



# BIRTH & GROWTH OF INTUC



INDIAN NATIONAL TRADE UNION CO



**Shri Gulzarilal Nanda,**  
Founder Leader INTUC.

**Shri G. Ramanujam,**  
President INTUC.





New Headquarters of 'INTUC' at New Delhi.



Indian delegate Shri H. N. Trivedi addressing at ILO Geneva.

**Dedicated**  
**to**  
**SHRI RAJIV GANDHI**



**THE MARTYR WHO WAS PREMATURELY SNATCHED  
AWAY BY THE CRUEL HANDS OF DESTINY.**

*H. N. Trivedi*

# BIRTH AND GROWTH OF



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# BIRTH AND GROWTH OF INTUC ★

## CONTENTS

Subjects	Page No.
1. Message : Shri G. Ramanujam	I
2. Preface : Shri H. N. Trivedi	III
3. Message : Shri Sudhakar Rao Naik	IV
4. Forward : Shri H. N. Trivedi	V
5. Birth & Growth of INTUC - by Shri G. Ramanujam	1
6. Growth of INTUC- A Chart	10
7. Four Decades of INTUC - by Shri Gopeshwar	11
8. 44 Years of INTUC - by Shri H. N. Trivedi	15
9. Growth of INTUC - by Shri N. M. Tidke	21
10. INTUC - by Shri V. V. Dravid	29
11. Facts about INTUC.	35
12. Statewise Membership of INTUC.	36
13. Industrywise Membership of INTUC.	38
14. Inaugurators of INTUC SESSIONS.	40
15. Office Bearers of INTUC.	41
16. Presidents & General Secretaries of INTUC.	42
17. Women Workers & Youths with INTUC-by Shri Sanjiv Reddy	45
18. 3rd May 1947 the Birth of INTUC - by Shri Haribhau Naik	47

# ★ BIRTH AND GROWTH OF INTUC

Subjects	Page No.
19. World Trade Union Movement - by Shri B. Bhagawati	53
20. INTUC in Action - by N. Nanjappan	63
21. How INTUC Expanded - by Shri Vinod Joshi	67
22. Challenges Ahead - by Bar Shri C. L. Dudhia	73
23. At INTUC National Headquarters New Delhi	80
24. INTUC - by Shri A. N. Buch ( T. L. A. )	81
25. INTUC Baby & Youth, Flag & Politics by-Shri Deoraj Singh	87
26. INTUC : What It Stands For.	94
27. INTUC Forty Four Years Young - by Shri S. K. Tripathi	97
28. History & Role of INTUC - by Shri H. N. Trivedi	101
29. Historical Resolution ' We Believe In.'	105
30. ILO & INTUC.	110
31. ICFTU & INTUC.	111
32. A Word of thanks - by Shri H. N. Trivedi	112
33. Industrial Federations of INTUC	114
34. Trade Union Periodicals of INTUC.	118

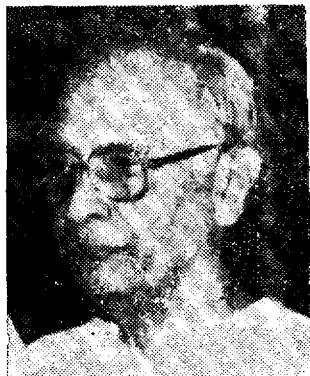




# MESSAGE



I am happy to learn that the Indian National Cement Workers Federation will be bringing out a special Number to give a brief history of the birth and growth of  
INTUC.



Shri G. Ramanujam

This is a timely effort. The younger generation of leaders and cadres as well as workers are not generally aware of the circumstances that gave birth to INTUC, and of the Hind Mazdoor Sevak Sangh, which provided the nucleus of leadership to the infant INTUC. They may not also be knowing about the numerous legal battles the INTUC had waged and won through out the country and get for the workers several new and improved rights. They might not be knowing

about the several struggles by the INTUC for getting legislations passed by parliament for the benefit of working class.

The Indian National Cement Workers Federation is itself one of the oldest federations in the family of industrial federations under the INTUC and your association with the federation has been from its founding conference. The Indian National Cement Workers Federation is a well run Federation and it is therefore eminently qualified to make this laudable effort.

I wish this special number a grand success.

Madras

**G. RAMANUJAM**





# PREFACE

Winds of change in Industrial and Trade policies are blowing all over the world and India is no exception and destined to play an important role particularly for the developing countries. These changes vitally affect the working class and the role of the Central Trade Union Organisations assume greater importance. Indian National Trade Union Congress formed soon after India's political freedom has played the dominant role in shaping the destiny of the Indian working class during the last nearly 44 years and the birth and growth of INTUC is very much closely linked with the Indian working class and building up a strong national democratic constructive trade union movement on Gandhian principles and to meet the greater challenges to come. This volume is an humble attempt to fulfil the need felt for information about the INTUC which is the biggest Central Trade Union organisation in India.



Shri H. N. TRIVEDI

Dt. 1-3-92

*H. N. Trivedi*

CHIEF MINISTER



MAHARASHTRA

Camp, Nagpur  
Mantralaya, Bombay-400 032.

Date 10-12-91

**MESSAGE**

Dear Shri TRIVEDIJI,

I am glad to know that the Indian National Cement Workers' Federation will shortly publish a special volume giving history of INTUC. I am sure the publication will be quite informative and will serve as a good reference for the youths striving for the betterment of the lot of working community. I extend my compliments to you and the Cement Workers' Federation for undertaking this laudable work. I wish the special number all success.

S/d (SUDHAKARRAO NAIK)



Hon. Shri Sudhakar Rao Naik the Chief Minister of Maharashtra sent his message of blessings when Shri H. N. Trivedi Treasurer INTUC Called on him.

# FORWARD

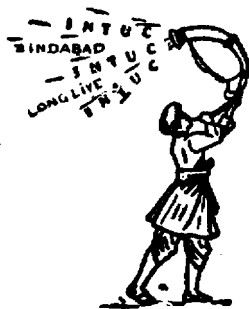


I have the great pleasure and privilege in publishing this volume "Birth and Growth INTUC". It was born at the inspiration and guidance of great leaders like Mahatma Gandhi, Sardar Vallabhbhai Patel,

Pandit Jawaharlal Nehru and other great leaders soon after India achieved independence from the British Rule in 1947. The INTUC grew from strength to strength during last forty four years and played its dominant role in shapping the role of the Indian working class in respect of economic and industrial development of the country and improving the lot of the working class, and organising the workers on nationalist, democratic and constructive lines. Much has achieved for

the Indian working class and much more is yet to be achieved especially with the revolutionary and structural changes in industrial and trade policies taking place in India and abroad. This volume contains articles by veteran Trade Union leaders who have been closely associated with INTUC from the very inception, and very useful information is collected about the important role played by INTUC in shaping the destiny of the Indian Working Class and to meet the greater challenges of the future to serve the cause of Indian labour and the growth and development of India.

I sincerely thank Padmabhusan Shri G. Ramanujam and other colleagues who helped and guided me in bringing out this volume. I sincerely hope it will be useful to those concerned with the Indian National Trade Union Movement.



*H. N. Tivedi*

Dt. 1-3-92

# BIRTH AND GROWTH OF INTUC ★

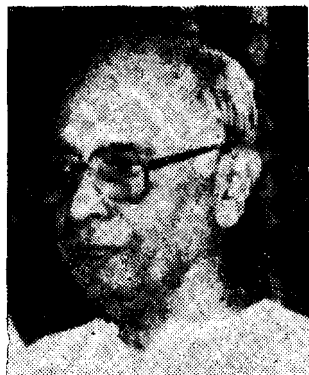
## BIRTH AND GROWTH OF

# INTUC

By

**SHRI G. RAMANUJAM**

*PRESIDENT*



There was an organisation called the Gandhi Seva Sangh in which some of the top leaders of the country were members. They had firm faith in Gandhian philosophy. The Gandhi Seva Sangh used to meet once a year in a seminar and discuss various aspects of constructive programme in the context of the national situation then obtaining. At these meetings, there used to be discussions on 'Gandhism'. Gandhiji himself had attended some of these annual meetings but when he heard of the new 'ism' being labelled as 'Gandhism' interpreted and discussed

# ★ BIRTH AND GROWTH OF INTUC

about, he was not happy about it and he himself raised the slogan 'Down with Gandhism'. He said he was not there to create any 'ism'.

## **Hindustan Mazdoor Sevak Sangh**

The Gandhi Seva Sangh had a Labour Sub-Committee under the chairmanship of Sardar Vallabhbhai Patel. At a meeting of the Sangh in Brindavan in 1938, it was felt that in view of the growing importance of labour work, a mere sub-committee of the Sangh will not be able to meet the increasing responsibilities devolving on it. It was therefore, decided that a separate, independent and specialised agency should be created to train labour workers to assist them, find a suitable field for work and maintain if necessary, for a time till they became self-supporting. The new organisation that was formed pursuant to this decision was the Hindustan Mazdoor Sevak Sangh.

## **Training of Labour Workers**

Sardar Vallabhbhai Patel who was the Chairman of the Labour Sub-Committee of the Gandhi Seva Sangh became the Chairman of the Hindustan Mazdoor Sevak Sangh and Shri Jairamdas Daulatram and Shri G. L. Nanda became the secretaries of the new Sangh. Arrangements for training labour workers were made at Ahmedabad. A rapid course of instruction

# **BIRTH AND GROWTH OF INTUC ★**

was worked out to meet the situation for trained workers. The Organisation built up in the Ahmedabad Textile Labour Association provided ample ground for practical training and the Sangh trained 34 workers and put them to work in different parts of the country. Among the first batch of trainees were Shri G. D. Ambekar, Shri G. Mapara, Shri H. N. Trivedi, and Shri G. Athavale who, after training, organised the workers in the textile industry in Bombay and Maharashtra. Shri V. V. Dravid and Shri Ram Singh Bhai Verma after similar training worked in Madhya Bharat also among textile workers. Among the last batch of trainees were Shri G. Ramanujam and Shri B. K. Nair who were deputed to organise Tamil Nadu and Kerala workers respectively.

## **Freedom Movement**

It is important to note that the Sangh was not an affiliating body of trade unions; it was merely a society of labour workers. The good work of the Hindustan Mazdoor Sevak Sangh had to be suddenly suspended following the arrest of most of its leaders in August 1942 for participating in the Quit India Movement under the leadership of Gandhiji.

## **Revival**

Gandhiji was released on May 6, 1944. Many Congressmen were then freed to take stock of the situation and examine the various avenues of useful service to the country open to

# ★ BIRTH AND GROWTH OF INTUC

them in the prevailing circumstances. Their minds turned to constructive work and a number of them evinced keen appreciation of the vital role of the labour. It was felt that while Congressmen had made some contribution towards the service of the working class in the past, a great deal still remained to be done and that they should now devote more time and attention to the constructive programme. From all parts of the country, the Congressmen approached Gandhiji for advice in this connection. In the course of an interview, Gandhiji approved of the following line of action.

## Guide Lines

“The Hindustan Mazdoor Sevak Sangh will guide the activities of all Congressmen who engage themselves in labour work. The Sangh will provide for the training of Congressmen desirous of taking up trade union work. The Sangh will have its provincial and local branches to guide the work of Congressmen occupied in the labour movement in a particular area. The Sangh will exercise influence on the labour movement through its members, working in the various unions. It will not directly handle trade union work. The Sangh will introduce a membership pledge to ensure quality of its membership”.

## Uniform Approach

The Sangh provided facilities for equipping workers desirous of serving labour with the requisite theoretical



# BIRTH AND GROWTH OF INTUC ★

background and practical training. To add to the effectiveness of their work in this field, the Sangh assumed the function of co-ordinating their activities. The problems and difficulties faced by the workers must vary in different areas, but in view of the agreed fundamental basis of work, a uniform approach to these problems was arranged and it became a source of confidence and strength. Experience gained at centres has to be pooled and transmitted for the benefit of the entire membership.

## First Meeting At Delhi

On April 18, 1947, Shri Gulzarilal Nanda, Secretary of the Hindustan Mazdoor Sevak Sangh, wrote to all nationalist-minded trade union leaders in the country, pointing out the pressure brought on the Sangh to initiate action for formation of a new body which can voice the genuine demands of the working class and work for realising the aspirations of the working class in the country, at the same time keeping the national interests foremost in view. The latter also proposed to hold a meeting on May 3 and 4, 1947 at New Delhi for a frank appraisal of the existing situation and for taking necessary steps to protect and promote the interests of the workers of the country which was on the threshold of achieving political freedom. The response to the invitations by the Sangh was immediate, enthusiastic, and abundant. The Delhi Branch of the Hindustan Mazdoor Sevak served as the reception committee.

# BIRTH AND GROWTH OF INTUC

The conference had a two-day session. The opening session was held at the Consitution Club at New Delhi at 3.00 p. m. on Sunday, May 3, 1947. Sardar Vallabhbhai Patel, President of the Central Board of the Hindustan Mazdoor Sevak Sangh, presided. Acharya J. B. Kripalani who was then President of the Indian National Congress inaugurated the Conference. Among the distinguished leaders who attended the opening session were Pandit Jawaharlal Nehru. Shri Shankarrao Deo, Shri Jagjivan Ram, Shri B. G. Kher, Shri O. P. Ramaswami Reddiar, Shri Ravi Shankar Shukla, Shri Harekrishna Mehtab, Shri S. K. Patil, Smt. Kamaladevi Chattopadhaya, Smt. Aruna Asaf Ali, Shri Ram Manohar Lohia, Shri G. Ramanujam Shri Ashoka Mehta, Dr. N. S. Hardikar, Shri R. R. Diwakar and Shri Bhimsen Sachar. Prominent among the trade unionists present at the Conference were Shri G. L. Nanda, Shri Khandubhai Desai Dr. Suresh Chandra Bannerjee, Shri Abid Ali Jafferbhoy Shri Michael John, Shri Devan Sen, Shri Harihar Nath Shastri Shri S. R. Vasavada, Shri V. V. Dravid, Shri S. P. Dave, Shri H. N. Trivedi, Shri R. A. Khedgikar, Shri Shibnath Bennerjee, Shri G. Mapara and Shri G. D. Ambekar. The number of unions respresented in the inaugural meet was around 200 with a total membership of over 5,75,000,

## New Organisation

Referring to the proposal for the formation of a new central organisation for Indian Labour in his inaugural address,

Acharya Kripalani observed. "The new organisation will not hesitate to employ the weapon of strike if it were essential to promote the true interests of labour. But that weapon is to be employed only after due consideration and with the utmost caution. Its application would be justified if the aim was to achieve any legitimate economic and social objective. It is happy augury for the Indian working class that trained and trusted leaders of the labour movement are starting a new central organisation on healthy lines."

## **Exhortation by Sardar Patel.**

In his presidential address, Sardar Vallabhbhai Patel explained how a situation had arisen when the establishment of a separate organisation on proper lines could no longer be delayed. He said: "We are passing through one of the worst crises that faces a nation at any time. With the prospect of independence and freedom, several new problems are arising and the old ones are gathering intensity. Forces of national disintegration, the princes and the industrialists have all suddenly awakened to the new situation and are getting busy hatching their own plan to gain domination and privilege.

"Added to this is the economic crisis. Even under normal circumstances, we would have taken a few years to recover from the effects of the last war. Food, clothing and other essential articles are in short supply. The railways are badly worn out

and in urgent need of repairs and renewals. The Government are doing their utmost to effect the recovery as speedily as possible. At a time like this, when every ounce of energy should be utilised in building up the national economy and raising the standard of living of the masses, we are indulging in an orgy of destruction. The losses of grain, cloth and other articles, for all of which there is crying need everywhere, through arson and loot in recent months, are incalculable.

“The workers of India are only a section of the people and not a class apart. Their culture and their tradition form part of the common heritage of the people of India. In organising them and seeking the redressal of their grievances, ways and means have to be evolved in consonance with our own conditions. No more grafting or transplantation of foreign ideology and method, howsoever suited to the conditions elsewhere, is likely to yield healthy results here. What is required is an indigenous movement having its roots in the Indian soil. Such a movement has for long been in existence and has attained a remarkable degree of success through a number of unions in several centres. Today they are coming together to form a new national organisation. It is to be hoped that new organisation would give the correct lead to the working class and strive to establish social justice, peace and security, and that its constitution and working would be essentially democratic, giving each one of its constituent units ample scope for free expression of views and action.”

