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ALL INDIA TRADE UNION CONGRESS
24, Canning Lane, NEW DELHI-110001

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SUBJECT 361K Conference

YEAR _____

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**36th Session
of
All India Trade
Union Congress**

**Diary of
Important Trade Union
Struggles/Campaigns**

(After 35th Session of AITUC in Patna in March, 94)

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Diary of Important Trade Union Struggles/Campaigns

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April, 5 1994 : March to Parliament organised by National Platform of Mass organisations against the New Economic and Industrial policies of Narsimha Roa's Govt. Dunkel Proposals. Several lakh workers, Kisans, Students and women participated. Permission for holding rally at Boat Club refused. March started on Ring Road behind Red Fort. Police laid the seige and then charged near Raj Ghat to prevent the march to Parliament Declaration read & adopted on Ring Road. Several hurt and many more arrested.

April 15, 1994 : Black Day observed against GATT accord and to observe protest against denying permission to hold rally on 5th April and subsequent police repression against the rallyists. In Delhi Jantar Mantar was the venue of the Rally organised by AITUC and other left trade unions. Effigies of Dunkel and Narsimha Rao burnt.

Black Day observed in Chhatisgarh area against MNC's entry in the mining. Rail Roko for 3 hours at Maha Samund.

8th April, 1994 : Bank and Insurance sector strike. Officers of these sectors also joined the strike against Govt.

- policy of privatisation of banks and Insurance.
- 1st May, 1994 : May Day observed demanding reversal of retrograde economic and Industrial policies of the Govt., defeat of communal and fundamentalist forces and for defence of public sector.
- 4th April, 1994 : Road Transport workers' Dharna at Jantar Mantar, Delhi against privatisation of Road Transport. Organised by All India Co-ordination Committee of Road Transport Workers (AITUC, CITU & HMS affiliated unions).
- 1-7 May, 94 : "Save Railways" week observed by All India Railwaymen Federation to oppose and halt the move of privatising Indian Railways.
- 3rd May, 94 : Observed as Demands Day by Port and Dock Workers against negative attitude of the management for settling their demands.
- 21st April, 94 : Start of indefinite Dharna by FCI palledars of FCI headquarters in Delhi demanding ending contract system in FCI and regularisation of workers.
- 5th May, 1994 : National Convention of Textile workers at Delhi for an integrated textile policy and Implementation of revival plan of NTC mills. Organised jointly by AITUC, INTUC, HMS, CITU & BMS under the banner of Joint Action Committee of textile workers.
- 11th May, 1994 : Bank employees strike against privatisation. Organised jointly by

AIBEA, AIBOA and BEFI.

KTC workers rally in Goa's capital on demands of transport workers.

- 10th May, 1994 : GIC employees submit petition to parliament against serious repercussions of Malhotra Committee report.
- May 16-17, 94 : Kerala State Road Transport Corporation (KSRTC) workers struck work from midnight of May 16, 94. ESMA imposed, more than 1400 workers arrested. The strike continued for 16 days and ended in victory of the workers.
- May 24, 94 : General strike in Kerala against wage freeze and for DA etc. in solidarity with the struggle for KSRTC workers.
- June 5, 94 : Enron-Virodhi mass rally at Sringtal village (Maharashtra), the centre of the area where Enron Power Project was to be located. The rally was organised by the MSEB Workers Federation in the course of Enron Virodhi Dabhol Abhiyan. Constituents of other left CTUOs participated.
- June 14, 94 : Tamilnadu Transport Workers Dharna and massive demonstration of the headquarters of Transport Corporation for protection of service conditions on formation of several transport corporations in the State.
- June 21, 94 : National Convention of Platform of Mass Organisations at

- Talkatora Stadium, New Delhi. Further action programme decided against Govt's economic policies and Govt signing of Dunkel Draft.
- June 22, 94 : Public Sector Workers Dharna at Jantar Mantar, New Delhi under the leadership of coordination committee of CPSTU, demanding settlement of demands and revival of sick units.
- 14th July, 94 : Public sector workers strike to protest against delay in settlement of their demands. The strike was successful inspite of withdrawal of INTUC. Officers also joined the strike.
- July 94 : Andhra Road Transport Workers' Dharna for payment of ex-gratia.
- July 94 : Dharna before Vidhan Bhavan, Bombay by various trade unions and social organisations against allowing Enron to install power station at Dabhol.
- 14 August, 94 : The convention in Jamshedpur against NEP and GATT treaty
- 30th August, 94 : Bata Shoe workers' hunger strike at Faridabad against management's arrogance over increase in rate of DA.
- 29th August, 94 : Massive rallies of workers of Tamilnadu civil supply corporation and leaders of District headquarters in Cauvery Delta Area for continuation of state's monopoly in paddy procurement and issuing of 20 kilos of rice per month

to a family.

- 2nd August, 94 : One day strike by more than one lakh workers of Bihar state over increase in minimum wage and other demands. The call for strike was given by Shram Sangathan Manch comprising of AITUC and other central trade unions.
- August, 94 : 3000 transport workers of Punjab demonstrate in front of the office of the Transport Commissioner against the terms of reference for the pay commission set up by the state Govt.
- 5-9-94 : Beedi Workers in thousands stage demonstration at Jantar Mantar, New Delhi on minimum wage, DA and social security benefits.
- Sept 94 : A march to the Secretariat organised by Kerala thengu Kayatta Thozilali Federation (AITUC) in Thiruvananthapuram demanding a Welfare Fund & Pension..
- 20th Sept, 94 : Rail Roko Action programme at many centers against Govt economic policies and surrender to GATT.
- 29th Sept,94 : All India Industrial Strike against NEP on the call of the National Platform of Mass Organisations against NEP & GATT treaty. About 20 million workers participated in the strike action .
- 12th Sept.94 : Oil India workers held demonstration in Dalia Jan, Assam. Implementation of revised minimum wage, regularisation of work

- charged employees were major demands .
- Oct, 31,94 : Launching of AITUC Platinum Jubilee year celebrations at Bombay with a meeting at Ravindra Natalaya Bombay. Leaders of all CTUOs while greeting the AITUC gave a call for wider unity of the working class.
- October,94 : 5000 mine workers demonstrate for their demands under the leadership of Sanyukata Khadan Mazdoor Sangh, Nandini Mines.
- October, 94 : Relay hunger strike of forest workers of Andaman continues. The relay hunger strike started on 23-9-94. Demands included withdrawal of transfer orders, etc.
- 15th Dec., 94 : 10 thousand textile workers marched to Parliament demanding revival of sick textile mills and formulation of integrated textile policy.
- Nov.-Dec., 94 : WCL workers launch wide agitation. Demonstration before General Managers Offices of respective units. Chain hunger strike. Demand converting old loaders from piece-rate to time rate, reinstatement of some workers, etc.
- 7th Dec., 94 : Conclusion of fast unto death at Ambala by the leader of All India Defence Workers Federation over demands of MES workers.
- 16th Nov., 94 : Textile Workers of Kerala went on indefinite strike for wage revision. 30,000 workers of 30 mills joined

- the strike at the call of action council comprising of unions of AITUC and other Central Trade Unions.
- Dec. 23, 94 : Jute workers Dharna & hunger strike on the call of FCMU for revival of jute mills, payment of statutory dues, etc.
 - January, 95 : Central Govt employees Dharna for granting interim relief and merger of 97% of DA with pay.
 - 26th Jan., 95 : Save Democracy Day Mass Rally in Amritsar by Textile Mazdoor Ekta union.
 - 16th Febr., 95 : Daylong strike by Insurance workers against privatisation .
 - 22nd Jan., 95 : A huge rally at Kullam, Kerala. 50 thousand workers participated.
 - 7th Feb, 95 : Dharna by workers and affected cultivators in Balasore for repairing of pumpsets and machine
 - 9th Feb., 95 : Relay Hunger strike & demonstration by workers by Gold Mining Industry in Karnataka. Widows of victims of accidents in Hatti Gold Mines participated in the hunger strike.
 - 25-27th Feb. 95 : All India Convention of Women Bank Employees at Bombay. Resolve to fight against NEP.
 - March 15, 95 : 20 thousand employees of A.P. Electricity Board took out procession in Hydrabad against privatisation in electricity Industry. The call for the demonstration was given by AIFEE, EEFI and INTUC

Federation.

- March 2, 95 : A massive rally held by the workers of Mandovi Pellets Ltd. at Panjim against lay off.
- 27th March, 97 : The first march of jute workers to parliament demanding revival of jute mills and framing comprehensive jute policy. The delegation met the PM, TM and LM.
- 23rd March, 95 : District Council AITUC of Bhiwani (Haryana) paid homage to martyrdom of Bhagat Singh Rajguru and Shukhdev. Rural, Bhatta workers, leather & Bank employees participated.
- 31st March, 95 : All India strike by Insurance workers against privatisation of Insurance Industry.
- March 22-24, 95 : AITUC-ILO Workshop on Economic Policies, Development & Social Justice.
- March 10, 95 : Mass Dharna against liquidation of public sector at MAMC, Durgapur.
- March, 95 : Massive protest rally at Goindwal (Punjab) against the management of Bawa Shoe Factory and in support of struggling workers.
- April, 95 : Dharna in front of Labour office, Gurgaon to protest against large scale victimisation of trade union activists.
- 22nd April, 95 : Bawa Shoes Ltd. Workers 27 days agitation concludes with an amicable settlement.

- April, 95 : Ropar District Council of AITUC staged protest Dharna at Mohali to protest against pro-employer attitude of the Labour Department of Punjab Govt.
- May 9-10, 95 : Mass Dharna by Joint Action Committee of textile workers at Jantar Mantar, New Delhi demanding implementation of revival plan of NTC mills.
- May 5, 95 : 15 thousand strong Anganwadi workers Rally before the Parliament against privatisation of ICDS and treating the employees as Govt. employees. The rally was organised jointly by AITUC and other CTUOs.
- 31st May, 95 : Central Govt employees stage massive demonstration demanding immediate release of Pay Commission Report.
- 2nd May, 95 : Over one lakh Insurance employees stage Human Chain programme in Bombay & Delhi.
- 5th June, 95 : Big demonstration at Bombay against Enron by Enron Virodhi Sangharsh Samiti.
- June, 95 : Day long Dharna by employees of Bhakra Management Board to press for their demands.
- 11th June, 95 : All India Convention of Contract Workers at Durgapur, West Bengal on the problems of contract workers. Organised by CPSTU.
- June, 95 : Himachal Forest workers' rally at Churah forest circle office to press for implementation of Su-

- preme Court order regarding daily wagers etc.
- 19th June, 95 : Delhi Workers protest demonstration at American Embassy against US Enargy Secretary's threat to stop aid to India if Enorn project was stopped.
- 15th July, 95 : National Convention of Mass Organisations against NEP. Action programme chalked out.
- 10-13 July, 95 : Air Force union stages 3 days Dharna at Jantar Mantar, New Delhi over demands of workers.
- 19th July, 95 : A daylong Dharna by DTC Workers to protest against move of the Central Transport Minister and CM of Delhi to wind up DTC.
- 18th July, 95 : 24 Hours mass hunger strike organised in Delhi against move of the Govt to transfer 11-B Bailadila mine.
- 17th July, 95 : Over 20,000 Anganwadi Workers held demonstration in front of Vidhana Soudha, Bangalore, organised by federations of AITUC and HMKP and an independent federation. The rally was organised to oppose privatisation of services rendered by Anganwadis.
- 17th July, 95 : Hundreds of workers of Mancheshwar Industrial Estate stage daylong Dharna before Orissa State Assembly against lock-outs, closures, etc.
- 7th July, 95 : Dharna by Damodar Vally Mazdoors against corruption of the management

- 21st July, 95 : All India Textile Workers' Convention at Calcutta, over Govt apathy towards revival of sick mills.
- 25th July, 95. : Gramin Bank employees observed strike. 70 thousand employees participated in the strike for new wage scales.
- 9th Aug. 95 : 50th anniversary of holocaust of Hiroshima & Nagasaki observed in Delhi. Public meeting organised by AITUC, CITU, INTUC, BMS & HMS.
- 6-9 Aug, 95 : 3 days Dharna by MES Workers in Punjab, Haryana & Himachal Pradesh protesting against Govt ban on fresh recruitments and contracting out of defence work.
- Aug. 4, 95 : Thousands of DTC employees staged a rally of Parliament House demanding revival of DTC.
- 11 Aug., 1995 : Rally at DTC headquarters demanding payment of wages and deposit of PF.
- 28th Aug., 1995 : DTC employees braving heavy rains staged massive rally at CMD office.
- Aug., 95 : Seminar organised by Bhopal City trade union council against Bailadila deal.
- 9-12 Aug., 95 : Workers of Orissa Panchayat & Municipal Samiti stage demonstration and Dharna.
- 31st Aug, 95 : Banking service brought to standstill by strike of employees in response to joint call of AIBEA, NCBE, BEFI and INBEF.

- Sept. 26-27., 95 : Bank employees again strike work.
- 21st Sept. 95 : Beedi Workers' all India strike at the call of All India Beedi Cigar & Tobacco Workers' Federation. The Strike was against Govt. policy of giving concession to MNCs. 50 lakh beedi workers responded to the call.
- 18th Sept., 95 : March organised by Sangli Zila Arogya Rakshak Parichar Sangathana demanding fair deal for volunteers engaged in the scheme.
- 28th Sept., 95 : Employees of LIC and GIC observed all india strike demanding early settlement of overdue wage revision.
- 17th Oct., 95 : Massive Dharna at Jantar Mantar by defence employees. Major demands included filling up of vacant posts, abolishing new system of engaging manpower through contractors.
- 16th Oct., 1995 : Hunger strike by KSRTC leaders at Bangalore demanding implementation of MOU dated 10-5-1993.
- Oct., 1995 : About 500 Women Beedi Workers demonstrated against Mini Cigarette manufacturing licences given to MNC in Madras. Mini cigarette effigy burnt.
- 31st Oct., 95 : Concluding function at Hydrabad marking the termination of AITUC Platinum Jubilee Year Celebrations.

- Nov., 95 : 20,000 Beedi workers' massive demonstration before the Parliament demanding ban on manufacture and sale of mini cigarettes and assurance for protection of beedi industry.
- 16th Nov., 95 : Joint Trade Unions Convention backing bank employees struggle against privatisation.
- 15th Nov., 95 : Joint Inter-state solidarity meet of Tamilnadu, Karnataka and Goa for workers of Indo-Swiss Jewel Ltd., Goa.
- 23rd Nov., 95 : Delhi Industrial workers' strike for revision of minimum wages. Strike organised jointly by AITUC and other CTUOs.
- Nov.. 1995 : Demonstration by TN Civil Supplies Corporation employees and loadmen of Thanjavur against abolishing monopoly procurement of food grains by the State.
- 11th Nov., 95 : National Convention of Fish Workers held at Cochin jointly by AITUC, CITU, BMS, INTUC and NFF.
- 27th Nov., 95 : Protest Day observed by holding demonstration in front of American Centre in Delhi against Continued blockade of Cuba by USA.
- 21st Dec., 95 : 7540 men and 475 Women textile Workers Court arrest before the Parliament for revival of NTC mills.
- 15th Dec., 95 : Massive Dharna against NEP by the workers, peasants, women and students as per call given by the NPMOs.

- 29-30 Nov., 95 : Two days token strike by NTC workers demanding revision of wages.
- 18 Dec., 95 : "Amend the Pension Scheme" day observed by staging Dharnas and demonstrations.
- December 15, 95 : Dharna before Secretariat building, Bangalore against NEP. Memorandum submitted to Governor of Karnataka State. Massive rally at Thanjavur against NEP.
- 22 Dec., 95 : Thousands of Power workers of Punjab stage massive rally at Ropar protesting against NEP, privatisation.
- 18 Dec., 95 : On 35th anniversary of Goa Liberation Day Jaya Jyoti padyatra by Goa workers demanding abolition of contract labour system, midnight the Goa Police arrested several leaders and activists.
- 11 Dec., 95 : Dharna by Muzzaffarpur IDPL workers against proposed privatisation of IDPL.
- 12 Dec., 95 : Beawar textile workers observe day's strike for running of NTC mills.
- 15 Jan., 96 : DTC workers stage hunger strike at Corporation headquarters demanding revival of DTC, payment of DA and depositing of PF dues, etc.
- 18 Jan., 96 : Fishermen all over India strike work demanding cancellation of licences given to foreign fishing vessels. All CTUOs supported the strike. The strike call was given

- by National Fisheries Action Committee against Joint Ventures.
- January, 96 : Tamilnadu State Transport Corporation employees stage fast against Govt. policies.
- 29 Feb., 96 : Save Kumara Swamy, Save NDMC day observed by Bellari District Council of AITUC.
- 23 Jan., 96 : Homage paid to Netaji Subash Chandra Bose at Balassore, his birth place. Netaji was former President of AITUC.
- 20-21 Feb., 96 : Two days Kerala State workshop of textile workers on new technology & workers' participation.
- 1 March, 96 : Thousands stage Dharna at Parliament demanding improvement in Pension Scheme. Dharna was organised by AITUC, HMS, BMS, TUCC, NLO, and NFITU.
- 12 March, 96 : Textile workers Dharna before the Parliament demanding writting off the loans to NTC subsidiaries by the Govt.
- March, 96 : Punjab Roadways workers two days strike against privatisation of road transport.
- March, 96 : Hunger strike organised by NPCC employees Federation at NPCC headquarters at Faridabad.
- 29 March, 96 : 30 thousand strong rally in Bangalore to oppose privatisation and to protect unorganised.
- April, 1996 : Delhi Municipal workers' demonstration for removal of discrimination in pay scales and payment

- to muster roll employees as per Supreme Court order.
- 27-6-1996 : Indefinite fast by Central Govt. employees for release of another instalment of Interim Relief.
- June, 96 : Bellary Anganwadi workers demonstration against corruption.
- 4 July, 96 : Over 10,000 textile workers of Gujrat protested against closure of GSTC mills.
- 2 August, 96 : Protest demonstration by workers of Atlantic Spinning & Weaving Mills before Govt. Secretariat, Panjim.
- 5-7 August, 96 : Coal mine workers protest demanding implementation of Pension Scheme.
- 29 August, 96 : Dharna by workers of Scooter India, Lucknow, demanding inclusion of cost of revision of wages in the revival plan.
- 15 August, 96 : Mass meeting at Amritsar welcoming introduction of employees pension scheme.
- 16 August, 96 : Gaya District trade union coordination committee organised rally in support of striking municipal employees.
- August 29,96 : West Bengal engineering workers struck work to protest against adamant attitude of employers towards settling the demands.
- 9 Sept., 96 : 10 thousand insurance employees protest demonstration before the Parliament against entry of foreign and private companies

- into insurance sector.
- Reserve Bank employees strike against corruption.
- 12 Sept., 96 : Massive demonstration by Maruti Udyog employees before the Parliament demanding settlement of long pending demands and revoking of suspension orders of office-bearers of the union.
- September, 96 : Strike by Forest workers of Andamand Nicobar, which started on 2nd Aug,96 continues.
- 9 Sept., 96 : Rally of Jute workers and peasants in Calcutta for protection of their interests.
- 30 Sept., 96 : KSRTC workers Dharna before central office of KSRTC against bifurcation and privatisation of KSRTC.
- 30 Sept., 96 : Thousands of Central Govt. employees stage protest demonstration demanding early submission of Pay Commission Report.
- 25 Nov., 96 : Demands Day observed by Singareni Collieries workers.
- 28 Nov., 96 : Several thousands Anganwadi workers and helpers marched to Parliament demanding their regularisation as government employees.
- 5-6 Dec., 96 : Extended meeting of Committee of Public Sector Unions against NEP.
- 10 Dec., 96 : IDPL workers held demonstration at Jantar Mantar demanding revival of IDPL.

- 17, Dec., 96 : Demonstration by Khetri Cop
Complex workers at Parliament in
defence of HCL.
- 30 Dec., 96 : Textile workers carried out Rail
Roko programme at major textile
centres. This was to protest
against Govt.'s negative attitude
towards revival of NTC mills.
- 31 Jan., 97 : One day strike by Anganwadi
workers against privatisation of
ICDS.
- 25-26 Jan., 97 : IDPL workers' Dharna and court-
ing of arrest at Jantar Mantar.
- 25 Feb., 97 : Textile workers court mass arrests
at Udyog Bhavan protesting
against Govt. apathy towards re-
vival of sick mills.
- 25 Feb., 97 : Mass Dharnas all over the coun-
try against Govt's NEP. Call given
by Platform of Mass Organisa-
tions.
- 27-27 Feb., 97 : 3 days relay hunger strike by
Singareni coal workers for their
demands.
- 12 March, 97 : Agricultural workers rally before
Parliament demanding law for
their employment conditions and
social security cover.
- March, 97 : Rally of Cashew Workers of Kerala
and picketing in front of Quilon
collectorate.
- 19 March, 97 : Massive demonstration by mine
workers at Keonjhar against clo-
sure of mines.
- 12 April, 97 : MES workers protest rally at MES
Power House, Delhi.

- 27 March, 97 : Rasta Roko agitation programme at Bombay. Over 10000 courted arrest protesting against rising prices, unemployment and economic policies.
- 26 March, 97 : Massive morcha in Panjim of Panchayat workers demanding status of govt. employees.
- 2 April, 97 : Protest expression by wearing black badges by WCL workers against proposed privatisation of coal mines.
- 3 June, 97 : 3 lakh Jute workers struck work demanding implementation of Jute Packaging Material Act.
- 10 June, 97 : Thousands of Central Secretariat and Allied Offices employees held demonstration at the office of the Finance Minister demanding negotiated settlement on the report of the Vth pay commission.
- 20 June, 97 : Tamilnadu State Transport Corporation workers flash strike when a police officer ran amock at Tirunellveli.
- 24-30 June, 97 : Protest Day observed at many places as per decision of the Working Committee of AITUC.
- 4 July, 97 : Bankmen's strike demanding withdrawal of decision to set up local area private banks & against privatisation in general.
- July, 97 : Rasta Roko at five places in Bombay by Enron Virodhi Sangarsh Samiti.
- 7 July, 97 : One lakh twenty thousand em-

ployees of MSEB observed total strike against Govt. move to privatise MSEB.

23 July, 97 : Thousands of textile workers stage rally in Delhi demanding revival of sick textile mills of NTC and BIC.

29 July, 97 : Mammoth procession of Bombay workers form Azad Maidan to Mantralaya against privatisation.

29 July, 97 : Delhi Municipal workers demonstrate at Town Hall, Delhi for time-scale promotions and payment of wages to muster roll employees at par with regular employees.

28-29 August, 97 : Two days strike by bankmen against privatisation and pension scheme for private banks.

20-21 August, 97 : Sugar workers stage two days Dharna before Parliament demanding setting up of tripartite negotiating committee on workers' demands and revival of sick mills.

12 August, 97 : Ten thousand industrial workers of Gurgaon stage rally before Parliament demanding observance of labour laws, etc.

21 August, 97 : Goa State TUC-Secretary ends 14 day's fast over demand of lifting of lock out in Atlantic Spinning & Weaving Mill in Quepein, Goa.

**36th Conference
of
A.I.T.U.C.**

**COMMISSION REPORT
ON
UNORGANISED LABOUR**

16th to 20th OCTOBER, 1997

AMRITSAR, (PUNJAB)

COMMISSION ON “ UNORGANISED LABOUR ”

Background

According to 1991 census, the size of workforce in India stood at 314.73 million. Out of this, 26.75 million account for organised sector and the remaining 287.98 million in unorganised sector. It is thus seen that the unorganised sector is much bigger than the organised sector.

The unorganised sector includes agriculture labour, rural workers engaged on animal husbandary and cottage industry, fishermen, beedi workers, workers engaged on collection of tendu leaves, brick kiln workers and those engaged in stone quarries, building and construction workers, forest workers like those engaged in making of trees in forest, falling of timber etc.etc. The additional categories of workers listed by the Ministry of Labour as unorganised include mid-wives, domestic workers, today tappers, snake catchers, entertainers, washermen, barbers, vendors, etc.

The workers in the unorganised sector are largely nonunionised. This is despite the fact that Central Trades Unions have made attempts at unionising them during the last few years, particularly All India Trade Union Congress which has projected the issue on a big scale since its Bangalore session. Attempts at organising them in certain cases have proved successful but in majority of the cases the attempts have not succeeded. The consequence of these workers remaining non-unionised has led to their exploitation. They are deprived of benefits to which they are otherwise entitled. They are paid low wages. Their working and living conditions are deplorable.

The task of organising unorganised has assumed urgency, more particularly because of its size and because of the exploitation which this class of workers are facing.

Keeping such a large work force outside the fold of trade unions has its adverse consequences both on the working class movement as well as on the economy. Absence of trade unions in such a large work force has led to their exploitation in terms of low wages and working and living conditions which are extremely poor.

It is a matter of great concern that unorganised workers live below povertyline and are deprived of the basic necessities of life

like food, shelter, clothing, education, health etc. This is obviously due to the fact that they are non-unionised and therefore they are not able to represent their demands to the authorities. It is a fact that Central Trade Unions have not paid as much attention to unorganised sector as they are paying to organised sector.

Problems encountered in organising the unorganised

It has however to be appreciated that there are genuine problems which trade unions like AITUC are facing in organising the unorganised. The difficulties faced in organising them are manifold. For instance, their illiteracy. They are scattered which also creates problems. Most of the workers in unorganised sector are personal contacts of contractors/sub-contractors and depend upon them. They also lack what may be called identity consciousness. Nevertheless they should be organised especially because their living conditions deteriorate further under NEP. No workers get appointment letter; The employment is based on informal understanding.

They are therefore at the mercy of the employer who can any time remove them from the job. Since their employment is not based on any written document it lacks legal basis, which enables the employer to escape all legal and statutory obligations. Even otherwise, since their employment has no legal basis, they dare not take recourse to any legal remedy. In the case of unorganised workers, employer also tries to employ natives from their villages/towns.

Because of the informal employment relationship between "workers" and "employer", trade unions find it extremely difficult to fight for the rights of these workers. In most cases there are multiple employers which in turn makes it further difficult to fight for the redressal of their grievances/problems. Experience of organising the unorganised has shown that there hardly is anywhere a single employer with whom TUs could deal with on the problems being faced of the unorganised Workers. In many cases workers themselves keep on changing the employer and employers also change contractors in order to circumvent the legal and statutory bindings. Because of these difficulties, organising the unorganised becomes problematic.

