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SUBSIDISED INDUSTRIAL
HOUSING IN VIDARBHA.

Under the Industrial Housing Scheme The Vidarbha Housing Board undertook to build 400 tenements and some were completed in June 1961 and some are still under constructions.

In June 1961, the tenement were allotted to some industrial workers and at present some tenements are occupied. The applications were invited and the tenements allotted before the V.H.B. built up the roads, levelled the ground, fenced the area or even made water supply arrangement. The rains came and the tenement dwellers found themselves marooned. Still to-day the roads remain unbuilt and uncleaned of weed and there is no fencing or wall to protect the dwellers from the cattle and especially pigs which abound in the area because of its vicinity to sweepers locality.

If this be the general condition, what is the conditions of the tenements themselves? No engineer is required to say that the slabs have cracked and in rains inside the tenements walls trickled down. The walls are so weak that a nail would pull it down or go to the otherside if hammered this side. Besides, while constructing, the Board has not taken into prior consideration of normal requirements of an Indian family.

What is the subsidized or economic rent of these tenements? The tenements consist of one room 9 x 13, one kitchen 6½ x 6½ and a veranda, latrine 3 x 3 and a bath. The rent for industrial worker is nominally Rs.17/- Even pots of latrines are required to be purchased by the tenement dwellers. For electric light Rs.3 have to be paid, metre deposit of Rs.15 have to be paid by the dwellers. Till date there is no arrangement for supply of drinking water. Recently, water line has been constructed providing saltish water from a well, which cannot be used either for washing cloths or drinking. Every household has to spend at least Rs.4 to Rs.6 a month for getting its supply of drinking water for cooking etc.

Thus the so called subsidized rent or economic rent comes to Rs.24 to Rs.26. This is how the industrial worker has become beneficiary of a labour welfare scheme-Industrial Housing Scheme, sponsored and subsidized by the Union Government.

In this connection it will not be out of place to recall the minimum wages of industrial workers in the region. Apart from the textile workers who get Rs.90 a month, majority get Rs.1-12 nP. to 1-37 nP. (Gin workers, oil workers) a day inclusive of all allowances. Monthly income, after deductions of P.F. and E.S.I. contributions, of these workers, will come to Rs.28 at most. How are they expected to pay Rs.24 to Rs.26 a month as house rent ?

The present occupiers are mostly textile workers and they are finding it difficult to pay such heavy rent and find themselves in a most unenviable position. They left their old tenements to live better and now they cannot go back because their old tenements are occupied and they cannot pay the present high rent and rates.

Ref: T/Spl-723.

December 6, 1961.

Dear Editor,

Enclosed please find an article, "Congress Of Working-Class Solidarity" by Ilya Arzanovsky, Novosti Press Agency Special Correspondent, forwarded with our compliments for favour of publication in your esteemed paper.

I hope you will find the article suitable for use in your paper.

A copy of the issue in which the article is published may please be sent to us.

Thanking you,

Yours faithfully,



(V.M. Kupisko)
Information Officer,
USSR Embassy in India.

CONGRESS OF WORKING-CLASS SOLIDARITY

By Ilya Agranovsky,
Tovosti Press Agency Special Correspondent

The words first expressed by Karl Marx "Workers of the world, unite!" have been ringing out everywhere in the world for more than a century. In a century of struggles the working people of the world have turned from suppressed, unorganised and semi-illiterate masses into an organised force, determining the course of history.

The working class overthrew kings and dictators, overthrew the governments of bankers and landlords in countries holding close to 1,000 million people, one-third of the global population. The working class guided and continues to guide the struggle for the political and economic independence of another 1,000 million people living in colonies and in young states which have become free.

The working class is still waging a grim battle in countries where the bourgeoisie is clever and experienced and where the monopolists continue to hold on to power by force. But the time is not far off when there too the working class will forever wipe out class rule.

The delegates to the Fifth World Trade Union Congress, envoys of the working people of 100-odd countries, are these days meeting in Moscow, at the Kremlin Palace of Congresses.

I spoke with a worker from Nigeria who had arrived from a country which had already won its political freedom, but was still poor and hungry.

"I've just exchanged a few words with Titov," the Nigerian delegate told me. "I stood in the middle of a miracle-palace and talked with a miracle-man, who has travelled in outer space. When I recall the scenes of life I observed a few days ago in my country and compare that with what I see here, I wonder if I'm dreaming, I wonder whether it is possible for the world to be full of such contrasts."

What should be done for such crystal palaces to rise every where in the world? How can our earth be cured of the sores of colonialism and imperialism? How can the world be saved from perishing from war? These questions are to be discussed at the Congress.

Unity of Proletariat

There is one word which can answer all these questions. That word is solidarity, the solidarity of workers, of working people of the entire world. Solidarity can overcome every obstacle.

One can see already by the way the Congress has started that it will lead to the consolidation of new forces around the idea of international solidarity of the working people, around the ideas of peace, friendship of nations, and socialism.

On the

On the eve of the Congress many delegates, members of WFTU and non-WFTU organizations alike, spoke of their aspirations for unity. A delegate from Ecuador gave a picture of working people being shot down in his country. He said: "Let the whole world know what sacrifices the working class of our country is making for the cause of freedom. Tell the people everywhere what outrages the imperialists are committing. Only solidarity of the working people of all countries can rid the earth of such monstrous events."

This striving for solidarity was manifested on the very first day of the Congress. Every time a speaker uttered the word "solidarity" the hall burst into applause.

The Congress is faced with the task of working out a common programme on urgent questions of the struggle for peace, against colonialism, for social progress. It will discuss the programme of action of the trade unions in the present stage.

The working people of the world, following the progress of the Congress, are confident that this great international forum will draw up decisions promoting the unity of the international trade union movement. The enemies of the working people are also watching the Congress, hoping that contradictions will arise there.

The watchword of the Congress is solidarity--solidarity in the struggle for social progress, for liberation from colonialism; solidarity in the fight for disarmament, against the danger of new wars, for peace!

Provisions relating to Retrenchment and Re-employment in the Industrial Disputes Act.

Section 25-F of the Industrial Disputes Act lays down three conditions which an employer must observe whenever he wishes to retrench any workman who has been in his continuous service for not less than one year. These conditions are:

- (a) One month's notice to the workman stating the reason of retrenchment, or one month's pay in lieu of notice;
- (b) Payment of retrenchment compensation at the rate of 15 days' average pay for every completed year of service or any part thereof in excess of 6 months; and
- (c) Service of a notice in the prescribed manner on the appropriate Government.

Section 25-G of the Act lays down that the employer shall ordinarily retrench the workman who was the last to be employed in his category. *****

Even after the introduction of Section 25-F in the Act, many employers effected retrenchment without paying any retrenchment compensation.

Before various adjudicators in various states, workers contended that any retrenchment carried out without observing the three conditions was illegal and the retrenched workmen must be reinstated with full back-wages on that ground alone.

On the other hand, the employers argued that ~~non-payment~~ non-payment of retrenchment compensation, etc only gave the right to the workmen to get the same recovered and did not render the retrenchment null and void.

The Bombay High Court upheld the viewpoint of the workmen but in most other states the opposite viewpoint held the field for a long time.

Recently the matter has been decided finally by the Supreme Court and it is gratifying that the viewpoint of the workmen has been accepted as correct. *****

Another question arose in the very early stages. Employers argued that the justification of retrenchment could not be challenged if the same was carried out in accordance with Sections 25-F and 25-G of the Act.

This view found no support. It has been well-established since long that workmen can challenge any retrenchment on merits even though it may not be in violation of any provision of Section 25-F and 25-G.

When a dispute about justification or otherwise of ~~some any~~ retrenchment is referred for adjudication, the employer must make out a case for retrenchment failing which the adjudicator can set aside the same and reinstate the retrenched worker. *****

All this does not mean that Section 25-F is fully satisfactory from the viewpoint of the working-class. In fact, it requires a number of amendments especially the following:

(1) It is obviously a matter of considerable importance that workmen should know the reasons of retrenchment at the time of retrenchment.

~~(2)~~ Under the present law, the employer has to state the reasons if he decides to give one month's notice. If, however, the employer decides to pay one month's pay in lieu of notice, he need not tell the reasons for effecting retrenchment.

This obvious lacuna must be removed and communication of reasons for retrenchment to the workmen must be made obligatory in any case.

(2) Section 25-F provides for one month's notice or one month's pay in lieu thereof.

Some employers who want to effect immediate retrenchment have found a way out for not paying one Month's pay in lieu of notice. They give one month's notice but lay off the workman during the notice period. The worker suffers in two ways. He remains tied to the factory though there is no work for him. Secondly, in stead of getting one month's pay in lieu of notice he gets only lay off compensation which will ~~xxxxxxx~~ equal only 13 days' pay. If the factory happens to have had less than 50 employees in the preceding month, he will not get any lay-off compensation.

To close this loophole, it must be laid down that if any workman is laid off during the notice period, he must be paid full wages for all the days on which he is so laid off.

(3) At the Sixteenth Labour Conference it was unanimously agreed upon that in case of a closure of a shift, workmen should be given 2 months' notice instead of one month's while in case of total closure notice should be of three months.

Employers have completely gone back on these agreed decisions and it is therefore necessary that these be given ~~xxxx~~ legal force by amending the law.

(4) The present rate of retrenchment compensation is low and should at least be doubled.

(5) As it stands today, Section 25-F is not applicable if workman to be retrenched has put in less than one year's ~~xxxxxxx~~ continuous service. This is highly unjust. Before any workman is retrenched, he must be given one month's notice or pay in lieu thereof irrespective of the length of his service. Likewise, he should be paid retrenchment compensation on a pro-rata basis at least.

The law must be amended accordingly.

A battle royal was waged before different adjudicators, High Courts and then before the Supreme Court regarding the interpretation of the definition of "retrenchment" given in Section 2(O) of the ACT. ~~xxxxxxx~~

The point debated was whether workmen discharged as a result of total closure of an industrial establishment could be said to be covered by the definition of "retrenchment" and hence entitled to benefits provided in Section 25-F.

The Supreme Court finally answered this question in the negative. To meet the situation arising out of ~~the~~ the Supreme Court ~~xxxxxxx~~ decision, Section 25 FFF was introduced.

This Section entitles the workers discharged as a result of total closure to the same rights and benefits to ~~xxxxxxx~~ which the retrenched workers are entitled under Section 25-F. But as the definition of retrenchment has not been amended to cover them, they still do not enjoy the ~~benefit~~ benefit of Section 25-H relating to re-employment.

This Section reads as under:

"Where any workmen are retrenched, and the employer proposes to take into his employ any persons, he shall, in such manner, as may be prescribed, give an opportunity to the ~~xxxxxxx~~ retrenched workmen ~~who~~ offer themselves for re-employment and the retrenched workmen who offer themselves for re-employment shall have preference over other persons."

There have been cases in which an industrial establishment was closed down entirely but was re-started after a short while with entirely new labour force. The workmen discharged on closure demanded re-employment but were told that they were not retrenched workers and hence Section 25-H did not apply to them.

This situation must be remedied. An amendment should be incorporated so that workers discharged as a result of total closure are deemed to retrenched workers for purposes of Section 25 H.

Experience and actual practice have shown that another amendment to Section 25-H is necessary.

There have been many cases in which a number of workmen were retrenched and then offered re-employment soon afterwards but at REDUCED wages or rates of wages. The retrenchment, it appeared, was carried out only to reduce wages/rates of wages.

Section 25-H obliges an employer to offer re-employment to the retrenched worker but he can do so at reduced wages. If the retrenched workers do not accept re-employment on new conditions, the employer is free to engage new hands, turning the right of re-employment into an illusory one.

The Section ~~xxxx~~ should therefore be amended to make it obligatory ~~it~~ for the employer to offer re-employment to the retrenched workers on the same wage ~~as~~ which he was getting at the time of retrenchment.

Only such an amendment would prevent employers from effecting retrenchment not because the same is really called for but to effect wages-rates, etc.

Such is the present law relating to retrenchment and re-employment and such are the amendments for which the trade union movement should work for.

28/8/51

Satyajal Sang
Satyajal Sang.

LEGAL NOTES:

Can Government refuse to refer an industrial dispute to adjudication taking into account irrelevant and extraneous facts and circumstances besides those raised by the union espousing the dispute ? This question has now been answered in negative by the Kerala High Court in a writ application proceeding. The applicants were the Kottayam Plywood Workers Union. The Kerala High Court followed the decision of the Supreme Court in the case "State of Bombay v Kirhnan (K.P.) and others 1960 (II) LLJ 592" and quashed the order of the Government of Kerala refusing to refer the industrial dispute to adjudication.

There have been many cases where various State Governments including the Government of India declined to refer industrial disputes to adjudication on grounds other than those preferred by the unions and even after the decision of the Supreme Court, they have been observing their own interpretations and assertions in the matter of reference of industrial disputes to adjudication.

The Kerala case which we are discussing here is ^atypical example of the bureaucratic functioning of the Labour department of the Government. In this case, the Government declined to make the reference on the following grounds:

"From the reports received it is seen, that the retrenchment is for bona fide purpose. The case is therefore not a fit one for adjudication."

Actually the union never raised the question of bona fide of the management. ~~There~~ Their case was that the retrenchment of the workmen, which gave rise to the

legal notes.....2

dispute, was not necessary and even if it is assumed that the same was necessary, it ~~is~~ ^{was} not in accordance with the provisions of the Industrial Disputes Act.

The genesis of the dispute was the notice of retrenchment dated November September 19, 1960, effective from the same date, given by the management of Phoenix Plywood Co., to six workers. The retrenchment was sought to be justified by the management on the ground that it had introduced electric saw machines and therefore these workmen were redundant.

The union contended that although the management offered one month's wages, they had not really complied with the mandatory provisions of the Industrial Disputes Act which required payment of retrenchment compensation in accordance with the length of service.

Conciliation proceedings were held and the union therein reiterated its stand and never raised the issue of lack of bona fide on the part of the management in this regard. The conciliation proceedings failed and after the failure report was submitted, Government declined ^{to} ~~the~~ refer the matter to adjudication on the ground stated earlier.

The union contended before the High Court that the State Government has never adverted to the material facts but has rejected the request of the union for referring the industrial dispute on wholly irrelevant and extraneous matter.

