

EXTRACTS FROM SPEECH OF COM. S. A. DANGE, SUMMING UP DISCUSSIONS AT THE
WORKING COMMITTEE MEETING, ON SEPTEMBER 13, 1960

With regard to the evaluation of July 14, it seems now, after hearing the reports that there cannot be much difference of opinion that it was a failure. Except Calcutta's action, the situation on 14th was not even that of 12th, in relation to the total mobilisation of all the three TU centres. It is to the glory of W. Bengal trade unions that they moved in a big way. Even there, the big chunk of jute workers did not move. That giant is yet oblivious of all things. But, as a whole, on an all-India scale, 14th was a failure. That means that we, the three TU centres, with our united call, failed to mobilise the general working class behind the general action of the government employees. The solidarity of the working class as a whole failed to materialise on 14th July, despite a united call.

Why did it fail? We brought out the whole of Bombay City to a standstill on 25th July 1958. The same Bombay City failed on 14th July 1960. Was it the terror of the ordinance? Who could prevent the textile mills from going on strike, since they had nothing to do with the ordinance?

The reason is this. We, in the present period, have not yet succeeded in building among the workers, a general consciousness of class solidarity, the need to feel and act as a class, beyond his industry or trade, striking in solidarity as a class.

Does it mean that the movement had gone back? No. The TU movement has advanced industrially. More than what it was in 1945 or 1946. In 1945, we had the helpful factor of anti-imperialism and political solidarity, but industrially, workers only in certain areas could act solidly - Calcutta, Bombay, textiles, defence, P&T, etc. Since then, one of the industrial sectors has advanced but separately. Each one industrially can carry out an all-India strike. A great advance has been made in negotiations, gains, collective agreements, recognition - despite all the Code of Discipline. In membership and even realisation of dues. A far greater amount of money is being paid by the working class to its trade union organisations today than at any time before. The general picture is that of an industrial advance.

But while the worker has become industrially conscious, we have not made him class conscious as a whole. He is class conscious in the sense that in Calcutta, they could prevent rioting between Assamese and Bengalis. There may be tension but they could stop the workers being divided by linguistic and provincial loyalties. Certain solidarity of the class has survived. In Bombay City, they could prevent any clashes between Maharashtrians and Gujeratis, despite the general strikes on the issue of linguistic provinces. There was no rioting; no single citizen was hurt. So, this solidarity on a class basis was there. But it has been only a negative factor in the sense that the disruptive forces of linguism or narrow provincial feeling is not allowed to get hold of the class as a whole in times of crisis. That industry or trade unity, which can show in an industrial action of the workers as a whole, cannot yet be transformed into a solidarity action of one industry for another, or of the class as a whole in defence of its one section or for its general common interests. That is where we have to steer the movement and to go ahead. That is the task.

And, that is a difficult thing to accomplish. Because, a higher form of class consciousness has to be created.

How many solidarity strikes have we called? Let alone, on a nationwide scale, even in the same town? Very few.

We took a step beyond all our capacity. But the decision to call the strike on 14th was a necessity and it had to be done. Because, we had at least ideologically to declare our solidarity, even if we had known that it would fail. Having seen that failure, the working class will learn.

It (14th July call) would have been partially successful if there was a previous legacy of trade union unity and united action. But even after that decision, the HMS would not act jointly with us. In Bengal, they did but in Bombay they did not. So the greatest lag in the whole development from 12th July onwards was that no previous unity, even in the industrial field, no previous traditions of class actions of solidarity, of one industry acting for another in the same town or on a national scale, no traditions of joint working among the federations concerned in the Government services, or among the three central organisations existed. In such a background, to call a national strike requires some 'Jaring' - or perhaps, it was because of a feeling that we cannot leave the "poor fellows" in the lurch.

Now, this can be corrected when the new attack comes.

Are we in the AITUC ready to prepare for an action when the bill for ban on strike is initiated in Parliament? Put that question seriously in your organisation. Ban on outsiders is a minor point. The central point of agitation is: are you going to ban strikes in essential services? And, if a law is enacted, is the AITUC prepared to go into action and ask others to join? We may not call on the Government services. Is the TU movement prepared to take some step on class basis when this most dangerous attack is to take place? That would be the test whether we are learning from the last general strike.

In 1938, in Bombay, against the Back Acts, we could bring about a General Strike - on 7th November 1938. Are we in a position to do so now?

So when you go back to your States, if you agree with this, put it to each union positively. Place before them our failures also. Tell them about the defence of the victimised and fight against the coming attack and whether, on these two things, on a class basis, on the basis of solidarity of the class as a whole, we can make them act. That is the test of our organisation.

In each union, the first task should be to call the Managing Committee and tell them this. Then call a meeting of your membership in your area and have a round of general body meetings.

And each union should bring out a handbill. This should be a mandate from the Working Committee to all the unions. Why do we insist on this? Because, some literature should be in the hands of the one million members of the AITUC. May be some handbills may remain undistributed. Does not matter. All the unions should send a copy of their handbill to us, with the date of issue. Then I will say that the mandate of the Working Committee has been carried out. But I don't want seven unions joining together to issue a handbill, or a Federation issuing handbill on behalf of all its unions. Each union must do it separately, to fulfil its own task of educating its members.

ALL - INDIA TRADE UNION CONGRESS

4 Ashok Road, New Delhi

No.175/K/60
January 3, 1960

To

Shri G.L.Nanda,
Minister for Labour & Employment,
Government of India,
New Delhi.

Sub: 18th Session of the
Standing Labour Committee

Dear Sir,

We offer our comments on the points of agenda as hereunder:

Item 1:

AITUC strongly protests against the undue delay in bringing the legislation to regulate the conditions of motor transport workers and the amendments to Industrial Disputes Act.

AITUC takes a strong exception to the policy of discrimination being followed by the E.S.I. Corporation in keeping our representative out of the sub-committees and the Standing Committee of the ESIC.

It is suggested that necessary legislation be introduced regarding application of laws to workers in the construction industry. It is further suggested that a tripartite Inquiry Committee be appointed to:

- i) ascertain the extent to which existing laws and rules are applied and implemented in respect of workers in the construction industry; and
- ii) to suggest ways and means to improve the situation in this respect, in case it is found that the laws are not implemented in practice.

Tripartite Committee be appointed to screen cases which have to be referred to High Courts and Supreme Court by either parties.

. Item 2

page two

Item 2: Proposed legislation for setting up Wage Boards.

The Code of Discipline is still at its initial stage. The experience of the past one and half years of its functioning shows that the employers, public sector including, have not yet been moulded and brought into a frame of mind to accept all the obligations under the Code. As such this agency cannot be relied upon for effective and speedy implementation of the decisions of Wage Boards.

Therefore, decisions of the Wage Boards should be given statutory status after scrutiny by the Indian Labour Conference/ Standing Labour Committee.

Item 3: Proposal on labour policy of the Third Five Year Plan.

It is agreed that a sub-committee should be formed to discuss it in detail. Our representative on this sub-committee will give detailed opinion on the subject.

Item 4: Amendment to Industrial Disputes Act, Sec.24(3):

Strikes forced as a result of illegal lock-out should not be declared illegal.

Strikes resorted to for the enforcement of awards after a reasonable time limit, say three months, should also not be declared illegal.

Item 5: Revival of L.A.T.

Revival of L.A.T. is agreed to but it is felt that there should be a provision for the speedy disposal of cases, by specifying a time-limit.

There should also be restriction on appeals against decisions of the L.A.T. to the High Courts and Supreme Court, especially under Art.136 of the Constitution. If necessary, even the Constitution of the country should be amended for this purpose.

Item 6: Amendment in the Code of Discipline:

Unless there is a full-fledged and detailed discussion about the working of the Code of Discipline, no amendment should be undertaken.

. . . This particular

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STATEMENT BY A.I.F.U.C. DELEGATION
TO 15TH SESSION OF THE STANDING LABOUR COMMITTEE

The AIFUC has been participating in the tripartite conferences convened by the Labour Ministry, of the Government of India with the expectation that the decisions of these conferences, though not having a statutory status in any way, are morally binding on all parties including the Government whose representatives attend and participate in the tripartite discussions and will therefore honour the decisions as such. Hence we have been propagating among the workers for the implementation of these decisions on their part, in the letter and spirit, with the sincere wish for the good of all, and inculcating faith that employers and the Government will also do likewise.

In this connection, the AIFUC also wishes to recall the fact that when one of the officials of the Union Labour Ministry had described these decisions as having a merely recommendatory nature and the matter was referred to him by the AIFUC, the Union Labour Minister, Shri G.L.Nanda had stated: "The decisions of the conference may be in the nature of recommendations for others but are to be taken as binding on the parties." (Letter from Shri G.L.Nanda to Shri S.A.Dange dated December 29, 1958).

Some of the decisions taken in the 15th and 16th Indian Labour Conferences and sessions of the Standing Labour Committee during the last three years were described by us as a turning point in the labour and industrial policy of the Government which is beneficial to the country and its people and especially the working class.

Recent events have, however, belied our hopes in this respect.

In the 15th Indian Labour Conference held in 1957, important decisions were taken in the matter of rationalisation, wages policy and housing, and the principles for formulating the Code of Discipline were evolved.

In the 16th Indian Labour Conference held in 1958, decisions were taken on the question of closures of factories and the Code of Discipline was adopted.

Workers' representatives had made it clear in the 15th Indian Labour Conference and subsequently also that all these decisions constitute an integrated whole and all in one form the basis of this new turn.

. . . The working

The working class in general and the AIITUC have scrupulously carried out their part of obligations arising out of these decisions. We can understand, though not agree, the employers' resistance in implementing some of these recommendations which are beneficial to the workers. But we regret very much the attitude of the Government - Central as well as States - in not accepting and implementing these decisions.

In the 15th Indian Labour Conference, some vital decisions regarding "Wage Policy during the Second Five Year Plan" were taken. Rejecting the wage-freeze policy, the conference decided to appoint Wage Boards and to help the Boards in fixing wages, laid down norms for this purpose - specially in relation to consumption units, minimum food requirements on the basis of a net intake of calories as recommended by Dr. Aykroyd, clothing requirements, etc.

When asked by the Central Pay Commission, the Finance Ministry of the Government of India, however, made the following astounding statement:

"The Government desire me to make it clear that the recommendations of the Labour Conference should not be regarded as decisions of Government and have not been formally ratified by the Central Government. They should be regarded as what they are, namely, the recommendations of the Indian Labour Conference which is tripartite in character. Government have, at no time, committed themselves to taking executive action to enforce the recommendations." (Report of the Central Pay Commission, p.55).

The Union Labour Ministry not only did not contradict this statement but by keeping silent became a party to such a position by which the Union Finance Ministry has been allowed to torpedo the tripartite agreements and take decisions against the working class.

The Central Pay Commission basing themselves on the Finance Ministry's statement went further and tried to lay down their own standards with regard to minimum food requirements (reduced from 2700 to 2200 calories) with the help of Nutrition Research Laboratories of Hyderabad and Bombay's Finance Minister, Dr. Jivraj Mehta.

The rejection of the norms for fixing 'need-based' minimum wages agreed at the 15th Indian Labour Conference has thus resulted in the lowering of minimum wages which will affect not only 18 lakhs of Central Government employees or

. . . . six million

six million of their dependants but the entire working class.

A similar statement has been made by the Union Finance Ministry in reply to a query by the Central Wage Board for Sugar Industry. This was brought to the attention of the Union Labour Ministry over three months ago by the AITUC but as yet no reply has been received.