Keeping in view the characteristics of the unorganised sector and the problems workers of this sector are facing, organising them in a

trade union has been an extremely difficult task. In fact because of the informal employment relationship between the employer and employee, workers generally hesitate to protest against the exploitation they are subjected to. They avoid participating in trade union activity for fear of losing their job. This makes the task of organising them difficult. It is necessary therefore that these workers be educated and convinced about the necessity of organising themselves into union so that they could collectively bargain for their rights and economic advancement. The T.U. functionaries who undertake the task of working among the unorganised sections of the workers will have to gain the confidence of these workers in the first instance. Then only they will be able to make some beginning in organising them into a union. Attempts at organising the unorganised will provoke confrontation with the employers who will resist by all attempts in organising the unorganised. They have deep vested interest in keeping the cheap labour as unorganised because they can exploit them fully and reap huge profits out of their labour. The T.U. functionary who work in the unorganised sector will have to face a lot of hostility at the hands of these employers. By organising these workers into a union, the pressing issues of wages, and other social security measures will inevitably come on the agenda which will create a serious confrontation between the workers and the employers. A great deal of resistance will have to be faced by these workers as well as by their organisers and they will have to persist for long time in hostile atmosphere in order to establish TUs among them.

While organising the unorganised the tradeunion functionaries have to remember that the workers in unorganised sector have not benefited from the various schemes initiated for generating employment.

Another difficulty which the TU functionaries in this sector will have to face will be the migrant nature of the work force, for example, in the construction industry and other sectors where most workers are migrant and therefore difficult to organise. They lead most miserable existence and are exploited by both contractors and principal employers. Yet another difficulty in the construction industry will be that workers as well as their TU functionaries will never know who their real employer is. The trade union functionaries will also have to counter the problem of contractors who usually bring

migrant labour to urban areas for employment. The workers usually look upon them with awe and resist attempts at organising them because they fear that they will earn the displeasure of their employer (read contractor) and may lose job.

It may also be pointed out that while organising the unorganised workers in small-scale industries, it has to be appreciated that emphasis should be on larger issues of wages, social security etc. rather than on individual cases. Secondly the manner in which workers in organised industries are organised cannot be simply copied in unorganised sector. Organisers must completely identify themselves with the workers in unorganised workers in order to gain their confidence.

New methods and tactics will have to be evolved to fight for the rights of these workers and to organise them in trade unions.

Agricultural Workers

As stated earlier, there are two types of unorganised workers. First, those who are in the Agriculture Sector and second those who are in non-agricultural sector. As far as agricultural workers are concerned, they could be grouped into sub-groups - (a) agricultural labourers who are working under land-holders whether on the basis of annual wage or those who have been given right to cultivate a piece of land- (b) casual labourers who work on land on the basis of fixed wage. (c) bonded labourers.

Though problems being faced by these workers differ, broadly all these workers get low wages. Besides, most of them face a great deal of uncertainty in so far as their work is concerned, more particularly women and children who have lower employment span. In the matter of wages, reports based on surveys conducted by various organisations indicate that they get wages much lower than the minimum wage fixed by the State.

Wage Labour In Agriculture Sector

Agricultural Workers are the single largest group in unorganised workforce. They are poorest of all, getting very low wages & facing high unemployment. There are several reasons for this, the principle reason being high rate of unemployment. Bulk of the Agricultural Labour is either lendless labour or own small patch of unproductive land. They can gain only if their wages are improved and they are provided continuous employment during the year.

National Commission on Agricultural labour made some recommendation to improve their wellbeing and a Bill was drafted for Agricultural labour but it has not as yet been introduced in Parliament. The UF Govt. has committed itself to bring forward legislation for Agricultural labour. The UF Govt. should act immediately in favour of Agricultural labour and defy landlord lobby which is against the Agricultural Labour Bill.

The Central Trade Union organisations, the agricultural labour unions and rural & agricultural workers' organisation have decided to organise an All India Convention on 15.12.97 and Dharna before Labour Minister on the same day from 3 P.M., AITUC should make it a grand success..

Contruction Workers

After agricultural Labour, Construction workers are the second largest group in unorganised workers. Construction workers are engaged on construction of roads, bridges, buildings, dams, barraques, bunds, cannals, power plants, factories, laying of Railways, etc etc.

A vast majority of workers in Construction Industry are unskilled & unorganised. One of the reason for it is the migratory nature of work.

Govt. have recently enacted a law but it is inadequate in many respects. The Confederation of Construction workers have demanded improvements in the Act, particularly provision of Labour Boards which will collect labour charges and also levy Welfare Fund. The Govt. has not as yet accepted it.

Fish Workers.

India has a vast seashore. More than eighty lakh fish workers are working in our coastal area. The fishermen have been agitating against foreign fishing vessels for the last 3 years. A Committee headed by P. Murari was appointed. In support of the agitating fisher people, the National Action Committee of Central Trade Unions against Foreign Fishing Vessels called an All India Fisheries Strike on 18-1-96. It was a unique instance where organised workers supported the unorganised workers.

The Committee recommended unanimously the cancellation of all the licenses issued to Joint Charter lease, Test fishing vessels.

AITUC look lead in organising the 18.1.96 strike. Our sole motive was to help the fish workers in attaining their rights. The UF

Govt. in their CMP mentioned about livelihood of fishermen. The UF Govt. should act immediately in favour of fishermen.

Anganwadi Workers

In a case filed by AITUC, the Karnataka Administrative Tribunal has held that Anganwadi workers are Govt. employees. The Karnataka Govt. has gone on appeal to the Supreme Court. The A.I.T.U.C. centre has impleaded as a party.

Headload workers

The Palledars (headload workers) of FCI are struggling that the contract system should be abolished and direct payment should be made. The Govt. appointed three men Committee with representatives of I.N.T.U.C. for payment even in areas where I.N.T.U.C. union does not exist and A.I.T.U.C. or C.I.T.U. unions are strong. The struggle is going on for the last eight years but no solution has come out.

There are large number of workers in the lock-making, bangle making, fire workers and matches industry, in brass vessels making, transport, engineering workshops and carpet making etc. and they are exploited to the maximum

Beedi workers

The beedi industry is facing competition from mini cigarettes manufactured by MNCs. Further they have a welfare fund. Out of 75 lakhs of beedi workers only 25 lakhs have been given identity cards. The women who are home workers in the industry engage small children to roll the beedis so that they may earn a subsistence wage.

The Welfare scheme is based on levy on the product but the employers sell a part of their product without labeling to escape the levy.

Non Coal Mines

Similarly there is a welfare fund for the non-coal mines. The non-coal mines are some under public sector, some in the state sector where workers are paid the notified scheduled rates and the private employers do not implement even the notified minimum wages which are themselves low. In the 32nd Indian Labour Conference the Govt. of India proposed that the floor level minimum wage should be Rs. 35/- in the rural areas and Rs. 39/- in the urban areas and should be linked to the cost of living index. The trade

unions wanted the floor level wage to be Rs. 50/-. But even the Govt. proposal is not implemented by the states on the plea that the minimum wages were notified recently or before two or three years and can be revised only after five years. Actually there is no legal binding for the floor level wages which is supposed to be paid in all employments. The Govt. has to amend the act and make the floor level wagger binding in all employments including those which are not scheduled.

For the non-coal mines there is a welfare scheme evolved by the Central Govt. But private employers who carry on mining activity without proper license do not observe it.

Recently when the Supreme Court ordered that no non-forest activity should be carried on in forest areas without proper license, many mines and wood industries were closed.

The Central Schemes for these three industries are based on cess levied on employers.

Welfare Schemes in Kerala

In Kerala there are welfare schemes for 16 industries such as agricultural workers, coir workers, toddy tappers, headload workers etc. The Kerala State Govt. spends about Rs. 100 crores on contribution to these schemes and both employers and workers are also required to contribute. There may be some deficiencies in the schemes which have to be improved but these are good examples for other States and the Central Govt.

The workers in the unorganised sector require security of service, social security and minimum wages which should be subsistence wages with a provision for education and health.

Bulk of the workers in the unorganised sector are below povertyline. It is on this basis the floor level minimum wages were proposed, ignoring the directive of the Govt. that there should be provision for education and health.

There is a lot of hallabullu about the existence of child labour. When the worker cannot earn subsistence level wages or is partially employed he has to fall back on the income of the child labour to meet both ends meet.

In some states the minimum wages are fixed high and notified but the unions agree to accept lower wages as they are told that the industry cannot bear that burden. For instance the minimum

wage for beedi workers is notified as Rs. 54/- daily in West Bengal and yet they are paid Rs. 25/- In Bengal the beedi workers are traditionally organised and are militant.

Plight of unorganised workers

Once the minimum wages are notified there is no machinery to oversee its implementation and there is no stringent punishment for violating the law.

The condition of workers in Zarda, Agarbathi, Bidi, and other home workers is worse still. There are no minimum wages notified. Further for the workers in the scheduled industries and others there is no maternity leave, no leave facilities, no health care and care in the old age. If the children do not look after them they are left with no option but to beg for living in the old age though the whole life they have contributed their labour power for the society.

The workers in beedi, construction, headload workers, anganwadi workers, hotel and cinema employees, the shop employees are organised. But in the scheduled industries or in home industry the moment workers form a union the activists are victimised and the workers in service do not have the capacity to maintain them and go through litigation to get back their employment.

The Sewa which concentrated in organising the home workers adopted two way tactics. They organised the workers engaged in home workers and if they are victimised they are provided either finance or work through cooperative and continue their fight against the employers. They have a bank which provides credit and also a sales mechanism.

The policies of globalisation and liberalisation have led to job-less growth. Further the stress is on contractualisation of labour or off loading of jobs.

Contract labour

The Contract Labour Abolition and Regulation Act is very defective, though it provides for equal wages and remuneration for same or similar nature of job. The authority to decide is the Labour Commissioner. Most Labour Commissioners have so far not exercised that authority and only try to bring about a compromise as conciliation officers.

The Supreme Court has held that if the contract is fake then the workers should be considered as direct workmen of the principal

Employer. But the Labour Department will not entertain any dispute raised by contract workers' union against the principal employer on the plea of provision of I.D. Act. The Supreme Court has held that contract labour is employed to avail of cheap labour. In NTPC the number of contract workers is more than the permanent workers. The Fifth Pay Commission going out of its terms of reference has suggested that the Govt. should on one hand computerise and on the other depend more on contract system.

The Supreme Court in another judgment has held that if the Govt. notified abolition of contract labour in some industry the category of workers working under contractors should be made permanent employees.

It is necessary that the Contract Labour Abolition and Regulation Act be amended in the light of the judgments of Supreme Court.

It is necessary that the workers of the organised sector help in organising the workers in the unorganised sector and also agitate on their demands.

With the globalisation and liberalisation policies the number of workers in the unorganised sector will increase.

The Standing Labour Committee has decided that the next Indian Labour Conference in December, 1997, shall be devoted only to the workers in the unorganised sector including agricultural workers. The Ninth Plan approach paper has suggested that social security schemes for the workers in unorganised sector and home workers should be introduced.

The ILO Conference adopted a Convention on home workers in 1996. The Sewa first raised the issue of ILO Convention and the A.I.T.U.C. campaigned for the same. Now the demand is for ratification of the Convention on Home Workers and introducing a legislation.

Our Tasks:-

Let the unions in the organised sector finance the organisers of the unorganised sector for two years during which period stable unions of the unorganised can be developed.

The District Trade Union Committees where they exist and the State TUCs must ensure that whole time organisers are fixed for organising the unorganised.

The unorganised sector workers should be mobilised on the

following demands:

1. Immediate enactment of comprehensive legislation for agricultural workers.
2. The floor level minimum wages for all employments should be notified under a legislation and be made applicable for all employments including the home workers.
3. The Govt. should ratify the ILO Convention on home based workers and bring a legislation on that basis.
4. The anganwadi workers should be treated as Govt. employees and to begin with should be paid the minimum wages.
5. The Minimum Wages Act should be amended so as to statutorily link the same with cost of living index.
6. The Govt. should bring about legislation to provide social security for the workers in unorganised sector and the cost should be borne by the employers through imposition of levy and the Govt. providing subsidy.
7. The Contract Labour Abolition and Regulation Act should be amended keeping in view the judgments of the Supreme Court.
8. The I.D. Act should be amended and the principal employer of a contractors' workers should be considered as employer.
9. The Construction Workers Boards should be provided for and they should be employed through the Boards as in Kerala.
10. Govt. should provide cheap and easy credit for the handloom workers, the fishermen, or other artisans to save them from exploitation by the money lenders or traders.
11. Effective machinery for implementation of the laws by the employers in the unorganised sector should be developed and stringent punishment should be provided for violation of law.

36th Conference
of
A.I.T.U.C.

COMMISSION REPORT
ON
WORKING WOMEN
AND
CHILD LABOUR

16th to 20th OCTOBER, 1997

AMRITSAR, (PUNJAB)

Commission on
Working Women & Child Labour
Problems of Working Women & Our
Tasks in Post Beijing Conference

Since 35th conference at Patna, AITUC centre has made extensive efforts to enhance our activities among working women in different sectors.

The efforts were made to popularise the agenda of 4th World Conference on women held in Beijing and a Working women convention was held at Delhi, with the same theme, inaugurated by Deputy Director ILO India Office. After that three more working women regional conventions were organised, One at Calcutta with participation from West Bengal, Bihar & Manipur. Another at Bombay with participation from Maharashtra, Goa & Gujrat. And the next one was at Madras with participation from Tamilnadu and Kerala. In these conventions many of the states who were invited to different conventions according to the regional placing did not respond. That shows we have still to cross many miles before the issues of working women pick-up serious attention of our trade-unions.

AITUC centre also attempted during this period to organise leadership training workshops of working women, organised in collaboration with Common-Wealth Trade Union Congress (CTUC).

First workshop was organised at NLI, Noida with participation from Delhi, Gujrat, Tamilnadu and Manipur. This was followed with state workshops, One held for Punjab, two of the next workshops, were held in Goa. And then one workshop organised at Gauhati with participation of women from Assam & Manipur. Some more are on the anvil. During this period, the activities on Anganwadi Workers front increased. Two major demonstrations at Delhi had AITUC affiliated unions' participation as the major and biggest of all.

Some new state units have come-up & All India Conferences scheduled for 26 to 28 Oct, 97 will be held at Nagpur.

In the meanwhile with the New Economic policies and Structural Adjustment Programmes in progress initiated

during previous Govt. but continuing in some forms, the women are losers in big way.

Impact of women due to the Introduction of Modern Technology

Women workers are the first to be affected by the increasing mechanisation and automation in all sectors of production. In general it is seen that the concentration of women is at the low skilled, lower level of employment. As modern capital intensive technology is introduced many women are being displaced from their jobs as men are preferred to operate these machines. Moreover the statutes of working on machines and the lack of access for women to train themselves for working on machines has increased the tendency to keep women out of such jobs and industries or limit their employment in a few jobs or departments like packing, assembling etc. The more skilled and better paying skills are reserved for men. The Labour Bureau studies have also shown that many women have lost their jobs in textile industries owing to rationalization and introduction of modern technology.

So the problems of working women are on the increase and unionisation becoming more difficult but most necessary for the advancement & strengthening of the trade unions.

Let us gloss over the whole issue to understand the urgent need to act in a desired manner. For that we have to look at the question from the point of view of resistance which women face in all sphere of her life due to patriarchical value system.

Referring to the attitude of our society to women Dr. B. Regina Papa observes that Indian Society is a gender segregated patriarchal society. "A patriarchal society consists of systems in which men by force, direct pressure, or through ritual, tradition, law and language, customs, etiquette, education and division of labour determine what part women shall or shall not play, and in which female is every where subsumed under the male". The power of patriarchy has become all pervasive for the past three thousand years, she adds.

And what an police officer has to say?. R. Srilekha, Additional Inspector General of Police and first woman IPS Officer of Kerala State observes that men still could not come to grips with the fact that their female colleagues were part of the

force and entitled to all professional rights which they enjoyed. Painting a grim picture of equality in the force she said many junior colleagues did not even bother to salute their senior Women officers, "Take my case. When I travel through Thiruvananthapuram city, traffic staff on duty do not salute me even if they are not busy. If this is the case with a high ranking officer like me, what will be the condition of the women staff in lower ranks?" She asked addressing a seminar on human rights awareness campaign in police, organised by Alappuzha Unit of the Kerala Police Officers' Association "Like charity human rights awareness should begin at home" she added.

The traditional concepts that woman's place is in the house and that her role is limited to domestic activities like cooking, bearing and rearing children etc. are changing. But there is no change as how to share the responsibilities with her in the domestic chores. Though women in India still continue to be in a disadvantaged position in the labour market there is a growing realisation and appreciation about their role in the socio-economic development of our country and the need to integrate women in the work force.

Change and improvement in the employment status of women in India is not possible without a major change in the traditional dominating attitude of men towards women in our society. Men should realise that women workers are no longer a secondary labour force whose income is simply a complement to the family unit, and that both men and women as equal members of the society have the right to equality of opportunity and treatment. In the case of working women, men should realise and appreciate the plurality of roles women have to play as house-wives and as economic contributors. In such families men should come forward to lessen the burden of double work load of their women by assuming greater responsibility in domestic matters and extending a helping hand in day-to-day household activities.

Women and men as equal members of the society have the right to the equality of opportunities and treatment. The right to support oneself and to contribute to the economic well-being of one's family is as important for women as men. In fact majority of women want and need to work, and their income earning capacity is essential for their own survival

and that of their families.

Women work longer hours and are paid on average 25 per cent less than men, but have made significant gains in entering formerly male-dominated jobs in the global labour force, says a new report by the International Labour Organization.

"The bottom line is that while more and more women are working, the great majority of them are simply swelling the ranks of the working poor," says Ms. Lin Lim, author of the ILO report. "Women's economic activities remain highly concentrated in low-wage, low-productivity and precarious forms of employment."

Women make up nearly 70 percent of the world's poor and 65 percent of the world's illiterate.

Women will participate in the labour force in about the same percentage rates as men in many industrialized countries by the year 2000. In developing countries, women make up just 31 percent of the labour force, much less than in industrialized countries, but their participation is rising.

The survey also finds that much of the growth in the women's labour force in industrialized nations has come in part-time employment. Women make up between 65 percent and 90 percent of all part-timers in OECD countries.

Women Workers in India

- The rate of women workers in the total worker population in urban and rural areas is respectively 9.73% and 27.06%.
- The work participation rate of women continues to be lesser than that of men, but it has significantly increased, compared to the two earlier census periods.
- Majority of women workers are in rural areas and 87% of them are employed in agriculture as cultivators and labourers.
- Amongst the women workers in urban areas about 80% are employed in sectors other than agriculture—largely in the industries, petty trades and services, building construction, etc.

● In the organised sector labour participation of women is 10% in factories, 8% in mines and 51% in plantations.

The 1981 Census Classification of Women by occupation categories shows that women are engaged in a wide range of occupations numbering over hundred. However, a high degree of women workers is observed in a few occupations.

Types of Work Done by Women

The type of work done by women in India can be classified into the following categories:

1. Wage and Salaried employment.
2. Self-employment outside the household for profit.
3. Self-employment in cultivation and household industry for profit.
4. Self-employment in cultivation for own consumption.
5. Other subsistence activities in all allied sectors like dairying, other livestock rearing such as poultry, goats, pigs, etc. and fishing, hunting and cultivation of fruit and vegetable gardens.
6. Activities related to domestic work such as fetching fuel, fodder, water, forest produce, repairing of dwellings, making cow-dung cakes, food presentation, etc.
7. Domestic work such as cooking, cleaning, care of children, the aged and the sick.

In Urban Areas

Majority of the women workers in the urban work force are employed as nurses, midwives, and health visitors, clerks and stenographers, factory workers, teachers etc. in the formal sector. A large section of the women workers in urban areas are engaged in informal sector activities. Women in the urban informal sector work as retail traders, merchants and shopkeepers, street vendors, hotel and restaurant keepers, domestic servants, sweepers, cleaners and related workers, laundry/washer women and dhobis, dry cleaners and pressers, livestock farmers, dairy farmers, poultry farmers, agricultural labour, other farm workers, spinning and wind-

ing workers, knitters, food preservers and canners, bidi makers, tailors and dress makers, sewers and embroiders, potters and clay workers, rubber and plastic makers, paper and paper board makers, basket weavers and brush makers, production & related workers, construction workers, packers, labourers and related workers.

87 per cent of the rural women workers are employed in agriculture as cultivators and labourers. Besides growing food for their families women produce cash crops like potatoes, apples, peas, mushrooms, ginger and medical plants. In Orissa, Tamil Nadu, West Bengal, Kashmir and Kerala women do the work of transplanting, weeding, harvesting, and threshing the paddy. In Gujarat they perform similar tasks in the tobacco, cotton and groundnut fields. In UP, Bihar, and Gujarat they tend, weed, harvest and thresh pulses. A large number of women work in plantations. Other occupations in the informal sector in rural areas with high concentration of women are land based occupations like forestry, dairying and small animal husbandry, fishery (fish procession, fish vending and net making); home-based occupations like handloom weaving and spinning, coir and fibre work; handicrafts like broom and basket making, leaf plates and bowl making, tailoring and garment making, food processing, vending and hawking, construction work etc.

GENERAL PROBLEMS OF WORKING WOMEN

It is estimated that the invisible work of housewives contribute nearly one-third of India's GNP. The household activities of women are not considered as economic activity and therefore not counted as employment. Women's work in the production of goods and services in the family for own consumption is not considered in arriving at national income. Women's work even in the production of goods and services for the market do not get computed in the market oriented concepts of income and employment due to its being seasonal, intermittent, casual and subsidiary to their household work.

Women are often restricted to family and domestic tasks reducing the importance of their economic role. This result in women being considered a secondary labour force whose income is simply a compliment to the family unit. Women

infact remain an underutilised human resource and our society is yet to recognise them as an economic participant and contributor equal to their male counterparts.

Women usually face a double work day. They normally work on an average 4 to 5 hours a day at home fulfilling their traditional domestic responsibilities as wife, carer of children, elderly and aged, home managers, cook etc. in addition to their economic activity. This leads to an unequal workload between the sexes as well as imposing limitations on the ability of women to compete on equal terms with men in the labour market.

Many women cope up with their multiple roles making their career secondary to domestic life, refusing promotions, foregoing training opportunities and availing all possible leaves. This, however, is often mistaken by the employers as 'not interested' in the job. Contribution of men in domestic work is hardly five to ten per cent. It is generally observed that in families where wife is educated, husband helps her in domestic activities whereas husband's involvement is less or nill at all in families where woman is illiterate or less educated. In more families wife's demand on husband for sharing domestic responsibilities ends up in conflicts. The affluent, however, may manage the affairs by appointing domestic servants.

It is a pity that very few people seem to realise that women have a right to leisure.

In our society people expect women to be inferior and submissive at home, at work place to bosses and to those who are powerful. Women are expected to be physically weak and docile. If women resist or react to men's domination it will be considered to be not becoming of gentle women. Similarly, women's needs have to be subservient to the needs of others. For example, at the time of children's examination, illness of any member of the family etc it is the wife who has to take leave and manage the affairs. Care of children is often considered to be women's priority. Unfortunately every time women let in go their priorities to that of others.

Women are Lagging Behind

- in entry to gainful employment in public and private sector; in promotion and advancement to

- senior and executive positions,
- in formal education and vocational training;
- in participation in decision making;

The percentage of regular employees on wage/salary basis among women workers is around 7% in India. The public sector which accounts for over 70 per cent of the organised sector employment, has women as 12 per cent of its work force.

As per statistics (1991)

- "Women administrators, Senior Managers number only 994 as against 15,993 men in similar jobs (6.21 %)
- There are only 21 women officers in the Indian Police Service as against 2418 men (9%).
- In the Indian Administrative Service women are only 7.5% i.e. 339 women against 4209 men."

They are weak force in the power structures, is quite evident.

Now let us examine the media, portrayal of women and status of women in it.

Women are portrayed in an extremely negative manner, both in and outside the family. The media reinforces the image of women as laid down by ancient law-givers, depicting women inferior to men. They are rarely portrayed as professionals and are packaged as attractive, demure, passive and submissive, as mothers, wives, daughters and daughter-in-laws. There is an absence of serious, factual reporting on women's lives. The vast majority of working women are missing. The wage labourer, the bonded labourer, the farm hand, the worker in the factory, the piece-rated home worker, the home maker, the child rearer whose industry, production and reproduction keep the economy going rarely figure in the media.

It is true that the stereotype images of women which the media projects arise from beliefs widespread in society itself, still it is a matter of concern that by repeatedly and consistently depicting women in stereotyped roles, the woman is confined to that frame work. On the other hand media's portrayal of any deviation from these stereotypes is very negative rather

than positive. Thus media actually works against the potentially transforming effects of deviation from the stereotypes.

This logically brings us to the question - how can this distortion be removed. How to get women issues enough air time/column inches in the so-called serious sections of the media so that they get the same weight as politics? More basically, it is recognition of the fact that it is not news about women but about changing society in fundamental ways.

While it is extremely difficult to link women's employment in the media to changes in the nature of media out-put, still the contribution of women media professionals in defining news and expanding its range to include newsworthy stories on women, health, family and child care, sexual harassment and discrimination, rape, dowry deaths, quality of life etc. has been recognised by many an editor.

The female reporter may not be an oddity today, still their presence in the media is marginal all over the world. Nowhere are they 50 per cent of the media workforce. In most cases outside Europe they are well below 30 per cent. Their percentage in 1993-94 in India is an abysmal 7.9 per cent in the print medium and 12.2 percent in Radio and TV!

While women's participation in the media workforce has remained a neglected area of research in India, the available data shows that while women are present at the lower rungs the real decision-making power within the media remains largely a male monopoly. Women's share of top jobs in the media is still disproportionately small.

In a recent study on 'Gender Differences in Employment Patterns of Doordarshan and AIR' the two state-owned media, it was noticed that only 12-15 per cent of women are permanent employees. A majority of them are at the lower levels of organisational hierarchy. Only a few women have succeeded in reaching senior and middle level positions in these media organisations.