# **I. N. T. U. C. Mooted**

Dr. S. C. Bannerjee (BENGAL) who was thrice President of the AITUC, added that from his own experience he had come to the conclusion that there is no alternative before trade unionists and believers in democratic methods save forming a separate central organisation. Dr. Bannerjee then moved the resolution to form a new national trade union centre to be called the Indian National Trade Union Congress. The resolution was seconded by Michael John (Jamshedpur, Bihar) and was supported by many leading trade union workers present. After a detailed and full discussion, the resolution was passed.

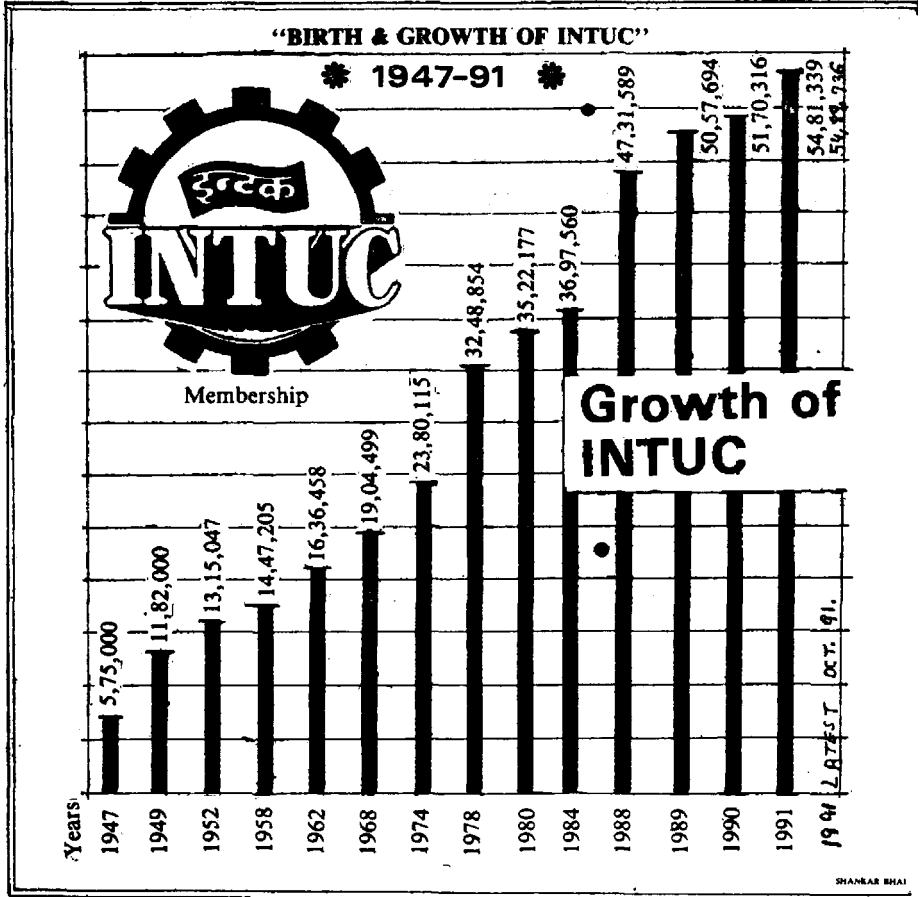
## **Birth of I. N. T. U. C.**

A provisional executive committee with Dr. Suresh Chandra Bannerjee as President and Shri Khandubhai K. Desai as the General Secretary, was then elected, with powers to co-opt additional members. A constitution for the INTUC was adopted at the next day's proceedings. The draft constitution was read out clause by clause and adopted unanimously after several modifications. Thus was born exactly forty four years to date the Indian National Trade Union Congress, which ever since its inception came to be India's premier national trade union centre, unequalled in strength and unrivalled in achievements.

**I N T U C**

# INTUC

The charts of Growth of INTUC, Horizontal and Vertical are given in this volume, both on Page No. 36 and 38 Statewise and Industrywise Membership from 1947 to 1991.



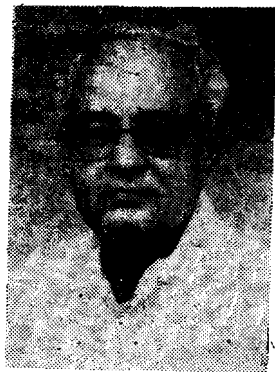
**Figures of Membership from 1947 to 1991.**

# FOUR DECADES OF

# Intuc

By

**SHRI G. GOPESHWAR**  
**GENERAL SECRETARY**  
**INTUC**



Though formally the INTUC came into existence in May, 1947, its foundation was laid by Mahatma Gandhi during the Champaran struggle conducted under his leadership for the emancipation of the indigo plantation labour there. Soon thereafter workers of Ahmedabad Textile Mills started their struggle under the leadership of Ansuya Bahen Sarabhai. Mahatmaji was friend, philosopher and guide of the workers here also.

INTUC was a natural consequence of the work which was being conducted in Ahmedabad and on the principles laid down by Mahatmaji. INTUC began with a solid membership of 9,75,000 in the Unions functioning all over the country on the Gandhian lines which were pinning for a National Centre of their own.

Hindustan Mazdoor Sevak Sangh also played an important part in strengthening the INTUC particularly in training and supplying of field workers of the required intelligence and integrity. Unfortunately this particular job has been neglected during recent years, to our considerable disadvantage.

The INTUC has played an historic role in bringing about industrial peace and checking anti-national and disruptive forces which were bent upon sabotaging not only national economy but also its integrity and sovereignty.

In 1947 the number of man-days lost was 1,65,62,666 and subsequent events have justified the patriotic role, the INTUC played in the development of the country's economy as well. Soon after the INTUC was formed the man-days lost in the following year had also been halved.

The INTUC has endeavoured to regulate Trade Union activities on the twin principles of truth and non-violence. It has also worked hard to reduce the class conflict and class hatred and tried to resolve industrial disputes through peaceful and constitutional means. The INTUC did not hesitate to launch



strikes whenever it became essential. If legitimate demands of the workers could not be settled by negotiation, or through arbitration, and when no other alternative could be made available, the weapon in the armoury of workers remained was strike.

It is because of the endeavour made by the INTUC that numerous laws, both in the Centre and various States, have been enacted by the Government since Independence, for the good of the workers. Therefore today, the INTUC is loved by the

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Padmabhushan Shri G. Ramanujam, President INTUC, Shri H. N. Trivedi, Treasurer, and Shri G. Gopeshwar, M. P. Gen. Secretary, respectively are busy in a conference.

workers all over the country, and in every sphere and industry. Its membership is more than 55 lacs of workers in the Unions affiliated to it. This membership is more than the total membership of the various Central Trade Union organisations in the country. Through this membership we serve about fifty lacs of workers embracing about two crores citizens (i. e. workers plus their family members), working for the social security and happiness of twenty million of human beings is not a small job and achievement.

All this we accomplished without any help from any international or individual. It is unfortunate that even the main political party in the country, the Indian National Congress and the Governments formed by it, have not fully appreciated the services rendered by the INTUC for the solidarity and security of the nation.

However, we have our own principles and shall honour the same because we are firmly wedded to them. We want the Nation to become strong and prosperous, the Industry profitable and consequently economy of the country to go on the right line, the workers to be properly, strongly and effectively organised to get their due share in the profit the industry may earn.

For all this, peace in the industry is essential. INTUC will always do its best to maintain it.

**I N T U C**

# 44 YEARS OF

**I N T U C**

By

**H. N. TRIVEDI**  
*TREASURER*



It was my proud privilege to have attended the inaugural meeting of the I. N. T. U. C. held in Delhi on 3rd May 1947. It was inaugurated by the then Dy. Prime Minister of India, Sardar Vallabhbhai Patel, and blessed by the Prime Minister of India, Shri Jawaharlal Nehru. The meeting was presided over by Shri J. B. Kripalani, President of the Indian National Congress. Among those who attended included Smt. Aruna Asaf Ali, Smt. Kamaladevi Chattopadhyaya Shri Ashok Mehta, Shri Peter Alvaris, Shri R. A. Khedgikar, Shri Shivnath Bannerjee, Dr. S.

Bannerjee and many other Trade Union leaders from the Socialist Party. Among the stalwarts of Major Mahajan were Shri Gulzarilal Nada, Shri Khandubhai Desai, Shri S. R. Vasavada, Shri G. Ramanujam, Shri G. D. Ambekar, Shri Hariharnath Shastry, Shri Abid Ali Jafferbhoy, Shri Somnath Dave, Shri G. Mapara and many others too numerous to mention by names.

This was a turning point in the history of the Trade Union Movement in India which was till that date dominated by the All India Trade Union Congress under various leaderships from time to time during the pre-independence period. After the independence of India, the nationalist forces decided to come out of the A. I. T. U. C. which was then dominated by the Communists and so the I. N. T. U. C. was born on 3rd May 1947.

This was an eventful year in the history of our country. It was a dividing line between slavery and freedom. After the 1942 "Quit India" call given by the Indian National Congress under the inspiring guidance of Mahatma Gandhi, history was moving fast in every direction. While politically the Congress was destined to be the successor to the British rule, the A. I. T. U. C. still claimed leadership of the Indian working class at the national as well as at the international level, having taken control of the organisation while nation-minded trade unionists had been put behind bars under the Defence of India Act and their union offices having been paralysed into inaction. After their release from detention, some of the nationalist labour leaders tried to re-enter the A. I. T. U. C. But they were soon disillusioned

when their membership claims were rejected and they were refused representation on the Central Executive of the A. I. T. U. C. Even ardent trade unionists like Shri N. M. Joshi who were politically detached, got disgusted with the machinations and manoeuvres.

The first Session of I. N. T. U. C. was inaugurated by Dr. Rajendra Prasad in Bombay and thereafter the sessions were held practically in most of the States of the country covering from Punjab to Tamil Nadu and from Gujarat to Assam. The historical role played by the I. N. T. U. C. in the last 44 years paid substantial dividends to the country in building up a

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Great freedom fighter and Survodaya leader Shri Jayprakash Narayana addressed a meeting at INTUC office, Bombay. on Trusteeship.

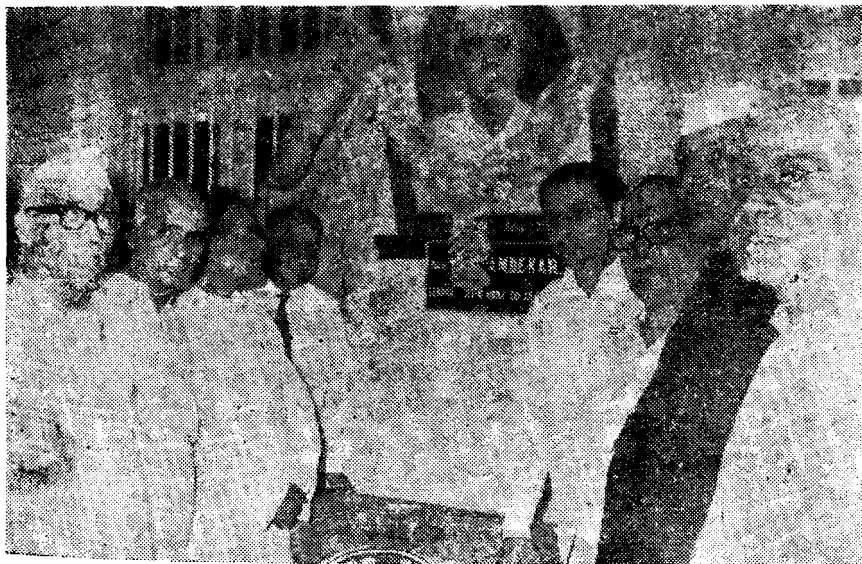
responsible trade union leadership, maintaining increasing production and discipline in the industry inspite of criticism from so-called progressive forces, reactionaries, adventurists and vested interests. If the I. N. T. U. C. had succumbed to such criticisms and attacks, it would have fallen victim to the popular but destructive current which would have brought economic disaster and stoppage of progress in industrial growth. The fearless leadership of the I. N. T. U. C. was not attracted by cheap and transitory popularity but stood for high principles to help the nation. It completely ignored sectional interests. The workers were educated to think of the country before self and serve the country for survival.

It was against this background that the I. N. T. U. C was founded. It was in reality a projection of the Gandhian technique of solving labour problems in a developing country. Congressmen with a constructive bent of mind found this new field of labour work to be emotionally absorbing and intellectually challenging. No wonder then that the I. N. T. U. C. message rapidly spread all over the country and there was a phenomenal rise in its membership.

It is now realised that the strategic and fruitful role played by the I. N. T. U. C. in the industrial and economic growth of the country with consistent and stable Gandhian leadership has borne fruits, and the purpose of forming the Indian National Trade Union Congress in 1947 is now being clearly understood as a far-sighted decision of Shri Jawaharlal Nehru and Sardar Vallabhbhai Patel.

The people of India have now understood what service the I. N. T. U. C. has rendered to the workers, to the industry and to country. It is to be remembered that at the time of the Chinese aggression in 1962 and Pakistan's invasions, the I. N. T. U. C. appealed to the working class to give their best for the country. We should be proud that the workers under the guidance of the I. N. T. U. C. have always subordinated their sectional interests for the good of the country and the community.

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On the left are Shri K. P. Tripathi, Shri G. Ramanujam, Shri B. Bhagawati and on the Right Shri H. N. Trivedi, Shri S. W. Dhabe, Shri A. P. Sharma and Shri Jagdish Dixit on 'Ambekar week' are standing to pay Homage.

Most of the aims and objects of the I. N. T. U. C. enshrined in its constitution before 44 years are now being realised and translated through democratic approach and economic programme. Several suggestions were made through the resolutions of the I. N. T. U. C. such as nationalisation, workers' participation in management, boosting agricultural production, urban land ceiling, nationalisation of wealth, income, resources, etc. It is therefore significant that the Congress leadership and the I. N. T. U. C. leadership are thinking and working more or less on the same lines towards helping the down-trodden, the exploited industrial and agricultural working class. The I. N. T. U. C. has been concretised to build up a new socialist society free from exploitation, with human rights, and better facilities available to all, and plenty of production to meet the necessities of life, without paying premium to vested interests. The country is coming out of the morass during which much was talked about and less was done and pronouncements were not implemented by the leadership.

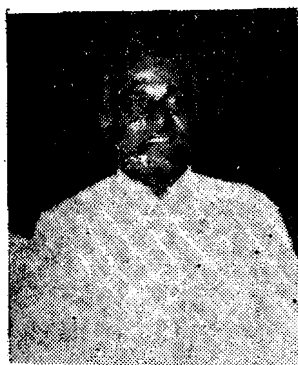
The sound policy of the I. N. T. U. C. sailed through many ups and downs during the last 44 years but has proudly stood like a rock to show an example of responsible constructive national leadership.

The future of the I. N. T. U. C. is very bright. We must pursue with vigour our tested and tried principles. The workers would not only continue to be patriotic citizens but also politically conscious members of the trade union movement for the betterment of their working and living conditions and keeping the interests of the country the foremost.



# GROWTH OF

# Intuc



By

**Shri. N. M. TIDKE**

*PRESIDENT*

Maharashtra INTUC



Forty four years have passed after the establishment of this premier Trade Union Organisation of India and now we are on the verge of turning point in the Indian history. This great organisation was established in 1947 by the national minded and great trade union leaders of our country and to serve the Indian working class through Gandhian philosophy of running the movement by constitutional and peaceful means. This organisation had the blessings of late Sardar Vallabhbhai Patel a strong man

of our country and who had integrated our motherland by dissolution of many princely states. The object of this organisation has always been to make sustained efforts for allround development of working class and try to progressively eliminate their exploitation, social, political and economic or cultural or otherwise. After the formation of INTUC in 1947 people gave to themselves the Constitution of India and resolved to constitute themselves into a democratic Republic. Ideals and aspirations of our people are enshrined in the preamble of our Constitution. The preamble says the people of this land are determined to have and give justice, equality and liberty and fraternity to all. For this great democratic ideal we are resolved and are duty bound to live and die.

