, the AITUC and its affiliated unions, are expected to increase their mass activity and fighting image, and to overcome the weaknesses and gaps in our own independent mass base - of course, this will depend on how effectively and seriously the central programmes are implemented down below.

- = This year, July 8 was fairly extensively observed at NCC's call as a Day of Protest against the Black Labour Bills.
- = Biggest issue for solidarity was Bombay textile strike - response has been limited and scattered - in Maharashtra itself, TUCFAC has done a good job despite Samant's unhelpful attitude - but at least our textile

= Good representative and united Conventions held in Steel, BHEL, Coal by NCC affiliates, in preparation for new wage negotiations and struggle against WPE directives - process continuing at present Hyderabad Public Sector Convention, October 12 - 13, has called for observance of all-India " Anti-WPE " Day on November 8th, and also for expressing solidarity that day with the Coal miners' strike - the first detachment to go into action under the new programme.

= Unless Government changes its attitude and policy towards public sector industrial relations, and towards the on-going negotiations for new wage agreements, a One-Day Strike in Public Sector Undertakings is planned by the end of December 1982, exact date to be finalised by November end.

= HCC has also called for:

(1) Observance of an All-India Day on January 19, 1983 - the anniversary of last year's general strike - to reiterate the demands of the Bombay Convention of 4.6.81, and to mobilise afresh against the anti-labour policies; and

(2) A still bigger Convention of ~~both~~ public and private sector employees during the Budget session of Parliament, to chalk out the next phase of our all-India movement.

= So far, ATUC unions, with some exceptions, have played leading part in State Conventions, Workers' March to Parliament, January 19 Strike, etc. - but we are not yet showing enough initiative and enthusiasm to reap full benefits out of this joint movement, especially when resisting attacks on T.U. rights - Our attendance at Bombay Convention (June 1981) and Hyderabad Convention (October 1982), and at extended meetings

of NCC along with Industrial Federations, leaves much to be desired - generally, CITU and HMS more active in trying to steal the show.

= Fighting mood and determination of workers are proved by countless individual struggles, big and small - they have also learnt the tactical lesson of forcing all or most of the unions to join hands and unitedly lead strikes, particularly prolonged ones - WFTU is teaching the same lesson in the face of capitalist crisis and offensive.

= Rajasthan SEB workers, Bharat Refinery employees of Gujarat, Bihar University and College teachers, Kesoram Cotton Mill workers in Calcutta who converted a 7 - months' lock-out into strike, Neyveli Lignite workers, are only some examples of dogged militancy whose record has been set by Bombay textile workers

= We must take all this into account when preparing and planning the all-India movements.

Independent Tasks before AITUC:-

= NCC was set up mainly to fight against price rise and anti-labour policies - It has come to stay - we should try to be more active in it.

= But AITUC has to have its own independent programme of mass activity also - does not require explanation - but in these tasks also, we are lagging behind - then how will AITUC grow as major central T.U. organisation?

= For example, last General Council took decision for 4 Zonal Conventions on Minimum Wages - first step to draw lakhs of workers of unorganised sector into the common struggle - many developments taking place (policy guidelines, fixation and revision of rates, etc.) - but why has only South Zone responded?

= Another decision we took last year was reorganisation and activation of Industrial Federations and their independent functioning as affiliates of respective TUI's - beginning has been made with Engineering Federation only - urgently necessary in case of Textiles and some others.

= Working Committee (May 1982) decided to revive idea of a Convention of Birla Concerns as concrete anti-monopoly struggle - elaborate circular sent out for collecting information - extremely poor response, only from Madhya Pradesh.

= Proposals for Tasks in 1983:-

(1) Programmes chalked out by NCC have to be seriously pursued and implemented by AITUC unions:

: One-day strike of public sector undertakings, mainly against BPE directives;

: Observance of January 19, 1983 by rallies, demonstrations, dharnas, etc. in each State Capital and industrial centre;

: Preparation for active participation in next all-India Convention, probably in March.

(2) Our independent campaigns (along with those who agree to join) on:

- a) :- Anti-war and anti-imperialist issues, centring around Delhi summit of Non-aligned Heads of States
- b) : Solidarity with PLO, Kampuchea, Vietnam, South African and Gambian people's liberation struggles
- c) : Against divisive and disruptive forces preaching communalism, casteism, regional chauvinism, secessionism - for communal harmony (conventions as in Chaziabad on 10/11);
- d) : Solidarity with peasants and agricultural workers in their struggles - and with other sections, e.g. newspapermen against Bihar Press Bill, police constables agitating peacefully for legitimate demands, etc.

e) : Nationalisation of:

- Sugar
 - Drugs
 - Textiles
 - Jute
- How to plan
and execute

f) : Revive All-India Textile Workers' Federation and hold Conference - this is a top-priority task in present situation.

g) : Regional (and, later all-India Conventions of Minimum Wages categories, and contractors' labour, with aim of unleashing mass actions - set up Organising Committee for this

h) : Decide whether or not we plan Convention of unions in Birla Concerns, to expose and fight misdeeds, malpractices, and exploitation by biggest monopoly house - depends entirely on cooperation of unions concerned.

i) : Solidarity with victims of repression, police terror, goonda violence, firings, etc. which are on the increase.

3) Verification of membership:- we have boycotted so far on principle - Government wants suggestion for alternative procedure, other than secret ballot - meanwhile, all-India figures for Central T.U.'s and some major industries being collected through State T.U. Registrars on basis of Annual Returns submitted - results going against us - in future, we may be relegated to still lower position and get less representation, or even no representation (e.g. in Plantations) on tripartite committees - this should be seriously reviewed and appropriate steps taken.

4) T.U. Education - Every State should run its own schools for T.U. cadres, especially younger workers - AITUC Centre can organise regional schools and send cadres for training in schools of fraternal T.U.'s abroad - maximum assistance should be sought from Workers' Education Scheme, ILO, etc.

5) Finance:-

- Separate report will be made re:
 - : Income and Expenditure position
 - : How far earlier decisions for clearing arrears of 1980 and 1981 affiliation fees implemented
 - : AITUC Special Fund Drive
 - : WFTU Stamps, sale and receipts.

PUBLIC SECTOR WAGE NEGOTIATIONS AND AD
RESOLUTION ADOPTED AT HYDERABAD CONVENTION

The All India Convention of Unions in Public Sector Undertakings held at Hyderabad on 12-13 October expresses its grave concern at growing attacks on the working class and the trade union movement all over the country. The workers right to organise and their freedom of association is systematically being curtailed by the Government of India through several legal enactments while a general policy of wagefreeze is being sought to be imposed on the working class. The workers right of collective bargaining and to strike has been undermined and they are being denied their legitimate right of recognition through a democratic process of secret ballot. The entire industrial relations have been put under strait-jacket when the standard of living of the working class is being eroded due to a policy of inflation and high prices..

The All India Convention against Anti-Labour Policies of the Govt. held in Bombay on 4th June 1981 pointed out the pro-monopoly, promultinational and pro-landlord policies of the Government which are hitting hard the working class and the poor people of the country and highlighted the need for a longdrawn struggle against these policies. The 23rd November, 1981 demonstration before Parliament and one day All India Strike on 19th January 1982 were determined attempts on the part of working class to express their opposition to the Governments policies. These actions have also championed the remunerative prices to the peasant and better wages for agricultural workers.

The National Campaign Committee had to boycott the National Tripartite Conference on 17-18 September in view of the refusal of the Government of India to have prior consultations with the Trade Unions regarding new labour legislations. Over and above this the conditionalities of the IMF loan are making the Government more and more ferocious in suppressing the struggles of the workers. In many cases, the job-potential of Public Sector Undertakings is being threatened by introduction of labour-saving technological processes.

The workers and employees in the public sector who supported the concept of strengthening the Public Sector in the economy have been made a special target of attack. The bureaucratic handling of running the administration and wrong economic policies have resulted in colossal losses to these undertakings while corruption and bribery

with
 are playing havoc/their finances. As a result of imports of product and equipment which are already being produced in India, failure to utilise and further develop indigenous technology, over reliance on turn key projects with foreign collaboration have combined to a cause a serious set back to the cherished objective of self reliance. The burden of all this bungling in official policies is being passed on the working class which is denied legitimate demands in these undertakings, on the fake plea that they are so-called high wage islands. The conditions of contract workers in Public Sector is shocking while their number is swelling day by day to suit the common interest of unscrupulous contractors and the corrupt officials, even the construction workers employed through contractors on the prestigious Asiad Projects in New Delhi are denied their minimum statutory wages and other benefits as expressed by the Supreme Court itself. A reign of terror has been let loose by the mafiagangs in coal mines with full connivance of the administration and police. The Convention notes the arbitrary restrictions imposed by the Government of India through Bureau of Public Enterprises during wage negotiations which are obstructing reasonable settlements in several public sector undertakings. Those directives provide for linking further rise in wage with additional increase in productivity, stipulate that there will be no retrospective effect given in any wage agreement meaning thereby that no arrear will be paid if the agreement. These directive further limit that the total cost of the agreement should not exceed 10 percent of the existing wage bills, and insists that DA formula of Rs. 1.30 per point of rise in consumer price index with 1960 as the base year should not be disturbed in any case. They also visualise that the agreement should be signed for a period of 4 years.

is not signed before the expiry of the earlier agree.

These directives actually amount to a gross interference in the wage negotiations in public sector undertakings and if implemented fully there will hardly be any scope for collective bargaining in these undertakings.