Discussing the judgement of the Supreme Court in the case - State of Bombay v Krishnan (K.P.), the High Court

~~has held that the State Government has not shown any intention of referring~~

~~observed: ".... the decision of the State Government must be arrived at after a consideration of all relevant circumstances, which would have a bearing on the merits of a case as well as on the incidental question~~

held: "~~xxx~~ I am not impressed with the contention of the learned Government pleader that there is an absolute discretion vested in the State Government in the matter of making or not making a reference...., nor am I impressed with the contention of the learned Government pleader that it is purely an administrative action, which cannot be challenged by this Court under Article 226."

The ~~High~~ High Court also held: ".... a writ of mandamus can certainly be issued if a party is able to satisfy the Court that a decision has been arrived at by the State Government not on a proper consideration of the materials available before it but taking into account matters which are extrenuous."

The High Court also observed: ".....the question as to whether the retrenchment in the circumstances, was bona fide or not, was ~~x~~ not a matter which was ever in dispute between the parties and therefore in coming to a decision solely on the said irrelevant consideration, it cannot be stated that the State Government, in this case, has acted in conformity with the various principles laid down by their Lordships of the Supreme Court."

The High Court quashed the order of the State Government declining to refer the dispute and issued a writ of mandamus on the State Government to reconsider the question.

The Union was represented in these proceedings by M.C.Chcrian, Advocate.

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भारत में सोवियत समाजवादी जनतंत्र
संघ के दूतावास का सूचना विभाग
२५, बारहसम्भा रोड,
नई दिल्ली ।
तार : सोविनफार्म, टेलीफोन : ४६२४०

Ref. T/Spl.642

10th November, 61.

Dear Mr. Srivastava,

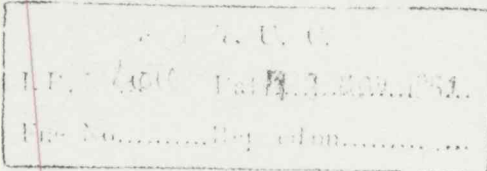
Enclosed please find an article "Budget Of A Soviet Worker" by Robert Papikyan, Novosti Press Agency Correspondent, forwarded with our compliments for favour of publication in your esteemed paper.

I hope you will find the article interesting and suitable for use in your paper.

Thanking you,

Yours sincerely,

(V.M. Kupisko)
Information Officer,
USSR Embassy in India.



Mr.K.G. Srivastava,
Editor, "Trade Union Record"
4, Ashoka Road,
New Delhi -1.

By Robert Papikyan,
Novosti Press Agency Correspondent

The Suslins are a family of four. Vasili Suslin, the head of the family, is 68 years old. He worked as a foreman at a chemical factory and is now on pension.

His son Alexei Suslin, 34, is a chemical worker. Alexei's wife Valentina, 30, is an assembly worker at a radio factory. Their son, Valeri, is three and a half years old.

The Suslins live on the outskirts of Shelkovo, a small town, some 40 km. from Moscow.

Until recently Alexei Suslin earned 95 roubles a month. Three months ago he finished a chemical engineering course, combining work with studies. The management of the carbon bisulphide shop where Alexei works advanced him to the sixth production category with the result that his wage increased by 35 roubles a month.

As Alexei Suslin is receiving a higher wage for only the last two months, we took his former wage, 95 roubles a month, in figuring out his annual income. The factory's book-keeping department showed that Suslin had earned 1,294 roubles during the last 12 months -- from October 1960 to September of this year inclusive.

Alexei received in his pay envelope -- after 109 roubles and 80 kopecks had been deducted by way of taxes -- 1,184 roubles and 20 kopecks.

The Suslin family budget also includes Valentina's earnings. Alexei's wife receives 84 roubles and 10 kopecks a month. Her taxes amount to 6 roubles and 28 kopecks. Hence Valentina received during the last 12 months 933 roubles and 84 kopecks.

It may appear at first sight that the real income of the Suslins is not so large -- 2,118 roubles and 4 kopecks.

Role of Public Funds

However the income from public funds plays a big role in the family budget. This includes the father's pension, social insurance, free education, reduced rates for the son's upkeep in the kindergarten, etc. Vasili Suslin, the head of the family, receives a monthly pension of 41 roubles and 10 kopecks. This counts up to 493 roubles and 20 kopecks a year. This should also be included in the family's income, which now amounts to 2,611 roubles and 24 kopecks.

What else does the Suslin family receive from the public funds?

These are no small benefits. Alexei studied in the evening engineering school for five years at state expense. Everything was free -- lectures, textbooks, educational aids.

...During

During this period the state provided Alexei with 130 days of paid leave to take his examinations. Thus, while not working, he received 377 roubles.

When the Suslin family was expecting their first child, their son Valeri, the state provided Valentina with a paid, 112-day maternity leave. During this period Valentina received more than 300 roubles from the state.

The factory management gave Alexei one month's paid holiday. He decided to spend his holiday in a trade union rest home. The factory's trade union committee provided Suslin with accommodation for 24 days in the Shirokoya rest home in the Kaliningrad region. Although this cost 60 roubles, Alexei only had to pay 14 roubles and 40 kopecks. The rest was paid by the chemical workers' trade union of which Suslin is a member. Incidentally, the factory's trade union committee sent 96 workers to sanatoriums and 400 workers to rest homes, paying 70 per cent of the cost from its funds.

The family's income from public funds should also include Valeri's upkeep in the kindergarten. The parents only pay 10 roubles a month while the state adds another 34 roubles a month for the boy's upkeep. Besides, Alexei gets his mid-day meal, costing 68 kopecks, free of charge. This means an annual economy of about 200 roubles. It is difficult to put down in roubles and kopecks such items of income as free medical services, free libraries, concerts, lectures and entertainments which the Suslins can enjoy free of charge.

Family Expenditure

Now let us review the Suslin family's expenditure from October 1960 to September of this year.

The family lives in a two-room apartment in a two-storey house, Kooperativnaya Ulitsa 25. The apartment has all modern conveniences -- gas, a bathroom, running water, steam heating, electricity, a radio plug-in, plumbing. For all this the family pays 12 roubles and 7 kopecks a month, or 144 roubles and 84 kopecks a year. The son's upkeep in the kindergarten amounts to 120 roubles a year.

The Suslins have a well-balanced diet including butter, milk, meat, cereals, bread, fish, vegetables, fruit, etc. The Suslins spend approximately 80 roubles a month, or 960 roubles a year, on food. Valentina and her son had their summer holidays on the Caucasian Black Sea coast, at Gudanty, a marvellous small resort. Together with Alexei's holiday the family spent 185 roubles on their vacations.

The Suslins spent 605 roubles on new furniture and clothing. The family also has its savings. Alexei deposits 20 roubles a month in the savings bank.

...The miscellaneous

The miscellaneous expenses -- 357 roubles -- include theatre performances, movie pictures, visits to exhibitions, as well as sweets, cakes, cigarettes, presents, books, etc.

Will the standard of living of the Suslin family improve within the next few years? If so what pattern will it take?

This will first of all take place as a result of an increase in wages.

How this will materialise can be seen by the example of the chemical factory where Alexei Suslin is working. In 1958 the average annual wage per worker was 998 roubles and 60 kopecks, the monthly average being 83 roubles and 20 kopecks; in 1960 wages had increased to 1,100 roubles, the average monthly wage being 91 roubles and 30 kopecks.

Future Prospects

In his report on the CPSU Programme to the 22nd Congress, N.S. Khrushchov pointed out: "The real income per head of the population will double in the next ten years, and increase more than 250 per cent in 20 years. The rise in the real incomes of the population will derive from the growth of the national income of the USSR. By 1980 the latter will amount to 720-750 thousand million roubles, i.e., to approximately five times that of 1960."

The programme of the Communist Party which was adopted by the historic 22nd Congress of the CPSU envisages a more than ten-fold increase in public consumption funds within the next 20 years. At the end of the 20-year period public consumption funds will account for about half of the aggregate real income of the population.

Thanks to the public consumption funds the Suslin family will gradually stop paying for public services, public transport facilities, for spending holidays at rest homes, boarding houses and tourist camps, for some types of communal services, for mid-day meals in the factory's canteen.

Valeri, when he grows up, will be receiving at school free hot meals, school uniforms, text books and notebooks. He will be able to spend his summer holidays in a Young Pioneer camp free of charge. If his parents wish, they can send him to a boarding school where qualified teachers will attend to his upbringing, this again free of charge.

Thus the Suslins, an ordinary worker's family, are leading a prosperous life. In the near future their standard of living will rise considerably.

TT-519

CONFERENCE OF CEYLON TRADE UNION FEDERATION

The 15th Session of the Ceylon Trade Union Federation (CTUF) was held in Colombo from November 16 to 19. The session was inaugurated by A.V.Charles, Hame, a worker and founder member of the CTUF, by lighting a Kuthuvilakku (decorative lamp).

President of the CTUF, M.G.Mendis, in his speech referred to the last general elections in Ceylon which resulted in the victory of the Sree Lanka Freedom Party of ~~Mr~~ Bandaranayake, with the support of the workers organised under the CTUF as also the Lanka Sama Samaj Party.

The report to the session was submitted by N.Shanmugadasan, General Secretary. After having surveyed the achievements since September 1959 when the last session met, he demanded nationalisation of banks, export and import trade. Dearness Allowance on the basis of the recommendations of the two earlier Commissions was demanded. He pleaded for grant of nine festival holidays for all the workers as recommended by the Commission. The report also contained a charter of demands which was later adopted unanimously by the Conference.

There was lively discussion on the report. It may be mentioned that out of the 600 delegates and observers representing two lakh workers who attended the session, there were more than 100 delegates and observers from the plantations. This was the first occasion when such a large contingent has come from the plantation area, consisting mainly of Tamil workers of Indian origin.

Fraternal delegates from Soviet Union, German Democratic Republic, India and Indonesia participated in the Session. Tjugito of the SOBSI represented the WFTU also. ~~xxxx~~
~~xx~~ From India, K.T.K.Tanganani, M.P., Secretary, AITUC, attended.

A political resolution concerning the policy of the

on the settlement of the Berlin problem, ^{and} recognition of the GDR, ~~greeting~~ on trade union unity, trade union and political rights of Government employees and the repeal of repressive legislation.

Office-bearers for the next year were elected including M.G.Mendis as President and N.Shanmugadasan as General Secretary.

The session elected three delegates to the World Trade Union Congress.

There was a procession and rally, concluding the session on November 19, which was addressed by the President and General Secretary of the CTUF and foreign delegates.

GREETINGS FROM AITUC

Greeting the 15th Session of the CTUF on November 15, K.T.K.Tangamani, M.P., Secretary, AITUC, said that the relations between the AITUC and the CTUF have been quite close. Fraternal delegates from Ceylon have participated in the 26th Session of the AITUC early this year.

He said there are many common problems facing the working class of both countries and the solutions advanced by the working class are the most just and proper ones. On the issue of workers of Indian origin ~~employed~~ living in Ceylon, he said:

"I know that the case of persons of Indian descent needs careful handling. Prior to 1947, we were all British subjects, having one citizenship. After independence, complicated problems arose ~~arose~~ when the citizenship rights were to be decided. . . . The Governments of both countries have taken up this issue in all seriousness. My submission on this occasion is that a just and prompt solution devoid of either chauvinism or element of anti-nationalism could be formulated and put across only by the working class of both countries and, in particular, the working class of Ceylon."

He spoke at length on the policy of the AITUC and on

the struggles of the working class in India.

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TATA OIL MILLS EMPLOYEES UNION, BOMBAY

The Annual General Body meeting of the Tata Oil Mills Employees' Union, Bombay, was held on October 22.

The report to the meeting was made by S.M.Desai, surveying the developments during the past period.

K.T.Sule was elected President and S.M.Desai, General Secretary.

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BONUS
DISCUSSION.

P. S. Kulkarni.

Wage rise and Price reduction are the two ways of maintaining and improving the standard of living. The present organised strength has proved to be insufficient to achieve both of these objectives. We have got wage increases no doubt, as a result of Awards or Wage Boards, but they are insignificant for appreciable or substantial improvement of standard of living. Real wages have increased negligibly.

In the context of the industrial relations as obtaining to-day in our country, bonus is related to profits, whether we like it or not. Since it is one of our targets to see that the Bonus Commission takes up the De Novo inquiry into the question of bonus and does not restrict the same to the present narrow orbit, the first task will be to detach minimum bonus from profit.

Our wage level being very low, sub-normal, since need based wage according to 15th Labour Conference is denied, there is every justification for minimum statutory bonus to fill in the gap between the actual wages and the need based wages. Just as employer has to pay Leave Wages, Provident Fund contribution or E.S.I. contribution irrespective of capacity to pay or profit or loss, he must be compelled to pay a minimum bonus to the workers. As a result of this even the workers in loss making concern or in loss years will be entitled to minimum bonus. Moreover since workers are not responsible for lossess, there is no justification for penalising them by way of denying any bonus to them for none of their faults, except perhaps that they are employed with defaulting employers. Thus minimum statutory bonus can be said to be the first task in the fight for adequate bonus.

Apart from the minimum statutory bonus workers right to bonus as share in profit is recognised. It is no more considered as ex-gratia i.e. a voluntary gift of the employers based on humanitarian considerations.

Now the employers have adopted an 'enlightened approach' of satisfying workers as a 'satisfied worker' is an asset to them. They have reconciled to the position that profits are the product of joint efforts of capital and labour. But with the hard won right to organise and collective bargaining the workers' contribution to profits slowly dawned on authorities and employers. It is due to the stark reality of life and working class struggles that the Supreme Court of India, has admitted of late that the capital and labour both jointly contribute to the profits. Thus the Supreme Court observes:-

"It is, therefore, clear that the claim for bonus can be made only if as a result of joint contribution of capital and labour the industrial concern has earned profit". (L.L.J. 1955-I - para.1 at page 4).

Earlier on the same page it approvingly quotes from L.A.T. decision as follows:-

"As both labour and capital contribute to the earnings of the industrial concern, it is fair that labour should derive some benefit, if there is a surplus after meeting prior or necessary charges".

Ambekar's Dangerous Theory of Unearned profits.

The working class could bring home this reality at least partially to the Supreme Court. But it is yet to be dawned on I.N.T.U.C. or Ambekar. According to him substantial profits are unearned profits. Workers have no contribution in these profits.

Thus in his note on Bonus he observes:-

"As a matter of fact the nature of profit is such that a substantial portion of it accrues not as a result of

contribution of labour or industry, but due to extraneous factors like Government policy, market conditions, law of supply and demand, etc. The profits accrued as a result of operation of latter factors are in the nature of unearned profits on which industry should not have a claim." (T.U.R. February 5, 1961).

