



INTUC (in Brief)

Indian National Trade Union Congress
(PUBLICATIONS DEPARTMENT)

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THE INTUC

The founding of the Indian National Trade Union Congress (INTUC) on May 3, 1947 was a historical imperative, necessitated by forces ideologically opposed to peaceful change and democratic means, who had manoeuvred to get a hold on the country's trade union movement with the connivance of the then British rulers. At a time when the nation was poised to attain independence, the trade union movement was getting led on a path of confrontation and wanton destruction to the detriment of the workers and the nation. The imperative need for a new body with its roots in the Indian soil and lead the working class towards the realisation of the long-suppressed aspirations was keenly felt as never before by a very large section in the trade union movement, drawing inspiration from Gandhiji's ideas and thus was born the INTUC on the foundation of the Gandhian tenets of the trade union movement.

Unlike the western trade union movement whose main concern is the conditions of employment or the eastern trade unions' highly regimented attitude and approach, Gandhiji's concept of the movement, on which the INTUC's policies and programmes are based, lay thrust more on human considerations than economic. The INTUC's vision goes beyond the factory gates as to endeavour to make a MAN out of the workers. The INTUC keeps clear of a sectarian approach and views the workers' problems and demands in the context of the larger national needs. In industrial relations the INTUC strives to replace the present culture of conflicts and confrontation by a new culture based on commonality of interests leading to cooperation.

Since its inception, the INTUC has been playing a major role in the growth of the Indian

trade union movement on Gandhian ideals and has been harnessing the massive strength of the working class for the country's economic and social development.

The INTUC has been championing the cause of the Indian working class with a responsible and constructive approach and has been consistently endeavouring to better their working and living conditions. The INTUC has played a very vital role in almost all legislations enacted in the interest of the workers and has been successful in bringing about a progressive re-orientation in the policies and programmes of the governments, both at the Centre and in the States. The INTUC is in the vanguard of India's march towards her cherished goal of establishing a secular and socialist democracy.

AIMS AND OBJECTS

The aims and objects of the Indian National Trade Union Congress are :

- I. to establish an order of society which is free from hindrance in the way of an all round development of its individual members, which fosters the growth of human personality in all its aspects, and goes to the utmost limit in progressively eliminating social, political or economic exploitation and inequality, the profit-motive in the economic activity and organisation of society and the anti-social concentration in any form;
 - to place industry under national ownership and control, in suitable form in order to realise the aforesaid objectives in the quickest time;
 - to organise society in such a manner as to ensure full employment and the best utilisation of its manpower and other resources;
 - to secure increasing association of the worker in the administration of Industry and their full participation in its control;
 - to promote generally the social, civic and political interest of the working class.
- II. to secure an effective and complete organisation of all categories of workers, including agricultural labour;
 - to guide and coordinate the activities of the affiliated organisations;
 - to assist in the formation of trade unions;
 - to promote the organisation of workers

of each industry on a nation-wide basis;

- to assist in the formation of Regional or Pradesh Branches or Federations;

III. to secure speedy improvement of conditions of work and life and of the status of the workers in industry and society;

- to obtain for the workers various measures of social security, including adequate provision in respect of accidents, maternity, sickness, old-age and unemployment;
- to secure a living wage for every worker in normal employment and to bring about a progressive improvement in the workers standard of living;
- to regulate hours and other conditions of work in keeping with the requirements of the matter of health, recreation and cultural development;
- to secure suitable legislative enactments for ameliorating the conditions of the workers and to ensure the proper enforcement of legislation for the protection and up-lift of labour.

IV. to establish just industrial relations;

- to secure redressal of grievances, without stoppages of work, by means of negotiations and conciliation and failing these by arbitration or adjudication;
- to take recourse to other legitimate method, including strikes or any suitable form of satyagraha, where adjudication is not applied and settlement of disputes within a reasonable time by arbitration is not available for the redress of the grievances;

- to make necessary arrangements for the efficient conduct and satisfactory and speedy conclusion of authorised strikes or satyagraha.
- V. to foster the spirit of solidarity, service, brotherhood cooperation and mutual help among the workers;
- to develop in the workers a sense of responsibility towards the industry and the community;
- to raise the workers' standard of efficiency and discipline.

STRUCTURE

AFFILIATED UNIONS

Any trade union, which accepts the objectives of INTUC and obligations under its constitution is entitled to affiliate with the INTUC and all the members of the union are treated as members of INTUC.

PRADESH BRANCHES

The INTUC has set up 26 Pradesh (State) Branches in various parts of the country to guide and assist the affiliated unions in developing organisational solidarity and to deal with matters with the State Governments.