The wage negotiations in Steel, Indian Oil and BHEL are not making much headway because of these directives. In Bangalore and Hyderabad based industries such as IIT, HAL, BHEL, BEL, ECIL, Midhani, EDL as well as in Fertiliser Industry the previous agreements would be expiring on 31st December 1982 and wage negotiations are yet to commence in right earnest. In Hindustan Teleprinters Ltd., Central Electronics Ltd., Neyveli Lignite Corporation, BECON and other undertakings the agreements have got stuck up because of the refusal of the managements to give anything more than what is offered by the SPE. In Coal Industry, wage negotiations are held up because of the Government's arbitrary decision to reconstitute the Joint bipartite Committee in favour of the INTUC (I) and non implementation of the last agreement. In both life and general insurance industry the employees' right to collective bargaining has been statutorily withdrawn by the Government of India withdrawing existing rights and disowning the signed agreements.

In the undertakings where the workers are already getting more than Rs. 1.30 per point, they are denied any wage rise unless they agree to accept Rs. 1.30 as the rate of D.A. In Delhi Transport Corporation through the Trade Unions and the Managements have finalised a pension scheme,

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the BPE has not given its clearance despite lapse of several months. In HSCCL the management arbitrarily suspended payment of additional DA after granting an interim relief and when the workers campaigned for rel ease of additional DA it was paid by stopping the payment of interim relief.

The directive to fix the Rs. 1.30 per point DA in the present context of wage fixation virtually amounts to a wage fixation virtually amounts to a wage erosion even after the agreements are signed by the unions. Unless their directive is withdrawn and full neutralisation is ensured there will be a built-in mechanism of wage erosion in all the forthcoming wage agreements.

Thus, back seat driving during the wage negotiations in Public Sector Undertakings by the BPE has immensely damaged bipartite forums that have been created in several of the undertakings and there is a serious danger that all these forums are likely to be scuttled.

Therefore, the Trade Unions have rightly demanded that the BPE should be scrapped and its arbitrary interference during wage negotiations should be stopped forthwith if the collective bargaining in Public Sector Undertakings is to survive.

The Convention notes with satisfaction that successful Conventions have been held in Coal, Steel and BHEL industries in which Joint Programmes of movements have been taken up.

As a result of the campaign made by the Central Trade Union organisations against the BPE, the leadership of the INTUC is also forced to come out against the guidelines of the BPE. However, it blatantly refuses to participate in any joint movement against these directives.

/ all. This Convention therefore, strongly condemns the wage policy of the Government of India and its arbitrary implementation through the agency like the BPE. It called upon/the Trade Unions in Public Sector not to enter into any settlement which seek to impose any of the guidelines of the BPE including Rs. 1.30 per point of neutralisation. It calls upon the working class of the country to fight these directives tooth and nail during all wage negotiations and prepare for joint movement against these directives so that the Government of India can be forced to withdraw them. The experience of the All India Coal Workers indefinite strike in 1979 which forced the Government of India to give up the insistence on the BPE directives also pinpoints that if a similar movement is unitedly organised by the Public Sector employees it will be possible to defeat the machinations of the BPE and the Government.

The Convention congratulates 7 lakh coal mine workers for their decision to go on one day strike on 8th November 1982 and fully supports their demands.

The Convention therefore calls upon all Unions in Public Sector Undertakings to implement the following programme of action so that a powerful voice of the working class in Public Sector can be raised throughout the country.

1. To observe an All India Day on November 8th, 1982 protesting against BFE guidelines and demanding restoration of collective bargaining in Public Sector Undertakings by wearing badges, holding demonstrations and organisation of dharmas etc. demanding--

- i) All wage agreements should be given effect from the next day of expiry of the last agreement.
- ii) Remove ceiling of 10 per cent wage rise in the agreement and allow settlement through genuine collective bargaining.
- iii) Ensure full neutralisation in the rise in cost of living by scrapping the DA formula of Rs.1.30 per point in price index.
- iv) No productivity linkage in wage settlement.
- v) No provision for less wage for the new entrant.
- vi) Scrap the BFE.
- vii) Withdraw all anti-working class enactments and measures.

On this day the Unions will also express solidarity with the coal mine workers who would be observing one day strike all over the country on these and other demands. Resolutions passed in support of coal mine workers would be sent to Chairman, CIL and the Government.

2. Since the struggle is going to be extremely bitter the workers in all Public Sector undertakings should immediately commence preparation for an All India one-day General Strike in all public sector units unitedly. The unity achieved at the all India level should be taken to lower levels to prepare for such an action which would pave the way for a sustained and longdrawn struggle for a change in the policy of the Government. The Convention authorises the National Campaign Committee to fix the date of the strike at the earliest.

This convention calls upon the Trade Unions and the working class in the Public Sector to rise as one man in order to resist and defeat the BFE guidelines and in particular, the attempt of the Government to impose Rs. 1.30 per point neutralisation, the attacks on working class rights and the attempts of the Government to weaken and sabotage the public sector by their wrong and reactionary policies in favour of the multinationals and monopolists. This convention further appeals to the working class and trade unions in the private sector also to lend their whole hearted support to the struggle of the public sector workers.

This Convention is confident that the working class in India will rise to the occasion to defeat the nefarious anti-working class policies of the Government and to ensure need based wage and decent living conditions.

8. You may kindly bring the foregoing to the notice of the public enterprises under your administrative control, who come forward with the proposals for revision of wages and scales of pay and allowances of their workers/executives for their information and compliance.

With regards,

Yours sincerely,
 Sd/-
 (S.M. PATNAKAR)
 Dt. 10.11.1981.

FSE GUIDELINES

Workers :

1. A four year agreement in full and final settlement of all demands of a monetary nature.
2. DA neutralisation at Rs.1.30 per point shift, revision on quarterly basis.
3. Fitment benefit on account of revision of scales of pay could be in the range of Rs.35 to 75.
4. Minimum Wage (pay plus DA) linked to AICPI to be around Rs.590 (derived on the basis of 100% neutralisation to the lowest paid workers).
5. Minimum wage (pay plus DA) for the unionised employees to be around Rs. 1419 linked to AICPI 460.
6. Total benefits arising out of wage settlements should normally be around 10% except in cases where existing wage levels are lower than the prevailing wages.
7. No wage settlement should be permitted in the high wage FSE'S unless the settlements result in reduction of disparities.
8. The benefits on pay revision would also take into account the capacity to pay of the concerned enterprise. In cases where the enterprises have been making sizeable profits consistently slightly higher benefits over and above the 10% norm could be conceded. In enterprises incurring loss, the benefits conceded/could be of slightly lower order.
9. Those enterprises which have adopted the Central Government pattern of pay and dearness allowance, proposals to rationalise scales to be in conformity with the general public sector model could be examined on the merits of each case provided the public sector DA formula of Rs.1.30 per point shift is adopted as an essential prerequisite. The rationalisation in such cases should not be accompanied by upward revision of total emoluments as compared to what is prevailing in the generality of public sector.

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10. In a few companies where the wage level is lower than that applicable to Central Government employees, proposals to come up at least to the Central Government level of emoluments need not be objected to. However, if the gap between the current Government levels is very large, the gap may be covered in stages depending upon the circumstances of each case.

OFFICERS :

11. Enterprises which are on the Third Pay Commission DA formula would be permitted a pay revision only if the industrial DA formula is acceptable to them.

12. If the pay revision is acceptable, the entry point for fresh Graduate Engineers should not exceed Rs. 750 per month by way of basic pay and dearness allowance of approximately Rs. 478 relating to AICII 400. In the DA amount slight flexibility may be permitted.

13. The cost of pay revision should not exceed 10%.

14. The posts which are in the scheduled series of pay or equivalent thereof, should not be revised.

15. The date of revision shall be such that there should be a time gap of about six months between the pay revision of workers and the officers. The management should keep in view that the pay revision of officers shall hold good at least for a period of four years.

16. By way of caution, the management may emphasise that the pay revision of officers is not required to be formally negotiated or formally agreed upon in a written document. Consultations with the officers are however, both desirable and advisable.

17. The fitment benefits to the individuals in Basic pay and Dearness Allowance and consequential rise in HRG should be between Rs. 110/- and Rs. 150/- per month.

COMMON PARAMETERS

18. All wage settlements should provide a suitable linkage with productivity and profitability. In other words the managements of the public enterprises should extract a suitable commitment from the workers to increase productivity and profitability by a specified percentage during the period of subsistence of the settlement.

19. Broad parameters should be settled by the respective managements in consultation with the Govt. before negotiations in wage revision are undertaken by public sector enterprises as consultation at a later stage may give rise to embarrassments.

20. Since wage settlements/agreements are arrived at to ensure cordial industrial relations during the subsistence of the period of settlement/agreement, it is desirable that all settlements should be made effective from a prospective date. No settlements/agreements should be proposed to the Govt. for ex-post-facto approval.

21. BPE should coordinate and advise the ISE's and administrative ministries on wage settlement and approval of Ministers in the administrative ministries and in the Ministry of Finance should be taken before concluding wage agreements.

22. The cost of the settlement would be calculated by each individual enterprise as per the parameters indicated in the BPE's D.O. Letter dated the 12th November, 1981.

Bills intend to take away the right to strike and collective bargaining which the working class had earned through years of struggle and trial. Most of the provision of these bills have been bodily lifted from the Industrial Relations Bills which were introduced in 1978 and were totally rejected by all including the INTUC. By these unilateral enactments and misuse of N.S.A. against trade union functionaries the Govt. has made a

(Contd.....next page)

against trade union functionaries the Govt. has made a mockery of the process of consultation with the labour and we demand repeal/withdrawal of such anti-working class Acts and bills.