Women & Wage

There is gap in remuneration between men and women, based to a large degree on occupational segregation but which also involves discrepancies in remuneration for work of equal nature. The wages fixed for female work i.e. work exclusively done by women is often lower than those fixed for male work.

A familiar complaint of women workers in the unorganised sector is that labour contractors cheat them out of their legitimate wages. And there is nothing they can do about it. If they protest to employers or complain to the labour department, the women loose their jobs. The incidence of underpayment often goes unnoticed by the enforcement authorities mainly because the victims rarely voice their grievances during inspections.

Sexual Harassment

Sexual exploitation of women by employers, contractors, middle-men, forest guard etc. is another serious issue related to working women. Such instances are more in the informal sector. Women workers in domestic service, fish processing and drying units, forest produce collection etc. are more vulnerable to sexual harassment. Those working under the control of contractors and middle-men, especially those working far away from home are sometimes, tortured/threatened, trapped or forced to submit to the lust of the contractor or his men. Instances of sexual harassment, though not widespread, are found in the organised sector also. Ill-treatment, threat of transfer to distant places etc. are the other forms of harassment in the organised sector.

Exclusion from Social Security Benefits.

It is estimated that more than half of the women in the formal labour force are excluded from social security benefits available to permanent workers. Women workers appointed as casuals or on daily wages or on piece rates are practically denied all social security benefits available to permanent workers. Social security schemes are non-existent or if existing, insignificant, ill conceived, delayed or simply not implemented for the unorganised sector women workers.

Despite the fact that women work with land, cattle, looms, fish, textiles etc. they have very limited access to market space, work space, licences, training, markets and their products-all things which would improve their economic future. Then there are the daily necessities to which many Indian women devote major portions of their time and energy acquiring fuel, fodder, food and water. Drinking water crisis in dry and drought prone areas or hill areas have the worst impact on women's economic and personal lives. Walking 3-4 kms. to fetch water is common.

Land is rarely on women's name. They have limited access to credit facilities. Banking and other credit institutions hesitate to give loans to women without sufficient security without the signature of men. As a result many of them have to depend on money-lenders or contractors or middle-men.

In many families, women who earn, even the salaried class, seldom have the freedom to decide how the money earned by self is to be spent. Economic decisions are usually taken by the husband or male head of the family. Some working women have to depend on, or atleast take approval from husbands even for their personal expenses on dress, health-care etc. However, this is not the case with male workers. Most women have hardly any control over the money earned by male workers. In many families, women, even though they are earning, have little say in economic decisions.

In some families woman is the only earning member and the entire family depends on her income. There are at least one third house holds where woman is the only bread winner. There are several instances of such women getting married late or even remaining spinsters throughout their lives in their effort to sustain the family. There are also working women who, after toiling for the whole day, have to suffer the torture from their drug or alcohol addicted husbands usually for money for drinking.

Health Problems

Working women in all sectors of employment are exposed to several health hazards. The hazards may be chemical, physical, biological or even psychological. The extent and gravity of the hazard depends upon the nature of their work and their exposure to harmful conditions.

Most women in the informal sector by virtue of being poor face a number of health problems like malnutrition anaemia, multiple pregnancies etc. Working women normally cannot avail the health services without taking leave or foregoing a day's work and wages. Many kinds of restrictions limit women's access to timely medical treatment.

Laws for Working Women

Though we have many legislations, concerning workers, the laws made specifically for women workers are only a few.

Women workers have a lot of issues in common with their male colleagues, such as, wages, service conditions, workload, other facilities like housing, transport, etc. The few laws that deal with women specifically are those that make certain protective provisions like health care and other facilities.

Two legislations, which were made specially for women are the Maternity Benefits Act, 1961 and the Equal Remuneration Act, 1976.

The Maternity Benefits Act is available only to the organised sector. The Act provides for protection of employment when a woman is pregnant and entitles her to 12 weeks of leave with wages. It also provides for women labour to be given nursing time to feed the child at regular intervals until the child becomes 15 months old. violation of any of these provisions is made penal. Women employees who are covered by the Employees State Insurance Act, 1948 will get the benefit from the E.S.I. Corporation, to which of course both the employer and the employees have to contribute. There has been a move by the Government to curtail the benefit to two pregnancies alone in the name of population control. Women's movement had made a concerted effort to thwart any such change.

The only other special legislation relating to women is the Equal Remuneration Act, 1976. The said Act was enacted in the wake of the International Women's Year, 1975. The employer is obliged to pay equal remuneration to men and women workers for 'same work' or 'work of a similar nature'. The Act has further placed restrictions on the employer in making any discrimination while recruiting men and women workers for the same work or work of a similar nature. The Act has provided for a forum to claim the non-payment of wages and also to make complaints. Penal consequence will result in contravention of the Act.

Apart from these two legislations there are various other Labour Legislations like Factories Act, Plantations Labour Act, Beedi & Cigar Workers Act, etc. in which employing women during night shifts is prohibited. Further, those legislations have also made some provisions regarding welfare and health aspects of women's employment. They have

provided for separate washing facilities, latrines for women. Creches will have to be maintained in case substantial number of women are employed.

In unorganised industries the workers are non-unionised, and they can hardly complain regarding any breach. The performance of the enforcement machineries are dismal and very often there are collusions between the employers and the inspecting authorities. The power of prosecution of erring employers vests with the Government and affected individuals can never resort to making private complaints in Judicial Courts.

Even the so called progressive laws like the Bonded Labour System (Abolition) Act, 1976 has gender bias. Under the Act, when the Government gives relief for rehabilitation, it is given to the 'head' of the family, who is only a male and not the woman, though she works with him in bondage.

The New Economic Policy and the Structural Adjustment Programme of the Government is pushing more and more women into the unorganised sector because of non-availability of employment due to various factors. The Government, the largest employer of women, has imposed a ban on recruitment. There are cut-backs on community service projects in which the Anganwadi Workers and midwives are employed. Protective legislation is virtually suspended in export oriented industries which employ a large number of women work-force as cheap labour. Several industries like garment, leather etc. are resorting to employing women through contractors. They have to work under highly exploitative conditions to get a pittance of Rs.10-12 a day, which is not even the minimum wage.

Women participations in Trade Union

Women's participation in trade unions and their representation in trade union leadership are not proportionate to their number in labour force. There has been gross neglect in unionising women and training cadres from among them. Women's empowerment in trade unions will go a long way in addressing issues related to their employment. The trade unions should adopt deliberate policies and measures to empower women in trade unions and end any practices of gender discrimination in terms of employment. The trade unions need to adopt specific strategies on the following line:

- * Establish special section in trade unions at all levels to address women's issues and also to ensure women's participation and involvement in trade union activities.
- * Instead of casual and occasional involvement of women workers during strikes and demonstrations only, promote their participation at all levels of the union. Reserve seats for women on elected positions. More women members are to be co-opted into committees at all levels upto the highest level of leadership. Develop cadre of women activists providing them training in trade unionism and leadership.
- * In order to ensure greater participation of women in trade union activities there should be flexibilities in forms of activities, timings and places of meetings, arrangement for transport and other facilities etc. The trade unions should give sufficient attention to women's issues also in their agenda.
- * Unionisation of women workers, particularly of those in the informal sector, should be given special focus in trade union agenda. Specific strategies and measures for enrolling more women workers to trade unions should be worked out.
- * Keep record of the data on women's participation in trade union activities and monitor the change.
- * Sensitize the male trade unionists to women's issues and bring about a change in their social attitudes so as to make trade union activities free from any gender discrimination.
- * Establish alliances with women's organisations, groups and coalitions for mutual support.
- * Protect women workers against any sort of victimization for taking part in union activities.
- * Study the impact of liberalisation and globalisation on employment of women, and take steps to safeguard their employment.

* As trade unions we have to fight for the women's rights from the managements and Governments.

We demand from government -

- * to make an intensive drive to improve the literacy level and general education of women.
- * to introduce job reservation for women wherever possible. There should be reservation for women in education, vocational training, professional courses and in all developmental activities
- * to generate new avenues of non-discriminatory employment.
- * to since the majority of women workers are engaged in agriculture to get amendment the land laws in such a way that women can get ownership rights of agricultural lands.
- * to encourage women cooperatives.
- * to provide more opportunities and facilities for self-employment of women providing financial assistance and other support services like marketing, access to material etc.
- * to develop more support facilities like working women's hostels, creches, day care centres, special trains or buses for women etc.
- * to pay more attention to vocational guidance, vocational training, retraining and skill development of women.
- * to co-ordinate various governmental and non-governmental development programmes.
- * to introduce a system to punish those who engage in discriminatory practices against women.
- * to ensure that scientific and technological progress, rationalisation, automation, modernisation and structural adjustment programmes do not adversely affect employment of women. Both men and women workers are to be protected against the risk of being rendered surplus while introducing changes in the light of the new economic scenario.

- * to extend all labour rights/ maternity and other social security benefits to all categories of working women, particularly in the informal sector.
- * to ensure strict implementation of existing legislations and policies regarding employment of women. Eliminate all 'atypical' forms of employment-particularly those affecting working women -such as contract system, temporary, seasonal, part time and home work. They marginalise women's work.
- * to use the mass media to sensitize the public against gender discrimination and to highlight economic contribution of women in the society and their right to equality of opportunity in employment.
- * to ratify and apply all relevant UN and ILO - Conventions and other international instruments concerning women workers and ensure their compliance.

We have to put pressure on the managements so that they -

- * Comply with the policies and legislation regarding employment of women and desist from any discriminatory practices against their employment.
- * Adopt and implement policies to end gender based job-segregation and to ensure that women move to skilled and non-traditional jobs, supervisory and executive positions.
- * Effect Modernisation and rationalisation planned manner and carry out in such a way that they do not adversely affect women's employment.
- * Pay special attention to training and retraining of women workers to improve their productivity and to diversify their skills. Sponsor them for various training programmes in and outside the company.
- * Provide better leave facilities and medical services to women during pregnancy and after child birth.

* Provide more support facilities to women such as day care centres, accommodation, transport, canteens near work place, rest rooms, toilets etc.

* Recognise the right of women to be treated on equal terms with men in terms of their employment and conditions of employment.

Annexure 1

ILO Standards for Women Workers

The ILO's major contribution to women workers is the adoption of several international instruments laying down minimum labour standards particularly those relating to women. There are 22 ILO conventions and 20 recommendations which are relevant to women workers. They are of two major types-protective and promotional. The former are concerned with providing women workers with special protection they were considered to require because of both physiological and social factors, especially in relation to conditions of work which may entail risks for maternity. The latter are designed to secure for women the same rights and treatment as those enjoyed by men or in other words to guarantee equality of opportunity and treatment in access to training, employment, promotion, organisation and decision making, as well as securing equal conditions of remuneration, benefits, social security and welfare services provided in connection with employment.

Three Principal ILO Conventions cover this subject:

1. The Equal Remuneration Convention 1951 (No.100) supplemented by the Equal Remuneration Recommendation 1951 (No.90) provides for equal remuneration for men and women for work of equal nature.
2. The Discrimination (Employment and Occupation) Convention 1958 (No. 111) supplemented by Recommendation No. 111 of the same title promotes equality of rights between men and women in the work place. (It also covers discrimination on grounds other than sex).
3. The workers with Family Responsibilities Convention 1981 (No.156) which aims to create effective

equality of opportunity and treatment for men and women workers with family responsibilities.

The following are the major ILO Conventions relevant to women workers:

1. Maternity Protection Convention (No.3). 1919 - (Revised in 1952 by Convention No. 103)
2. Night Work (women) Convention (No.4) 1919 (Revised in 1934 by Convention No.41 and in 1948 by Convention No.89)
3. Night Work (Bakeries) Convention (No.20) 1925.
4. Night Work (women) Convention (Revised) (No.41) 1934.
5. Underground Work (women) Convention (No.45) 1935.
6. Night Work(women) Convention (Revised) (No.89),1948.
7. Equal Remuneration Convention (No.100),1951.
8. Maternity Protection Convention (Revised) (No.103) 1952.
9. Discrimination (Employment and Occupation) Convention (No.111), 1958.
10. Equality of Treatment (Social Security) Convention (No.118), 1962.
11. Workers with Family Responsibilities Convention (No.156), 1981.
12. Night work Convention (No.171), 1990.

Besides these, ILO sessions passed Convention on dominant industries like plantations, construction, hotels and restaurants.

India, a member country of the I.L.O since 1919 has ratified the following Conventions:

1. Night work (Women) Convention (No.4) 1919.
2. Underground work (women) Convention (No.45) 1935
3. Night work (women) Convention (Revised) (No.89) 1948.

4. Equal Remuneration Convention (No.100) 1951.
5. Discrimination (Employment and Occupation) Convention (No. 111) 1958.
6. Equality of Treatment (Social Security) Convention (No.118), 1962.

Indian Constitution and Women

The Constitution of India contains a number of provisions regarding equal treatment to men and women in the field of economic activity. It not only provides equal rights and privileges for women and men, but also make special provision for women.

Right to Equality

The Preamble of the Constitution of India in one of its objectives secures to all its citizens social, economic and political justice, freedom of thought, expression, faith and worship and equality of status and opportunity. Thus the Constitution of India confers to all its citizens certain fundamental rights which cannot be taken away or abridged by any law. The right to equality is one such right. Article 14-says: "The State shall not deny to any person equality before the law or the equal protection of the laws within the Territory of India", The Article does not make any gender bias.

Prohibition or discrimination on the grounds of sex etc.:

Article 15(1) says "The State shall not discriminate against citizen on grounds only of religion, race, caste, sex, place of birth or any of them. Article 15 (3) empowers the State to make special provisions for women and children. Article 15(3) states that "nothing in this article shall prevent the State from making any special provision for women and children."

Equality of opportunity in matters of public employment:

Article 16(1) states that "There shall be equality of opportunity for all citizens in matters relating to employment or appointment or any office under the State" 16(2) "No citizen shall, on grounds only of religion, race, caste, sex, place of birth, residence or any of them be ineligible for, or discriminated against in respect of any employment or office under the State.

Right to Freedom

Article 19: Protects the right of every citizen to practise any profession or to carry on any occupation, trade or business.

Right Against Exploitation

Prohibition of traffic in human beings and forced labour: The Constitution also prohibits the social evil of trafficking of women and similar forms of forced labour and makes it punishable under Article 23.

The Directive Principles of State Policy, though not justiciable, provide certain directions for the policies which the State should pursue. Articles 39 (a), (d) and (e) embody the principle of social justice.

Article 39 states "The State shall, in particular, direct its policy towards securing

- (a) that the citizens; men and women equally have the right to an adequate means of livelihood,
- (d) that there is equal pay for equal work for both men and women;
- (e) that the health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age and strength."

Article 42 further directs the States to make provision for securing just and human conditions of work and to provide maternity relief.

Child Labour and our Task

AITUC in its 35th Conference at Patna in March 94 had in the earnest need addressed the issue of Child Labour in a separate commission on Women & Child Labour. The centre paid serious attention to the subject and after Patna session one of the secretary was given specific responsibility to deal with work accordingly.

AITUC centre has ably represented our view point evolved in the course of time at different foras. Beginning from preparing & then organisation of Child Labour exhibition to the design & procurement of project with ILO on Child Labour & then its implementation in phases has brought AITUC more credibility & respect. We organised in this period about 30 workshops, National & States (in eleven States) with participants from our trade unions, NGO's, Govt. officials, persons from academics, judiciary, other professionals & some places students & women organisations. But it is just a beginning to grip the issue and we need to work very hard for bringing the problem of Child labour to the centre-stage in all societal concerns.

Let us have a little glance through the existing situation in regard to Child Labour for the benefit of the participants of this commission for fruitful discussions & outcome for action.

The issue of Child Labour has assumed extreme importance in the recent times nationally & internationally due to various reasons genuine as well as dubious. Nonetheless the fact that children are denied their basic rights of being children, who could play, enjoy, study, and be masters of their own innocent ventures. It is a matter of deep-concern & calls for immediate attention & action to free these children from the shackles they are in.

The following articles of the Constitution reflect the national concern to eradicate child labour.

Article 23 : Prohibition of traffic in human beings and forced labour-

(1) Traffic in human beings and begar and other similar forms of forced labour are prohibited and any contravention of this provision shall be an offence punishable in accordance with law.

Article 24 : Prohibition of employment of children in factories, etc.-

No child below the age of fourteen years shall be employed to work in any factory or mine or engaged in any other hazardous employment.

Article 39 (e) & (f) : Certain principles of policy to be followed by state-

The state shall, in particular, direct its policy securing-

- (e) that the health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength.
- (f) that children are given opportunities and facilities to develop in a healthy manner and in conditions of freedom and dignity and that childhood and youth are protected against exploitation and against moral and material abandonment.

Article 45 : Provision for free and compulsory education for children-

The State shall endeavour to provide, within a period of ten years from the commencement of this Constitution, for free and compulsory education for all children until they complete the age of fourteen years.

Article 51(c) : Promotion of international peace and security-

The State shall endeavour to-

- (c) foster respect for international law and treaty obligations in the dealings of organised people with one another.

The written Constitution and the various labour acts remain as decorative papers, but in reality, the unwritten constitution which is followed by a few vested-interests is executed. No legislation so far, has struck at the root cause of the problem.

Despite the gravity of the problem, apathetic & indifferent attitude of the public is a matter of great concern. Blossoms of innocence are plucked off to satisfy the profit lust of rich men. Children are undernourished, underpaid & dehumanized.

There have been different definitions of Child Labour. ILO accepts the definition as follows "Child Labour includes children prematurely leading adult lives, working with or without wages, under conditions damaging to their physical, social, emotional and spiritual development, denying them their basic rights to education, health and development. This includes children working in any sector, occupation or process, including the formal and non-formal, organised and unorganised, within or outside the family.

The scale of the problem

The ILO estimates according to its latest report that of the 250 million (25 crore) working children in the world between the ages of 5 and 14 nearly 120 million (12 crore) work full time and at least one-third work in hazardous occupations. By far the vast majority of child labourers are found in rural areas and in small, often family-run businesses. Contrary to public perceptions, the modern export sector plays only a minor role in absorbing child labour. Large concentrations of child labourers are rare. Children are scattered around in many different workplaces, making them harder to identify and reach.

The problems of Child Labour is not confined to developing countries alone, The phenomenon exists even in industrialised countries including Italy, Portugal, the United Kingdom and the United States. The recent developments in Eastern Europe have added a new dimension to the existence of child labour in these countries that are in transition to a market economy.

India has the largest number of child labourers in the world. The official estimate placed child labour near 20 million (2 crore) as announced, by Labour Minister in 1994. The unofficial estimates of Non Government Organisation researches suggest that the Child Labour population in India ranges between 44 million (4 crore 40 lakh) to 110 million (11 crores).

The estimates by the Government fall short of the actual figure for a number of reasons

- * Multiplicity of definitions.
- * Different methods of computation.

- * Diverse sources of data.
- * Lack of information on the vast unorganised sector of the economy which, in fact, employs the most children.
- * Non-inclusion of domestic workers.

Recent estimates are based on the number of families living below the poverty line:

- * 111 million (11 crore) : The Balai Data Bank, Manila. If nearly half of India's over 800 million population lives in poverty, the number of working children in India is likely to be over 100 million.
- * 77 million (7 crore 7 lakh) : Commission on Labour Standards and International Trade. Government of India, 1995. Estimate computed on the basis of families living below the poverty line.

The laws cover 15% of the child labour force who are in the formal, industrial sector, in occupations identified as "hazardous" under the law and working on plantations.

Children in the match industry of Tamil Nadu, aged between three-and-a-half and 15, work in dark and grimy sheds, in a crouched position, handling dangerous and poisonous chemicals. They are carried in buses from their villages to the work sites from 3 am to 5 am and returned home between 6 p. m. and 9 p. m. During the busy season a weekly day off is denied. Children are exposed to numerous hazards which include, the possibility of getting burnt while handling the matches, inhaling lungfulls of toxic fumes, high degrees of intense heat and the risk of serious injury in fire accidents.

Children in the carpet industry work for 12 hours daily, sitting on their haunches or with legs dangling down pits to get close to the thread. Unventilated workplaces ruin their eyes, they get lung diseases from inhaling wool fluff, knotting makes their hand joints stiff and arthritic, by the age of 30, they are unemployed.

Industries like zari-weaving, glass manufacture, lock-making, gem-polishing, rag-picking, cleaning sewers, and many others are "non-hazardous" by law, but are in reality highly harmful.

The most hazardous job for children is to carry the molten glass on a long rod. They have to run at a fast speed on a floor which is strewn with glass pieces and naked wires so that the molten material does not get cold. Children sit on the floor for hours in front of the flaming furnaces, melting and fastening glass bangles and beads. No worker wears protective equipment. There are estimates of 40,000 to 70,000 children working.

The workers have to constantly inhale toxic fumes emanating from the boiling glass, the colouring substances, and the coal furnaces which damage the lungs, liver and other vital organs. Prolonged exposure to the extraordinary heat leads to various grades of skin burn and irreversible visual damage. Children also suffer mental retardation and genetic damage.

Children in Marakapur in A.P. & Mandasaur in M.P. Slate Mines, between the age group 6 to 14 years comprise about 30 to 40 of the labour force, working 8 to 10 hours in 30 to 60 feet deep mines without any stipulated protections under law, sometimes being crippled due to accidents & loosing their life without any compensation to parents. They are affected by silicosis, T.B. & other problems.

Children working in Beedi sector start working from the age 4 years onwards and most of them become T.B. patients if they continue on in this profession for quite few years. They are not treated as workers but just helpers in the family. Similarly, children working in brass-ware, tannery, gem & diamond cutting are exposed to chemicals telling on their health etc.etc. The list can go on with gory details.

Existing legislation do not cover the majority of child labour who are to be found in:

(a) The unorganised, rural sector of Agriculture and allied activities which employs 86.4% of child labour according to the 1981 Census.

Girls are primarily engaged in:

- Collecting fuel / fodder
- Fetching drinking water
- Weeding
- Poultry keeping
- Food processing

Boys are primarily engaged in:

- Ploughing / Digging
- Threshing / Harvesting

- Grazing Cattle
- Carrying goods
- Tool-related activities
- Purchase / Sale in markets

The vast unorganised sector manage to evade all laws (such as the Factories Act . of 1948) and regulations covering such industries because of the small size of the units or by falsification of records. Many of these units or industries, in spite of their apparent unorganised status, are highly organised or have direct links in a vastly organised system. Exploitation of child labour in these units is actually perpetuated by the involvement of the bigger and formal sector.

The list of occupations in the informal, unorganised sector given below is not exhaustive.

- Construction Labour
- Couriers
- Domestic workers
- Sweepers and waste re-cyclers
- Factories/Workshops (e.g)
- Beedi - rolling
- Sub-assembling
- Incense making
- Paper - bag making
- Plastic flower making
- Grain cleaning
- Tanneries
- Vendors
- Helpers in restaurants, shops, canteens, garages
- Porters-shiners
- Forced in sex trade
- hosiery units
- Papad - making
- Block - making
- Bindi making
- Gem polishing
- Cotton - pod shelling
- Zari and Embroidery

Bondage is enslaving, it enables the employer to assume ownership rights over the child. The child is "sold" for a small amount of money, borrowed for various purposes. Once sold, he/she loses all basic rights. Rural indebtedness is one of the most important causes of child labour in India. Children are bonded with families to work on farms of landlords to pay off debt or as domestics and menial labour for moneylenders as repayment of loans. Children may be pledged by parents to factory owners or their agents or middlemen in exchange for small consumption loans. Children may be sold off and

lured into prostitution, pornography, begging, illicit liquor /
c^og peddling, petty crime.

A 1981 study of the agricultural sector conducted by the Gandhi Peace Foundation and the National Labour Institute in 10 states estimated that out of India's 2-6 million (20 to 60 lakh) bonded labourers, 8.1% were children.

Upto 73% of child labourers are mortgaged into work by their own parents or guardians.

The girl child requires special mention in the context of child labour. She is a child, a girl and labourer and she faces discrimination on all counts. In almost all areas, rural and urban, where children are employed, the percentage of girls is higher than boys, according to the 1981 Census. Besides, in both urban and rural India, girls are also often engaged in caring for younger siblings, cooking, cleaning, fetching water, fodder and fuel. These activities deprive them of several rights but are often not considered labour because they are non-remunerative.

Street children working as waste re-cyclers, hotel workers, vendors, couriers, shoe-shiners, garage and petrol pump assistants fall in this category as also bonded children.

It is estimated that there are 314, 700 street children in Mumbai, Calcutta, Chennai, Kanpur, Bangalore and Hyderabad (IPER, 1991) and 100, 000 in New Delhi (Nangia and Panicker-Pinto, 1988).

Working in garbage is extremely destructive to self-worth. It is also obviously unhygienic. Rag-pickers are exposed to skin infections, cuts from glass and metal bits in the scraps and possible tetanus, intestinal diseases due to eating leftovers found in the garbage, physical and sexual abuse, drug addiction. And all this with absolutely no prospect of medical or any other form of assistance.

Tender physique and biology of children are vulnerable to the hazardous tasks performed by them. Table given below shows the adverse effect of hard work to which the child is vulnerable.

Vulnerability	-	Adverse Effect
1. Body of Child	-	Greater risks of injuries from tools and machines.
2. Bones	-	Skeletal deformities, fractures dislocation of bones. Disfigurement of body and in posture.
3. Brain and Nerves System	-	Susceptibility to diseases affecting nerves. Intermittent pain along the course of nerve. Nerve debility.
4. Kidney, genitals and urinary organs	-	Susceptibility to diseases affecting kidney and urinary system.
5. Skin	-	Skin diseases, susceptible to skin cancer.
6. Cells and their growth	-	Fast aging and general debility Susceptible to cancer.
7. Eyes, ears,	-	Impairment in the capacity of respiratory systems, hearing and in vision leads to deafness and loss of vision.
	-	Damage of respiratory systems
	-	Low fertility in adult-hood.

Causes of Child Labour

No single cause can be isolated for the prevalence of child labour. It is inherent in the cycle of poverty, unemployment, underemployment and low wages, caused by inequitable distribution of resources, unleashed by a lopsided economy, the backward nature of agriculture, illiteracy, ignorance, myths about benefits of child-working, weak laws, insensitive and corrupt law enforcement machinery, cultural roots of social acceptance of this evil practise etc. etc.