The Code of Discipline is being violated not only by the employers but even by the Central and State Governments, both in their capacity as Government as well as employers in Public Sector undertakings. It was decided at the 16th Indian Labour Conference held in May 1958 that the Code of Discipline will apply equally to all public undertakings and industrial units in the Public Sector and for this purpose, a special meeting of the trade unions in Public Sector and Governmental services and employing Ministries will be convened. The employing Ministries of the Government of India and the State Governments have refused to follow the Code of Discipline.

The Model Agreement on Rationalisation adopted in the 15th Indian Labour Conference has been implemented by Government only to the extent it helped the employers. The AITUC held the view that crisis of over-production and stock-accumulation in the textile industry in the years 1957 and 1958 was artificial. The textile magnates who were instrumental in creating such a situation wanted to force the Government to agree to their plans of rationalisation and automation wherever they wanted and to get concession in taxes. They resorted to such tactics as closure of mills, retrenchment of workers and demanded not only a wage-freeze but a cut in dearness allowance.

And the Government obliged the textile magnates by giving them concession in excise duty more than once, by allowing them to introduce rationalisation and closure of units wherever they wanted, by giving them permission and financial help to instal automatic looms in private sector, not speeding up the submission of the report of the Textile Wage Board for about three years and by refusing interim relief demanded by textile workers. Thousands of workers were rendered unemployed as a result and the production of cloth curtailed.

We now find that the picture of overproduction and no markets has become out of date and we are told that there is a likelihood of cloth famine.

. . . At the same time,

At the same time, as against the decisions of the 15th Indian Labour Conference on rationalisation, nowhere in the textile industry has the worker got an equitable share of the benefits which accrued from the increased workload, rationalisation and increased profits.

This shows that the plans and perspectives of the Government of India in the industrial spheres, particularly textiles, sugar, cement, are absolutely faulty and their policies help only a handful of employers.

The policy regarding industrial housing scheme and co-operatives adopted at the 15th Indian Labour Conference has, in the same manner, remained on paper.

The Employees State Insurance Scheme continues to be as lame as before and irritating to the workers.

These actions of the Government of India and the State Governments in not binding themselves and implementing some of the important tripartite decisions raise a vital issue before the working class regarding the utility of continuing participation in such tripartite conferences and committees.

We also wish to record our strong protest at certain irresponsible statements made by Deputy Labour Minister, Shri Abid Ali, on the floor of Parliament. In the course of the debate in the Lok Sabha on December 9, 1959, on the proceedings of the 16th Indian Labour Conference, Shri Abid Ali tried to insinuate that our organisation wanted to suppress the report of inquiry into the Jamshedpur strike, conducted under the Code of Discipline. I take this opportunity to make it clear that our organisation demands publication of all reports of such inquiries, i.e., in the case of strike in Jamshedpur, Bombay General Strike and strike in Premier Automobiles and Calcutta tramway strike. I was an assessor in the Inquiry Body in respect of the Calcutta tramway strike. The Deputy Labour Minister alleged that the delay in finalising the report is due to me. I am surprised at this falsehood. I submitted my note to Mr. Mehta, the officer deputed for the inquiry on May 12, 1959 and since then I have not heard anything from him. If there is any delay, it is definitely not on my part.

As a protest against the policy of the Government in not binding themselves and not implementing the tripartite agreements, the AITUC has decided to walk out from this 16th Session of the Standing Labour Committee.

January 5, 1960

Dr. Ranen Sen, MLA,
Vice President, AITUC

K.G. Sriwastava,
Secretary, AITUC.

Cable : "AITUCONG"

T. U. LAW BUREAU:
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

Telephones : 48771
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4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR,
General Secretary : S. A. DANGE, M.P.

STUC/10/80

July 2, 1960

General Secretary,
STUC, *Muzaffarpur.*



Sub:- Verification of Membership - 1958-59

Dear Comrade,

We have already sent you the results of verification of membership of the unions in your State alongwith our circular letter dated June 16, 1960, the claimed and verified membership figures.

The objections which we wanted you to make in this regard after careful study of the whole thing, have not yet reached us.

Your objections, if any should ~~reach~~ ~~be~~ sent by returned post not later than July 5.

This may be treated as most urgent.

With greetings,

Yours fraternally,

K.G. Sriwastava
(K.G. Sriwastava)
Secretary.

Cable : "AITUCONG"

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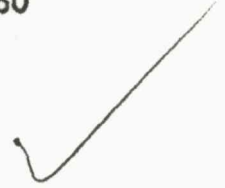
4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

STUC/10/60

July 28 1960

The General Secretary,
STUC,



Sub: Verification of Membership for the year 1959-60

Dear Comrade,

The Chief Labour Commissioner (Central) has already asked us to furnish informations regarding the membership claims etc., of our unions for the 1959-60, for the purpose of assessing the representative character of AITUC vis a vis other central trade union organisations.

In order to enable us to make our claims, please send us complete particulars of unions and other cognate matters including their membership as on March 31, 1960.

Utmost care may please be taken to give registration number where already not given, the date of registration and the correct and complete address of the union. It may kindly be noted that unions against which registration numbers are not furnished will not be taken into account for purpose of verification by the Labour Ministry.

If you are unable to send us a complete list, please at least indicate the new unions, their membership, cancellation etc., so that the last year list can be supplemented.

These informations should reach this office not later than August 15, 1960 in any case.

All unions should be directed to submit their annual returns by July 31, which copy to AITUC and STUC. If the unions fail to submit returns in time, their membership will not be taken into account.

With greetings,

Yours fraternally,

K.G. Sriwastava

(K.G. Sriwastava)
Secretary

ALL-INDIA TRADE UNION CONGRESS**4, ASHOK ROAD, NEW DELHI-1.**

(11)

To
The General Secretary,

September 20, 1960

Subject: Results of Verification of Membership -
for the year 1958-59.

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Dear Comrade,

According to the final results available from the Union Labour Ministry in regard to verification of membership of your union, it has been noted that your union's membership for the year 1958-59 was not taken into account by the Verification Officer, because:-

You failed to produce records, or

You produced incomplete records, or

Your union has ceased to function, or

Your union's registration has been cancelled.

The AITUC has taken a serious view of this matter and decided to take disciplinary action, including disaffiliation, against those unions which have failed due to any of the above reasons.

Will you please therefore let us know the circumstances which prevented you from qualifying in the verification programme and thereby failing to establish your claimed membership?

This communication may kindly be acknowledged and a reply be sent to this office within one month from the date of receipt of this circular letter to be placed before the standing Credential Committee of the AITUC. If no reply is received within this period, it will be assumed that you have no explanation to offer and action will be taken on that basis.

With greetings,

Yours fraternally,

(K.G. Sriwastava) *Sept 20*
Secretary

Copy to: S.T.U.C. \

T. U. LAW BUREAU:
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

November 7, 1960

General Secretary,

Dear Comrade,

You must be aware that the wage board for sugar Industry is unduly delaying the submission of the report to the Government. According to the news appeared in the press the report may be submitted in the 2nd week of November. Even it takes place it may take two or three months for the Government to give its opinion and publish the same. Thus if it is made available to the workers in the month of February they may not get the time to think over it and react upon it.

Recently two meetings of the representatives of sugar unions affiliated to AITUC were held in Poona (Maharashtra) and Meerut (U.P.) where the question was discussed in detail. Com. Dange attended the meeting in Poona, wherein it was decided to organise a campaign to demand immediate announcement of the decisions of the wage board and its implementation by January 1961 at the latest. It was also suggested to call a convention of all unions working in sugar industry owing allegiance to or friendly to AITUC within 3 weeks of the publication of the Report.

The meeting in Meerut also came to similar conclusions and decided to organise a state-wide conference of sugar unions some time in December.

So far we have not received any report about similar activities in your state, nor do we know what steps you propose to take in this connection.

There is an apprehension that the announcement of the Report and Govt's opinion may come by the end of this season when the workers' protests or their mobilisation may not be possible or effective.

It is also feared that in the next season when the workers will be taken back the employers will make attempt to dictate their terms on the workers as only those workers will be taken back who will show readiness to submit to the wishes of the employers. This will be a serious blow to the workers as well as the TU movement. Hence, it is suggested that we should start preparing right from now to foil these attempts and demand an early publication of the report along with the opinion of the Government.

We would like to hear from you at an early date about the situation existing in your state as well as the possibilities of steps you can take on this issue.

With greetings,

Yours fraternally,
(K.G. Sriwastava)
(K.G. Sriwastava)
Secretary

DRAFT:

To

The Asst. Collector of Customs for
Postal Appraisement,
G.P.O., Calcutta.

Dear Sir,

Ref: Your Memorandum No.
dated

Our well-known trade union organisation, it seems, is on the mailing list, on exchange basis, of several trade union and political organisations all over the world including China. We have not to ask for any literature but as soon as one is published, it is mailed to us along with others. Similarly, we do it from this end.

2. We did not ask the All-China Federation of Trade Unions, Peking to send us any particular literature in the recent past. Therefore, we have no information as to the content of the literature sent by them.

3. If what has been received in the packets referred by you is an objectionable literature and Government of India have decided to ban its entry in the country, we agree that it should be confiscated.

4. As we did not ask for the literature now declared banned, we are not liable to prosecution under Sec.167(8) of Sea Customs Act.

5. As we did not order for the book, we possess no documentary evidence in connection with the above. The first information about the contents of the packet has been received by us from you.

Yours faithfully,

Cable : "AITUCONG"

T. U. LAW BUREAU:
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
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4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR,
General Secretary : S. A. DANGE, M.P.

November 10, 1960

General Secretary,
STUC.

Dear Comrade,

We have received information from different states and centres that the Collector of Customs, Postal Appraisement, has sent show-cause notices for prosecution, for certain booklets mailed to them from China.

In this connection, we enclose a draft reply which may be sent to the authorities, if any notice is received by you or affiliated unions.

With greetings,

Yours fraternally,

(K.G. Sriwastava)
Secretary

Encl:

Cable : "AITUCONG"

T. U. LAW BUREAU:
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With greetings,

Yours fraternally,

K.G. Sriwastava
(K.G. Sriwastava)
Secretary

Encl:

ALL-INDIA TRADE UNION CONGRESS**4, ASHOK ROAD, NEW DELHI-1.**

To



November 12, 1960

All Members of the
Working Committee of the AITUCSub: Working Committee meeting
- Coimbatore - January 4, 1961

Dear Comrades,

The Working Committee of the AITUC will meet at
Coimbatore on January 4, 1961, at 3 P.M.

The following agenda is proposed:

1. Confirmation of the Minutes of the last meeting.
2. Programme of the 26th Session.
3. Any other matter with the permission of the Chair.

Information about your arrival at Coimbatore for the
Working Committee meeting may please be sent to:

Reception Committee,
26th Session of the AITUC,
C/o Coimbatore Dt. Mill Workers Union,
10/21 Ranga Konar Road,
Kattoor, Coimbatore, Madras State.

as well as to this office.

With greetings,

P.S. The Reception Committee
has a telegraphic address:
"AITUCONG, COIMBATORE".

Yours fraternally,

(K.G. Sriwastava) Secretary

Cable : "AITUCONG"

T. U. LAW BUREAU:
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65, GIRGAON ROAD,
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4, ASHOK ROAD,
NEW DELHI.