## **Interest of Nation**

INTUC in its over forty years existence has many things to its credit. It has organised the working class through different industrial unions and has got state branches in all States. INTUC has also formed Industrial Federations and there is a consistent attempt to keep it free from political parties. The interest of the nation has always been kept above smaller interests by INTUC and always proved to be a bullwork in the defence of national interest. In the developing economy and in the under developed country like India the working class can ill afford to run the movement with the agitational approach and frequent strikes. It goes without saying that unless the economic standards are raised the educational and cultural standard will not be

raised of the working class. With a low production and productivity working class cannot think of getting a minimum wage apart from fair wage or living wage. Industrial discipline and more production are sine-qua non for getting more wages and more amenities to the working class. Unfortunately in a democracy like ours, freedom of forming an organisation and liberty of action and expression is abused by the political parties and trade unions working under their control. Taking advantage of illiteracy and ignorance of the workers, the working class is exploited to destroy democracy by organising them on attractive but not practical and exorbitant economic demands.

## National Unity

Since independence, the Congress party had a sway all over the country, being the main organisation for giving independence

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**Shri Khandubhai K. Desai**  
President- Indore Session



**Dr. Sureshchandra Bannerjee**  
President- New Delhi Session

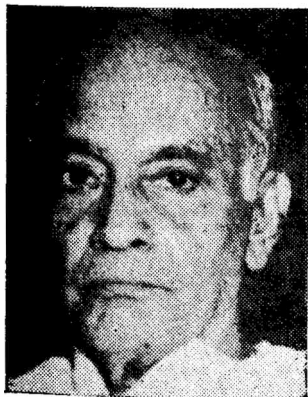
and was a party in power at the State and Central level. Under the benevolent leadership of late Pandit Jawaharlal Nehru the Communist Party of India and some communal parties were allowed to function freely. Efforts were made to keep good relations with every country in the world whether democratic or Communist. In spite of this, we had a bitter experience and the freedom of action was abused by the left communists and in 1962 China invaded our country. The result was we had to fight on two fronts with China and Pakistan and internal forces having in league with parties outside. India proved a great danger to national security. They did not condemn the Chinese aggression, and those who were very vocal to protest against any action by U. S. A. or Britain did not hold a single demonstration or lead any morcha to Chinese Embassy. Thus in Indian democracy, we have to face such anti-national forces and those who are out to sell our country to other nation. It is therefore necessary for the working class to be aware of the dangers to our national security. It was a happy augury that when China invaded our country the working class and the people rose to the occasion like one man and fought for preserving the independence and safeguard the national security.

## **The Role of Trade Unions**

From 1962 our country has become aware of this external dangers, and efforts are made for national integration. The working class and INTUC played its historical role of running

the service line properly and doing everything to keep the production going on and to help our Jawans fighting on the borders of Himalayas in defending the country against the Chinese. Those who were talking of the workers of the world to unite are now divided into two camps the right and the left Communists. They have also now got vested interests and their interests are conflicting. But they have got one similarity that both are anti-democratic forces. In the hour of crisis they can never be an ally of Indian democracy. Their trade unions are actively connected with their own parties. In fact there is an unwritten convention that active communist party workers only are made important office bearers of trade unions. Those who blame INTUC as a wing of Congress Party should examine themselves how the communist party exploit the trade unions

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**Shri G. RAMANUJAM**  
President- Simla Session



**Shri BINDESHWARI DUBEY**  
President- Dhanbad Session

and where from huge funds come for running the trade unions. It is obvious that the communist party live on trade unions and trade union is their main feeding centre for getting active workers for the political activity. The nationalist trade union movement in our country should also take a lesson from the political history of Eastern Europe and Tibet and if they want to make the democracy safe which is essential for the development and prosperity, they cannot avoid the responsibility of fighting such forces. National integration be creed and platform on which the trade unions must unite to fight such anti democratic trends.

## **National Integration**

At the time of aggression by Pakistan, our workers again displayed exceptional courage and determination to do their duties. It was thought that national integration was complete in this land. The people cannot be divided on language, race or narrow consideration. After the general election in 1967, many new forces have come up. Language problem is dividing north and south. Senas like Shiv Sena or Lal Sena are being organised to whip up regional and local considerations. Regionalism and statism have become the order of the day. The tendency is developing not to look beyond the narrow interest of the state. Questions are decided on caste or communal consideration. The communist and the communal parties are coming in power which look to the problems from

entirely different consideration. What is true of the political scene is also true of the working class movement. The working class movement is exploited to break the unions of others and also the student movement. The trade union rivals are murdered and rival unions are wiped off by using the political power. There is erosion of rule of law and collective bargaining by intimidation and Gherao is also a phenomenon. The party in power is also encouraging in some states to organise strikes and bandhs. The situation, therefore, demands that INTUC should orient its policy to meet a new challenge facing the working class.

## Peaceful Trade Union Movement

Fortunately, INTUC has got great traditions in the Trade Union movement. The working class movement is still free

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**SHRI S. R. VASAVADA**  
President- Jalgaon Session



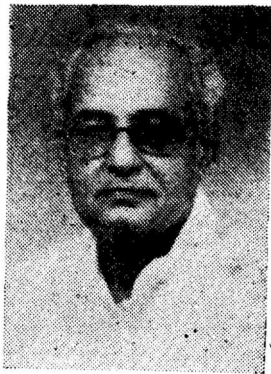
**DR. (Mrs.) MAITREYEE BOSE**  
President- Calcutta Session

from communal and regional consideration. We have no trade unions organised on religious basis like Christian or Turks. It is therefore still a great unifying force. The INTUC has secured a number of benefits to the working class and is a firm believer in peaceful trade union movement. If the intimidatory tactics of other trade unions succeed, the working class will lose faith in peaceful trade unions. 1957 was therefore a challenge also to INTUC and it will have to stand the test of time. INTUC is a premier organisation and represents India in many international conferences. The fate of democratic trade union movement and if I may say fate of Indian democracy, depends upon how INTUC plays its role in meeting this challenge. Entire working class is looking to it for guidance and aspiration. After all every worker realises that who survives if Indian democracy dies.

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**SHRI KANTIBHAI MEHTA**  
Former Gen. Secretary INTUC



**SHRI G. GOPESHWER**  
Gen. Secretary INTUC



# INTUC



By

**Shri V. V. DRAVID**

*Former President*



I.N.T.U.C. completed forty four years of its institutionalised existence. Earlier it was there in the idea and experiment of **Gandhian Trade Unionism** so distinguishly conducted in Ahmedabad and its allied centres.

The spread of movement on a nationwide basis, its role in saving our economy from onslaughts of irresponsible and violent agitations by pseudo-leftists and opportunists during the crucial period immediately after National Independence, its inspiring and effective struggles to strengthen the working class and win a fair deal to the worker, even while ensuring the smooth running of the industry these are some of the positive achievements of the INTUC. Behind them is the technique of

trade unionism based on the Gandhian approach. That this is now in effect being broadly adopted in the form of industrial arbitration even by non-INTUC organisations in a tribute to our national labour movement.

It would be wrong and quite harmful however, to gloat on this past worthy record and become complacent about the grave challenges being posed before us since recently. The Nation is in distress. Its politics are shifting. Its economy is in doldrums. The working class, alongwith the masses in the country is finding itself in extremely strained conditions. All this is causing serious discontent and unrest. There is a tendency to blame others and escape one's own responsibility.

This is not an ordinary situation. It calls for thorough introspection and well-considered, courageous and concerted action to face up to it. Then only the future will reward us generously.

The INTUC finds itself on the threshold of its fortyfourth year in the midst of this National setting, which enhances all the more the need for careful review and forward planning appropriate to the occasion.

So let us put ourselves the vital questions : Is everything allright with the INTUC ? Is it discharging its duties properly to the working class and the nation during these crucial times and the present critical situations ? Is it conscious of the many and big challenges the coming few years are going to throw before it, of the vast responsibilities and glorious opportunities

which these challenges would involve? Is INTUC seriously taking a measure of itself and preparing to come up to these new dimensions?

I cannot obviously do justice to these basic and challenging questions just here; but I do earnestly urge and invite all my co-workers in the INTUC to realise the urgency of it and undertake in all seriousness this no-longer-postponable introspection. For my part, I would like to highlight the more salient points relevant to this search and the consequent follow-up.

I thus feel that in our day to day work in tackling workers' problems and issues, particularly those economic, we are almost certain to encounter even greater and growing difficulties in the near future than before, not only from employers but also from

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**SHRI KASHINATH PANDEY**  
President- Jaipur Session



**DR. G. S. MELKOTE**  
President- Hyderabad Session

Government. The economic and political conditions in the country do not warrant any other and comforting conclusion. This requires of the INTUC as a whole and its affiliates that they take into full consideration this background of the developing national situation when framing their policy and strategy on any specific issue; and further, in dealing with the latter, rely more on their own strength and the merit on their side. This is a dual task. It requires on the one hand the realisation of the need for a more comprehensive approach encompassing a wider socio-political and economic horizon, instead of shrinking into mere 'bread and butter' trade unionism. On the other hand it involves the primary job of streamlining and strengthening each unit of the INTUC and the Organisation as a whole.

As for the general political aspect, it seems quite clear that time and trends in the country now make it incumbent on the INTUC to project its own image as a true, even if a modest, force for Democratic Socialism. Along with its other desirable potentialities, this course is likely to facilitate co-operation with like forces in the country and, in the process, their integration, consolidation and growth. Further, such approach is also essential if we are to make the recent decision of the INTUC Working Committee adopting the policy of responsive co-operation vis-a-vis Government at the Centre and in various States really purposeful.

In the economic sphere, the INTUC naturally has always taken greater interest. But now it will have to be deeper and wider still, and what is quite important, more effective—extending

beyond issue confined to workers as such, to more comprehensive but related and vital matters like proper management regulation of incomes and prices, and the nature and course of the country's planned development. For, unless the INTUC takes its full share along these broad lines in moulding the socio-economy of the country, it will remain the pitiful witness helplessly watching our toiling masses become the victims of avoidable economic vicissitudes.

Last but most important, is the INTUC's work proper, that of trade union activity. This basic foundation must be sound and strong enough to bear and sustain all the above

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**Shri H. N. Trivedi Treasurer INTUC is presenting his 1st Publication on Shri G. D. Ambekar to Hon. Shri Khandubhai Desai the Union Labour Minister.**

superstructure. It seems essential in this connection that every INTUC body must conform to certain minimum standards of organisation and performance. Further, well-planned and organised effort has to be undertaken for cadre-development, including establishment of Volunteer Corps and training of trade union leadership. This will enable us not only to consolidate and strengthen our present organisations, but also to extend it to new units and categories, particularly important being the public sector undertakings and salaried employees. It seems necessary also to launch initially on an experimental basis, a pilot project for organising agricultural labour. For the gap between the urban and rural worker is too wide, and stands as a growingly serious weakness in our national labour and socialistic movements. Similarly, more attention will have to be given to welfare and co-operative activities.

The list, already formidable, can well be extended. The items, however are not extraneous or redundant. Even less are they new or original. In fact we have noted them more than once before. If they have to be repeated, it only indicates their urgency and importance. This does not, however, mean that we must or can attack them all at once. But it does mean that vision must be clear, our direction correct and our efforts genuine and the very best that all of us connected with the INTUC can unitedly put up. The toiling masses in particular and our country as a whole cannot be satisfied with anything less than this in the present national crisis. So let us all girdle our loins and set ourselves together to the difficult but gloriously task with a determination to succeed.

**READ THIS  
FOR  
INTEREST**

**FACTS ABOUT**

# March of The

*Intuc*

## Statistics and Facts

SESSIONS	MEMBERSHIP	SESSIONS	MEMBERSHIP
Inaugural	5,75,000	Thirteenth	16,36,458
First	10,33,614	Fourteenth	17,42,245
Second	12,46,170	Fifteenth	17,78,744
Third	14,34,258	Sixteenth	20,03,354
Fourth	12,63,730	Seventeenth	18,91,889
Fifth	13,39,752	Eighteenth	20,00,311
Sixth	13,77,592	Nineteenth	20,73,271
Seventh	13,74,632	Twentieth	25,20,595
Eighth	13,67,554	Twenty First	32,48,854
Ninth	14,11,437	Twenty Second	35,22,18 <sup>7</sup>
Tenth	14,37,205	Twenty Third	36,97,560
Eleventh	15,08,281	Twenty Fourth	47,31,589
Twelfth	16,89,984	Latest	54,89,736



## Statewise Membership As on June, 1991

Sr. No.	Name of States	No. of Affiliated Unions	Membership
1.	Andaman & Nicobar	3	535
2.	Andhra	206	2,14,075
3.	Assam	61	2,86,875
4.	Bengal	696	14,42,807
5.	Bihar	212	13,21,523
6.	Chandigarh	38	7,641
7.	Delhi	216	4,06,760
8.	Goa	8	5,707
9.	Gujrat	125	1,87,941
10.	Haryana	152	69,450
11.	Himachal Pradesh	78	62,318
12.	Jammu & Kashmir	50	8,403
13.	Karnataka	204	1,56,689
14.	Kerala	595	2,77,408
15.	Madhya Pradesh	206	2,93,757
16.	Maharashtra	252	6,99,375
17.	Manipur	16	5,210
18.	Meghalaya	10	2,196
19.	Nagaland	3	1,901
20.	Orissa	97	98,616



Sr. No.	Names of States	No. of Attiliated Unions	Membership
21.	Punjab	108	1,06,781
22.	Rajasthan	240	1,20,678
23.	Sikkim	8	4,760
24.	Tamilnadu	392	3,47,021
25.	Tripura	7	7,330
26.	Uttar Pradesh	499	3,53,979
<b>TOTAL :</b>		<b>4,482</b>	<b>54,89,736</b>



**Padmabhushan Shri G. Ramanujam President of INTUC is seen addressing the Working Committee Members of INTUC. From the left Shri C. M. Stephen, Shri V. R. Hosing, Shri A. P. Sharma, Shri H. N. Trivedi, Shri B. Bhagwati and Shri S. W. Dhabe are sitting.**

# *Intuc*

## **Industrywise Membership As on June 1991**

<b>Sr. No.</b>	<b>Name of Industry</b>	<b>No. of Affiliated Unions</b>	<b>Membership</b>
1.	Textile	358	3,59,264
2.	Clothing	23	4,189
3.	Jute	16	94,442
4.	Iron & Steel	73	1,55,787
5.	Metal Trades	83	36,069
6.	Engineering	498	3,20,481
7.	Defence Civilian Employees	177	91,542
8.	Electricity, Gas, Steam & Power	156	3,12,494
9.	Railways	34	7,48,196
10.	Water Transport	7	1,473
11.	Roadways	305	2,83,239
12.	Air Transport	9	5,372
13.	Plantation	65	3,76,920
14.	Coal Mining	29	3,38,175
15.	Mining other than Coal	83	72,862
16.	Quarrying	25	26,233
17.	Agriculture & Rural Workers	119	9,16,602
18.	Sugar	204	86,098

Sr. No.	Name of Industry	No. of Affiliated Unions	Membership
19.	Cement	80	81,985
20.	Chemicals	212	86,091
21.	Building Construction	147	81,358
22.	Food & Drinks	208	73,566
23.	Tobacco	48	32,437
24.	Tanneries & Leather Goods	26	12,568
25.	Paper & Paper Products	62	33,541
26.	Printing & Publishing	87	22,506
27.	Local Bodies	130	1,08,277
28.	Glass & Potteries	65	26,910
29.	Petroleum	41	37,838
30.	Salaried Employees	496	2,46,992
31.	P & T Workers	19	1,03,684
32.	Hotel, Restaurants & Cafe	75	27,665
33.	Hospital & Dispensaries	57	13,137
34.	Personal Services	73	29,995
35.	Financial Institutions	205	1,21,241
36.	Port & Dock	33	70,351
37.	Coir	13	7,771
38.	Brick Kilns	29	3,657
39.	Wood, Plywood & Wood Products	35	5,406
40.	Rubber Products	47	22,143
41.	Pencil Industry	—	—
42.	Soaps & Detergents	3	1,418
43.	Self Employed	20	3,486
44.	Miscellaneous	7	6,275
<b>TOTAL :</b>		<b>4,482</b>	<b>54,89,736</b>