Bargaining power among working children is perpetually non-existent because children are voiceless against such a cruel exploitation. Since children do not form vote-bank, so most of the vote-mongering politicians pay hardly any attention for their welfare & rights.

It would be worthwhile here to take a look at the other side of the picture. Why is there no child labour in for instance, the match industry in Kerala? A study conducted by the Industrial and Technical Consultancy Organisation of Tamil Nadu Limited for the United Nations Children's Fund cited the following reasons:

- a higher level of wages for adults and consequently of family income as compared to Tamil Nadu.
- implementation of land reforms.
- better availability of social services such as the public distribution system, health and housing.
- smaller family size
- an excellent educational infrastructure and low drop-out rate.
- vigilant trade union, political and NGO action ensuring implementation of labour laws.
- higher literacy among parents, with greater aspirations for their children.
- a socio-political environment that frowns on child labour.

The absence of the above mentioned factors contributes to the prevalence of child labour in India.

In addition to this, a major factor is that children constitute a cheap, non-unionised, compliant work force for profit hungry employers. This is what creates the demand for child labour. In fact, employers greed is the single most important reason for the prevalence of child labour. The persistence of child labour depresses & contributes to adult unemployment.

At the same time, it perpetuates child Labour as children groom up into unskilled, desilitated adults, not even employed in the industry where they worked earlier.

Among the various justifications put forward for child labour is the argument that children gain skills on the job. In reality it has been found that children do routine, repetitive jobs that do not, in any way enhance their skills at the same time depriving them of any chance to upgrade these through education or training.

The prevalence of child labour also raises the moral issue of parental responsibility. This is more starkly highlighted in cases where children are working and partially supporting an alcoholic or unemployed father or where children are sold or pledged in exchange of loans. While the economic compulsions of the family cannot be - ignored the issue of the child's right must also be raised here.

With many a legislations still the legal frame work operates from the paradigm of regulating child labour & has procedural & legal loopholes. Further poor implementation of legislation results in continuing exploitation of child labourers. Public indifference & apathy is another reason for the perpetuation of child labour.

The new Economic policies with its market dominated paradigm has further led to deregulation of labour laws, accelerated retrenchment, caused depression in adult wages & greater inflation, processing the families to compel their children to enter the labour force.

The Child Labour is thus both a cause & effect of illiteracy & of ignorance, of poor standards of living & levels of family & community life & cultural attitudes.

The issue of child labour is thus inextricably linked with the need for overall social & political land reforms & alternative development models change. However, the children cannot wait and there is a need for immediate action together with long term action for social change.

The first necessary alternative is the implementation of free, relevant, quality, compulsory elementary education for all children under 14 years.

Ongoing efforts need to address development issues of the communities from where children come into employment. Initiatives for child labour eradication must be combined with community development and social mobilisation.

A comprehensive, integrated approach is required to address sector specific issues, rural / urban / tribal, regional and cultural specificity. This necessitates the active participation of civil society and a synergy between the various government programmes which are dealing separately with aspects that impinge on child labour. Local self government

should be activated and have the central responsibility in the elimination of child labour. Strict implementation of existing laws backed by political will can serve as an important preventive measure.

Public opinion should move towards abolition rather than regulation. Child labour cannot be legitimised in any circumstances and eradication of child labour should be the basic goal.

Strategies can cover the following areas:

- ◆ Free, relevant, quality, compulsory, elementary education
- ◆ Enforcement of Legislation
- ◆ Supporting Community Development
- ◆ Awareness Building and Sensitization
- ◆ Advocacy
- ◆ Networking with various organisations and institutions
- ◆ Land reforms
- ◆ Sustainable development
- ◆ Adult employment generation
- ◆ Adult literacy
- ◆ Non-formal education as transition to mainstreaming into formal education.

The basic rights of the family and community to live in security, dignity and peace must be assured. These rights include:

- Access to land and environmental resources and usufructory rights to them.
- Access to housing and basic amenities.
- Access to the Public Distribution System for households and children separated from their families.
- Access to employment, fair working conditions and equal pay for comparable work for women and men.
- Access to credit on easy terms.
- Access to ameliorative schemes of the government for poverty alleviation, housing, employment credit, health and other welfare services.

Awareness Building

A nationwide multi-media information campaign on the issue of child labour and further campaigns at state and local levels addressing local specifically are required.

AITUC activists must initiate different kinds of activities emerging out of the strategy frame-work in mobilising public opinion against this social evil to make it a social stigmas for those who exploit & employ children. It should be important component of our day to day activities. The work initiated by AITUC centre & some states should be now extended to other states also. Follow-up activities in the states where the work has been initiated must be strengthened in the coming days.

Annexure 1

History of Child Labour Legislation Since Independence

The history of legislation on child labour is for almost 100 years now beginning from the last century from 1881 onwards. Let us look into it since independence till date.

- 1948:** The Factories Act, 1948
raised minimum age of employment in factories to 14 years.
- 1949:** Employment of Children (Amendment) Act, 1949
raised the minimum age to 14 years for employment) Act, 1949 governed by that Act.
- 1951:** Employment of Children (Amendment) Act, 1951
(as a result of the ILO Convention relating to 1951 prohibited the employment of children between 15 and 17 years at night in railways and ports and also provided for requirement of maintaining register for children under 17 years.
- 1951:** The Plantations Labour Act, 1951 prohibited the employment of children under 12 years in plantations.
- 1952:** The Mines Act, 1952
prohibited the employment of children under 15 years in mines. The Act stipulates two conditions for underground work:

- (i) requirement to have completed 16 years of age; and
 - (ii) requirement to obtain a certificate of physical fitness from a surgeon.
- 1954:** The Factories (Amendment) Act, 1954 included prohibition of employment of persons under 17 years at night ("Night" was defined as a period of 12 consecutive hours and which included hours between 10pm to 7am).
- 1958:** The Merchant Shipping Act, 1958 prohibits children under 15, to be engaged to work in any capacity in any ship, except in certain specified cases.
- 1961:** The Motor Transport Workers Act, 1961 prohibits the employment of children under 15 years in any motor transport undertaking.
- 1961:** The Apprentices Act, 1961 prohibits the apprenticeship/training of a person under 14 years.
- 1966:** The Bèedi and Cigar Workers (Conditions of Employment) Act, 1966 prohibits:
- (i) the employment of children under 14 years in any industrial premises manufacturing beedis or cigars;
 - (ii) persons between 14 and 18 years to work at night between 7 pm and 6 am.
- 1978:** Employment of Children (Amendment) Act, 1978 prohibits employment of a child below 15 years in occupations in railway premises such as cinder-picking or clearing of ash pit or building operations, in catering establishment and in any other work which is carried on in close proximity to or between the railway lines.
- 1986:** The Child Labour (Prohibition and Regulation) Act, 1986
- The Act prohibits the employment in seven occupations and eighteen processes-which have been

listed out in Part A & B of the Schedule of the Act of any person who has not completed his fourteen years of age.

Annexure 2

The Child Labour (Prohibition & Regulation) Act, 1986.

The Act prohibits the employment in seven occupations and eighteen processes-which have been listed out in Part A & B of the Schedule of the Act-of any person who has not completed his fourteen years of age.

Except in the process of family based work or recognised school based activities, children are not permitted to work in occupations concerned with-

- ☆ Passenger, goods, mail transport by Railway
- ☆ Carpet weaving
- ☆ Cinder picking, cleaning of ash pits
- ☆ Cement manufacturing
- ☆ Building operation, construction
- ☆ Cloth printing
- ☆ Dyeing, weaving
- ☆ Manufacturing of matches, explosives, fireworks.
- ☆ Catering establishments in railway premises or port limits.
- ☆ Beedi making
- ☆ Mica cutting, splitting
- ☆ Abattoirs
- ☆ Wool cleaning
- ☆ 'Hazardous Process' and 'Dangerous Operation' as defined and notified in Section 2 (cb) & Section 87 of the Factories Act, 1948 respectively.
- ☆ Printing as defined in Section 2 (k) of the Factories Act, 1948.
- ☆ Cashew and cashewnut descaling and processing.
- ☆ Soldering processes in electronic industries.

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Kapoor
92

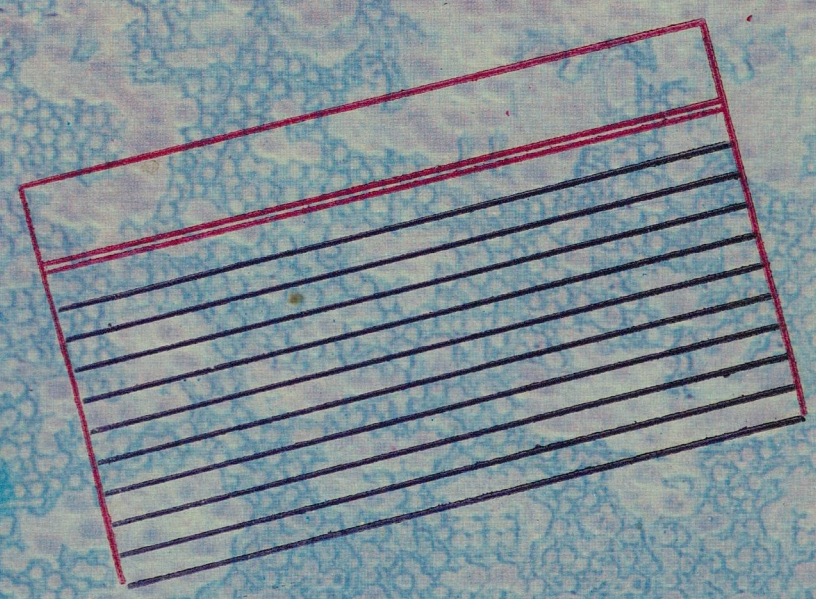
COMMISSION ON
ECONOMIC POLICIES



Excella

Senior

EXERCISE BOOK



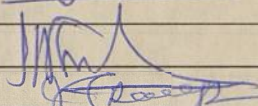
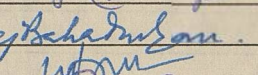
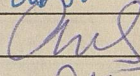
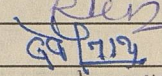
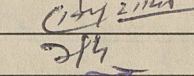
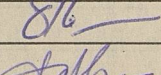
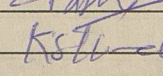
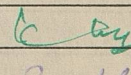
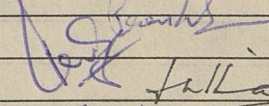
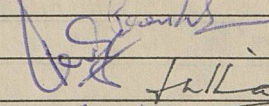
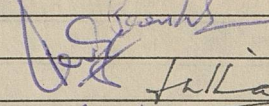

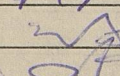
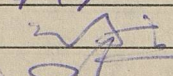
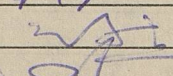
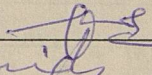
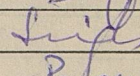
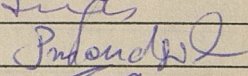
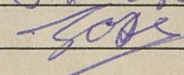
MRP Rs. 10- NP

Economic Commission

All India Trade Union Congress

18.10.97

Present

<u>Name</u>	<u>state</u>	<u>Signature</u>
1. H. MAHADEVAN	Karnataka	
2. J. CHITHARANJAN	Kerala	
3. Raj Bahadur Kaur	Andhra Pradesh	Raj Bahadur Kaur
4. Ramendra Kumar	Bihar	uom
5. DK Saxena	UP	
6. Rkloha	UP	
7. G. S. Meherjee	21/10/97	
8. Rameshwar Sharma	Rajasthan	City 2/10/97
9. Dharmvir Piloniya	Rajasthan	2/10
10. Prof. D. Jha	Bihar	
11. S. N. Jha	Bihar	
12. K. S. Chandel	Bihar (H.P.)	KS Chandel
13. K. C. Kanchal	Himachal	
14. Pramod Thakur	-do	
15. R. C. Singh	-do	
16. T. N. Jha	Bihar	
17. C. M. Singh	11	
18. Birendra Kumar Jha	Beruni Fertilizer	
19. 3-R (9-9) - Jha	Bihar	
20. 3/12/97 and	3/12/97	
21. Rajan Mathia	M.P.	
22. Harji Nath Singh	M.P.	
23. J. P. Moudgal	Delhi	
24. M. M. Gope	Delhi	

No. Name State All India Trade Union Congress

25.	To GEEETHANATHAN - PONDICHERRY	Tamil Nadu	Gilthony
26.	P. GUINASEELAN	Tamil Nadu	P. Ganesan
27.	A.M. GOPU - TAMILNADU	Tamil Nadu	Amlican
28.	U. N. Talukdar - Assam	Assam	Kutalukdar
29.	P. Mahanta - Assam	Assam	Phony
30.	N.M. Boruah	Assam	Phony
31.	Mushi Boruah	Assam	Phony
32.	G. ABULESU	Andhra Pradesh	Phony
33.	Chander Bhan	Haryana	Phony
40.	S. Kelamb	Bihar	S. Kelamb
41.	Mohalla Das	Bihar	Phony
42.	Chander Bhan	Haryana	Phony
43.	Ram Parakash	"	Phony
44.	Rajbir Sindhia	"	Phony
45.	Nihal Singh Malani	"	Phony
46.	Hari Singh	"	Phony
47.	Kuldeep Singh	"	Phony
48.	Indrajit Singh	"	Phony
49.	Kuldeep Singh	"	Phony
50.	Ajmer Singh	"	Phony
51.	Ram Kumar	"	Phony
52.	M. Sehgal	"	Phony
53.	Jit Singh	"	Phony
54.	Tek Chand	"	Phony
55.	Jagdish Sharma	"	Phony
56.	Saifur	"	Phony
57.	Mahesh	"	Phony
58.	Christopher Fonseca	GOA	Fonseca
59.	Mahesh Shit	"	Phony
60.	Ravikant K. Naik	"	Phony
61.	Dhanraj S. Naik	"	Phony

62	Shionath S. Shitgaonkar	GOA	Shionath
63	Aisooch Sa. Dhale	GOA	Aisooch
64	Shyamkant Sawant	GOA	Shyamkant
65	Suzondae Thakur	GOA	Suzondae
66	SANDEEP P. PHADATE	GOA	Phadate
67	31/11/2013 HIRANSHI YADAV	GOA	31/11/2013
68	Prasanna S. (60)	GOA	Prasanna
69	Gita John	GOA	Gita John
70	Surendra Datta	GOA	Surendra
71	S. Pappa	GOA	S. Pappa
72	Suresh Dessai	GOA	Suresh
73	Poochaban Bawal	GOA	Poochaban
74	Mangal Singh	Punjab	Mangal
75	Harkhyan Singh	Punjab	Harkhyan
76	Gurmail Singh	Punjab	Gurmail
77	Jaswant Singh	Punjab	Jaswant
78	Pritviraj Singh	Bihar	Pritviraj
79	Annada Singh	Bihar	Annada
80	Shiv Shankar Sharma	Bihar	Shiv Shankar
81	Jitendra Kumar	Bihar	Jitendra
82	Manorajyan Prasad Singh	Bihar	Manorajyan
83	S. L. Vankar	GUJARAT	S. L. Vankar
84	B. L. Kate	GUJARAT	B. L. Kate
85	Nitin Dave	Gujarat	Nitin
86	C. M. Rana	Gujarat	C. M. Rana
87	Ashoka Kumar	Punjab	Ashoka
88	Sikhandip Bhosani	Punjab	Sikhandip
89	S. Mishra	Bihar	S. Mishra
90	BRIJ Lal	Punjab	Brij Lal
91	Brij Lal	Bihar	Brij Lal

- 92 T. Sudha Reddy A.P. (Karnataka)
- 93 J.P. Narayana (Karnataka)
- 94 T.V. Seshanna (Tamil Nadu) Karnataka State
- 95 R. Ramesh Babu 11 11
- 96 S. Sathyanarayana Reddy, 11 11
- P.K. Gopi Kerala (Kerala)
- 97 V.R. Balakrishnan Kerala (Kerala)
- 98 K. BHARATHI (B.L.) BANGALORE (Karnataka)
- 100 T.K. Reddy (K.S.R.T.C.) 5013 B.C.
- 101 S. Sathyanarayana Reddy (K.S.R.T.C.) (Karnataka)
- 102 R. Narayana Reddy (Medical Dept) (A.P.)
- 103 श्री रामसिंह मध्य प्रदेश उद्योग श्रमसिंह
- 104 श्री सुरेश चंद्र उद्योग मध्य प्रदेश श्रमसिंह
- 105 श्री चोरी लाल शर्मा उद्योग (मध्य) पुरवा (मध्य)
- 106 N.K. MUKHERJEE - DURGAPUR Steel from Kanam WB
- 107 TARAK MONDAL do do
- 108 Bhaskar Mukherjee do do
- 109 Asay Kumar Singh Bihar State el. Board Patna Bihar
- 110 Sudhir Chaudhary - do - do
- 111 Deepak Kumar (PUNJAB)
- 112 T. P. Venka Bishnoi Kanungar Bihar Union Bihar
- 113 P. N. Ojha - do - do
- 114 Grijamandau mani - do - do
- 115 Padam Lal Thakur P.S.E.S. employees Kool Punjab Slab Secy
- 116 D. Sinha C.M.S./AITUC West Bengal - Sinha
- 117 Dindip Choudhary S.K.M. S.P.A. M.P. Jharkhand
- 118 Jogendra Prasad C.M.S. AITUC WB West Bengal
- 119 Jutta P.D. Tiwari Aituc. m.p. Jharkhand

- 120 Moteen Ahmed SKMS (AITUC) MP. Madhya Pradesh
- 121 Bihari Lal Kabra AITUC MP. Bihar
- 122 The Distt Motor Transport Hoshika Sathysal
- 123 Punjab Kashmit Singh BISF G.C Punjab
- 124 R. P. Vishweshwara AITUC Beghuni (Bihar)
- 125 ~~20/8/75~~ ———— " ————
- 126 N. Dalai RCMS (BIHAR) Dalai
- 127 Y. Prakasa Medical Employment (Andhra Pradesh)
- 128 B. D. Roy Ark Dairy - Baranasi (Bihar)
- 129 Anil Kumar Singh Baranasi fertilizer (H.P. Bihar)
- 130 M. V. S. Murthy (MUSMURTHY) AP Bihar
- 131. B. E. MANIVANNAN - Karnataka - ~~Mulbagal~~
- 132 S. N. KALYANNAN - TAMILNADU S. N. Kalinyannan
(COIMBATORE)
- 133. AMAL DUTTA. West Bengal
- 134. B. Ramiah (B. RAMAIAH) Andhra Pradesh
- 135 R. B. Ram - JSP-17 - Bihar
- 136 Salikhan ~~Samalpur Telco~~ - Bihar
Tala ~~maldar~~
- 137 R. BOOPALAN BEL (BEEU) Bangalore
- 138. R. Mini Sanyal BEC Karnataka.
- 139 T. K. Ashoka BEK B'lore Karnataka
- 140 Babu K. George Kerala ~~B. K. George~~
- 141 P. S. UNAJARAN T. N. Adar ~~P. S. Unajan~~

142. J. J. Chandra Sekhara Rao A.P.
143. M. Samba Sivarao Do.
144. Mohinder Singh P.B.
145. A. A. Shaikh Maharashtra
146. Bijbal Singh Hardwar (U.P.)
147. A. K. Y. G. Lingam TAMILNADU
148. Kanhaiya Singh - Behar
149. A. S. SAROJA (P.B. AITUC) ~~State Punjab~~
150. R. K. Singh (I.D.C.P. U.V. (U.P.) ~~Punjab~~
151. V. RAMARAJU NELLORE (A.P.) ~~State~~
152. R. D. C. P. Rao S.M.S. Madhya Pradesh
153. R. S. G. CESC West Bengal
154. Bhureshwar Maho CESC, West Bengal.
155. Y. D. SHARMA President of IILM of 1912.
156. M. P. Singh Dy President } B.T.M.U.
157. Subodh Pd. Singh Secy } B.T.M.U. Bihar
158. Gurnam Singh Jt. President PSEB Emp. Fed. Assoc.
159. Ram - Gulam Maho Sitampali (Bihar)
160. T. K. Suku Equalulam, Kerala (Kerala)
161. N. R. Ramakrishnan Kerala (Kerala)
162. Lal Singh Punjab
163. Bijay Kr Duly, Huzdco M.P.

- 164. Samil Mahanta - W. Bengal Wahid
- 165. Sujit Ghosh TUCI Staff Union W. Bengal Bhaboshy
- 166. K. KUNJUMON HELU KERALA K. J.
- 167. S. SASIDHARAN Madakkalil Council KERALA
- 168. M. SATHYAN PELWU KERALA S. S.
- 169. K. CHANDRANADA SHERRY Construction Workers Union Kerala
- 170. H. N. Chakraborty, Cal. Tramway Workers Union
- 171. Rajesh IDLP Ebd, Marjuna P. J.
- 172. Vivek Chakraborty W.B. (Animal H.C.L.) (M)
- 173. P. D. B. Lechandra Idalam Kerala (M)
- 174. P. V. Yohanan Idalam Kerala (M)
- 175. Ch. Ramaswami A.P
- 176. N. Subbarao
- 177. K. Karimullah
- 178. S. S. Paswan Bihar I. O. C. B.T.M.U
- 179. शिशुधन सिंह G. S. I. C. C. Workers Union Bihar
- 180. Sehdev Singh (Formerly Henna) G. S. I. C. C. Workers Union Bihar
- 181. सीता राव दास G. S. I. C. C. Workers Union Bihar
- 182. AJITKUMAR ROY G. S. I. C. C. Workers Union Bihar
- 183. P. N. Siman Ex. Membr ICCW/U
- 184. Ramkumar S.K.M.S. (M.P.) (M)
- 185. Hanumatah M.L.C. Karnataka
- 186. G. S. I. C. C. Workers Union Bihar
- 187. RAMJI DASS Punjab S. Eng L D Rampi DASS
- 188. Ram Jagan K. I. D. S. I. D. C. Union
- 189. Himmat Chaudhary K. I. D. S. I. D. C. Union

190. B. Rama Rao. A.P. State Transport Corporation (A.P. State Transport Corporation)
191. Ishwar Singh National Federation of Indian Road Transport Workers
192. Khosrau P.R.T.C. Pithor Co. (P.R.T.C. Pithor Co.)
193. D. Satyanarayana Murthy A.P. State Road Transport Corporation Employees Union (A.P. State Road Transport Corporation Employees Union)
194. R.K. Sreenivas P.R.T.C. Workers Union (P.R.T.C. Workers Union)
195. S. Padmanabhan Greaves Cotton & Allied Companies Employees Union. Mumbai. Maharashtra State
196. Sukhdeo Ram P.R.T.C. Workers Union Pithor (Pithor)
197. Binoy Vinayam K.S. Transport Employees Union (Kerala)
198. Sambhathin Dutt Bikaner (H.P.)
199. Dr. B. K. KANHO. Amalgamated (MAHARASHTRA)
200. Namdeo Chavan (Beed) Maharashtra Asha Chavan (Beed) ~~Beed~~ Beed
- 201
202. Rishore Jena Press ORISSA
203. BASUDEVSAMAL Automobiles ORISSA
Baram Road

- (204) Com Channidul Thakore Maharashtra (B)
- (205) Com. C.R. Banerji M.P. (A)
- (206) Com. Baur Singh Baur (Punjab) (P.S.B.)
- (207) Com. Mustin Sen (Punjab) (M)
- (208) Sajjib Lari Joga (Punjab) (S)
- 209 B. Kishor Raj (Punjab) (S)
- 210 G. LALU (Punjab) (S)
- 211 B. Choudhary (Haryana) (S)
- 212 S. N. PAL BHEL Jagdish Pur U.P. (S)

Amritsar
Conference File

Some points on behalf of Goa

1. An agreement has been signed by the Goa govt. to set-up a power - project by Reliance - SALGAONCAR ~~etc~~

with a one-sided advantage to the private-sector company with allocation of vast lands,

competitive price per unit produced, govt. guarantees La Sa ENRON.

More & more workers are retrenched & lose job every year - 2,000 every year. The investments of Rs. 10,000 crores within a span of 4 years in Goa will produce not more than 40,000 jobs - Ratio between investment & jobs is 1 job at the cost of 25 lakhs.

(9.)

3. The budget allocation for Health, Education & Public transport & supply of water by Goa government is decreasing every year.
4. ^{Multinational} Coca-cola & Pepsi have wiped-out & brought about the closure of over 120 ~~to~~ small-scale bottling companies in Goa employing over 2,000 workers in small/king state like Goa alone!
5. Rise of crime, poverty & suicides due to loss of jobs & unemployment.

6.) All the 13 Industrial Estates in Goa are insisting on employing contract Labour & Daily - wage workers; and the new employers build-up effective means and ruses to ensure that the workers employed are not unionised under the banner of a militant Trade Union.

7.) Goa Government is totally & openly opposed to the PDS.

8.) Women thrown-out of jobs in garment eos, bottling eos etc.

Right to Information Bill, 1997.

Goa Police Bill, 1997

Ban on Strikes

Maintaining/revising the National Security Act.

Privatisation of Ports, (New Berths); Goa Shipyard (Disinvestment);

Goa Antibiotics & Pharm. Ltd.,
Goa Electronics Ltd.;
Kadamba Transport Corp. Ltd.,
etc.

Tikaram Mayi :-

①

- (i) Why not ~~one~~ ^{an} person in Govt, MPA
- aptate - in the ministry
- (ii) ~~two~~ Dual policy - This

Makran Singh Haryana

- ① private sector, SSIs also affected to be attract state
- ② export / import / price in
- ③ privatization & Govt. Policy, Electronic Ind.
- ④ Complains suprem in Haryana in many particular

Chandrasekar (A)

- (i) Economic policies on private and small sector not given ~~more~~ adequately.
- (ii) BIFF - 4 billion ^{present value} - in a book ^{also} ^{important} ^{note} ^{max}
- State of affairs & all functioning - not filled vacancy.
- ~~Some~~ General feelings - already report was complaint in the books - work to write the policy etc.
- JVS - What are the new alternatives to the state ?