President : S. B. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

November 28, 1960

URGENT

To
General Secretary,
STUCs

Sub: Preparations for the
26th Session

Dear Comrades,

In connection with the preparation of the report to the 26th Session, State TUCs are requested to send us a note on their activities and the important developments in the State during the period since our Ernakulam Session.

The information which we have from STUCs available in our files is not adequate, in order to arrive at a proper assessment. Therefore, the note requested above is immediately needed.

The note may not be very big - neither should you wait for complete information. Whatever is available with you, please send, before December 10, 1960.

With greetings,

Yours fraternally,

K.G. Sriwastava

(K.G. Sriwastava)
Secretary

Cable : "AITUCONG"

Telephones : 48771
43414

अखिल भारतीय ट्रेड यूनियन काँग्रेस
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4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR
General Secretary : S. A. DANGE, M.P.

January 8, 1960

CIRCULAR No. STUC/2/60

To All STUCs

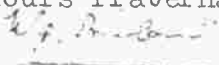
Dear Comrades,

We enclose copy of documents relating to Labour Policy and Programmes during Third Five Year Plan, circulated at the 18th Session of the Standing Labour Committee. These will come up for discussion again on Feb. 12 & 13.

Meanwhile, Government has called for our views on the proposals made. We would therefore like to have your comments on these documents and your communication in this regard should reach us by January 31, 1960 latest.

With greetings,

Yours fraternally,


K.G. Sriwastava
Secretary

Encl :

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

Circular No. STUC/1/60

January 8, 1960

URGENT

Dear Comrades,

You might have read press reports about the Standing Labour Committee meeting, at which the AITUC delegation declared their intention to withdraw from the Committee protesting against Government policy regarding implementation or tripartite agreements, etc. We forward herewith copy of two documents which the AITUC submitted to the Standing Labour Committee. A note on the conclusions of the Committee is also attached.

At the meeting Shri Nanda, the Union Labour Minister, in reply to the AITUC statement, reaffirmed that the tripartite decisions, including those of the 15th Indian Labour Conference on minimum wage norms, are morally binding on parties. He assured consideration of the specific cases of violation of the tripartite agreements and cases of non-implementation and asked the AITUC to send a detailed memorandum to the Labour Ministry.

While we have in this office details re. Central sphere industries and on some States, it is felt that to make a comprehensive memorandum, the STATE TUCs should immediately send concrete cases, under the following heads:

- Violation of the Code by Central and State Governments
- Violation of the Code by Central and State Governments in their role as employers in Public Sector undertakings.
- Violation of the Code by employers.
- Violation of tripartite decisions in respect of rationalisation and closures. Instances where equitable distribution of gains resulting from rationalisation has not been done.
- Cases of non-recognition of the Unions under Code of Discipline, with details as to when application was made, etc. If possible, send copies of correspondence in this regard.
- Cases of delay in registration of unions, where delay exceeds a period of three months. Details should be sent re. date of application, date of reply of registrar, if any received, what action we took further, etc.

You should send the above information by 31st January 1960. STUCs are requested to attach due importance to this circular and see that special arrangements are made to collect the information required.

With greetings,

Yours fraternally,

K.G. Sriwastava

(K.G. Sriwastava)

A NOTE OF DECISIONS OF THE 18th SESSION
OF THE STANDING LABOUR COMMITTEE

The following, in brief, are the decisions of the 18th Session of the Standing Labour Committee. A detailed report on the meeting will be published in the Trade Union Record dated January 20, 1960.

1. It was declared by the Union Labour Minister that the legislation for motor transport workers, on the basis of the Expert Committee's recommendations, will be introduced in the Budget Session of Parliament.

2. (a) It was decided that the unanimous recommendations of the Wage Boards should be implemented by all parties concerned. In case employers do not implement them, Government will have to enforce it by law. Decisions could not be taken in cases where recommendations of the Board are not unanimous. It will be discussed later on.

(b) The INTUC expressed itself against modification of Wage Boards' recommendations, by the Government in any manner. The AITUC held the view that normally modifications should not be done but in cases where they adversely affect the workers, necessary modifications in favour of the workers may be done. In no case should modification be done in favour of employers. No decision was taken on this point.

(c) The reports of the Textile Wage Board and the Cement Wage Board have been submitted to the Government and it was demanded that the reports should be published immediately. It was officially stated that Government will try to do so as early as possible. Mr. Shantilal Shah, Bombay Labour Minister, said that certain recommendations of the Textile Wage Board are allegedly beyond its terms of reference and that on some questions referred to it, Board has not expressed its view. The Union Labour Minister said he would look into this matter.

3. On the questions of amendment to Sec.24(3) of the Industrial Disputes Act, revival of the LAT, and amendment of the Code of Discipline (to add provision for 7 days' notice for strike or lockout), it was decided to maintain status quo as there could not be agreement on the proposals.

The INTUC and certain State Ministers opposed the revival of the LAT. The AITUC, IMS, UPUC, certain State Ministers, employers and the Union Labour Minister himself were for revival of the Labour Appellate Tribunal.

4. Preliminary discussion took place on labour policy under the Third Five Year Plan, with special reference to policy regarding wages, bonus and rationalisation. The discussion is to continue on February 12 and 13. The TU organisations have to submit their viewpoints in writing by the end of this month.

5. On the question of raising the rate of P.F. contribution from 6-1/4% to 8-1/3%, a Technical Committee will be appointed which will go into the capacity of various industries to bear the enhanced contribution. The Committee will have a technical assessor from the workers' side also. It will study industry by industry and Government will take decision as soon as report in respect of a particular industry is received from the Committee, and not wait for the final comprehensive report. Some of the employers raised the point that if P.F. rate was to be increased, the payment of gratuity should go.

6. Two officers are to be appointed to investigate into the allegations of non-implementation of the Coal Award and legislations concerning the coalminers, as well as the increasing instances of goondaism and gangsterism in the coal belt. The officials will complete their work within a period of three months.

Points relating to abolition of contract system in collieries were raised but no decision was taken, pending the report of the Committee appointed earlier to make investigations.

7. The letters from the AITUC regarding recognition of unions will be gone through by Mr.Mehta, Jt. Secretary, Labour Ministry, as speedily as possible.

8. A discussion took place on the statement made by the AITUC at the meeting and it was affirmed that decisions of the 15th Indian Labour Conference and other tripartite bodies are morally binding. The AITUC was asked to substantiate the charges levelled against the Central and State Governments and employers, in respect of violation of tripartite decisions. The HMS representative supported the points made in the AITUC statement.

*

Dr.Ramon Sen, M.L.A., Vice President, and Com.K.G. Sriwastava, Secretary, represented the AITUC at the 18th Session of the Standing Labour Committee.

Draft Proposals on Labour
Policies & Programmes - Third
Five Year Plan

PART I - DRAFT PROPOSALS

(Summary)

INDUSTRIAL RELATIONS - GENERAL

"A cautious approach in placing sole reliance on collective bargaining processes for settlement of industrial disputes has . . . to be followed. The present policy which allows adequate scope for the parties to come together at their own initiative for settlement of their differences and only in the event of breakdown of such joint efforts, empowers the State to maintain industrial peace through compulsory adjudication therefore needs to be continued during the Third Five Year Plan."

TRADE UNIONISM AND COLLECTIVE BARGAINING

"The Second Five Year Plan recommended that suitable statutory provision for recognition of unions should be included in our industrial relations code. . . The consensus of opinion in the 16th session of the Indian Labour Conference was that the time was not opportune to introduce an element of compulsion in this respect. . . With this end in view, the Conference approved certain criteria for voluntary recognition of unions by employers (embodied in Code of Discipline). The impact of the Code is already discernible and though it is too early to evaluate its full results, the measure of success achieved so far inspires confidence in its efficacy. As these arrangements have been evolved as a result of agreement between the parties and are not in the nature of an imposed solution, it is desirable to give them a fair trial in the Third Five Year Plan."

REDUCTION OF OUTSIDERS IN THE EXECUTIVES OF TRADE UNIONS

"The consensus of opinion in the Conference (16th ILC) was that though there is a need for taking all possible measures to reduce the dependence of TUs on outside leadership, this should not be achieved by imposing any legal obligations on trade unions. . . In order, however, to encourage the rank and file to handle their affairs themselves, measures suggested by the conference include: (a) expansion of educational activity for the benefit of workers. . . and (b) re-examination of the existing legal provisions on the subject of victimization. These suggestions require to be implemented in the Third Five Year Plan."

IMPROVEMENT OF FINANCES OF TRADE UNIONS

Necessary provisions will be made in the Trade Unions Act for a minimum membership of four annas and strict enforcement of rules for payment of arrears, as recommended by the 16th ILC.

INTER-UNION RIVALRY

"The task ahead will include utmost efforts on our part in securing faithful observance of the Inter-Union Code of Conduct and sizeable expansion of workers' education programmes.

SHOULD ADJUDICATION BE SUSPENDED?

"In the circumstances, it would be advisable that the existing arrangements should be allowed to continue to operate in the Third Five Year Plan.

ROLE OF WORKS COMMITTEES

The Tripartite Committee on Works Committees which met recently has demarcated the functions of the Works Committees vis-a-vis those of trade unions and it is hoped that such demarcation will make for a healthy growth of unions and the Works Committees as well.

DELAYS INVOLVED IN ADJUDICATION PROCESSES

A number of steps have recently been taken to eliminate these delays as far as possible. Rules framed under the Industrial Disputes Act have been suitably amended by which the interval between the filing of statement and the submission of rejoinders by the opposite parties has been reduced to two weeks, and it has been laid down that the date for the first hearing by a labour court or tribunal shall be within six weeks of the date of reference for adjudication and that hearing shall thereafter be continued from day-to-day and that adjournments shall not be granted for more than a week at a time and not more than thrice in all. Amendment of Section 29 of the I.D. Act with a view to securing speedy and effective implementation of awards by providing penalties for a continuing offence has also been taken up.

Employers and workers' central organisations have been persuaded to screen cases before their affiliates file appeals in higher courts. "Effective solution of this problem lies in the hands of employers and workers themselves" and if the Code of Discipline is faithfully observed, the existing cause for complaint would be removed.

DELAYS INVOLVED IN IMPLEMENTATION OF AWARDS, ETC.

The Second Plan had suggested that the penalties for non-implementation should be made deterrent and that while the responsibility for implementation should be mainly of the employer, an appropriate tribunal should be constituted for enforcing compliance. Apart from constitution of such courts, in pursuance of a recent tripartite recommendation, Implementation and Evaluation Committees have already been set up at the Centre and in almost all the States. "These arrangements have already started yielding results ..."

ADOPTION OF GRIEVANCE PROCEDURES

As per a tripartite recommendation, model grievance procedure has been drawn up for guidance of all industrial undertakings. Steps have been taken by employers to set up a grievance machinery as recommended, wherever it does not exist.

LABOUR MANAGEMENT PARTICIPATION

It is proposed to assess the results of the experiment in a Seminar and to see the further steps that are needed to popularise the idea in the Third Five Year Plan.

WORKERS' EDUCATION

It is essential that the programme of workers' education should be considerably intensified in the Third Five Year Plan.

EQUALITY OF TREATMENT IN PUBLIC AND PRIVATE UNDERTAKINGS

Steps will be taken in order to achieve the objective of State acting as a model employer in its relation with its employees.

SPECIAL STUDIES ON INDUSTRIAL UNDERTAKINGS WITH GOOD AS WELL AS BAD RECORD OF INDUSTRIAL RELATIONS - THEIR PUBLICITY

The continuance of these studies, as recommended in the Second Plan, is important in the context of our concerted programme of industrial relations in the Third Five Year Plan.

