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ALL - INDIA TRADE UNION CONGRESS

5-E Jhandewalan, Rani Jhansi Road, New Delhi 1

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23 February 1966

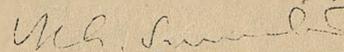
PRESS CONFERENCE - FRIDAY, 25 FEB., 10 A.M.  
- N.M. Joshi Hall, Rani Jhansi Road, New Delhi

Dear Sir,

Shri S.A. Dange, General Secretary, AITUC, will address a press conference at the N.M. Joshi Hall, AITUC office, 5-E Jhandewalan, Rani Jhansi Road, New Delhi, at 10 a.m., on Friday, 25 February 1966.

We hope you will kindly make it convenient to attend this press conference or send your representative.

Yours faithfully,

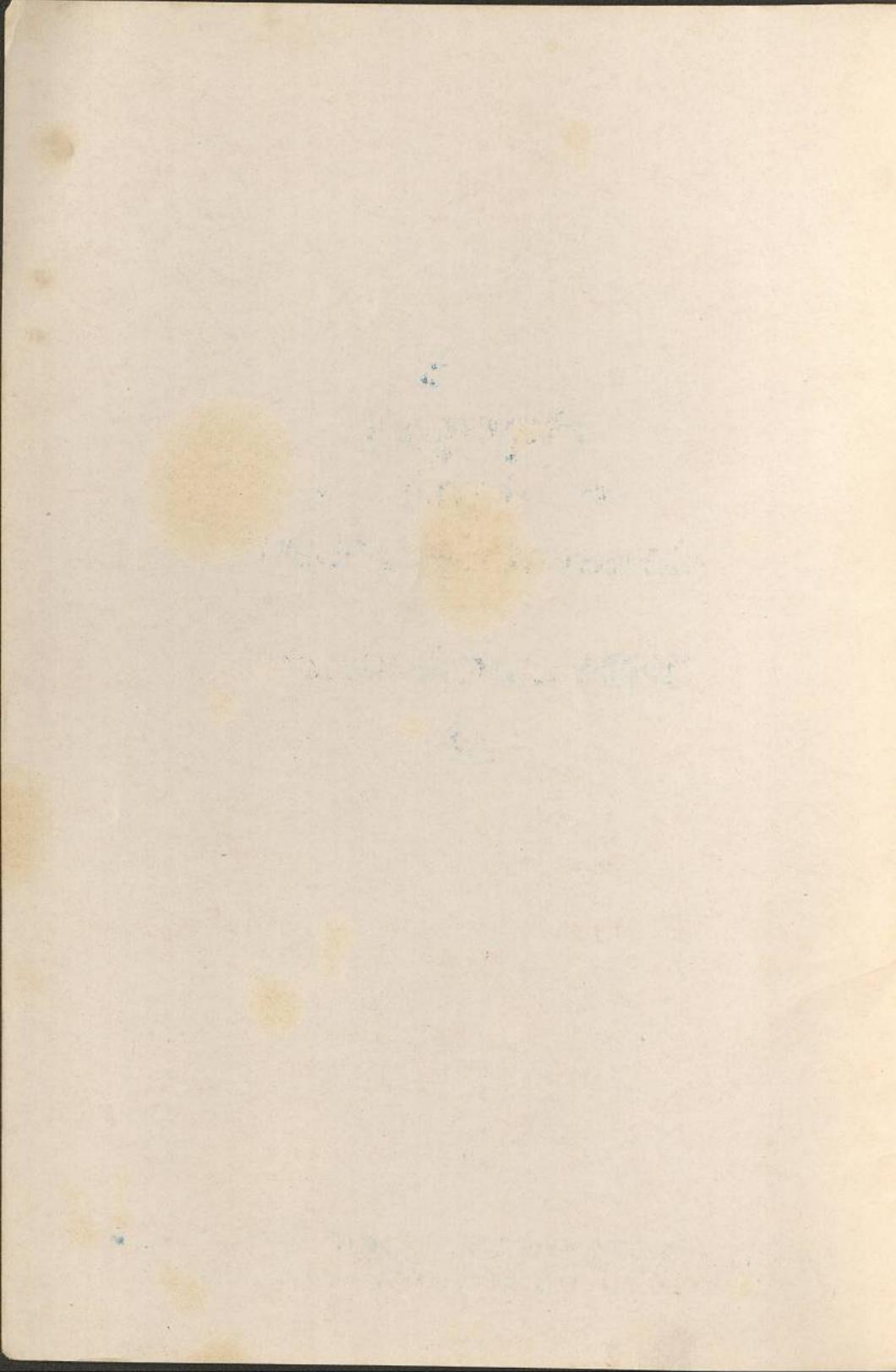


(K.G. Sriwastava)  
Secretary

ALL INDIA TRADE UNION CONGRESS  
36th  
Session

**Report  
of the  
General Secretary  
36th Conference  
of  
All India Trade  
Union Congress**

16th - 20th October, 1997, Amritsar, Punjab



**Report**  
of the  
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# Report of the General Secretary

## 36th Conference of

### All India Trade Union Congress

16th - 20th October, 1997, Amritsar, Punjab

Comrades of the presidium, Comrade fraternal delegates and Comrades, today we are meeting in the 36th Conference of the AITUC at Lala Lajpat Rai Nagar named after the Lion of Punjab and the President of our foundation Conference. We are meeting at Amritsar where the most brutal massacre of the unarmed people was committed at Jalianwala Bagh by the British imperialist. We are meeting in the fiftieth year of independence which was achieved after hundreds of people were martyred, thousands suffered lathi charge and lakhs went to jails. I pay my respectful homage to the martyrs and salute the freedom-fighters because of whose sacrifices we are an independent nation that adopted a path of independent economic development. During the freedom struggle we considered our struggle as a part of the world-wide struggle against imperialism and forged alliance with the world-anti imperialist forces. The nation accepted democracy, secularism and socialism as its goal.

Today after fifty years of independence we are faced with a new world situation. The direct colonial rule has ended in most part of the world, but the forces of imperialism and neo colonialism continue their efforts to dominate economically both production and trade, dictate political terms and make efforts at cultural penetration through the revolution in information technology.

#### **International Situation**

After the collapse of Soviet Union and Socialism in east European countries the imperialists started the campaign that capitalism is the only way out. The U.S. imperialists use the IMF and World Bank for dictating economic policies. Now there is no cold war yet the expenditure on armed forces in the U.S. is very high. The imperialists have posted their military in various parts of the world. There is a move to include Poland, Hungary, Czechoslova-

kia and Romania in the NATO by 1999 so that the U.S. imperialists can station about 1,40,000 forces in Central Europe to ensure that there is no going back from capitalism. The Russian federation is opposed to extension of NATO. The U.S. forces are stationed in the far east in Caribbean in Middle east etc. all in the "interest of defence" of national interest.

The imperialists have come out with the policies of globalisation and neo liberalism which has only led to concentration of production and trade in some of the multinationals. The developing countries were pressurised into acceptance of GATT agreement by which the markets are to be opened up and free flow of finances and goods should be allowed and provision made for intellectual property rights. It envisages opening up of the financial sector such as Banks and Insurance for the Multinationals.

Israel and Palestine reached an agreement with U.S. mediation that 80% of Hebson will be vacated from the biggest city in Israeli occupied West Bank of Palestine. But the new Israeli Govt. started constructing large Israeli settlements and also occupied more rural areas too. This resulted in clashes. A European sponsored resolution criticising Israeli plan to construct houses in Eastern Jerusalem was vetoed by US on the plea that it will jeopardise a negotiated settlement. The U.S. doesn't want a home land for Palestine.

The Economic blockade of Cuba by the U.S. continues under the Helms Burton Law, inspite of the resolutions by the United Nations. The W.T.O. has appointed a panel of judges as the European Governments have challenged the Helms Burton Law. But the Clinton administration is refusing to appear on the plea that it is connected with "national security". Thus USA cares neither for UNO nor for W.T.O.

The United States conducts joint military exercises in Korean waters with South Korea with a view to pressurise democratic republic of Korea. The U.S. keeps its military base in this area so as to pressurise Japan, China and Russia.

The U.S. bases in Japan were fully utilised in their war against Iraq. The Japan U.S. security treaty provides that these bases can

be used against any country. It seems negotiations are under way by which Japan will be bound to cooperate unconditionally in any war that U.S. may start in furthering "its national interest".

After the gulf war Iraq has been again attacked under the plea of giving protection to Khurds. Iraqi soil is being used as a testing ground for new weapons. The main reason is to plunder the Arabian oil wealth by the U.S. oil cartels. Due to economic blockade the people of Iraq specially women and children are put to extreme hardships.

In Afghanistan U.S. is backing the reactionary Taliban through Pakistan as it wants a foot hold in Central Asia. The U.S. imperialists have their forces in Zaire on the plea of protecting its citizens. The French and the British also have their forces in another part of Africa.

In Europe in a number of countries the social democrats or Governments supported by the left have won the recent elections because of the growing discontent against the effects of gobalisation and neo-liberal policies and use of new technology to amass profits.

The effect of efforts to solve the problems within the capitalist system can be seen from the following facts.

There has been no growth in more than 100 countries. There has been economic development in only 15 developing countries which are used by the imperialists to prove the success of neo-liberalism. According to the study by UNDP 1.6 billion people are worse off than 15 years ago. 1.3 billion people in the world live on an income of one dollar a day and sixty percent of the world population lives on two dollars a day. Such is the appalling poverty.

The concentration of wealth is at a much higher scale in the United States. According to UN estimates over the past 20 years 97% of income increase went to the wealthiest 20% while average hourly wages have been falling since 1973 and real family income is less than 20 years ago. The top 10% now control almost 70% of the wealth of United States. The recently reported after tax profits in the biggest U.S. Corporations - the FORTUNE 500 - rose by 23.3 % a staggering 301 billion dollars.

According to a recent report by the United Nations Commission on Trade and Development, the total sales generated by the MNCs outside their country of origin totalled \$5.5 billion. This is more than the total value of exports. MNCs today control one third of the world's private sector assets. The total foreign holdings of the MNCs all over the world now exceed \$ 2 trillion.

According to United Nations statistics in 1993 global GDP as estimated at \$ 23 trillion out of which developed countries accounted for \$ 18 trillion leaving only \$ 5 trillion to the poorer countries though they constitute 80% of the world's population.

The U.N. human development report points out that -

- Around 17 million people die each year from infectious diseases such as Diarrhea, Malaria, and Tuberculosis.
- Of the world's 18 million HIV (AIDS) infected more than 90% live in developing countries.
- 150 million children at the primary level and 275 million at the secondary level are out of school.
- 1.3 billion or almost a third of world's population lives in poverty.
- Every year some 20 million hectares of tropical forests are grossly degraded.
- At the end of 1994 there were more than 11 million refugees in the world.

These statistics depict the most inhuman conditions existing due to the imperialist loot and the capitalist system which is eulogized by the imperialists.

The alternative Copenhagen declaration states, "This system has also resulted in an ever greater concentration of economic, political, technological and institutional power and control over food and other critical resources in the hands of a relatively few transnational corporations and financial institutions. A system that places growth above all other goals including human well being, wrecks economies rather than regenerates them exploiting women's time, labour and sex. It creates incentives for capital to exter-

nalise social and environmental costs. It generates jobless growth, derogates the rights of workers, undermines the role of trade unions finally it leads to an unequal distribution in the use of resources between and within countries and generates social apartheid, encourages racism, civil strife and war and undermines the rights of women and indigenous people.

There is a great incidence of grouping into cartels. Amongst MNCs in the global economy alongwith the diversion of immense production potential into huge financial speculation (now amounting to 45 trillion dollars) and into the arms race currently accounting for \$700 billion. United Nations Data produced for the ILO-1992 Conference showed that the wealth of the world lies in the hands of 153 families, while more than a billion people in the world are jobless or under-employed. Thus, the rich are growing richer and the poor, poorer.