# Names of Inaugurators of

**I N T U C**

## Sessions, & the Venues

SESSION	VENUE	NAMES OF INAUGRATORS
Inaugural	New Delhi	Acharya J. B. Kripalani
First	Bombay	Dr. Rajendra Prasad
Second	Indore	Sardar Vallabhbhai Patel
Third	Jamshedpur	Shri Gulzarilal Nanda
Fourth	Ahmedabad	Shri Gulzarilal Nanda
Fifth	Modinagar	Dr. Sampurnanda
Sixth	Jalgaon	Shri Jawaharlal Nehru
Seventh	Nagpur	Shri U. N. Dhebar
Eighth	Surat	Shri Lal Bahadur Shastri
Ninth	Madurai	Shri Gulzarilal Nanda
Tenth	Dibrugarh	Shri V. K. Krishna Menon
Eleventh	Delhi	Shri N. Sanjeeva Reddy
Twelfth	Yamuna Nagar	Smt. Indira Gandhi
Thirteenth	Calcutta	Shri Gulzarilal Nanda
Fourteenth	Jaipur	Shri D. Sanjivayya
Fifteenth	Hyderabad	Shri Gulzarilal Nanda
Sixteenth	Bhilai	Shri N. Sanjeeva Reddy
Seventeenth	Ahmedabad	Shri S. Nijalingappa
Eighteenth	Quilon	Smt. Indira Gandhi
Nineteenth	Nagpur	Shri V. P. Naik
Twentieth	Bombay	Smt. Indira Gandhi
Twenty First	Indore	Shri Gulzarilal Nanda
Twenty Second	Udaipur	Shri Jagannath Pahadia
Twenty Third	Dhanbad	Smt. Indira Gandhi
Twenty Fourth	Simla	Shri Rajiv Gandhi

# OFFICE - BEARERS OF

**INTUC**

**1992**

## *President*

Shri G. Ramanujam

## *General Secretary*

Shri Gopeshwar

## *Treasurer*

Shri H. N. Trivedi

## *Vice-Presidents*

1. Shri V. G. Gopal
2. Shri G. Sanjeeva Reddy
3. Shri Subrato Mukherjee
4. Shri P. V. Shankaranarayanan
5. Shri Keshav H. Kulkarni
6. Shri Ram Pyare Panika
7. Shri Ratilal Shah

## *Secretaries*

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

## *Organising Secretaries*

1. Shri N. M. Adyanthaya
2. Shri B. Choudhary
3. Shri Ramchandra Kuntia
4. Shri Ram Yash Singh
5. Shri Laxmi Narain
6. Shri Ravi Arya
7. Smt. Kanta Sood
8. Shri D. S. Bhilare



**PRESIDENTS  
AND  
GENERAL SECRETARIES**

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<b>Sessions</b>		<b>Presidents &amp; General Secretaries</b>
<b>Inaugural</b>	<b>President</b>	<b>Shri Suresh Chandra Banerjee</b>
	<b>General Secretary</b>	<b>Shri Hariharnath Shastri</b>
<b>First</b>	<b>President</b>	<b>Shri Hariharnath Shastri</b>
	<b>General Secretary</b>	<b>Shri Khandubhai K. Desai</b>
<b>Second</b>	<b>President</b>	<b>Shri Khandubhai K. Desai</b>
	<b>General Secretary</b>	<b>Shri Hariharnath Shastri</b>
<b>Third</b>	<b>President</b>	<b>Shri Khandubhai K. Desai</b>
	<b>General Secretary</b>	<b>Shri Hariharnath Shastri</b>
<b>Fourth</b>	<b>President</b>	<b>Shri Khandubhai K. Desai</b>
	<b>General Secretary</b>	<b>Shri Hariharnath Shastri</b>
<b>Fifth</b>	<b>President</b>	<b>Shri Michael John</b>
	<b>General Secretary</b>	<b>Shri Hariharnath Shastri</b>

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<b>Sessions</b>		<b>Presidents &amp; General Secretaries</b>
<b>Sixth</b>	<b>President</b>	<b>Shri S. R. Vasavada</b>
	<b>General Secretary</b>	<b>Shri K. P. Tripathi</b>
<b>Seventh</b>	<b>President</b>	<b>Shri G. D. Ambekar</b>
	<b>General Secretary</b>	<b>Shri K. P. Tripathi</b>
<b>Eighth</b>	<b>President</b>	<b>Shri S. R. Vasavada</b>
	<b>General Secretary</b>	<b>Shri G. S. Melkote</b>
<b>Ninth</b>	<b>President</b>	<b>Shri G. Ramanujam</b>
	<b>General Secretary</b>	<b>Shri S. R. Vasavada</b>
<b>Tenth</b>	<b>President</b>	<b>Shri G. Ramanujam</b>
	<b>General Secretary</b>	<b>Shri S. R. Vasavada</b>
<b>Eleventh</b>	<b>President</b>	<b>Shri Michael John</b>
	<b>General Secretary</b>	<b>Shri S. R. Vasavada</b>
<b>Twelfth</b>	<b>President</b>	<b>Shri Michael John</b>
	<b>General Secretary</b>	<b>Shri S. R. Vasavada</b>
<b>Thirteenth</b>	<b>President</b>	<b>Dr. (Mrs.) Maitreyee Bose</b>
	<b>General Secretary</b>	<b>Shri S. R. Vasavada</b>
<b>Fourteenth</b>	<b>President</b>	<b>Shri Kasinath Pandy, M. P.</b>
	<b>General Secretary</b>	<b>Shri S. R. Vasavada</b>
<b>Fifteenth</b>	<b>President</b>	<b>Dr. G. S. Malkote, M. P.</b>
	<b>General Secretary</b>	<b>Shri G. Ramanujam</b>

Sessions		Presidents & General Secretaries
Sixteenth	President	Shri V. V. Dravid
	General Secretary	Shri G. Ramanujam
Seventeenth	President	Shri Abid Ali, M. P.
	General Secretary	Shri G. Ramanujam
Eighteenth	President	Shri Gulzarilal Nanda
	General Secretary	Shri G. Ramanujam
Nineteenth	President	Shri B. Bhagawati, M. P.
	General Secretary	Shri G. Ramanujam
Twentieth	President	Shri B. Bhagawati, M. P.
	General Secretary	Shri G. Ramanujam
Twenty First	President	Shri A. P. Sharma
	General Secretary	Shri G. Ramanujam
Twenty Second	President	Shri N. K. Bhatt
	General Secretary	Shri G. Ramanujam
Twenty Third	President	Shri Bindeshwari Dubey
	General Secretary	Shri G. Ramanujam
Twenty Fourth	President	Shri G. Ramanujam
	General Secretary	Shri Gopeshwar

**INTUC**



# WOMEN WORKERS AND YOUTHS with

# INTUC



By

**Shri Sanjiv Reddy**

*Vice-President INTUC*



Women in India by and large continue to remain as a mere appendage to the family. Women are not being allowed to secure their legitimate position in the labour market. Despite the guarantee of equal opportunities and right to work without discrimination in Directive Principles of the country's Constitution and numerous legislations conferring equal rights to women, discrimination against women continues unchecked. Their participation in union activities is also insignificant. Rising to prominence in the trade union movement by women leader like Respected. Anasuyaben Sarabai, Kumari Maniben Kara and Smt. Illa Bhatt are only exceptions.

The INTUC is committed to extend due recognition to womens' right to self-growth as an individual. Fully alive to the need to reflect the aspirations of Indian women workers and enable them to fully participate in the socio-economic activities the INTUC has constituted the Central Women Workers, Committee under the chairmanship of Smt Kanta Sood for promoting equality of women workers, including promotion of womens' access to employment and training, improving their working and living conditions, encouraging their involvement at all decision making levels, strengthening organisation and reviewing the relevant provisions of protective legislations.

## **YOUTHS**

In order to entrust more responsibilities on young shoulders and ensure uninhibited inflow of trained young men and women to take up responsible positions in the trade union movement, the INTUC has set up the Indian National Council of Young Workers. Youthful trade union activists are encouraged to take greater interest and involve themselves in the growth and functioning of the trade union movement. A number of educational and training programmes for working youth are conducted in different parts of the country. The INTUC youth delegations also participate in various international trade union meets. The last delegation participated in the Asian Youth Rally organised by the ICFTU Asian and Pacific Regional Organisation at Tokyo.

**INTUC**

**3rd MAY-1947**  
**THE BIRTH OF**

*Intuc*



By

**SHRI HARIBHAU NAIK**

*Secretary INTUC*



Workers in India are a section of the people and not a class apart. The culture and their tradition form part of the common heritage of the people of India. In organising them and seeking the redressal of their grievances, ways and means have to be evolved in consonance with our conditions. No more grafting or transplantation of a foreign ideology of method, howsoever suited to the conditions elsewhere, is likely to yield healthy

results here. What is required is an indigenous movement having its roots in the Indian soil. Such a movement has for long been in existence and has attained a remarkable degree of success through a number of unions in several centres ..... A new organisation, that would give the correct lead to the working class and strive to establish social justice, peace and security with a constitution and working, which would be essentially democratic giving every one of its constituent units ample scope for free expression of views and action, has become imperative ”.

Above was Stated by the iron man and unifier of India, Sardar Vallabhbai Patel, in his presidential address to a unique congregation of national like Pandit Jawaharlal Nehru, Shankar Rao Deo, Jagjivan Ram, B. G. Kher, O. P. Ramaswami Reddiar, Ravi Shankar Shukla, Hare Krishna Mehtab, S. K. Patil, Kamaladevi Chattopadhyay, Aruna Asaf Ali, Ram Manohar Lohia, Asoka Mehta, R. R. Diwakar and Bhimsen Sachar. Prominent among the labour leaders attending the conference were G. L. Nanda, Khandubhai Desai, Suresh Chandra Banerjee, Abid Ali Jaffarbhoy, Michael John, Deven Sen, Hariharnath Shastri, S. R. Vasavada, S. P. Sen, R. K. Khedgikar. G. L. Mapara, G. D. Ambekar, Ramanujam, H. N. Trivedi and V. V. Dravid. They had all gathered at conference, held at the Constitution Club, New Delhi on May 3 and 4, 1947, determined to form a new trade union centre which could voice the genuine demands

for realising the aspirations of the working class in the country, at the same time keeping the national interest foremost in view.

Acharya J. B. Kripalani, the then President of Indian National Congress who inaugurated the conference, in the address said : "The proposed organisation should not hesitate to employ the weapon of strike, if it were essential to promote the true interests of labour. But that weapon is to be employed only after due consideration and with utmost caution. Its application would be justified if the aim was to achieve any legitimate economic and social objective. But it would, however, not only be a misuse of this weapon but doing actual harm to labour's own interests if it were to be employed for the attainment of sectional political ends. If labour were to submit its organised strength to such exploitation, it would become a mere tool in the hands of unscrupulous party politicians."

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**SHRI N. K. BHATT**  
President - Udaipur Session

**Shri B. BHAGAWATI**  
President- Nagapur Session

Blessing the new organisation, the Acharya said : " It is a happy augury for the Indian working class that trained and trusted leaders of the labour movement are starting the new central organisation on healthy lines."

Explaining the circumstances that led to the proposed organisation, Shri Gulzarilal Nanda, Secretary of the Hindustan Mazdoor Sewak Sangh under whose auspices the congress was held, pointed out that to dislocate the productive organisation of the nation at that crucial period in the history of the country was really to strike a direct blow on the life of the nation and its political integrity and it would not be easy to undo the economic damage of the political harm which the communist activity was causing from day if the mischief was not counteracted at once.

Concluding Shri Nanda said : "While there is no common ground between those inspired by communist philosophy and those who have faith in democracy, the proposed organisation can provide a broad platform and ensure the largest measure of unity as among the latter in pursit of the aims of the labour movement."

The main resolution moved by Dr. Suresh Chandra Banerjee said : "Whereas the course of the labour movement in the country is taking under the leadership of those who are opposed to peaceful change and democratic methods has proved extremely detrimental to the growth of strong and healthy trade unionism and is doing incalculable harm to the true interests of the

masses of the country and whereas it has become a sacred and imperative obligation of those who are for the well-being of the working class to take concerted action to safeguard and promote its interests, it is resolved that to give effect to this purpose, an organisation — called the INDIAN NATIONAL TRADE UNION CONGRESS—be formed.”

The resolution was seconded by shri Michael John and was passed by an overwhelming majority.

Thus the INTUC was born on May 3, 1947 as a historic necessity, just three months before India attained Independence. The constitution of the INTUC was adopted in the second day's proceedings of the conference. Mahatma Gandhi, who was then in Delhi also blessed the new found trade union centre.

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**SHRI V. V. DRAVID**  
President- Bhilai Session

**INTUC**



**SHRI G. D. AMBEKAR**  
President - Nagpur Session

## Number of Unions & Dates When Sessions Were Held.

SESSION	NO. OF UNIONS	DATE
Inaugural	200	May 3, 1947
First	498	May 16-17, 1948
Second	357	May 6-7, 1949
Third	1,106	Oct. 29-30, 1950
Fourth	905	Oct. 23-24, 1951
Fifth	968	Dec. 27-28, 1952
Sixth	1,047	Dec. 31, 1953
Seventh	1,114	Jan. 1, 1955
Eighth	1,140	May 6-7, 1956
Ninth	1,202	Jan. 1-2, 1958
Tenth	1,292	Feb. 8-9, 1959
Eleventh	1,360	April 24-25, 1960
Twelfth	1,521	April 16-17, 1961
Thirteenth	1,403	June 10-11, 1962
Fourteenth	1,587	May 25-26, 1963
Fifteenth	1,912	Dec. 30-31, 1964
Sixteenth	1,965	Dec. 26-27, 1965
Seventeenth	1,952	May 12-13, 1968
Eighteenth	2,028	May 19-20, 1969
Nineteenth	2,164	Nov. 21-22, 1971
Twentieth	2,276	Dec. 28-29, 1974
Twenty First	3,108	Oct. 17-18, 1978
Twenty Second	3,395	Nov. 30-Dec. 1, 1980
Twenty Third	4,013	May 1-3, 1984
Twenty Fourth	4,551	May 1-2, 1988



# INTUC

## The World Trade Union Movement Different Phases

By

**Shri B. Bhagavati**

*Former President of INTUC*



The Trade Union movement indicates a basic change in the social order. It is a landmark in human history. The first industrial revolution, inspite of its great further might have bogged down in chaos, if the workers were not organised and inordinate greed of the New-Rich could not be regulated and brought under control.

The trade Union movement was born in England, as it was the country where industrial revolution started first. The

question arises. how of all places, industrial revolution took place first in that country. In his famous book, "RISE AND FALL OF THE GREAT POWERS", Paul Kennedy, Professor of Yale University, U. S. A. having analysed global politics over the past five centuries puts the question :—

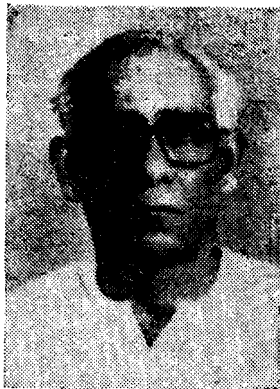
“ Why was it among the scattered and relatively unsophisticated people inhabiting the western park of the eurasion land mass that there occurred an unstoppable process of economic development and technological innovation which would steadily make it the commercial and military order in world affairs ? ”

India, China, Egypt were much more prosperous and militarily stronger than any country in the west in the middle ages. Yet, the modern age was heralded in by new inventions in science and technology in the west. In 17th and 18th century, conditions for research and innovation, not only unfavourable, but were hostile in England and other western countries. Inspite of such adverse circumstances, inquiring rationalists mind worked wonders there and made inventions which revolutionised the production methods. In that crucial period in history, the sun rose in the West and not in the East. That made England rule the waves and India became part of its Empire.