According to him workers' claim for bonus out of these profits is based only on considerations of social justice and unfair price of labour. In the components of cost of production only the labour is paid unfair price. So the right of bonus is restricted to the difference between wages actually paid and the fair wage. He says,

"Besides among the components of cost only the worker is not given his fair price for his labour and thus the profits accrue." (T.U.R. February 5, 1961).

Now he claims bonus only because ~~fix~~ fair price is not given to labour. He does not base his claim on the values added by the Labour.

If this approach is accepted the bonus claim is nipped in the bud. Workers contribution in profits is flatly denied by a trade union leader! Addition in wealth is denied. According to him substantial profits are unearned and fortuitous profits. Even the achievements so far made in bonus struggles are completely negated by this proposition.

Spirit and scope of Enquiry.

The emphasis on social policy aspects of the Five Year Plans has got to be forcefully brought home to the Bonus Commission. Unless the Commission is imbued with that spirit there will be little progress.

We have to see that the Bonus Commission identifies itself with the following spirit displayed by the Second Five Year Plan.

g) Second Plan.

"The task before an under-developed country is not merely to get better results within the existing framework of economic

and social institutions, but to mould and re-fashion these so that they contribute effectively to the realisation of wider and deeper social values."

b) Supreme Court.

Even the Supreme Court has indicated the scope "It may be conceded that there is some force in some of the arguments urged in support of the plea that the formula should be revised and its priorities should be rearranged and redefined. It may also be possible to have the question comprehensively considered by a high powered commission which may be asked to examine the pros and cons of the problem in all its aspects by taking evidence from all industries and all bodies of workmen. The plea for the revision of the formula raise an issue from all industries and all bodies of workmen. The plea for the revision of the formula raise an issue which affects all industries; and before any change is made in it, all industries and their workmen will have to be heard and their pleas carefully considered." (1959 I Labour Law Journal at pp.644).

c) Union Labour Minister.

More over Shri Nanda, Union Labour Minister has given the idea of scope of the enquiry:- "The conclusion reached was that we may have a Bonus Commission, a Commission which will go into this question, try to evolve some norms so that what one expects in a particular industry and under particular conditions could be anticipated and there may not be any great deal of bickerings about it or conflicts developing." (Lok Sabha Debates - 10th Session. p.11070: Speech on 11th April 1960).

Thus it is clear that the emphasis is on evolving new norms of bonus.

Profit for Bonus Calculation.

Now let us examine the broad aspects of present formula.

At present only those profits are taken for bonus

xxx calculation to which workers efforts are directly related. There is a wide spread tendency to exclude the profits derived from alleged extraneous incomes. Since the whole mechanism is indivisible and integral one this practice should be put an end to. The division of profits on that basis is impossible and unreal also. It leads only to reduce the quantum of profits to be taken for bonus purpose and provides a device to defiate them.

It is therefore necessary that all the income and profit of a concern should be taken into account for the purpose of Bonus. Nothing should be left out as extraneous income and on any other ground. Moreover the saving on account of reserves used as working capital by way interest should be added back to the Profits for the purposes of bonus.

Prior Charges.

a) Depreciation.

Half of the statutory normal depreciation should be allowed as first charged on profit. Actual wear and tear is not to the extent of full normal depreciation, as allowed by Income Tax. For example if 10% depreciation is allowed in 10 years full value is realised. But in fact the machine does work for many more than ten. Useful life of machinery is over sixty years in most of the cases. In the interest of equity and justice only half of statutory normal depreciation should be allowed as a prior charge and not the notional normal depreciation allowance as at present.

b) Rehabilitation.

Rehabilitation should not at all be allowed. Second World War created conditions which not only pushed up replacement costs but also brought in extraordinary huge profits and it was expected that the profits would be set apart to rehabilitate the machinery. But this has not happened.

In fact there is a recent finding by Tariff Commission on Sugar Industry that this industry has sufficient internal

resources to meet the requirements for rehabilitation and there is no necessity of any further provision. The Commission observes -

"It is therefore, beyond doubt that the industry had resources which could have been utilised for rehabilitation and modernisation of the old plant and equipment. The region-wise analysis of accounts has ~~be~~ shown that some factories in North Bihar and East U.P., most factories in western U.P. and almost all units in Southern and Bombay State have the necessary resources to carry out rehabilitation of their plant and equipment."

Moreover higher depreciation allowance in future will take care of higher cost of rehabilitation.

No new machinery which is installed can be an exact replica of the machinery to be replaced. The new machinery which will be modern will be giving higher production or requiring reduced employment even for the same production.

Therefore, the employers while bringing in new machinery will be saving in the wage cost for the future as they have been doing with the consent of I.N.T.U.C. At the same time the present workers who have worked hard and gave huge profits will not only face some inevitable employment but will get further dissatisfied in consequence of due and proper Bonus being denied to them because of the Industry's requirement of rehabilitation being taken wholly from the profits of the Industry and nothing being left for the future generation which is to reap the benefits of the rehabilitation.

In this respect it should be brought forth that the working class is not opposed to extended or expanded reproduction or is conservative or orthodox in that respect. The question is who is to bear the cost of ~~burden~~ expanded and extended reproduction of wealth. The burden should not be on the ill-paid and ill-fed workers but on employers who have reaped huge profits in the past on the machinery which is to be rehabilitated.

(c) Return on Paid-up Capital.

Now coming to the return on paid-up-capital, it should be paid only on actually paid up capital and not on bonus shares also. Bonus share itself is a very big and disproportionate multiple dividend. Further return on it would mean dividend on multipul dividend. Norreturn, therefore, should be allowed on Bonus shares.

As far as return on paid-up-capital is concerned the same should be allowed only after depreciation allowance both for machinery and human body is allowed. This is to say only the gap between the actual wage and need-based wage is filled. After these two charges are met with if any available surplus remains it should be equally distributed between labour and capital subject of course to taxation i.e. actually payable incometax, and ceiling at 6% return on actually paid-up-capital only.

(d) Return on Working Capital.

Under the present formula in general 4% return on reserves used as working capital is allowed. The reason given is that if these reserves were not used they would have earned interest. But then there would have been borrowings for the purpose of working capital which would have carried higher rate of interest. In fact because the reserves are used there is actual saving. This aspect has been over-looked by the L.A.T. formula and on the contrary return is allowed on working capital used from seserves on erroneous assumptions. In fact there is a case for adding back this saving to the profit. So the difference between interest that would have been earned by the reserves used as working capital and the interest on that such amount of loan should be added back to the profit for the purposes of bonus.

(e) Income Tax.

Allowance for taxation should be made only to the extent of actual Income Tax payable on profits and it should not be allowed even when it is not actually payable. Moreover, no taxation should be allowed on dividends from the Company's

A word about Balance-Sheets.

For working out the Bonus the audited Balance-Sheets should not be taken as a basis. The Unions must be allowed to go behind them. A number of cases of balance-sheet manipulations came to the light in bonus disputes can be cited. Only an authoritative view is sufficient to throw light on it. Whenever the Unions have doubt about the genuineness of the balance-sheets, even if they are audited ones, Unions should be allowed to go to behind them and the managements must be compelled to open all the cards.

This is what Mr. Nigam has to observe in this respect, "... The student of accounting will know best how far the profits or the Balance-Sheet is a true index of company's position as there are various means by which real position may be observed. In certain cases, perhaps, income-tax authorities may well explain the unscrupulous practices of employers to lower their profits artificially. The devices of watered capital, the issue of bonus shares, the investment of gross profits in the capital improvement of the Company, etc. are some of the devices to lower the amount of net-profit. Where a Company is jointly controlled with other allied countries, the shifting of profits from one to another is also a common and easy way of escape. There are thus numerous ways to deflate his profits and obtain a decrease in wages if the profit and loss test is adopted." (State Regulation of Minimum Wages - by S.B.L. Nigam page 156).

There are some observations of the Labour Appellate Tribunal on genuineness of Balance-Sheets -

To quote an example:

"If it were possible to rely on the balance sheets submitted by the factories before us, we should have preferred to base our conclusions on them and should have decided the question of bonus unit-wise. But so far as the sugar industry is concerned it does not appear to be possible to rely on the balance sheets as depicting a true picture of the season's

working under the prevailing system of accounts".

"We are, therefore, constrained to hold that the question of bonus in the sugar industry is not capable of being decided unit-wise under the existing conditions and the rules of linking bonus with profits as shown in the balance sheets cannot be adopted." (L.L.J.1952-I p. 615-623, U.P. Sugar Mills v/s. their workmen).

New Order of Prior Charges.

From the discussion of the present L.A.T. formula an entire new scheme and order of prior charges is emerged.

It can be enumerated as follows:-

- 1) Statutory Minimum Bonus.
- 2) Depreciation - $\frac{1}{2}$ of statutory normal.
- 3) Bonus linked with profit.
- 4) Income Tax - actually payable.
- 5) Return on actually paid-up-capital, excluding bonus shares.

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MAIN CONCLUSIONS.

Item 1: Productivity and Welfare.

The question of adopting a Code of Efficiency and Welfare was discussed. While the representatives of the INTUC were in favour of adopting such a Code, the AITUC representative was opposed to the idea of having any Code concerning productivity on the ground that workers had not secured so far their due share in the gains of productivity. The representatives of the HMS and the UTUC, while appreciating the idea underlying the Code, felt that the time was not yet ripe for introducing the same.

The employers' representatives pleaded for some time for ~~staying~~ studying the implications of the proposals made by the Tripartite Committee.

It was eventually agreed that a Tripartite Committee would be set up to discuss the whole matter. The Committee would meet after three months, and formulate proposals for consideration, and meanwhile, the employers' and workers' representatives would study the Report.

The representative of the AITUC observed that his organisation would not participate in the proceedings of this Committee. The Chairman, however, expressed the hope that during the intervening three months it would be possible for the AITUC to reconsider the position.

Item 2: Report of the Study Group on Social Security.

The consensus of opinion was that an Integrated Scheme of Social Security might not be started till increased resources were available. To achieve integration increase in the rates of contribution under the Provident Fund Scheme and under the Employees' State Insurance Scheme upto the statutory limit would be necessary.

If a Pension Scheme was introduced, it would be necessary to make available to the workers the following benefits, viz., (i) a lump-sum payment (ii) periodic payments and (iii) survivorship benefits. The question of combining these benefits in due proportion and also of having a life insurance scheme would be further examined.

Members of the Provident Fund Schemes present and future, should have the right to opt either for pension or for provident fund.

A detailed note in the light of the suggestions made at the Conference should be circulated to the parties and brought up for consideration before the next meeting of the Indian Labour Conference or the Standing Labour Committee.

Item 3: Reduction of Hours of Work in Hazardous Occupations.

After some discussion, it was agreed that all the safety measures recommended in the Reports on hazardous occupations should be tried out expeditiously, and if minimum standards of safety were assured through these measures, it might not be necessary to reduce the hours of work. If in spite of all the precautionary measures recommended in the Reports it was found that minimum standards of safety were not being secured, reduction in hours of work would have to be resorted to in the interest of safety.

The Chairman suggested that progress reports on the implementation of this recommendation should be submitted regularly to the Standing Labour Committee.

Item 4: Representation of technicians, supervisory staff, etc., by a representative union.

It was agreed that technicians, supervisory staff, etc., should be free to form their own unions to represent their interests. If, however, a majority of technicians, etc., are members of a general union and that union is a representative union, such a union would be entitled to represent the interests of technicians, etc., also.

Item 5: Rights of a recognised union under the Code of Discipline vis-a-vis an un-recognised union.

The question was postponed for fuller consideration at a future session of the Indian Labour Conference or the Standing Labour Committee.

Item 6: Revival of the Labour Appellate Tribunal.

While the employers' representatives were in favour of the proposal to revive the Labour Appellate Tribunal, the workers' representatives were opposed to it. The State Government representatives were also generally opposed. It was, therefore, agreed that the Labour Appellate Tribunal need not be revived. However, the problem of delays in the disposal of cases would be studied and placed before the Standing Labour Committee for consideration.

Item 7: Abolition of contract labour where feasible, and ensuring satisfactory conditions for contract labour where the abolition of contract labour is not feasible.

The suggestions contained in the Supplementary Note No. II to the Memorandum on this item (Appendix I) were generally accepted subject to the following modifications and comments:-

(i) In paragraph 1 of the suggestions the following may be added:

Contract Labour will not be engaged in the types of work referred to in the Supreme Court judgement* on this subject, namely, factories where:-

- (a) the work is perennial and must go on from day to day;
- (b) the work is incidental and necessary for the work of the factory;
- (c) the work is sufficient to employ a considerable number of whole-time workmen; and
- (d) the work is being done in most concerns through regular workmen.

(11) Paragraph 2: The employers did not accept the suggestion that the principal employers should make the payment of wages direct or remain responsible for/were paid accordingly.

*Standard Vacuum Refining Co. of India Ltd. v. Their workmen and Another 1960(2) LL.J. 233 & 1960 S.C. 948 = 18 FJR 345.

(iii) In paragraph 3: for the words "where workers are employed by a contractor on work ancillary to or connected with the work of the establishment on or near the premises of the principal employer, the latter" substitute the words "for workers other than those mentioned in paragraph 1, the principal employer"

Item 8: Compulsory deductions of part of salaries of industrial and non-industrial employees in the public as well as private sectors for investment in Government Securities under a non-contributory Provident Fund Scheme.

The present circumstances, particularly the proposed increase in the rates of provident fund contributions and other deductions, preclude the possibility of any further compulsory deductions from the workers' wages. However, there was scope for increasing collections from the workers voluntarily under the National Savings Scheme, and the employers and workers should extend their full co-operation in making this Scheme a success.

Item 9: Working of the Implementation Machinery.

(i) It was agreed that besides fixing responsibility for violations of the Code, ~~implementation~~ committees should, wherever necessary, bring round the contending parties and effect settlement with a view to reducing tension. They may also bring about out-of-court settlement of industrial dispute cases pending in courts with the consent of the parties.

(ii) It was agreed that complaints should be dealt with at appropriate levels. Complaints relating to the State sphere should invariably be made to the concerned implementation machinery. The central organisations agreed to issue instructions to their members in this respect.

(iii) The central organisations agreed to give their own assessment of the position while forwarding replies of their members to the implementation machinery.

(iv) It was agreed that for the purpose of defining the word 'industry' in Clause 3 of the Criteria for Recognition of Unions, the classification of industries used by the Labour Bureau, Simla, would be adopted, and industry would mean 'any business, trade, undertaking, manufacture or calling of

employers including any calling, service, employment, handicraft or industrial occupation or avocation of workmen'.