In Germany mass unemployment reached record heights. Over 4.1 million i.e. 9.6% in West Germany and 15.9% in East Germany. A deindustrialisation was brought about in East Germany.

The U.N. Human Development Report 1997 has estimated that the annual losses to developing countries from unequal access to trade, labour and finance amounts to as much as 500 billion US dollars that is ten times what they receive in foreign aid.

It is now revealed that two third of foreign investments in the developing countries in recent years has gone to only eight developing countries.

The report of UNCTAD has given a list of 100 top TNCs out of which one or two are from South Korea, Hong Kong and Singapore. The report estimates that flow of Foreign Direct Investment (FDI) in 1995 to be around 235 billion dollars out of which only 84 billion dollars have been invested in the developing countries. 34 billion dollars in China and 50 billion dollars in 12 developing countries. 63% of the FDI was in the developed capitalist countries. This brings the World FDI stock to 2600 billion dollars in 1995.

The U.S. remains both the biggest overseas investor and the largest recipient of foreign direct investment with out-flow of 40 billion dollars and inflow of 49 billion dollars in 1994.

Thus inspite of liberalisation, and privatisation for globalisation there is only a meagre investment by the Multinationals in the developing countries inspite of the imperialist propaganda about the Asian tigers.

In Germany there are jobless and trade unions in coal mines and Banking have threatened cat call strikes if the Govt. does not stop the cut in social spending. In Italy 30000 workers demonstrated demanding that the Govt. should create jobs as 2.82 million are unemployed. At present European union countries have 18 million jobless. Policy makers in Europe are worried that workers demonstrations could soon turn into more serious forms of social unrest. There may be violence if unemployment increases and social spending cuts persist.

Just before general elections in France on 1st May the Transport workers went on strike. All transport by road rail and domestic air services were affected and hospitals, and bank employees also joined the strike.

In Great Britain the official figures of unemployed are 1.8 million but the actual figure is three times more.

In Russia the Finance Minister announced that in order to balance the budget this year the Govt. will cut spending and raise 5 billion US dollars through privatisation and sale of precious metals. 20 million workers took to the streets on 27th March'97 in Russia. Seven million workers joined the strike. 2.5 million teachers besides academicians joined the protest action.

Tens of thousands of workers will loose their jobs in Bulgaria as the Govt. will sell the best state owned companies and close the insolvent ones.

The workers of South Korea one of the Asian tigers went on the biggest strike in the last 45 years to fight against the new labour laws. On 10th March the Govt. passed the reformed labour laws. The new law retains provisions of the December 26 law such as prohibition on trade unions contributing to political fund. Railways, Road Transport, Health services and Banks are classified as essential services and subject to compulsory arbitration, disallowing

any type of collective action. No labour rights to teachers and civil servants. The attack on collective bargaining and union rights in Australia and New Zealand, the reduction in workers pension in Japan and Canada, the refusal of the Sri Lankan Govt. to adopt a Labour Rights charter and the revision of the manpower bill in Indonesia restricting the workers right to strike are just a few of the reversals in 1990s.

Today, conflicts are disparate and fragmental, not demanding higher salary but against privatisation, against attacks on social security, shut downs, and job cuts. These are defensive battles to retain the gains in wages, security of service and social security etc.

### **Our International activities**

During this period Comrade A.B.Bardhan attended at Copenhagen The World Social Summit. He attended the Conference of the Italian and the French trade unions, Comrade H.Mahadevan attended the Conference of Metal & Engineering Federation of CGT, and visited China at the invitation of the Chinese T.U.s. and attended International symposium in both in countries Comrade Gaya Singh attended the World Solidarity with CUBA Conference at Hanoi, Comrade B.D.Joshi and Comrade Parashar attended the Conference of the Uzbek Trade Unions. Comrade A.B.Bardhan attended the international T.U. meet convened by GEFONT at Kathmandu. K.L.Mahendra attended the South Asian Labour Forum at Kathmandu and also the Trade Union Conference of the Russian Federation at Moscow. Comrade Vijayan Kunissery attended the construction Workers T.U.I. meeting at Hanoi.

At Havana the Cuban T.U.C. took the initiative and after a preparatory meeting with COSATO, CGT, CITU and some others convened an international conference of the trade unions on Globalisation & Neo Liberalism. The affiliates of WFTU and several others attended the Conference. The countries of Latin America, China, India, Vietnam, Syria and others were represented. Comrade K.L.Mahendra, Comrade Karanth of AIBEA and Comrade Patil of Karnataka attended the same where a declaration was adopted and it was decided to have the next Conference at Brazil in 1999. The AITUC has joined the Sponsoring Committee and its first meeting

will be held in February, 1998, at Cuba. Some of the delegates came from ICFTU affiliates. Though their leadership is taking a position of supporting policies persuaded by their Governments, in the ranks criticism against World Bank and IMF is growing.

During the same period we have received delegation from China, Italy, CGT, Russian Oil Union, Commonwealth Trade Unions, Bangladesh and Sri Lanka in the AITUC Office. A Convention of transport workers' unions in South Asia convened by the Coordination Committee of Road Transport Workers with unions affiliated to AITUC, CITU and H.M.S. was held in Delhi. Delegates from Pakistan, Bangladesh and Nepal participated.

A South Asian Trade Union meeting was held at Dacca, and it was decided to hold a South Asia Trade Union Conference in New Delhi.

Thus AITUC has been strengthening the relations with trade unions in other countries. It sent messages of solidarity to the workers of Russia, and to the workers of South Korea when they were on strike. It gave a donation to Cuba for publishing the works of its national hero.

The AITUC joined the Preparatory Committee for the India Ocean Conference for which the initiative was taken by some Australian Trade Unions, some South African Trade Unions and the CITU. Unfortunately the delegates from Australia first resisted amendments proposed by the AITUC and CITU delegates and even after accepting them didn't incorporate in the final stage. It shows that there are hesitations on certain policies.

Anyway our effort to build up wide unity in the struggle against globalisation, neo liberalism, and against the mechanisation of IMF - World Bank and WTO will continue.

Comrade K.L. Mahendra attended the ILO Conference at Geneva as an observer in the Govt. delegation. At Geneva the convention for fee charging labour recruitment was adopted and K.L. Mahendra was in that Commission. Another Commission had first round of discussion on contract labour and the convention on the same will be adopted in the next Session.

The Director General in his report stated that the WTO at its Singapore meeting has decided that the ILO should supervise the implementation of social standards; These should be linked to trade. Hence he proposed that NGOs in every country will be authorised to supervise and place labels stating that social standards are observed and governing body will finalise. Thus in the market both labelled and unlabelled goods will be available. 113 developing countries submitted a memorandum that the meeting of Ministers at WTO had no authority to direct ILO and ILO cannot go against its own rules.

From India AITUC, CITU, and B.M.S. opposed the proposal followed by the delegate from Iran, African Trade Union Congress and Morocco. In the concluding speech the Director General modified and said that in December the Governing body will prepare a draft and place it before the next Conference. Our vigilance has provided line to see that the trade unions from the developing countries defeat their designs.

At Calcutta during the Indian Ocean Conference the delegates from South Asian Countries met and it was agreed that India should host a Conference of the South Asian Trade Unions to develop friendly relations for resolving the issues through negotiations and for developing closer relations and solidarity in South Asia.

The South Asia Labour Forum organised a meeting in which delegates from Pakistan and Sri Lanka were present. Comrades K.L.Mahendra, H.Mahadevan, D.L.Sachdev and also AITUC comrades from some industries attended the meeting.

The South Asia Labour Forum took up the demand for release of fishermen both in India and Pakistan languishing in jails for having crossed the maritime borders. A team including AITUC rep visited the jails and fishermen areas in Gujarat and prepared a detailed report and presented to the Govt. for taking policy decisions on various aspects. Most of them are released and further efforts are on.

## **NATIONAL SITUATION**

Since the last Conference there have been several political changes in the country and the whole period has been full of scams

the Hawala scam, the Telecom scam the Stock market scam and in all these ministers, Congress leaders, officials and some others were involved. It is the Hawala scam in which several ministers were involved added to the impact of demolition of Babri Masjid that led to the down fall of the Congress. Narasimha Rao himself was involved in some cases of corruption.

In the elections to the Parliament BJP emerged as the largest party and the Congress has only 145 seats. The BJP Govt. could not gain vote of confidence in Parliament as no secular party was prepared to support it.

A United Front of 13 parties was formed which adopted a Common Minimum Programme and came to power. It was a programme of compromise and hence there are both positive and negative points in it. It provided for more powers to states, strengthening of PD System, reservation for women in Parliament and assemblies, assistance to sick public sector undertakings, recognition by secret ballot, workers participation in management etc. It provided for privatisation of Insurance sector, disinvestment in both core and non-core sectors opening up of even core sector for private investment and liberalization of imports hitting our industry. The Govt. has then opened up a number of industries for 51% foreign direct investment. The 1956 industrial policy resolution is amended and opened up a number of industries for private investment which were earlier reserved for public sector.

Looking at the present scenario it seems we are passing through a phase of coalitions. The BJP is having alliance with Akalis in Punjab, Shiv Sena in Maharashtra, BSP in UP., Telugu Desham Parvati Group in Andhra and Samta Party in Bihar.

The Congress which was supporting the U.F. Govt. from outside suddenly withdrew its support leading to the fall of Deve Gowda Ministry. The Congress later agreed to support Gujral Govt. of U.F. from outside. While all the left parties are in the U.F., CPI alone has joined the Govt. and others support from outside.

The Trade Unions have to carry on struggles in defence of the workers and the impact of globalisation, neo liberalism, and the structural adjustment programme, though we want this Government to continue.

The U.F. Govt. is making efforts to improve relations with neighbours, gave more economic powers to the States, no repression is let loose in industrial disputes or mass actions of even the Govt. employess, PDS Scheme has improved but it has to cover the areas that were decided. Hence there are some positive achievements of the U.F. Govt. But the negative features arising out of the economic policies have got to be resisted.

While the AITUC wants the U.F. Govt. to continue it will organise movement for the pro-poor programme in the CMP and against the anti-working class and anti-people policies arising out of the economic policies.

### **The Danger of Communalism**

The BJP has emerged as the single largest party in the Parliament. The discontent against the Congress was utilised by BJP which is committed to the policies of globalisation and neo liberalism and is also communal. It distorts history and equates Hindutva with nationalism. It is a part of the Sangh Parivar which stands for an authoritarian State. The recently is BJP trying to pose itself as more liberal than its earlier image but the militancy is now by another wing of the RSS, i.e. the Bajrang Dal and the Vishwa Hindu Parishad. The RSS leadership feels that dilution of its policies is leading to its weakening and hence would like BJP to adopt more aggressive postures.

Along with communalism is also growing castism. Defence of the weaker sections and their upliftment or empowerment is necessary but castism is endangering the unity of the working class and the democratic movement itself. In certain parts of the country there have been caste riots while in some other parts there have been attacks on the scheduled castes.

It is the duty of the working class to unite with all secular forces and fight both politically and ideologically against the forces of communalism and castism and defeat them.

### **Economic Scenario**

The Govt. has made efforts to keep the inflation under single digit ranging between 5 to 7 percent but the prices of essential commodities have been rising. The cost of living index reflects the

rise in the prices of essential items mainly food and the cost of living index for the agricultural workers shows a rise of 9.0 percent while the rate of inflation is hovering around 7 percent.

The applications on the live registers of the employment exchanges conceal the growth of unemployment as the number in the employment exchange registers is pegged at 36000 and odd right from 1991 when the NEP was introduced.

The Gross Domestic capital formation as percent of GDP shows little increase with 25.9 percent in 1990-91 and 27.1 percent in 1995-96 at 1980-81 prices.

There is very slow growth of investments, which can be seen from the fact that savings in 1995-96 were 25.6 percent of GDP while they were 24.3 percent in 1990-91. The gross domestic investment was 27.7 percent of GDP in 1990-91 and came down to 27.4 percent in 1995-96.