No Transparency in the process
 Antra. Amend - after 5 years

Structure effective security to work out the alternatives - to plan on an open market not only policy

(2)

Chakram Nishchiksha - Kheer
to impart

Mixed Economy



It has concluded into Two Categories

① - Competitive - Productive, efficient

② Non-Competitive - Non-Productive
- inefficient

Country needs - 12% Industrial growth
to attain 6% growth.

High Tech Unit - 244 - only 44 are earning profits, 110 sick

It can be done by Productive and
Competitive & Quality.

Market is has become global -
with certain measures, we will have to
accept.

We must ensure Complete Self
reliance on the basis of productivity
in Quantity & Quality. Here Public Sector
has to play a leading Role to protect
the role of Public Sector in our
economy.

BHEL has ensured 19% growth.
Quality of Product of mixed standards
Profits are also going deep & bounds
Rs 264 crores in 1996-97.

It has to grow as a Global
Company. Its new role has to be checked

out - We must ensure growth of
BHEL must ensure growth of
employment in the same
proportion.

- Equity participation -

Min. 20% shares should be
given to workers. presently -

BHEL share of Rs. 10 is Rs. 373/-

- Social responsibility - like
a provision of @ village by each
Unit for Drinking water, streets,
light & social health.

- Trade Unions must ensure and
these tasks

- Bonus / no limit

- Wage Revision - we must agitate -

Talukdar Assam:-

In Assam also State Govt also going for de-centralisation.

Now Empower Govt, All over PSU.
Electing Govt - Decan

alternatives - Comprehensive alternative policy.

problem of Capital - Govt is in criminal way.

Foreign Capital Govt also - will be in public

in which sector -

"

in mixed

State Govt
policy

Free port zone - being
// Carinos ^{Rto} _{Boh} widens - Free Trade Zone -
shippers private debt.

*) Govt police Bill - 9A - Auxiliary police force Cricket Can Law
CPI & AIUDC forged - Congress to withdraw.
private police - with legal backing

Right of information bill - 9A - ppud
Consent min wage in Govt 70 units to NEP price
political debt.

Vander Smeul: Omega - Partnership with Govt Industries minors

AIUDC - amphibious allowance - local duty - in 1981 also for

Harat Bank to mobilise working plan. // grant to FM - to minors
free debt crisis for Govt any plan

C.R. Bakshi - CMP of UF ① more self reliance ② job oriented growth
③ domestic industries - level playing ground ④ MNCs wherever
required only ⑤ ^{strongly} move to PSUs which are efficient, rehabilitate
stuck PSU.

But UF Govt doesn't go forward on these lines.

Diamond in MP - 11 districts // 35,000 crams will set.

State Govt for path to private sector - South Africa DVS Govt MNC

Comms 1) Shankar Gupta - Reliance joint venture.

CCA with Australia joint venture

Export Committee of MP stand we can handle power exportation
Combarum MECL, NMDC, NRSA, NRRI

of PSUs - AMD

No negotiation or programme on this.

At reached Para policy action
Why Central Govt doesn't think

Bylachella 11B

skilled man to Nigam - AT
'GT' report for Ann.

NMDC - 19A, 19B '97 - Licence expired
Not agreed to renew to Govt of B.

professor in public sector is ~~not~~ right
Mineralai - also ~~at~~ Kumary & Narasimhan govt

The form of the plant work - this is to be stopped.
programme steps in front -

X // Direct on the spot P.C. Adambay course
did against manoj Das.
either implement the C.M.P.

Goop (Delhi)

ATUC price all for
Defeat, extend PSU, we get total, fight against corrupt.

Hotel industry -

X // Privatization & Diminution of power in the
to proceed against - Action programme to be given

~~K. K. Mehta~~

K. K. Mehta (Punjab)

where the fight goes to NEP for women rights
NRP / Globalization - general public finance
Left Govt with Babu "If Govt takes steps for foreign money
for employment etc."
How to educate these people.

World phenomenon

private sector / Transport
in Punjab

we should find here

Shyam Krishna (UP)

Dalla cannot fight - I died & my accident
not being done - prosecution BIFR & AAPIR
what is the due - more action in regard
to come to

Everybody
are
X //

Deb Das (WB)

Banknote of WB hackwork - present
developed & industrial Nothing is found in the report of NEP
to improve the bank work
Mineral band industry - Sarkar's moral

This is
not correct
AT structure

Insurance & Bank system stable. - AINC for M time restructuring

Rameshwar Rao (Ray) / Transit Electricity affected - privatized.

There is a separate
Committee on
this

each state different -
with points - Ray

Electricity also - Neyveli privatized step and need to
avoid power policy - foreign companies - Commun.
sent back -

in the name of

Inspection Day

Dr. Karpo

(Mudabhar)

① work culture - add.

② ~~work~~

#

Let Bank workers fight only against privatization -

• without Bank, Electricity and other fight together.

• HNS - which to blank out? - what happens to the unity //.

• ~~W/B~~ In dual policy of Mudra - what is the difference?
• both follow the same policy?
• whether they have

• ~~W/B~~ uneven development - only 4 districts - rest of Maharashtra.

• ~~W/B~~ 'ENKON' agitation - medha Patkar's rights, reform.
• what should be agitation now?

• Not because of wage & employment
'TV' no reputation & worry class &
• Communist political shifts

• ~~W/B~~ Anti-dumping ban not developed - no margin.
• they're getting closed - No activity left

Manivannan (Kor)

New ~~Federal~~ Eco Policy -

• Venkerath - 19/11 - Kanaka - stall, gap,
• Govt - selfish

• RR, HT - Case with
• Kitubhath - Companys, defence band.

HMT bang low -
NM ablet fine work

'Tikam' - watch video - Govt work in fine

ITI - DOT - affect

BEMC - Jaffar chand - Govt fine to attend.

on NEP

KSRTE - privatization - 'ITN' - all companies bang rule
Boshtami - to manevy. together (5)

AIRUC/ Katakas do - ITU to change its address

- ① leaders to work -
- ② " to know the industry = they cannot justify deficit.
- ③

on Public sector mgt - be cautious.

Womens organization in mt -
weak to impact -
anti - impact of policy.
|| agreed for alternative policy.

Vinay Vithanam (Kerala): 6 years of NEP.

Bombay club - level playing policy they wanted

'FICCI' - wanted to ban foreign industry.

|| Conflict between Indian & foreign Capital.

AIRUC should take up this & take action.

Kerala experience: Newspaper chain which impact of
malayalam - Rubber industry
due to impact rubber affect.

Tyres of the army up.

They are affected on newspaper, Rubber
oppose this policy.

join within.

The new policy will only help 10% -
matter to be educated / raised.
to strengthen m

They're trying catch human mind
Mexico's whole ideological propaganda

Left hand failed.

The reactivation of 10 last ~~patra~~ reactivation
10 part program - ~~intensity~~.

What's the Action

New work culture -
ATUC shut for a call.
with practice the

Corruption - we want that a parliamentary
Committee

Saxena (BHEL) Hardware

mixed economy - what's the efficient amongst them
the seen - may private sector

Backward not duped - uttermost demand
we see are

BHEL - 19% growth - Core sector - working efficiency -
meeting global competition -

self reliant - operational adv.

Indian now has independence development

quality of service sector is bad - E. Electricity, Bank, etc

Narration - BHEL must grow as a global company

to fight physicalization

to relate with generation of
employment

Contract labour growth is going on
in hardware many regularly

What's the demand?

MITC why
what should we do?

we want equity participation

women participation in mkt & decide

ATUC - my article was not problem

develop every PSU like BHEL

Chackradar (Electrical Federation)

It's a fashion to accuse public sector.
It has a problem, they lack of privatization.

NTPC is not able to produce

5 lakh village - no electricity was there - after public sector came
in, but before that were private

Ullaspar, parashree, 881 net.

85000 MW - installed capacity.

150% to be imported
that privatization will be
easier

13% Return only for electricity.

remaining not done - can be private sector projects...
who'll decide the rate -

cost - 1.55 per unit

domestic companies
highly subsidized

46% of capacity loss

No annual profit for electricity plant

If MNRE come the rate will be maximum
No utility will be

Amroli changed (IDC)

Disinvestment Commission (IDC) non-core
Sector.

with ATU & other

Joshi Singh

ATU & privatization of Transport

Urban Transport - always a loss. only 33% in public sector

The report doesn't contain transport

Kantkari's report remains -

HMS, ATU, CITU - joint approach.

Bant Singh Bani (Durg)

~~Economic~~ New type of Contractual

between MNC & others in III world & also
in other countries.

New Treaty - affecting ~~Contract~~ ^{Contract} ~~interest~~ ^{interest}

Volume of 15 Indian women & others in the same
industry in

Share for women - can not be done ~~encouraged~~
it's leading to privatization

It's not clear as to what's on stand in NEP

RAPID RAP II Report - what others cannot

Indian money & ~~the~~ foreign went together on privatisation.
when

ATOC - HMS - why not going ahead.

R.S. Gini (WB) :- Agricultural policy - 1942 onwards.
we became self reliant

Krishna -

patents -

Bank -

Electrical supply -

ATOC has become weak - Are we ^{on} revisionist line?

→ Came on the India struggle - along with others also
~~on~~ on all issues

Ramesh Kumar :- Social Responsibility of public sector
Schridhaner on that
Tempt & Stealing

GAMA :- privatisation in some other things
privatisation of power has imposed, but now
like in tariff
own political agenda

UFGWent is also following the group wants policy

Kabir

~~the~~ NEP (textile, sugar & agriculture affected)
it'll mainly affect in future.

India will become a new economic ally - IMF, WB, WOO

because of heavy new conditions have been put

The ~~policy~~ CMP - by 'UF' was by the ATOC members.

ATOC should align & along with others & coordinate against

Textile - no money - to purchase ^{NEP}.

NJC - in 25000 cr + ~~the~~ for which it's not known.

Jalappa says each state will

2 mills modernisation -

Bankrupt - others - stealing from

awakening in regard - not merely slogan - but tasks.

recency of the

Kalinwaran VRS	-	200 pre-dnt
Saramira	-	150 "
Saradhant	"	170 "
CSA	"	240 "
Pankajant	"	

Alert // proposed activities

Virendra Kumar Jha (Bihar) 240 CBSU - 80% Come for private sector.
109 are star - still they're many projects.

private sector more than 2 lakh now with ~~concern~~
incentive of Bank.

Fertilizer = FCI - HRF - ~~it can be~~

China also seem but not clear.

~~Handwar~~ / ~~Handwar~~

Handwar Sth: = not put

Falk Sth: " "
NK: Mulejee "

2. Jha 'Bihar' - on report contain a lot of materials.
Hardwar University play a demand under NEP

Woods are lovely
Dance ~~and~~ and dead
but I have ~~promised~~
and miles to be sleep
and miles to be

Handwar are made new to help MNC. A small minister
working going to bed.
want - let to Govt. which led us of our participation in
at ~~Corporate~~ fall a collapse.
Contracting of work.

Arvind Prasad MP - C.M. Chandra Bihar :- (IDPL Murgapur)
Review is not working material Murgapur as IDPL
other 1 year to close, if no new participation
IDPL Murgapur

Sahil Kar CMP says wanted to bring FDI.

~~MCA~~ China Paramus
Contract system - No job ready for them

Auto industry - recession.
Car & gear - Teles ~~Auto~~ -

Technical development but a lot of wrong
PSVa - patent rules. Auto exports emp.
JWA

Harmonization MP - No

RD CPRA: State Comt do on the
mine lease - on ~~state~~ ^{state} ~~land~~ ^{land}
pdkindum - "state" on State Comt - legal base to bear

European want it
a visa
convergence
ISO - create year
MAV - non market

Integrity
Ex PSU opperum
are worthy in PSU
argue it was of xi
punch ~~the~~ ~~the~~

Amal Jatta:
process to open because of the
"we should demand chudambhamb rengratni. st
what'll be consequence. - we'll intervene.
change of ~~of~~ policies of the Comt.

TN:
Abolition of contract labour
Natali min wte
achievements to be highlighted - in TN Param
Rodi industry check mini opar
create methods for to change
More fast -
Platform of man system - No
quick coming from the

Tiwari (WB)

AD Nagesh Rao (AP)

Electricty

CRS, problems
come long term

10 of 10 Cap km

Brar (Punjab)

Don't make it while time is here.

Work culture in private sector will increase workload

Garguli (Bihar)

State has many public sector
many NEP has affected -
many rural all going on.

excepting DPL Muzaffar made a resolution
in to WC

Handwritten copy - please save, any
scribble we'll do.

Don't combine
the central
part?

Handwritten for organization to unorganised -
Have a central pool and spot for that purpose

affiliation fees - not poss

five place in ATUC office & then who come for work

Rusudan Dan Gupta - ATUC

15

Resolution On Anganwadi-Balwadi Workers

The 36th Session of the A.I.T.U.C. held on 16-20 October, 1997, resolves as follows:

For the last ten years Anganwadi workers have been fighting for their demands on district, state and national levels; delegations met various ministers and put forth their demands.

After the formation of the United Front Govt. delegations met the Prime Minister, Finance Minister and Minister for Human Resources and Development, but they assured only to increase the honorarium and not ready even to think about their basic demand to accept them as Govt. employees and give them the benefits available to the Govt. employees.

The Karnataka Administrative Tribunal issued an order in favour of Anganwadi Workers on the application filed by A.I.T.U.C. Karnataka and 4 Anganwadi workers. The Tribunal accepted Anganwadi workers as Govt. employees and asked the Govt. of Karnataka to absorb them all in the State cadre. However the State has gone to Supreme Court where the case is being fought by A.I.T.U.C.

Balwadi workers are also a neglected and most exploited section. There is no law to control the field of pre-primary education and chaotic conditions prevail in the field. Hence the A.I.T.U.C. demands the law for pre-primary education and regulate the working in this field.

A.I.T.U.C. supports the following basic demands of the Anganwadi workers:

1. Govt. should accept Anganwadi workers as Govt. employees and give them the benefits available to Govt. employees.
2. Supervisors posts should be filled from eligible Anganwadi workers.
3. Five yearly increments should be given to the Anganwadi helpers.
4. Improve the quality and quantity of the food provided to the children in Anganwadi and provide utensils to cook food, pay fuel allowance in time wherever they are not done".

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Resolution On Sugar Workers' Demands

The 36th Session of the A.I.T.U.C. held on 16-20, October, 1997, congratulate the All India Sugar workers Federation and National Sugar workers Coordination Committee consisting of all Central T.U.s and independent federations of Sugar workers for their united agitation resulting in the Government's acceptance of forming a Tripartite Committee to consider and settle the pending charter of demands of the sugar workers. This Session of the A.I.T.U.C. urges upon the Govt. to settle the pending demands of the sugar workers, which are due for revision from 1.10.93.

This Session of the A.I.T.U.C. takes serious note of the fact that the A.I.T.U.C. is not included as a member in the recently constituted Tripartite Committee and strongly urges upon the Govt. of India to include the A.I.T.U.C. representative also in this Committee.

This Session also urges upon the Govt. to help to revive the units in the sugar industry, which have been rendered sick, by providing adequate assistances and facilities as required for their revival and to see to it that they are not allowed to be closed, as such a situation will be a national loss.

RESOLUTION ON MINI CEMENT WORKERS

Problems & proper implementation of National Settlement

This 36th Session of A.I.T.U.C. held on 16-20 October, 1997, notes with concern that the lakhs of workers employed in over 250 Mini/Special, White Cement companies who continue to do the same or similar nature of jobs as done in the major cement plants are subjected to continuous exploitation as they are not made eligible for the wages and service conditions prevalent in the major plants, because of the artificial definition of "mini" plants and thus excluded from the mainstream of cement workers. The established principle of "Equal Wage for Equal Work" is flouted in the case of mini cement workers.

This Session demands that the injustice being done to mini and other similar cement units workers be undone and urges upon the Govt. of India to hold a National level Tripartite discussion to ensure better wages and service conditions to these workers, and immediately implement atleast 75% of the wages as applicable to the workers of major plants.

This Session also notes that the All India Settlement between the cement workers' national federations and the CMA has not been implemented in the cement giant viz. ACC and the others have also implemented wrongly in respect of pay fixation and the A.I.T.U.C. urges upon the Govt. of India to initiate urgent steps in this regard.

Resolution On Non-Implementation Of Revised D.A. In Certain CPSUs

This 36th Session of A.I.T.U.C. held on 16-20 October notes that the revised DA formula as announced by the Govt. of India, effective from 1.1.92 has not been implemented in a number of Public Sector Industries based on the conditions placed by the DPE that the industries which are sick and referred to BIFR the revised DA formula will not be implemented.

This Session is of the considered view that such a condition is untenable and unjustified because:

- i) this is a part of the DA revision and the first part viz. Rs.2/- per point has been already implemented, effective 1.1.89 in these CPSUs as they were all considered for DA revision by the Tripartite Committee constituted for the purpose by the Govt. headed by the then Union Labour Minister.
- ii) that as per the previous settlement between the unions and management, the DA revision as applicable to the Central Public Sector employees arising out of the decisions of the Tripartite Committee/Govt. of India, employees in all PSUs are legitimately entitled to the revised DA and denial of the same fully or partly tantamount to violation of settlement.
- iii) Sick industries before BIFR are in various stages of revival and a blanket ban on revision of DA or wages will be counter productive if and when the revised packages are to be implemented with the full co-operation of the employees themselves as no revision has taken place in some of the CPSUs even since 1989.

This Session therefore, urges upon the Govt. of India, Ministry of Industry as well as the concerned administrative Ministries to withdraw the obnoxious and retrograde conditions attached to the implementation of DA formula to Public Sector so as to enable the employees also

to get reasonable compensation towards the increase in prices and loss of money value due to inflation.

*Passed
J. Raop*

(19) **Resolution On KSRTC Employees Struggle**

This 36th Session of A.I.T.U.C. held on 16-20, October, 1997, notes with grave concern that the management of KSRTC has taken recourse to all sorts of illegal and undemocratic methods such as:

- Non-implementation of the order of the High Court of Karnataka quashing the Govt. order dt. 10.9.93.
- Not conducting the Secret Ballot to decide the majority union and in the meanwhile not talking to the majority union elected in the last ballot.
- Victimisation of trade union activists by way of charge-sheets transfers, police cases and also dismissals.
- Violating the industrial settlements already existing.
- Continuing large number of drivers and conductors on daily wage.

*Passed
J. Raop*

This 36th Session of the A.I.T.U.C. congratulates the KSRTC Staff & Workers Federation for their consistent and relentless struggle against privatisation of this public transport and for democratic and trade union rights. This Session also urges upon the Chief Minister of Karnataka, to take initiative to settle the demands of the KSRTC employees amicably, as was announced on the floor of the Karnataka legislature during August, 1997.

(20) **Resolution On ILO Convention On "Home Based Workers"**

This 36th Session of the A.I.T.U.C. held in Amritsar on 16-20, October, 97 appreciates that the International Labour Organisation in its 83rd Session on 4th June, 1996, adopted the Convention on Home-based workers for which the A.I.T.U.C. and other trade unions as well as the Govt. of India extended support. However, it is regretted that the Govt. of India has not ratified the Convention.

*Passed
J. Raop*

This Session of the A.I.T.U.C. unanimously urges upon the Govt. to ratify the above convention and implement its provisions in letter and spirit so that lakhs of home-based workers suffering in this informal sector will be ensured of their trade union rights, minimum rate of wages, hours of work, protection on occupational safety & health, social security including maternity protection etc. and their exploitation would be averted.

(21) **Resolution On Road Transport Workers Demands**

This 36th Session of the A.I.T.U.C. held on 16-20 October, 1997, at Amritsar notes with concern the attempts of the Central and some state Governments to weaken the state transport undertakings and paving way for privatisation of passenger road transport; The Planning Commission's directions not to further expand the STU's along with the liberalisation policy of the Govt. also paves the way for gradual privatisation; The Central and most of the State Governments have stopped capital contributions for the past few years. Instead of procuring addl. fleet for STUs for both augmentation and growth, some State Governments have already

introduced private hired buses and brought private operators for operating the services. Mini cabs/jeeps are also allowed as passenger carriages.

This Conference further notes that the Motor Vehicles Act 1988 while liberalising the policy for private sector operation, is axing the very process of nationalisation in the road transport sector and some of the provisions of this Act affect the interest of the State Transport undertakings and paving way for privatisation. The Motor Transport Workers' Act 1961 is also outdated and certain clauses relating to the service conditions of the employees require amendments.

This Conference demands the Government of India that -

- a) Transport including Road Transport should be included in the core sector. Road Transport should be given top priority in the planning process.
- b) To stop privatisation of Road Transport Undertakings and go for 100% Nationalisation of Passenger Road Transport.
- c) A National Transport Development Finance Corporation should be set up by the Central Govt. to offer soft loans to the State Transport Corporations.
- d) The Motor Transport Workers' Act 1961 and Motor Vehicles Act, 1988 should be amended as suggested by the Co-ordination Committee of All India Road Transport Workers.
- e) Central Govt. and State Governments should continue capital contribution to the STUs.
- f) A comprehensive national transport policy should be adopted.

The Conference demands the State Governments to -

- a) To take effective measures to improve forthwith the working conditions of workers under Private Sector Road Transport in passenger and goods relating to implementation of minimum wages, regulation of working hours, issuance of appointment letters, benefits of Provident Fund, Gratuity and other social security measures.
- b) No passenger stage carriage permit shall be given to jeeps and mini cabs.
- c) To reimburse fully the cost of social obligations made by the STUs for the different categories of people and different sections of the society.
- d) Reduce Motor Vehicle Tax and abolish passenger tax.
- e) Withdraw taxes on city services under Public Transport System.
- f) Initiate workers' participation in managements of STUs without delay.

The Session also demands rectification of the deplorable conditions of workers in the private sector road transport and calls upon the workers to organise and launch struggles to improve the same.

The 36th Session of the A.I.T.U.C. extends its fullest support to the programmes of actions decided by the All India Co-ordination Committee of the Road Transport workers.

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Resolution On Public Distribution System

In spite of much talked about Public Distribution System the Government seems to be not very serious. This is evident from the fact that the off-take of food grains by several state Governments is not to the extent the allotment made to them. The off-take of food grains is

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satisfactory where the PDS machinery is strong, such as West Bengal, Kerala and Andhra. But several states fail to lift the allotted food grains.

It is more deplorable that corruption is rampant in PDS which prevents the commodities to reach the needy people.

The 10 Kg. quantum of TPDS is such low that it is unable to meet the requirements of anybody. Therefore the 36th Session of A.I.T.U.C. demands -

- lasso
Ramp
- To improve PDS machinery in every State and make it corruption free.
 - To raise the quota of TPDS to atleast 20 Kg. every month.

Resolution On Price Rise

The 36th Session of A.I.T.U.C. deeply deplores the Govt.'s decision of raising the prices of petrol, diesel and sugar which has further pushed the already increased prices of essential commodities.

The Govt. should have been adopted the other measures such as more rationally taxing the corporate sector and also taping the rich farmers in agriculture. But instead of taxing those who can pay the Govt. is putting the additional burden on common people.

Ignoring the democratic protest against the price-hike, the Railway Board again withdrew freight exemption on 14 essential commodities, such as coal, fertilizers, edible and kerosene oils, LPG, sugar, wheat etc. This withdrawal has pushed the prices of all commodities to a new height.

The A.I.T.U.C. opposes all such steps which accelerate price-rise and demands to withdraw such steps immediately and take stringent measures to arrest price rise.

Resolution On Social Clause Linked To Multilateral Trade Agreements

23

This 36th Session of the A.I.T.U.C. held in Anantpur on 16-20, October, 1997, while re-affirming that the workers are entitled to all the rights guaranteed in the Universal Declaration of Human Rights connected to the core labour rights including the Freedom of Association, the Right to organise and bargain collectively, Prohibition of child labour and equal remuneration for men and women and these should be universally observed and implemented, however, expresses its grave concern that in the multilateral investment Agreement discussed at the recently concluded Singapore Ministerial meeting of the WTO conscious attempt had been made to provide unlimited reach to the MNCs to engage in unfettered economic activity anywhere in the world, with definite implications on the rights of workers; the much talked about Social Clause proposal do not have the instruments to protect the rights of workers in these global corporations.

The A.I.T.U.C. is of the considered view that the underlying motive of the USA and the advanced capitalist countries in linking the social clause to international trade is yet another attempt to introduce unilateral and arbitrary non-tariff protectionist barriers to the multilateral free trade regime; In order to evolve solutions to their crises caused by recession and to counter their growing unemployment the imperialist West wants the developing countries to practice the freest of trade policies, while they exercise the freedom to protect their markets through measures

they deem fittest. Therefore this Session reject the linking of social clause to multilateral trade agreement.

This Session demands the immediate ratification of ILO Convention No.87 and 98 relating to Freedom of Association and the Right to collective bargaining and also the implementation of other important conventions - on minimum wages, child labour, equal opportunities, environment, safety & occupational hazards etc.

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Resolution On Cuba

This 36th Session of the A.I.T.U.C. held in Amritsar on 16-20, October, 1997, notes with serious concern that while the great majority of the international community is wanting the lifting of economic, commercial and financial blockade of the United States against Cuba, the US administration not only ignores the clear expression of the will of the international community but also increasing its policy of aggressions and hostility against Cuba in all spheres.

A meeting of all States, parties to the Convention on Biological Weapons was recently held in Geneva to consider the denunciation submitted by Cuba regarding a new biological aggression of the United States against its territory, introducing a plague of the Thrips Palmi insect which has caused severe damages in a number of crops.

This Session notes that in the economic field, there are also new actions geared at reinforcing the blockade and the scope of the Helms Burton Act, some of which have been incorporated to the Foreign Policy and Restructuring and Reforms Bill adopted by the Senate and pending for a final decision and these proposals are an expression of a policy intended to affirm the "right" that the United States confers on itself for the guardianship of international relations and make their interests prevail in the redefinition process of the economic, political and military relations which is taking place at world level.

The United States attempts to incorporate to the Agreement on Multilateral Investments new disciplines which would imply the prohibition of future investments in any States which would have expropriated or nationalised said 'properties without compensation' and this is to penalise those who violate said disciplines and take measures to impose their implementation making reference to expropriations that took place from the end of the 50's onwards.