(v) It was agreed that the words 'local area' occurring in Clause 3 of the Criteria for Recognition of Unions would be defined by the concerned appropriate Government.

(vi) It was agreed that State Governments would take suitable steps to improve and strengthen their implementation machinery for ensuring prompt disposal of complaints made to it, if possible within two months.

Item 10: Report of the 6th Session of the Committee on Conventions.

While the Conference took note of the report, a suggestion was made that the report should be made more informative

Item 11: Convening of meetings of Industrial Committees.

The Conference accepted the proposals made in the Memorandum to the effect "that those Committees which have proved effective and useful, e.g., those on Plantations, Coal Mining and Jute, should continue to function regularly, others may be convened as and when necessary".

It was also agreed to consider the suggestion for setting up an Industrial Committee on Inland Transport.

Item 12: Amendments to the Industrial Disputes Act, 1947.

Item 13: Clarification of Clause 2(iii) of the Model Principles for reference of disputes to adjudication.

These items should be further examined in the light of the discussions at the Conference and placed for decision at the next Session of the Standing Labour Committee.

APPENDIX I.

Item 7: Abolition of contract labour: Revised suggestions for the consideration of the Conference.

SUPPLEMENTARY NOTE II.

The suggestions for the consideration of the Conference are:-

- 1) the regular work of the establishment, i.e., work which is referred to in various enactments as work which is ordinarily part of the work of the principal employer, should, as far as possible, be done by the principal employer with labour directly engaged;
- 2) where this is not possible in work of the kind referred to above, standard rates of wages should be fixed either through legislation or by the terms of the contract, and the principal employer should either make payment of the wages direct, or remain responsible for seeing that wages are paid accordingly;
- 3) where workers are employed by a contractor on work ancillary to or connected with the work of the establishment on or near the premises of the principal employer, the latter should remain responsible for providing essential amenities such as drinking water, lavatories, urinals, washing arrangements, rest rooms, canteens, creches and first-aid, if need be on terms which may be regulated by the terms of the contract;
- 4) for other conditions of work of contract labour, such as, leave, holidays with pay, temporary housing, minimum wages, overtime, weekly rest day, payment on termination of service, etc., the contractor should be held directly responsible;
- 5) legislation may become necessary to enable the effective implementation of the measures mentioned above; and
- 6) adequate inspection machinery may be provided to ensure effective enforcement of this legislation and other labour laws applicable to contract labour.

MATERNITY BENEFIT BILL

The Lok Sabha on November 20 discussed and finally adopted after the Third Reading, the All-India Maternity Benefit Bill. This will now go to the Rajya Sabha for discussion.

Participating in the discussion, T.B.Vittal Rao, M.P. said that maternity benefits should be given also to women teachers in schools aided by Government. In the case of seasonal factories, the qualifying period for eligibility to maternity benefits should be reduced from 160 to 100 days. There was no reason why overtime allowance was excluded from wages for computing the benefits to be conferred under the Bill, Vittal Rao said. He also demanded that a time-limit should be imposed fixing a date by which the whole Act ~~xxxx~~ would come into force.

S.M.Banerjee M.P. said that it would defeat the very purpose of the bill if its enforcement was left entirely in the hands of the State Governments, as is envisaged. He said that women workers in commercial undertakings and hospitals, telephone operators and teachers in schools and colleges should also be covered by the Bill.

Dr.Melkote, M.P., said that the Bill should be amended so as to include 'abortion' also for the purposes of giving benefits to workers. The quantum of cash benefit should be increased to at least Rs.50.

K.T.K.Tangamani, M.P., who was also on the Select Committee on the Bill and had appended a Note of Dissent, said that wages for calculation of benefit should include overtime earnings, night allowance and similar allowances. As regards deduction, the only bonus which could be deducted was the profit-sharing bonus.

He said that the word 'miscarriage' should not be defined in a way that it was used by the employer to the

The qualifying period should be further reduced from 160 to 150 days, so that there was some uniformity in the implementation of the Act in different States. K.T.K.Tangamani also said that in the explanation to clause 5, the amount should be raised from Re.1 to Rs.1.50.

It was also necessary that a proviso should be added so that where medical examination was prescribed, women doctors and midwives should be made available if the women so desired. A beneficiary should not be deprived of the benefits merely on grounds of dismissal.

The States should not be given blanket powers of exemption as ~~now~~ was envisaged in the Bill and all exemptions should be given by the Central Government.

The word 'misconduct' had no relevance ~~x~~ in relation to the social security type of measure which the Bill was sought to be. The implementation of the Act should be the responsibility of the Centre and not the States, Tangamani said.

Deputy Labour Minister Abid Ali said that Government would consider all the suggestions made; they would try to cover the largest possible number of women workers. The amendments moved by the Opposition members were not accepted.

APPRENTICES BILL

The Apprentices Bill was introduced by Union Labour Minister, G.L.Nanda, in the Lok Sabha on November 20. The bill was debated on the next day too and was passed with some amendments.

G.L.Nanda said that the need for an apprenticeship scheme had been felt all along and had been highlighted by various committees. Government hoped that industry would voluntarily come forward and implement such a scheme but these hopes were in vain.

The Bill provides for compulsory training of

apprentices. The implementation of the Act would be in the hands of a Central Apprenticeship Adviser and similar officials in the States. The Bill lays down conditions and qualifications for apprenticeship. The power to fix the ratio of apprentices vis-a-vis the regularly paid workers would be with the Central Government.

The Union Labour Minister said that obligations and rights of the employers and the apprentices had been clearly laid down in the Bill. There was also provision for a stipend to the apprentices at the prescribed rates.

Md. Elias, M.P., speaking on the Bill that there were certain loopholes in the Bill should be removed. It did not prescribe the period of apprenticeship, nor was there any provision for allowance to the trainees during that period, which would be helpful to the apprentices. They should be paid allowances on a graded basis so that on the completion of their training, they would be able to get their full wages in the normal course.

He said that trade union representatives should be associated with the Councils. There should also be provision in the Bill for training of unskilled, semi-skilled and skilled workers so that they could become good technicians.

S.M.Banerjee, M.P., said that the Bill should have a provision with regard to employment of apprentices who would get training under the scheme. Some method should be devised to bridge the gulf between the workman and the trainee in so far as employment was concerned.

T.B.Vittal Rao, M.P. said that the Bill was welcome though it was very much delayed. He hoped that as soon as the Bill came into force, the various bodies would be constituted without any loss of time. He also asked

Replying to the debate, G.L.Nanda, the Union Labour Minister said that as regards the stipend rate, the Government had the power to regulate and that if there was any ambiguity, Government was prepared to consider that aspect. He maintained that there was enough protection against any malpractice by the employer. ~~Section~~ Clause 30 provided that if an employer contravened the provisions, he would be punishable with imprisonment up to six months or with fine or both.

He said that Government agreed with the view that workers' representatives should ~~have been~~ be associated with the Apprenticeship Councils.

WAGE BOARD FOR IRON & STEEL

The proposed Wage Board for Iron and Steel Industry would ~~be~~ have as its Chairman, G.K.Shinde, ex-Chief Justice of the former Madhya Bharat High Court. The independent members on the Board will be M.L.Dantwala, economist, and Akbar Ali Khan, M.P.

The employers would be represented by Shardendu Gupta (private sector) and M.S.Rao, ICS (~~R~~public sector).

The workers' representatives belong to the INTUC - Michael John and Gopeshwar.

This was announced in the Lok Sabha on November 24, by Deputy Labour Minister Abid Ali.

In reply to Indrajit Gupta, the Deputy Minister said that the Wage Board will not be precluded from submitting interim recommendations if they so chose.

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भारत में सोवियत समाजवादी जनतंत्र

संघ के दूतावास का सूचना विभाग

२५, बारहखम्भा रोड,

नई दिल्ली ।

तार : सोविनफॉर्म, टेलीफोन : ४६२४०

Ref: P/EXCL

November 27, 1961.

Dear Mr. Srivastava,

I have the pleasure of enclosing herewith an article, "Soviet Trade Unions Today" by a Novosti Press Agency Correspondent, for favour of publication in your esteemed paper as exclusive in your State.

I hope you will find the article interesting and suitable for use in your paper.

An intimation about the publication will be appreciated.

Thanking you;

Yours sincerely,

(V. M. Kupisko)
Information Officer.

Mr. K. C. Srivastava,
Editor "Trade Union Record",
4, Ashoka Road, NEW DELHI-1.

SOVIET TRADE UNIONS TODAY

By Novosti Press Agency Correspondent

Over 60 per cent of the world's trade union members -- 63 million out of 180 million -- live in the Soviet Union. Soviet trade unions embrace all the working people in the country, with the exception of the collective farmers, who have their co-operative organisations. A forum of this detachment of the world trade union movement was held on December 23-24 in Moscow when the All-Union Central Council of Trade Unions--AUCCTU-- met for its plenary meeting.

The single item on the agenda was the tasks of Soviet trade Unions in the light of the decisions of the 22nd Congress of the Communist Party of the Soviet Union. The principal report was made by President of the AUCCTU Viktor Grashin. Functionaries and active members of different trade unions speaking in the debate, as well as foremost workers, statesmen and public figures invited to the meeting, expressed their views on all aspects of the problem.

Special attention was given to three of these aspects, which are considered the most important today-- How can the trade union members and their organisations best facilitate the implementation of the 20-year programme of the construction of communism? How should the trade unions reorganise their work in view of the steady expansion of their functions, as, in particular, the state intends to hand over to the trade unions the management of all places of entertainment, libraries, and other cultural and enlightenment organisations? What should be done to foster the trend in recent years to reduce salaried staffs in Soviet trade unions and replace them by people carrying out trade union work on a voluntary basis?

The plenary meeting passed a decision in which primary attention is given to the emulation movement for the implementation of economic plans, the efforts of the trade unions for accelerating the improvement of public welfare work, and educational work among trade union members.

The meeting elected a delegation to represent the Soviet trade unions at the 5th World Congress of Trade Unions opening in Moscow on December 4, this year.

T. 577

BOOK REVIEW:

INDIAN TRADE UNION MOVEMENT: By Gopal Ghosh; ~~Andhra Publications~~
Published by T.U.Publications, 9/4, C.N.Roy Road, Calcutta.39;
pp.93, price - Rs.2.

The first part of this book is now available in English and it is definitely a welcome publication for all who desire to know the Indian Trade Union movement, ~~its~~ its history of growth and development.

The author has dealt with only the early part of the trade union movement in our country in this book. Actually, there are just five chapters in all which outline the pattern of the growth of the movement with the historical background. These five chapters are: Growth of capitalism in India; The Birth of the Indian working class; The rise of the working class; The development of the trade union movement; and The birth of the AITUC.

The author does not claim this book to ^{be} an authoritative one on the subject but just as he has mentioned in the forward, this book is intended for "initiating discussions on the matter" to help bring out a complete history of the trade union movement in India.

The author is a trade union activist by himself and his manner of treatment of the subject points out conviction and sincerity. To the trade union workers and trade union schools, this book will be of much help. It is written in a lucid style for easy reading although the proof-reading left much to be desired. Nonetheless, trade unions should have this book to know, at least in outline, the birth and growth of trade union movement in our country. S.M.

The first All-India Conference of Medical and Health Employees was held in Calcutta on November 18 and 19. On the last day of the conference, it was unanimously decided that the various unions and State organisations of ~~the~~ Medical and Health employees will be consolidated into an All-India Federation.

This was the first conference of the medical and health employees in India and in this more than 250 delegates, ~~both~~ both men and women employees, took part from all over the country.

Many foreign trade unionists and officials of the Trade Unions International connected with these trades were invited to this conference but the Government of India refused to grant visa for entering the country to these invitees.

Messages were read in the conference ~~from~~ received from various fraternal organisations including the World Federation of Trade Unions.

A general report to the Conference was placed by Usha Gupta, General Secretary of the West Bengal Hospital Employees Federation and one of the convenors of this conference. Dr. Benoy Bhattacharya, President of the Reception Committee welcomed the delegates.

The Conference resolved to have a General Council of the All-India Federation consisting of 172 members including the Office-bearers and decided to observe a "Courtsey Week" from January 1, 1962 to provide utmost help to all patients and public related the medical institution in one way or the other.

Various other resolutions concerning protest to police repression at the Kanchnapara T.B. Hospital, anti-labour policy of Kerala Government etc., were adopted.

In another resolution, the policy outline of the ~~th~~ Medical and Health employees movement was decided and it specifically laid emphasis on negotiated settlements to achieve ^{rather} ~~the~~ demands of the employees, than embarking ^{upon} ~~on~~/other forms of struggles. It also demanded the establishment of a special machinery to speedily dispose off the grievances of the medical and health employees which might do away ~~the~~ with the possibilities of strikes but at the same time, the resolution categorically stated that these employees were not agreeable to give up their right to strike where it was inevitable.

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December 19, 1961

Dear Mr. Kupisko,

Thanks for your letters dated December 9 and 11, and the materials sent therewith.

Enclosed please find a copy of our latest TRADE UNION RECORD, in which you would find used some of the materials you sent us.

Thank you once again for your kind cooperation.

With greetings,

Yours fraternally,


(Sadhan Mukherjee)
INTERNATIONAL DEPT.

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NEW DELHI-1.

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भारत में सोवियत समाजवादी जनतंत्र
संघ के दूतावास का सूचना विभाग
२५, बारहलम्भा रोड,
नई दिल्ली।

तार : सोविनफॉर्म. टेलीफोन : 46240

Ref. PR/Excl.

9th December, 61.

Dear Mr. Mukherjee,

I have the pleasure of enclosing herewith for favour of publication in the Trade Union Record two articles, "Delegate Without A Name" by V. Belensky and "On Behalf of Hiroshima" by Homma Tajai, Delegate from Hiroshima to the 5th World Trade Union Congress.

I hope you will find the articles interesting and suitable for use in your paper.

An intimation about the publication of the articles will be appreciated.

Thanking you,

Yours sincerely,

(V.M. Kupisko)
Information Officer,
USSR Embassy in India.

Mr. S. Mukherjee,
All India Trade Union Congress,
4, Ashoka Road,
New Delhi -1.

Information Department

of the USSR Embassy in India
25, Barakhamba Road,
Post Box No. 241,
NEW DELHI-1.

GRAMS : SOVINFORM PHONE : 46240



भारत में सोवियत समाजवादी जनतंत्र
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तार : सोविनफॉर्म. टेलीफोन : 46240

Ref. PR/Excl

11th December, 61.