The growth of the economy depends on the physical infrastructure and power is very important for both industry and agriculture. While the actual addition to generating capacity was 2598.5 in 1994-95 it was only 2123 in 1995-96. The total losses suffered by State Electricity Boards are Rs.4646.5 crores in 1994-95 and one of the main cause was the subsidised rates fixed by the Govt. which are not reimbursed from the treasury. The full capacity is not utilised and there are transmission losses due to the technology used and defective planning. There are losses due to illegal utilisation too. The Govt. gave lot of concessions to Enron including counter guarantee and other MNCs will increase the cost of power.

The index number of industrial production reveals that the growth is not stable. In 1994-95 it was 9.4% in 1995-96 it was 11.8% and in 1996-97 only 6.6%. The increase in the manufacturing sector was 13.1% in 1995-96 and 7.9% in 1996-97.

The exports in 1997-98 came down to \$8135 million as against \$8253 million in 1996-97 while imports increased during the same period from \$ 9290 millions to \$9532 millions. Thus the balance of payment remains unfavourable and India continues to remain dependent on IMF for adjusting the balance of payment.

The small scale industries increased from 20.82 lakh units in 1991-92 to 27.24 lakh units in 1995-96. The output increased from Rs.1,78,699 crores in 1990-91 to Rs.356213 crores in 1995-96 and the employment increased from 129.80 lakhs to 152.61 lakhs during the same period.

The Govt. depended on foreign investments for economic development. The total FDI from 1991 to 1996 is \$5690 million. The Minister for Industries has said that the Govt. would like to get FDI equal to \$ 10 billion every year. The FDI is lower compared to the small countries of Asia the so-called Asian tigers.

The FDI which was \$4.2 billion in 1993-94 rose to \$4.3 billion and during April-December 1996 the inflow rose to \$ 4.3 billion.

Indian share in world trade has gone down from 1.78% in 1950 to 0.61% in 1994 in a period of globalisation.

In spite of the CMP the PDS doesn't seem to have improved much. In April - December, the allocation of wheat was 11.31 million tones and the offtake was only .29 million tones and the allocation of rice was 14.61 million tones and the drawals were only 9.46 million tones. The position has not much improved in the subsequent period. This is so because the State Governments have not made arrangement of proper distribution system. Only a few States have got the proper distribution system.

The gross bank credit has been going down and specially it has gone down from Rs.2775 crores for agriculture to Rs.846 crores in 1996-97.

Similarly for small scale industry from Rs.5021 crores to 1010 crores in 1996-97.

The fiscal deficit has increased from Rs.41451 crores in 1990-91 to Rs.59805 crores in 1996-97.

The gross interest payment on the external and internal debts has gone upto Rs.52000 crores in 1995-96 as against Rs.21498 crores in 1990-91.

The Consumer Price Index has increased from 240(1980=100) in 1992-93 to 313 in 1995-96 i.e. 30% increase in three years pe-

riod. The workers in the small scale industry, in the unorganised sector and home workers are the worst sufferers as they do not get any Dearness Allowance. Those below the povertyline suffer the most as the index of essential commodities rises much higher.

Since Patna Conference the Narsimha Rao Government started opening up of the economy to the Multinationals and nationwide agitation was conducted against the Sovereign guarantee given to Enron for 16 percent return on capital knowing fully well that the rate of supply of electricity will be much higher than the domestic rates at present. The import duties were reduced and concessions announced for the multinationals.

The United Front Govt. has opened up 25 more industries including textiles, sugar, iron ore, bauxite, health and education for foreign investment upto 51% for which no licence will be required. The U.F. Govt. has divided the industry into strategic, core sector and non-core sector. It announced that disinvestment upto 74% can take place in non-strategic and non-core sectors and upto 49% in the core-sector. A Disinvestment Commission has been set up for transparency in disinvestment. Disinvestment is virtually privatisation. It is sufficient to hold 40% share for virtual control of industry and hence even the core sector will be controlled by the private sector in course of time. Because of the reduction of import duty a number of our industries have become sick. All this is being done on the plea of competitiveness and market economy. The Govt. has taken no steps against dumping.

As far sick public sector undertakings are concerned because of the pressure of trade unions and sections of political parties so far revival packages of 12 industries including HEC, Scooter India, IDPL, Jessop, HPF etc. have been approved. Some others are now being reviewed. But there are more than 100 sick PSUs. In 1994 an agreement was signed by the Govt. for the revival of 79 sick NTC Mills; on the basis that the sale of surplus land will give about Rs.2000 crores. But the Govt. of BJP - Shiv-Sena in Maharashtra has taken a position that they will give only one third of the proceeds of sale of land which amounts to about Rs.600 crores only. Govt. of India is not prepared to invest the rest of the amount and no decision has yet been taken for revival. In the last

meeting with the delegation of Trade Unions the Prime Minister said that the Govt. has no resources to revive all the mills and a decision will be taken within a month or so.

The revival plans for the Fertiliser Corporation of India, Cement Corporation of India, and several other industries are still to be worked out. The Finance Ministry has taken a position that there shall be no budgetary support, which has become a big hurdle in the revival of sick PSUs. Out of 244 PSUs 109 units are loss making and 90 have been declared sick and 60 have been referred to BIFR. Winding up orders have already been issued in eight cases some of which have been stayed by High Courts. Government refuses to be the promoter. While such is the position in BIFR, I.D.P.L. revival plan has been approved under pressure from trade unions and the political parties.

Government should evolve methods for revival of as many as possible as it is promised in CMP that public sector shall be strengthened.

In the State large number of State sector undertakings are closed. In West Bengal and Kerala there are some efforts of revival. In Andhra Pradesh units like Allwyns, Republic Forge and even Cooperative Sugar mills are lying closed and there is no effort for revival. The trade unions are agitating.

Manmohan Singh had said when he was Finance Minister that the State Govts. should also fall in line with the new economic policies with the result that in Haryana certain routes of Bus Transport were privatised; in Delhi private buses were permitted to ply on the nationalised routes etc. Now the Andhra Pradesh Govt. wants to trifurcate the State Electricity Board into three corporations, for generation, transmission, and distribution. The employees of the A.P. Electricity Board went on two days strike. In Karnataka bifurcation of KSRTC is done despite agitation by our Federation. In other states also the state sector undertakings are facing similar prospects but we do not have enough information.

Because of the shortage in power supply, Govt. permitted private sector to step in to set up power projects. Very few industrial houses have come forward for investment. Some smaller capital-

ists have come forward to put up plants at Rs.700 to 800 crores investment. This will not meet the requirement of the situation.

The Chari Committee report on coal recommended to produce coal in private sector and to fill up the gap of requirement in the 9th and 10th plan coal should also be imported. Earlier the power projects were permitted to have captive mines and 70 blocks were identified for the purpose.

The five Central Trade Union organisations opposing the opening up of coal industry for private sector decided to go on strike on 28th to 30th August'97. The Prime Minister held a meeting and the Govt. has asked for two months time after which they will negotiate with the trade unions. The strike has been postponed.

### **Disinvestment**

Right from 1990-91 disinvestment from the public sector industries has begun. Even the CMP has promised disinvestment with transparency and using the proceeds for the social sector like education and health and only 10% to be invested for revival of sick industries. The Disinvestment Commission has commented that the policy to refuse budgetary support is not correct. It states that Govt. should make one time investment so that it becomes attractive for disinvestment, that is investment so as to get better returns through disinvestment.

Now 40 profit making PSUs have been referred to Disinvestment Commission. The Disinvestment Commission organised a seminar to which K.L.Mahendra was invited. He pointed out that disinvestment is virtual privatisation and the proceeds are being transferred from the capital account to the revenue account which only the feudal lords did in their last days to keep up their false glory. Shri Rangarajan, Governor of Reserve Bank stated at the Bombay Seminar that it is not selling family silver but transferring from one account to another account.

There is a move to amend the SICA with a view to expedite the proceedings and facilitate liquidation. The amendments are not with a view to revive the sick industries. The AITUC has submitted a detailed memorandum.

The AITUC has submitted that since Govt. itself is the promoter it should not refer the sick PSUs to BIFR. An Experts Committee should prepare a revival plan in consultation with the unions, management and the financial institutions. Govt. should hold the discussions with the unions and finalise the revival plan.

The Govt. has declared that 9 profit making and important PSUs are the Navratnas and shall be developed as world giants. This only means that they have to be developed as Indian Multinationals. They can enter into collaboration, invite private capital and have autonomy for it. But there are three circulars issued on the same date giving different versions of what autonomy means. The workers will also be allowed shares in them. But the main thrust is to make them world giants. Which way it helps self reliance or country's economy is a different matter.

The Govt. proposes to permit entry of private sector in insurance sector and permit Rural Banks in the private sector. Further the Govt. proposes to introduce the insurance regulatory authority in the coming session of the Parliament, having withdrawn in the last session.

During this period the Bank employees went on strike on their demands. The insurance employees went on strike against privatisation and in August 97 the Banks went on strike for two days and the strike was complete because all the employees and officers organisations had unitedly gone into action.

### **5th Pay Commission for Central Govt. employees**

The recommendations of the 5th Pay Commission to say the least was anti employees and pro IAS. The Commission has proposed abolition of 31/2 lakhs of posts, and reduction of 30% strength over a period of ten years, contractisation, computerisation etc. It has recommended payment of hundred percent neutralisation notionally since 1986 and merge the same for officers immediately and increase of Rs.240 at the minimum level. Dual standards were adopted. For officers the pay is need based and for the staff on the basis of increase in NNP during last eight years instead of ten years. The Pay Commission recommended House Rent on the maximum of pay.

The Govt. for the first time has decided to give prospective effect and the House Rent on actual pay. The incremental rate at higher levels is 3% while on other levels it is lower. There are anomalies in fixation and the fitment formula is such that some will get less than their present pay.

The Secretariat officers have gone on strike on 4th September. The employees are to go on strike from 24th September. The Railway employees in the ballot have overwhelmingly voted for strike. The strike notice has been served on 4th September.

Hectic and prolonged negotiations took place between the JCM leaders and the group of ministers, lead by Com. Indrajit Gupta, Home Minister.

In the meanwhile AITUC along with other national centres extended support to the Govt employees and urged the Prime Minister to intervene so as to reach the settlement, conceding the demands to the employees.

Finally at the wee hours on the 11th Sept. 97, the settlement between the Govt and the JCM leaders was reached, conceding many demands such as 40% increase in pay, improvement of fixation formula, payment of arrears in cash, enhancement of the rate of increments at the lower scales, removal of eligibility ceiling on Bonus, further review of the recommendation of the pay commission on abolition of 3.5 lakh vacant posts and rejection of reduction of staff strength by 30% etc. It was also agreed to consider certain other issues subsequently.

Because of the unity and determination of the Govt employees as well as the positive approach shown by the group of ministers during the final negotiations, the satisfactory settlement was reached on the 11th Sept and the notices of indefinite strike from 24th Sept 97 were withdrawn.

### **Pension Scheme**

The AITUC was the first to demand introduction of Pension Scheme. The P.F. Pension Scheme on the basis of portion of employers P.F. contribution being transferred from 1.4.93 was introduced. The AITUC welcomed the scheme for payment of pen-

sion but suggested a number of amendments. For instance girl child should also get pension upto 25 years of age irrespective of marriage, review every year, Govt. contribution of 1.16% to continue etc.

But the Govt. has not yet accepted to pay higher rate of interest i.e. 131/2 % given on State Govt. securities instead of 81/2% on the corpus of Rs.11,000 crores which will work out to about Rs.500 crores annually. It is loot of the workers money and AITUC has been agitating for increase of interest to atleast 131/2% If this is conceded the pension can be linked to cost of living index.

The AITUC, I.N.T.U.C., H.M.S. and B.M.S. agreed for implementation and urged for amendments. The AITUC further suggested that a separate scheme be worked out for the companies that can afford to pay on the basis of extra 3% from both management and employees, add it to 2.67% of Family Pension and a scheme be worked out. Those drawing Rs.5000 and more can easily afford it. The Mother Dairy of Delhi where AITUC union exist, has worked out on the basis of 4 percent contribution by both the employers and workers. NMDC scheme provides for 6 1/4 % contribution by workers, 2 percent by employers and 1.16% by the Government without touching the P.F.