This Session of the A.I.T.U.C. urges upon the US to give due respect to the opinion of the majority of international community and lift the blockade against Cuba; This Session also appeals to the world working class movement to extend complete solidarity with the Cuban working class and the people of Cuba in their continued struggle in defence of their independence and right to economic freedom.



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Date 13/10/1997

RESOLUTION OF NON-COAL MINES

This 36th Conference of A.I.T.U.C., being held at Amritsar from 16th to 20th October, 1997 while taking serious stock of ^{the} situation prevailing in Non-Coal Mine Sector demands appointment of Commission to go into all aspects of these minerals.

Most of these Mines are owned by State Mining Corporation of different States, almost everywhere some IAS Officer ^{is} ^{one of the} Managing Director and does not understand the problems of the Industry from mining point of view.

Some are ^{owned} by private enterprenuers. There is contractual system of work and there are no bounds in exploitation of ^{the} workers. ~~Then,~~ ^{also} there are Captive Mines both of Public & Private Sectors.

The minerals ~~are very important~~ like Iron, Ore, Manganese Dolomite, Mangnetic, Sillemenite, Kyemite, Mica, Tungsten etc which are not only required by Steel Plant and other industries but are also exported.

The workers ^{supposed to be} are governed by ID Act, Mines Act & Minimum Wages ~~declared by~~ ^{of the} Central Government.

The other things like Welfare Schemes, Medical facility Housing, Education etc are far from ~~practical life~~ ^{satisfactory and} of these ^{are} mostly ADIVASI ~~based~~ workers.

The new economic policy has not spared ^{also} this sector and the multinationals ^{also} hawks are hovering over this industry. All these conditions are not now mere subject matter ^{not only} of lone struggle by unions with respective State Government, ^{but also require} ^{to be} ^{incorporated} ^{into} ^{the} ^{plans} ^{and} ^{production} ^{plans} ^{and}

^a This Conference under ~~the circumstances~~ demands immediate appointment of commission by Central Government (~~Steel & Mines~~).

Adopted
2/12/97

(M.M. DESHKAR)

DRAFT RESOLUTION ON THE PROPOSED AMENDMENT TO THE INTER STATE
MIGRANT WORKMAN (REGULATION OF EMPLOYMENT AND CONDITIONS OF
SERVICE) ACT 1979

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1. The interstate migrant workman recruited by the Registered contractor in Orissa state under the agreement are ^{numbering about} 8000 under 300 contractors and they are ~~above covered~~ to get the benefit under the ~~above~~ Act.

^{However} ~~But~~ the Act is silent regarding the coverage of employees and contractors from outside the state who really engage the ~~sedan~~ ^{dadan} labour.

2. The principal employers of their state under whom the contractors execute the work ^{have} ~~has~~ got no knowledge about engagement of these migrant labourers.

3. The Act does not take in to account the migrant labourers who are drafted outside the country such as Gulf and Arabian countries.

4. Thus lakhs and lakhs of dadan (migrant labourers) are migrating to other states and work ^{under} most ~~illegal~~ ^{unsafe} and hazardous conditions without any protection under the Act.

^{organisation} 4. It is also to be noted that the migrant workers ^{have} ~~have~~ no ~~trade unions~~ at work ^{sites, are exposed} ~~risk~~ and ~~exposed~~ to long ^{hours} ~~hours~~ of work and health hazards and deprived of displacement allowances, and other statutory benefits like minimum wages, overtime, leave facilities, safety and welfare measures.

^{compulsion} 5. This deprivation of all their legal rights is taking place as generally these ~~idea~~ migrant ^{workmen from Orissa} ~~busmen~~ are drafted by ~~contractors~~ ^{even} and middleman. Their minimum needs like drinking water, accommodation, ration cards are not made available to them at the work sites.

5. The arrangement by the state Govt. for the inspection of the migrant workers is confined to railway station and bus stops ^{only} and it is not possible to register all of them.

6. It is to be also noted that the majority of the migrant ^{work} ~~bus~~ men are from rural areas and weaker sections.

6. The existing law is silent on the powers of the Inspectors of the originating state. They are not empowered to initiate legal action for illegal drafting, regarding payment of wages etc.

11. They are also not empowered to inspect the establishments of the principal employers in the recipient state and initiate legal action outside the state in case of violation of the existing law.

12. Thus it is seen that thousands of migration of workmen does not cover large numbers workmen who im migrant on their own.

7. In view of the above,

13. So, for protection of the Samsto migrant workmen and also under the licensed contractors this conference urges upon the central Govt. to suitably modify and amend the Act which ^{shall} will be applicable to the originating and recipient states.

14. This conference urges upon the state Govts. to constitute a Tripartite state level committee to monitor the problems by the migrant labour inside and outside the state.

Amarendra Kumar
~~*[Signature]*~~

D. S.
ORISSA Committee
A. O. The

प्रस्ताव

सर्वोत्तम समेकित करिवल भारतीय ट्रेड युनियन से यह जागरूक है
 एक कोल इंडिया (कोल इंडिया) की एक डब्ल्यू.पी. एक कंपनी में
 स्वदानों के अन्दर डाक्टर काउंसिल स्वदानों में देका मजदूरी चक
 कर दिया गया है। जबकि डब्ल्यू.पी. एक कंपनी की पाचारवेड,
 क्षेत्र जिहा वेबल भी स्वदानों पहले एन.पी.डी.पी. कंपनी जो
 सरकारी कंपनी थी. वह कौयन गिकाऊठे का काम करती थी उस
 स्वदानों में अभी तक देकवारी नहीं चक रही थी; परन्तु जगि
 28/10/97 से देकवारी प्रया चकू कर दिया गया है, जवकी कपरी
 कंपनी में मजदूरों एव प्रबन्धन की एक स्ट्रेटिंग कमिटी गी कार्यवली
 है. तथा W.C.L. कंपनी में एर कंपनी लेवल के स्ट्रेटिंग कपरी
 कार्य रत है. फौर एर कोल इंडिया ने इसकी प्रवसा कि गइ है
 उस कमिटी में यह तय किया गया था की कोई गी नया काम चकू
 करने के पहले दोनों पक्ष लें आपस में चर्चा होगे के बाद हि चकू
 किया जाता है। परन्तु जगि उपरोक्क कमिटी से चर्चा गही की गई
 फौर प्रबन्धन ने जवरन देकवारी चकू कर दिया है साथ ही
 इस प्रया के विरोध में तीग सुकियन आन्दोलन कर रही है (एचक,
 बी.एस.एल, सीटू. परन्तु प्रबन्धन की हट चगी के कारण सरकारी
 स्वदानों जो फायदा गी देरही है उसे जवरन देकवारी कर रही
 जिससे सरकार के उद्योग को चालक देकवारी गी देने की साकिश करने
 जा रही है ऐसे कार्य की जोरदार तरिके से जागरूकता है कि लावजगिक
 क्षेत्र को प्रवेदीकरण से बचाया जा सके।

जगकीड
 रामकिशोर लाहू
 स्वदान गण्डा पध
 पाचारवेड क्षेत्र
 गिका वेबल
 मध्य प्रदेश

प्रस्तावक रामकिशोर
 रामा वाशिक
 स्वदान गण्डा पध
 उपाध्यक्ष पाचारवेड क्षेत्र
 गिका वेबल मध्य प्रदेश

आंगणवाडी-बालवाडी कर्मचारियों से संबंधित प्रस्ताव

एटक का 36वां अधिवेशन यह प्रस्ताव पारित करता है कि,

" पिछले दस साल से आंगणवाडी कर्मचारी अपनी मांगों के लिए जिला, राज्य तथा राष्ट्रीय स्तर पर संघर्ष कर रही हैं; अलग अलग मांगों के सामने उन्हे ने अपनी मांगे डेविगेशन द्वारा पेश की हैं,

" संयुक्त मोर्चे की सरकार बनने के बाद, उनको डेविगेशनस प्रधानमंत्री वित्त मंत्री तथा मानवी संसाधन मंत्री से मिली है; वे भी उनके मानधन में वृद्धि करने का आश्वासन देते हैं, लेकिन उनकी प्रमुख मांग, को उन्हे सरकारी कर्मचारी समान जाए और उन्हे मिलनेवाले सभी सेवाओं दिये जाए, वे विचार करने के लिये भी तैयार नहीं हैं.

" कर्नाटक अंडमिनिस्ट्रेशनल ट्रयब्युनल ने एटक और अन्य चार आंगणवाडी कर्मचारियों के अर्जी पर कर्मचारियों के पक्ष में निर्णय दिया है. ट्रयब्युनल ने मान्य किया है कि आंगणवाडी कर्मचारी सरकारी कर्मचारी हैं और उस ने क सरकार को आदेश दिया है कि वे इन कर्मचारियों को अपनी सेवा में शामिल करा लें. लेकिन कर्नाटक सरकार ने अपील में सुप्रीम कोर्ट गई है. एटक वहां आंगणवाडी कर्मचारियों के पक्ष में कार्यरत है.

" बालवाडी कर्मचारी भी अत्यंत दुर्बलित तथा शोषित तबका है. पूर्व-प्राथमिक शिक्षा का

उसने काम करने वाले कर्मचारियों को All India Trade Union Congress

सेवाओं को

केन बिना किसी कानूनी नियंत्रण के काम कर रहा है। परिणामस्वरूप वहां अंधाधुंध है। इसलिये एक यह मांग करती है

कि इस क्षेत्र के लिए कानून बना कर इसे अधिक नियंत्रित किया जाए। ^{बालवाडी}

" एक आंगणवाड़ी/कर्मचारियों की गिनती लिखित मांगों का समर्थन करती है -

1. ~~सरकारी~~ आंगणवाड़ी कर्मचारियों को सरकारी कर्मचारी समझा जाए और उन के सभी सेवा लाभ आंगणवाड़ी कर्मचारियों को दिये जाए। *

2. सुपरवाइजर की श्रेणी में आईता प्राप्त आंगणवाड़ी कर्मचारियों को सिनियोरिटी के आधार पर ही नियुक्त किया जाए।

का और सरकारी

3. आंगणवाड़ी ~~के~~ को ~~एक~~ साल ^{वार्षिक} के ^{आधार} वेतन वृद्धि दी जाए।

प्रशिक्षण

4. आंगणवाड़ी माध्यम से बच्चों को प्रिये ^{जानेवाले} खुराक की मात्रा और दूध बढ़ाया जाए। ~~अधिक~~ उसे बनाने के लिए बर्तन तथा/इंधन भत्ता उचित समय पर उपलब्ध कराया जाए।

5. जहां बालवाड़ी को आंगणवाड़ी में परिवर्तित किया जाता है, वहां बालवाड़ी कर्मचारी को अधिक से आंगणवाड़ी कर्मचारी बनाया जाए।

सुप्रीम कोर्ट केस का निर्णय होने तक

* दरम्यान, उन्हें तुरन्त रु. 500/- प्राथमिक वेतन वृद्धि दी जाए।

~~Files~~ ~~Shri Ram Choksi~~
(55)

रेवमराइल उद्योग पर प्रस्ताव

अखिल भारतीय ट्रेड युनियन कांग्रेस का 36 वां
महाधिवेशन जो पंजाब के अमृतसर शहर में 16 अक्टूबर
से 20 अक्टूबर 97 के मध्य सम्पन्न होने जा रहा है
देश के मूलमूल पंजाब मुलक कपड़ा उद्योग पर
इस सदी के अंकक लेकर पंजाब सिन्हा चर्चा
करना है तथा केन्द्र की पूर्व एवं वर्तमान तथा
राज्य सरकारों की घोर कपड़ा उद्योग विरोधी
की नीति सिन्हा करना है।

सम्मेलन भाग करता है कि संयुक्त
भाषी सरकार द्वारा एन व टी वी व दिल्ली के युनिवर्सिटी
के लेक्चर में अखिल में त्रिपक्षीय बैठक के निर्णय
या फिर तत्कालीन सरकार के केबिनेट की स्वीकृति
की अपेक्षा करें। इस सम्मेलन में 8 मुद्दों पर लक्ष्य
व्यक्त करते हुए 2005 क्राइ की योजना स्वीकार
की थी। आज 3 1/2 साल गुजरने के बाद अमृतसर
नहीं हो पाया है। इस कारण एन व टी वी व दिल्ली में
कार्यशील श्रृंखला के अभाव में उत्पादन प्रक्रिया बंद
हो गई है। मजदूरों को 6-6 माह के अंतराल पर
तथा तमाम जवाबदेही केन के परवार कपड़े
वैतन दिया जा रहा है वहीं वैतन, ग्रेजुएटी जमा
अखिल निधि तथा अन्य वेतन दरिमां मजदूरों की
वहीं युकांन के करण मजदूरों को अमृतसर
आर्थिक संकट के दौर में गुजरना पड़ रहा है।
इस तरह सरकार काम लक्ष्य को लक्ष्य कर
श्रमिकों को वारियन्टरी रिटायर्डमेंट में जाने के
लिए मजबूर किया जा रहा है।

सम्मेलन हाल में ही केन्द्रिय कपड़ा मंत्री
की जालिया द्वारा दिये गये उक्त बयान की सिन्हा
करना है कि उक्त प्रदेश, मध्य प्रदेश, गुजरात

प्रस्ताव

(56)

उपरोक्त स्थित स्थिरता का जे. सी. मिल
कंपाई का 22वां जिल्हा मालिकों ने लाल चर्च
से अवैधानिक दंग बंद कर दिया है, जिसके कारण
2500 कामि-वैश्यामर हो गये हैं; मालिकों की
हाजी-ने लगते हैं पल्ल उन्को 2 वषों ले वेतन
क कर्म देवदारियां का मुमान नहीं किया है।
आर्थिक तंगी के कारण कामिक वैश्यामर होकर
भुरवां मले की स्थिति में हैं। उन्को कर्क की
पुढाई लिखाई गूद हो गई है। परिवार रोटी, कपड़ा
कोर मकान के लिये परदा मरु रहें हैं। अभी
वक 22 कामिकों ने कामिक परेशादी के कारण
काले हत्या की है। कर्क दवा का इलाज
के कमाव में कर्क मले हुई है। 2 वष शासन
प्री वरु से मालिकों के लाय है।

① एतक का ये रूढ़ वां महापिदेशन
क. ज. राज्य सरकार का केन्द्रीय सरकार ले
मांग कता है कि जे. सी. मिल का पुनः चालू
करण के लिये व्याप संगत कार्यवाही करे

② गत 2 वषों का कामिकों का वेतन
वेतन का जेवदारियां मिलके के लिये मालिकों
की सम्पत्ति बचकर कामिकों का कर्क पेश
दियाली ले पूरे हिलाप जाये।

प्रस्तावक

(रामचन्द्र सर्वे)

सदस्य

राज्य परिषद् क. ज. एतक

नया कुजुराव की शिले रायम लरकार को दोपन के
 विरुद्ध केन्द्रीय लरकार न्याय है यह विडम्बना है कि
 रायम लरकार पहले ही उनके द्वारा लंचाविल
 शिले को बन्द करने जा रही है। लरकार मानता
 है कि केन्द्रीय लरकार इन शिले को शांति
 बन्द मान का लक्ष्य का रही है।

लरकार देश के निजि क्षेत्र में लंचाविल
 शिले को चालू करने की मांग करता है। नया
 चालू नहीं होने की हालत में मजदूरों की वेतन-
 शिर्षों को सुरत चुकाला किया जावे।

लरकार यह भी मांग करता है कि रायम
 लरकार द्वारा लंचाविल शिले को बन्द नहीं
 किया जावे।

लरकार 'एलक' की निजि के कुजुराव
 कपडा उद्योग को लकर ले उद्योग के विरुद्ध देश
 के सभी कपडा उद्योग के लक्ष्य कार्य की
 मांग करता है।

लरकार कपडा उद्योग को लंचाविल के
 विरुद्ध लक्ष्य केन्द्रीय शिर्ष लंचाविल के पुनर्गठन का
 लक्ष्य करने हुए उम्मीद करता है कि मजदूरों
 की रोजी रोटी की रक्षा के लिए लंचाविल लंचाविल
 लेना किया जावे।

श्री नमचोक
 मजदूर

(46)

Dalla
~~Comand~~

All India Trade Union Congress

संघ का ५६वाँ सम्मेलन यू.पी.

लीगेट निगम जो भारत का बृहत्तम
स्वायत्तिका फेल का लीगेट प्रतिष्ठान है।

उस डांर के लक्ष्य करने के लक्ष्य में

प्रतिष्ठान का लगभग ६०००/ मजदूर तथा

कई हजार आ-पक्षता जो लीगेट के

रोजगार पर आधारित है प्रभावित होंगे।

कौ लक्ष्य का खतरा उत्पन्न होजायेगा

वैतनिक समय में ~~किस~~ निगम के लगभग

६ हजार कम चीपों को उ माह ले ले लाने की

मिल रही है जिससे मजदूरों में सुरक्षा की

निति उत्पन्न होगी है जिसपर सम्मेलन

को विचार व्यक्त करती है।

श्री पी लीगेट निगम को जन

~~1991~~ तत्कालीन मुख्य मंत्री पुतापत

सिंह की साकार निजी क्षेत्र डालिया के

केन्द्र दिवस का तका प्रतिक्रान ~~दल~~ दलानी
ले कले का प्रकाश दिपा का जलन जनदरो
रुबं समस्त देड प्रीतिपनी के लपुनन लपुनन
दुरा उदाप्रवास के विफल वा रिपो गया

उस ~~समय~~ समय में ६० जनर कापल दुरा १ जो
गोप ~~तका~~ तका लगेम ~~६०~~ ६० की लंघ व्याग जाल मेरी
गपेले / साइचा गद लखनम में का चारिका

तका उनक पीकार के लोग चाना दिपा ~~दुरा~~
गपेले लगे. ~~ही~~ ही जीवादी । लामुठ

गिदलमेवापन / गालक इसलवल के पतिपान के
बहनापडाया । । निजी कम्पनी लीमेरट के

भाव लदान में लकल दुरा ~~के~~ के विजान
याही हो ~~के~~ के न के वे ही १२ नवम लक

जनर वासना ल-द का O.P.M. १९०१-प्रति
वैरी लीमेरट का दाम हो गया था या ही जव

१३ नवम के का रवाना रुपता उसलमप

लीमेटेड का मतव तुलना चीज के कालखण्ड

होगा

रुल के बन्द होने पर
2- अक्षराल लया अनुभव कमिया
केवल होजायेगा

3- तावजानिक कोला के राजवत होने पर
देशका विकास होगा सनपल ले गलाके

मजदूरी का विश्वास उठ जायेगा

विगत वेबिसि यह प्रतिष्ठान B F I R

कीरसा I F R के अधीन का और उर ह

नवमाला लक्ष रते कुवतक की लुचना

नुसार सेवा का है।

शुभा लीमेटेड निम्न के चोट के

पुरका कारण, सरकारी उर जो B F I R एवं

A I F R ने बता पाई। वदई सरकारी उदासी

नीला, ~~मिना~~ मिना मनेज मेटेड लया

इई प्रोसालका मनुके वयोग डिफेक्टर

पहला हमारा कानून जो लागू हुआ है कि
 अधिनियम संगठनों के वैधता में नुकसान
 के प्रवृत्तियों के प्रति शासन का ध्यान ~~का~~
 बारबार विभिन्न रूपों में कायम रख दिया कि न
 शासन ने इस पर ध्यान नहीं दिया। पहली
 लड़ाई कानून का जो है कि लाव जिनिव, फ्रांस
 के लीगेट प्रोटेक्शन 1952 में प्रथम युद्ध
 में ~~नियमित~~ हुआ, 1971 में डाला में लया वाद
 उत्पन्न हुई। इस प्रोटेक्शन का कार्यात्मक कारवाजा
 28 लीगेट प्रोटेक्शन समिति का लगाना गया
 यह कारवाजा भारत में पहला कार्यात्मक कारवाजा
~~का~~ था जिसमें प्रोटेक्शन का डिफेंस
 रह गया था।

यह सम्मेलन देश के विकास के
 सांविधिक क्षेत्र में इस लीगेट प्रोटेक्शन
 का चलाना आवश्यक ~~है~~ लगता है।

ज्योतिरहित प्रतिष्ठान की इसी दृष्टि से
इस प्रकार के नये प्रतिष्ठान हैं।

यह सम्मेलन भारत सरकार के माँग
के तहत ही प्राचीन लीगेट कारोबार से सज
के स्वयं अभिग्रहण कर इस चरण का
प्रबंध को तथा आवश्यक धन लगाने र रक्षण
नवीन रेवनालाजी काये लाने आदि का
यह ~~कृ~~ कृच्छम प्रतिष्ठान इसलिये उन्नत
उत्पादन के लिये।

Shankishore
Shrivastava

Call for action in unorganized sector workers

DRAFT RESOLUTIONS FOR THE 36TH SESSION OF A.I.T.U.C.

File 2

Resolution On Bonus

The 36th Session of AITUC in the meeting held at Amritsar on 16-20, October, 1997, notes with serious concern that the out dated ceilings on coverage and rate under the payment of Bonus Act yet remain unaltered, depriving the large number of workers from their bonus entitlements. The meeting also reiterates its demand for enhancing the minimum bonus.

It is noted that the Govt. of India has accepted bonus to all Govt. employees, while implementing the Vth Pay Commission recommendations, irrespective of their categories.

The 36th Session of AITUC urges upon the Govt. to act positively and immediately on removal of ceilings prescribed under the Act so that the large sections of the working class, will be done justice.

This session also demands that a new formula to decide the allocable surplus be made, in consultation with the Central TUs and Bonus be made eligible for the non-competitive PSU's also who have been denied Bonus under the present Act.

Resolution On Agriculture Workers

The 36th Session of the A.I.T.U.C. held on 16-20, October, 1997, in Amritsar unanimously resolves to urge upon the Govt. of India to bring the comprehensive legislation on agricultural labour in the Parliament without any delay, so as to enable the vast majority of the working class in this sector be extended with improved and assured service conditions, social security benefits and facilities.

The A.I.T.U.C. Session demands that the All India legislation on a comprehensive basis be enacted to determine the rights of the agricultural workers taking into consideration the recommendations of National Commission on Agricultural Labour in relation to their security of employment, hours of work, fixation and payment of wages, provident fund and other social security benefits. The national Commission on rural labour has recommended on:

1. Old age pension.
2. Enlarging of personal accident insurance and state paying the premium for group insurance scheme.
3. Maternity benefit for 12 weeks at the rate of minimum wages for 2 child births.
4. Disablement benefit and minimum health care etc.
5. A separate administrative machinery in labour departments for agricultural workers.

The A.I.T.U.C. Session urges that these recommendations are further improved and incorporated in the comprehensive legislation for Agricultural labour.

The A.I.T.U.C. notes that this is an assurance given by the U.F. Prime Minister in his first meeting with all national T.U.s and also a commitment by the U.F. Govt. under the Common Minimum Programme, hence the comprehensive legislation on agricultural workers cannot brook any more delay.

Passed with amendments

1

Passed J.R. Singh

Adopted J.R. Singh

RESOLUTION ON PENSION SCHEME

The 36th Session of AITUC held at Amritsar on 16-20 October, 1997, very much regrets to note that the review of the Pension Scheme which became due in 1996 itself has not been done so far as expected. This is a clear breach of the Scheme and the Central Government's promise. This Session demands that -

1. Valuation as promised earlier be completed immediately and an appropriate increase in pension be announced.
2. The Govt. must give atleast 12% interest on the corpus.
3. Indexation of pension be agreed immediately.
4. As recommended in the Central Board of Trustees, the limit of Rs.5000/- p.m. salary be removed from the P.F. Act and the Pension Schemes.
5. Amendments in the Scheme unanimously adopted by the Central Board of Trustees be notified immediately.
6. Other amendment proposed jointly by AITUC and Central TUs be also accepted immediately.
7. All Central Trade Unions be given representation in the Regional P.F. Committee

Resolution On Amendments To T.U. Act & I.D. Act

The 36th Session of AITUC held at Amritsar on 16-20, October, 1997, demands that the Government of India should amend the Indian Trade Union Act on the basis of the unanimous recommendations of the workers group in the bipartite Committee constituted by the 33rd ILC.

This Session also urges upon the Govt. to amend the provisions of the I.D. Act in respect of the definition 'workmen' as was unanimously recommended in October, 1990, by the Ramanujam Committee, covering all employed persons regardless of the character of the employer or the destination of profit. This includes casual, contract supervisory and administrative staff also besides other workers and the wage limit prescribed should be done away with for defining the 'workmen'.

This Session notes that the employers' lobby as well as the Govt. have been wanting to exclude certain industries, services and establishments or undertakings from the provisions of the I.D. Act. The A.I.T.U.C. is of the firm view that no such exemption be given and the sole criteria should be based on employer-employee relationship, irrespective of the size of employment so that the workers in the small scale and other unorganised sections will also benefit from this.

Resolution On ESI

The 36th Session of the AITUC held at Amritsar on 16-20, October, 1997, reiterates the AITUC's considered views on ESI,

- that the Working of the ESI and the service rendered are most unsatisfactory.
- that the medicines sanctioned by the Corporation are not available in the hospitals.

- that the State Governments administer the health scheme while contributing only 12% and that the Central Corporation itself should run the ESI hospitals/medical schemes.
- that in the light of the above, the recent amendments on increasing the coverage upto Rs.6500 and increasing the rate of contributions is unwarranted and causing a lot of discontent amongst those sections of employees who are already having better benefits/facilities under their own schemes.

This Conference recalls that the Labour Minister had assured the AITUC's Central delegation that the officers of the Department will prepare a report keeping in view the aspirations of the workers and convene a meeting of T.U. leaders to discuss the whole matter, concerning ESI.

This Conference of the AITUC, urges upon the Minister of Labour to convene the proposed meeting with the T.U.s to discuss all matters concerning ESI, give proper directions regarding grant of exemption to the companies who possess better facilities/benefits under their own settlements and not to impose the extended coverage as such companies.

Adopted
J.R. Rao

⑤ Resolution On Reservation Of 33% For Women

The AITUC's 36th Session held on 16-20 October, 1997, expresses its deep disappointment that the much awaited statute on Reservation of 33% to women in the legislatures, Parliament and Government employment is yet to see the light of the day and different vested interests are blocking the passage of the bill in Parliament. This Conference urges upon the Government to enact the Bill in the ensuing session of Parliament itself, without yielding to the anti lobby of the vested interests.