Dear Mr. Mukherjee,

Enclosed herewith please find Viktor Grishin's speech at the 5th World Congress of Trade Unions, forwarded with our compliments for favour of publication in the Trade Union Record on an exclusive basis.

An intimation about the publication of the article will be appreciated.

Thanking you,

Yours sincerely,

(V.M. Kupisko)
Information Officer,
USSR Embassy in India.

Mr. Sadhan Mukherjee,
All India Trade Union Congress,
4, Ashoka Road,
New Delhi -1.

To the trade union circles, the new proposal of the Union Labour Ministry for adoption of a Code of Discipline and Welfare is not a very welcome thing. Despite the fact that on principle, there is no opposition to measures leading to increased productivity of workers, yet on practical consideration, this new Code is being opposed.

Actually, the Labour Ministry sought to get this new Code adopted at the 19th Indian Labour Conference at Bangalore in October last, but it was due to serious opposition put up by the trade union circles headed by S.A.Dange, it could not be pushed through. The INTUC, on the other hand, supports this new code.

The main plank basing on which the opposition was launched to this code was that this new code in practice would amount to yet another means of exploitation of the workers. While they would very little benefit from this code, they lose much more in this because they would be forced to create more value for the employers without getting any resultant benefit.

It can be pointed out that ever since the independence, the productivity of workers has increased by 53% while the real wages of workers have increased only by 27%. Prices of every commodity have gone up during this period and thus the entire gain of increased productivity was usurped by the employers.

There is yet another bone of contention in this controversy and that is over the question of distribution of the gains of productivity. The trade union circles ask that because the wage standards are very low in the country, till the minimum wage levels, as adopted by the Indian Labour Conference (15th Session) are attained, the maximum share in the gains of productivity should go to the workers. The second preference should be for the

consumers whose daily budget is always upset by the soaring price level and the last part should go to the employers. This stand is stubbornly opposed by the employers.

In the last seminar organised by the National Productivity Council in Delhi on the sharing the gains of productivity, no conclusion could be reached because the employers wanted to push through their own line.

Thus the workers feel that although they are prepared to produce more, for whom shall they produce? Certainly they do not want to produce more to fatten the purse of the employers and because the Government of India does not want to hold the price line of commodities, it is definite that the consumers will not be benefitted from their higher production.

Although the Government of India propose to discuss this issue now in a small tripartite body, it is definite that the unless the basic guarantees of distribution of gains of productivity is assured to the workers, the AITUC will not support this Code. It is understood that they are backed up in this stand by other two central Trade Union organisations, i.e., United Trade Union Congress and the Hind Mazdoor Sabha. Only the INTUC supports the Code.

It is also felt in this connection that the other Code, i.e., the Code of Discipline and Code of Conduct have provided no help to the workers generally speaking. While it has curbed certain rights of workers to take direct action, it has given great lee way to the employers and all militant movement of the workers are sortx of tied down to the leangthy rigmarole of enquiry and so on and by the time, the results are out, the workers are fed up and demoralised. This probably gives a little industrial peace but that is the peace of a grave yard strictly speaking.

246.12

THE OUTER SEVEN.

At the beginning of this year the six countries united in the Common Market--West Germany, France, Italy, Holland, Belgium and Luxembourg-- made their first reduction in tariffs between themselves and so began to discriminate against exports to them from Britain and all other countries outside the Common Market. The British Government had to face the unpleasant fact that its plan for a free trade area to include all the seventeen West European countries lay in ruins. The six Common Market countries planned to eliminate all the barriers to trade in industrial goods between them in 12 to 15 years and to erect a common external tariff against outside countries. Confronted with the serious danger of greatly increased competition from the already powerful West German industry, there was much speculation as to the steps the British Government would take.

The British scheme for a "little free trade area" is the answer. Meeting in Stockholm on July 21st Ministers from the United Kingdom, Sweden, Norway, Denmark, Austria, Switzerland and Portugal approved a plan for a European Free Trade Association*. The aim is to abolish all tariffs and quotas on trade in industrial goods between the seven countries by January 1st 1970. The immediate objective is a reduction of 20 per cent in tariffs on July 1st, 1960, to be followed by successive reduction of 10 per cent beginning on 1st January 1962. There are to be special arrangements for agriculture and for fish and other marine products. There will of course be no common external tariff, because this is the feature of the Common Market to which the British Government has the strongest objection. There will also be none of the elaborate institutional arrangements of the Common Market which tend towards the economic and political integration of the six countries.

The Stockholm statement by the seven Ministers made it clear that they are still hoping for a "multilateral association" embracing all seventeen members of O.E.E.C. and that they are in favour of early negotiations with the six Common Market countries towards that end. Whether anything will come of

this remains to be seen. The immediate effect of the little free trade area can only be to widen the rift which has already appeared in Western Europe, with the six Common Market countries dominated by Western Germany on one side and the Outer Seven centered on Britain on the other.

COMPETITION FROM OVERSEAS.

It is early to speculate on the consequences for British industry of the Little Free Trade Area but they could be far-reaching for certain industries. There can be little doubt, for example, that the paper-making industry will have to face stiff competition from Sweden.

Since Denmark's exports consist mainly of agricultural products she would never have agreed to lower her tariffs on British industrial goods without an equivalent reduction in the British agricultural tariff. So the British Government has agreed that the 10 per cent tariff on bacon imposed in 1956 should be removed in two stages spread over two years. The resulting increase in Danish bacon imports may be a heavy blow for British farmers. Home production has declined since 1953 while Danish imports have risen slightly. A further rise would be especially serious for the small farmer who depends mainly on pigs, milk and eggs.

BACON PRODUCTION AND IMPORTS.

	1936-38 (average)	1953	1956-58 (average)
Total supplies (000 tons)	518	563	541
Home production (000 tons)	178	244	212
Total imports (000 tons)	340	319	329
Danish imports (000 tons)	170	213	222
British share of total supplies (%)	34.5	43.5	39
Danish shares of imports (%)	50	66.8	67.5

2105

VIOLENCE USED AGAINST WORKERS FOR
DEMANDING SERVICE CARDS:-

Mica labourers working in mines at Thummala Thalupur and in the surrounding mines of Nellore district are completely deprived of their minimum privileges and rights.

After much agitation, Service Cards for the workers were issued in some mines only. But, the Proprietors of Radhakrishna Mica Mine have to issue the Service Cards to their workers. The labourers reported the fact to the Labour Inspector, Gudur, which provoked the proprietors and they took a revengeful attitude. Now, the workers are being harassed by increase of work-load and by constant threats, etc. The working hours too have been increased unofficially. No lay-off compensation is being paid when the workmen are stopped away from work. Workers having a service of even ten years to their credit are not given Service Cards. The matter is purposefully being delayed. When the workmen persisted in demanding issue of Service Cards, the proprietors said that they would pay compensation at the half the rates for their entire service and re-employ them as fresh recruits and then issue New Service Cards. The workers bluntly refused to agree to their offer but demanded only Service Cards for the full period of their service. For the grudge that their workers did not yield to their proposal, the management of the Radhakrishna Mine began to threaten the workers that they would dispense with their services.

On November 24, the agents of the management called a female mica cooly to their office room and beat her with a stick brutally and used abusive language.

When the other workers questioned this action, the proprietors informed that her supporters too might stop away from work from the next day. Social Boycott was set up against the Tamil labourers and so they could not get even foodstuffs in the local shops. With a gangle of their own people, the henchmen of the proprietors raided the huts of the said coolies and did not allow them to go out even for water, compelling the workmen

to sign on blank papers and in books. Such of the labourers who did not surrender were beaten inhumanly. The victims went to Gudur and reported the matter to the Deputy Superintendent of Police and the Labour Inspector. One unfortunate workman who received serious injuries was admitted into the Government Hospital, for treatment.

Again, on November 27, morning, with a gang of 200 people, they attacked the huts in which the Tamil workers resided. Terrorising the coolies, they entered into the huts and by violently took the coolies to the premises of the Mica Company. By force, they got the thumb-impressions and signatures of some of the coolies on blank papers and in the concerned books. The proprietors then openly declared that such of the labourers who did not agree to affix thumb-marks and signatures should leave the huts forthwith.

Twelve of the wrongfully confined workers were not set free until they tendered their resignations for their jobs. Five of the workmen somehow escaped and reached Gudur. 17 labourers had become victims of the nefarious action taken by the proprietors of Radhakrishna Mica Mine.

Andhra Pradesh Mica Workers Union, Gudur, has requested District Superintendent of Police and the Labour Commissioner to put an end to these ~~various~~ atrocities ~~immediately~~ immediately.

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(246) TJK

VIOLENCE USED AGAINST WORKERS BY PROPRIETORS FOR

DEMANDING SERVICE CARDS.-

DEMAND COSTS DISMISSAL.

Sub:- Proprietors of Radhakrishna Mica Mine of Thummala-Thalapur - Non-issue of Service Cards - Ill-treatment and man-handling of certain mica workers - Report - Submitted.

I beg to submit that the Mica labourers working in mines at Thummala Thalapur and in the surrounding mines of Nellore district are completely deprived of their minimum privileges and rights provided by Government by some of the Mica Mine owners. Such of the labourers who asked for their privileges are either being driven away with a quarter sheet or threatened that they would be pinned to earth. For fear of losing their jobs, some workers are compelled to surrender to their dictations.

After much agitation, Service Cards for the workers were issued in some mines only. But, the Proprietors of Radhakrishna Mica Mine have to issue the Service Cards to their workers. The labourers reported the fact to the Labour Inspector, Gudur, for ^{which} necessary action. This provoked the proprietors of the said mine who ^{and they} then took a revengeful attitude towards the ^{labourers} coolies. Now, the workers are being harassed by increase of work-load and by constant threats, etc. The working hours too have been increased unofficially. No lay-off compensation is being paid when the workmen are stopped away from work. ^{workers} Labourers having a service of even ten years ^{to their credit} are not given Service Cards. The matter is purposefully being delayed. When the workmen persisted in demanding issue of Service Cards, the proprietors said that they would pay compensation at the half the rates for their entire service and re-employ them as fresh recruits and then issue New Service Cards. The workers

(contd.....)

bluntly refused to agree to their offer but demanded only Service Cards for the full period of their service. For the grudge that their workers did not yield to their proposal, the management of the Radhakrishna Mine began to threaten the workers that they would dispense with their services. They resorted to 'divide and rule' policy. They created factions among the labourers. They got the Tamil labourers brutally thrashed by other workers who somehow put up with the atrocities and reported all the facts from time to time to the concerned Labour Inspector, Gudur.

On November 24th, ^{the agents of the management} Pemmasani Narasapa Naidu, his brother ^{called a female} P. Pujjaiah called Kanuru Rajamma a mica cooly to their office room and beat her with a stick brutally and used abusive language and making ironical remarks that if she requires a service card it might be obtained from the Labour Inspector, Gudur.

When the other workers questioned why ^{this action} Rajamma was attacked, the proprietors informed that her supporters too might stop away from work from ^{the next day} 25-11-1961. Social Boycott was set up against the Tamil labourers and so they could not get even foodstuffs in the local shops. With a gang of their own people, the henchmen of the proprietors raided the huts of the said coolies and did not allow them to go out even for water, compelling the workmen to sign on blank papers and in books. Such of the labourers who did not surrender were beaten inhumanly. The victims went to Gudur and reported the matter to the Deputy Superintendent of Police and the Labour Inspector. One unfortunate workman by name ~~H.V. Gopalam~~ who received serious injuries was admitted into the Government Hospital, Gudur for treatment.

Again, on ^{November 27,} 27-11-1961 morning, with a gang of 200 people, ^{attacked} they invaded the huts in which the Tamil workers resided. ^{Terrifying} ^{they entered} Terrifying the coolies, that they would be smashed trespassed into the huts and by violently took the coolies to the premises

of the Mica Company. By force, they got the thumb-impressions and signatures of some of the coolies on ^{blank} white papers and in the concerned books. The proprietors then openly declared that such of the labourers who did not agree to affix thumb-marks and signatures should leave the huts forthwith. ~~Otherwise, they would be shot dead.~~ P. Narasapa Naidu, Bujjaya, S. Penchalu Naidu, Sundara Naidu were responsible for this high-handed and ignominious episode.

Twelve of the wrongfully confined workers were not set free unless and until they tendered their resignations for their jobs. Five of the workmen somehow escaped and reached Gudur. They preferred the complaint. 17 labourers had become victims of the nefarious action taken by the proprietors of Radhakrishna Mica Mine. On ~~Nov 28-11-1961~~ 28-11-1961, the H.C. of Sydapuram Police Station and the Labour Inspector of Sydapuram visited the Radhakrishna Mica Mine and enquired into the matter. ~~Most of the victims of violence are Tamilians hailing from district of North Arcot and South Arcot. They have been working in mining area of Nellore district for the last ten years and now they are left uncared for and jobless.~~

The fellow labourers in the neighbouring mines are also now terribly afraid of their existence and livelihood due to the merciless behaviour of the proprietors of the Radhakrishna Mica Mine.

We request the District Superintendent of Police, Nellore to personally enquire into this matter and take necessary action.

We request the Regional Labour Commissioner to consider the plight of the workmen, get them re-instated, or, in the alternative, arrange for payment of the compensation for their period of service as per the Industrial Disputes Act.

C.C. Subbaiah, 12-12-61

General Secretary,
Andhra Pradesh Mica Workers Union,
GUDUR.



Handwritten notes:
 ✓ Copy to the...
 ✓ Copy to the...
 Andhra Pradesh Mica Workers Union, Gudur, has...
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EUROPEAN COAL AND STEEL COMMUNITY,
EUROPEAN ECONOMIC COMMUNITY,
WEAPONS IN THE HANDS OF THE MONOPOLIES.

From September 22 to 24, 1950, an International Conference of Mine and Metal Workers against the Schuman Plan, organized jointly by the Trade Unions International of Metal and Engineering Industries and the Miners' T.U.I. (Trade Departments of the W.F.T.U.), was held in Paris.

It was on May 9, 1950, that Mr. Robert Schuman proposed the establishment of the European Coal and Steel Community (E.C.S.C.), and it was instituted by the Treaty of April 18, 1951. Right from the beginning, the W.F.T.U., and in particular the two Trade Union Internationals concerned, studied in detail what this "supra-national authority" meant for the workers. Part of the documents published by the two T.U.I.'s in preparation for the Conference in September, 1950 read as follows:

"It (The Schuman Plan) is a direct threat to the living conditions of West European workers, the miners and engineering workers being threatened most.