In coal the legislation has been passed but the scheme is not yet approved by the Govt.

In Steel the workers are agitated as the workers and managements are contributing 2% each and no viable scheme could be worked out.

### **Administration of ESI and P.F.**

The Govt. has increased the coverage of ESI from those drawing Rs.3000 to Rs.6500. Some of them were getting benefits better than ESI as they had the benefit of medical reimbursement or having their own hospital facilities.

The State Governments are expected to run the ESI hospitals and look after medical facilities and have to pay only 12%. But most of the State Governments neglected the scheme. On the new decision of the Govt. there were protests. We urged on the

Govt. that the Corporation should directly run the hospitals and exempt those who have better facilities. The Central PSUs owe about Rs.1000 crore statutory dues to P.F. and ESI. The AITUC has demanded that the Govt. should pay these dues.

### **Index Series**

The trade union movement in general had rejected the index series worked out on 1982 as base. The new series did not take into account the recommendations of Rath Committee; further the trade unions were not associated while selecting of basket or giving of weightages with the result the the real rise in prices is not reflected in the index.

The fraudulent index series have helped the employers to deprive the workers of their due and added to their profits.

The AITUC has urged on the Govt. to associate the trade unions from the stage of preparing family budget. The survey has commenced and the Govt. has asked the T.U. Centres to suggest the markets from where information should be collected, but did not associate the trade unions in preparing the family budget

### **Gratuity Ceiling**

The Gratuity ceiling for the Govt. employees was raised to Rs.2<sup>1/2</sup> lakhs from 1.4.95 and now Vth Pay Commission has raised it to Rs.3<sup>1/2</sup> lakhs. On agitation by trade unions Finance Minister in his budget speech has announced that the ceiling will be raised to Rs.2<sup>1/2</sup> lakhs. Now the Labour Minister stated that it will be raised to Rs.3 lakhs. The AITUC delegation has urged on the Prime Minister to issue ordinance raising the Gratuity ceiling.

### **Bonus & PF**

In 1996 the Telecom employees and other Govt. employees went on strike for abolition of ceiling on Bonus. Police force was not used, no charge sheet was issued and the Govt. removed the ceiling for one year. The workers of public sector and major private sector industries are not eligible to get Bonus under the Act because almost all are drawing a pay of Rs.3500 and more. Hence the trade unions demanded removal of ceiling. The AITUC urged

the Prime Minister on 3rd September'97 that on ordinance be issued removing the ceiling.

The rate of contribution to P.F. has been increased to 10% from 8 1/3 %. But the Act is not yet amended increasing the contribution to 12% from 10%.

### **Construction Workers Welfare Act**

The Construction Workers Welfare Act has been passed but the proposal of the trade unions for formation of Boards who will supply labour and collect the payment has not been passed. The Boards alone can ensure proper collection of cess and ensure implementation of the Act. The former Prime Minister had promised a delegation led by Mr. Justice Krishna Iyer that the Act will be amended but it has not been done so far.

### **Public Sector Wage revision**

The public sector workers last Wage revision was delayed by the Govt. due to the guidelines issued by the D.P.E. which virtually wanted a wage freeze though the earlier agreements were over by December 1989. The wage revision took place in 1994. Similarly the Dearness Allowance formula for neutralisation upto Rs.3500 at hundred percent and 80 and 60 percent above that was conceded. But now 100 percent neutralisation at all levels is provided for the Govt. employees.

The agitation of the public sector employees was conducted by CPSTU which held meetings and conventions from time to time.

The period of last wage revision ended, for coal in June'96 and for others in December'96.

The last wage revision was not given to loss making PSUs except for HMT where the union accepted joint venture if required. Some of the PSUs did not implement even the revised DA formula though it formed part of the 1989 agreement.

The unfortunate position is that those who get wage revision do not participate in the struggles for revival of the sick units or for wage revision or implementation of new DA formula in the sick PSUs.

The CPSTU conducted a wage workshop at Bangalore and organised a Dharna on the demands of sick industries, but the response for the Dharna was poor. The call for the strike on 2nd April was withdrawn because of the political crises created by the withdrawal of support by the Congress to the U.F. Govt. The CPSTU recently decided to conduct an extended meeting in Sept 97 and chalk out a programme of action.

The fishermen throughout the country went on a days strike against permission granted to Multinationals for using mechanised trawlers which affected the livelihood of lakhs of fisherman who used traditional methods. The call was given unitedly by some organisations.

The AITUC conducted a big agitation against efforts to privatise Bailadila Iron Ore Mines and got a wide support. The tribal people in the area and the workers joined the agitation in a big way.

In the Indian Labour Conference the AITUC criticised the use of National Renewal Fund for only payment of Voluntary Retirement. The original proposal was to use the fund for retraining and redeployment. Actually very little was done in this direction.

The Govt. has declared that in future employment exchanges will not be for providing placements but will be counseling centres to encourage self employment. Further the Govt. announced in the ILC that floor level wages shall be fixed on povertyline income i.e. Rs.35 for rural areas and Rs.39 for urban areas on 1995 prices and shall be linked to cost of living index, while the unions demanded Rs.50 per day. But even this is not being implemented in most of the States.

The ILC appointed a Bipartite Committee to recommend a comprehensive labour legislation for amending the T.U. Act, ID Act, recognition of trade unions and workers' participation in management etc. But the Committee could not come to any understanding as the employers were not prepared to accept even the unanimous conclusions of the Ramanujam Committee.

The Platform of Mass Organisations including trade unions, peasants and agricultural labour unions, women, youth and students organisations was formed and a convention held.

The U.F. Govt. has not fulfilled the promises made in the CMP such as strengthening of public sector, 30% reservation for women in the Parliament and legislatures, comprehensive legislation for agricultural workers, against commercialisation of education and against corruption.

Corruption has gone to such an extent that large number of ministers in Narsimha Rao, Govt., including Narsimha Rao himself and Advani and some other opposition leaders were charged for corruption. Sukh Ram and , Kalpnath Rai were found to be the most corrupt. Laloo Prasad and Jagannath Mishra are charged with involvement in the multi-crore animal husbandry corruption case in Bihar. Laloo Prasad had to resign and was placed in custody.

The Platform of Mass Organisations has planned to carry on agitation against corruption, and on the other demands such as passing of the comprehensive legislation for agricultural workers, providing reservation for women in Parliament and legislature etc.

The United Front Govt. has failed to implement its own commitments given in the Common Minimum Programme.

The Platform has observed Independence Day Jubilee on 29th August and focused on the various streams of movements during the freedom struggle, the role of the working class, peasantry, youth, students and women. The meeting warned against the effect of globalisation and neo-liberalisation.

The Platform has decided to organise Dharna on 9th December '97 in front of Parliament.

The Supreme Court has given two judgements on contract labour and , characterised it as effort to get cheap labour and observed that in many cases the contract system is fake and that if the job is permanent contract workers should be deemed to be permanent. Govt. has failed to amend the Contract Labour Act in the light of Supreme Court judgements.

The Supreme Court has given a judgement that child labour system should be abolished. The children working should be sent to school and the employer should be required to pay Rs.25000 for

his/her education and maintenance. Govt. has promised to constitute a fund but it is not done so far.

The Supreme Court ordered the closure of factories in residential areas in Delhi and provided that if the employer fails to start business elsewhere and provide work he should pay six years wages as compensation.

In connection with environment protection the Supreme Court has prohibited any activity in the forest area without prior permission. This has affected wood industry and illegal mining etc. but it will lead to more effective implementation of law regarding environment. In these cases AITUC became a party and got some relief to the workers.

Recently the Consumer Court in Maharashtra has ordered payment for the losses suffered by Tatas as consumers because of the strike by the headload workers which is alleged to be illegal. Further the High Court in Kerala has ruled that stoppage of Transport and other essential services during Bandh is illegal and should be dealt with accordingly.

These retrograde judgements are an attack on the right to collective bargaining available under the ILO Conventions. In every call for Bandh essential services like electricity, water works, supply of milk and hospitals etc are exempted.

Under the plea of protecting the consumer the judgement protects the employers. The consumers cannot help the workers when even the legal provisions are violated or Statutory Minimum wages are not paid by the employers. Consumer cannot force the employers, and workers have the right to collective action to get the demands conceded.

AITUC has urged that it is the responsibility of the Govt. to see that these judgements are reversed or amend the law in such a way that the right to collective bargaining is not affected.

The trade union movement has to conduct struggles to resist the impact of globalisation, privatisation and growth in unemployment and poverty. To fulfill these it is necessary that trade unions

unite irrespective of ideology and organisational differences. The left trade unions have a common platform known as Sponsoring Committee of trade unions. Sometime on issues wider unity is achieved. For instance for revival of NTC mills or against privatisation of IISCO all the Central Trade Unions are united. During the Non-aligned Labour Ministers' Conference all the eight trade union centres circulated a memorandum appealing to them to oppose the linkage of trade with social standards as it is a non-tariff protectionist measure by the developed countries.

In the Indian Labour Conference all the trade unions took a common stand that importance attached to labour in early years is not being carried on; While Finance and other ministers used to attend the Indian Labour Conference now the Labour Minister does not have even the Cabinet rank; The Spl. Tripartite Committee on PSUs and the Tripartite Committees for various industries are not working. The burning problems of workers are not attended to, etc. ,etc.

The offensive of the Structural Adjustment Programme is against the public sector and the working class. Hence unity and more unity is required. Let us make efforts to have the widest unity on issues.

### **Anganwadi**

During this period Anganwadi workers have been organised under the banner of AITUC apart from Maharashtra and Karnataka in Bihar, Tamilnadu, Kerala and Rajasthan. In the case filed by the AITUC the Karnataka Appellate Tribunal has given a decision that the Anganwadi Workers are Govt employees and this has been challenged by the State Govt in the Supreme Court.

### **Verification**

The provisional results of verification were announced immediately after the Patna Conference and it was found that B.M.S. became first because of bogus membership being accepted as the procedure for verification had lacuna. Certain officials colluded with B.M.S. to accept all their bogus and false claims inspite of the fact that the AITUC had given details of how certain centres worked

only as workshops to produce false records. The verification was done in offices and not in work place. They claimed lakhs of shop employees and domestic servants as members which was difficult to verify. In spite of objections the Govt. over-ruled the procedure laid down in a meeting at the ministerial level and declared the results.

The verification has also revealed our weaknesses. Several unions did not submit the records. Some of the big unions did not have membership list at the union headquarters; The lists were available in Districts or Divisions. Number of unions did not maintain proper records. Unfortunately during the period of verification in 1992 K.L.Mahendra was hospitalised in a serious condition and Com. Homi Daji fell sick and hence the centre was very weak.

In view of the above verification AITUC is shown as fifth National Trade Union Centre. We have been pressing for fresh verification on the basis of 1996 membership as the last verification was on the basis of 1989 membership. We wanted the procedure of verification to be amended.

### **Home Workers**

The AITUC supported the demand of home workers for an ILO Convention. The 1995 ILO convention was adopted and the Govt. of India supported it.

### **Unorganised**

At the Bangalore Conference a call was given to organise the unorganised. The call was repeated in subsequent conferences.

After Patna the Secretariat felt that we should concentrate on Anganwadi, Beedi and Construction workers. They are today better organised but some States have not paid attention to one or the other of these.

The field of the unorganised is very wide. Today the number of home workers is increasing even in modern industry apart from the traditional workers like papad making, agarbatti etc. Now in garment industry, in shoe making and even for electronic industry home workers are engaged.

As the maximum number of unorganised is in rural areas apart from the agriculture workers, there are the handloom and powerloom workers, the fisherman, the toddy tapper, forest workers, workers in quarries, in small mines, brick kiln and so on. Apart from these a large number of contract labour is utilised in steel, BHEL, coal mines etc.