RATIONALISATION

"The existing policies envisaging proper balance between the need for maintaining employment at existing level on the one hand and securing higher productivity on the other, without in any way jeopardizing the interests of the working class, will, therefore, have to be continued in the Third Five Year Plan.

WAGES

Steps have been taken to implement the recommendations in the First Five Year Plan. Emphasis has been laid on mutual agreements between the parties in the settlement of disputes. Considerable work by way of evolving general principles for the guidance of wage-fixing authorities has also been done by different agencies. Standardization of wage structure has been secured in almost all major industries and minimum wages prescribed in many employments. Fairly satisfactory principles have also been evolved for the determination of bonus which is now regarded as an integral part of the pay-packet of workers. In certain cases, wage boards have also been requested to examine the existing practice and lay down principles for the determination of bonus to be paid to workers. An appreciable upward revision of wage-structure has also been achieved in mining, plantation industry, etc., either through adjudication or as a result of mutual agreements between the parties. Wage structure in some other industries has also been subjected to considerable analysis, particularly banking and services sector. The system of payment by results, as recommended in the Plan, has also come to be introduced over a fairly wide range of economic activity. A wage census on national basis has also been conducted.

In the context of what has been stated above, it has now to be examined what further changes, if any, are required in the Third Five Year Plan. The facts do not appear to be materially different from those which had to be reckoned with when the First and Second Plans were drawn up. There is a need for securing higher real earnings for workers not only with a view to neutralising the increase in the cost of living but also to enable them to share fully the fruits of economic development. The goal of establishing a socialist pattern of society will also lose significance if it fails to guarantee rising standards of living to workers consequent on higher productivity. At the same time, there is no denying the fact that the working class has to bear its part of the sacrifice needed for rapid economic development. The circumstances, therefore, demand a cautious approach in the sense that in selected industries or areas where wage levels are comparatively low, steps may have to be taken to raise wages but any increase in wages for the industrial sector as a whole will have to await surpluses in the industry which will guarantee a higher rate of development.

In making wage adjustments, preference should continue to be shown to voluntary agreements between the parties, failing which wage boards and adjudication machinery will have to be pressed in action. . . The extent to which labour policy succeeds in solving wage problem will also depend upon our ability to hold the price level within reasonable limits during the 3rd Plan.

It is at times even asserted that the integrated wage policy would be that which is linked with the level of national income rather than on the working of industry as a whole or its individual units. Those who express this view would like to see raising of workers' wages in proportion with the rise in national income during the period of each Plan. Whatever be the merits. . . it can be given some practical shape only on the basis of complete regimentation of economy envisaging control on profits, prices, cost of raw materials and so on. . . . A rigid wage structure is also likely to stand very much in the way of evolving . . . which would be necessary during the

It is for State Governments to take adequate steps with a view to ensuring that during the Third Plan period, the benefits of the Minimum Wage legislation are effectively made available to all agricultural workers. Added steps will have to be thought of in creating more employment opportunities for such workers, and to settle them on land.

SOCIAL SECURITY

A review of the tentative proposals with regard to future development of the ESI Scheme in addition to the spillover from the Second Plan shows that the ESI Corporation would be in a position to undertake the following activities in the Third Plan: (i) in-patient treatment for families of insured workers - 24 lakhs; (ii) extension of the scheme to insured persons and their families in centres with coverable population ranging between 500 to 1,500 - 2 lakhs; (iii) coverage of 6 lakh insured workers and their families on account of additional employment which is likely to be generated in the organized sector in the Third Plan and (iv) construction of hospitals and dispensaries and administrative offices of the Corporation.

INTEGRATED SOCIAL SECURITY SCHEME

A unified social security scheme as suggested by the Study Group on Social Security has considerable advantages from all angles. It requires to be implemented during the Third Plan subject to whatever modifications are suggested by the employers and workers organisations.

INDUSTRIAL HOUSING

In view of the failure of voluntary arrangements, an opinion has been expressed that suitable legislation may be enacted to compel employers to take to housing programme for their workers on an appreciable scale. The subject was considered at the last Housing Ministers' conference and the Indian Labour Conference and it was agreed that the proposals should be seriously considered in case employers continue to show inadequate response even after liberalisation of terms of financial assistance made available under the scheme. Employers, however, continue to hold that provision of housing for their workers is not their responsibility. This view has been endorsed by the Supreme Court as well in one of its recent judgements. It would, therefore, appear that a major part of the responsibility in regard to housing will have to be taken up by Government - Central and State and local bodies.

Apart from legislative measures, it was considered necessary that separate funds may be provided for acquisition and development of land to be made available to various constructing agencies on no-profit no-loss basis. Although a beginning has been made in this field in the current Plan, a comprehensive scheme of this nature is called for in the 3rd Plan.

It is necessary that long-term detailed planning should be done and evolve Master Plans for those industrial areas where the problem is particularly acute. Such an approach is also essential in case we have to avoid non-fulfilment of the targets on the one hand and non-utilisation of housing facilities which are provided under the scheme on the other. The latter element is not without substance, because of actual instances where workers on account of some reason or the other have not been coming forward to occupy the houses constructed for them.

WORKING CONDITIONS

With rapid industrialisation, the hazards are likely to go increasing. Intensive study of the safety problem in different industries. This programme can form part

As regards enactment of suitable legislation for regulating working conditions in construction, transport and shops and commercial establishments, it appears that in the latter case most of the State Governments have already taken action by enacting suitable legislation. It is hoped, however, that other proposals which are in an advanced stage of consideration will be finalised before the beginning of the Third Plan.

During Third Plan, emphasis needs to be given not only on establishment of more welfare centres but also for improving the standard of services provided.

PRODUCTIVITY

The National Productivity Council has already started implementing its eight point programme for launching a productivity drive in the country. Guiding principles for launching an efficiency drive are also being formulated by a tripartite study group to serve as a basis for the productivity drive at the plant level. Obviously, these efforts will have to be considerably intensified in the Third Plan.

TRAINING

It is proposed that the physical target for craftsmen training programme for the Third Plan should be fixed at one lakh additional seats above the level likely to be reached by the end of the current Plan. In case this target is implemented, it will be possible to meet the requirements of at least 3,90,000 craftsmen against an estimated demand for 12 to 14 lakh craftsmen for the Third Plan.

There is an urgent need to assess the existing facilities for training with a view to taking measures to bring about uniformity in the various training programmes.

The apprenticeship training programme which forms part of the training schemes sponsored by the Ministry of Labour and Employment has not been able to make much headway during the current Plan mainly because of lack of cooperation from industry. In order to make speedy progress in future, the Ministry of Labour and Employment has already prepared draft legislation for introducing compulsory apprenticeship training in industry. It would be desirable to push through this legislation in order that the scheme be implemented right from the beginning of the Third Plan.

Draft Proposals on
Labour Policy and Programmes
- Third Five Year Plan

PART II - PROGRAMMES

General: The Second Five Year Plan provides an overall outlay of Rs.26 crores - Rs.14 crores at the Centre and Rs.12 crores in the Plans of States for development programmes under 'Labour & Labour Welfare'. Major schemes included in the Central and State Labour Plans are the two centrally sponsored schemes for the training of craftsmen and extension of Man-power and Employment Service Programme. These schemes alone account for three-fourth of the total outlay earmarked for this sector. As regards Employees' State Insurance Scheme, major portion of the funds is provided by the Corporation while State Governments have been meeting their liability arising from their share of the cost of medical care of insured persons and their families by providing necessary funds in the State Plans. Other schemes included in the Central Plan are: (a) establishment of Central Labour Institute, (b) scheme of workers' Education; and (c) a number of research projects for conducting investigations on various aspects of labour. In the State Plans, emphasis has been laid on establishment of labour welfare centres and strengthening of industrial relations machinery to ensure effective enforcement of various labour laws.

The salient features of the programmes suggested for inclusion in the Third Five Year Plan are: considerable extension of craftsmen training facilities in order to ensure adequate supply of skilled man-power for the development of industries, extension of man-power and employment service scheme, sizeable expansion of programme of workers' education, extension of benefits of ESI scheme to the entire factory labour including their families and a few research projects in addition to completion of a number of schemes undertaken during the current Plan. The progress made so far in implementing different Second Plan programmes and tentative proposals for the Third Five Year Plan are discussed below:-

2. Craftsmen Training Scheme: The current Plan provides Rs.18.14 crores for this scheme. The scheme aims at increasing the training facilities to the extent of 28,900 additional seats during the Plan period. This target has subsequently been revised to 30,000 additional seats. The progress made so far indicates that about 26,318 seats have already been sanctioned, the remaining seats are likely to be provided during the rest of the Plan period. The tentative requirements for craftsmen have been estimated at about 12 to 14 lakhs for the Third Five Year Plan against 6.35 lakhs estimated for the current Plan. A number of employing Ministries such as Defence, Railways and Iron & Steel have their own arrangements for training of such personnel. In the private sector also especially in medium and small-scale industries, fair proportion of craftsmen will continue to be trained according to traditional practices. In the circumstances, the programme drawn up by the Ministry of Labour & Employment envisages provision of one lakh additional seats. The financial implications of the scheme are being worked out. A scheme of training of rural artisans has also been accepted in principle although the decision regarding linking of this scheme with craftsmen training programme of the D.G.R.E., or its independent implementation has not yet been taken.

3. Man-power and Employment Service Scheme: The current Plan provides Rs.1.10 crores for this scheme. The programmes included are: extension of coverage of employment service, employment market information, employment

counselling and occupational research and analysis. The progress of these schemes indicates that 145 additional employment exchanges will be opened by the end of the Plan. Employment market studies are also progressing according to the phased programme. Similar is the case with other schemes. The proposals for the Third Five Year Plan envisage further extension of these activities, for instance, provision of exchanges on the basis of one exchange in each district and also making a beginning in rural areas, coverage of entire private sector as far as employment market studies are concerned, strengthening of employment counselling etc. The total outlay, as estimated for these schemes, is Rs.1.88 crores.

4. Employees' State Insurance Scheme: The Employees' State Insurance Corporation, being an autonomous body, has its own funds and as such no provision has to be made in the Plan for implementing its proposals. The State Governments' share on the basis of 1/4th of the expenditure on medical care of insured workers and their families will, however, have to be provided in the State Plans; the current Plan aimed at extending the coverage of the schemes to about 2 million factory workers as well as their families. The progress of the scheme indicates that it has been extended so far to about 14.5 lakh factory workers. In view of the decision regarding inclusion of families of insured workers having been taken only recently, large spill-over has to be carried over to the Third Five Year Plan. The proposals for the Third Five Year Plan, therefore, aim at complete coverage of factory workers and their families which could not be covered during the current Plan as well as those who will be added to the working force in this sector during the Third Plan period. The emphasis has been laid not only on complete coverage of the factory workers and their families but also provision of better benefits especially in-patient treatment to families of insured workers. The total amount needed for this programme which has to be included in the State Plans has been estimated at Rs.4.45 crores.