"Fundamentally the Schuman proposals boil down to an attempt to bring the international coal and steel monopolies into a cartel in order to face up to economic crises and make the working people pay for it, to plan the basic production needed for a third world war, and to lay the economic and social foundations necessary for spreading fascism over the the economic community.

"The establishment of the European coal and steel cartel would be the signal for speeding up effective re-armament by means of a considerable industrial potential. This would be a dangerous war machine, an instrument of poverty and oppression.

"The coal and steel cartel would mean in fact lower real wages in these industries, and the breaking down of social security systems, with disastrous consequences for the future of the workers. . . "

The Conference ended with an appeal to the workers in the Schuman Plan countries to wage common action against this international cartel in the coal and steel industries of Western Europe.

The E.C.S.C. contains, of course, six countries--Federal Germany, France, Italy, Belgium, Luxemburg and Holland. In addition, the six countries of what is called "Little Europe", have since 1957 been linked by two other treaties, which follow logically from the E.C.S.C., Euratom (which provides for the co-ordinated development of the production of nuclear power) and the European Economic Community (E.E.C.) more commonly known as the Common Market, which has a broader aim to bringing about economic co-operation among member states, and which has African territories associated with it in order to be able to exploit them more easily.

So, right from the start, the W.F.T.U. and its Trade Departments brought arguments to bear to justify their opposition to the Schuman Plan, the economic basis for the war plans of the monopolies. Since then the fight against the E.C.S.C., and then against the Common Market has never faltered. A Trade Union Co-ordination and Action Committee of the Common Market Countries was set up, including representatives of the Italian C.G.I.L., the French C.G.T., the F.L.A. of Luxemburg, C.G.A.T. of Equatorial Africa, C.G.K.T. of Cameroons, the F.I.S.M.A. of Madagascar and the W.F.T.U. This Committee, which has shown how justified were the forecasts made in 1950, and in 1959 it drew up a document indicating the demands of the workers in the face of "European integration."

Who can deny that capitalist concentration is increasing, that penetration by the United States monopolies into the six countries of "Little Europe" is going ahead at an increasing speed? Who can deny this concentration is leading to the disappearance of a growing number of small and medium-sized undertakings, with far from all of the workers being able to find alternative jobs corresponding to their skills? Who can deny that the E.C.S.C., which was supposed, according to its promoters, to prevent coal crises, has prevented nothing at all, that many pits has already closed down, that others are threatened with closure (and will be closed unless the miners' struggle succeeds in keeping them working) and the unemployment and short-time working are growing in the mines (in Belgium,

for example, more than 1,800 miners of those who have been dismissed when pits were closed down are still unemployed, in spite of firm promises of re-employment; only 700 of them are still receiving— and for how long?— the special aid introduced by the E.C.S.C. Who can deny that the trend has been to level wages down to the lowest ones? Who can deny that since 1950 there has been a process of introducing fascist-type measures into some of these countries?

And if the position of the working class has not grown even worse it is because, warned by the Conference of September, 1950, and mobilised by their trade union organisations and the Trade Union Co-ordination and Action Committee, the workers have reacted, often violently, against attacks on their living and working conditions.

Now that Britain, Denmark and Ireland are starting, or are on the point of starting negotiations for joining the Six, when there is more and more talk of the United States being associated with "Little Europe", it is more essential than ever that the workers should answer the appeals of W.F.T.U. and its Trade Unions Internationals, and unite, regardless of their trade union affiliations or political opinions, in the struggle against the consequences—profitable for the monopolies, disastrous for the working class—of the E.C.S.C., the Common Market and all forms of "Community" which the imperialists would like to set up.

(WORLD TRADE UNION MOVEMENT
SEPTEMBER, 1961).

DANGER OF COMMON MARKET:

C.G.T. and C.G.I.L. PROPOSE A MEETING

Representatives of the C.G.I.L. (Italy) and the C.G.T. (France) met in Rome on January 21 and 22 to discuss the problems arising for the working class out of the Common Market. The representatives of the two national centres took a number of decisions and agreed to send the following letter to the workers' organisations in the six Common Market countries.

Dear Brothers,

We believe the recent events which have disturbed West European political and economic life are a serious cause for concern, and we feel all European trade union organisations will share our view.

A serious attack is being made on workers' living standards and trade union bargaining power. This is evident from the sharpening competition between monopolies and between States, from the falling level of employment, ~~expanding~~ openly encouraged by currency convertibility which is incompatible with full employment, and from the tighter squeeze on wages in our two countries.

At this stage of the battle for a re-distribution of West European and overseas markets and for greater capitalist concentration, the monopolies in our countries are evidently seeking a more favourable position at the expense of the workers, in order to negotiate the terms of a new international agreement and strengthen big business in Europe.

The representatives of the big industrial companies and monopolies in the Common Market are tending to divide up their spheres of influence, conclude new economic and financial agreements and unite their forces so as to determine the economic and social policy of European institutions. They are ~~xx~~ even tending towards co-ordinating their policy in relation to the trade unions of our countries.

Recent events have proved, however, that the deep clash of interests dividing big business can be overcome only temporarily.

It is equally evident that both when contradictions

business succeeds in reaching international accord its first blow is aimed at the working class and at the trade unions' bargaining power.

In view of these facts, the Common Market gives rise to problems which are exceptionally grave for all workers and their trade unions. We must study these problems and it is our duty to find a solution that will serve the interests of the workers we represent.

The existence of the Common Market in itself, and the new problems arising from its application requires a joint appreciation of the immediate implications for European workers and joint steps to bring about effective international trade union action; this is necessary despite the differing views our respective organisations may hold on the provisions of the Common Market Treaty.

You know as well as we do, that in recent months the monopolies and big business interests in each country have shown their determination to strengthen their position in the Common Market by pursuing an anti-working class policy.

The first indications of their policy which is being carried out, in some countries at least, with the help of increasing interference by the authorities, are the growing number of dismissals, attacks against purchasing power and social legislation, and the exclusion of the trade unions from both national and factory-level negotiations on the protection of employment. In addition, there is controlled inflation accompanied by blackmail on the need to meet international competition which is being used by the employers to oppose wage claims.

The most serious example of this policy which, we maintain, threatens all European trade unions, is the brutal offensive against the workers' living conditions by the reactionary French Government. This offensive was prepared and is backed by big business, in the first place those who seek more profitable international agreements within the Common

The workers' organisations have on no occasion been consulted on the steps taken.

There have been attacks against social security, and the government has violated the law on collective agreements by invalidating the clauses that provide for a sliding wage scale.

Financial measures directed solely against the working people have been adopted, the cost of living is soaring and the government, in full agreement with the employers, is freezing wages and threatening the level of employment.

The offensive against jobs and wages is becoming the main feature of the economic situation in Europe, but this offensive varies in intensity and is stronger in some countries than in others. The case of France proves that in order to carry out such a policy, the monopolies may attempt to use the most reactionary forms of coercion against the trade unions and workers.

In view of these direct dangers and the efforts of the monopolies to form an international alliance against the working class, we believe it would be in the interest of every trade union, whatever ~~ix~~ its affiliation, to seek joint or at least co-ordinated action by the workers in all the Common Market countries in order to resist the employers' united front and prevent them from consolidating their position.

The General Confederation of Labour (France) and the Italian General Confederation of Labour, as the most representative trade unions in the two countries which are among the most important in the Common Market, therefore propose a meeting of all trade union centres in the six Common Market countries. The purpose of such a meeting would be to discuss all existing possibilities for immediate action in view of the employers' policies and the existence of European institutions in order to:

- (1) protect and increase wages;
- (2) protect and raise the level of employment;
- (3) protect social legislation;
- (4) co-ordinate efforts; possibly hold a joint conference

We are convinced that an agreement between our organisations on immediate steps to avert the threat to wages and employment would be decisive for the future of the trade union movement in Europe. If the workers of the six Common Market countries were to unite they would represent an enormous force which would be in a position not merely to defend and preserve all rights won but to add new victories. Unity would enable our organisations to deal with all questions of major importance arising in the Common Market countries, such as:

- an improvement in social security schemes and standardisation of their best points;
- a 40-hour week without loss of wages;
- joint study and elaboration by our various organisations of collective agreements having a common general foundation and making for substantial improvements in working class living and working conditions.

We confidently trust you will consider our proposal. Events are moving at such a speed that a delay in the joint effort we ought to make would harm the workers of the six Common Market countries. We are, therefore, ready to meet your representatives so as to fix a date and make arrangements for a joint meeting.

In anticipation of a favourable reply, we send you fraternal trade union greetings,

Benoit Franchon
General Secretary
of the C.G.T.

Agostino Novella
General Secretary
of the C.G.I.L.

Rome, January 22, 1959.

(Source: W.T.U. Movement No. 3, March, 1959)

213 T.V. 2

MAHARASHTRA SUGAR FARM WORKERS FORGE UNITY, DEMAND APPLICATION
OF WAGE BOARD RECOMMENDATIONS AND PREPARE FOR A TOTAL STRIKE.

The farm workers, employed in the farms of the 11 sugar factories in Maharashtra, decided to launch a struggle if the demand for application of Sugar Wage Board recommendations to them is not conceded before the end of the season. A resolution was passed on these lines at the Maharashtra Sugar Workers Conference, held at Shrirampur, on November 22, 1961.

This conference was convened jointly by the representative Unions of the sugar workers, affiliated to AITUC & HMS. The INTUC affiliated unions had also agreed to participate in the conference but subsequently they backed out. Delegates, numbering 400, from Kolhapur, Phaltan, Belwandi, Maharashtra, Haregaon, Godavari, Laxmiwadi and Changdeo sugar factories attended the conference. A few delegates from Walchandnagar, where a INTUC union is representative also attended the conference. G.J. Ogle (HMS), a member of the Central Wage Board for Sugar Industry presided over the conference and Santaram Patil, M.L.A., Vice-President of the Maharashtra Rajya TUC inaugurated the Conference.

The Conference was mainly convened to consider the issue of making the recommendations of the Sugar WB applicable to the employed on the farms owned by the proprietary sugar factories and those on the dairies, distilleries. All the Unions, including the INTUC affiliated ones had unanimously demanded the Central Government to include the farm workers in the terms of reference of the Wage Board but the Govt. refused.

The farm workers occupy an important and rather decisive place both in the sugar industry and the trade union movement of sugar workers of the proprietary factories. They number nearly 2 lacs and work the whole year round for raising the sugar cane crop. The most important thing about the farm workers in Maharashtra is that they were enjoying the same wage-scales and other service conditions including terminal benefits. The Wage Board brought a disparity between the factory and the farm workers for the first time and hence there was a great and justified resentment

amongst the farm workers. Again, the Maharashtra Government has passed a Ceiling Bill under which the farms owned by the factories are to be taken over by the State Govt. and considering the treatment the government metes out to its own agricultural employees, the farm workers were anxious to solve the issue before the Govt. took over the farms and hence they held demonstrations, meetings etc. through the state.

The state government also could not remain a mere spectator which role it would have liked to play, and it had to refer the case to the Industrial Court, Maharashtra. The managements raised many preliminary objections and the Court, in the very first hearing ~~had~~ upheld one of the preliminary objections and ruled that the Government's reference to the Court was bad in law. This decision of Court rather forced all those working in the trade union movement of sugar workers to come together and devise ways and means to solve this important problem and as a result, the conference was convened.

The main resolution, demanded immediate application of ~~the~~ Wage Board recommendations to the farm, dairy and distillery workers, requested the Govt. and the Deccan Sugar Factories Association to settle the issue amicably and peacefully and if the efforts failed, called upon the sugar workers to prepare themselves for a decisive battle. It elected an Action Committee, comprising of the general secretaries of the representative unions, namely, C.J. Ogale (HMS), Kishor Pawar (HMS), Santaram Patil, M.L.A. (AITUC), Madhukar Bhise (AITUC), and Madhukar Katre (AITUC).

The Conference also passed resolutions demanding implementation of wage Board recommendations in the remaining 21 sugar factories. Abolition of contract system on the farms, appointment of an additional bench of Labour Court at Poona.

In the evening, 4000 strong procession, paraded through the main roads of the town and converged in a public meeting which was addressed, among others by G. Ogle, Santaram Patil and Madhukar Bhise.

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CENTRAL IMPLEMENTATION AND EVALUATION COMMITTEE
(Sixth meeting - September 15, 1961 - New Delhi)

CONCLUSIONS

Arising out of

Item 1: Action taken on the conclusions of the 5th meeting of the Central Implementation and Evaluation Committee held on March 1, 1961.

The position indicated against the various items was noted.

Item 2: Publication of the Report on the strike in Calcutta Tramways Ltd.

The Committee decided that the Report on Calcutta Tramways enquiry along with the note of dissent should be published.

Item 3: Progress of out-of-court settlement of industrial dispute cases.

(1) The Central Organisations agreed to intensify their efforts in screening industrial dispute cases and in bringing about out-of-court settlement of cases pending in higher courts. Important cases, where efforts of the Implementation Machinery to bring about out-of-court settlement do not succeed, may be brought before the Committee.

(2) A list of cases where efforts of Implementation machinery to bring about out-of-court settlement have not been successful may be sent to the concerned Central Organisations to enable them to re-examine the cases with a view to bringing about settlements in as many of them as possible.

(3) Cases decided/dismissed by higher courts and reported to the Implementation Machinery may be examined to find out whether the action of the parties in filing appeals was justified. If it was not justified, the matter may be brought to the notice of the concerned Central Organisation.

Item 4: Extension of contract system in Dhulanbararee Colliery.

While the action of the management in agreeing to abolish the contract system was noted, the Committee expressed its dis-approval of the delay on the part of the management in setting right the breach and in shifting ground frequently.

Item 5: Extension of contract system and non-recognition of union by the management of Pure Chirimiri Colliery.

(1) The management's willingness to recognise the Chnattisgarh Colliery Workers' Federation was noted. It was decided that as the Code has already been accepted by the Central Organisation of the union, it was not necessary, as desired by the management, to ask it to give a written assurance to observe the Code. The other condition put forward by the management, i.e., 'should it (union) commit a further breach of the Code, recognition would be suspended pending investigation by the Central Implementation and Evaluation Committee' was also not approved as according to the decision of the Standing Labour Committee, only breaches of the Code reported

to and established by the Implementation Machinery would dis-entitle a union from recognition. If the management do not recognise the union without the conditions laid down by them, a full enquiry into the allegations and counter-allegations may have to be made in view of the embittered relations in the colliery.

(2) The Committee disapproved the frequent shifting of ground by the management in their correspondence with the Implementation Division in this regard.