3. The Govt. of India had been systematically by passing all Central Trade Unions and patronising INTUC. In some Committees set up during this period INTUC nominees were made Chairman of the Committees, while the Other Central Trade Unions were kept out. The Govt. have consulting INTUC alone or separately before hand, on many major problems.

4. By refusing to negotiate a settlement with the leaders of the trade unions who are leading the struggles of 2.5 lakh Bombay Textile Workers, the Government has shown favouritism to INTUC in a deliberate attempt to keep the hated and undemocratic B.I.R. Act alive. The Government has shown extreme unconcern to the longdrawn struggle of the Bombay Textile Workers which has surpassed all past records by making no efforts for its settlement. We demand immediate negotiated settlement of the strike.

5. The Government has already proved that the call for increased productivity has no substance, by allowing the closures and lock-outs remaining unsettled. These have become a menace affecting the lives of tens of thousands of workers, who are daily being thrown out to the streets jobless and facing starvation. We demand that effective steps be taken to solve this problem.

6. The question of interference in wage negotiations by the Bureau of Public Enterprises had been opposed by all Central Trade Unions even including the INTUC. The insistence on the wage increase being kept limited to 10 percent and pegging down of D.A. at Rs. 1.30p. per point on 1960 Price Index had been opposed and the workers of entire Public Sector Undertakings have registered their protest through a token strike on 14th September 1979. The Government have also refused to rectify the 1960 series of C.P.I. numbers in terms of Rath Committee Report. They have now gone further ahead and are now trying to impose that wages should be linked to productivity as far as the organised sector is concerned. Many wage negotiations have been stalled due to this unnecessary interference and the right to collective bargaining is thus being taken away.

7. The Government has also been interfering in the functioning of the Central Trade Union Organisations. The open patronage given to a break-away group of HMS and nominating its representatives at par with the HMS itself to the charge of applying double standards by not extending the same facility to the group led by Shri J.S. Dara.

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amounts to
gross
inter-
ference.
The Govt.
has also
exposed
itself

8. The Govt. of India, while convening this Tripartite National Labour Conference has followed no norms. In 1977, the Conference held was on the basis of parity in which the INTUC had also participated. But now the representation has been fixed arbitrarily and without any norm or criteria.

It would be amply clear from what has been stated above that while the organised trade union movement has been trying ceaselessly to draw the attention of the

Government to some of the urgent problems and seek its solution, the Government, on the other hand have chosen the path of arbitrarily imposing certain decisions on the labour, while patronising INIUC and others who toe the line of the Government. This position, could not be accepted by our organisations and hence we have been forced to take the decision to boycott the Conference.

Thanking you"

Yours faithfully,

Sd/-
(Indrajit Gupta)
A. I. T. U. C.

Sd/-
(O.P. Agni)
B.M.S.

Sd/-
(Brij Mohan Toofan)
H. M. S.

Sd/-
(D.D. Shastri)
TUCC

Sd/-
(Prithish Chandra)
U.T.U.C(L-S)

Sd/-
(Nrihsinga Chakrabarty)
C.I. T.U.

Sd/-
(Sushil Bhattacharjee)
U.T.U.C.

NCC OPPOSES ANTI-LABOUR
RECOMMENDATIONS

The National Campaign Committee of Trade Unions in its meeting held on 21st September 1982 at New Delhi congratulated the trade unions all over the country for observing All India Protest Day on September 17 by holding rallies, dharnas and demonstrations against the anti labour policies of the Central Government. These protest actions have once again shown the growing condemnation of the Government's policies by the trade union movement in India.

Following boycott by majority of the central trade union organisations, the national labour conference can hardly be called a tripartite and a representative one, as has been admitted by all sections of the national press.

Most of the conclusions of the National Tripartite Conference have virtually been lifted from the anti-labor package of recommendations of the National Labour Commission of 1969 which have not been ratified to date at any tripartite forum. These recommendations were opposed by the working class of India even immediately after the Report was published and Government could not implement them so far. In the conference on 17th and 18th September the Government had tried to bring to the fore through the backdoor all the outdated and anti-labour proposals of the Commission which the employers and INTUC leadership have been pressing for long to put into effect.

The proposal to constitute the Industrial Relations Commission is aimed at imposing severe restrictions on the functioning of trade unions and their activities and will assume the role of a superbody regulating industrial relations with right to interfere into the internal affairs of trade unions.

When the Government, being the largest employer, has already evolved its wage policy and the guidelines without any consultation with trade unions, with a view to imposing wage restraint in public sector undertakings, all talk of evolving a so-called national wage policy would sound empty. It is significant that even the INTUC is opposed to interference by the Bureau of Public Enterprises in wage determination.

Despite lapse of a quarter century the need based minimum wages norm unanimously accepted by the 15th Indian Labour Conference has not been implemented to this day.

Without even considering secret ballot for the purpose of recognition of trade unions the employers and INTUC leaders have recommended that the Government should go ahead with the verification procedure along with the check-off system. It is well known that our principled objection to the existing verification procedure has always been based on the partisanship of the official machinery entrusted to carry out verification. In the case of check-off, there are no reliable safeguards against manipulations and exercise of pressures by the employers in their own interest.

While the Government is opposing secret ballot for the purpose of recognition it is now being suggested that strike ballot should be a precondition for any strike action with the proviso that strike can only take place if 60 % workers support the strike decision. This only shows the double standard proposed to be adopted by the Government in the matter of industrial relations.

Another atrocious decision has been taken and that too at the instance of the official INTUC that a trade union will not be eligible even to claim recognition if it does not abide by so-called code of conduct which will be drawn up by the Industrial Relations Commission. The question of verification or check-off will come only if the union qualified under the code.

No trade union, worth its name, we are sure will agree to be bound down to such code of conduct. Incidentally, how would the content of such a "code" differ from the already legislated chapter on "Unfair Labour Practices" recently inserted in the I.D. Act?

Thus the deliberations of the National Tripartite Conference have only proved our charge that the Government has reduced tripartite consultation to a mockery as was found in rushing through several antilabour Bills in Parliament besides the enactment of NSA & ESMA. The National Campaign Committee resolutely opposes the decisions of the Conference and calls upon the working class and the trade unions to carry forward their struggle against the anti-labour policies of the Government with more determination.

It calls upon the unions in public sector undertakings to make the All India Convention of Public Sector Unions to be held at Hyderabad on 12-13 October 1982 a grand success, so that a powerful movement is unleashed in the country to defeat the anti-labour policies of the Government.

To intensify and strengthen the countrywide protest movement the National Campaign Committee decided to organise a meeting of the Campaign Committee along with Industrywide federations in New Delhi on 2nd November 1982 to adopt further course of action.

NATIONAL LABOUR CONFERENCE
(New Delhi, 17-18 September, 1982)

CONCLUSIONS

Item 1: Industrial Relations Situation

The Industrial Relations situation in the country was reviewed generally.

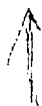
Item 2: Composition of the Indian Labour Conference

It was felt that those Central Trade Union Organisations should be given representation at the Indian Labour Conference which accept and agree to abide by the recommendations of the tripartite conference.

2. The following recommendations were made in this regard:

- i) There was unanimity that a status-quo as decided by the Indian Labour Conference in 1959 should continue in the matter of allocation of seats among the eligible Central Trade Union Organisations for representation at the Indian Labour Conference.
- ii) There was consensus that for the purpose of representation at the Indian Labour Conference an organisation would be deemed to be a Central Organisation if it had a verified membership of at least five lakhs spread over four States and four industries. It was also suggested that this should be progressively enhanced by reviewing it at every session of the Conference. The representatives of the NLO and NFITU were, however, of the view that the membership be limited to three lakhs spread over to four States and four industries, being enhanced by one lakh as and when verification is conducted.
- iii) Organisations which are not affiliated to any Central Trade Union Organisation need not be given separate representation.
- iv) In the matter of representation of the Central Employers' Organisations at the Conference and the allocation of seats among the Council of Indian Employers; (EFI, AIOE and SCOPE and AIMO), status quo should be maintained for the present. The workers' representatives, however, felt that the time had come to lay down a proper criterion for the allocation of seats among the Central Employers' Organisations including the public sector.

felt that the time had come to lay



- v) Status-quo be maintained regarding the size of the delegation representing Government and the Ministry of Labour may distribute seats against the various agencies of Government as at present.

Item 3: Verification of membership of Central Trade Union Organisations

It was agreed that verification procedure, as at present, should continue but with the modification that Trade Union Organisations which do not submit their membership claims should be excluded from the purview of the verification process. Wherever check-off data was available it should be taken into account for the purpose of verification. It was also agreed that verification should be conducted at an interval of three years by an independent body like the Industrial Relations Commission recommended by the National Commission on Labour. Until the Industrial Relations Commissions were set up, the existing procedure, with the modification suggested above, should continue. The representative of NMITU, however, suggested that the verification should be conducted every two years and that the unions which claimed no membership in any unit should have no right to raise objections in respect of claims of unions of that unit.

Item 4: Amendments to the Industrial Disputes Act and the Trade Union Act.

The present Industrial Disputes Act seeks to provide machinery for settlement of disputes - a sort of conflict management arrangement. The Act should have instead a positive object. It should promote harmonious industrial relations. This would involve basic changes in the Act. The following recommendations were, therefore made in this regard:-

Collective Bargaining Agent.