The comrades leading the unorganised felt that their issues are not discussed in the Working Committee as the main discussion is around new economic policy, privatisation, sickness etc. In the Working Committee held in June 1997 a Sub-committee was constituted and it held one meeting. Comrades should take up the problems of Minimum Wage and also welfare schemes. In Kerala there are welfare schemes for 16 categories of workers in unorganised sector.

It is necessary that wholtime organisers are provided to organise such millions of workers. The organised sector trade unions should provide financial assistance to these organisers atleast for two years, after which they will be self sustained.

The State Committees should discuss in details about providing cadre and finances and plan expansion of activity in this sector without further delay.

The call to organise the unorganised was correct but was not followed by concrete organisational steps at any level.

We should overcome this weakness and plan to expand in the unorganised sector.

Similarly methods shall have to be found to organise AITUC following in the new, upcoming industries, small and big, industrial estates, new zones etc.

## ILO

In 1995 the then Congress Govt. did not include the representatives of AITUC and CITU as observers to the ILO Conference. The United Front Govt. sanctioned their representation but the orders got delayed. Yet at the last stage Comrade B.D.Joshi attended the ILO Conference. In 1996, five National Centres were included in the Indian delegation.

## **Child Labour**

The AITUC was the last to take ILO - IPEC assistance for child labour eradication. However, eleven workshops were held in States and eleven in industry. Exhibitions were organised and beautiful posters printed. Photos of child labour working in Stone quarries, manufacture of Moradabad utensils etc. were taken. Some songs and street plays were organised. In the workshops the representatives of IPEC, Child Welfare Board and local prominent persons were involved. The work done by AITUC Secretary, Comrade Amarjeet Kaur was appreciated all round and she was nominated as a member of Review Committee to review the whole functioning of the project. 24 schools were conducted to motivate the working children to go for education.

## **Working Women**

Workshops for working women were organised at six centres for different regions in which teachers, bank employees, anganwadi workers, telecom and hospital employees participated. The workshops were organised in cooperation with the Commonwealth Trade Union Council.

## **Health, Safety and Environment**

Workshops on health, safety and environment were organised with the assistance of CTUC and some more are being organised during the period. Comrade Mahadevan is organising these workshops. Based on the discussions in our Working Committees and General Council, AITUC has issued general guidelines to our unions and federations on safety, health and environmental issues, besides a model agreement.

## **ILO - AITUC Workshops**

A workshop on New Economic Policy was organised assisted by ILO in which prominent economists, Presidents of FICCI and CII and other experts spoke. The AITUC leaders both from the Centre and States participated. The lectures delivered in the workshops were printed in a Book form.

On recommendation of AITUC the Bharatiya Khet Mazdoor Union organised a workshop on agricultural labourers, their economic and social problems with the assistance from ILO.

The All India Kisan Sabha organised a workshop on small and marginal farmers with ILO assistance on the recommendations of AITUC. The papers presented in both the workshops have been published.

In 1997 the AITUC organised a workshop on Social Security along with ILO assisted by the Social Security Association of India. Papers were presented by experts which are printed in a book form. The conclusions of the workshop shall form the basis of discussion by a Commission at the 36th Session of AITUC at Amritsar, Punjab. An important paper was on welfare funds for unorganised workers in Kerala.

### **AITUC Platinum Jubilee**

The AITUC completed 75 years of its formation. The jubilee year was commenced with a grand function at Bombay and closed with a rally at Hyderabad.

Beginning of the Platinum Jubilee celebrations was celebrated on 31st October, 1994, at Mumbai, the place where the foundation Conference was held in 1920. The Mayor of Mumbai inaugurated the function and leaders of the Central Trade Union Organisations I.N.T.U.C., CITU, HMS., BMS, etc. greeted the occasion. Everyone spoke on the need for trade union unity. A public rally was held.

The veterans of AITUC were honoured by Comrade Indrajit Gupta, Vice President of AITUC. Comrade A.B. Bardhan addressing the General Council meeting appealed that the AITUC should be renewed, organisation should be streamlined and membership should be doubled.

On 31st October 1995, the celebrations were held at Hyderabad. A big rally went round the city and ended in a public meeting. In the evening a gala function was held in which leaders of the Central Trade Union Organisations addressed apart from the then General Secretary of AITUC Comrade A.B. Bardhan.

## ORGANISATION

At the Bombay General Council Comrade Bardhan gave the call for renewal of AITUC and to double its membership during next three years.

At Patna congress a new team was elected and some youngsters were inducted. The Secretariat met regularly every month and accounts were also presented. In the General Council accounts were presented. The office was modernised with introduction of fax, computer and later a computer was installed with the help of CTUC. Work was divided amongst the members of the Secretariat. But unfortunately President Comrade M.S. Krishnan suffered a stroke and lost his power of speech and writing. Comrade Gobin Karar found it difficult to work at the Centre and hence was allotted to look after the eastern region. After one year Comrade T.A. Francis stopped functioning at the Centre. In November'96 Comrade A.B. Bardhan resigned from General Secretary post and was elected as Vice-President, and was not available for the Central work. Comrade M.S. Krishnan resigned as President because of his health. In November'96 Council meeting Comrade B.D. Joshi was elected as President and Comrade K.L. Mahendra was elected as General Secretary. Again unfortunately Comrade B.D. Joshi fell sick within a month of his election as President and was not available for work at the Centre for practically the whole period. The remaining depleted team is managing the Centre for the last one year. Recently i.e. on July 9 Comrade Satyanarayan Thakur from Bihar has been inducted at the Centre to look after the unorganised sector.

After November'96 the members of the Secretariat went round the States to discuss the organisation position and also to stress that the accounts and registers of the unions should be maintained properly and annual returns submitted in time. The defects noted during verification were pointed out.

It is the experience that many circulars sent to State Centres are invariably not responded nor reach all the affiliated unions. Hence printed notices were directly sent to the unions cancelling affiliation of those that have not paid affiliation fees after 1989 and

asking the rest to pay the affiliation dues with arrears failing which they will be disaffiliated and delegates will not be allowed to attend the Conference. With a view to keep the records proper the list of affiliated unions and the affiliation fees paid etc. have been computerised about a month back.

There were complaints that some of those who have paid subscription for TUR are not getting TUR. This has been computerised so as to avoid such complaints in future.

In the tours to the States it is noted that in some important States the General Secretaries give only part time to trade union movement. In some States inspite of Comrade at the State level being available, there is no division of job, General Secretary is in all Committees but cannot attend and the result is that other comrades are not able to develop initiative.

Some State Committees have the full details of their unions, collect the affiliation fees and send. Some others leave it to the individual unions with the result that a large number do not send affiliation fees regularly. They used to pay one year affiliation fee at the time of the Conference so that their delegates can attend.

Large number of unions do not submit their annual returns or show only 200 membership inspite of having two to three thousand so as to avoid audit and payment of full affiliation fees. There are even unions which have paid affiliation fees but have not applied for affiliation. There are unions that claim to be affiliated, actively working and use the name and banner of AITUC but do not get affiliated for years.

There are industrial federations some of whom do not meet regularly, are active only at the time of negotiations for wages etc. It was decided to separate non-coal federation from coal federation but so far it has not been done. Some of the federations have not held their conference for long, while some federations were activated during the term.

- Most of the States have not organised trade union classes for long. The Centre has recently published updated syllabus and organised a Central school in English for 5 days in Hyderabad for

training of teachers, so that they can conduct classes in the States. The Hindi classes were proposed to be held but were postponed; the syllabus are translated in Hindi and the classes will be held after the Conference.

Some States specially Tamilnadu and Maharashtra take advantage of the facilities provided by the Central Board for Workers' Education. Advance training was arranged for coal and transport industries. This year the programme for steel and BHEL did not succeed.

In the coming Conference it is necessary to strengthen the Central team. A Commission will discuss the organisational problems at all levels in detail and chalk out a programme to improve the organisation and expand the AITUC activities in new areas.

Large sections of unorganised workers have to be organised, like the Toddy Tappers, the Forest workers, the workers in Brick kiln, Quarrying, and in non-Coal mines. The number of contract labour and home workers is increasing. Apart from these unorganised large number of small industries and modern industries have come up where the red flag has not gone into.

The State Committees at a special meeting will have to assess these possibilities and induct cadres to organise them.

This way alone we can improve the strength of AITUC. No use remaining satisfied with the existing unions and functioning them. We should increase our strength and improve our image.

The State Committee should hold special Executive and Council Meetings with specific agenda to organise the unorganised and expand in new industries.

### **District Councils**

It is necessary to function the District Councils of AITUC which will help in checking up the day to day functioning, payment of affiliation, mobilisation during State or Central calls and also solidarity actions.

The solidarity consciousness is not there to the extent required. Normally the workers in functioning industries do not act on the problem of revival of sick industries. The unions of permanent workers try to bargain hard even on fringe benefits but do not press the demand for abolition of contract system and absorption of contract labour etc. When workers in the neighbourhood are in struggle others do not react and do not express solidarity.

## **Financial Position**

Financial position of some of the unions is good but they do not contribute to the required extent to the State and All India Centre. Some other unions still live in age old system of collection of Rs.3/- as membership fees per annum. No union can function so. In such unions they collect donations at the time of Bonus, payment or wage revision and this is sometimes used personally.

The General Council decided to collect Re1.00 affiliation fees from 1997. Even then 50 paisa will go to the State and affiliation fees is not sufficient to meet the monthly expenditure of AITUC Centre.

While finances are not sufficient for normal functioning, comrades expect that AITUC should pay for foreign travel to attend the meetings of TUIs or other international meets.

In the past AITUC used to help the comrades but the situation is completely changed and we have to regularly pay the affiliation fee to WFTU.

If comrades do not realise the change, neither the Centre can be strengthened nor international contact can be maintained. Recently for the international Conference at Havana CITU sent 15 delegates. From AITUC with difficulty Comrade Mahendra could go and in the AITUC delegation were Bank employees leader Comrade Karanth and Comrade Patil from Karnataka, both on their own expenses.

CTC adopted a new method i.e. everyone has to meet his travel expenses, boarding and lodging expenses and also pay \$30 as registration fees. Gone are the days when the Soviet Union and

East European socialist countries financed the WFTU and the developing countries were subsidised.

Comrades should realise this and find ways and means to strengthen the finances of the State and Centre of AITUC.

Many unions in Bangalore collect a minimum of Rs.5/- every month, and contribute partly to Dist council. The W.C.L. collects Rs.72 annually and such unions also function efficiently.

The organisation commission should discuss all these aspects.

## TRADE UNION UNITY

The joint meeting of the Working Committees of AITUC and H.M.S. was held. In West Bengal and Maharashtra Coordination Committees were formed and also held joint rallies that were addressed by leaders of both the organisations. Comrade D.L.Sachdev and Comrade Mittal were authorised to organise meetings at State levels and Central leaders would attend.

It was made clear by AITUC on day one that the unified organisation shall not remain affiliated to either ICFTU or WFTU but will participate in their meetings if invited. The trade federations can join the trade union international as decided by two third majority. Already the transport unions of H.M.S. are affiliated to ITF and their engineering unions with IMF. One leader of HMS once proposed why not leave it to the majority of the unified organisation; That will sow the seeds of dissension even before unification and hence not acceptable.

On the question of name and flag there is no problem.

The Working Committee of H.M.S. has appointed a High Powered Committee to negotiate with AITUC but the leadership was busy with Vth Pay Commission and aftermath of the Central Govt. employees.

The CITU approached I.N.T.U.C. for formation of a Coordination Committee of Central Trade Union organisations for which

AITUC had already consented. A meeting of the Central Trade Union Organisations' leadership was held on 16th September 1997.

## **ILC**

The Labour Ministry has reconstituted the Standing Labour Committee with one representative for each central organisation; if there is voting it shall be proportionate to the verified membership; there shall be no advisor and the Review Committee appointed by the ILC has been dissolved. All the Central organisations have taken objection to the above decisions and demanded that the issues be discussed in the SLC itself and decisions taken.