(3) The regret expressed by the management for the violation of the Code by extending the contract system against the decision of the Industrial Committee was appreciated.

Item-6: Non-implementation of an agreement by the management of Sandwadah Colliery.

(1) It was decided that the pension already granted to workers should be continued in accordance with the Settlement of January 31, 1959. The representative of Employers' Federation of India informed the Committee that the management were willing to do so.

(2) The practice of accepting medical certificates from outside doctors for granting sick-leave with full pay should be continued if it existed in the colliery during the time of the previous management.

(3) The Committee expressed its dis-approval of the long delay on the part of the management in sending reply to the Central E&I Division and in adopting a legalistic approach.

GENERAL

(1) To have an assessment of the law and order situation and labour-management relations in coal mines a departmental enquiry will be made for the information of Government.

(2) The Committee noted with regret the inordinate delay on the part of certain organisations in replying to the letters of Implementation Machinery and in setting right breaches of the Code. The tendency of certain parties to shift ground to gain time was also deprecated. It was emphasised that the Central Organisations should discourage such tendencies on the part of their members.

(3) The general question of abolition of contract system in coal mines in the light of the decisions of the 5th and 6th sessions of the Industrial Committee on Coal mining came up for consideration in connection with the dispute in Kustore Burragarh Colliery (Item I(ii) of the Agenda). The Chairman clarified that the decisions of the Industrial Committee required that:

Except the 11 categories of work, mentioned below, in which alone the Employers' organisations considered the employment of contract labour unavoidable, contract system should be abolished in coal mines:

- 1) Sinking of pits and driving of inclines.
- 2) Sand loading.
- 3) Coal loading and unloading.
- 4) Dyke cutting.
- 5) Overburden removal and earth cutting.
- 6) Building.
- 7) Brick making.
- 8) Tile making.
- 9) Soft Coke making.
- 10) Road making and repairing.
- 11) Manufacture and repair of coal tubs.

However, if in any colliery contract system did not exist before August 31, 1956 in any of the above eleven categories, i.e., the work on these items was being done departmentally before August 31, 1956, its introduction subsequently would be against the decision of the Industrial Committee and hence the position should be rectified.

(4) Cases of habitual defaulters of the Code and those who commit grave breaches or delay in setting them right with expedition should be given wide publicity.

MAHARASHTRA RAJYA TRADE UNION COMMITTEE
(OF AITUC)

CONFERENCE OF UNIONS AFFILIATED/ASSOCIATED
TO AITUC FROM VIDARBHA

Representatives of about 40 Unions affiliated to AITUC from Vidarbha Region recently met in a Conference ^{on November 12,} at Akola. About 100 Representatives attended. Most of the leaders of the Trade Union Movement from Vidarbha like Com A B Bardhan, MLA, Com Sudam Deshmukh, MLA, Com B N Mukherjee, S K Sanyal, S. Chothmal, etc., were present in this Conference. — Com K N Joglekar, President of Maharashtra Rajya Trade Union Committee of AITUC presided. Com S A Dange ^{General Secretary AITUC} guided the deliberations.

The Conference debated a number of specific problems facing the Vidarbha Unions and the Working Class. It was shocking to ~~know~~ ^{note} that even to-day, fifteen years after independence the Workers under the Ginning & Pressing, Oil Extracting Industries, etc., are ^{were} getting a wage of Rs. 1-12 per day inclusive of all allowances. The Conference came to the conclusion that it was not enough to organise the Workers factorywise alone but that the Workers should pay more attention for a regionwise co-ordination of their activities so as to be able to wrest out real concessions from the Owners and also the Government. Towards this end the Conference decided to form a Regional Committee consisting of the following:— ^{B. N. Mukherjee as the Secretary to co-ordinate the activities of Vidarbha region.}

- 1) B.N. Mukherjee - SECRETARY
- 2) A.B. Bardhan
- 3) S.K. Sanyal
- 4) S. Chothmal
- 5) Sudam Deshmukh
- 6) Govind Purohit
- 7) Rana Pratapsingh
- 8) Madhukar Utkhade
- 9) Bhaiyalal Samandre
- 10) M.R. Deshkar
- 11) Rajpal Singh Thakur
- 12) Syed Mazar Ali
- 13) B.P. Kashyap
- 14) Dinkar Gurjar

The same evening a mass rally was held ^{which was addressed} at the Cotton Market grounds where Com Dange addressed. ^{by Dange} It was a mammoth gathering, like of which was never witnessed before in Akola. Com Dange in his two hour speech thoroughly exposed the anti-people policies of the Congress Govt. and appealed to the Workers present for a fight for a change in

(24)

a former foundry worker landed on the Indian Soil with his wife Lina on November 29 they were given an enthusiastic and warm reception in the Capital,. Gagarin will tour the Country for 9 days and visit Calcutta, Lucknow, Hyderabad, and Bombay. The invitation was ~~extended~~ extended by Indo-Soviet Cultural Society.

The ~~visit~~ visit of the Soviet Space Hero will further strengthen the friendly ties between the Indian and Soviet People's. As Gagarin himself pointed out in his press conference in Delhi.

"Friendship and mutual understanding between the Soviet Union and India, which is based on mutual respect, understanding and assistance is our common wealth"

Trade Union Record, joins the workers and ~~other~~ other People in India in welcoming this great cosmonaut, who is also a symbol of magnificent achievement of the Soviet Science and technology. We are sure that the welcome accorded to him and his wife in Delhi will be repeated ~~with~~ with greater ~~enthusiasm~~ enthusiasm in other places too.

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PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

"12.6"

Working in Indian

COAL INDUSTRY IN INDIA

OFFICIAL STATISTICS FOR AUGUST 1961

New Delhi, ~~Kartika~~ 12, 1883
November 3, 1961

579

The number of collieries reported to be working during August 1961 was 852, with an average daily employment of 385,756 workers, according to the Chief Inspector of Mines of the Union Ministry of Labour & Employment. The corresponding figures for the previous month were 855 and 376,081 respectively.

Output of coal per man-shift was estimated at 1.20 metric tons for miners and loaders, 0.62 metric tons for all workers belowground and in open-cast workings and 0.44 metric tons for all persons employed including aboveground workers, as compared to 1.19, 0.62 and 0.43 respectively for July, 1961. *this year*

The percentage of absenteeism was of the order of 13.43 as against 13.91 in the preceding month. The over-all cash earnings of the workers per week for the whole of the Indian Union ^{were} Rs.23.53, the figures for Jharia and Raniganj fields being Rs.23.82 and 23.34 respectively.

UCT:Gandhi -

- PRM:

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PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

"12.11"

TUP

WORKING CLASS CONSUMER PRICE INDEX NUMBER FOR SEPTEMBER

RISE IN EIGHT CENTRES:--STATIONARY--AT FOUR

New Delhi, ~~Kartika 26, 1885~~
~~November 17, 1961~~

The Working Class Consumer Price Index Number (base shifted to 1949=100) increased in 8 centres during September, 1961, according to the Labour Bureau of the Union Ministry of Labour & Employment.

The maximum rise of 6 points was recorded by the index number for Mercara (base 1953=100) which stood at 150. The index number for Jharia appreciated by 3 points to 108 ^{and} for Cuttack by 2 points to 135. The index numbers for Monghyr, Gauhati, Silchar, Tinsukia and Jabalpur rose by one point each to 100, 108, 109, 119 and 112 respectively.

In this group of centres, the food group index numbers appreciated at all the 8 centres, the fuel and lighting group index numbers at one centre, the clothing group index numbers at 2 centres and the miscellaneous group index numbers at 2 centres.

FALL IN THREE CENTRES.

The index number for Delhi declined by 2 points to 128. The index numbers for Ajmer and Akola receded by one point each and both stood at 114.

In this group of centres, the food group index numbers declined at all the 3 centres, the clothing group index numbers at one centre.

STATIONARY AT FOUR CENTRES.

The index numbers for Jamshedpur, Berhampur, Ludhiana and Satna (Base: 1953=100 for Satna) showed only fractional variations and stood at 124, 130, 104 and 106 respectively.

The provisional indices for Dohri-on-sona and Kharagpur stood at 109 and 123 respectively.

The provisional all-India index remained stationary and stood at 128 during September, 1961.

PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

"12.8"-

CENTRAL INSTITUTE FOR LABOUR RESEARCH

TRIPARTITE BODY APPROVES PROPOSAL APPROVED

New Delhi, Kartika 27, 1951
November 19, 1951

A Central Institute for Labour Research will soon be set up by the Union Ministry of Labour & Employment.

A detailed scheme and the Memoranda of Association of the proposed Institute were approved by a tripartite Committee at a meeting in New Delhi today under the chairmanship of Shri Gulzari Lal Nanda, Union Minister of Labour, Employment and Planning.

The scheme was prepared by Dr. V. K. R. V. Rao, Director, Institute of Economic Growth, New Delhi and Shri B. N. Datar, Labour & Employment Adviser.

According to the scheme the Institute will undertake and assist labour research particularly problems connected with development of harmonious relations between employers and employees, creation of atmosphere for improvements in productivity, promotion of better working and living conditions for labour and evaluation of rational wage and benefit policies.

The Institute would be an independent public body and would work in close collaboration with other institutions devoted to research in labour problems.

The Institute would be under the direction and control of a Board of Directors consisting of representatives of Central and State Governments, workers and employers' organizations and educational and research institutions. No group, Government, labour, industry, etc., would have a majority representation on the Board to ensure that the Institute enjoys the desired degree of independence and freedom from control by any single group or interest.

T. N. Sridhanra represented AITUC in the meeting. Among those who attended the meeting were Shri Abid Ali, Union Deputy Labour Minister, Shri Babu Bhai Chinai, (AIOIE), Shri P. B. Advani, (AIMO), Dr. G. S. Moikoti (INTUC), Shri T. N. Sidhan, (AITUC) and Dr. K. N. Raj, (Inter-University Board).

UCT/Gandhi

20-11-51 11:15 AM

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"The public sector too has to set an example. Governments both in the States and at the centre, are connected with the public sector. We must, therefore, make sure that at least those who are in charge of public sector undertakings, their ~~best~~ part well in carrying out their responsibilities in the field of labour better than what we expect employers in the private sector to do. They have to be models of administration and I would like to convey this to those who are in charge of the public sector as managers, or directors or in any other position. Public sector is not Government; those responsible for running it are not Government servants in the strict sense of the term. I have to say this because a number of officers in charge of public undertakings come from some sphere of governmental administration and seem to carry the bureaucratic outlook into industrial undertakings in the public sector.... The only ~~facilities~~ privilege that they should expect is that they should have full facilities to carry out their duty in respect of labour."

These words, all full of plethora of platitudes and hopes, were said by Gulzari Lal Nanda, Union Labour Minister ~~in the conference~~ during the 19th Indian Labour Conference at Bangalore in October, 1961. Gleefully, Shri Nanda reported to the Conference: "...I am glad to report, the position in this regard is improving and there is evidence of greater enthusiasm on the part of the public sector officials to carry out to carry out their responsibilities under various laws and agreements."

One can say: yes, that was so because only ten days

One can say: yes, that was so because hardly ten days earlier since the ~~xxx~~ day Shri Nanda was making these bold statements, the management of Rourkela/^{steel plant} threw out more than 400 workers, most of them women workers, on the plea that there was no work for them and in terms of the solemn pledge of Nandaji most probably, they appointed new contractors to carry out those particular works which these unfortunate workers were doing. It is therefore true that the management of public sector undertakings are setting examples - examples of gross violation of Supreme Court judgments; flouting of the conclusion of tripartite labour conferences; practicing bureaucracy in wider fields and increasing nepotism and corrupt practices.

These workers who were retrenched by the management of the Rourkela steel project were working there since last five years. Among them were those workers whose lands were given away towards establishment of the Plant itself ! These workers were attached to construction and maintenance work of the project and in their work they have acquired sufficient skill and knowledge despite the fact that basically these are not actually plant-operation jobs but only incidental thereto. Except the job of construction of quarters, which was given to the contractors from the very beginning, there were about 8,000 workers directly under the Steel project doing the rest of ~~civil~~ engineering jobs.

When it was reasonably expected that after five years, the management would take over all these jobs departmentally, what has happened that all these jobs have been given away to new contractors retrenching the people who were already engaged on these works. The management, of course, has

Rourkela.....3

retained the services of Engineers, Supervisors etc., they have retrenched all the other staff.

This new allocation of work to the contractors is in gross violation of the Supreme Court Judgment (1960 LLJ ii 233) wherein it was held that contractor labour should not be engaged in work which is perennial and must go on from day to day; the work is incidental and ~~not~~ necessary for the work of the factory; the work is sufficient to employ a considerable number of wholetime workmen; and the work is being done in most concerns through regular workmen.

This decision of the Supreme Court was also accepted as the guiding principle for all employers in the 19th Indian Labour Conference and thus the management of Hindustan Steel in the Rourkela project was both morally and legally bound to follow this principle.

But even ~~after~~ now, the management refuses to see reasons and although they promised to find out jobs for these retrenched persons in a meeting where the management representatives, workers representatives and the Deputy Chief Minister of Orissa were present, they have so far not acted on it and show no indication of rescinding their former stand.

It is now understood that with the taking over of extension of the plant now on hand, the management is more and more engaging contractors in this extension scheme.

It is current in Rourkela that the allocation of jobs to the contractors is directly dependent on the returns which the high-ups in the management receive from the contractors and it is for that the high-ups have trotted out a theory that the jobs done through contractors are always cheaper and thus they are doing a great service to the country by getting the jobs

Rourkela....4

done cheaply. And the sample of such jobs can be seen amply in Rourkela which buildings leak in rains, crumbles down or cracks in summer and culverts give way before they are ready. It is reported that one particular contractor given paid a substantial sum towards his contract although the job was done wholly departmentally.

Not only the work of the contractors is inferior, it is also slow compared to departmentally ~~xxx~~ done jobs. For example in Bhilai, 10,000 quarters were built by departmental workers, while during the same period only 7,000 quarters could be built by contractors in Rourkela. And the Bhilai building are positively better than Rourkela.

Even after the 19th Indian Labour Conference, the management in Rourkela Steel project shows no inclination to take over the jobs being done by contractors. They are giving away jobs like, unloading of coal, loading of coke, cleaning the waste in steel melting shops and blast furnaces, transportation of refractory bricks, maintenance of roads, sidings etc, to the contractors.