- i) It was unanimously agreed that there should be a collective bargaining agent at the unit/industry level.
- ii) Collective bargaining agent in unit/industry will be decided by the check-off system.
- iii) Each employee will be free to indicate to the management the union of which he is a member and authorise the management in writing to recover from his wages the union subscription and remit it to the union.
- iv) Only such trade union organisations should be eligible for recognition as collective bar-

gaining agent, who qualify according to a fresh code of conduct to be laid down.

- v) In the initial stage all qualified registered trade unions will be allowed the facility of check-off system. Recognition through verification of the membership of the qualified unions as indicated by the results of the check-off system will be done by the IRC and those unions which are certified either as sole bargaining agent or as members of the composite bargaining council will alone thereafter be entitled for the check-off facility. Check-off authorisation once made to such recognised unions will be valid for a period of three year.
- vi) Collective bargaining agent once recognised shall remain for a period of 3 years and continue to be recognised until it is successfully challenged.
- vii) The Industrial Relations Commission should lay down the percentages of membership, which would entitle a trade union to be considered as a sole collective bargaining agent. This would be done by the Commission keeping in view the conditions of the industry, the area of operation including the extent of unionisation in that undertaking/industry.
- viii) Where the IRC is satisfied that a sole collective bargaining agent is not feasible, it can decide on a composite bargaining council comprising of unions above a specified percentage of membership.
- ix) Craft/category-wise union shall not be eligible to seek recognition as a collective bargaining agent.
- x) In case a trade union organisation violates the code of conduct, it will be visited with appropriate punishment/sanction as decided by the IRC.
- xi) A separate Code of Conduct for employers will also be evolved and the violation of the Code by any employer will be visited with appropriate punishment/sanction as decided by the IRC.

II- Individual Disputes

All individual disputes would be settled by a simple grievance redressal procedure with built-in grievance arbitration.

III- Industrial Relations Commission

Industrial Relations Commission, both at the Centre and the State levels, shall be set up in the same manner and with the same functions as recommended by the National Commission on Labour.

IV- Arbitration

Voluntary arbitration shall be the normal means of settling disputes wherever collective bargaining has not succeeded. Every award of the Arbitrator shall be final and binding on all parties and shall not be called in question in any court except on grounds of perversity. Every award of the arbitration shall be a speaking award.

V- Strike

Every strike whether in an industry classified as essential or not shall be preceded by a strike ballot in which all the workers in the establishment are allowed to participate and resort to strike may be made only if the results of the ballot show that not less than 60% of the workmen support the strike.

VI- Industrial Relations Machinery

The Conference unanimously agreed with regard to the manner the machinery is to be geared to a positive approach to industrial relations including the setting up of Industrial Relations Commissions. It was, however, felt that the 15-man committee which made recommendations on Item 4 should meet again and consider other issues raised under this item of the Agenda.

VII- Other Observations

The Conference also agreed that the following may also form part of the Conclusions of the Conference.

A. The representative of the H.M.S. (Kulkarni) made certain additional observations. These are:

- i) that the provisions in the Industrial Disputes Act relating to prior permission for lay-off, closure and retrenchment should be made applicable to all industrial establishments without any limit on employment of persons;

ii) the provisions relating to sovereign functions of the Government as given in Section 2 of the Industrial Disputes (Amendment) Act 1982 should be deleted; and

iii) the employees of hospitals and other institutions, who are now proposed to be covered by a separate law, should be continued to be treated as workmen in an industry as per the decision of the Supreme Court.

B. The representative of the E.F.I. observed that in defence to the decisions of the Madras High Court and Supreme Court, the provisions in the I.D. Act, 1947 regarding prior permission for lay-off, retrenchment and closure should be deleted.

Item 5: Labour's role in increased production and Productivity, including Workers Participation

This item was not discussed.

Item 6: National Wage Policy

The Conference considered in detail the importance of formulating a national wage policy and keeping in view the importance of the subject and its complicated nature resolved to request the Chairman to set up a tripartite Committee with experts on it to go into this complex issue and give its recommendations early.

(The conclusions as drawn up by the Ministry of Labour and sent to all central trade union organisations are reproduced above)

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SOME AITUC LETTERS

(Below is reproduced the full text of the letter of AITUC General Secretary, Indrajit Gupta, M.F. to CITU President, B.T. Ranadive on the question of "Confederation" of central trade unions which was again voiced recently by CITU leaders.

A reply received from the CITU states to say that the CITU secretariat will concretise the issues and inform. No further intimation has however been received).

Comrade B.T. Ranadive,
President,
Centre of Indian Trade Unions,
New Delhi.

Dated 4.3.1982.

Dar Comrade Ranadive,

It is reported in the Press that at the recently concluded meeting of the CITU General Council held at Bangalore, you have reiterated your proposal for a "Confederation" of central trade unions in India. Such a proposal has been voiced on one or two earlier occasions also by CITU leaders.

Since your proposal is, I suppose, aimed at creating some sort of a permanent body of trade union centres to facilitate joint consultations and decisions on a conferring basis, we of the AITUC are naturally interested to know exactly what you have in mind, as anything which would really strengthen the unity and united action of the working class would be welcomed by all genuine trade unionists.

Unfortunately as far as we are able to understand, only an abstract slogan of "Confederation" has been mooted by the CITU, without spelling out its implications or defining its structural contours, without doing which it is not possible to understand the feasibility of your proposal. I am, therefore, writing to you to seek some clarifications which would help us to assess CITU's slogan of "Confederation".

Firstly, a Confederation, as distinct from a joint platform like the National Campaign Committee must imply an organisational structure with several federating units as well as consisting of office-bearers, executive committee, etc. If that is so, do you propose that the existing constituents of the NCC should dissolve the latter and agree to merge in a single confederal body with its own constitution, and an elected or nominated leadership? If so, do you think this possible at the present level of development of the T. U. movement?

Secondly, would the proposed Confederation confine its deliberations, decisions and action programmes to day-to-day economic demands and issues on which there is hardly likely to be any controversy? Would it not also concern itself with questions like nationalisation of key industries and of the wholesale trade in foodgrains,

struggle against penetration of the MNC's, anti-imperialism, world peace, defence of the socialist community, international solidarity of the working class, etc?

A Confederation bereft of any positive class ideology and limited only to the struggle for day to day demands, would hardly mean any qualitative advance from the NCC level, we feel. On the other hand, if we aim at a Confederation with a higher level of class and political consciousness which is certainly desirable would it not lead to self-exclusion of some central organisations?

Thirdly, can trade union unity in action be reinforced simply by establishing a top-level Confederal body, while leaving untouched and unsolved the burning reality of intense inter-Union rivalries at plant and local level?

Would it not be better to initiate mutual consultations and fraternal discussions on practical ways and means to do away with or, at least, to reduce the multiplicity of rival unions of different affiliations which is the tragic features of practically every factory and industry in this country? We think that at least among like-minded unions, it is perfectly feasible to work out an agreed formula leading to merger of different unions on a principled basis.

"Unity" at the top and bitter rivalries and hostilities at the base-this seems like putting the cart before the horse, which would prove infructuous, we fear.

In case the Confederation you have in mind is only another name for the National Campaign Committee, why not pool our efforts to strengthen and streamline the latter to make its functioning more regular, effective and democratic?

If, however, you are visualising a qualitatively different sort of united organisation, we would like the points mentioned in this letter to be clarified through elaboration of the implications thereof. We are always ready for a fraternal exchange of ideas on the subject.

With fraternal greetings,

Sd/-
(INDRANIT GUPTA)
General Secretary.

Letter to Labour Minister regarding Industrial Committee on Plantation:

"We learn from news items appearing in several dailies that the Government has constituted an Industrial Committee on Plantation.

But surprisingly we find that almost all central trade union organisations including one spliaway group

MAIN FEATURES OF THE AMENDMENT BILLS.

(Three of the Bills viz., (a) The Industrial Disputes (Amendment) Bill, 1982, (b) The Payment of Wages (Amendment) Bill, 1982 and (c) The Industrial Employment (Standing Orders) Amendment Bill, 1982 have already been passed by Parliament and awaiting assent by the President.

Some official amendments to the Industrial Disputes (Amendment) Bill brought after its introduction are of very minor nature. The amendments notified by opposition could not be formally moved and recorded because of walkout in Lok Sabha.

The amendment Bill, The Trade Unions (Amendment) Bill, 1982 and the Hospitals and other Institutions (Settlement of Disputes) Bill, 1982 which were introduced at the far end of the last budget session of Parliament, are still pending.)

A. THE INDUSTRIAL DISPUTES (AMENDMENT) HILL, 1982.

Clause in the Principal Act.	Amendment Proposed.	Remarks, if any.
1. Section 2: (Definitions)	After Clause (c), the following clause shall be inserted, namely:- "(cc) "closure" means the permanent closing down of a place of employment or part thereof;"	In the principal Act there was no mention of "closure". Section 25-0 of the principal Act in respect of procedure for closing down an undertaking has to some extent been streamlined. But temporary closures in the shape of "lockouts" which are sometimes deliberately prolonged have not been covered by this clause.
2. Section 2, Clause (i): "Industry" means any business, trade, undertaking, manufacture or calling of employers and includes any calling, service, employment, handicraft or industrial occupation of workmen";	For clause (i), the following clause shall be substituted, namely:- "(j) "industry" means any systematic activity carried on by co-operation between an employer and his workmen (whether such workmen are employed by such employer directly or by or through any agency, including a Contractor) for the production, supply or distribution of goods or services with a view to satisfy human wants or wishes (not being wants or wishes which are merely spiritual or religious in nature), whether or not, (i) any capital has been invested for the purpose of carrying on such activity; or (ii) such activity is carried on with a motive to make any gain or profit, and includes- (a) any activity of the Dock Labour Board established under section 5 A of the Dock Workers (Regulation of Employment) Act, 1948; (b) any activity, being a profession practised by any individual or body of individuals; (c) any activity relating to the promotion of sales or business or both carried on by an establishment, but does not include - (1) any agricultural operation except where such agricultural operation is carried on in an integrated manner with any other	

Clause in the
Principal Act.