As the inventors of new machines and technological devices should get credit for the first industrial revolution, so the workers who suffered the most to make the factory run, with no previous experience on training. There was no law at

that time in England to safeguard even the most elementary rights of the workers. Twelve years boys had to work for twelve hours a day and his mother had no other option but to feed her son, kneeling near the wheel, fatigued and exhausted, some collapsed while working and the dead bodies were thrown into the nearby salt pit. It is not easy to imagine, how those who worked in such conditions, could think to organise themselves. But they did. They organised. Thereby they safeguarded their interest and also protected the industry. In course of time, British Trade Union Congress became very Powerful. In 1926, general strike it paralised industry and commence from ten days. In 1947, its membership was over 6,650,000. The British Trade Union Congress gave substantial financial help to the British Labour Party to organise itself.

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**SHRI K. P. TRIPATHI**  
Gen. Secretary INTUC



**Shri RAMLAL THAKKAR**  
Secretary INTUC

The B T U C felt the need of a political party which hold progressive labour policy. Hence it helped Labour Party to grow, but was not involved in its Power politics. Time has shown that it has been a sound Trade Union Policy.

As machine civilisation made a rapid stride in the 19th Century, U. S. A. caught hold of Goddess of fortune by the fore Lock, as the proverb goes. The number of Wage earners rapidly increased. It became 5880,000 in 1890 But class disparity grow out of all proportion. In 1885 Hartford Courant, declared that America have too many millioners and too many paupers. The times are revolutionary " wrote fiery Labour Journalist John swinton in the middle eighties. In 1887, Frederick Engels, co-founder of Scientific Socialism with Karl Marx wrote that during ten months " A revolution has been accomplished in American Society, such as, in any other country would have taken atleast ten years. "

It is proved by its spontaneous and rapid growth and expansion that trade union policy and programme adopted and followed by INTUC, are in comple agreement with the innermost feeling and desire of the working class and the people in general.

The confidence, reposed on INTUC by the workers and the people in general has made it obligatory for it to maintain a high standard of Trade Unionism. Gandhi Smarak Nidhi set up a few training centres to train Trade Union Workers in Gandhian line. In India there are some very serious matter for concern for the Trade Union movement. Firstly, the largest number of

workers in the country, the agricultural workers are still not so organised in Trade Unions, as it should be. Their number will not be less than seven crores. The small and marginal farmers, landless peasants may be self employed nominally, but they also come under the category of workers. All of them along with agricultural workers are entitled to be organised in Trade Unions under I L O convention. No serious efforts have been made so far to organise them. Though the issue has been thrashed out

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From the right Hon. Shri Jayshuklal Hathi the Union Labour Minister Unveiled the Volume '20 Years of INTUC'. Edited by Shri H. N. Trivedi Sitting on the left. Hon. Shri Shantilal Shah the labour Minister of Maharashtra State. President is in the Centre.

and taken up from the days of Indirajee, a Central Legislation for the Agricultural worker could not even be introduced in Parliament, because of opposition from vested interest. It is a great failure of Trade Union movement in India.

According to a survey by the operational Research group at Baroda, there are 44.5 million child labourers in India in 1985. The survey also shows that 45,000 child labour are between the age of 3/4 and 8 years. And they have to work 12 hours a day with hazardous chemicals in places without adequate ventilation.

I feel - feel very strongly that it is high time that Trade Union movement in India concentrate in these areas which are essential pre-condition for solving socio-economic problems.

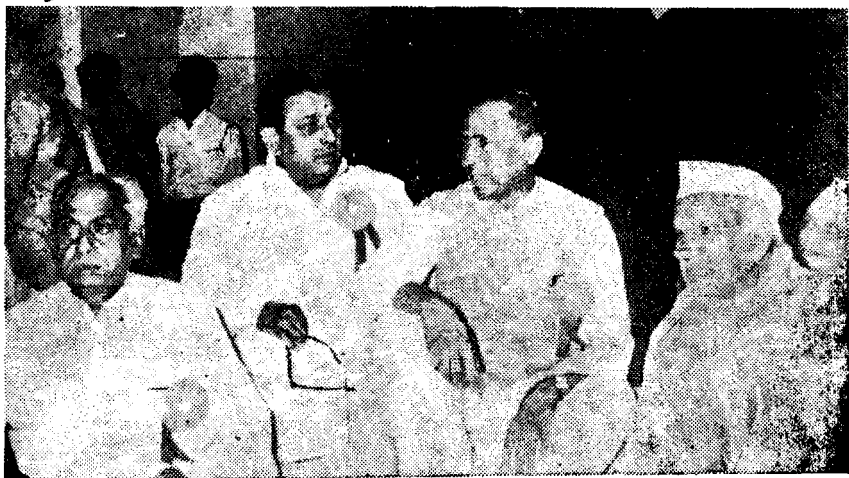
The Trade Unions give - have to give top most priority to the economic problems and service conditions of their members. But Trade Union movement-national and international, has something more on which it has to apply its mind and take appropriate measures. Unfortunately there is an unwelcome tendency in many parts of the world to make 'Econosim' a glorified goal of Trade Union movement. But it has to be remembered that idealism and the spirit to fight for a good cause can only sustain the inner strength and source of inspiration of the Trade Union movement.

There is another matter which is of great concern for Trade Unions. In India the political parties are going on splitting in a way which has created political confusion in the

country. It can not be on political ideology. Because there can not be so many political ideologies as there are so many parties. Obviously divisions in the political parties are only lower games; and in many cases it does not go beyond personal level. It will be very unfortunate, if the Trade Unions follow this pattern. It is time that Trade Unions do not allow themselves to be influenced by political anarchy that has been caused, due to internal problems amongst the politicians.

If we analyse historical process throughout ages, we will find, thousands of years ago, when somebody amongst the nomads

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**Bar. Rajni Patel President of Rashtriya Mill Mazdoor Sangh and Shri H. N. Trivedi are in the centre on the right is the veteran labour leader of West Bengal Shri Dayaram Bery and on the left Shri Jagdish Dixit Hon. Labour Minister of U. P.**

invented the method and tools for cultivation, travelling nomads learnt to settle down somewhere. Thus began the agricultural civilisation which lasted almost upto 16th century with different phases of development. It is a historical fact that inventions about agriculture and allied industries were made in India and allied Industries were made in Indian and in some other countries in the East. So, India and other countries in the East were prosperous and powerful in that age. Thereafter, the development of the long range armed sailing ship heralded a fundamental advance in Europe's place in the world. With these Vessels, the naval power of the west were in a position to control oceanic trade routes. Along with it, inventions in science and Technology made the position of the west economically and militarily strong. The East India Company came to India to purchase cloth, spices and other industrial products. But after the first industrial revolution, England produced enough cloth to export to India. It is seen that intellectual renaissance was at the root of their advancement in the 17th and 18th Century. As industrial revolution brought about a radical change in the economic process, political situation began to change fundamentally. The days of monarchy and oligarchy were over. The French Revolution raised the slogan of democracy. The industrial revolution created enormous wealth, but along with it brought about great disparity in socio-economic conditions, resulting in class differences. As against this development, the doctrine of scientific-socialism was propounded by Marx-Lenin as a political, solution.



Thus industrial revolution and the new economy created much ferment in the political world. Different forms of political system has emerged out of it. It can be seen that political system changes, according to the basic change in the tool and method of production, and that again according to new inventions in science and technology. If the Gandhian concept of decentralised economic activities is to succeed, it will be necessary to invent



**Shri Sanjiv Reddy Vice President of INTUC is sitting on the left. Shri P. L. Subhiah on the right. Shri Gopeshwar Gen. Secretary of INTUC is addressing the Annual Session of the I. N. C.W. Federation. Padmabhushan Shri G. Ramanujam inaugurated. Shri H. N. Trivedi Presided.**

such a technology which will not mean those old tools, but superior in efficiency to the present advanced technology. When the economy will thus be decentralised, the politics will also change basically.

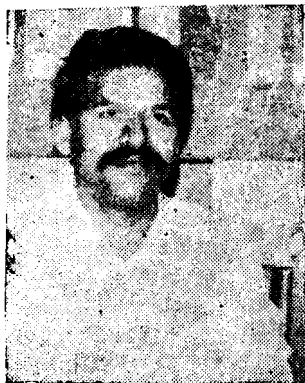
After independence, India should have concentrated on science and technology for invention of appropriate technology, to suit our conditions and start a Constructive Revolution by and for the people. But that could not happen. We thought, perhaps even now we are in that illusion that politics will solve our problems. We seem to think that politics is the only driving force; But there are other more important forces which can only make politics meaning full. The politics is an important and vital force in human affairs. But much depends, when and how it is used. In India, it has not created a situation which is necessary to build a new India of Mahatma Gandhi's dream.

The workers are a class of people who are engaged in building up something. Let us hope and pray that the organised will of the workers will create a congenial atmosphere to build up the country on a solid basis.

**I N T U C**

# INTUC

## IN ACTION



*By*

**Shri N. Nanjappan**

*Gen. Secretary*

*I. N. C. W. F.*



INTUC has been ensuring the effective functioning of tripartism by making the Government take both labour and employers into confidence in the formulation of its policies and programmes. The INTUC has been instrumental to the enactment of almost all the laws designed to protect and promote the interests of the workers who are the real producers

of the nation's wealth. It has ensured the introduction of various social security measures like the Employees State Insurance, the Employees Provident Fund and Family Pension Scheme, Maternity Benefit and Payment of Gratuity. Likewise the INTUC had an important role in the formulation of a number of legislations pertaining to safety and welfare of the workers in various manufacturing industries, mines, plantations, shipping and transport.

Effective action of the INTUC to benefit the workers is the Payment of Bonus Act, which provides for the payment of a minimum annual bonus of 8.33 per cent even by establishments incurring loss, which should be considered, in a way, the acceptance of the concept of deferred wage. It was solely due to its sustained efforts that employees drawing a wage or salary upto Rs. 2,500 per month have since become eligible for the annual bonus. The INTUC is, however, of the firm view that in the context of the phenomenal rise in the cost of living, the minimum bonus payable should be increased from the present 8.33 per cent and that the Act, should be suitably amended to extend the payment of bonus even to employees earning above Rs. 2,500 a month, which, however should be taken out of the purview of allocable surplus.

It was again due to the efforts of the INTUC that employees of the Departments of Railways, Post and Telegram was in shambles and it was a herculian task of a good few



**Dynamic Prime Minister of India Smt. Indira Gandhi inaugurated the quilon INTUC Session Shri H. N. Trivedi receives her.**

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years to retrieve it from the effects of the Second World War. Food, clothing and other essential articles were greatly in short supply. The railways were badly worn out and needed repair

and renewals. At such a grave time, when every ounce of energy was to be utilised in building up the national economy and raising the standard of living of the teeming millions, the negative trade unions under the control of parties that derived inspiration and guidance from an alien ideology and country, damned the hard-earned freedom as unreal and resorted to an orgy of destruction. Supply position was sought to be further weakened by taking recourse to disruption of production through strikes and go slow tactics. There was a virtual breakdown of law and order. The impending disaster was, however, effective and very creditably averted as production in the factories and fields continued unhampered and the young INTUC, which faced the numerous challenges with the courage of conviction, can legitimately claim a major part of the credit.

INTUC has played a dominant role in the growth of the trade union movement in the country and has been harnessing the massive strength of the working class in the country's march towards economic and social transformation. In short, the four decades of history of the INTUC is practically the history of the labour movement of free India.



# INTUC

## HOW IT EXPANDED



By

Shri VINOD JOSHI



When we look back retrospectively on what has been attempted during the last 44 years by the devoted and selfless worker in reaching the desideratum of the labour welfare so as to ensure them working a healthy and virile life and contribute to the national vitality, the INTUC can feel justifiably proud of its useful existence as a militant organisation coupled with a constructive outlook.

During the British rule, an attempt at resolving industrial disputes was made by the passing of the Trade Disputes Act of

1926. Industry was coming up with strings attached to the British requirements in Manchester and Lancashire and the industrial labour began concentrating in some of the principal cities of India. A national upsurge witnessed with the arrival of Mahatma Gandhi from South Africa to the Indian soil with his headquarters at Ahmedabad. The textile industry was gathering strength with wealth concentrating in the hands of a few pioneers with very few amenities and low wages for the industrial workers. Agricultural economy was vastly oriental in character. Both the urban and rural areas began showing a new look under what is known as the swadeshi movements. The INTUC can be said to have taken roots when the Majoor Mahajan activities required that workers were also partners in production and that industrial magnets had to play the pragmatic role of trustees whose beneficiaries could not be allowed to be ignored or neglected or that their contribution towards production could not be minimised to any extent. The clarion call for complete independence from the foreign yoke quickened growth of self-reliance to fight against oppression, totalitarianism and exploitation. The Gandhian technique of labour - management relations by mutual negotiations and voluntary arbitration was employed for the textile industry at Ahmedabad as far back as 1920. This had nationwide repercussions. In fact, some of the principal architects of the INTUC had their practical experience under the benign yet powerful guidance of Gandhiji and those who guided the

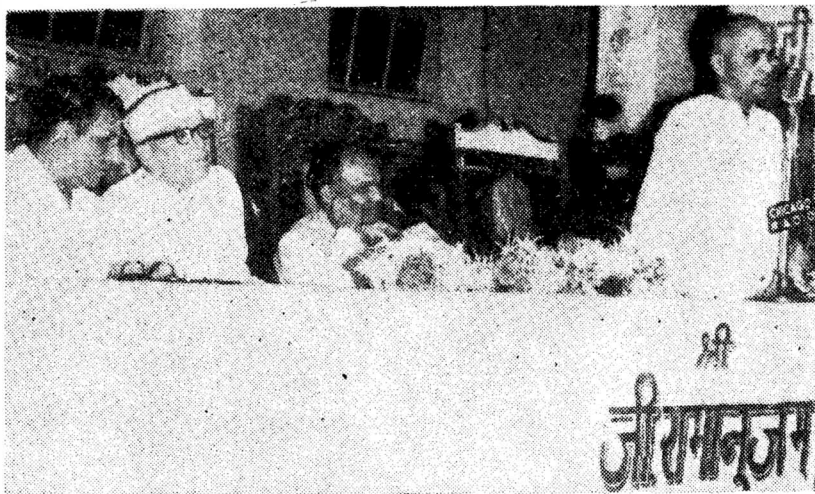


deliberations at the Annual Sessions of this national movement dared not depart a bit from what they learnt from the pragmatic lessons of industrial output by the workers being partners in the management.

## **Elimination of Inequality**

The ground was thus prepared for the industrial relations and trade unionism, but the Russian Revolution of 1917 created a new fervour for the freedom of the proletariats. Communism, however, did not believe in individual freedom and the

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**Padmabhushan Shri G. Ramanujam is seen addressing the INTUC Seminar. From the left sitting are Shri H. N. Trivedi, Hon. Shri Abid Ali Jaferbhoy, the Union Deputy Labour Minister and Shri N. M. Tidke the Hon. Labour Minister of Maharashtra State presided.**

proletariats came under the spell of totalitarian supremacy. Thirty years had elapsed with the adoption of the Communist life in USSR when the INTUC formally decided to plan for a new social approach for the labour and working classes in 1947, whose objective clause in its constitution declared in an unambiguous term for the elimination of social, political, or economic exploitation and inequality.

Each year the life of the INTUC was vibrant at securing human rights for the working classes by ensuring better legal requirements and emphasising on the managements what social security and stability could be possible in a give and take spirit and consequently by foregoing their hold on the labour so that he can freely breathe and take its rightful position in a positive effort for remedying economic ills. Independence did bring about a great change in the objectives of the State, and the directive principles showed the concern of the framers of the Constitution for the social rights of citizens. The fight for the economic and social regeneration was waged by the constructive role played by the INTUC. It showed by its nationwide activities that the national security and economy could not be secured by class conflict whose seeds had been sown by the organisations of exotic growth. From year to year, the number of members began swelling which showed that the working class, were reposing greater confidence in the functioning of the organisation. It has made strides in every industry and has been making organised efforts for better and fuller

employment and best utilisation of its manpower and other resources.