5. Workers' Education Scheme: The Second Five Year Plan provides Rs.48 lakhs for implementing this scheme. The scheme, as originally drawn up, was intended to benefit about 3 to 4 lakh workers during the Plan period. In view of the time taken in training Teacher-Administrators and Worker-Teachers, it is hoped that by the end of the current Plan not more than 1.5 to 2 lakhs workers would have received the benefits of this scheme. In view of the importance of this programme, it is proposed to give it a high priority in the Third Five Year Plan. The proposals of the Central Board for Workers' Education, therefore, envisage considerable extension of such activities establishment of 30 full-fledged workers' education centres of which 14 will be residential and about 720 primary centres at the unit level. The number of ordinary workers who would have the benefit of the scheme will not be less than 4.2 lakhs. The overall expenditure has been estimated at Rs.2.0 crores.

6. Establishment of Central Labour Institute and Three Regional Institutes: The Second Five Year Plan provides Rs.71.75 lakhs for implementation of this scheme. The Central Labour Institute together with three regional institutes which form part of the scheme, is ^{intended to serve as a nucleus organisation for imparting} specialized training and conducting research on various aspects of labour. The buildings for the Central Labour Institute and three Regional Institutes are likely to be completed by the end of the current Plan. The proposals for the Third Five Year Plan, therefore, include completing the balance of the building ~~programme~~ if any, the purchase of necessary equipment, re-

cruitment of staff and starting research investigations particularly on the subjects of productivity and safety in industries. It is proposed to make an overall provision of Rs.1 crore for this scheme in the Third Five Year Plan.

7. Barrier Survey Scheme: The current Plan provides Rs.5.07 lakhs for conducting a survey for determining the nature and extent of barriers between adjacent mines and on the basis of data collected, prepare plans in order to avoid accidents which have frequently occurred in the past due to inadequate barriers in mining areas. It has not been possible to make any progress in respect of this scheme due to non-availability of technical personnel required for this purpose. These difficulties are now being over-come but the entire contingent technical staff is likely to be in position only by the end of the current Plan. The scheme, will, therefore, be mainly implemented in the Third Five Year Plan. The expenditure for this scheme has been estimated at Rs.10.35 lakhs.

8. Survey of Labour Conditions: The current Plan provides Rs.5.0 lakhs for conducting a survey of labour conditions in important industries. The scheme is already in progress on a pilot basis, the number of industries likely to be covered during the current Plan being 15. In the Third Five Year Plan, the coverage of this scheme is intended to be considerably extended. The results thrown up by these surveys will prove to be of considerable assistance in formulating labour policies in future as well as in judging the extent to which labour has actually been benefited during the period of two Plans. The expenditure for this scheme has been estimated at Rs.10.0 lakhs during the Third Five Year Plan.

9. Family Living Surveys and Further Operational Research and Studies: The current Plan provides Rs.2.8 lakhs for conducting family living surveys in different industrial centres. These surveys aim at providing the necessary information from time to time for compilation and revision of cost of living index numbers. The scheme will be continued in the Third Five Year Plan in order to cover the remaining industrial centres as well as for compilation of reports on the basis of data collected and tabulated in the current Plan. The expenditure for this scheme has been estimated at Rs.17.0 lakhs.

10. Survey of Conditions and Levels of Living of Agricultural Labourers and Compilation of Wage Indices for such Workers: The current Plan provides Rs.7.13 lakhs for conducting the Second All-India Agricultural Labour Inquiry. The scheme has been making fairly good progress and it is hoped that the final report will be ready by the end of the Plan. The importance of taking ameliorative measures with a view to raising the standard of living of such workers has been repeatedly emphasised in the Plans. The main objective of this inquiry has been to collect data on a continuing basis in order to judge the extent to which various development programmes and changes in the agrarian economy are benefiting this class of workers which forms the largest single element of our labour force and take remedial action in the light of data collected. It is, therefore, proposed to conduct a Third All-India Agricultural Labour Inquiry during the next Plan. The expenditure for this scheme has been estimated at Rs.21.0 lakhs.

11. Strengthening of Industrial Relations Machinery and Training of its Staff: These schemes aim at strengthening of industrial relations machinery and training of staff in the light of changing requirements. The emphasis in the Third Five Year Plan is on increasing training facilities in

order to make governmental machinery more effective than before. The expenditure for this scheme has been estimated at Rs.11.0 lakhs.

12. Welfare Facilities for Coal Mine Workers: The scheme includes establishment of a centre for training and rehabilitation of disabled workers, establishment of an artificial limb centre and training of welfare personnel. In the current Plan, it is only the training programme which has been taken up; the remaining two aspects constitute proposals for implementation in the Third Five Year Plan. As the funds for this scheme are to be provided by the Coal Mines Labour Welfare Organisation out of the cessa levied under the Coal Mines Labour Welfare Act, no provision requires to be made in the Third Plan. The tentative estimates for this scheme are being worked out and the programme will be implemented in case it is approved by the Fund's Advisory Board.

13. Evaluation Studies: The scheme aims at strengthening of the implementation and Evaluation Machinery at the central level with a view to conducting studies concerning non-implementation of awards, agreements, labour laws and various codes agreed to by the employers and workers' organisations. The expenditure on this scheme has been estimated at Rs.7.0 lakhs during the Third Five Year Plan.

14. Development Programmes in State Plans: The development programmes for inclusion in the Central Plan of the Ministry of Labour & Employment has been outlined in the preceding paragraphs. The State Governments' will no doubt make necessary provision in their Plans for meeting their share of expenditure in respect of centrally sponsored schemes i.e., Craftsmen Training, Man-power and Employment Service and Employees' State Insurance. The State Governments' representatives would perhaps like to indicate additional programmes under 'Labour & Labour Welfare' which they intend to include in the States' Third Five Year Plans.

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ALL - INDIA TRADE UNION CONGRESS

4 Ashok Road, New Delhi

CIRCULAR NO.STUC/6/60

February 25, 1960

TO ALL STUCs

ACTION FOR IMPLEMENTATION OF
TRIPARTITE DECISIONS

Dear Comrades,

As you are aware, a memorandum on violations of the Code of Discipline was submitted by the AITUC to the Union Labour Minister early this month. Copy of the memorandum was included in the folder circulated at the General Council meeting.

All State TUCs are now requested to prepare detailed memoranda on similar lines pertaining to each State and submit the same to the State Labour Ministers, with a copy to this office.

This should be done latest by March 31, 1960 and the points in the memoranda should be made the basis for agitation and action planned for the Protest Week (April 3 to 10, 1960) observance, as per the General Council's decision.

While preparing the memorandum, instances already reported to the State Governments as well as new cases may be focussed, in concrete detail under the following heads:-

Violation of tripartite decisions on

- (a) Rationalisation
- (b) Equitable distribution of gains accruing from rationalisation
- (c) Closures
- (d) Non-recognition of trade unions (give reference when recognition was requested)
- (e) Non-implementation of agreements and awards
- (f) Non-implementation of labour legislations, awards, etc.
- (g) Any other cases of non-implementation.

With greetings,

Yours fraternally,

K.G. Sriwastava

(K.G. Sriwastava)
Secretary

(111)

A L L - I N D I A T R A D E U N I O N C O N G R E S S

4. Ashok Road, New Delhi

CIRCULAR NO. STUC/3/60

February 25, 1960

TO ALL STUCs

ORGANISATIONAL TASKS LAID DOWN
BY THE GENERAL COUNCIL

Dear Comrades,

The General Council meeting held at Delhi from February 13 to 16, 1960, has laid down the following organisational tasks:

- (1) Each STUC should have an established office and at least one cadre looking after it.
- (2) The STUC Secretary in charge must make trade union work his predominant field or work. Only on such basis, office-bearers should be elected.
- (3) Verified figures of membership of central TU organisations are the determining factor now for representation in tripartite committees at the Centre and States (constituted for discussing general matters affecting the TU movement and also for particular industries), ILO and its Committees and in Wage Boards. Moreover, removing the gap between our influence and active membership and bringing more and more workers within the orbit of the organised TU movement have been stressed in earlier meetings of the AITUC. Therefore, the STUCs should ensure and pay special attention to the work of enrolment of membership by the trade unions, to the work of verification of membership and affiliation of as many new unions as possible. In this connection, it would be helpful if a month each year is observed as "MEMBERSHIP ENROLMENT DRIVE MONTH". This will also help the unions in stabilising their financial position as well as that of STUC and AITUC.

The STUC should fix up one of the Secretaries to particularly look after the work of verification and affiliation of unions. The State may be distributed in four or more zones and office-bearers of the STUC allotted to each zone during the period of verification to see that the enrolment drive has been properly done, records are kept ready and spot verification done properly. Personal visits, check-up and help on the spot are necessary.

Experience during the past years has shown that monthly collection of union subscription involves a lot of physical and office work in keeping proper records which, at the moment, is beyond the capacity of some of our unions. Machinery for collection of subscription every month, specially in the big unions does not exist. No doubt, we have to train more cadre, expand our base and keep our organisation active but this work can also be achieved if yearly/half-yearly/quarterly collection of subscription is resorted to instead of monthly collections. Through other TU, social and cultural activities, contact can be maintained with the workers and monthly ~~the only way~~ for the same.

- (4) There should be regular visits by STUC Secretary, along with trade union secretaries to factories, trade union offices and a little check up.
- (5) The STUC Secretary should make his own studies of the all-India movement in the TU and industrial field.
- (6) Every STUC should try to organise a Trade Union School. We hope to provide to STUCs cyclostyled copy of the syllabus in about two months' time.
- (7) The STUC should ensure active Maison with the Central Office, on problems and work. The STUC should: (i) Send copies of their reports - on organisation and other problems, if any - to the Centre, preferably in English; (ii) Copies of all circulars sent to unions should be endorsed to the Centre; (iii) Copies of all press statements and releases be endorsed to the Centre; and (iv) circulars from the Centre calling for reports should be responded to; otherwise the Centre would not be able to represent the considered views of the movement as a whole before the Government and in various committees.
- (8) All strikes and other important events should be reported to the Centre. A form will be sent out by the Central Office which the STUCs should fill up and send every month.

If a union calls a strike without prior intimation to the Central Office, the AITUC Centre will not take up representation on such strikes. This has been decided upon because without detailed facts of the dispute concerned, the Centre can hardly make effective intervention. All unions should be informed about this decision by the STUC.

- (9) AITUC BUILDING FUND - The AITUC Building Fund collection is to be continued. The name of Com. Dange will now be dissociated from the campaign for the Fund, since it was earlier associated for presentation purposes on a particular date.
- (10) It was decided that STUCs should take steps to collect funds for running their offices.

A suggestion was made that the AITUC should collect a consolidated fund as subscription from unions and give part to the STUC. It was decided to refer this suggestion to the STUCs for opinion, as it involves amendment in the constitution of the AITUC. On receipt of opinions from STUCs, if agreed, necessary steps will be taken, to amend the Constitution of the AITUC at the 26th Session.

- (11) It was decided that Com. Satish Loomba, Secretary, AITUC should continue to help the Rajasthan STUC. He and Com. T.B. Vithal Rao, M.P., will attend the conference of the STUC in April 1960. The STUC will pay special attention to work in mines and quarries.
- (12) The Bihar STUC General Council meeting will be held at Asansol along with the iron and steel industrial meeting. Com. S.A. Dange, General Secretary, will attend it.
- (13) The Orissa STUC conference will be held in last week of April 1960. Dr. Ranen Sen, Vice President, will attend it on behalf of the AITUC.
- (14) The Karmatak STUC should without further delay allot a comrade to look after primarily the STUC work.
- (15) Coms. Parvathi Krishnan and Monoranjan Roy will visit Assam and help the STUC in tackling problems.