Amendment proposed.

activity (being any activity as is referred to in the foregoing provisions of this clause) and such other activity is the predominant one; or

(2) hospitals or dispensaries; or

(3) educational, scientific, research or training institutions; or

(4) institutions owned or managed by organisations wholly or substantially engaged in any charitable, social or philanthropic service; or

(5) Khadi or village industries; or

(6) any activity of the Government relating to the sovereign functioning of the Government including all the activities carried on by the departments of the Central Government dealing with defence research, atomic energy and space;

(7) any activity which is carried on by a cooperative society, in which not less than ten persons are employees;"

Remarks:- The Supreme Court by its judgement of February 1978 amplified the definition of "industry" so as to include all those institutions which are now being excluded, for the purposes of the Industrial Disputes Act. The Supreme Court verdict has thus been circumvented and according to the Statement of Objects and Reasons, "it is proposed to have a separate law" for settlement of disputes in these institutions like the Bill introduced by the Janta Government banning strike, providing for compulsory arbitration, prohibiting formation of trade unions etc., in these institutions like hospital, educational institutions, etc. Such a Bill has already been introduced in the Rajya Sabha.

3. Section 2,
Clause (s):
definition of
"workman"

Wages ceiling for those employed in supervisory capacity has been raised from Rs.500 per month to Rs.1600 per month to be treated as "workman".

4. New Chapter
added after
Section 9 B of
the principal
Act.

Chapter II B has been inserted to provide for settlement of industrial disputes connected with an individual workman through a Grievance Settlement Authority.

According to the provision, direct reference to Labour Court has been barred without previously referring to the Grievance Settlement Authority.

Remarks: Rules and procedures have not been clarified, and whether trade unions will be consulted in formulating these rules and procedures.

contd.....

Clause in the
Principal Act.

Amendment proposed.

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5. Section 25K(1): ~~F~~ Provision of lay off benefit was applicable to establishments in which not less than 300 workmen were employed. Application of this Section has been extended to establishments in which not less than one hundred workmen are employed instead of "three hundred workmen" in the Principal Act.
Remarks: There is no reason of not extending the provision to all establishments irrespective of number of workmen.
6. Section 25M (1) : Notice for lay-off. Alongwith "shortage of power or to natural calamity", the following has been added:
"and in the case of mine, such lay-off is due also to fire, flood, excess of inflammable gas or explosion".
Remarks: The factors cited in respect of mines are not always beyond the control of management, but may be due to continued negligence in observing mines safety measures.
7. New Chapter after Chapter V B has been added along with new schedule, the Fifth Schedule. Chapter V C entitled "Unfair Labour Practices"
Section 25 U (new Section) provides for imprisonment and/or fine for committing unfair labour practice.
Remarks: This chapter along with the Fifth Schedule has almost entirely been lifted from the IR Bill of 1978.
8. New Section added after Section 36 A of the principal Act. Section 36 B delegates power to the appropriate Government to exempt any industrial establishment or undertaking under the control of the concerned government from all or any of the provisions of this Act.
Remarks: There is no safeguard against misuse or mala fide use of this section to the detriment of the interests of workers.

B. THE TRADE UNIONS (AMENDMENT) BILL, 1982.

Clause in the
Principal Act.

Amendment proposed.

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1. Section 2: Definitions. A new clause has been added after clause (h): (i) "Trade Union dispute".
Remarks: This clause alongwith the other amendments have been lifted from the IR Bill of 1978 of the Janata Government.

contd.....

Clause in the
Principal Act.

Amendment proposed.

2. Section 4:
New subsection (IA)
added. Mode of
Registration of
union.

(a) In subsection (1) of Section 4
"Any seven or more members of a
Trade Union" is substituted by
"Any number of members of a Trade
Union, being not less than the
minimum number as determined in
accordance with the provisions of
subsection (IA) may"

(b) New subsection (IA) says:
"The minimum number of members of
a Trade Union who may apply under
subsection (1) shall be -

(a) Where such Trade Union is a
Trade Union of Workmen which is not
a federation of Trade Unions, -

(i) if the aggregate of the number
of workmen who are members of such
Trade Union and the number of
workmen eligible to be members of
such Trade Union is one hundred
or less, ten;

(ii) if such aggregate is more than
one hundred, such number as is equal to
ten per cent of such workmen, or
one hundred, whichever is less;

(b) in any other case, seven.

Remarks:

The same restriction sought to be
introduced on the formation of Trade
Unions in the IR Bill, has been
proposed in the amendment. Minimum
number of members eligible to apply
for registration has been raised from
7 to 10.

3. Section 10:
Cancellation of
registration.

In Section 10 after clause (b), a
new clause, clause (c) has been
added which says "if the Registrar
is satisfied that the Trade Union
has called for, or participated in,
any illegal strike" and "illegal
strike" has the meaning assigned to
it in section 24 of the Industrial
Disputes Act, 1947.

Remarks:

The amendment gives wider powers to
the Registrar for cancellation of
registration of trade unions.

4. Section 21 A:
addition of a
new clause and
subsection.

In subsection (1), after clause (a)
a new clause has been added:

"(iii) he has been convicted of
any offence under the Industrial
Disputes Act, 1947". After sub-
section (3), the following sub-
section has been added:

contd.....

Clause in the
Principal Act.

Amendment proposed.

"(4) Any member of the executive or other office-bearer of a registered Trade Union who, before the commencement of the Trade Unions (Amendment) Act, 1982, has been convicted by any offence under the Industrial Disputes Act, 1947, shall, on the date of such commencement, cease to be such member or office-bearer".

Remarks: An additional disqualification of office-bearers.

Retrospective enforcement of the above provision.

5. Section 22:
Proportion of
"outsiders".

In the opening paragraph "Not less than one-half of the total number of office-bearers" is substituted by "Not less than three-fourths of the total number of office-bearers."

Remarks: Number of "outsiders" has been further restricted.

6. Chapter III:
New addition.

After Section 28, three new Sections 28A, 28B and 28C have been added. 28A deals with verification of membership; 28B deals with Trade Union dispute and voluntary reference of dispute to Arbitration; 28C deals with reference of "Trade Union dispute" by the appropriate Government to the Registrar for adjudication.

Remarks: (a) Registrar given power to verify membership of registered Trade Unions in a manner prescribed by the State Government.

The method of verification of membership is thus sought to be enforced statutorily by means of this amendment.

(b) On the ground of so-called trade union dispute the Government will have power to interfere into the internal affairs of trade unions and through this process can immobilise a trade union and obstruct its functioning.

C. THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS)
AMENDMENT BILL, 1982 (AS PASSED BY THE RAJYA SABHA AND
ALSO PASSED IN LOK SABHA ON APRIL 30, 1982).

Reference to the
Principal Act.

Amendment proposed.

After Section 10 a new
Section 10A added.

The new Section 10A provides for payment of Subsistence Allowance during the period a workman is under suspension pending enquiry

into charges of misconduct against him at the following rates:

- (a) For the first ninety days of Suspension - at the rate of fifty per cent of the wages;
- (b) Seventyfive percent of the wages for the period exceeding 90 days.

Remarks: Although most of the State Acts/Rules on this issue have since been amended so as to provide for subsistence allowance in varying rates, this is the first time the Central Act is being amended. But those categories of workers who are not covered by the definition of "workman" under the Industrial Disputes Act, 1947, will be denied this benefit.

D. THE HOSPITAL AND OTHER INSTITUTIONS (SETTLEMENT OF DISPUTES) BILL, 1982.

Clauses .	Provision .
1. Clause 1 (4) and Clause 2 (b), (c) and (m):	It covers hospitals including nursing homes, dispensaries etc., educational institutions including University, College, School, scientific institution, institutions for research, training. <u>Excludes:</u> For <u>Remarks:</u> Almost copied from the Bill sponsored by the Janata Govt. in 1978 along with the IR Bill.
2. Clause 3.	Provides for setting up of Grievance Settlement Committee which will consist of representatives of management and workmen and the latter to be nominated by the recognised Trade Union.
3. Clause 8 and 9: (Recognition of Trade Unions of Workmen)	One of the Conditions laid down for a trade union to become eligible for recognition is: - " it has as its members not less than thirty percent of the workmen employed in such establishment....." Clause 9 says that, "The employer in relation to an establishment shall____" ".....recognise the Trade Union which represents the largest number of workmen in such establishment....."

Remarks: (a) But the Bill does not clarify as to the method of verifying membership of trade unions eligible and claiming for recognition.

(b) No "outsider" will be allowed and one of the conditions for recognition as laid down in clause 3(2) (a) says: "each of its office bearers is a workman in such establishment or in any other establishment to which this Act applies".

contd.