Adopted
J.R. Rao

⑥ RESOLUTION ON REVIVAL OF SICK PSUs

This 36th Session of the AITUC held on 16-20 October, 1997, at Amritsar notes that while the Govt. had taken steps for the revival of 12 CPSUs, a large number of 'sick' PSUs are left in the lurch. This Session also notes -

- that the disinvestment Commission has come out with four reports of disinvesting in the profit making PSUs including those in the core and strategic sector, contrary to the Government's earlier assurances.
- that a meager budgetary provision for revival of sick units is fixed which means the Govt. will not revive many important sick units resulting either in their closure or privatisation in the name of JVCs.
- that the Govt. is yet to fulfill its solemn commitment under the CMP on revival of sick units, revamping of BIFR and suitably amending the SIC Act etc.
- that the announcement of the Govt. on the entry of private sector/foreign sector in coal industry is even dangerous to the self reliant growth of national economy.

- that the revival of NTC is in jeopardy as the scheme approved by the Govt. in May 1995 is given up as Govt. of Maharashtra has disapproved the sale of surplus land of the sick textile mills and the latest announcement of the Union Textile Minister to hand them over to the States amounts to washing off the Centre's responsibility.

The A.L.T.U.C. therefore, expresses its strong protest against the unhelpful and anti-public sector attitude of the Govt. in respect of these sick PSUs and urges upon the Govt. to see to it that the PSUs which can be made viable be extended full support and as a matter of principle those in strategic and core sector be not allowed to be disinvested or privatised.

This Session in particular demands positive and immediate steps for revival in respect of NTC, Fertilizer industries, CCI etc., besides immediate modernisation and implementation of HSCO.

This A.L.T.U.C. Session also extends its full support to the Central Public Sector workers Action Programme, as decided in the extended meeting of the CPSTU held on 19-20 September, 1997.

*Same
of (same)*

⑦ Resolution On SICAB, 1997

This 36th Session of A.L.T.U.C. held at Amritsar on 16-20, October, 1997 notes that -

- the A.L.T.U.C. has been demanding amendments to the SICA, 1985, with a view to expedite the revival of the 'sick' industries and in that process the BIFR to function as 'Nursing Homes' instead of 'Mortuaries'; However the Session notes that the proposed SICAB 1997 will only serve the purpose of early detection of sick companies for early closure, in view of the following:
 1. Drastic changes in the 'definition of sick company' and other related provisions, the Bill in the present form lends itself to increase the number of sick companies and ultimately winding them up.
 2. The BIFR under the SICAB 1997, instead of being given the mandatory powers to direct the Govt., Banks and Financial Institutions to implement the revival scheme, are being stripped off even the existing powers under SICA, 1985 reducing the Board to play the role of a Mediator/Facilitator and in certain cases merely a 'rubber stamp'; No power is vested with the Board even to satisfy itself whether a referred company has really become sick.
 3. The role of workmen who are the major social partner in the running of the industries, has not been given any proper place in the entire scheme of the Bill. They will be merely consulted for making sacrifices.
 4. It is the secured creditors and none others including the workmen, who have to be satisfied about the schemes that may be concurred by the Board.

In its totality this Session feels that the SICAB, 1997 is very retrograde and fails to address itself squarely on the question of industrial sickness or about the remedial measures.

This Session demands that the impugned Bill is withdrawn and the matter is thoroughly discussed afresh with the trade unions to finalise suitable amendments to the existing Act including the scope and coverage (in 1985, when the SICA was enacted the Govt. took the position that the 'Government itself will be the BFR' so far as the PSEs are concerned) aimed at expeditious revival and rehabilitation of the sick industries in the interest of the workers and the country's economy as a whole.

⑧ Resolution On Construction Workers

The 36th Session of the A.I.T.U.C. held at Amritsar on 16-20 October, 1997, notes that two crores construction workers of India, are toiling on construction sites, be it housing, constructions such as dams, roads and bridges, hospitals, schools and factories, and under big and small private contractors in public and private sectors, without regular employment or identity cards; very often they get less than minimum wages and thus, live a forced labour existence; facing many accidents on construction sites and have no compensation, no security for maternity, old age, monsoon or medical benefit and their children are uncared for and, exploited; child labour is widely prevalent in the construction industry.

This Session urges upon the Govt. of India to amend; in order to truly benefit the construction workers,

- The Building and other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996. (27 of 1996).
- The Building and other Construction Workers Welfare Cess Act 1996, (No.28 of 1996).

On the following lines:

1. To include Tripartite Construction Boards to regulate employment and wages, provide social security and welfare measures as well as dispute resolution and to act as the enforcing agency as any other means of enforcement of the entitlements is bound to fail and prove illusory.
2. To compulsorily register all employers and construction workers by the Boards.
3. To provide ESI, Provident Fund, Pension, Monsoon allowance, Maternity benefits and Medical Units (where there is no ESI coverage) through the Boards.
4. To provide housing, creches, training and stipends to children, through the Boards.
5. To cancel all the restrictions in regard to number of workers for registration of construction workers by the Boards as provided in the above Act.
6. All house building workers should be covered so that the limit of Rs.10 lakh for value of housing should be removed.
7. The scheme must be implemented by State Boards, while the Central Board will be a coordinating one.
8. The cess to be collected for welfare purpose would be @ 2% of the estimated cost and to be collected by local bodies before plan is sanctioned (instead of cess over incurred cost) and credit to the State Boards.

9. Workers representatives to be 50% of the Board members and to be elected by secret ballot, after the process of Registration and with a proportionate representation to women.

This Session is of the firm belief that only such a comprehensive legislation providing for a prominent role for the workers and their representatives in the implementation of the laws and schemes would give the construction workers, the pride of place that has been denied all these years as relying on the bureaucratic machinery of inspectorate will not help in the effective implementation of the laws.

9 Resolution On Contract Labour

The 36th Session of the A.I.T.U.C. held at Amritsar on 16-20th October, 1997, notes -

- that despite the various judgements given by the Supreme Court including the latest ones dated 9.9.95 and 6.12.96 on the abolition of contract labour system on perennial nature of jobs and their absorption, more and more work are being assigned to contract labour, paying them much less wages compared to their counterparts amongst the permanent cadre under the same principal employer, who also attend to same or similar nature of jobs.
- that the Govt. of India as well as the State Governments have not amended the provisions of the statutes as directed by the Supreme Court in the judgement dated 9.5.95 and the loopholes regarding the absorption of contract workers continue to remain without any check or control; Similarly many State Governments as well as the Centre have not taken action required under the Supreme Court judgement dated 6.12.96 on the absorption of contract labour on perennial jobs.
- that the principle of 'Equal Wage for Equal Work' is thus invariably flouted by both public and private sector managements exploiting the contract workers.

This Session urges upon the Govt. of India to immediately effect the required changes in the statutes with a view to ensure the absorption of contract workers on perennial nature of jobs and on jobs of same or similar nature as done by the principle employers' workers and strictly implement the principle of equal wage for equal work.

This Session calls upon all unions representing the permanent employees to organise the contract workers espouse the cause and conduct struggles to protect the interests of their own brothers and sisters suffering under the contract system.

10 Resolution On Wage Negotiations In CPSUs

This 36th Session of the AITUC held at Amritsar on 16-20, October, 1997, notes with concern that the managements of various Central Public Sector industries are yet to commence the negotiations on the Charter of Demands submitted by the trade unions after the expiry of the last settlement by 31st December '96 (in coal June '96).

The Session notes that the Govt. of India vide notification dt. 10.2.96 constituted a Pay Committee headed by Justice S.Mohan to give recommendations on the Pay, allowances, perquisites and benefits for the CPSUs executives, within a period of 6 months and this was further extended upto March, 1998.

On account of the delay even in starting the negotiations with the unions on the Charter of Demands, the Central Public Sector employees are becoming restive and this will become the cause of industrial unrest in the CPSUs sooner or later.

Therefore, this Conference urges upon the Govt. of India/DPE/concerned administrative Ministries to give consent to the managements of CPSUs to conduct meaningful negotiations with the respective trade unions in order to reach fair and reasonable settlements without any more delay.

This Session also supports the Action Programme to be launched by the public sector employees, as was decided in the CPSTU's extended meeting held on 19-20, September, 1997.

Passed
2/10/97

11

Resolution On Workers' Participation in Management

The 36th Session of the A.I.T.U.C. held at Amritsar notes that -

In 1975, though the Constitution of India was amended and Article 43A was inserted in the Directive Principles of State Policy, providing for "the state to take steps by suitable legislation or in any other way to secure the participation of workers in the management of undertakings establishments or other organisations engaged in the industry", it is regretted that even after 25 years the above amendment to constitution did not find its way for implementation.

The A.I.T.U.C. Session reiterates that -

- * the Participation of Workers in Management Bill, 1990, with whatever amendments already suggested by the trade unions should be enacted and there should be no more delay in making a positive beginning in the right direction.
- * before the Bill was placed, a National Seminar, had gone into the various aspects such as mode of determining representation by the participating unions, the levels of participation, the issues to be considered in the participative fora etc. and these issues need not be brought as obstacles again and again by the employers, to stall the enactment of the law.
- * adequate, much efforts have not been made to train the participants both from employers and employees, and this has to be done on a priority basis.
- * in the sick industries, workers participation in management will be of immense help for their revival and there are positive examples in certain erstwhile sick PSUs.
- * the claim of having implemented workers' participation in management by some of the CPSUs in the name of Canteen Committee, Works Committee, Safety Committee, P.F.

Trust, Gratuity Trust etc. are not really workers' participation but implementation of some obligations cast on the managements under the relevant Acts, viz. Factories Act, I.D. Act, P.F. Act, Gratuity Act etc.

- the equity participation is not necessarily workers' participation in the management and this has not succeeded.
- the fact that many companies even amongst the CPSUs did not implement the 1983 scheme of employees' participation in management, because it was not mandatory and most of the CPSUs did not even bother to answer the Labour Ministry's repeated queries/letters makes it imperative that a statutorily backed scheme is a must.

The 36th Session of the A.L.T.U.C. demands that (i) law on workers participation in management must be enacted; immediately (ii) clause 11(b) which envisages "that in case of differences the decision of the management will be final", has to be deleted (iii) that the participation should be provided in Board of Directors and not merely upto Board of Management and that (iv) the provisions of the Act shall be made applicable to all the industries both in public and private sector throughout the country from the date of notification.

Passed
8/2/97

(12) Resolution On Provident Fund Scheme

The 36th Session of AITUC in its meeting held on 16-20, October, 1997, welcomes the long standing demand of the A.L.T.U.C. on the increase in the rate of contribution of the Provident Fund from 8.33% to 10% and 10 to 12% as per unanimous recommendations of Central Trade Unions.

The A.L.T.U.C. Session notes with concern the efforts being made in certain high level quarters to invest the huge surplus in the P.F. in private sector or even in public sector Financial Institutions without a counter-guarantee by the Central Government in respect of safety and liquidity of the workers hard earned monies.

This Session strongly urges upon the U.F. Government not to jeopardise the safety of P.F. deposits and it demands that the Govt. must give atleast 14% interest on Special Deposit kept by it or these funds be invested in Govt. guaranteed securities having a rate of interest of 13.85%. If P.F. monies have to be invested in private sector financial institutions, the Govt. must give counter guarantee regarding the safety of the funds.

Passed
8/2/97

(13) Resolution On Environment And Workers' Interest

The 36th Session of AITUC held on 16-20, October, 1997, at Amritsar takes serious note of the recent orders of the Supreme Court regarding stoppage of all "non-forest activities" in forest areas as this has resulted in large scale closures of wood based industries, mines and other industrial activities located in these areas.

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Dammika
amendments

The AITUC criticises the role of the states as well as Central Govt. in delaying the renewal of licenses under certain conditions as directed by the Supreme Court. The Committee also urges upon the Govt. to arrange payment of wages to the affected workers. Both State as well as Central Government especially the Ministry of Environment and Forests must expedite issuing of licenses for resuming the operation of mining and other allied activities.

The A.I.T.U.C. reiterates its demand on the Govt. to associate trade union representatives on various committees formed by the Ministry of Environment & Forests. It also urges the MOL to call a meeting of Central Trade Union Organisations and others concerned to bring about suitable amendments in certain Labour laws to meet such contingencies. The A.I.T.U.C. also urges that the Central Trade Union representatives be included in the Committee on Environment headed by the Prime Minister and the Pollution Boards.

*Parsons
J. (Raj)*
This Session reiterates that the AITUC is for preservation of ecology, environment and for control of pollution, and a balanced approach has to be worked out for environment, development and to protect workers' interests.

14
Resolution on Toxic Wastes

This 36th Session of the A.I.T.U.C. held at Amritsar on 16-20, October, 1997, reiterates that the A.I.T.U.C., having been committed to ensuring a healthy and clean working environment for workers, is of the considered opinion that hazardous waste recycling is an inherently polluting and hazardous trade which puts the health of the workers at risk and it is the responsibility of the Government of India to ensure that its citizens have access to sustainable jobs that do not poison them or their environment.

The A.I.T.U.C. is totally opposed to imports of toxic wastes into India under any guise or pretext and several thousand tonnes of hazardous wastes lie abandoned in ports and inland container depots around the country.

The A.I.T.U.C. is serious to note that the Indian Government seems to be buckling under pressure from a small section of the industry and by waste exporters like the USA and Australia to continue to receive their wastes in violation of the Basel Convention and the Basel Ban.

This Session urges upon the Govt. of India to come out with a strong decision abolishing hazardous waste trade, committing to ratify the Basel Ban amendment and urges the Govt. to negotiate the convention in good faith, and put an immediate end to all forms of hazardous waste imports.

*Parsons
J. (Raj)*
The A.I.T.U.C. demands the Govt. to initiate appropriate mechanisms to minimise toxic waste generation, systematize the collection, treatment and disposal of indigenous hazardous wastes in India and implement the Supreme Court order of May 1997 imposing total ban on import of toxic waste and its directions regarding the hazardous wastes generated and recycled within the country, without allowing the authorities as well as the concerned industries to circumvent the above order of the Supreme Court.

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26
**36TH CONFERENCE OF AITUC, LALA LAJPAT RAI NAGAR,
AMRITSAR, PUNJAB.**

RESOLUTION AGAINST PRIVATISATION OF INSURANCE SECTOR

1. This 36th Conference of All India Trade Union Congress held at Lala Lajpat Rai Nagar, Amritsar, Punjab from 16 to 20th October, 1997 expresses its serious concern over the Insurance Regulatory Authority (IRA) Bill, which the Government wants to reintroduce in the Parliament. The introduction of IRA Bill is clearly the first step towards opening the health insurance and pension segments of the Insurance Sector and a prelude to the privatisation of Insurance Sector.
2. The Conference resolves to fight back the onslaught of privatisation of Insurance Sector as such a step would be against the interests of the insuring public as also the State which is facing resource crunch. The Government of India nationalised the life insurance industry in 1956 and took over the general insurance business in course of time precisely because the private companies not only failed to provide efficient service to the policy-holders but fraudulently utilised their money for the interests of those who controlled the companies. The measure of nationalisation was taken after all the steps to discipline the private Insurers failed miserably.
3. The insurance industry does not need foreign capital or foreign technology. The government was also never required to provide budgetary support to LIC and GIC at any time. On the contrary, it has received fabulous income from these two corporations by way of dividends and taxes.
4. Thus while in 1995-96, it received from the LIC an annual dividend of Rs.161 crore on its paid-up capital of Rs.5 crore in 1956, it earned in the same year an annual dividend of Rs.53.76 crore from GIC on its initial capital of Rs.19 crore invested in 1971.
5. The working results of the two corporations are showing continuous improvements. They have catered to the social needs both in respect of providing risk cover as well as investments by generating substantial resources from profitable areas of business and not through any kind of subsidies from the Government of India. This has been possible through rising levels of efficiency and on account of their monolithic character. The LIC's rural business has now gone upto 50 pc of its total business. It runs social security schemes for the economically weaker sections of the society with 50 pc subsidy in the premium. About 42 lakh members have been covered under this scheme from various occupational groups like Beedi workers, Kendu Leaf Collectors, handloom weavers, lady tailors, rickshaw pullers etc. The LIC is also administering efficiently the scheme of insurance for landless labourers. The GIC's social security schemes include insurance covers with a very low rate of premium for livestock, poultry, fishery, horticulture, agricultural pumpsets, tribal welfare etc.
6. The private companies, both foreign and Indian, are keen on entering the Insurance Sector not for competition for expansion of rural business or

enlarging the network of social security schemes but for grabbing the big business available from the affluent strata of the population, particularly in the metro cities, which big business provides bigger profit margins. The inevitable consequence of such a competition focussed primarily on big business will be that the LIC and GIC will have to give up their social objectives of spreading the message of insurance to the rural India and providing social security network on an increasing scale and concentrate on competition for big business where the private companies will launch "rate wars".

7. The annual growth rate of LIC and GIC is now 30 pc and 21.9 pc respectively. The general insurance business in UK and USA has shown negative growth rates since 1990. Moreover, the general insurance companies in UK and USA have been showing underwriting losses continuously for the last several years. They have been managing to survive only on the strength of investment incomes with risky operations.

The experience of claims settlements in LIC also compares favourably with the life insurance companies in UK and USA.

8. The funds of LIC and GIC have gone in a large measure to the government facing a resource crunch and for social development as through loans for housing finance, state road transport, generation and supply of electricity and water supply and sewerage schemes etc. It will be harmful to divert the insurance funds, as the private Insurers want, to the capital market on grounds of higher returns. The international experience about insurance as well as pension funds indicates that investments in capital market leads to speculation and results in loss to the customers and 'sickness' of insurance companies.

9. It may be added here that the entry of private companies will reduce the retention capacity of the industry which will result in drainage of insurance fund to foreign companies through re-insurance as in the past when industry was in private sector. Today, the GIC with its collective financial strength is in a position to retain almost 90 pc of the premium as against 5 to 10% during the private sector days thereby saving the large amount of foreign exchange.

10. The trade unions in LIC and GIC have already submitted to the govt. concrete proposals for faster expansion of insurance business larger network of social security schemes, product development and customer satisfaction. There is, therefore, no reason, whatsoever, to allow foreign and Indian private companies to enter the Insurance Sector, nay, it will be harmful to the interests of the insuring public and the nation starving of funds as their track record all over the world shows that they are interested in nothing except plundering the policy-holders' money for private profit and utilising it for manipulating the capital market. The conference therefore, calls upon the Govt. of India to ~~withdraw~~⁸⁰³²⁷⁰ the IRA Bill and instead take positive steps to strengthen the LIC and GIC so that they can respond to the social needs of insurance cover in a larger measure.

Adopted
J. (Rajeev)

Moved By: BASUDEV SAMAL,
W.C. Member, GIEAIA &
Vice President, AITUC,
Orissa State

(2)

~~Draft~~ Resolution on Tata's Mega Steel Plant at Gopalpur Port (Chamakhandi) Area, Orissa.

The 36th Session of AITUC^{being} held at Amritsar from 16th Oct'97 to 20th Oct'97.

- 01. ~~This session~~ expresses its deep concern ^{for} the Govt. of Orissa and Tatas sticking to their ^{guns} ~~guns~~ to have the Mega Steel Plant only at Chamakhandi area, ^{with their}
- 02. ~~This area~~ is known as the granery of Ganjam Dist with more than half of irrigated land, inhabited by 70% scheduled castes and scheduled Tribes and other weaker sections of the population.
- 03. It comprises of 25 villages with a population of 30 thousands.
- 04. It comprises of 3 thousand areas of land where 2 commercial crops are grown.
- 05. The income for a family from one acre of land in the vicinity varies from 50-70 thousand from kew da flower without any capital investimett.
- 06. The Establishment of the steel plant will destroy 62 industries (Kewda essence Extracting Unit) ^{and}
- 07. The foreign Exchange ^{earning} ~~curring~~ ^{in account of} these industries ^{are of} ~~one~~ more than 40 crores. In addition to this , there are hundreds of fishermen in the locality and twelve hundreds people are engaged in essence manufacturing process.
- 08. There are more than 10 lakhs cocoanut trees, 20 lakhs Cashew trees , 75 thousand Jaun trees, 5 thousand Jack fruit trees and in numberable papaya trees, 5 thousand mango trees and 2 thousand supeta trees.
- 09. Above all, there are 50 temples, 25 U.P. School buildings 3 M.E. Schools, 3 High Schools pucca buildings.
- 10. As the people are self employed and the area is residential and the main source of the income of the people ^{will be} setting up of ^{the} ~~stal~~ ^{Steel} plant there will ~~cause severe loss,~~ ^{not only to the people but also to the nation.}

severely affected

11. While welcoming the establishment of the Steel plant in this area the Gana Sangaram Samiti rightly offered resistance to the illegal survey operation by the Dist. Collector under the orders of the chief minister, Govt of Orissa, ~~and~~ demanded ~~for~~ the shifting of the plant ^{to} four other alternative sites where less no. of people will be displaced and ~~taken serious~~ vast acres of barren land is available. ^{long}
12. That the Gana Sangram Samiti has mightly demanded for examination of the site by an expert committee under the provision of the Environment protection Act, 1986.
13. This conference condemns the aggressive measures let loose by Tatas with the help of the Govt. against the people and ^{me} ~~members~~ of the Gana Sangram Samiti which continues unabated.
14. This conference demands that all the repression should be stopped and the process of starting the ^{Industry} should be halted till the matter is enquired and resolved by the Expert committee, according to Law.

Basudeva Samal

ORISSA Committee
— ADRA

32

~~CONFIDENTIAL~~

PRIVATISATION OF 33 PSU IN ORISSA

The 36th session of the AITUC at Bhubaneswar, Orissa

for the modernisation of

The State Govt. without providing any financial help ~~and to by these 33 corporations for purposes of modification,~~ ^{by their unwanted intervention} ^{modernisation} intentionally allowed them to ^{grow} sick, only with a view to privatise them.

In spite of ^{its consistent} ~~constant~~ struggle by ^{to} ~~state~~ AITUC, holding of rallies and conventions, ^{and} ~~addressed~~ by different trade union centres presenting alternatives ^{for} ~~for~~ improvement of the conditions of these corporation, the Govt. did not pay any heed; ^{However} ~~but~~ due to joint struggle and resistance movement at certain ^{spots}, the Govt. ^{more of the} ~~has failed~~ to sell away spinning Mills to the private parties ~~was foiled.~~ ^{and}

~~They are~~ ^{The Govt was} forced to proclaim their proposal to run these spinning mills on the basis of joint venture.

^{The AITUC} We urge upon the Govt. to setup ^a high power committee to review the position unit / Industry ^{wise} vide and find out solution for revival of the industries, which are beyond recovery and other industries which can be revived with suitable name and can be made viable.

Babhat Misra,
ORISSA UNIT
AGTU

Resolution on the demand of the medical
employees of Andhra Pradesh.

This 36th Conference of the All-India Trade Union Congress strongly resents the attitude of the Government of Andhra Pradesh in not responding to the agitation of medical employees of Andhra Pradesh in order to set-
off their long pending demands.

Their main demands are —

- (1) Government medicare institutions should be relieved of financial anaemia and shortage of staff, drugs and gadgets. Privatisation of hospital services like Sanitation and Catering should be stopped.
- (2) The anomalies in pay and allowances should be rectified.
- (3) The Govt. Policy of allowing private medicare institutions to expand and permitting high profiteering is creating a situation of health for the rich and the same sort of reach for the poor. This has to be reviewed and reversed. Private medicare institutions should be brought under Govt. supervision and vigil.

Resolution on employees welfare funds

(78)

The 36th session of the All India Trade Union Congress notes with grave concern the decision of the Central Government that the employees welfare funds operating all over the country are retrospectively taxable under the Income Tax Act.

These funds formed jointly by the workmen and their employer to provide social security benefits such as payments for death, retirements, sickness and scholarships ~~for~~ to children, since there was no provision for such exigencies by way of ~~legislag~~ legislation are performing a useful function and therefore should be totally exempted from income tax.

On account of the Central Government decision contained in the written clarification of the Finance Minister Shri P. Chithambaram the tax imposed on these funds from the time of their inception so many years ago, the entire balances in these funds are wiped out with a substantial balance amount due to government by way of income tax. Thus the funds are killed.

It is also noted that the Congress Government exempted these funds prospectively from 1996-97 financial year onwards. However the decision of the present government not to grant retrospective exemption in effect amounts to grabbing the contributions paid by the workers from their hard earned money.

Therefore this 36th session of the All India Trade Union Congress hereby strongly urges the Government to grant exemption from income tax for these welfare funds retrospectively!!

Amrath zar P. Navakumar Proposed by K.C. Malisetty
18-10-97. Seconded by President P. Navakumar
P. NAVAKUMARAN, President P. Navakumar
Chemicals Staff & Works Association

Resolution to undertake Petrofills Co-operative Ltd.
Vadodara.

20

Petrofills Co-operative limited vadodara having latest technology to manufacture Polyester yarn, Polyester chips & Nylon chips is facing acute shortage of working capital due badly mismanaged by the earlier management.

PCL initially raised with an investment of Rs 40 Crores, out of that Rs 13 Cr. invested by Central Govt. 20 years before. After 20 years total investment has reached to Rs 600 Cr. But investment by Central Govt. remained Rs 13 Cr. rest of the amount was generated by its own resources. PCL has paid to Central Govt Rs 1560 Cr. as revenue on an average of Rs 80 Cr. per year.

To day PCL Financial situation deteriorated badly because of mismanagement and to continue its production it requires about Rs 80 cr. working capital.

On other hand Indian Petrochemicals Ltd Corporation Ltd Vadodara is adjoining Public Sector Unit had closed down its DMT Plant because of marketing crisis due to new economic policy of Govt. of India. Imported DMT is available

at cheaper rates. Same time PCL is not
function for the need of Raw material. PCL is
having capacity to consume total production of
DMT produce by IPCL.

Hence 36th Conference of AITUC urge upon
the Central Govt. To provide immediately Rs 30 crores
to PCL to re-start its production and also to
make provision by making amendment in multi-
Co-op. Societies Act. So that IPCL can undertake
PCL and jobs of 2100 workers can be saved.
Parliamentary Committee, which visited the PCL on
19-1-97 and submitted its report in the Parliament
in April 1997 has also recommended same proposals.