(16) The U.P. STUC Conference will be held in April 1960. Com. Ram Asrey should devote mainly to work in sugar industry, along with few other comrades. Com. Raj Bahadur Gour will help in the Kanpur textile work.

(17) It was decided to hold meetings of the representatives of the unions in the following industries during 1960:

- i) Iron & Steel
- ii) Mines in W. Bengal, Bihar and Orissa
- iii) Mines in M.P.
- iv) Port and Dock.
- v) Textiles
- vi) Plantations
- vii) Railways
- viii) Cement

Exact dates and venue of these meetings will be intimated well in time.

State Committees are requested to discuss the above decisions in their Secretariat/Working Committee/General Council meetings and inform the Centre about the steps taken to implement the same, by 15th April 1960 at the latest.

U.K. Anwar
Secretary

.....

CIRCULAR NO. STUC/4/60

ON SCREENING OF APPEALS TO HIGH COURTS
AND SUPREME COURT

Dear Comrades,

A review is being made about appeals against awards, etc., in High Courts and Supreme Court, filed in 1959. For this purpose, please let us have details about the following:

- 1) No. and details of appeals filed by any of our affiliated unions during 1959, in your State.
- 2) No. and details of appeals filed by employers during the year 1959, in your State.

U.K. Anwar
Secretary

.....

CIRCULAR NO. STUC/5/60

ON MAY DAY DELEGATIONS

Dear Comrades,

The General Council of the AITUC which met in Delhi recently decided that STUCs should send their proposals for composing May Day delegations this year, to the Secretariat for final decision.

Proposals should be sent to this office by March 15, 1960 latest.

Yours fraternally,
U.K. Anwar

CIRCULAR No. STUC/7/60
To All STUCs

March 7, 1960

Sub: TRADE GROUP MEETING - COTTON TEXTILES
(Lonavala, March 30-31, 1960)

Dear Comrades,

The AITUC is convening a meeting of representatives of affiliated unions in cotton textile industry at LONAVALA (Central Railway, Poona-Bombay line) on March 30 and 31, 1960, to consider mainly the Report of the Textile Wage Board.

The meeting will be held at Marzban Lodge, Bombay-Poona Road, Lonavala (phone no.113)

Representatives from textile unions from your State, on the following basis, should be selected, to attend this meeting. Their names should be intimated to this office by 25th March 1960:

Andhra	-	2
Bihar	-	1
Bombay (Maharashtra)		4
Mahagujerat	-	2
Kerala	-	2
M.P.	-	2
Madras	-	4
Mysore	-	1
Orissa	-	1
Punjab	-	2
Rajasthan	-	2
Uttar Pradesh	-	3
W.Bengal	-	3
Delhi	-	2

It is proposed to call a conference of textile unions after this meeting.

Travelling expenses of the delegates should be borne by the unions concerned. Lodging will be arranged by us. Boarding at Lonavala will have to be paid for.

The Report of the Wage Board, together with the memorandum submitted by the Textile Committee of the AITUC, is being published from Bombay and copies will be available in about a week. Orders may be placed with Messrs.P.P.H.Bookstall, 190-B Khetwadi Main Road, Bombay-4.

Delegates may be advised to communicate the date and time of their arrival to Com.G.V.Chitnis, Bombay Committee of the AITUC, Dalvi Building, Parel, Bombay 12.

With greetings,

Yours fraternally,

K.G. Sriwastava
(K.G.Sriwastava)
Secretary

Cable : "AITUCONG"

T. U. LAW BUREAU:
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

Telephones : 48771
43414

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR,
General Secretary : S. A. DANGE, M.P.

Circular No. STUC/8/60

March 10, 1960

To
State Committees of AITUC

Sub : MONTHLY REPORT

Dear Comrades,

In accordance with the decision of the General Council which met in Delhi in February 1960, the form for obtaining monthly reports from State committees of the AITUC is enclosed herewith. This form should be filled up and sent to the Central Office by the 10th of every month.

The form, along with a self-addressed envelope will be despatched from the Central Office to STUCs on the 1st of every month. If any STUC fails to receive the form by the 5th of each month, this should be immediately reported to the Central office.

In order that we may have information from the beginning of the current year, the first report to be sent by STUCs should be for the three-month period, viz., January, February and March 1960.

Information in respect of item Nos. 6, 7, 8, 9, 10 and 12 should cover not only those relating to our affiliates but also in respect of INTUC, HMS, UTUC and independent Federations/Unions. Please be precise as to dates of strikes, etc.

Please do not delay in sending the report on the due date if complete information in respect of all columns is not available by then. Mention whatever is known at the time of sending the report and follow it up with supplementary information as and when received by you. Even if there is nothing to report on any of the items, send the report blank.

In each State, this work should be allotted to one of the Secretaries and if in any month he is unable to do it, it should be his job to make alternative arrangements.

Looking forward to your cooperation,

Yours fraternally,



(K.G. Sriwastava)
Secretary

Copy to: All affiliated unions

Your STUC has been called upon to submit a monthly report in the enclosed form. It will be possible for them to do so only if they get reports in writing from unions. In order to meet the challenge of the time and the necessity to tone up our organisation, your active cooperation in sending reports in respect of these items is solicited.

MONTHLY REPORT FROM STATES

State : _____

Month : _____

1. (a) No. of affiliated unions
in the State.

(b) Membership of these
unions.

2. Whether any meetings of
Executive/General Council
of STUC held during the
month? If so, attach report,
resolutions and press re-
leases.

3. No. of circulars issued by
the STUC. Attach copies if
not already sent to AITUC
centre.

4. What are the campaigns
run during the month
under STUC auspices.

5. No. and details of strikes/
actions which took place
during the month.

(a) called by our affiliates

(b) called by INTUC, HMS,
UTUC and others.

6. Any arrests of workers or TU organisers. Any cases, prosecutions, etc.

7. What are the important disputes which arose during the month on demands or action

(a) on our part

(b) or on the part of the employer.

8. Any serious accidents. Any action taken by us or Government—known to you or reported in the press.

9. Any significant dismissal or retrenchment of workers in the month.

10. Any dismissal or action that can be positively called as victimisation for TU activity.

11. Any rationalisation measures proposed or introduced—where, what type and result.

12. Important settlements/ agreements negotiated in the State during the month. Send texts of agreements, apart from report.

13. Any important legislation or Government orders affecting the TUs, adopted or enforced during the month.

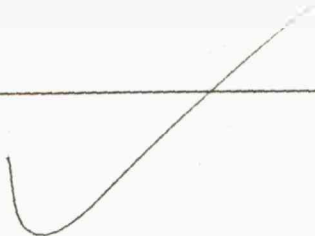
14. No. and details of reports made to State level E & I Division on breach of the Code of Discipline and Code of Conduct

(Also indicate cases, if any, made against our unions).

15. No. and details of tripartite meetings held on State level.

16. (a) Any new registration of our union.

(b) Any new recognition of our union.

-
17. (a) Any loss of registration of our union.
- (b) Any loss of recognition of union.
- 

18. Important developments, if any, from the point of view of TU organisation.

19. Important developments, if any, from the point of view of TU unity such as joint meetings, conciliation, etc.

20. Significant developments, if any, in relation to INTUC, HMS, UTUC and independent trade federations in the State.

(Please also report on meetings of these organisations held during the month)

21. Any speeches, writings, etc., by Ministers, political leaders, employers and others, referring to us.

22. Tours or visits made by STUC leaders during the month.

23. T. U. Schools organised during the month by STUC/Unions.

24. What are the activities undertaken by STUC and unions in the State on such questions as the Peace movement, Disarmament, etc.

25. Any other development worth reporting.

Date:

Encl:

(indicate list of documents appended to this report).

Signature: _____

General Secretary,
State Committee of AITUC

Cable : "AITUCONG"

T. U. LAW BUREAU;
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

Telephones : 48771
43414

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR,
General Secretary : S. A. DANGE, M.P.

June 3, 1960.

Circular No. STUC/9/60

Sub: Establishment of Grievance Procedure in Undertakings

Dear Comrade,

At the last session of the Central Implementation and Evaluation Committee, we had raised the question of non-implementation of the tripartite agreement relating to establishment of a Grievance Procedure in undertakings. The employer delegate claimed that in majority of industrial undertakings, Grievance Procedure as stipulated by tripartite agreement on Code of Discipline exists. This was indeed a tall claim and when we pressed the point, the Union Labour Minister has asked for concrete cases where no grievance procedure has been established.

We are therefore writing to you in order to supply us the names of the undertakings in your State where there is no grievance procedure. Where the unions have specifically asked for its introduction, reference to this as well as the employers' reply, may be made in your report on this question.

Grievance Procedure, as you know, is part of the Code of Discipline and in our assessment of the working of the Code, this aspect also deserves our serious attention.

You are requested to send us reports on this question before the 15th June 1960. You need not wait to compile a comprehensive report but can forward to us as much information you have, in the first instance and later send supplementary reports, if additional facts are obtained.

With greetings,

Yours fraternally,
K.G. Srivastava
(K.G. Srivastava)
Secretary.

ALL - INDIA TRADE UNION CONGRESS

4 Ashok Road, New Delhi

MOST URGENT

July 7, 1960

To All STUCs

Call for General Strike on July 14

Dear Comrades,

Your attention is hereby invited to the statement issued by Com.K.G.Sriwastava, Secretary, AITUC, at Nagpur on July 6. The text of the statement is given below. All affiliated unions should be informed about this immediately.

As you might have noticed, the Executive Committee of the HMS which met in Nagpur on July 6 as well as the UTUC have called upon their units to go on a one-day token strike on July 14. Independent trade federations have also been approached to endorse the call.

With greetings,

Yours fraternally,


Office Secretary

.....
TEXT OF STATEMENT ISSUED BY COM.K.G.SRIWASTAVA,
SECRETARY, AITUC, ON JULY 6, 1960 AT NAGPUR

"The All-India Trade Union Congress and its affiliated unions have been fighting for the implementation of tripartite agreements and, in the face of rising prices, compensation for the same in the form of increased dearness allowance, linking it with cost of living index at various centres and industries for the last several years.

"It has fallen on the lot of Central Government employees, because of the refusal of the Central Government to agitate for and get the implementation of the 15th tripartite labour conference decisions regarding need-based minimum wage and the principle of linking dearness allowance with the cost of living index, which was recommended by the First Pay Commission and accepted by the Central Government; to give a fight by declaring as last resort to go on an indefinite all-India strike of all Central Government employees including railways, Posts and Telegraphs, Defence and other departments from the midnight of July 11-12.

"Policies involved in this strike are of grave application to the workers in the private as well as public sectors. The Government of India has done added injustice to these employees by refusing to implement what they had time and again assured to the workers in the private and public sectors. Refusal of Prime Minister Nehru to meet the deputation. Shri Nanda's refusal to discuss

anything beyond the recommendations of the Second Pay Commission and to take it as sacrosanct, when earlier in the case of Law Commission, Justice Chagla's and Vivian Bose's recommendations on Mundhra affair, the Government had conveniently ignored the report of the judges - in view of all these, the AITUC feels that the Central Government employees have no other avenue left for settlement and therefore, supports their move to go on strike.

"Reaffirming their solidarity with the Central Government employees' cause and struggle, the All-India Trade Union Congress directs its units all over India to prepare for and to go on one-day token strike on Thursday, the 14th July 1960.

"We appeal to all other Central Trade Union Organisations and independent Federations to support the struggle of the Central Government employees and join in this united solidarity action."