Clauses	Provision
4. Clause 12: (Settlement of Individual Disputes)	Proviso of sub clause (4) of clause 12 says: "Provided that where the parties to such dispute fail to agree on the arbitrator, such dispute shall be referred to a Board of Arbitrators constituted by the appropriate Government on an application made to it in that behalf by one of the parties to such dispute.."
	<u>Remarks:</u> The Bill thus provides for compulsory arbitration. Almost the same procedure has been laid down in respect of settlement of industrial disputes.
5. Clause 19 (1): (Prohibition of Strike)	"No workman employed in any establishment shall go on strike or indulge in any other form of cessation or retardation of work in such establishment such as work to rule, go slow, gherao or the like in breach of contract".
	<u>Remarks:</u> (a) Thus a blanket ban on strike and all kinds of agitation which cause "retardation of work" is imposed in all the establishments covered by this Bill. (b) Clause 20 (2) provides for punishment by way of imprisonment which may extend up to six months or with fine which may extend to five thousand rupees, or with both, for breach of this provision.
6. Clause 28(1)	"Nothing in this Act shall apply to any hospital or educational institution owned or managed a) by Government; or b) by any organisation wholly or mainly engaged in any charitable, social or philanthropic service."
	<u>Remarks:</u> Under cover of this provision of automatic exemption, a large number of hospitals and educational institutions would be excluded from being covered by this Bill or by the I.D. Act.

E. THE PAYMENT OF WAGES (AMENDMENT) BILL, 1982

Clauses in the Principal Act.	Amendment proposed.
1. Section 1, Subsection (6): "Nothing in this Act shall apply to wages payable in respect of a wage-period which, over such wage-period, average one thousand rupees a month or more more."	The ceiling is raised from "one thousand thousand rupees "one thousand six hundred rupees". <u>Remarks:</u> This is in line with similar amendments in other Acts.
2. Section 2 Clause (ii) Definition.	The existing definition of "industrial establishment" is being converted as a definition of "industrial or other establishment". <u>Remarks:</u> Definition has been altered to

3. Section 7 (2);
Deductions from
wages.

After clause (k), the following clauses
have been added:
"(kk) deductions made, with the written
authorisation of the employed person,
for the payment of his contribution to
any fund constituted by the employer for
the welfare of the employed persons or
the members of their families, or both,
and approved by the State Government or
any officer specified by it in this
behalf, during the continuance of such
approval;

(kkk) deductions made, with the written
authorisation of the employed person,
for payment of the fees payable by him
for the membership of any trade union
registered under the Trade Unions Act,
1926;"

Remarks: (a) The first amendment is liable to be
misused by the employers where the
workers are not well organised and
so-called written authorisation may be
obtained by coercion.

(b) The Second amendment is perhaps to
clear the way for introduction of the
so-called checkoff system for the purpose
of recognition of trade unions which is
opposed by most of the central trade
union organisations.

4. Section 25 A;
A new section
added.

This new insertion is with regard to
payment of undisbursed wages in case of
death of employed person.

Remarks: This provision prescribes for payment
of due wages only "to the person
nominated by him", but where no such
nomination has been made, the section
does not mention about payment to his
legal heirs.

from a central trade union, have been given representation in the said Committee Except, the AITUC. We do not know the reason for specifically excluding the AITUC from the industrial committee.

We would, however, record our strong protest against the exclusion of AITUC and the gross discrimination thus meted out against it in this regard".

Letter protesting on representation in national labour conference:

August 27, 1982.

Shri Bhagwat Jha Azad,
Minister of Labour,
Govt. Of India,
Shram Shakti Bhavan,
Rafi Marg,
NEW DELHI.

Dear Shri Azad,

I have to convey to you the AITUC's strong protest against the arbitrary way in which delegates have been allotted to the various workers' organisations invited to attend the Tripartite National Labour Conference on Sept. 17, and 18, 1982.

What is the basis of allotment? It does not even conform to the figures compiled and announced by Government in respect of the Central Trade Union Organisations as on 31.12.1978 (the last available).

Neither have you followed the formula which was suggested specifically for I.L.C. representation purposes, by your predecessor Shri N.D. Tiwari at a meeting called by him on 12.10.81.

Then, what other basis have you followed in the present case? It appears to be quite unprincipled and arbitrary, and AITUC wishes to record its strongest protest against Government's decision.

Yours faithfully,

Sd/-

(INDRAJIT GUPTA)
General Secretary.

Letter on Textile Tripartite Committee :

August 27, 1982.

Shri V.K. Shunglu,
Joint Secretary,
Ministry of Commerce,
(Deptt. of Textiles),
Govt. of India,
New Delhi.

Dear Sir,

This is to acknowledge receipt of your letter No. 12 (48)82-CSM dated 21st August, 1982, inviting us to nominate a representative to serve on the proposed Tripartite Committee on Textile Industry's problems.

Government's proposal/decision cannot be considered in isolation from the current Bombay textile strike which is more than 7 months' old. We fail to understand how the strike and the proposed Committee can co-exist, since the demands of the striking workers have yet to be settled with their representatives. Participation in the work of the Committee, while the strike is still in progress, would amount to bypassing the workers' demands and short-circuiting the normal process of bipartite negotiations and collective agreement.

We, therefore, feel that no useful purpose will be served by such a Committee so long as the strike is not withdrawn on the basis of a settlement of the workers' demands.

Yours faithfully,
Sd/-
(INDRAJIT GUPTA)
General Secretary.

c.c. G.V. Chitnis, Bombay.

On representation on Industrial Committee on Jute

21.9. 1982

To

Shri N.B. Chawla,
Deputy Secretary,
Government of India,
Ministry of Labour,
Shram Shakti Bhavan,
Rafi Marg,
New Delhi 110 001.

Sir,

Kindly refer to your letter No. U/14012/2/81 -LC, regarding reconstitution of the Industrial Committee on Jute.

Our comments on the Ministry's proposals are as under :

(1) Pending availability of membership figures as on 31.12.80, the workers' representation on the Industrial Committee should be on the basis of parity :

(2) In any case, the INTUC does not deserve to have more representatives than other organisations. Its affiliated union in the Jute industry, viz: National Union of Jute Workers, has split into two or more rival factions which are functioning independently of each other. This is common knowledge.

(3) Different factions of the INTUC (Kali Mukherjee-Subrata Mukherjee group, Sisir Ganguly group) should not be given separate representation in one and the same industry. In view of the Labour Ministry's recent attitude towards two rival groups in the MS, we suspect that under "No.9" of the proposed workers' representatives, an attempt may be made to smuggle in one of the INTUC splinter groups. We are strongly opposed to any such move.

Yours faithfully,

Sd/-

(INDRAJIT GUPTA)

20 BIG HOUSES' PAID-UP CAPITAL AND PROFIT BEFORE TAX

The Minister of state for finance Mr. S.B.P. Pattabhi Rama Jao made in the Lok Sabha during the question time, on October 22, 1982 in reply to Mr. Amar Roypradhan, the following statement showing the paid-up capital and profit before tax of 20 big industrial houses of the country during the last five years:

Name of Industrial house	(Rs. in crore)					
	1978 paid-up capital	Profit before tax	1979 Paid-up capital	profit before tax	1980 Paid-up capital	profit before tax
1	2	3	4	5	6	7
Tata	165.26	51.24	182.42	91.63	188.55	110.03
Birla	151.56	98.81	156.19	121.02	167.11	121.15
Nafatlal	57.09	39.07	61.99	39.36	72.00	31.93
J & K Singhania	45.71	13.50	49.87	13.12	46.61	18.21
Thapar	38.33	20.24	44.30	24.41	52.48	28.40
I.C.I.	57.36	26.38	57.36	29.82	64.13	10.74
Sarabhai	14.08	5.18	20.10	17.53	20.29	17.70
A.C.C.	38.43	15.63	38.43	14.72	44.17	8.05
Bangur	35.40	13.27	35.47	14.71	35.17	21.01
Shriram	28.61	8.35	28.60	16.16	28.03	9.24
Kirloskar	28.60	9.11	29.44	12.35	29.41	24.29
Hindustan Lever	24.76	28.32	33.52	32.75	33.52	31.37
Larsen & Toubro	23.85	19.52	26.31	22.47	28.41	24.63
Scindia	19.27 (-)	7.77	19.27 (-)	9.85	19.27	5.37
Oil India	33.93	15.67	33.93	13.96	33.93	10.12
Modi	18.89	13.05	21.88	14.66	21.88	10.66
T.V.S. Tyres	22.00	10.00	22.00	10.00	22.00	10.00

The following statement shows the 31.3.82 in-variables of
 Name of the Industrial house No of concerns * Tax in arrears (Amounts in Lakhs of Rs) Demands not enforceable

Name of the Industrial house	No of concerns *	Tax in arrears	(Amounts in Lakhs of Rs) Demands not enforceable
1	2	3	4
Tata	4	4.58	93.48
Birla	14	207.19	760.17
Mafatlal	-	-	-
J & K Singhania	4	275.07	282.31
Thapar	1	-	16.37
I. C. I.	2	-	770.28
Sarabhai	2	1.09	27.28
A.C.C.	-	-	-
Tangur	1	24.51	-
Shriram	2	27.30	147.48
Kirloskar	-	-	-
Hindustan Lever	-	-	47.05
Larsen & Toubro	-	-	-
Scindia	-	-	-
Oil India	2	281.06	80.11
Modi	1	-	99.73
T.V.S. Iyengar	3	-	61.35
Mahindra & Mahindra	1	30.74	13.74
Chowgule	1	4.73	37.83
Bajaj	-	-	-

*NOTE: The information relates only to the concerns in each group against which aggregate Income-tax demands of Rs. 10 Lakh or more was outstanding on 31.3.1982.