## Beneficial Effect

Its objective is to provide for industry being placed under national ownership and control in suitable form without resort to expropriation. It has achieved considerable success in its attempts to secure increasing association of workers in the administration of industry and their participation in its control. The role displayed by the INTUC during the last decades had a beneficial effect on the country's need to produce more and stabilising the national economy by refusing to allow human resources and energies being frittered away by unnecessary and avoidable strikes. National economy has reached such a grim

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**Hon. Shri Sharad Pawar the popular & Dynamic Chief Minister of Maharashtra came to inaugurate State INTUC Session. Shri H. N. Trivadi is sitting on his left.**

stage that interruption in or slowing down of production of goods and services should be considered anti-national. The INTUC has been striving continuously for eliminating class conflicts and ensuring a practical machinery for settlement of all industrial disputes.

## **Fourty Four Years**

In a small article, it will be impossible to restate the efforts successfully harnessed for a strong and united labour brotherhood, straining its every nerve to rehabilitate the labour without in the least disturbing the national efforts for increased production. The leaders who have guided this movement were often of all India stature. They showed by their personal sacrifices that the task assigned to the institution was of great magnitude and life-long devotion like that of the late G. D. Ambekar in Bombay can provide for health and stability of the working classes. It is high time that a comprehensive review is made of the activities of the Organisation with special reference to those who dedicated their whole life so that the working classes may derive inspiration. Forty Four years in the life of an Organisation cannot be considered to be long, particularly when the task lying before it is so vast. It has to assert itself and strengthen the national character. Its aims and objectives have to be realised in a wider perspective so that the working classes also become in reality equal participants in the management of various industries. Trade union movement has suffered on account of various factors and our efforts should aim at removing those deficiencies.

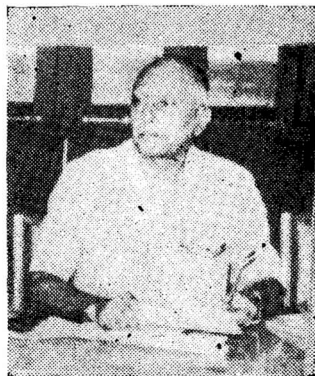
# Intuc

## CHALLENGES AHEAD

*By*

**Shri C. L. DUDHIA**

*Bar - at - Law*



Forty four eventful years of birth and growth of INTUC since 3rd MAY 1947, are still very fresh in the minds of many of the trade union leaders of today. The birth of INTUC almost coincided with the political independence of India from the British Rule, and has very close relations with Indian National Congress. Before India's independence, the Trade Union Movement in India was generally dominated and controlled by the Communists who derived inspiration and strength from U.S.S.R. During the Second World War between 1939 and 1945 when the

people of India under the leadership of Indian National Congress were fighting against the British for political freedom, and Congress leaders were put behind the bars by the British Government, the Communists in India joined hands with the British Government to fight the so called People's War against Nazism and Fascism of Germany and Italy, and neo-Imperialism of Japan.

Soon after the Second World War, dramatic changes took place all over the World. In England, the Conservative Party of Mr. Winston Churchill, the hero of the Second World War and who led Great Britain and the Allies to victory, lost in the General Elections in U.K., and the British Labour Party came to power. The approach of Labour Government towards India's long struggle for freedom was sympathetic, and was for the new World Order. Days of Empires were over - be they British, French, German, Dutch or Italian or Japanese. It was realised that it would no longer be possible to hold the people in the colonies under colonial rule. India achieved complete independence in 1947, and power passed over to Indian National Congress, as the only legitimate successor to the British Government in India.

On Congress Governments coming into power at the Centre and the States, the Congress strongly felt that the working class in India needs to be organised on nationalist, democratic and constructive basis with its roots firmly entrenched in India rather than outside India. There were already some strong trade unions like Majoor Mahajan of Ahmedabad founded by Mahatma Gandhi for Textile workers of Ahmedabad, and an organisation

like Hindustan Mazdoor Sevak Sangh of Congress minded workers who worked in labour. They formed the nucleus. The founding fathers of INTUC were the trade union stalwarts like Shri G. L. Nanda, Shri Khandubhai Desai, Shri S. R. Vasavada, Shri S. P. Dave of Gujarat. Dr. S. C. Banerjee, of West Bengal, Shri Hariharnath Shastri from U. P. Shri Michael John of Tata Workers from Jamshedpur, Shri Abid Ali Jafferbhoy, Shri G. D. Ambekar. Shri G. Mapara, Shri Shantilal H. Shah, Shri H. N. Trivedi, from Maharashtra, Shri V. V. Dravid, Shri Ramsingbhai Verma from Madhya Pradesh, Shri Ramanujam, Shri B. K. Nair from the South, and many others gathered on 3rd and 4th May 1947 at Delhi. Sardar Vallabhbai Patel in his Presidential address stressed the need of forming a democratic nationalist Trade Union Organisation with its roots firmly in India, dedicated to the cause of the

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**Shri ABID ALI**

President-Ahmedabad Session



**Shri A. P. SHARMA**

President-Indore Session

working class, and to the economic, political social development of India to ensure economic and social justice for the down-trodden, and for the upliftment and welfare of the millions of people of whom the working class formed an important part. In spite of India becoming the sovereign state, the communists in India for some years refused to recognise that India was an independent sovereign nation. On 3rd May 1947, INTUC was born. Soon the working class all over India rallied round INTUC which became the premier Central Trade Union Organisation in India. Pandit Jawaharlal Nehru, Smt. Gandhi and other national leaders of the country addressed the Various Sessions of INTUC, and guided INTUC on Gandhian principles of truth and nonviolence and on nationalist, democratic and constructive lines. During the last 45 years, INTUC grew from strength to strength and to-day it has membership of over five millions, and has remained the biggest Central trade union organisation almost from the inception.

## **Rapid Growth of Trade Unions and Labour Laws**

After the Industrial Disputes Act, 1947 was enacted, the workers working in factories Plantations, mines and offices all over India, organised themselves into trade unions, federations, unitwise, industrywise, regionwise, and also on all India level under the banner of INTUC. As the post Independent India became more and more industrialised,



the voice of organised labour became increasingly felt. INTUC has been primarily responsible for progressive legislations passed at the Centre as well as in the States for the welfare and well being of the working class. Employees' Provident Fund Act and the scheme with increasing rates of Provident Fund contributions of the workers and the employers, Minimum Wages Legislation and the Notifications fixing Minimum wages for unorganised workers in a large number of scheduled employments, Payment of Bonus Act, Payment of Gratuity Act, Employees' State Insurance Act, Industrial Employment Standing Orders Act etc. are some of the laws passed through ceaseless efforts of INTUC.

## Enlightened Leadership in Trade Unions

Structural adjustments are inevitable INTUC has to effectively meet the challenges from within and without. For success and

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**Shri MICHAEL JOHN**  
President-Modinagar Session

**INTUC**



**Shri Hariharnath Shastri**  
President - Bombay Session

growth of any organisation and institution, the organisation has to be cadre based, committed, and dedicated. Proper and intensive training and education to active trade union workers working at the grass roots have to be imparted on regular, systematic and on going basis. Leadership from the rank and file has to be encouraged.

INTUC has had to face many challenges in the past and has successfully overcome them. On several occasions INTUC single handedly stuck to its principles in opposing the politically motivated agitational approach of other central trade union organisations to malign the Government in the name of the Indian working class. INTUC warned the Indian working class not to be misled and fall a prey to false propoganda by interested parties. The greatest challenge to INTUC was when the Congress Party under Mrs. Indira Gandhi lost the majority in the General Elections in 1977, and the Janata Government came to power. INTUC's status as the premier trade union organisation was threatened. But INTUC leadership stood firm and united. The Indian working class whom the INTUC served for all these years, stood by INTUC and INTUC rightfully retained its leadership to guide the working class of India.

INTUC will have to pay special attention to the unorganised sector and the agricultural and rural labour who suffer the most. Industrial Disputes Act has become outdated. Prolonged litigation in resolving industrial disputes under the present machinery has led to frustration among the working class, and has forced the workers to resort to other means for redressal of their grievancies.

Present methods of resolving labour disputes require adjustments to the changed needs of the modern times, and to meet the aspirations of the new generation of the working class. The present leadership of INTUC has to lay the firm foundation for the bridge between the old leadership when INTUC was formed in 1947 and the new leadership in the making which will take the country and the trade union movement to 21st Century with hope, confidence and courage, and effective trade union organisation to meet the needs of the growing enlightened working class, and strengthen the INTUC to remain in the vanguard as the binding force for the working class in India.

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**President of INTUC Shri G. D. Ambekar the veteran leader is seen addressing. Shri Abid Ali Jafferbhoy inaugurated the Session Shri H. N. Trivedi Presided.**

**NEW DELHI**

# **At INTUC National Headquarters are**

- |                       |                      |
|-----------------------|----------------------|
| 1) Shri Ramlal Thakar | Secretary            |
| 2) C. B. Jha          | Assistant Secretary  |
| 3) Manohar Sharma     | Officer Secretary    |
| 4) R. N. Sharma       | Edu. & International |
| 5) Madhu Sudan Lal    | Industrial Relations |
| 6) R. C. Arora        | Organisation         |
| 7) R. L. Gupta        | Cashier              |

## **THE INDIAN WORKER**

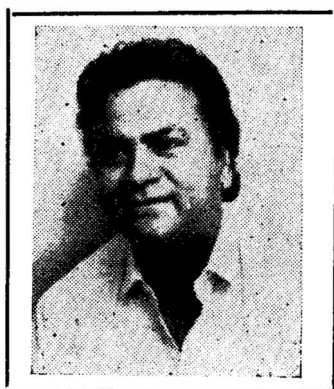
**English Weekly**

1-B, Maulana Azad Road, New Delhi-110 001.

- |                 |            |
|-----------------|------------|
| 1) S. N. Rao    | Editor     |
| 2) V. P. Seth   | Manager    |
| 3) Chander Bham | Accountant |

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**He Came, He Served, He Conquered and He Left.**



**SHRI MANOHAR PHALKE**  
Organising Secretary INTUC.

# INTUC



By

**Shri A. N. BUCH**

## **Textile Labour Association (TLA) Ahmedabad.**

1. INTUC was established, when independence for India from the British Rule was peeping. It was formally formed on 3-5-1947. INTUC oriented outlook trade unions were at work in Bombay, Ahmedabad, Jamshedpur and a few stray places in North-South-East and West prior to formation of INTUC.
2. The leaders of the Congress Party and some of the trade union leaders wedded to Gandhian concept of trade unions, who were Congressmen united and organised INTUC to meet the requirement of Independent India. Thus Gandhian trade unions based on peaceful industrial relationship who were at work participated in freedom movement which shaped into INTUC to safeguard the industrial peace and prosperity under the blessings of Mahatma Gandhi and Congress party

leaders Pandit Jawaharlal Nehru and especially Sardar Vallabhai Patel. This is the birth history of INTUC.

3. Then INTUC was nourished and flourished by Shri Gulzarilal Nanda, Late Sarva Shri Khandubhai Desai, Hariharnath Shastri, S. R. Vasavada, S. P. Dave, G. D. Ambekar, Sureshchandra Banerjee, Michael John, Abid Ali and others. Today INTUC is successfully led by Shri G. Ramanujam INTUC President and hundreds of his trade union colleagues.
4. INTUC from 1946 till today guided Government of India in framing labour laws, Factory Act, Provident Fund Act, ESIC Act, Industrial Development & Regulation Act, 1952, Gratuity Act, Wage Boards, Industrial Dispute (I. D.) Act, Bonus Law, Family Pension under EPF Act and other scores of Industrial Laws which have led to eliminate Industrial unrest as far as possible, INTUC achieved major status in ILO, ICFTU and various democratic International Industrial Federations.
5. After 1969 TLA, founder member of INTUC, decided to dissociate from INTUC Nagpur Annual Convention. INTUC at Nagpur disaffiliated TLA and NLO was formed by TLA oriented trade unions. There is no need to go deep into the sad history. It can be taken as hasty and heavy action of INTUC to disaffiliate TLA - a founder large sized world known TLA. Thus the path of negotiation which was practised and preached by INTUC and TLA in dealing with Government and Managements was given go by. No use

going into this unfortunate only event in the life of INTUC and TLA. Even after this episode INTUC and TLA leaders have remained good friends both internally and apparently. This has promoted me to write INTUC-91 through an invitation by Shri H. N. Trivedi Life long friend of workers, especially Harijans through his devoted, dedicated out look.

6. INTUC has accepted leadership of Congress Party politically from the beginning of 1946 to 1991 till today. This never meant domination of INTUC or Congress on each other. Both are acting fairly and squarely in cultivating developing and adjusting their relations.
- 



**The Past and Present Treasurers of INTUC Shri C. M. Stephen and Shri H. N. Trivedi on the platform of Annual session of INTUC.**

7. In a democratic country like India no trade union can totally be independent of a political party. AITUC and CITU had their political affiliation with Communist Party of India. Recently formed BMS is also associated with BJP. This is quoted to explain INTUC'S political association with the Congress Party.
8. When Smt. Indira Gandhi initiated leading Congress Party, sea-change came into the political process and Congress was led to a little deviation. It looked that Smt. Indira Gandhi dominated INTUC. In fact this may not be totally true. Smt. Gandhi wanted a firm hold on political situation and hence all the bodies directly or indirectly concerned with Congress Party had to compulsorily toe the line of the Congress Party. This may have caused annoyance to INTUC workers, but this was inevitable as every organisation related to a political party has to pay price of its friendship. Even Congress Party may have paid its price in adjusting INTUC view.
9. Then came the age of Shri Rajiv Gandhi as Congress President. Congress and INTUC relations have become stable, adjustable, responsive co-operation and INTUC has come to be a part of political force to an extent. Sufference or no sufference INTUC has remained friendly to Congress Party. Congress and INTUC workers at State level have created some problems but this existed when



Pandit Jawaharlal Nehru was guiding Congress Government and the Nation.

10. Normally in a political party there is always displeasure with its labour wing. Similarly there may be equal and opposite currents of dissensions and displeasure in labour wing workers towards political party. This is true for Congress, CPI, CPM and will be in BMS if at all BJP as a party will be Government some day. This situation normally needs greasing and oiling and not a crack or breakdown.
- 



**Hon. Shri Y. B. Chavan came to inaugurate the State INTUC Session  
Shri H. N. Trivedi is seen receiving him.**

11. INTUC to its credit has firmly raised its affiliates and members voice against management - both private and public sector and Government too. INTUC has acted friendly, courteously and if need be harshly. This is possible as INTUC has decated and devoted workers as well as shop level. There may be good and bad, courteous and erratic, responsible and irresponsible, clean and corrupt in both Congress and INTUC but there percentage has remained weak, sick and feeble. This has helped both Congress and INTUC to cultivate family, friendly and healthier over all fraternal relations.
12. A new situation has raise its head as popular Congress President Rajiv Gandhi who was likely to be Prime Minister after 1991 election result has been assasinated through a dastardly bomb blast through the underground hidden planning of anti social and anti democratic forces resulting in cruel political murder. Congress and INTUC will be required to unite shoulder to shoulder to safe guard the National interest and work for the uplift of our teeming millions. I am sure both the organisations will work to close their rank and file and thwart the attempts of terrorists and bullet users.
13. These are my considered views of INTUC 91 and each item can be expanded through alert and active programme of trade unions. This will bring Mahatma Gandhi's dream of service before self to carve MERA BHARAT MAHAN.

# Intuc

## **BABY and YOUTH FLAG and POLITICS**

By

**Shri DEORAJ SINGH**

**INTUC**



INTUC was BABY, Now youth and the time has come when the INTUC will have to play a more vigorous role in the socio-economic transformation of this country. While it is necessary for a trade union organisation to look after the day-to-day interests of the workers it represents, this should not be the end-all of its activities. In fact, trade unions have to play a more vital role in the political life of the country.

It is true that the INTUC has given stability to this country, which was very much required after independence. It is also true that its affiliates have played an important role in bringing economic benefits to the various sections of the working class. But the new political situation demands that it should revise its approach, policies and programmes.