## **Trade Union Record**

The Trade Union Record in both English and Hindi are being published regularly and carry the latest information necessary for the trade unions leaders. There is an editorial board and whole time editors both for English and Hindi TUR. Since the last Conference special issues were brought out on the occasions of jubilee and on 15th August and 26th January. Advertisements are mobilised and it has made these journals near self sufficient. But several of our comrades do not mobilise advertisements though they can. In case all try their best the TUR can become completely self sufficient and the quality can be further improved.

## **PUBLICATION**

The Centre brought out a number of publications and with efforts the sales have been more than the sales of previous ten years. The Reference book on Wage Agreement published in 1995 is completely sold out. The Pension Scheme was sold out and a revised edition is published.

The papers of economic seminar, impressions about China, Supreme Court judgements on contract labour, history of trade union movement first and second edition, women's role in T.U. movement, the papers of the workshop on social security have been published. The sales since Patna are about one and a half lakh rupees.

The education syllabus series are recently published and syllabus in Hindi will be published after the Conference. The State leaders should take these publications when they go to the union meetings and sell them. That will help to raise the consciousness.

## WFTU

The WFTU is in financial crisis. Earlier the Soviet Union and the East European trade unions contributed so much that apart from normal functioning they could give subsidy to developing countries. The ICFTU gets funds from USA, and European countries and is in a position to financially help the movements of their affiliates in the developing countries and also meet their travel expenses.

The situation for WFTU has changed. It has no money and has to depend on affiliates. AITUC has to pay affiliation fees. Further it was a practice that the members of the TUI, the delegates to the Conferences, or the leading persons were given free travel, and free boarding and lodging. At Havana for the International Conference delegates had to meet their travel charges, boarding and lodging charges and \$30 for registration. Even tea and snacks had to be purchased.

The WFTU doesn't have money to meet the expenses for more than a month. The owners of the office at has asked WFTU to purchase it or vacate it.

The presidential council at Havana has decided to sell the shares in the hotel at Cyprus, and the building in Budapest and to purchase the WFTU office at Prague. If necessary it may take loan from a friendly organisation or Bank for the purchase of office. To strengthen the finances of WFTU the suggestions are sale of one dollar bonds, sale of 'T' shirts and caps with WFTU emblem and sale proceeds to be utilised for strengthening WFTU and the regional centres finances.

The Regional Committee of the WFTU should be made to function. Sub-regional meetings can be organised on important issues and documents exchanged. The main approach should not be on tours, but on solidarity actions, joint actions and proper studies of the developments. Exchange of information and solidarity action

have assumed importance. Common stand against machinations of the developed countries and the Multinationals is essential.

The mobilisation against the linkage of trade with social clauses is possible only if the WFTU gets activated and moves the trade unions of developing countries.

## CONCLUSION

The new economic policies lead to privatisation, loss of jobs, increasing in sickness, closure of industries and attacks on the working class. The international experience is that globalisation and liberalisation has led to concentration of wealth on the one hand and increasing poverty on the other.

The AITUC wants that the interest of national development, economic and social, employment for all, health for all and security of service and social security should be protected and expanded.

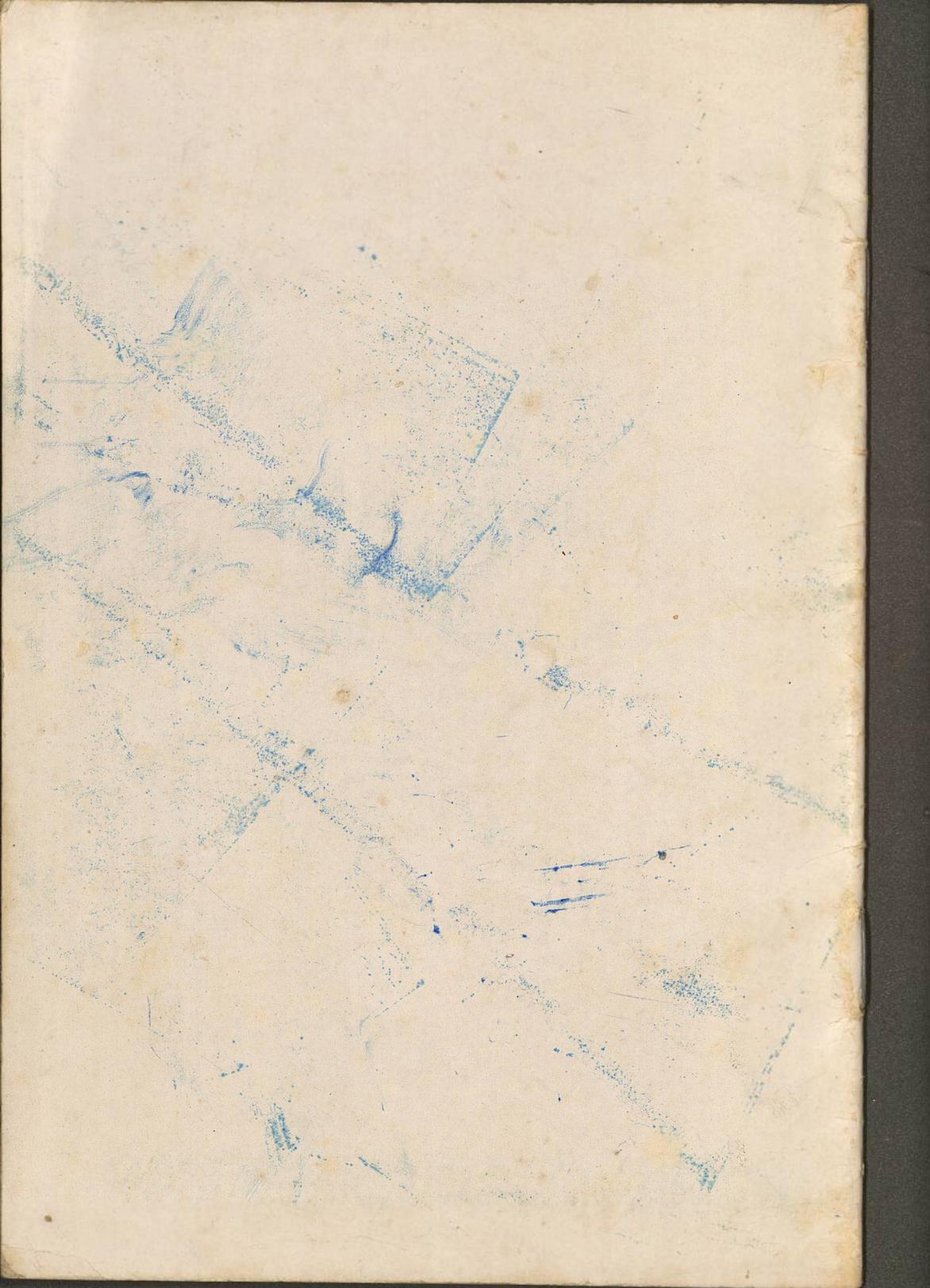
While modern technology is necessary in certain areas, efforts should be made to achieve employment for all. This can be achieved if land reforms are implemented, easy credit is provided for agriculture and allied trades like dairy farming, pisciculture, poultry farming etc. Similarly the small and tiny industries i.e. handicrafts should be provided easy credit and marketing facilities.

## TASKS

- \* Struggles should be conducted against privatisation and weakening of public sector. The effort to introduce exit policy should be resisted. Revival of sick industries and no liquidation should be the goal.
- \* Struggles should be conducted against contract system and for regularisation.
- \* Large number of new industries have come up and their unions should be drawn into united movement against the policies of the Govt. which are anti worker and on common demands.
- \* The workers in the unorganised sector, women and home workers should be organised and struggles conducted for

minimum wage, security of service and social security or welfare schemes.

- \* Struggles should be conducted for linkage of P.F. pension to cost of living index.
- \* Conscious efforts should be made to mobilise solidarity. The organised workers should act in solidarity with the workers of unorganised sector. International consciousness should be developed as workers everywhere are facing the onslaught of globalisation and neo-liberalism. The struggle is world wide struggle. Hence international unity of the working class is essential. At the national level unity of the workers in action is required more than at any time before.
- \* The AITUC should be expanded and strengthened to face the challenges posed by capitalist development. Expand in new industries, organise the unorganised.
- \* Success of a correct policy depends on necessary organisation and the strength of the organisation depends on cadre. Draw new cadre in every district, organise new sections of workers and strengthen AITUC, the premier trade union organisation of the workers. leading the working class for over 75 years.
- \* To achieve these tasks strengthen the AITUC Centre, strengthen the State Centre, function the industrial federations and the district councils of AITUC.



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1. The Industrial Truce Resolution was adopted on November 3, 1962, in a tripartite meeting where there were no discussions on the draft placed by Government. The discussions on the draft had taken place informally between government and the various participating organisations. This position was necessitated because of the "super-patriotism" of the INTUC and HMS which had refused to sit with the AITUC in a tripartite conference. The AITUC, however, had indicated in writing its reservations on the Draft of the Industrial Truce resolution and had moved specific amendments. These amendments were not considered by Government. On the day the resolution was "adopted" in a mute tripartite conference, the General Secretary of the AITUC, S.A. Dange had sent a letter to the then Labour Minister, G.L. Nanda, in which it was stated:

"Two vital things that require mention here are that the resolution puts a blanket ban on strikes, irrespective of what the employers do. Secondly, no clear protection is assured to the workers against rise in prices and fall even in real wages which is low enough.

I feel that the Conference should have given time to this. The emergency of the situation should not have prevented more careful consideration of such vital decisions."

(T.U. RECORD, Nov 20, 1962)

The AITUC had asked for, in its amendments, firstly, that there should be no blanket ban on strikes 'under all circumstances' and secondly, that under the head PRICE STABILITY, the following should be added: "Any increase in prices of essential commodities should be neutralised by adequate Dearness Allowance, so that existing real wages do not fall." (TUR Nov 20, 1962)

These warnings given by the AITUC proved only too true in later experience and the AITUC's reservations on the Truce Resolution were well-founded.

2. The General Council of the AITUC which met in New Delhi on April 15-17, 1963 reviewed the working of the Truce Resolution:

"The Industrial Truce Resolution from its very inception was utilised by the employers, both private and State, to the disadvantage of the workers, in several spheres. Yet the workers showed restraint and made great sacrifices for the country.

The continuation of the Truce Resolution is no longer necessary to fulfil the tasks of development and defence. In fact, quite an accelerated growth is found to have taken place in the Plan period without the help of any such Truce Resolution. Continuation of the Resolution today is now hampering the growth of normal industrial relations and is leading to irritations and unrest among the workers as the employers tend to use it more and more for their own class benefits than for national interests.

The former normal industrial relations laws and policy are sufficient to guide the present and future development of the country's economy.

The General Council of the AITUC is of the opinion that the Government should call a special meeting of the Indian

Labour Conference to discuss the present situation without delay and review the working of the Truce Resolution with a view to its termination." (TUR Apr 20, 1963)

3. The Industrial Truce Resolution came up for review in the 21st session of the Indian Labour Conference held on July 13, 1963. Writing on this session of the ILC in the T.U. RECORD of July 20, 1963, S.A. Dange stated:

"Does not the conclusion to appoint a Committee to look into the implementation of the Truce Resolution imply that it is reiterated? It does not. Because all the three TU organisations (AITUC, HMS AND UTUC) declared their reservations and departures from certain parts of the resolution.

The AITUC particularly made a categorical declaration that it is not prepared to reiterate the Resolution, as it is and refused to support the CDS and surcharges.

The Truce Resolution was adopted in the conditions of October-November 1962, when an invasion on our country was taking place. The conditions of hot war do not exist now, though the state of Emergency is not terminated by government.

Even then, the AITUC, foreseeing that Government and employers would try to prolong the application and the obligations of the Resolution had put forward its amendments and its reservations at the time of the November (1962) meeting itself.