The cases of the 448 retrenched workers still continue to hang fire. The management in Rourkela still maintains their former stand and all high show of grand bureaucracy and meanwhile the union labour Ministry goes on trumpeting its success through Code of Discipline and preaching surmons for the development of national economy through dedicated labour of the working class. Except for a formal promise to look into the matter, the union labour Ministry refuses to take cognizance of what is happening in Rourkela. A nice implementation of labour policy indeed.

CONFERENCE OF AITUC UNIONS IN VIDARBHA.
- - - - -

Representatives of about 40 Unions affiliated to AITUC from Vidarbha Region met in a Conference on November 12, at Akola. About 100 Representatives attended. K.N. Joglekar, President of Maharashtra Rajya TUC presided. S.A. Dange, General Secretary, AITUC guided the deliberations.

The Conference debated a number of specific problems facing the Vidarbha Unions and the Working Class. It was shocking to note that the Workers under the ginning & pressing, oil extracting industries, etc., were getting a wage of Rs.1.12 per day inclusive of all allowances. The Conference came to the conclusion that it was not enough to organise the Workers factorywise alone but that the Workers should pay more attention for a regionwise co-ordination of their activities so as to be able to wrest out real concessions from the Owners and also the Government. Towards this end the Conference decided to form a Regional Committee consisting of B.N. Mukherjee as the Secretary to co-ordinate the activities of Vidarbha region.

The same evening a mass rally was held which was addressed by Dange.

ROAD TRANSPORT WORKERS DELEGATION LEAVES FOR MOSCOW

On the invitation of the Central Committee of Soviet Motor Transport Highways and Communication Workers Union a delegation of the National Federation of Road Transport workers consisting of Ashraf Foujdar, N.Y. Gadekar and Babu Rao Gohadkar left for Moscow on November 30.

INTERNATIONAL CONSULTATIVE CONFERENCE OF GRAPHIC ART WORKERS

The first International Consultative Conference of Graphic Art workers was held in Leipzig from November 25 to 28, AITUC was represented in the conference by N.B. Rao.

FIFTH CONFERENCE OF BULGARIAN TRADE UNIONS

The fifth Conference of Bulgarian Trade Unions was held in Sofia from 23 to 25 November. J. Satyanarayana Secretary Andhra Pradesh TUC participated in the Conference on behalf of AITUC.

The fifth world Trade union Congress, the representative Assembly of the working class the world over will meet from December 4 to 16 in Moscow. More than one thousand delegates from 100 countries will be present in this historic Conference.

This conference will no doubt be a starting point of a new stage of the working class struggle which is becoming more united, wider and effective. It will review the success achieved by the trade unions of all countries and chalk out a programme of future trade union action,

As a part of the preparations for the Congress, trade union centres in different countries have widely distributed the Draft Programme of Trade Union Action at the present stage of the defence of the workers interests and rights. This document will be a main plank in the discussion on this subject in the Congress. The Congress will also discuss and adopt the draft Social Security Charter drawn up by the Inter-

the world.

The great aims and tasks of the Fifth World Trade Union Congress, which is called on to play a paramount role in the struggle of the International working class, are clear to all and dear to the hearts of all. All the activities of the Soviet Trade Unions are imbued with the great principles of working ~~and~~ class internationalism and fraternal solidarity among the workers.

They are fighting untiring for the unity of the world trade union movement, for a concerted struggle by all the forces of the working class in the ~~vital~~ struggle for the vital interests of the workers, for the maintenance and consolidation of peace, for the freedom and independence of the peoples, for democracy and social progress.

This is why the calling of the Fifth ~~World~~ World Trade Union Congress, aimed at bearing higher aloft the banner of active international unity and solidarity has been so warmly welcomed in our country.

The AITUC and other independent organisations have sent a representative delegation of 30 trade unionists to the Fifth World Trade Union Congress. This is the biggest ever delegation sent out from this country to any international working class meeting. The ~~big~~ delegation is led by S.A.Dange, General Secretary of the AITUC and Vice President of the WFTU.

Two delegates, A Govindswamy, General Secretary, Madras Press Labour Union and Dhiren Mazumder, General Secretary, Calcutta Tramway Workers Union could not leave the country to attend the Congress as passport facilities were not given to them by the Government.

FRANCE STOPPED BY STRIKE
ON NOVEMBER 28.

In the most complete stoppage for year, over half a million French railwaymen, transport, gas and electricity workers came out on 24-hour strike on November 28, against Government's refusal to grant 10 per cent wage rise. There was complete agreement between the four main trade union organisations in the state controlled industries.

They turned down, as "completely unacceptable" the Government offer of a 2½ per cent increase. The unions have announced that they will "continue their action in various forms" until they receive satisfaction.

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CONCLUSIONS OF THE 19TH INDIAN LABOUR CONFERENCE

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(Following is the text of the conclusions of the 19th Session of the Indian Labour Conference held at Bangalore on October 8 and 9, 1961. The conclusions are as drafted by officials of the Ministry of Labour & Employment. As has been pointed out in the article reviewing the conference published in our last issue, there are certain errors in the recording of the conclusions as has been done by the Labour Ministry. The AITUC is in correspondence with the Ministry on these points. - Editor, TUR)



CENTRAL I&E ~~MEETING~~ COMMITTEE

TUR

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We are publishing below the text of the conclusions reached at the tripartite Central Implementation and Evaluation Committee which met in New Delhi on September 15, 1961 - Editor, TUR

25/11/55

Preparations have started in full swing in Bombay to give a warm reception to the delegates for the consultative Conference of Young workers comenced jointly by the AITUC and All India Youth federation to be held in Bombay on December 25 and 26.

P.K.Vasudevan Nair M.P., President AIYF who recently visited Bhalai and other centres in Madhya Pradesh found that the response in these centres remarkable other youth leaders are also touring diferent areas to make the Conference a grant success .

The documents concerning the problems of young workers have been prepared which will be circulated to youth organisations shortly. These documents will be discussed in the meeting of the young workers all over the country and finally adopted by the conference

The experience of the West Bengal Committee of the AITUC in organising the first young workers Conference in the state has been highly encouraging . This has shown up the latent possibilities of sustainted activity among the young workers. The AITUC and AIYF hope that from the discussions in the forth coming Consultative conference would emerge concrete plans of activity, as would give the young workers a class and National approach and to mobilise them into a force as would fight the influences of Communal and reactinery forces.

The names and delegates participating in the conference should be sent to AITUC and to:-

Preparatory Committee Consultative Conference of young Workers
of India,
C/o. Maharashtra Rajya TUC,
Dalvi Building Parel, Bombay-12.

Daily News Release

Hsinhua News Agency

HSINHUA BUILDING, SHARP STREET, W. HONGKONG TEL. 773901-3

August 12, 1961

081070 -- peking press review

peking, august eleventh (hsinhua) -- the peking press today frontpages chairman liu shao-chi's message of greetings to francois tombalbaye, president of the republic of chad, on the occasion of the first anniversary of the independence of the republic.

all papers give frontpage coverage to news of the funeral service for the late mei lan-fang, china's leading contemporary stage artist, held in peking yesterday.

articles by people prominent in chinese art circles in memory of mei lan-fang and messages of condolences to the late artist's family from both chinese public figures and organisations of foreign countries are widely carried by the press.

the papers feature a report on the conclusion at the august ninth restricted session of the enlarged geneva conference of the first round of discussions on the draft declaration or declarations on the neutrality of laos.

the people's daily devotes more than a page to the full text of n.s. khrushchov's televised speech of august seventh. the paper also gives a round-up of reports on the publication of the draft programme of the communist party of the soviet union and editorials in newspapers of the communist and workers parties in the socialist countries.

reports on the kremlin reception in celebration of the soviet union's success in the space flight and greetings by prominent figures and the press in latin american countries are highlighted in the papers.

a message of greetings sent by larbi bouhali, first secretary of the central committee of the algerian communist party, to the central committee of the chinese communist party on the fortieth anniversary of the founding of the party is carried in the people's daily.

the paper carries among other news items speeches by princes souvarna phouma and souphanouvong at a mass rally held in xieng khouang, laos, in celebration of the first anniversary of the "august ninth" coup d'etat, the speech by ernesto che guevara, leader of the cuban delegation, at the conference of the inter-american economic and social council, and a general report made by kaoru yasui, director general of the japan council against atomic and hydrogen bombs, at the august ninth preliminary meeting in tokyo of the seventh world conference against atomic and hydrogen bombs.

in their home news columns the papers feature a report that democratic elections are to be held in certain parts of tibet as an experimental step for the holding of general local elections in the whole tibetan region.

news of efforts being made to win a better autumn crop at a number of places in china is covered by the people's daily end item

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THE COFFEE BOARD EMPLOYEES
FACE RETRENCHMENT.

The employees of the Coffee Board who help in marketing more than 50 thousand metric tons of coffee every year are facing retrenchment as a result of proposed reorganisation of the Marketing Department of the Coffee Board.

Strangely enough, in the so-called confidential document of a Reorganisation Sub-Committee on the working of the Marketing Department of Coffee Board was not given to India Coffee Board Employees Association, even though it was asked for. It was a clear indication that Coffee Board wanted to implement the report without the knowledge of the employees.

According to a report of the Sub-Committee the inspectorate staff and the Depots should virtually be disbanded and also a proportionate reduction in the ministerial staff should be made.

This large scale retrenchment is not necessary for the true interests of the industry as such. It is intended to give benefit to the planters by way of increased profits as there was a hue and cry by the planters that they were not getting in adequate price for their produce. The planters put the blame squarely upon the Board.

If the work of marketing is entrusted to the agents or planters they would be in a position to reap the benefits of the entire marketing. Thus to safeguard the interests of the private sectors the marketing department is proposed to be abolished.

It is also done in the name of economy. After all the amount that will be saved by retrenching the employees will be more than nullified by the creation of new post of officers!

Indian Coffee Board Employees Association, Bangalore had requested the Government not to accept the Report on Reorganisation of the Marketing Board.

ASIAN ZONAL MEETING OF
COMMERCE WORKERS TRADE UNIONS

An Asian Zonal Meeting of representatives of Departmental Stores and Commercial Workers' Trade Unions was convened at Calcutta on November 8 and 9, 1961.

D. Bonchiferi, General Secretary, Trade Unions International of Commerce Workers as well as Hanafi, Member of the Presidium of the SOBSI, Indonesia, participated in the meeting.

The meeting adopted a joint statement laying down the demands of the departmental stores as well as commerce workers in general. The statement pointed out that the commerce workers are subjected to ever-growing physical strain in performing their work; there is no breathing space for them all day right up to the closing hour and they are often working in badly ventilated premises. The workers are many a time forced to work overtime, leading to physical and nervous exhaustion.

The statement demanded substantial increase in wages, reduction in working hours, equal wages for women and young workers, ~~social~~ improved social security and trade union rights.

The Preparatory Committee for the Zonal Meeting has been reorganised into the All-India Commercial Workers' Coordinating Committee with Haripada Chatterjee as Secretary.

NEW OFFICE BUILDING FOR
W. BENGAL MOTION PICTURE EMPLOYEES' UNION

The new office building of the Bengal Motion Picture Employees Union, Calcutta, built out of union funds, was formally opened by S.A. Dange, General Secretary, AITUC, on November 8.

AITUC NOMINATION.

AITUC has nominated S.K. Dhar on the Development Council for Inorganic Chemicals constituted under the Ministry of Commerce and Industry.

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THREE JUTE MILLS
NOT IMPLEMENTING.

Shri Abid Ali, Deputy Minister of Labour, told the Lok Sabha on December 2, that all the jute mills except three had implemented the interim award of the Jute Wage Board. So far as the jute mills in Kanpur were concerned, on the application of the three mills the High Court of Allahabad had issued a stay order.

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Shri L.N. Mishra, Deputy Minister of Labour & Employment, told the Lok Sabha on December 2, in a written answer to a question that a scheme had been prepared to provide about 6,000 beds in 32 separate Employees' State Insurance hospitals and 25 annexes in existing hospitals during the Third Five-Year Plan. This would cost about Rs.12 crores.

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16 T.U. ACTIVISTS REINSTATED.

The workers of the Warana Sahakari Sakhar Karkhana Ltd., (Kolhapur) welcomed their 16 victimised leaders back amongst them under the Orders of M.R. Mehar, President, Industrial Court, Bombay. These 16 active trade union workers' services were terminated on 31st March 1960 on the ground that they were probationers, their probationary period was over and that during the same their work was found unsatisfactory.

The Union challenged this action in the Labour Court on the ground of victimisation. The Labour Court held that these workers were victimised for their trade union activities and ordered their reinstatement with back wages.

In appeals by the Company, M.R. Mehar, President, Industrial Court, Bombay, confirmed these orders of the Labour Court. Mr. Mehar held: "I am satisfied that their services were terminated in colourable exercise of the right to discharge a probationer for unsatisfactory work, but in reality on account of their Union activities. In the circumstances, the order directing reinstatement with compensation equal to back wages is proper. ... It is directed that respondents be forthwith reinstated. The order directing the Company to pay the respondents back wages from the date of discharge to the date on which they are reinstated is upheld".

These directions were issued on September 20, 1961. The Company thereupon called all the 16 workmen to resume their duty on and from November 31, 1961.

R.S. Kulkarni, Joint Secretary, K.R.T.U.C., appeared for the workmen.

(11)

"HINDUSTHAN TIMES" WORKERS
STRUGGLE TO UPHOLD
NATIONAL PRESTIGE.

A general body meeting of the Hindustan Times Employees Union Delhi held on November 26 condemned the action of the management to dismiss Chitranjan Sharma a worker who earlier launched a complaint to the management about the insulting and abusive language used by Linzinger, a Photo-Litho Technician.

It is reported that Linzinger always abuses Indian workers in the press with the words like "bloody, "nonsense" and "Indian Dog". When C. Sharma protested against this Linzinger attempted to physically assault him.

The management instead of defending the prestige of Indian national shielded Linzinger with the result that Sharma was dismissed.

The meeting decided to resort to direct action if Sharma is not reinstated.

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PROVIDENT FUND BENEFITS
TO COAL MINERS.

Over 13.29 lakh coal miners now covered provident fund and bonus benefits. This includes 25,685 employees who were enrolled as new members of the Coal Mines Provident Fund during the quarter ending June, 1961.

The lumpsum contribution to the Fund has gone up to over Rs.3.38 lakhs; the initial contribution being over Rs.56.71 lakhs.

Upto the end of June a total sum of over Rs.2.38 crores was refunded to coal miners. During the second quarter of 1961 alone 8,100 claims involving a payment of Rs.21.42 lakhs were settled.

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