## **Congress And Intuc**

The first and foremost question before us is whether we should play second fiddle to the Congress in the political life of the country. During the last forty four years, the Congress has deteriorated in quality with the result that it has not been able to attract the new generation. Though in theory we have been an independent organisation, we have often allowed ourselves to be guided by the interests of the ruling party. In most of the States, we had the disadvantage of being with the Congress. The Congress, as an organisation specially during the last ten years, has not given the INTUC the recognition it deserved. Instead of strengthening the INTUC by recognising its independent and important role, attempts have been made by Congressmen in power in most of the States to disrupt and weaken the INTUC. Many of our own colleagues also got involved in the factional politics of the Congress with the result that the factionalism in the Congress started having its own ramifications in the INTUC. I feel that a time has come when we should assert our independence of all political parties including the

Congress and provide platform for all trade unionists who believe in democratic socialism. We should judge the role of different political parties by their policies and programmes and extend all help and co-operation to those political parties who are trying to bring in socialism by democratic methods. For this purpose, we should make a beginning by having a flag of our own. However Shri H. N. Trivedi turned down my suggestion when ever I advanced it.

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**Shri S. K. Patil the 1st Tresurer of INTUC is seen addressing while Shri P. K. Sawant Hon. Home Minister Maharashtra State, Shri N. S. Despande, Shri Shantilal Shah Hon. Labour Minister of Maharashtra State, and Shri H. N. Trivedi Present Treasurer of INTUC are seen hearing with reapt. attention.**

## **Separate Policies**

As far as policies are concerned, we should have our own views about different, social and economic problems that arise from time, on controversial questions like public sector, nationalisation, state trading and similar issues. We should discuss this question in our organisation and evolve our own approaches in these matters; in other words, we should have INTUC view regarding all the socio-economic problems that arise from time to time.

The most important aspect, however, is organisational. The first and foremost requirement is strengthening our own organisation both qualitatively and quantitatively. We criticise the Congress for having deteriorated in quality. This begs the question whether the same does not apply to us. If we want to create new values, we will have to put our own house in order first. We talk about corruption in the Congress. The same may be true of us also. If we want to re-establish values of service, sacrifice and integrity in the political, social and economic life of the country, we will have to make a beginning with ourselves. We must set up some minimum standards of conduct for ourselves. We must re-establish the necessity of purity of means in all our activities.

## **Devoted Workers**

Our organisation also requires some structural changes. I think national federations should be encouraged to evolve into

industrywise national unions. Our organisation should have paid permanent secretaries for all national federations, state branches and the Central organisation. These officers once selected to these posts should become paid, full-time, permanent officers who can be removed only for gross indiscipline or moral turpitude. Once selected to these posts, they should sever all connections with the affiliated organisations to which they belonged before, so that they can concentrate on the new assignment they have taken up.

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**Dr. (Mrs) Maitrayee Bose came to preside over the annual session of INTUC at Nagpur Shri H. N. Trivedi receives her.**

## Deep Studies

We should also develop functionally. We should have different departments in the organisation on various aspects of the trade union movement like workers' education, social security, safety, welfare, co-operatives, etc. At present, we all claim to be experts in all the matters. I think all our important colleagues should choose any one or two subjects and they should become experts in those matters. There should be also a continuity of our nominations on various committees. These nominees should submit periodical reports of the activities of the committees on which they are nominated.

The task before our organisation cannot be adequately dealt with unless we build up a secretariat. We should have a group of four or five persons who should be asked to look-after different zones in the country as also different industries. This small secretariat should meet more often, preferably once a month and exchange notes so that better methods of functioning are evolved.

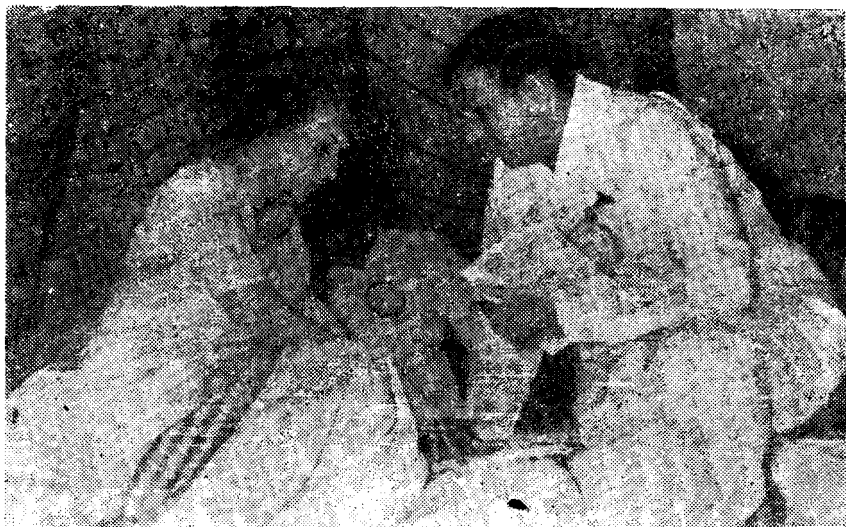
## Economic Strength

In short, we must streamline our organisation and make it much more effective. We have to realise that our resources in men and money are meagre and we have to see that these are put to maximum advantage. Of course, funds are very important. We should have a plan by which all our affiliates raise their membership dues every year and the affiliation fees.



to the Central organisation is raised every year at least by one paisa per member. Our development should be both extensive and intensive. It is only when we build up a strong trade union movement that we will be able to play an effective political role. When we are strong ideologically and financially, we will be able to bring in not only the unorganised sections of the working class but also agricultural labour within our organisation. It is only by building up a strong organisation of the workers including agricultural labour that we will be able to contribute towards the establishment of an independent political party dedicated to the cause of the poor and the exploited sections of our people.

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**Dyanemic Prime Minister of India Smt. Indira Gandhi Inaugurated the Silver Jubilee session of INTUC at Delhi. Shri H. N. Trivedi is in conversation.**



## **WHAT IT STANDS FOR**

### **Objectives from the Constitution**

The INTUC was careful not to get lost in ready-made phrases or coined economic jargon, but spelt out the character of society, which it seeks to establish. The objects clauses of the constitution read as under :

1. (i) to establish an order of society which is free from hindrances in the way of an all-round development of its individual members, which encourages the growth of human personality in all its aspects, and goes to the utmost limit in progressively eliminating social, political and economic exploitation and inequality, the profit motive in the economic activity and organisation of society; and the anti-social concentration of power in any form;

- (ii) to place industry under national ownership and control in suitable form in order to realise the aforesaid objective in the quickest time;
  - (iii) to organise society in such a manner as to ensure full employment and the best utilisation of its man-power and other resources;
  - (iv) to secure increasing association of the workers in the administration of industry and their full participation in its control;
  - (v) to promote generally the civic and political interests of the working class.
2. (i) to secure an effective and complete organisation of all categories of workers, including agricultural labour;
- (ii) to guide and co-ordinate the activities of the affiliated organisations;
  - (iii) to assist in the formation of trade unions;
  - (iv) to promote the organisation of workers of each industry on a nationwide basis;
  - (v) to assist in the formation of regional or provincial branches of the Indian National Trade Union Congress.
3. (i) to secure speedy improvement of conditions of work and life and of the status of the workers in industry and society.
- (ii) to obtain for the workers measures of social security, including adequate provision in respect of accidents, maternity, sickness, old age and unemployment;

- (iii) to secure a living wage for every worker in normal employment and to bring about a progressive improvement in the workers' standard of life;
  - (iv) to regulate hours and other conditions of work in keeping with the requirements of the workers in the matter of health, recreation and cultural development.
  - (v) to secure suitable legislative enactments for ameliorating the conditions of the workers and to ensure the proper enforcement of legislation for the protection and uplift of labour.
4. to establish just industrial relation.
5. (i) to foster the spirit of solidarity, service, brotherhood, co-operation and mutual help among the workers;
- (ii) to develop in the workers a sense of responsibility towards industry and the community;
- (iii) to raise the workers' standard of efficiency and discipline.



# INTUC

## FORTY FOUR YEARS YOUNG



By

Shri S. K. TRIPATHI



1947 was an eventful year in the history of our country. It was a dividing line between slavery and freedom. After the 1942 "Quit India" call given by the Indian National Congress under the inspiring guidance of Mahatma Gandhi and the coming into being of the Nehru Liaquat Interim Government at the Centre, history was moving fast in every direction. While

politically Congress was destined to be the successor to the British rule communist still claimed leadership of the Indian working class at the National as well as the international level, having taken complete control of the All India Trade Union Congress, while nationally minded Trade Unionists had been put behind the bar under the Defence of India Act and their Union offices had almost been paralysed into inaction. After their release from detention, some of the nationalist labour leaders tried to reenter the AITUC. But they were soon disillusioned when their membership claims were rejected and they were refused representation on the Central Executive of the AITUC. Even ardent Trade Unionists, like Mr. N. M. Joshi, who were politically detached, got disgusted with the machinations and manouvers of the communists. Gandhiji who had founded the Majoor Mahajan (Textile Labour Association) at Ahmedabad as far back as 1917-18, was absolutely clear in his mind when he stoutly opposed the idea affiliating TAA with AITUC and declared categorically that he would wait for the day when the AITUC veered round to his way of thinking.

It was against this background that the INTUC was founded on 3rd May 1947 at a meeting held in New Delhi and was a projection of the Gandhian Technique of Solving Labour problems in a developing country. Congressmen with a constructive bend of mind found this new field of labour work to be emotionally absorbing and intellectually challenging. No wonder

then that the INTUC message rapidly spread all over the country and there was a phenomenal rise in its membership.

The level of wages and working conditions of Textile Labour in Ahmedabad and Bombay between 1920 and 1940 would reveal even to a casual observer the efficiency of the INTUC methods preached by the T. L. A. and the futility of Communist way of labour work based on class war hatred, struggle, strike and violence.

The yeomen services rendered by the late Shri G. D. Ambekar to the Textile Labour and Shri H. N. Trivedi for the

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**Shri Arun Mehta Hon. Labour Minister of Maharashtra State address the State INTUC Conference Shri H. N. Trivedi receives him.**

Non-Textile Labour in particular are too well-known to need any elaboration. Standardisation of wages, working class cost of living index and bonus Shri Ambekar's were subjects of special study and even his opponents had to admit and accept INTUC leadership on the topics.

However, while thus highlighting the redeeming features of our work, one cannot effort to lose sight of the fact that INTUC has not been uniformly strong or dominant in all parts of the country or in all industrial sector. It has vast potentialities for growth both intensively and extensively. Life of the workers outside the factory still largely remains untouched and unaffected. The TLA in Ahmedabad has been doing exemplary work in this direction. It is also necessary to create large cadres from amongst the working class inspired by the idealism and the ideology of the INTUC, which has now to turn its attention of the teeming millions of landless labour.

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**PRESIDENT AND TREASURER**





# HISTORY & ROLE OF

# Intuc

**Shri H. N. Trivedi**

*PRESIDENT*

Indian National Cement Workers'  
Federation.



This year we are observing, as the 45th year of INTUC it came into existence on May 3, 1947, but the real Trade Union Movement was started earlier by Mahatma Gandhiji during the Champaran struggle for the emancipation of the indigo plantation labour and the formation of Majdoor Mahajan at Ahmedabad. The Hindustan Majdoor Sevak Sangh played an important role to strengthen the INTUC, by training devoted workers to organise labour in India.

The clarion call for complete independence from the foreign yoke quickened the pace of self reliance to fight oppression, totalitarianism and exploitation. The Gandhian technique of labour and management relations evolved by mutual negotiations

and voluntary arbitration was employed in the textile industry at Ahmedabad as far back as 1920. This had nation-wide repercussions. In fact, some of the principal architects of the INTUC had their training under the guidance of Mahatma Gandhiji.

The ground was thus prepared for harmonious industrial relations and the teachings of Karl Marx had and still have a different influence on the working class movement. The INTUC decided on a new social approach for labour and working classes in 1947 — a nationalist and democratic trade union organisation. The objective clause in its constitution declared in unambiguous terms the elimination of social, political or economic exploitation and inequality.

Every year INTUC was in the forefront in securing better rights, for working class by ensuring legislation, collective bargaining, arbitration, adjudication and by resorting to direct action whenever necessary.

Independence did bring about a great change in the objectives of the State and the Directive Principles in the Constitution of India brought in the forefront by amending the Constitution and to remove impediments in the progress of the nation. The INTUC has a dynamic and economic role to play in the national upheaval.

The ultimate objective is to put industry, particularly strategic industries, under national control and ownership and bring about identity of interest of labour, capital and the consumer. The

INTUC is continuously striving towards this objective under the dynamic leadership.

The constructive Forty five year role played by the INTUC during the last years had brought about economic stability immediately after the independence of the country. Irresponsible strikes and empty slogans evoked ultimately no response from labour. The national economy is on the threshold of rapid changes and in new constructive and challenging directions to achieve self-sufficiency in all respects. The INTUC is striving continuously in eliminating class hatred and ensuring a pragmatic machinery for settlement of all industrial disputes. It emphasized the role of constructive struggle and suggested ways and means for achieving strength, vitality and effective functioning of the labour forces.

The leaders who have guided this movement were often men of all India stature. They showed by personal sacrifices that the task assigned to the institution was of greater magnitude and life long devotion and self-sacrifice. It is high time that a comprehensive review is made of the activities of the organisation with special reference to those who devoted their life, time building up the INTUC and labour movement in this country.

Forty five years in the life of an organisation cannot be considered to be a long period particularly when the tasks to be tackled are very and difficult. It has to assert itself and strengthen the national character and inculcate the true spirit of

trade union ideology. Its aims and objectives have to be realised in a wider perspective so that the working class can also become equal participants in the management of all industries in private as well as public sectors. Trade Union Movement has suffered on account of the exploitation by political parties and multiple unions in the same industry or establishment have retarded the growth of a strong and stable Trade Union Movement. Workers are still illiterate, often untrained and shy of organised effort and fall victims of irresponsible Trade Union leaders. In order they fit in with the fast changing circumstances, the organisation has firmly to direct its efforts in more revolutionary and constructive channels.

In making the economic of Shri P. V. Narasimha Rao the Prime minister of India campaign a success the INTUC has to play an important role. It has to ensure that promises and Statements made are kept and implemented, with honesty and sincerity through time-bound programmes. In the interest of the country, and in the interest of the large majority of the population, INTUC must act and help to satisfy hopes of the people.

**INTUC**

# HISTORICAL RESOLUTION

## **WE BELIEVE**

### INTUC Believes In

1. We believe in friendly relations with the people of all the countries of the world, regardless of their political systems, their size and stage of development.
2. We believe in the international of the working class.
3. We believe in co-existence among nations, and non-interference in the internal affairs of any country by any other country however big.
4. We believe that every nation has an inherent and inalienable right to fashion its own affairs according to the democratic will of its own people without any interference, direct or indirect, by any outside power.
5. We believe in democratic socialism.
6. We believe in the restructuring of our society to ensure that the means of production are owned by society.
7. We believe that the spirit of self-reliance among the people should be fostered and dependence on foreign assistance should come to an end, the earlier the better.

8. We believe that the trade union movement has a major role to play in promoting the spirit of self-reliance.
9. We believe in economic growth with social justice.
10. We believe in a pattern of planning for economic growth which will be employment oriented and which will thereby ensure equitable distribution.
11. We believe that the trade union movement has now arrived at a stage when it has to take up to more positive and promotional efforts over a wider horizon so as to partner the vital task of reconstruction.
12. We believe that the sectional interests of labour should be achieved in a manner so as to harmonise with the larger interests of the nation, and the nation itself has a duty in return to see that its productive section is given its due without the necessity for resort to agitational steps.
13. We believe that there is an identity of interests among the people as a whole which must override the conflicting sectional interests to whatever section they might belong.
14. We believe in equitable distribution of the resources.
15. We believe that there should be progressive expansion of the public sector as it is an appropriate instrument for the early realisation of our socialist objectives and that we must co-operate to make it more effective.
16. We believe there must be a judicious mixture of capital-intensive and labour-intensive technology in the country.