ALL-INDIA TRADE UNION CONGRESS**4, ASHOK ROAD, NEW DELHI-1.**MOST URGENT

CIRCULAR No. STUC/ 13 / 60

July 18, 1960

Dear Comrades,

Due to the blackout and suppression of news by the Government and the monopolist-controlled press, it has not been possible to get correct information about the strike of the Central Government employees in the different centres, as well as about the General Strike of July 14.

You are therefore requested to inform this office immediately all the information available with you pertaining to your State, with regard to the Government employees' strike as well as the token general strike.

The information should reach this office within a week. If you are still awaiting reports from any Centre, you may not wait to send us reports because of that. Send us immediately whatever information you have and, later on, supplement additional information.

APPEAL FOR RELIEF

Enclosed is the copy of AITUC's appeal for collection of Relief Fund, in aid of the Central Government employees in their struggle against victimisation. You are requested to give wide publicity to the appeal and move for collections most expeditiously.

With greetings,

Yours fraternally,

K.G. Sriwastava
(K.G. Sriwastava) *18/7/60*
Secretary

Copy to: AITUC units at Lucknow, Kanpur, Benares, Nagpur, Indore, Gorakhpur, Bhopal, Jabalpur, Vijayawada, Vizag, Kazipet, Ernakulam, Mysore, Golden Rock, Coimbatore.

For similar reports direct to this Office with a copy to the State T. U. C. Centre.

K.G. Sriwastava
18/7/60

ALL-INDIA TRADE UNION CONGRESS

4, ASHOK ROAD, NEW DELHI-1.

AITUC's Appeal to All Workers,
Trade Unions and Friends of
the Working Class

R U S H R E L I E F !

The heroic action of the Central Government employees who went on strike from July 11 to 16, in defence of their vital interests, has had wide appreciation and support from all sections of the workers and the people at large. They fought bravely, against great odds, on demands which are common to all sections of the working class. Throughout the country, the workers responded to the call for solidarity, by the token strike on July 14.

The strike of the Central Government employees has now been withdrawn. The Government which left no stone unturned in its effort to suppress the strike by force, armed with Draconian powers, arrested over 15,000 workers. Many hundreds have become victims of vindictive reprisals.

Thousands of employees have been suspended from service. The number of dismissed employees runs into four figures. A large number, especially those who were arrested, await the same fate. Charge-sheets and other disciplinary measures are being taken against the workers who went on strike. Maximum punishment of one year's rigorous imprisonment and fine of Rs.1,000 under the hated Essential Services Maintenance Ordinance has been imposed on workers. Over and above this, on the charge of alleged sabotage, several cases are being foisted on workers and trade unionists. Never before has the trade union movement faced such ferocious repression.

It is therefore the incumbent duty of the organised trade union movement to further strengthen the bonds of solidarity with the Central Government employees and help them in the struggle against mass victimisation.

The AITUC appeals to all its affiliated unions to launch a campaign immediately to collect funds for relief and legal aid to the Central Government employees who are sought to be victimised for their heroic action.

The AITUC appeals to all workers, irrespective of their TU affiliation, and friends of the working class, to donate liberally to this Relief Fund.

Rush your contributions (earmarked 'Relief Fund') to:

The Secretary,
All-India Trade Union Congress,
4 Ashok Road, New Delhi-1.

W.K. Prasad
for AITUC SECRETARIAT *15/7/51*

ALL-INDIA TRADE UNION CONGRESS**4, ASHOK ROAD, NEW DELHI-1.**Circular to all State TUCs.

September 6, 1960

Dear Comrades,

The membership claims of all central Trade Union organisations for the year 1959-60 have been duly made and submitted before the Chief Labour Commissioner, Ministry of Labour & Employment, Government of India.

The claims of other central trade union organisations in respect of their affiliates in your State are quite large. If you therefore have any objection to their claims, you should send such specific (and not general) objections to this office by September 20, 1960.

If we do not receive your objections in time, it will be deemed that you have no objections to offer. Please bear in mind that the objections must be specific and a mere statement claiming that the membership is inflated will not be of much help. You should also let us know your estimate of membership of those unions in respect of whom you might be objecting.

Specific objections in respect of RAILWAYS in your State should also be made.

A copy of the proforma in which objections are to be made is cyclostyled on the reverse side of this circular.

The claims of various central trade union organisations in respect of your State are being sent per separate post.

Please acknowledge receipt of this circular.

With greetings,

Yours fraternally,

K.G. Sriwasava
(K.G. Sriwasava) *Sept 6.*

SECRETARY.

ALL-INDIA TRADE UNION CONGRESS

4, ASHOK ROAD, NEW DELHI-1.

STUC/15/60

URGENT

September 14, 1960

To All State TUCs

Sub: Productivity Teams to USSR

Dear Comrade,

Under the auspices of the National Productivity Council, five Productivity Teams of 10 persons each will be sent shortly for study tour in USSR for 45 days. The subjects determined for these five teams are the following:

- 1) Coal Industry
- 2) Oil Industry
- 3) Iron & Steel Industry
- 4) Machine Building Industry
- 5) Textile Industry.

Nominees of workers, as proposed by the central trade union organisations will be included in the above teams and suggestions have been called for from us.

You are therefore requested to send proposals to the AITUC Secretariat to select suitable names and forward the same to the National Productivity Council. When sending your proposals, please give details about the technical qualifications, professional experience, personal details about age, etc.

Since our nominations have to be made immediately, you are requested to send us your proposals before the 20th September, latest by 25th September.

Please treat this as very urgent.

With greetings,

Yours fraternally,

K.G. Sriwastava
(K.G. Sriwastava) Sep 14.
Secretary

ALL-INDIA TRADE UNION CONGRESS

4, ASHOK ROAD, NEW DELHI-1.

S Noe 116/60

111

MOST URGENT

September 25, 1960

Sub: WFTU ANNIVERSARY - OCTOBER 3

Dear Comrade,

As you are aware, the Fifteenth Anniversary of the World Federation of Trade Unions, falls on October 3, 1960 and the General Council of the WFTU has called for observance of the day on a vast scale. A circular to unions was issued in the "Trade Union Record" dated September 5, 1960 and the Working Committee at its session in Delhi this month had adopted a resolution on it.

We hope you have taken necessary steps to hold the meetings in observance of the Day.

This is just to remind you that, if you have not taken steps already, immediate attention should be paid to this by you.

In view of the importance we attach to the observance of the WFTU Anniversary Day, I would request you to give this matter your personal attention.

Please also arrange to send reports of the observance.

With greetings,

Yours fraternally,

K.G. Sriwastava
(K.G. Sriwastava) 25/9/60
Secretary

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ko.

To All General Secretaries of STUCs

and

Dr. Ranen Sen, Vice President ✓

Parvathi Krishnan, ✓ "

Kedar Das ✓ "

S.S. Yusuf ✓

K.T.K., Madurai ✓

Raj Bahadur ✓

T.B. Vittal Rao, Singareni ✓

Kallat Krishnan, Kozhikode ✓

S.K. Sanyal, Nagpur ✓

Shakir Ali Khan, Bhopal ✓

N.L. Narasimham, Vijayawada ✓

Shantilal Vasa, Trade Union House, Ranjit Road, Jamnagar

Swami Kumaranand, Beawar ✓

Shantaram Pai, Mangalore ✓

N.K. Krishnan, President, Coimbatore Dt. Mill Workers Union

Com. Kalyan Roy, Asansol ✓

Com. Lalit Burman, Dhanbad ✓

Com. Vithal Chaudhari ✓

Com. G. Sundaram ✓

General Secretary, Champion Reef Mines Labour Association

Com. Govindan, Mysore Mine Workers Union

Gen. Secy., Travancore Coir Factory Workers Union, Alleppey

J. Chittaranjan ✓

K.A. Rajan ✓

ALL-INDIA TRADE UNION CONGRESS

4, ASHOK ROAD, NEW DELHI-1.

CIRCULAR No. STUC/20/60

October 4, 1960

Sub: MOBILISATION FOR SOLIDARITY ACTION

Dear Comrades,

Reviewing the recent Central Government employees' strike, our Working Committee, as you know, sharply posed the weaknesses in the movement in respect of mobilising the workers to act in solidarity, on a class basis, on questions affecting the class as a whole.

The Working Committee stressed that lessons should be learnt from the past and when new attacks are being planned on trade union rights, efforts should be made to mobilise the workers to act in solidarity.

It was suggested that when the Central Government brings forward the new legislations banning strikes and outsiders in "essential services", the working class and trade unions should be prepared to act in solidarity against these Black Bills - the action to include a one-day general strike throughout the country. The offensive has to be fought back and fought back in a big way.

As you will find from the deliberations in the 18th Indian Labour Conference (see TRADE UNION RECORD, October 5), the Government will soon bring forward legislation banning strikes by the provision for compulsory arbitration of disputes in "essential services". According to indications, ban on outsiders may not be statutorily enforced but the "Recognition Rules" will be suitably amended in order to exclude the "outsider" from unions in "essential services". Whatever the manner in which Government brings forward these measures, the intentions are clear and what is now "essential services" might well envelope growing sections of organised industry. Organised working class will have to resist it with all its might at this stage itself.

Extracts from the speech of Com.S.A.Dange, General Secretary, summing up the discussions in the Working Committee, are being sent herewith. Attention of the unions should be drawn to the tasks outlined and the STUCs should take necessary organisational steps in the direction of implementing the Working Committee decisions,

The Executives or General Councils of the STUCs should be immediately convened on this question.

Reports on action taken on this circular should be sent to us *by* before the end of this month.

With greetings,

Yours fraternally,

K.G. Sriwastava

(K.G. Sriwastava)

Secretary

CIRCULAR No. STUC/19/60
To All STUCs

October 4, 1960

Sub: RELIEF FUND

Dear Comrades,

The Working Committee at its recent meeting had fixed up that a sum of Rs. _____ should be sent by your STUC as part of your collections of Relief Fund in aid of Central Government employees.

This amount will be spent mostly in connection with cases in connection with police firing in Dohad, important cases against workers for alleged sabotage, etc., which had little help. A write-up on the Dohad firing appears in the TRADE UNION RECORD of October 5, 1960, which may be translated and utilized for collection of this Fund.

Please send a statement of account about the amount collected and spent in relief in your State upto 30th September 1960. Thereafter, monthly account should be rendered to this office, for publication in the TRADE UNION RECORD.

If you have no separate committee of AITUC in your State, then the amount collected and given by AITUC unions in the State to the united committees should be reported.

With greetings,

Yours fraternally,

K.G. Sriwastava

(K.G. Sriwastava)
Secretary

NOTE: This morning, the Supreme Court issued a Stay Order and a Rule to be served on Government, after the preliminary hearing of the petition filed by the P&T Federation, praying that since the Ordinance has lapsed, all prosecutions under the Ordinance should be held illegal. You will probably get the details from the newspapers. Efforts should be made to take advantage of this situation.

ALL-INDIA TRADE UNION CONGRESS**4, ASHOK ROAD, NEW DELHI-1.**CIRCULAR No. STUC/17/60
To All STUCs

October 4, 1960

Sub: 26th Session of the AITUC

Dear Comrades,

You are aware of the decision of the Working Committee of the AITUC that the 26th Session of the AITUC will be held at Coimbatore from 3rd to 11th January 1961. We are issuing a circular to all the unions. But it will be advisable if our STUCs also inform all unions.