In the present situation, while the AITUC accepts the obligations from the needs of defence and development in general, they must not be of the character of the period of invasion and actual war but of comparative peace-time and which are usually valid and necessary for any developing country.

The need for defence and development in present conditions does not call for a blanket ban on strikes, as has been put in the November Truce Resolution. The AITUC does not accept that clause any more, as conditions do not warrant its continuation any more.

Both the employers and the Government have failed to observe one of the most vital condition of the Truce Resolution - that the price-line would be held and would not lead to a fall in the real wages of the workers.

But in actual practice, both the employers and the Government not only failed to hold the price line, they, in fact, helped to raise prices and depress the real wages. Government did it by imposing taxes on essential commodities, by permitting speculation, by failing to ensure supplies and enforce emergency on the big hoarders and suppliers of foodgrains, sugar etc. The employers did it as part of the exploiting class, participating and aiding in that process. So, when the basic condition of the Truce was violated, there can be no talk of reiterating that resolution.

So the AITUC made it clear that in view of the worsening conditions of the wages of the workers, there was discontent, and strikes were bound to take place. The AITUC would not desert the workers in their struggle to protect their interests. It would lead them.

Hence it did not want to hypocritically reiterate the resolution, as it is, in the Conference and then break it

in actual practice. The HMS and UTUC more or less said the same thing."

4. On February 14, 1964, the then Union Labour Minister D. Sanjivayya, wrote a letter to the AITUC alleging that the National Campaign of Toilers which was then launched and the three-phased struggle would constitute a violation of the Industrial Truce Resolution. Replying to this letter on February 26, 1964, S.A. Dange, General Secretary, AITUC reminded the minister about the clear views expressed by the AITUC at the 21st Indian Labour Conference and quoted for the Minister's reference the review article in Trade Union Record quoted in para 3 above. The Minister's letter and AITUC reply were published for the information of the unions in the Trade Union Record dated March 5, 64.

5. In the 23rd session of the ILC which met in New Delhi in October 1965, in the wake of the Pak aggression, Government made another attempt to get the Truce Resolution reiterated. The AITUC and other TU organisations opposed this reiteration of a meaningless resolution and the Declaration of the Conference did not contain this reiteration. (See Trade Union Record, NOV 5, 1965).

Truce

6. In view of all this, the Industrial/Resolution as it is does not exist, as far as the AITUC is concerned.

AITUC General Council  
February 1966  
New Delhi

February 20, 1966

Resolution on Mines

AITUC'S CALL TO THE MINE WORKERS OF INDIA

The AITUC expresses its deepest concern over the conditions of nearly seven lakh miners in coal and iron ore, manganese, dolomite, limestone, mica and other mines. Neglected by the Government and oppressed by the mine owners, the miners of our country are the worst exploited section of the working class. The miners are not prepared to tolerate this condition any longer and their patience has been totally exhausted.

After a long struggle lasting several years, the working class at last secured the legal right to bonus. Though the law passed on this subject is defective and cuts down our due share of bonus, we note that the public sector coal mines in the NCDC and the Singareni and two steel companies in the private sector, TISCO & ISCO have paid bonus. While all other coal mine owners embracing the overwhelming majority of workers have refused to pay the bonus. The Government of India has refused to intervene in the situation.

The AITUC also notes that the calculation which has been followed by the management of the NCDC, Singareni and others is grossly defective and wrong and workers have been cheated of lakhs of rupees. The exclusion of various allowances and fixation of arbitrary basis of attendance in computation of bonus greatly reduced the amount of bonus paid to workers of these places.

The condition is even worst in the iron ore, dolomite, limestone, mica and manganese mines. Here even the workers of iron ore and dolomite mines in the state sector have not been paid any bonus. Only recently after a determined struggle the iron ore and manganese workers of the Barbil area (excepting the manganese workers in the Bird & Co.) in Orissa have been able to compel the managements and contractors to pay bonus. But for the rest of non-coal miners, where dearness allowance is not even linked with cost of living index, the position is extremely serious. Without bonus, without any adjustments in dearness allowance the non-coal miners both in the state and private sectors have been reduced to below-starvation level.

The AITUC also wants to record its strong protest against the failure of the Government to correct the cost of living index which would enable the coal miners to get a rise in the dearness allowance. As the cost of living index has not been corrected in the light of the report of the Delhi Expert Committee, nearly four lakh coal miners are being most illegally deprived of a rise in dearness allowance amounting to several crores of rupees. The AITUC demands immediate correction of the cost of living index and payment of additional dearness allowance to coal miners with retrospective effect.

The AITUC also notes with deep regret that neither the Coal Wage Board nor the Wage Board for the Lime stone, Dolomite and lime stone mines, set up in early 1962, have given their decision which has caused widespread unrest among miners. The demand for revision of wage of manganese workers has been kept pending for last eleven years. Taking advantage of this inordinate delay, the mine owners have resorted to mass scale lay off, retrenchment and victimisation. Constant attempts are being made to increase the workload, rationalise the jobs and change the categories unilaterally and the gains of the past tribunals are subjected to serious attacks in coal mines. The alarming rise in fatal accident in coal mines last year and the death of nearly 400 miners in big and small accidents reveal the horrible condition which the coal miners are exposed to.

The AITUC further notes with grave concern the fresh offensive on the trade union rights and unions by employers of Bird & Co., Samla Collieries Ltd. (Jaipur concern) and other coal mines in the Raniganj-Assansol coal belt; in HSL mines and Burhar coal mines in MP. In these places, the mine owners have started mass scale victimisation and instituting false criminal cases against the activists and leaders of the unions affiliated to the IMWF and AITUC.

Faced with this vicious attack from the employers and police, the miners are resolutely defending their trade union rights with great courage and determination and the AITUC congratulates them and pledge all support in their grim battle against massive offence of the mine barons.

The AITUC regrets that in all these matters the Government has miserably failed to protect the interest of miners and repeated requests and appeals for intervention by the AITUC and Federation and their affiliated unions have brought no response and the miners have been left at the hands of mine owners who do not hesitate to use gangster methods to liquidate militant unions.

In view of this desperate condition, and anti-working class policy of the mine owners and the government, the AITUC has no other alternative but to call upon the miners all over the country to prepare for a direct action and launch a three day hunger strike in all mines, coal and non-coal, and indefinite hunger strike in Assansol-Raniganj coal belt, starting from the 1st March, in support of the following demands:

1. Immediate payment of profit sharing bonus from 1961 to 1965.
2. Correction of cost of living index and payment of additional dearness allowance to coal miners with retrospective effect.
3. Linking of dearness allowance with the cost of living index in all non-coal mines.
4. Immediate decisions of the Wage Boards.
5. Reinstatement of victimised workers in Bird & Co., Saunda Collieries WB in West Bengal and Bhilai mines and Ballaghat manganese mines in MP.
6. End of gangsterism and attack on trade union rights in the mining belts.

The AITUC appeals to all unions and workers, irrespective of their trade union affiliations to build up a powerful movement in support of the just struggle of the miners and force the mine owners and the government to concede these demands without any further delay.

A NOTE ON BIPARTITE NEGOTIATIONS IN  
THE BANKING INDUSTRY

by Prabhat Kar

Following the work-to-rule movement of the bank employees led by the AIBEA in 1964, the tripartite agreement of August 18, 1964 had resulted in an 8 per cent and six per cent ad hoc rise in D.A. in the banking industry through which the employers and Government accepted the fault in the All-India Index to the extent of eight per cent which had to be covered by cash relief. This was, indeed, a notable gain for the TU movement and shortly afterwards, the insurance employees also secured a similar D.A. rise.

In the new phase of the bank employees TU movement, the gains achieved through the earlier struggles are now sought to be consolidated and further extended. In this process, collective bargaining has come to assume increasing importance, a direct result of which is the current bipartite negotiations which are now taking place in the banking industry.

It will be recalled that wage demands of the bank employees and the machinery through which these demands came to be adjudicated and settled over the years have quite a long history. One phase of the struggle in the banking industry on the wages demand concluded with the enactment of the Industrial Disputes (Banking Companies) Decisions Act, 1955. The sustained struggles of the employees had gone on since the invalidation of the Sen Award and the ordinance and later the enactment, the Temporary Provisions Act, as an interim arrangement before appointing the Sastry Tribunal. From Shastri Award to the LAT, modifications by the Government and the industrywise strike, the appointment of the Gajendragadkar Commission and subsequent enactment of the recommendations are important landmarks in this struggle.

When the Industrial Disputes (Banking Companies) Decisions Act expired in March 1959, the AIBEA launched an agitation for wage revision and demanded the appointment of a Commission instead of a Tribunal. Those were the days immediately prior to the Wage Boards and the Central Pay Commission had started functioning. However, on account of the strike in the State Bank of India, the Government imposed a Tribunal - now known as the Desai Tribunal.

On the publication of the Desai Award, the AIBEA raised the demand for the removal of anomalies in that Award and had approached the bankers for mutual settlement. The bankers at first showed their inclination for a mutual settlement but with the imposition of emergency on account of Chinese aggression in October 1962, the bankers backed out. The AIBEA had demanded that there should be no extension of the term of the Desai Award, but under the cloak of emergency, the Government extended the period of the Award and besides, brought the banking industry under the purview of "public utility", fulfilling a long-cherished dream of the employers and against which the AIBEA had successfully fought in the earlier period.

By the end of 1963, it was felt that the demand for removal of anomalies of the Desai Award had become inadequate and at the Trivandrum Conference in February 1964, the AIBEA decided on a demand for a wage revision - 20 per cent wage rise - and the Government was again informed that there should

. . . . . be no extension

be no extension of the term of the Desai Award. A programme of agitation in support of this demand was also decided upon.

However, Government paid no heed to this demand and again extended the term of the Desai Award. The bank employees under the leadership of the AIBEA therefore launched the work-to-rule movement and the impact and intensity of the movement had a pronounced impact on the bankers and the Government.

The tripartite agreement of August 18, 1964, was a direct sequel to this struggle and this was the first industrywise settlement in the banking industry. The main significance of this settlement was the realisation of the demand that the Desai Award in its existing form should not be allowed to continue. The life of the Desai Award had already been extended by the Government but it continued now in a modified form. The modification included, inter alia, an interim settlement of 6% and 8% increase in D.A. This interim settlement was all the more significant since it was the first time such a demand was achieved, after similar claims were rejected by earlier tribunals.

The settlement of August 18, 1964 included agenda for negotiations on wages and service conditions. Thus, the earlier phase of the bipartite talks began with the effort to arrive at an understanding on the details of the agenda. In February 1965, the agenda was duly settled. The General Council of the AIBEA which met shortly after and it was unanimously decided that bipartite negotiations should be carried on and a negotiating team was appointed.

From April 12, 1965 began a series of discussions on various service conditions in the banking industry. The top executives of the industry delegated this task to a team of their juniors. After various ups and downs and hours of discussion, in August 1965, conclusions were reached on major aspects of service conditions.

In the subsequent bipartite talks in December 1965 which are now continuing, the trend of bargaining is in the nature of a package deal, to be strived for. In the peculiar structure of wages of various categories in the banking industry and the prevailing rates, the bargaining is done both on straight improvements on the existing basic wage scales as well as additional allowances to various categories on a scale more rationally fitting with the duties involved. Attempts are being made to have an agreed standardisation of nomenclatures and these have been for the most part settled satisfactorily.

Of particular importance in this regard, which may benefit other industries, is the provision for payment of D.A. as a percentage of basic pay, inclusive of the special allowances. Thus, in contrast with other D.A. systems on a slab basis or uniform D.A. for all categories, the D.A. element does not disturb the wage differentials and the higher wage scale being negotiated will also earn automatically a higher quantum of D.A. At present, the D.A. rates are (a) for clerical category - 3% of basic pay for every rise of four points of the all-India index; and (b) 4 per cent of basic pay for every four point rise. The D.A. is to be revised every quarter.