MANDAYS LOSSES DUE TO STRIKES AND LOCKOUTS

<u>Year</u>	<u>Mandays lost due to strikes ('000)</u>	<u>Mandays lost due to lockouts ('000)</u>	<u>Total Mandays lost ('000)</u>
1970 -	14749 (72)	- 5814 (23)	- 20563
1971 -	11803 (71)	- 4743 (29)	- 16546
1972 -	13748 (67)	- 6796 (33)	- 20544
1973 -	13862 (67)	- 6764 (33)	- 20626
1974 -	33643 (84)	- 6619 (16)	- 40262
1975 -	16706 (79)	- 5195 (21)	- 21901
1976 -	2799 (22)	- 9947 (78)	- 12746
1977 -	13410 (53)	- 11910 (47)	- 25320
1978 -	15423 (54)	- 12917 (46)	- 28340
1979 -	35116 (80)	- 8748 (20)	- 43866
1980 -	12018 (55)	- 9,907 (45)	- 21925
1981 -	15653 (59)	- 10,806 (41)	- 26459
1982 -	--	--	--

In 1982 up to September 48.67 million mandays have been lost due to the textile strike alone.

ALL-INDIA AVERAGE CONSUMER PRICE INDEX
NUMBERS FOR INDUSTRIAL WORKERS

(Base: 1960 = 100)

	<u>1980</u>	<u>1981</u>	<u>1982</u>
January -	371	411	459
February -	369	418	458
March -	373	420	457
April -	375	427	459
May -	382	433	462
June -	386	439	470
July -	394	447	478
August -	397	454	488
September -	402	456	N A
October -	406	460	N A
November -	411	462	N A
December -	408	460	N A
<hr style="border-top: 1px dashed black;"/>			
Annual Average -	390	441	466

(January-August)

28th SESSION OF THE WFTU BUREAU
(Prague, 29-30 September 1982)
Coordination of Activity by Inter-
national Trade Union Movement
Text of the Communiqué

The 28th session of the WFTU Bureau was held in Prague on 29 and 30 September 1982. The session reviewed the developments since the 10th World Trade Union Congress (Havana, February 1982) and laid down concrete guidelines for the development of the WFTU's work in the light of the decisions of the 10th Congress, taking into account the seriousness of the present-day international situation.

A concrete and positive exchange of views enabled a number of measures and initiatives to be defined and a plan of work to be drawn up, which aimed to put into practice the guidelines given by the 10th Congress.

The report and speeches at the Bureau strongly condemned, in particular, the aggression and genocide by the ruling circles in Israel on the Lebanese and Palestinian peoples. It was pointed out that the US Administration which has an alliance of strategic co-operation with the Israeli ruling circles and which arms and equips the Israeli military machine bears a heavy responsibility for the recent ghastly events, the massacres, the genocide and the gross violations of international law. The Bureau stated that the problems in the Middle East will never be resolved until the legitimate rights of the Arab people of Palestine are restored, including their right to their homeland and to establish their independent state. The Bureau adopted a special resolution on solidarity with the workers and people of Lebanon and Palestine.

1st Reviewing the world economic situation, the Bureau noted that the impact of the recession and crisis is getting worse as seen in the record high unemployment, inflation, the increasing number of bankruptcies in major industrial sectors in the developed capital countries, the decline in international trade, the steep fall in the prices of export commodities of developing countries and the big increase in their foreign debt and debt service burdens which further worsen their balance of payments difficulties and the further accentuation of the capitalist world's monetary crisis. The pressure of transnational banking institutions seeking to dictate economic policy to sovereign countries and, especially, to impose anti-labour and anti-social measures, is increasing. The precarious economic situation and the need to safeguard national economic interests have put on the agenda the need to pursue more vigorously the struggle for economic independence and to strive towards the implementation of a New International Economic Order. The nationalisation of private banks by the Mexican Government which faced an unprecedented economic situation demonstrates the necessity to fight against the transnational finance capital and currency speculators. A policy of high interest rates which enrich the transnational banks and financial institutions based in the USA and hurt all others is a policy the Reagan Administration pursues to impose the hegemony of Wall Street. Coupled with this is the US Administration's economic war against the socialist countries and the sanctions which it wants to impose for its ban on trade between West European ~~many~~ countries and the Soviet Union, especially over the gas pipeline contract. Justifiably there has been strong protest by the trade unions and other democratic forces

in West Europe against these policies of the US Administration. East-West trade in Europe alone maintains over two million jobs in the countries of West Europe and the further development of this trade, without any discrimination and on the basis of equality and mutual benefit, could create a substantial number of jobs and higher living standards for all. The WFTU Bureau emphasised in this regard the development of united actions by trade unions in all countries, in favour of regional and international actions on the urgent problems of global economic relations as well as a follow up to the International Trade Union Conference on Development held in Belgrade two years ago.

The WFTU Bureau hailed the united actions of workers in fighting against the consequences of the capitalist crisis and underlined the growing unity in these struggles in the various countries. The Bureau congratulated the British workers on their magnificent nationwide solidarity action on 22 September, at the call of the British TUC, in support of the demand of the health workers for higher wages and better working conditions. The Bureau greeted the mass struggles of the Bolivian workers organised in the COB for democratic changes and for social and economic demands. The Bureau expressed its support for the demands of the 225,000 textile workers of Bombay, India, who have been on strike for more than eight months. The Bureau reiterated the continued solidarity of the WFTU in support of the workers' struggles and its active support for the further development of unity and united action in these struggles.

and dis-
armament.
The stru-
ggle for

These struggles for social and economic demands are closely linked with the actions of the trade union movement for the peace, to which the 10th World Trade Union Congress gave impetus have been massive in the recent period - and especially at the time of the UN General Assembly's Special Session on Disarmament in June-July this year. The Bureau thanked the workers and trade unions for the worldwide observance of 1 September 1982 as an International Day of Trade Union Action for Peace, in which broad sections of the trade union movement, irrespective of affiliation, had participated. The Bureau held a Special Session on Peace and Disarmament at which further steps to develop the international campaign for peace and disarmament were decided upon. The Special Session adopted an Appeal to the ICFTU, WCL and regional organisations. The observance of the UN Disarmament Week beginning 24 October this year has special importance for the effective follow-up actions after SSD-II, the Bureau stated, and appealed to trade unions in all countries to observe the week as a period of intensive actions for peace taking into consideration the intention of the US Administration and NATO to deploy cruise and Pershing missiles in Western Europe.

The WFTU Bureau noted with regret that even after six years and 17 sessions of its Working Group, the UN Commission on Transnational Corporations (UNCTC) has been unable to produce an agreed Code of Conduct for Transnational Corporations (TNCs). Another session of the Working Group is projected for January next year. The TNC representatives in the Commission and the OECD Governments have so far obstructed the adoption of a Code as envisioned in the Programmed of Action for the Establishment of a New International Economic Order (NIEO) adopted by the UN General Assembly. The WFTU declares

that any dilution of the programme for a NIEO in the Code for TNCs is a step backward and any attempt to do so would be to undermine the mandate of the UN Economic and Social Council (ECOSOC) and General Assembly resolutions. The WFTU denounces the attempt of the TNCs to turn the Code into a Charter legalising their actions and calls upon workers and trade unions and member Governments of the United Nations to oppose any further delay in adopting the Code of Conduct and to ensure that the provisions of the Code as agreed to by the large majority, including the trade union representatives, are voted upon by the UN bodies concerned for their final adoption.

The WFTU Bureau session reiterated its support for the struggle of the workers and people of southern Africa against the apartheid regime. The WFTU called for an immediate end to the apartheid regime's armed attacks and acts of intervention against the frontline states, particularly Angola, and demanded the unconditional withdrawal of the racist regime's invading troops from the People's Republic of Angola. All efforts must be made to further intensify international solidarity actions, in particular the strict implementation of UN sanctions, against the apartheid regime. The WFTU expressed its full support for the convening of an International Trade Union Conference against Apartheid in Geneva on 10 and 11 June next year under the auspices of the United Nations.

The WFTU Bureau reiterated its greetings to and militant solidarity with all the trade unionists in different countries with fascist and racist regimes who are suffering reprisals for their exemplary and firm attitude in defence of the class interests of the workers.

The Bureau expressed its deep concern at the intensification of threats by the US Administration against Cuba and condemned the US preparations for military intervention in Central America - as is evident particularly from the "Symms Amendments" approved by the US Congress authorising the Reagan Administration to undertake "any measure" including military action against the Republic of Cuba. This action represents a serious danger to peace and security in the region. The WFTU Bureau called upon the entire trade union movement to mobilise active solidarity with the Cuban workers and people as well as to defend the achievements of the Nicaraguan revolution, to rebuff the imperialist plans against Grenada and to support the liberation struggle of the Salvadoran people and the struggle of the Argentinian people for the restoration of their sovereignty over the Malvinas Islands.

The Bureau also expressed concern for the fact that for over eight years the northern part of Cyprus is still occupied by Turkish military forces and all UN resolutions on Cyprus remain ignored and unimplemented by the Government of Turkey.