The provision of election of delegates and its basis, delegate's fee, and payment of affiliation fee for all the years since Ernakulam Session (At Ernakulam, payment was made for the year 1957 or 1956-57), have been detailed in the circular to unions published in the TRADE UNION RECORD of September 20, 1960.

Journey to Coimbatore could be performed on the Xmas concession which will be available from the third week of December to 5th January 1961.

It would be advisable if unions elect delegates and inform their names to the Reception Committee and this office well beforehand. The address of Reception Committee is as under:

C/o Coimbatore Dt. Mill Workers Union,
10/21 Renga Konar Road, Kattoor, Coimbatore, Madras State.

With greetings,

Yours fraternally,
K.G. Sriwastava
(K.G. Sriwastava)
Secretary

CIRCULAR No. STUC/18/60
To All STUCs

October 4, 1960

Sub: REPRESENTATION IN TRIPARTITE BODIES

Dear Comrades,

In all those States where we have majority of membership as per verification for the year 1958-59 should claim representation in the State level tripartite committees on its basis proportionately as in the Centre.

If the above is not conceded, the matter should be referred to the Central Office along with a copy of reply from the State Government.

Even when our membership is just equal, equal representation should be demanded.

Copies of letters asking for just representation be endorsed to this office.

With greetings,

Yours fraternally,
K.G. Sriwastava
(K.G. Sriwastava)
Secretary

P.T.O.

(111)

ALL - INDIA TRADE UNION CONGRESS

4 Ashok Road, New Delhi

October 7, 1960

CIRCULAR No. STUC/21/60
To All State TUCs

Sub: Recent Amendments to Indian T.U. Act

Dear Comrades,

The recent amendments to the Indian Trade Unions Act, passed by both the houses of Parliament in August-September 1960, is awaiting Presidential assent. It may receive assent any moment and enforced.

Important amendments are:

- i) Subscription for membership in trade unions is to be minimum 25 naye Paise per month or Rs.3 per annum.
- ii) Additional/Deputy Registrars will be appointed in various regions to help Registrars.
- iii) Registrars and his officers will be entitled to inspect the documents of the Unions - membership form, register, vouchers, cash book, etc. etc., to verify the correctness of the Annual Returns.

These amendments are vital for the proper day-to-day functioning of the trade unions and failure to follow this may render the TUs to be de-registered. There is also the possibility, in some States, of these provisions being utilized to harass our trade unions and victimize them. It is therefore very very essential that the day-to-day TU and office-functioning of our unions, wherever it is not being done properly, is reorganised without further delay.

Our efforts to exclude seasonal factories and agricultural workers' unions from the purview of the amendment regarding subscription, did not succeed.

All unions should take early steps to revise their Constitutions and raise (if it is less) their subscription fee to 25 nP per month or Rs.3 per year (may be collected in two or three instalments). In the next year's verification, this may be an important aspect.

STUC should impress upon the unions for maintaining books and ledgers properly and devise machinery for periodical inspections.

Action taken on this circular should be intimated to this office by 30th November 1960.

With greetings,

Yours fraternally,

K.G. Sriwastava
(K.G. Sriwastava)
Secretary

CIRCULAR No. STUC/22/60
To All State TUCs

October 7, 1960

Sub: Workers' Education - Teacher-Administrator Course

It is learnt that the Central Board for Workers' Education, under the Union Labour Ministry, would shortly start the Third Training Course for Teacher-Administrators in Workers' Education. State TUCs are requested to choose suitable comrades who may be sent for the training on behalf of the AITUC. When the dates and venue of the course as well as the number of seats allotted
.....
..... we will write to you again.

अखिल भारतीय ट्रेड यूनियन काँग्रेस

ALL-INDIA TRADE UNION CONGRESS

President : S. S. MIRAJKAR,
General Secretary : S. A. DANGE, M.P.

October 10, 1960

CIRCULAR
To All Affiliated Unions

Sub: 26th Session of the AITUC - Coimbatore, January 3 to 11, 1961

Dear Comrades,

On January 3 to 11, 1961, will be held our 26th Session, at Coimbatore (Madras State). Since we met last in December 1957 at Ernakulam, many important developments have taken place, our movement has taken great strides forward and our organisation has been considerably strengthened. The 26th Session will review these developments, sharply pose the demands of the workers on a national and industrial scale and take organisational steps for a new greater upsurge of the TU movement under the banner of the AITUC.

- The Session will take into account the present international situation and the necessity to continue with still greater vigour, the fight for world peace and complete disarmament.
- The Second Five Year Plan is coming to an end and the Third Plan is being discussed. The 26th Session will be called upon to assess the progress of national development and express itself on the Third Five Year Plan and its labour policy.
- The great struggles of the working class in our country during the period since our last session, in defence of their standard of living and TU rights, the proposed ban on TU rights in "essential services", etc., have to be reviewed by the Conference.

It is essential that affiliated unions should prepare for the conference from now on and the 26th Session widely popularised among the workers, as the forum of the workers of India, to express themselves on their demands, on their struggles in the interests of the class and the country. Mobilise all the workers in your industry or area, irrespective of their affiliation, to express their viewpoints on the problems facing the country and our class, which should be placed before the 26th Session. Organise mass collections to send delegations to the 26th Session. Send reports to us on the preparations you are making, for publication in the TRADE UNION RECORD.

For the information of the unions, Article 16 of our Constitution, on election of delegates to the General Session of the AITUC, is reproduced below:

16. (a) For the General or the Special Session of the AITUC, the affiliated unions shall be entitled to elect delegates on the following basis:

One delegate for each union having a membership of 200 or less, and one additional delegate for every complete set of 200 members, and a further delegate for the last fraction of 200, if the said last fraction consists of 100 or more members.

(b) to ascertain the number of delegates which an affiliated Union is entitled to send to the AITUC, the basis shall be the number of paying members existing on the register of the Union, as disclosed in the balance sheet of the Union, for the year prior to the Session of the AITUC, duly certified by the auditor.

(c) An Affiliated Union shall furnish to the General Secretary, the names and addresses of the delegates two weeks before the date fixed for the session of the AITUC.

(d) Delegate's card will be issued on production of a certificate of election by the Secretary of the Union concerned.

(e) No person who is neither an office-bearer of the Affiliated Union, nor a member of the Affiliated Union shall be entitled to be elected as a delegate of the AITUC.

(f) Propositions for the agenda of the General Session of the AITUC must be signed by the President or the Secretary of the Union sending them, and must reach the General Secretary of the AITUC, at least two weeks before the time fixed for the meeting of the AITUC.

(g) A Trade Union shall not be allowed to send more than five resolutions but in order that important labour questions may not be omitted from discussion at the Session, the General Council is empowered to place important propositions on the Agenda.

(h) At the meeting of the AITUC, the official business shall have priority over other business.

The above constitutional requirements should be strictly adhered to by the unions.

As Unions are aware, non-affiliated unions could participate in our General Session as observers. Call upon other unions in your industry or area to join in preparing for the 26th Session and to send observers and participate in our deliberations.

Unions which have paid up all the arrears of affiliation fees, since the Ernakulam Session, i. e., 1957-58, 1958-1959, 1959-60 and 1960-61 will only be entitled to send delegations to the 26th Session. Unions are therefore requested to pay the arrears of affiliation fees immediately.

TRAVEL CONCESSION: It is understood that for participating in the 26th Session, delegates may avail of the Xmas concession of the Railways, available from the third week of December to 5th January 1961.

RECEPTION COMMITTEE: A Reception Committee for the 26th Session has been set up at Coimbatore. Unions may correspond to the Reception Committee, for any information they may require, at the following address:

C/o Coimbatore Dt. Mill Workers Union,
10/21 Renga Konar Road,
Kattoor, COIMBATORE, Madras State.

A copy of your list of delegates may also be forwarded to the Reception Committee. Delegates' Cards will be issued at the Session on payment of fee of Rs. 2 per delegate.

Coimbatore, on the Southern Railway, can be reached by an overnight journey from Madras. There are two Express Trains which leave Madras every evening, the Nilgiri Express and the Cochin Express which pass via Coimbatore.

FORWARD TO THE 26TH SESSION OF THE AITUC:

With warm greetings,

Yours Fraternally,



(S. A. DANGE)
General Secretary

ALL-INDIA TRADE UNION CONGRESS

4, ASHOK ROAD, NEW DELHI-1.

CIRCULAR No. STUC/23/60
All STUC's.

November 7, 1960

Sub: Grievance Procedure

Dear Comrade,

The AITUC had taken up with the Union Labour Minister, the question of the virtual non-implementation of the tripartite agreement regarding establishment of Grievance Procedure in factories and establishments.

The following reply was received from the Union Labour Minister (letter dated October 22):-

"We have already asked the Employers' Organisations to ensure that grievance procedure is set up by all their affiliates. These organisations have in turn issued instructions to their affiliates. In the mining industry, the three main Employers' Organisations have formulated, at our instance, a suitable grievance procedure and asked their affiliates to adopt it.

Individual complaints of non-establishment of grievance procedure are being attended to as and when they are received. You will appreciate that a countrywide survey to find out the units which have not set up grievance machinery is a task for which neither the Central Organisations of Employers nor the Implementation set-ups in the States or at the Centre are equipped. A better course would be for the Workers' Organisations to ask their member-units to report to the concerned Implementation Machinery specific cases of non-compliance in this respect.

Individual cases reported by you, in your letter under reply have been taken up with the concerned State Implementation Organisations. To expedite action, I would suggest that you may also write to them."

STUCs are requested to take up the matter in the State Level Evaluation & Implementation Committee, pointing out specific cases where there is no grievance procedure.

With greetings,

Yours fraternally,

Secretary

U. C. Datta

ALL-INDIA TRADE UNION CONGRESS

4, Ashok Road, New Delhi



Circular No. STUC/25/60
To All STUC's

December 12, 1960

Sub: Dates of the 26th Session .

Dear Comrades,


The dates of the 26th Session has been slightly revised. The Session will now be held from 5th January to 12th January 1961.

On 4th January, the Working Committee and General Council of the AIUC will meet at Coimbatore, preliminary to the 26th Session. Circular for the same has already been sent to the Members on 12th November, 1960.

All affiliated unions may please be intimated about this change immediately. Publicity in the local press should also be arranged.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

ALL-INDIA TRADE UNION CONGRESS

4, ASHOK ROAD, NEW DELHI-1.

Circular No. STUC/26/60
To All STUCs

December 26, 1960

Sub: Documents for the 26th Session
of the AITUC

Dear Comrades,

Two sets of documents which are ready for circulation to delegates at the 26th Session are sent herewith for the information and reading by as many comrades as possible.

The delegates, on their arrival at Coimbatore and on obtaining delegate cards, will receive the documents. (Delegate cards and documents will be issued only if the sponsoring union has paid all arrears of affiliation fees including for the year 1959-60.)

We regret that it has not been possible to send you these documents earlier. For obvious reasons, specially the time involved in postal transit, it has not been considered feasible to supply more than two sets at this stage.

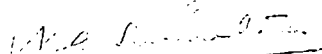
The 'Struggle Diary' of the years 1958 to 1960 was prepared on the basis of information available with the Central Office. Corrections, additions and alterations may be suggested to us at Coimbatore, so that the record of events may be more complete.

Due to shortage of time, the documents are now sent only to State TUCs.

The office of the AITUC is shifting to Coimbatore. It is closed at Delhi and will reopen on December 31, 1960, at Coimbatore.

With greetings,

Yours fraternally,



(K.G. Sriwastava)
Secretary