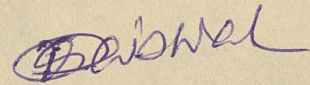


Gen. Secretary
Gujrat.

J. M. Patwardhan

18/10/97

PCL Employees Congress
(Gen. Secretary)



V. S. JAISWAL
18/10/97.

Resolutions Nos

37

This conference requests
the ~~Govt~~ Government of India
and the President of the Indian
Union to take urgent steps to
clear the way for the immediate
implementation of the Kerala
Adivasi Land Protection (
Amendment) Act which was
unanimously passed by the
Kerala Legislature.

U. Govt
K. E. Haniffa
Resolution moved by Kerala.

Seconded by [Signature]
M. N. Sasi

(15) ~~SECRET~~ (B)
 Railway improvement in Orissa is essential
 for the growth of the States' Economy.

— by - Com. Jayanta Das.

Dear Comrade.

Presidium Guests, Fraternal
 delegates and delegates attending 36th
 Conference of A.I.T.U.C., Amritsar,

It is a matter of concern that
 while National average of Railway
 network is 20 K.M.s per 100 Square Kilo meters
 as against only 12 K.M.s per 100 Square K.M.s
 in Orissa. As Orissa has a vast mineral
 reserve of 22% of national mineral reserve
 it has only two through railway line i.e.
 one from Kharagpur to Waltair through
 Balasore, BBR, Berhampur, etc. and
 another from Kharagpur to Vijaynagar
 through Roukela, Sambalpur, Titlagarh
 etc. ~~and~~ and it is only having two tracks
 only which is also a major railway traffic
 huddles. Hence to utilize the States
 resources for bringing the States economy
 to certain level of development, it
 requires three track electrified Railway
 line from Kharagpur to Waltair through
 Balasore, Bhubaneswar, & Berhampur, and
 Kharagpur to Vijay Nagar through Roukela
 Sambalpur and Titlagarh and similarly
 the New Sambalpur Talcher and Cuttack

line be converted to ~~three track~~ ^{All India Trade Union Congress} electrified Railway line.

Similarly it needs gaze conversion on Russa-Bangoreposi line to be completed by 1998 and this line be connected with Bedampahar, which will be the only transport between Tataganagar, Kourkela Keonjhar and Coastal Orissa and west Bengal.

Hence I pray before the ~~36th~~ ^{36th}

~~Session~~ ~~Similarly~~ A new Railway line between Bechampur to Bolangir through ~~Aska~~ and Phoolbani, be constructed.

Daityari to Bansapani Railway line be completed within the stipulated time.

Hence we the delegates of Orissa pray before the 36th Session of A.I.T.U.C. to ~~overpass~~ ^{overpass} it for the growth of the States economy.

Thank you all

A.I.T.U.C. Long live.

To be presented by
the A.I.T.U.C.
J.R. Panda
M. S. G. Centre
ORISSA
17.10.97.

Payanta Das.

17.10.97.

~~28/10/97~~
End Strike in Madras Atomic
Power Station, ~~(19/10/97)~~ ~~(19/10/97)~~

(28) In the Madras Atomic
Power Station at (A)
Kalpakkam, ~~more than~~
entire workers have
gone on strike
from 1-10-97 protesting
against the management's
suspension of five
workers, on 30.9.97.

The basic issue was
that the management
imposed on the workers
a directive of the
Atomic Energy Regulatory
Board (AERB) which
recently shifted the
safety regulations
relating to radiation.

From 1991 workers
entered the reactor
area for maintenance

only after the DAC
C derived A or Concentration
level was below 20.
Now the AERB has
declared that the
DAC level need not
be taken for safety
regulation but the
DAC hour (which
counts the internal
and external exposure
of 'individual worker')
alone has to be taken
into account.

● The Workers Union
disputed this and
the Govt. of India
declined reference
for adjudication in the
Labour Court. The Union
filed a writ in Chennai
High Court. Though the

Stay has been
vacated the issue is
pending before the
High Court.

On this background
the imposition of the
AERB guidelines
provoked the workers.
The management
suspended 5 workers
who refused to enter
when DAC level was
over 20.

The 36th session
of A.I.T.U.C. calls
upon the Govt. of India
to immediately intervene
and settle the issue
as this is a matter of
concern to every worker
exposed to radiation and

a matter of physical
and psychological
issues connected with
atomic energy and
safety regulation.

(23) ~~SECRET~~

DRAFT RESOLUTION ON PRIVATISATION OF POWER IN ORISSA

The 36th Annual Conference of AITUC expresses its serious concern at the heavy ^{losses} ~~losses~~ suffered by the ORISSA State Electricity Board due to its privatisation which is ^{leading} to disintegration of the system and ~~destruction~~ ^{destruction} of the very foundation of the ~~already~~ ^{existing} existing power sector.

2. From the very ~~begining~~ ^{beginning}, the OSEB Employees Federation, intellectuals, ~~other~~ ^{and} trade union ^{centres} raised their voice against the ~~privatisation~~ ^{of} of privatisation of power sector in ORISSA.

3. The state Govt's proclamation that it is the pioneer in privatisation of OSEB in India in the name of power reform ^{under} the dictates of world Bank ~~and their~~ ^{and} ~~distraction~~ ^{bifurcation} of OSEB into Hydro corporation and Gridco corporation has been proved ^{useless} ~~baseless~~ ^{due to} from the ~~very~~ adverse effect, it has brought upon the industry itself and the heavy ^{burden} of ^{tariffs} on the public.

4. This ^{Regulatory} ~~so called~~ reform ^{is} under the ~~new~~ ^{statute,} ~~Act~~ ORISSA Electricity ~~Regulatory~~ ^{Reforms} Act 1995 is ~~desented~~ ^{inspired} by the ~~Expert~~ ^{Shri S.N. Ray} as 'dissection before diagnosis'. The ORISSA Govt ~~extends~~ ^{enters} into a M.O.U with Management of OSEB to overcome the inefficiency and mismanagement and to make ~~it~~ ^{it} viable. But the Govt ~~trampled~~ ^{trampled} under foot, the very terms of settlement and unilaterally ~~preceeded~~ ^{preceeded} and undemocratically ^{proceeded} to split it into two corporations inspite of profits ^{earned} ~~earned~~ by OSEB from 1989 to 1994.

5. During the course of two years the adverse impact of reform ^s has led to ^(a) curtailing of all kinds of subsidies to agriculture. (b) ~~It~~ has worst effect on rural electrification when 13000 villages in the state are yet to be electrified. (c) ~~It~~ has hampered energisation of lift Irrigation projects. (d) ~~It~~ has started retrenchment of workers ~~policy~~ which has brought ^{frustration} and insecurity among the ~~poor~~ workers. The promise of increase in employment remains a hoax.

6. This conference further notes that there is threat of retrenchment, transfer to distant places, ~~outside~~ ^{outside} appointments ~~at officers' level~~ at random without ~~thyme~~ ^{time} and reason, engagement of retired officers, introducing contract labour in most of the places, curtailing the ^{existing} ~~enjoyed~~ benefits, extravagant expenditure for decorating ^{to} offices for senior officials and ~~unilaterally~~ committing unfair labour practice. This has resulted in deterioration of the work ^{ing} culture of organisation leading to Non-functionalisation ^{performance} ~~and frustration among workers.~~ of the Corporations.

7. The worst sufferers are the public due to increase in tariff ^{to} three times during this period. ~~The poor are deprived of the use of electricity which Rs 67 crores remains uncollected from the Big monopoly and business houses.~~

8. It is a sad example that the Govt has handed over on 13-9-96 the transmission and distribution of central zone comprising of BBSR, Cuttak, Dhenkanal circle to a Bombay company ^{BSES} BSRB. This company has promised to be given Rs 16 crores per annum with zero investment. This private management contract did not look and the agreement was terminated on 30-4-1997 which has resulted in a loss of 25 crores. This loss is in addition to the loss of Rs 300 crores spent extravagantly only on construction and fright charges to service at the initial stage before working of the scheme.

9. The federation has started a movement from seminar, Rallies, demonstration and finally resistance movement which broadbased due to formation of a united forum of employees, workers, Engineers and office which continues to lead the movement.

~~10. The Govt did not pay any heed to the alternatives suggested by this committee. This conference urges upon the Govt. to stop the privatisation process and lack ^{discuss with} ~~talk~~ to the joint committee for specific measures for improvement of the power sector and calls upon all the ~~35 thousand~~ ^w power workers and the public to organise a militant, broad based resistance movement to thwart the ^{an} democratic actions of the Govt. ^{and} to save the industry from ~~fatal~~ disintegration.~~

J. K. Ram
G. S.
A. S. Meena
ORISSA committee

The 36th Session of the AITUC ~~is~~ demands

1. - That ^{the} Chennai Port Trust and Chennai Dock Labour Board workers should be deployed in Ennore port, a Satellite port being built by the Chennai Port Trust with ^{the} aid and assistance of ADB and to be commissioned during 1998 or 1999. Similarly the Port Dock workers of the existing Major port should be deployed in the new or satellite ports being built up close to the respective existing major ports.
2. - That indis-criminate privatisation of existing equipments Operations and Docks/Berths in the Ports should be stopped as such measures would adversely affect to the employment opportunities and earnings of the existing workers although it ^{is} ~~is~~ ^{was} assured that the existing workers will not be retrenched.
3. - That the iron ore spillage cleaning workers and coal spillage cleaning workers employed by the contractors at Chennai Port and Vizag Port should be ^{absorbed} ~~observed~~ in the respect ^{ive} ~~to~~ Port Trusts; Cargo handling workers of New Mangalore, Tuticorim & Visakapatnam employed by stevers Association should be ~~obsorbed~~ absorbed by the respective port Trust as ~~the~~ assured in the All India Settlement of 6-12-1994.
4. - That the Major Port Trust Act 1963 should be amended to ~~xxxx~~ give adequate representation for Labour Interest in the Port Trust Board, Specially in view of merger of Dock Labour Boards. The recent practice of appointing Trustees & representing other interest ~~as~~ should be stopped as this has led to politicalization of the Ports.
5. - ^{Make} ~~AS~~ the multi ~~xxxxxx~~ modal Transport system has ^{time} ~~to~~ ~~come~~ to stay in ~~the~~ all Major Ports, the stuffing and destuffing operations of the containers ^{the} should be done within the respective ports to protect the employment of the existing workers and security reasons.
6. - ~~That~~ The liberalised and enhanced benefits under payment of Gratuity Act for the Central Govt. employees should be implemented for Port & Dock Workers retrospectively from 1.4.1995. The Govt. be urged ~~x~~ upon to issue immediate orders in this regard.

7. ^{that} An improved pension scheme for the port & Dock workers as assured by the Surface Transport Ministry should be finalised and the element of incentives should be reckoned as pay for the purpose of pension.

~~8. That~~ That the benefits conceded by the Arbitrator Shri T.S.Sankaran for Chennai Port Trust Workers in his award should be made applicable to other Major Ports also. That all the left out categories must be considered for such benefits by the Indian Ports Association.

9. ~~The Abolition of Contractor Labour :~~

~~10. That~~ The system of contract labour in the handling of steel material at the stock yard of SAIL at Manali, Chennai should be terminated in the light of Supreme Court Judgement dated 6.12.96 and the labour should be directly absorbed by the principal employer. SAIL and the Steel Ministry be urged to take necessary action in this regard.

~~11. The transport of~~ Marine Containers without adhering to the safety rules adopted in conformity with ILO conventions has been causing accidents within ~~and~~ outside the Ports and the Ministry of Labour should ~~be~~ urged upon ^{to} enforce ^{most of} the Safety rules strictly.

~~12. That~~ The Ministry of Environment should ~~be urged to~~ enforce anti-pollution safety measures in the docks where coal, ore, bulk fertilizers and chemicals are handled. The Ministry ~~may be~~ ^{should} further urged to make a fresh study on the effects and suggest remedies in all the major ports where dusty and obnoxious cargoes are handled.

~~13. That~~ The Govt. of India ~~may be urged upon to~~ ^{should} direct the management of Indian Potash Ltd. to honour the award of the enforcing authority for payment of gratuity for the contract handling workers attached to the Godown of IPL at Chennai.

Dear Com. Mahadevan,
you may kindly include these resolutions on behalf of our Fedn.
Fraternally
V.V. RAMA RAO
Genl. Secy
WATERFRONT FEDN
19/10/97

COM. MAHADEVAN
RESOLUTIONS COMMITTEE

Resolution regarding

The 36th conference of

AITUC notes with

hundreds of thousands of ~~thousands~~ of Brick kiln

thousands of workers jobless due to the notices on the orders of Supreme court.

given by pollution control Board; AITUC does not deny adoption of pollution control measures

but observed that the solution does not lie in the closure at the cost of workers' lives.

AITUC demands adequate compensation for the workers who were rendered jobless.

(2)

File Resolution on FCI, Paledars

There are about 140 depots of F.C.I. in Punjab where the grain is stored. Twenty five thousands F.C.I. labours are working in these depots. Out of the 140 depots in eight depots contract system has been abolished before ten years. The F.C.I. workers' Paledar Union is struggling for the last twenty years to abolish the contract system because hundred depots has already been freed from the contract system. In the other's states of the country, A strike was organised in 1991-92 in all the depots of Punjab which lasted about 1½ month. In 1992-93 the congress Govt. who abolish the contract system in 73 depots out of 140 depots. The workers of the 50 depots were affiliated to INTUC and the remaining 23 depots were affiliated to AITUC. After few months the workers of affiliated to AITUC joined INTUC because they had to draw their payments through INTUC. The INTUC leadership started a campaign through Govt. media and political pressure to dislodge our ^{Left leaning} ~~Lal Jhanda~~ Union's. They preached to mis-guide our union workers saying the contract system will be abolished in your depots if you join our INTUC union. We, the workers of AITUC as well as well other's Lal Jhanda Unions gave a befitting reply and educated our workers not to k join INTUC and the workers did not leave our union up till now. As the United Front Govt. was formed in which pro-workers C.P.I. and C.P.M. and other left forces sharing the Govt., the workers of the 69 depots were very much hopeful that the contract system must be abolished by the pro worker Govt. After many meetings the food Minister D.P. Yadav assurance to our M.P. Sh. Gia Singh that Govt. have a gift of new year to the labourers of Punjab on 21st Dec. 1996.

dispite the efforts

of the

But it is a matter of pity that this Govt. ~~and the~~
centre leadership of the AITUC has done nothing so far.
We have represented many times with the minister and
M.P. of C.P.I. After many assurances no out come is
there so far. In the last we want to bring into
your notice if the contract system from the xka 69
~~depots was not abolished the workers of our union can~~
~~can join the INTUC union and it will be a great set-~~
back to our AITUC in Punjab. We hope the party and
the Central leadership of AITUC will try their best
to get the contract system abolish in remaining 69
depots.

Thanking you,

~~Yours faithfully,~~

Amendment Resolutions

- 1) on CUBA - 33, Com. Group (Tamil Nadu)
- 2) " Reservation of 8.33% to } " Changan (Rajasthan)
Women
- 3) " Public Distribution System - " Chandrasekar (A.P)
- 4) " ILO Convention on Home } " Nagesh Rao
Based workers
- 5) " BONUS — Muniwamy (Karnataka)
- 6) " Amendment to TO Act, ID Act etc. — Thyagarajan (TN)
Minimum wage
- 7) " Revival of Sick PSUs — Pretam Chokse (MP)
- 8) " SICAB 1997 — Srinivas Sharma (Delhi)
- 9) " Construction Workers — Vijayan Kunissery (Kerala)
- 10) " Contract Workers — Sathya Narayan Thacker (Bihar)
- 11) " ESI — Com. Chitnis
- 12) " Workers' Participation in } Raj Kumar Singh (Uttaranchal)
management
- 13) " Toxic Wastes — Christopher Fonseca (Goa)
- 14) " Anganwadi Balwadi Workers — Kalarathi Salte (Maharashtra)
- 15) " Road Transport Workers' Demands } Com. B. Rama Rao (AP)
(a) " KSRTC Workers' struggle
- 16) " Price Rise — " Arbind Raj Swaroop (UP)
- 17) " Social clause — " Dr. Kango (Maharashtra)
- 18) " Pension Scheme } " SUNIL SEN (WB)
(a) " Provident fund Scheme
Mahadevay
- 19) " Wage Negotiations in PSUs & } S.V. Sastry
(a) " Non implementation of DA in some PSUs
- 20) " Mini Cement Workers problems and } Dharam Singh
Non-implementation of National Settlement } (Haryana)

- 21) Sugar Workers Demands — ^{Com. ~~D.K. Jais~~} ~~Kallan Rai (UP)~~
- 22) ~~Environment and Workers' interest~~ — Dr. Narayan Rao (AP)
- 23) Demand for appointment of Commission on Non-Coal mines } — ~~M. Deshpande~~
C.R. Bakshi
- 24) Insurance Sector — Bander-Samal (Orissa)
-
- 25) Demands of ~~National~~ Medical employees of AP } — Ramachander (AP)
- 26) ~~Employees Welfare Funds~~ — K.C. Mathew (Kerala)
- 27) FCI Palledars — ~~(to be re-written & merged)~~
- 28) Hydro Electric Projects — Himadri NHPC
- 29) Petrofills Co-operation Ltd — J.M. Patwardhan
- 30) Inter-state migrant workers Act amendments } — Orissa Comrade
- 31) Privatisation of power in Orissa — Orissa "
- 32) ~~Mega~~ Tata's mega steel plant at } — " "
- 33) Bhopalpur
- 34) Privatisation of PSUs in Orissa — " "
- 35) Victimisation of Govt press } — Kishore Jena (Orissa)
- 36) Workers in Orissa
- 37) Exemption of Tax to Co-operative Societies } — Chandra Babu (Kerala)
- 38) ~~Kerala~~ Against import of Rubber — Kerala Comrade
- 39) Mairwar Police firing and killing of Trade Union leader } — Com C.R. Bakshi

- (37) Kerala Adivasi Land Protection Act — K. E. Hanegga (Kerala)
- (38) Strike in Kalpakkam Atomic power station — ~~Jamil Nadeem~~ H. Mahadevan ~~Comrade~~
- (39) Coal mines Pension Scheme — S. Rafiq Khan
- (40) Cotton Industry in Kerala — Udaya Bharan (Kerala)
- (41) Construction of houses for Industrial workers — H. S. Gambheer
- (42) Vijayath Tractors Corp Ltd — J. B. Tambe.
- (43) Misuse of Bombay HC judgement — H. S. Gambheer.
- (44) Privatisation of Orissa irrigation corporation — G. C. Panigrahi
- (45) Improvement of Railways in Orissa — Jayantha Das (to be redrafted)
- (46) 'Dalla' Cement factory — Sham Krishna Srinivasan
- (47) on Judicial reforms — B. M. Frederick.
- (48) on Korea, Congratulation to Am. Kim Jong II & for unity of Korea — H. Mahadevan
- (49) fishing Trawlers workers to be brought under ID Act — Ajoy Kumar (AP)
- (50) Comprehensive legislation for Headload workers — "
- (51) Copper mines closure — Teekaram Majji
- (52) MNCs in Diamond mining
- (53) Tripartite Committee for Aluminium women work — ^{MIMP} Karshath P. T. O. Iare.

copy
file
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SPECIAL RESOLUTION ON CONGRATULATION
(36th Session of the ALL India Trades Union Congress)
(Draft)

extends its warm greetings to

The 36th Session of the All India Trades Union Congress, ~~on receiving the pleasant news that the respected Comrade Kim Jong Il, the great leader of the Korean workers and people and the defender of the socialism with the mass of people at the centre, was officially elected highly~~ at the supreme head of the Korean Revolution, ~~extends him the warmest congratulations and greatest honour.~~

The Session highly appreciates that the respected Comrade Kim Jong Il, the incarnation of defending the socialism and the guider of the cause of independence, undividedly systematised and extensively developed the revolutionary idea of the great President Kim Il Sung, the Juche idea with the man at the centre, by greatly contributing to the development of Korean Revolution and to the fulfillment of the cause of independence in whole world.

Specially emphasizing that thanks to the warm love of respected Comrade Kim Jong Il for the masses of working people and his politics of deep trust, the leader, Party and the masses were firmly connected with one blood and flesh, and so the Democratic People's Republic of Korea is by the means of single-hearted unity, the weapon which is stronger than the nuclear weapons in the world, frustrating the political, military and economic pressure of the imperialist and reactionary combined forces including the United States and continuously developing the socialism with the masses of people at the centre, the Session decides as following.

First, the Session expresses the most respect to the great leader Comrade Kim Jong Il and the firm solidarity with the Korean workers and people in their struggle to defend the fortress of socialism and to realise the independent, peaceful reunification of the country under his wise guidance.

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Second, the Session appeals upon all the trades union organisations the world over to wage the solidarity movement on a world-wide scale to oppose the imperialism and to safeguard the DPR of Korea, the fortress of socialism, in order to construct the independent new world without the domination and subjugation, war and poverty.



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ALL INDIA TRADE UNION CONGRESS

VISAKHA DISTRICT COUNCIL

DOOR No. 33-5-1, NERELLA KONERU, ALLIPURAM, VISAKHAPATNAM - 530 004.

M. ANJANEYULU
Hon. President

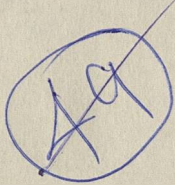
D. ADINARAYANA
President

P.V. SUBBA RAO
General Secretary

Ref :

~~XX~~
~~XXXXXX~~

Date.....



RESOLUTION DEMANDING THAT THE FISHING TRAWLER WORKERS TO BE BROUGHT UNDER I.D.ACT.

India has one of the biggest Sea Coasts in the world encircled by three Seas, which abound in immense Sea foods. Lakhs of fishermen community depend on the Sea coasts for their living facing all the hazards to their lives.

Due to heavy mechanisation, hundreds of fishing trawlers and thousands of mechanised fishing boats have been operating in all the big and small ports of the country. While there is no Law or Act applicable for the Fishing Trawler Workers, only the Captains/Bosuns/Engineers working on the trawlers are covered by the Merchant Shipping Act. Thus these fishing trawler workers are exploited by the Fishing tycoons without minimum wages or proper service conditions or Accident Insurances. While these tycoons earn crores of rupees/dollars, the poor workers, who risk their lives on the high seas spending long spell of service away from land and people, earn meagre wages.

This 36th All India Conference of AITUC demands the Central Government to amend the I.D. Act suitably to bring these fishing trawler/mechanised boat Workers under I.D. Act. It also demands that the P.F. Act., Gratuity Act, ESI and Minimum wages act are made applicable to them.

V. Ajay Kumar

Visakha (vt)

A.P.



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ALL INDIA TRADE UNION CONGRESS

VISAKHA DISTRICT COUNCIL

DOOR No. 33-5-1, NERELLA KONERU, ALLIPURAM, VISAKHAPATNAM - 530 004.

M. ANJANEYULU
Hon. President

D. ADINARAYANA
President

P.V. SUBBA RAO
General Secretary

Ref :

Date.....

RESOLUTION DEMANDING A COMPREHENSIVE LEGISLATION
FOR HEAD LOAD WORKERS.

Lakhs of Head Load Workers are working in various places in FCI, CWC, Markets, Railway Stations, Bus Stands, Various Transport Companies etc called by different names of Hamali, Mutha, Kalasi and Head load worker etc, throughout the Country. The plight of these unorganised workers is miserable since there is no law governing their service conditions. They are ~~one~~ one of the most exploited sections of the workers, though they play vital role in the transshipment of food grains, merchandise, machine tools etc.

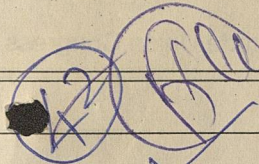
The P.F. Act, ESI Act, I.D. Act, Minimum Wages Act, Bonus Act, Gratuity Act or the recent Pension Act have no meaning for them. They carry head loads and often incur accidents which are either fatal or maim them for the rest of their life. But there is no medical treatment, no compensation or atleast no alternative employment for them. The ILO Convention that the bags one can carry should not be more than 50 Kgs has gone by default and ~~50~~ bags weighing 100 Kgs are thrust on their Heads, often crippling them. There is no old age Pension to these workers, whom Old Age comes at the earliest.

The 36th Session of AITUC meeting at Amritsar between 16th to 20th October 1997 demands the Central and State Governments to enact suitable comprehensive legislation to register these workers, providing them with ESI, PF, Gratuity, Medical Insurance and Old Age Pensions along with security of service.

V. Ajay Kumar

Visakhapatnam (M)

A.P.


Misuse of the
Judgement of Bombay
High Court. ~~27/1/1950~~

The conference passed a resolution demanding the suitable amendment in constitution in such a way that the order of the Bombay High Court decision regarding 200 meters area as prohibited of an establishment,


H.S. Gumber

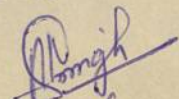
Resolution on Amendment in the Payment and wage Act.

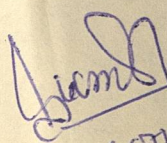
After introduction of New Economic Policy and result to that many Industrial units are become sick and facing sever Financial crisis. Due to Financial situation wages payments to the workers are not made since months together.

Trade unions are lodging complains with the Factory Inspectors and due to law provision under payment of wage Act, the ~~ceiling~~ workmen drawing salary/wages more than Rupees 1600/- are not covered and hence criminal proceedings against the Employer can not be carry out. Only such workers who draw salary less than Rupees 1600/- only, in such cases if payments are not made than only criminal proceeding by factory inspector is done. As salary/wages even under minimum wages has become more than Rs 1600/- therefore, ^{overwhelming} majority of working class drawing salary more than Rs 1600/- and their wages are not paid. For such workers only way remained for ~~me~~ to go for recovery, which is a very lengthy process and totally ineffective.

Hence 36th Conference of AITUC held here at Amritsar between 16th to 20th Oct 97 urge upon the Government to amend the act and remove the ceiling immediately.


Raj Kumar Singh
Gen. Sec. Gujarat.


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Gen. Sec. Gujarat.


Raj Kumar Singh
Gen. Sec. Gujarat.