The Bureau reaffirmed the support of the WFTU for the struggle of the Kaspuchean people for the rebirth of their nation and the defence of their independence.

bureau

The WFTU stated that these are moments when the international trade union organisations should be able to come closer to each other and coordinate their actions at least on issues on which they have similar or identical stands. Issues such as that of peace and disarmament, the consequences of the capitalist crisis on the world economy as a whole and on workers, especially as far as employment is concerned, the establishment of a New International Economic Order and the social and economic development of developing countries, the activities of transnational companies....all these and other issues can be dealt with in an effective manner only if our actions are coordinated.

While there are encouraging signs of an increasing desire and willingness for cooperation and coordination among trade unions of different affiliations, this desire and willingness have not yet reached the top leadership of all the international trade union organisations. The Bureau called on the International Confederation of Free Unions (ICFTU) and the World Confederation of Labour (WCL) to accept the offer of the World Federation of Trade Unions to join hands in an attempt to take more effective actions by the international trade union movement.

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A BRIEF ACCOUNT OF MAJOR STRIKE
STRUGGLES AND MOVEMENTS IN 1982

.....

The most outstanding working class action since the beginning of this year is the all-India General Strike of 19th January. The strike which was unprecedented in its sweep and coverage was the culmination of a phase of struggle initiated by the Bombay Convention of June 4, 1981. This is perhaps for the first time that the Indian working class and a majority of them went on an all-India General Strike on the basis of specific economic and other demands and to protest against attacks on trade union and democratic rights. The demands also embraced those of the agricultural workers, peasant producers and the working people at large.

The strike on the one hand attracted virulent opposition of the Government and its media, and vested interests, threats and intimidations and on the other evoked wide support from all sections of the working people and mass organisations. The strike assumed in places the dimension of a 'bandh' and even spread to rural areas amongst agricultural workers wherever they are organised.

As sequel to participation in the strike victimisation was resorted to many places, both in the public and private sectors. /in

ANTI VICTIMISATION DAY was observed all over the country on 23 February 1982 at the call of National Campaign Committee.

Another outstanding working class action this year is the Bombay Textile Strike of 24 lakh workers which commenced on January 18 and still continuing in its tenth month. The strike is a historic one in terms of its duration and the unity and determination displayed by the workers defying all sufferings.

The 23-day old strike of more than three lakh State Government Employees of Rajasthan was called off following an agreement. One of the terms of the settlement was the refunding of Rs. 24.50 crore and depositing the amount towards five instalments of LA to PF accounts.

About 6 lakh employees of UP State Government went on indefinite strike on March 22. Following severe repression, arrests, suspensions etc. the strike was suspended on April 6.

At the call of the Joint Action Committee of Trade Unions, Maharashtra Bandh was observed on April 19 in support of the striking cotton textile workers of Bombay. The NCC also called for observance of Solidarity Day on April 28 in support of the Bombay textile strike.

On a 13-point charter of demands and to express solidarity with the striking Bombay textile workers, textile workers of Delhi went on a day's united strike on April 21.

The United strike of Rajasthan electricity workers numbering about 60,000 which began on May 19 displayed the militant and determined mood of the working class.

Following introduction in Parliament of the anti-labour amendment Bills, the NCC called for Anti-Labour Black Bills Day on July 3, the opening day of Parliament for the monsoon session. On that day in Delhi, a massive protest demonstration was held in front of the Parliament House.

The anniversary of the Bombay Convention held on June 4, 1981 was observed all over the country on June 4th this year as Campaign Day.

In support of the Bombay textile strike, the textile workers of Maharashtra observed Solidarity strike on July 8. Perhaps the longest strike of teachers was the one that took place in Bihar of the College and University teachers during April-June which was called off after 90 days.

On July 20, the Central Government employees observed All-India Protest Day and a daylong Dharma was staged in Delhi.

Jute workers of West Bengal observed a united strike on August 10 against lockouts, suspension of production and anti-labour practices of the mill owners. At the call of WFTU 10th Congress and the AITUC, 1st of September was widely observed all over the country as a Day of Peace and Disarmament.

On September 3, newspapermen went on a day's strike against the Bihar Press Bill.

The Civic employees of Bombay went on a 72-hour strike on September 21, which extended to six days.

There was massive participation of AITUC unions and workers in the Delhi Peace March of October 4 and peace marches, meetings and demonstrations held in all parts of the country.

The strike of 17,000 workers of Neyveli Lignite Corporation in Tamil Nadu on the question of bonus was called off after nine days on November 4.

.....

1974-75	218.2	132.5
1975-76	239.5	141.9
1976-77	240.7	139.4
1977-78	262.7	149.8
1978-79	277.2	153.6
1979-80	262.5	142.2
1980-81	233.8	150.3
1981-82	298.2	154.5

Friday, May 16, 1980

- 10 -

1

Such measures might envisage that nuclear powers would never use nuclear weapons against those European states--irrespective of their participation or non-participation in military blocs--which do not possess such weapons and which do not have on their territory foreign nuclear weapons. These states have the right to get the guarantee that no other weapons will be used against them, in accordance with the principle of the non-use of force or threat of force.

The states, represented at the conference of the Political Consultative Committee, attach a particular significance to such a major question as elaboration of accords on medium-range nuclear missiles.

Negotiations on medium-range nuclear missiles are possible and the parties to the conference back the proposals of the Soviet Union to this score. To have such negotiations opened what is required is to cancel NATO's decision on the production and deployment in Western Europe of new types of American nuclear missiles or, at least, to halt its realization.

They express confidence that if all the states are guided by the interests of peace and security of the European people's and display the necessary political will, then, provided preservation of the established approximate balance of forces, which was also admitted only recently by the NATO countries, a further dangerous escalation of the nuclear arms race in Europe will not only be prevented, but an opportunity will open for maintaining this balance at lower levels.

The European peoples have a vital stake in the earliest opening and the successful holding of negotiations on medium-range nuclear missiles, in ending the nuclear arms race, in putting an end to expansion of nuclear-missile arsenals in the European continent. This meets the interests of peace and security of all peoples.

The states, represented at the conference, consider it to be absolutely inadmissible to further procrastinate the Vienna negotiations on reduction of troops and armaments in Central Europe. Huge masses of troops and the most up-to-date armaments have been concentrated in that area, and nobody is entitled to underestimate the danger of that.

The socialist countries, parties to the Vienna negotiations, made considerable steps towards bringing the positions closer. But the participating NATO countries do not contribute to the success of the negotiations and in recent times their stand on the substance of the questions under discussion goes increasingly backward.

LH

~~1970-71~~ ~~NET NATIONAL PRODUCT~~
(i.e. National Income)

<u>Year</u>	<u>Index Number of</u> <u>Net National</u> <u>Product</u>	<u>Index number of per</u> <u>capita Net National</u> <u>Product</u>
	<u>At 1970-71 prices</u>	<u>At 1970-71 prices</u>
1950-51	100.0	100.0
1951-52	102.1	100.4
1952-53	105.8	102.1
1953-54	112.7	106.8
1954-55	115.5	107.4
1955-56	119.5	108.9
1956-57	123.8	112.6
1957-58	123.0	108.0
1958-59	133.5	114.6
1959-60	135.5	114.2
1960-61	144.9	113.9
1961-62	149.7	121.0
1962-63	151.9	120.1
1963-64	159.9	123.7
1964-65	172.2	130.4
1965-66	162.0	118.9
1966-67	163.2	118.3
1967-68	177.6	126.0
1968-69	182.4	126.4
1969-70	193.7	131.5
1970-71	204.6	136.8
1971-72	207.5	134.5
1972-73	204.4	129.8
1973-74	215.0	133.3

Meanwhile, in the opinion of the participants in the Conference of the Political Consultative Committee, possibilities of attaining accords at the Vienna negotiations are far from having been exhausted. They are ready to continue exerting efforts in the quest for such solutions which, without prejudicing the security of any of the sides, would lead to a lower level of military confrontation in Central Europe. This calls for a constructive approach from all the parties to the Vienna negotiations.

The states, represented at the Conference of the Political Consultative Committee, consistently advocate realization of measures in the sphere of military detente also in other parts of Europe, and in the Mediterranean Sea area.

Relevant steps for the Mediterranean area could envisage the spreading to it of measures of trust, reduction of troops in that area, withdrawal from the Mediterranean Sea of warships with nuclear weapons on board, renunciation of deployment of nuclear weapons on the territory of Mediterranean European and non-European non-nuclear states which would be in line with the spirit of the Helsinki Final Act. The Warsaw Treaty member-states are ready for serious, businesslike negotiations on all these issues.

In the same consistent way they come out for the adoption of effective measures to ensure not only on the European but also on the global scale a turning point in the solution of issues of limitation and ending of the arms race, realization of concrete measures of disarmament, particularly nuclear disarmament. They are convinced that the broad package of proposals, embracing all directions of this problem, which has been put forward by the Warsaw Treaty member-states, indicates reliable ways towards such actions. As to the states represented at the conference, they reaffirm that there is no type of armaments which they are not prepared to limit or reduce on a mutual basis.

Inspired by the lofty ideals of socialism and communism, the states represented at the conference state again before their peoples and the peoples of the entire world their resolve to multiply efforts, to struggle still more actively for military detente, for ending the arms race and for disarmament, including the reduction of the military expenditures of states, their arms forces and armaments.

III.

In the course of the exchange of views on other international questions the delegations of the People's Republic of Bulgaria, the Hungarian People's Republic, the German Democratic Republic, the Polish People's Republic, the Socialist Republic of Rumania, the Union of Soviet Socialist Republics and the Czechoslovak Socialist Republic stressed that their states consistently come out for a just and lasting peaceful settlement of conflict situations irrespective of the area of the world where they originate.