INDUSTRIAL FEDERATIONS

The INTUC has set up 26 Industrial Federations in various industries to guide and assist the affiliated unions in the industry concerned and to bring about uniformity in working conditions, wages etc. throughout the country.

NATIONAL HEADQUARTERS

The National Headquarters of INTUC has been set up at New Delhi to co-ordinate the activities of affiliated unions, Pradesh Branches and Industrial Federations. It maintains rela-

tions with Central Government Ministers and Officers, Members of Parliament, employers organisations and other central trade union organisations. It also maintains international relations and promotes educational, and socio-economic development activities for workers particularly for young workers, women workers, child labour, rural workers and un-organised workers. The departments set up at INTUC Headquarters to look after specialised activities are (i) Organisation (ii) Publications (iii) International (iv) Education (v) Industrial Relations (vi) Research and Youth (vii) Women (viii) Safety, Health and Environment and (ix) Information, Finance.

DELEGATES

Each affiliated union is entitled to elect one delegate for every 500 members or part thereof.

GENERAL COUNCIL

The delegates elected by affiliated unions elect General Council Members of INTUC on the basis of one General Council Member for every 5,000 members or part thereof, subject to minimum of 1,000 members in the industry concerned. 10 members are co-opted.

OFFICE BEARERS AND MEMBERS OF THE WORKING COMMITTEE

The General Council members of INTUC elect the President, General Secretary, Treasurer, seven Vice-Presidents and 31 members of the Working Committee of INTUC. The President in consultation with the General Secretary, appoints one or more Organising Secretary and Secretaries and also nominates additional 10 members on the Working Committee of INTUC.

AFFILIATION FEES

The affiliation fee payable to INTUC by its affiliated unions is 50 paise per member per year.

MEMBERSHIP (1947-1988)

<i>Years</i>	<i>Unions</i>	<i>Member Ship</i>
1947	200	5,75,000
1949	846	11,82,000
1952	932	13,15,047
1958	1293	14,47,205
1962	1403	16,36,458
1968	1911	19,04,499
1974	2256	23,80,115
1978	3108	32,48,854
1980	3395	35,22,177
1984	4013	36,97,560
1988	4551	47,31,589

PUBLICITY

With a view to render service to the working class, in propogating the positive side of the labour movement and making the constituents aware of the role being played by it, the INTUC brings out "The Indian Worker", a weekly in English, from its Headquarters in New Delhi.

INTERNATIONAL

INTUC AND ILO

As the most representative workers' organisation in India, the INTUC has been actively associated with the International Labour Organisation since its inception. It has continued to take active part in the conferences, committees, seminars and other programmes of ILO.

The representative of INTUC has continuously served as titular member of the ILO Governing Body since 1948.

INTUC AND ICFTU

The INTUC is a founder member of International Confederation of Free Trade Unions (ICFTU) Brussels since 1949 and has been playing its own role in promoting the ideals of ICFTU by actively participating in its activities and spotlighting the problems of working class in developing countries at the International forums.

The INTUC and various industrial federations set up by it maintain friendly relations and co-operation with the International Trade Secretariats.

BILATERAL FRIENDLY RELATIONS

The INTUC is also maintaining bilateral friendly relations with trade union organisations which are not affiliated to ICFTU. There has been regular exchange of information, publications and visits of leaders between INTUC and the All Union Central Council of Trade Unions Confederation of Trade Unions of Yugoslavia, All China Federation of Trade Unions and many other organisations.

The INTUC is also taking active interest in developing close working relations with trade union organisations in Non-aligned Commonwealth, and South Asian Countries.

OFFICE-BEARERS OF INTUC

PRESIDENT

Mr. G. Ramanujam

GENERAL SECRETARY

Mr. Gopeshwar, M. P.

TREASURER

Mr. H. N. Trivedi

VICE-PRESIDENTS

1. Mr. V. G. Gopal
2. Mr. G. Sanjeeva Reddy
3. Mr. Subrata Mookerjee, MLA.
4. Mr. P. V. Shankarnarayanan
5. Mr. Keshav H. Kulkarni
6. Mr. Chimanbhai Mehta, M. P.
7. Mr. R. K. Panika, M.P.

SECRETARIES

1. Mr. Haribhau Naik
2. Mr. Lal Bahadur Singh
3. Mr. Raja Kulkarni
4. Mr. Damodar Pandey, M.P.
5. Mr. S. L. Passey
6. Mr. Tara Singh Viyogi
7. Mr. Ram Lal Thakar

ORGANISING SECRETARIES

1. Mr. N. M. Adyanthaya, MLA.
2. Mr. B. Choudhary
3. Mr. P. S. Ghatowar
4. Mr. Ram Yash Singh
5. Mr. Laxmi Narain, M. P.
6. Mr. Ravi Arya, MLA.
7. Mrs. Kanta Sood