17. We believe it is the State's duty to provide employment to all its citizens and if the State fails to meet this obligation then to provide for unemployment allowance.
18. We believe in five-day week of 40 hours for workers and seven-day working of all establishments could lead to reducing present unemployment and improving rate of productivity in the organised sector.
19. We believe that the agricultural industry should be rationalised so that benefits of green revolution substantially go to labour.
20. We believe that labour-intensive projects like linking of the major rivers in the country by a network of canals, reclamation and irrigation of vast areas of lands and setting the landless labour on those lands, would go a long way in solving the problem of rural unemployment and under-employment.
21. We believe that the construction of a network of roads and a massive programme of rural and urban housing and minor irrigation projects are labour-intensive measures for tackling the problem of unemployment in the short run.
22. We believe in the unity of the working class on the basis of democracy, secularism and patriotism.
23. We believe that there shall be no State intervention in the running of trade union movement.
24. We believe that in regulating industrial relations, State intervention should be reduced to the minimum, if not totally eliminated.

25. We believe that one union for one industry should be statutorily recognised.
26. We believe that industrial relations are best regulated left to the parties themselves.
27. We believe that education must be needbased and work-oriented.
28. We believe that violence has no place in a democracy as violence is a negation of democracy.
29. We believe that the right to strike is fundamental but should be resorted to only when collective bargaining fails and arbitration is not available.
30. We believe that the organised working class movement owes it to itself to work for the amelioration of the lot of the unorganised, the rural and backward sections of labour, in an effort to remove imbalances in growth of the working class movement.
31. We believe that monopolies of all kinds should be liquidated, and a sense of social justice permeate among people.
32. We believe there should be effective ceilings on urban and rural holdings and incomes.
33. We believe that a living wage should be ensured to all the workers in all industries and services, in private and public, rural or urban sectors.



34. We believe that the inherent relationship between employees and employees in industries and services both in the private and public sector with labour as a partner should be recognised and honoured in practice so that co-determination obtains at all levels of decision-making.
35. We believe that improve productivity and equitable distribution is a sine qua non for the rapid economic and social progress of the nation.
36. We believe it is the duty of labour to fight against all forms of exploitation.



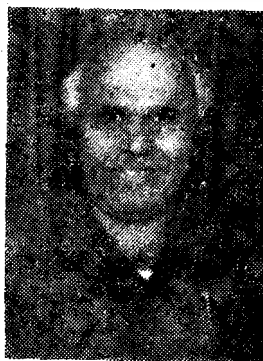
**STATEMENT ADOPTED BY THE GENERAL COUNCIL  
ON THE OCCASION OF THE SILVER JUBILEE  
CELEBRATIONS OF INTUC ON 3RD MAY, 1972,  
AT NEW DELHI.**

# I L O AND INTUC

Right from the inception INTUC has been actively associated with I. L. O. As the most representative workers' Organisation in India, the INTUC has been actively associated with the International Labour Organisation since its birth. It has continued to take active part in the conferences, committees, seminars and other programmes of I. L. O. INTUC has played leading role in I. L. O. through our touring leaders who represented India. I. L. O. Director General and I. L. O. leaders paid visits to India. They attended Annual Sessions when convenient through their officials and publicly praised the services of INTUC on the platform. After the INTUC was recognised as the most representative body of the working class in India and its representatives constituted the ILO labour delegation. The first delegation to the ILO from the INTUC attended in 1948. The AITUC challenged INTUC's credentials before the Credentials Committee of the ILO, even though it had no case.

The credential Committee of the ILO rejected the challenge unanimously. The AITUC kept on challenging and every year the challenge was found to be baseless by the ILO and at last the AITUC gave up that futile exercise. And INTUC continued to represent India as sole representative.

The representatives of INTUC have served as titular member of the ILO Governing Body since 1948 to 1992.



**Shai Sanjeev Reddy**  
Vice President INTUC

# ICFTU and INTUC



**Shri H. N. Trivedi**  
Treasurer INTUC

The INTUC is a founder member and a leading affiliate of International Confederation of Free Trade Unions (ICFTU) Brussels since 1949 and has been playing its own role in promoting the ideas of ICFTU by actively participating in its activities and spot lighting the problems of working class in developing countries at the International Forums. The work in Asian Region is mostly looked after by India. The ICFTU has given leading status to INTUC in Women's Committee. The INTUC and various industrial federations set up by it maintain friendly relations and co-operation with the International Trade Secretariats. Our Veteran leaders are on Central, Women, Regional and industrial Committees on responsible positions.



## A Word of Thanks

This Special volume is brought out for those who are interested in trade union movement and for those who have lived and grown along with the family of Indian National Trade Union Congress during the last 45 years. We could not publish photos of all the events and personalities, but we have highlighted those we could secure.

This volume will remind us of the events and the leaders who helped us and people who worked with us, and without whose guidance, we could not have effectively and successfully served the working class of India during the last 45 years. On this occasion, we gratefully remember all those who have served the working class and built up a strong democratic and nationalist trade union movement in the country. They have all inspired the workers to organise themselves into trade unions under the guidance of INTUC.

In this publication you will find photos of all past and present INTUC Presidents, General Secretaries, and who mostly grew from rank and file, and attained the eminent positions in public life. Padmabhushan Shri G. Ramanujam, our popular and dynamic President has been one of the strongest pillars of INTUC. His devotion to the cause of the working class inspires

and sustains our strength and spirit in the trade union movement. INTUC's membership is more than the aggregate membership of all the other central trade union organisations, and always played a constructive role in building up a strong trade union movement in the country, and will continue to do so in the years to come.

Lastly, I thank one and all who helped by contributing articles, and guidance in completing this special volume.

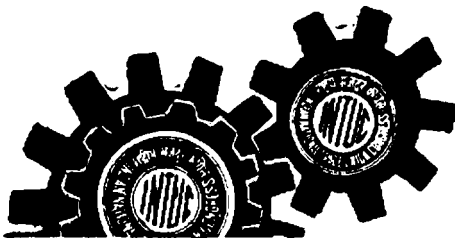
*H. N. Dinadi*

President  
Indian National Cement Workers'  
Federation.

**I N T U C**

Mazdoor Karyalaya  
Congress House  
Bombay - 400 004.  
21-2-1992.

Tele Nos. Off. 3 8 7 1 8 0 9 — 3 8 7 0 8 0 4  
Res. 3 8 7 7 6 5 8 — 3 8 7 7 2 1 3



# INDUSTRIAL FEDERATIONS



- 1. Indian National Bank Officers Congress**  
12, Preana, Tilak Road Borivli, Bombay - 400 092.
- ✓ **2. Indian National Bank Employees Federation**  
37, Alwar Thiru Nagar Annx, Madras - 600 087.
- 3. Indian National Bldg. and Construction Workers Federation**  
20, Vikas Nagar, Gnealior - 4.  
Phone : 21384
- 4. Indian National Cement Workers Federation**  
Mazdoor Karyalaya,  
Congress House, Bombay - 400 004.  
Phone : 387 18 09, 387 08 04, 387 76 58, 387 72 13
- 5. Indian National Chemical Workers Federation**  
Tel-Rasayan Bhwan, Tilak Road, Dadar, Bombay-400 014.  
Phone : 412 17 42, 412 17 76  
Gram : PETROGRAM
- 6. Indian National Food & Drink Workers Federation**  
L. I. G. H. E., Block M/4, 49, Narikeldanga North  
Road, Calcutta - 700 011.  
Phone : 363158 - 296658
- 7. National Federation of Govt. of India Press Workers**  
A/290, New Friends Colony, New Delhi - 110 065.  
Phone : 631278 & 6830604
- 8. All India National Life Insurance Employees Federation**  
127/M/33, Manicktola Main Road, Calcutta - 700 054.

- 9. Indian National Metal Workers Federation**  
26, K. Road, Jamshedpur - 831 001.  
Phone : 231610, 28992  
Gram : SHRAMIK
- 10. Indian National Shops and Commercial Employees Federation**  
"Prabati Pratishtan" 28/29, Old Rajinder Nagar,  
New Delhi-110 060.  
Phone : 5730961
- 11. Indian National Defence Workers Federation**  
25/19, Karachi Khana, Kanpur - 208 001.  
Phone : 212510  
Gram : FEDERATION
- 12. Indian National Electricity Workers Federation**  
H. S. 29, Kailash Colony Mkt., New Delhi-110 048.  
Phone : 6441093
- 13. Indian National Mine Workers Federation**  
Michael John Samriti Bhawan, Rajendra Path,  
Dhanbad-820 001.  
Phone : 2709  
Gram : LABOUR
- 14. Indian National Municipal & Local Bodies Workers Federation**  
Kamgar Karyalaya, Topiwala Lane, Lamington Road,  
Bombay - 400 007.  
Phone : 35 96 41
- 15. Indian National Paper Mill Workers Federation**  
6/B, LIGH, Barkatpura, Hyderabad - 500 027.  
Phone : 64706, 79091

16. **Indian National Port & Dock Workers Federation**  
15, Coal Dock Road, Calcutta-700 043.  
Phone : 455929
17. **National Federation of Petroleum Workers**  
Tel-Rasayan Bhawan, Tilak Road, Dadar, Bombay-400 014.  
Phone : 4121742, 412 17 76  
Gram : PETROGRAM
18. **Indian National Plantation Workers Federation**  
25-A, Park Street, Suit No. 125, Calcutta-700 016.  
Phone : 212726
19. **National Federation of Indian Railwaymen**  
3, Chelmsford Road, New Delhi - 110 001.  
Phone : 352013
20. **Indian National Rural Labour Federation**  
Shram Shibir, Devi Ahiliya Marg, Indore-452 003.  
Phone : 31060 & 35287  
Gram : LABOUR
21. **Indian National Sugar Mill Workers Federation**  
19, Lajpatrai Marg, Lucknow - 226 001  
Phone : 247638
22. **Indian National Textile Workers Federation**  
C/o. Rashtriya Mill Mazdoor Sangh,  
G. D. Ambekar Marg, Parel, Bombay - 400 012.  
Phone : 4123713  
Grams : RASMAZDOOR
23. **Indian National Transport Workers Federation**  
L/1, Hathital Colony, M. P. Housing Board,  
Jabalpur - 482 001.  
Phone : 29263



- 24. Federation of National Postal Organisations**  
T-24, Atul Grove, New Delhi - 110 001.  
Phone : 332 13 78
- 25. National Federation Telecommunication Organisation**  
T-14, Atul Grove, New Delhi - 110 001.  
Phone : 332 32 02
- 26. Congress of Central Government Employees Organisations**  
3, Cheimsford Road, New Delhi - 110 001.  
Phone : 35 20 13
- 27. National Organisation of Govt. Employees**  
90/72, Malviya Nagar, New Delhi - 110 017.  
Phone : 644 01 85
- 28. Indian National Jute Workers Federation**  
177/B, Acharya- Jagdish Bose Road, Calcutta-700 014.  
Phone : 29 66 98
- 29. Indian National Glass & Potteries Workers Federation**  
1-B Maulana Azad Road, New Delhi - 110 011.  
Phone : 301 81 50  
Grams : SHRAMIK
- 30. Indian National Press Workers Federation**  
Shivraj Bhawan No. 2, Shop No. 5, Balshet Madhukar  
Marg, Behind Elphinston Road, Rly. Station,  
Bombay - 400 013.



# OUR TRADE UNION PERIODICALS

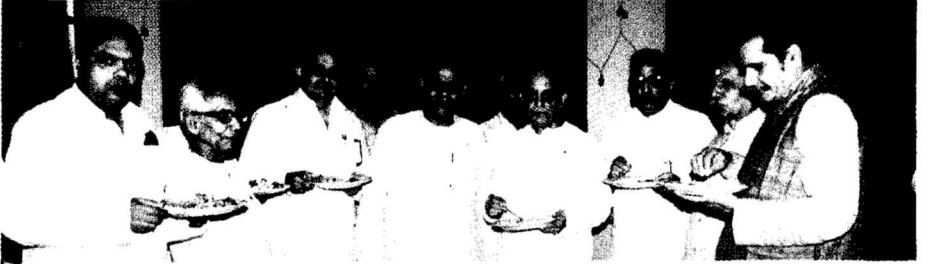
- |  |   |
|--|---|
| 1. <b>The Indian Worker</b><br>1-B, Maulana Azad Road,<br>New Delhi-110 011.                                     | 10. <b>Food &amp; Drinks Messenger</b><br>131, Mahatma Gandhi<br>Road, Calcutta-700 007.                                |
| 2. <b>Mazdoor Sandesh</b><br>Shram Shivir,<br>Davi Ahilya Marg,<br>Indor-452 003.                                | 11. <b>Khan Mazdoor</b><br>Michael John Samriti<br>Bhavan, Rajendra Path,<br>Dhanbad-826 001.                           |
| 3. <b>Indian Rail Worker</b><br>3, Chelmsford Road,<br>New Delh-110 001.   | 12. <b>Parivahan Sansar</b><br>LI, Hathital Colony<br>Jabalpur-482 001.   |
| 4. <b>Mine &amp; Metal Worker</b><br>13, Ganesh Chaandra<br>Avenue, Suite No. 25<br>(5th Flr.), Calcutta-700013. | 13. <b>Kamgar</b><br>Mazdoor Manzil,<br>G. D. Ambekar Marg,<br>Parel, Bombay-400 012.                                   |
| 5. <b>Mazdoor Awaz</b><br>17-K Road,<br>Jamshedpur-831 001.  | 14. <b>Chah Mazdoor</b><br>Assam Chah Mazdoor<br>Sangh, Dibrugarh-781 001.  |
| 6. <b>Oil &amp; Chemical Workers</b><br>Tel-Rasayan Bhavan,<br>Tilak Road, Dadar,<br>Bombay-400 014.             | 15. <b>Shramik</b><br>Cachar Cha Sramik Union,<br>Silchar, Dist. Cochar<br>(Assam).                                     |
| 7. <b>Defence Labour</b><br>206/1E, Bidhan Sarani,<br>Calcutta-700 006.  | ✓ 16. <b>Thotta Thozbilali</b><br>Nilgiri District Estate<br>Workers Union,<br>Kamarajar Nilayam,<br>Rokeby, Coonoor-1. |
| 8. <b>P &amp; T Sentinel</b><br>T-24. Atul Grove,<br>New Delhi-110 001.  | 17. <b>Transport Kahalam</b><br>K.S.T. Workers Union<br>(INTUC), Manacaud,<br>Trivandram-695 009.                       |
| ✓ 9. <b>Liberaration</b><br>37, Alwar Thizu Nagar<br>Annx, Madras-660 087.                                       | 18. <b>Vidyut Mazdoor</b><br>Amrawati Hotel,<br>Guru Govind Singh Marg,<br>Lucknow-226 001.                             |



**OUR FAMILY :** (1) Padmabhushan Shri G. Ramanujam (2) Shri N. Nanjappan with Shri H. N. Trivedi at Brussles (3) Bar. C. L. Dudhia Congratulating Shri H. N. Trivedi on Birthday (4) Sendoff to Shri H. N. Trivedi for ILO by Shri S. K. Tripathi (5) Shri S. L. Passey and Shri Raja Kulkarni sandwiching Shri H. N. Trivedi (6) Shri H. N. Trivedi at ILO (7) Firey speech by Shri N. Nanjappan (8) Shri N. M. Tidke receiving Prasad from Smt Veenaben H. Trivedi (9) Shri Vinod Joshi and Shri P. G. More garlanding Shri H. N. Trivedi (10) Shri H. N. Trivedi (11) Shri Deoraj Singh with Bar. C. L. Dudhia (12) Shri Kanti Metha with Shri H. N. Trivedi at Geneva.



## INDIAN NATIONAL TRADE UNION CONGRESS



- A. At ILO in Geneva in 1985 from the right Shri S R. Rao, Editor Indian worker, Hon. Labour Minister Rajasthan Brijinder Sharma, Shri H. N. Trivedi and Smt. Veenaben H. Trivedi.
- B. In the centre President Shri G. Ramanujam, on his right Shri Gopeshwar, Shri H. N. Trivedi and Shri V. V. Dravid, on his left Shri Ramlal Thakkar, Secretary INTUC and Shri Laxmi Narayan, M. P. at the INTUC Executive Committee meeting.
- C. With Union Labour Minister, Hon Shri Bindeshwari Dubey, are Shri. G Ramanujam on his left and Shri H. N. Trivedi on his right and other veteran leaders
- D. At Kanyakumari Shri Gopeshwar, Shri G Ramanujam and Shri H. N. Trivedi, Gen. Secretary, President and Treasurer respectively are standing with State Leaders.