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ADDRESS OF THE GENERAL COUNCIL MEMBERS REPRESENTING WEST BENGAL  
ELECTED FROM THE 37TH SESSION OF AITUC, HELD AT HYDERABAD.

1. Com. B.N. Tewari  
Colliery Mozdoor Sabha  
G.T.Road(West)  
P.O. Upper chelidanga,  
Asansol, Burdwan.
2. Com. Nanda Dulal Srimani  
Elias Road  
P.O. Agarpara  
Kolkata-700 058
3. Com. Gurudas Das Gupta  
Dwipannita Housing Estate  
78 Chetla Road  
Kolkata 700 027
4. Com. Sunil Sen  
Colliery Mazdoor Sabha  
G.T.Road(West)  
P.O. Upper Chelidanga  
Asansol, Bardhaman
5. Com. Binai Routh  
Durgapur Steel Sramik Union  
1, Arabinda Avenue  
P.O. Durgapur 713204  
Bardhaman
6. Com. Abdul Mannan Workers' Union  
Garden Reach Textile  
R-60 Garden Reach Road  
Kolkata 700 024
7. Com. Kuber Nath Singh  
Jajadia Garden Govt. Quarter  
Block F, Room 1  
P.O. Belur Math  
Howrah - 711 202
8. Com. Himangshu Chattaraj  
United Iron & Steel Workers' Union  
Subhas Pally  
P.O. Burnpur  
Bardhaman
9. Com. Jyoti Lahiri  
36, Lenin Sarani  
Kolkata 700 013
10. Com. Pradip Moitra  
Simanta Pally  
P.O. Rupnarayanpur Bazar  
Bardhaman-713364
11. Com. Ajoy Das Gupta  
N/2 C.I.T. Estate  
Christopher Road  
Kolkata-700 014
12. Com. N. R. Kanjilal  
B/o Bata Mazdoor Union  
Kashimuddin Road,  
Nungi, Batanagar-743313, 24 Pgs(S)

13. Com. Saral Sen  
3A Justice Manmatha Mukherjee Road  
Kolkata - 700 009
14. Com. Sudhir Bhowmick  
Acharya Prafulla Nagar  
Vill: & P.O. Sonarpur  
24 Parganas (S)
15. Com. Ranjan Das Gupta  
Flat No.2/1, 36C Ballygunge Circular Road  
Kolkata-700 019
16. Com. Ranajit Guha  
54B S.N.Banerjee Road,  
Kolkata-700 014
17. Com. Kamalendu Ganguly  
18/23B Ballygunge Place(East)  
Kolkata-700 019
18. Com. K.D.Ghosh  
102J, R.N.Mitra Brickfield Road  
Kolkata-700 053
19. Com. K.B.Subba  
~~CPRM OFFICE~~  
8 Tamang Buddhist Monastery Road  
P.O. & Dist: Darjeeling
20. Com. Debashish Lutta  
~~35A Jagannath Ghat Lane~~ 13A, Manasatala Lane  
P.O. Mahesh  
Srirampur, Hooghly
21. Com. Chanchal Ghosh  
30/1A College Row  
Kolkata-700 009
22. Com. Himangshu Das  
C 1/3 Labony Estate  
Salt Lake  
Kolkata 700 064
23. Com. Purnendu Sen Gupta  
CPI Office, Rabindra Nagar  
P.O. & Dist: Midnapore(w)
24. Com. Sunil Mahanta  
14/19 Beerpara  
Kolkata-700 030
25. Com. Shyamal Bose  
Babu's Quarter No.10  
P.O. Titagarh  
24 Pgs(N)
26. Com. Niranjana Ghara  
Vill: & P.O. Deriachawk(via Bhogpur)  
Dist: Midnapore( )
27. Com. Bankar Sen  
8/15, DEROJIO PATH,  
P.O. Durgapur-713216  
Bardhaman

28. Com. Chandreswar Das  
7, South Tangra Road  
Kolkata 700 046
29. Com. Dulal Dutta  
5 Ultadanga Main Road  
Kolkata 700 067
30. Com. Samir Ghosh  
P 58 Pragati Pally  
Kolkata 700 089
31. Com. R.C. Singh  
Sidhuli Colliery  
P.O. Sidhuli  
Bardhaman
32. Com. Dipak Chakraborty  
10 Srinath Ghosh Sarani  
P.O. Konnagar, Hooghly
33. Com. Hari Sankar Bose  
50 L.J. Road  
Chapdani, Baidyabati  
Hooghly- 712222
34. Com. U. Chowdhury  
65 Bankim Chatterjee Road  
Hakimpura,  
P.O. Siliguri, Dargeeling
35. Com. Ajoy Karmakar  
Zilla Cha Bagan Workers' Union  
P.O. Mal, Jalpaiguri
36. Com. B.N. Jadav  
Kesoram Rayon Bramik Union  
P.O. Nayasrai  
Hooghly
37. Com. Biplab Bhatta  
South Inda (Near Kali Mandir)  
P.O. Kharagpur, Midnapore(W)
38. Com. Ruma Sen  
Pushpila Smriti Apear Garden  
P.O. Upper Chellidanga, Asansol  
Bardhaman
39. Com. Saktiman Ghosh  
Central Calcutta Hawkers' men Union  
2, College Street, Kolkata-700 012
40. Com. Pradip Kr. Paul  
C/o Bata Mazdoor Union  
Kashimuddin Road, Hungi  
Batanagar, 24 Pgs(S)-743313
41. Com. Ajit Bakshi  
252 Bankim Pally  
P.O. Sodepur, 24 Pgs(N)
42. Com. Vidya Sagar Singh  
Vill: Bejore Khal  
P.O. Jote Shibrampur, 24 Pgs(S)-743352

43. Com. Kallol Sarker  
Flat No. B-7/A Block  
Sector-III, Near Tank No.16  
Salt Lake, Kolkata-700 078
44. Com. Pradip Moitra  
AITUC Office, Jhargram  
P.O. Jhargram, Midnapore (W)
45. Com. Safi Ahmed  
Calcutta Port & Dock Workers' Union  
27B, Karl Marx Sarani  
Kolkata-700 023
46. Com. Sudhir Mahato  
Vill: Bodhna  
Banstala  
Midnapore (W).

12. Resolutions were adopted on:

- i) Wage revision by Com.H.Mahadevan,
- ii) JPC Report by Com.K.L.Mahendra;
- iii) Sickness of Industries by Com.K.L.Mahendra;
- iv) On Telecom staff strike by Com. Jayan,
- v) On Haryana State Government employees strike by Com. Darshan Singh;
- vi) On Maharashtra Earthquake victims by Com.G.V.Chitnis;
- vii) On Denationalisation of IISCO by Com. S.K.Sanyal;
- viii) On AITUC-HMS negotiations for Unity, By Com. M.S.Krishnan;
- ix) On Amendment to the AITUC Constitution by Com.M.S.Krishnan;
- x) On Pension Scheme by Com. A.M.Gopu;
- xi) On Road Transport Industry by A.K.Sri Krishna Rao,
- xii) On Privatisation of Cashew factory by Com. C.A.Kurian,
- xiii) Violence against workers by Dutta Samant by Com.T.N. Rama Rao;
- xiv) Reopening of closed factories in Kerala by Com.Kallat Krishnan
- xv) Implementation of Minimum Wages by Com. K.T.K.Thangamani;
- xvi) Lay off in BEL by Com. H.Mahadevan;
- xvii) Nonpayment of wages to Gram Panchayat Employees in Flood affected areas of Maharashtra by Com. Madhav Mokoshi.
- xviii) On FCI Holdings of Andhra Pradesh Com.K.Narasimha Rao;
- xix) On Handloom Industry in Maharashtra by Com. Bal Aloni;
- xx) Unemployment of Mine workers in Orissa by Com.D.C.Mohanty;
- xxi) Release of D.A. to all in Bihar.
- xxii) Wage Board for News paper Employees by Com.M.C.Narsimham;
- xxiii) On General Insurance by Com. Ravindranathan.
- xxiv) On Bihar Power Workers strike by Com. Sadruddin Rana;
- xxv) On Save Scooters India Ltd.

13. A Committee was constituted to draft amendments to the Constitution of AITUC: The following members were nominated to the Committee:

- i) Com. Deb Kumar Ganguli;
- ii) Com. A.B.Bardhan;
- iii) Com. J.Chittharanjan
- iv) Com. G.L.Dhar
- v) Com. Kamalapati Roy.

vi) " M.S. Krishnan

vii) " B.D. Goshi

This Subcommittee shall submit its report to C.C. at Patna

contd.....8

14. Credential Committee's Report was submitted by Com.G.V.Chitnis. He reported -

- a) Number of Unions seeking affiliation 20
- b) Number of Unions whose papers were complete 2
- c) Number of Unions whose papers were not complete - 18.

Out of 18 Incomplete forms, 5 were from West Bengal. They had submitted only application forms and paid affiliation fees.

One union each from Tamilnadu and Andhra Pradesh did not complete one year of registration.

4 unions of Andhra Pradesh needed to be checked up regarding payment of affiliation fees.

Paper were incomplete in one respect or the other of 7 unions, belonging to one each from Bihar, Delhi, Meghalaya, Orissa, Tamilnadu and 2 from Haryana. Only 2 unions with membership of 595 had their papers complete and approved for grant of affiliation. It was noted that STUCs had not scrutinised the forms before for forwarding for affiliation.

MEMBERS GRANTED LEAVE OF ABSENCE FOR AITUC GENERAL  
COUNCIL MEETING ON 30, 31 December, 1993, at Hyderabad.

1. Com. S.C.Krishnan - Madras.
2. " B.Mukherjee - Varanasi.
3. " Promode Gogoi-Guwahati - Assam;
4. " Y.D.Sharma - Delhi.
5. " Laro Janko - Chakradharpur.
6. " Vijayan Kunissery - Palakkad Kerala.
7. " Dr. G.Kannabiran - Gudiyattam - T.N.
8. " B.S.Dhume - Bombay.
9. " G.Bala Krishnan Nair - Thiruvananthapuram, Kerala.
10. " Parduman Singh - Amritsar - Punjab.
11. " Ravindran - Cochin
12. " Homi Daji - Indore, Madhya Pradesh.
13. % A.Govind Swamy - Madras, Tamilnadu.
14. " Ramdhari Parashar - Delhi.

## APPENDIX - B

LIST OF NAMES FOR CONDOLENCE RESOLUTION PASSED IN AITUC  
GENERAL COUNCIL, HYDERABAD ON 30, 31 DECEMBER, 1993.

1. Com. P. Bhalchandra Trivedi, Vice President, AITUC & Gen. Secy. Gujrat STUC
2. ~~Shri~~ M. Hidayatullah - Former Chief Justice of India, and Vice-President of India.
3. Shri K.M. Mathew - Founder General Secretary, AIDEF.
4. Com. Dhiren Mazumdar, Leader of Tramway Workers Union, Calcutta.
5. Com. N.K. Krishnan - Former Vice-President, AITUC
6. Com. Kalishanker Shukla.
7. Com. H.N. Wanchoo - Prominent Trade Union leader of Kashmir.
8. Com. Biswanath Tiwari - AITUC activist in Calcutta.
9. Com. Ganesh Ghosh - Legendary revolutionary Hero of Chittagong Armoury
10. Com. Lalit Burman - <sup>Fame, former M.P., M.L.A</sup> Member General Council, AITUC and veteran leader of Coal miners of
11. Shri Bindeshwari Prasad Dubey - Prominent leader of INTUC, Former Chief Minister of Bihar, Former Labour Minister at the Centre.
12. Com. Sudam Deshmukh - Former M.P. leader of Transport and Textile workers of Maharashtra.
13. Shri Debi Prasad Chattopadhyaya - ~~Eng~~ Eminent Marxist scholar and Philosopher.
14. Field Marshal K.M. Cariappa - First Indian Chief of staff of Indian Army.
15. Prof. Nurul Hassan - Governor of West Bengal, Former Union Minister, Prominent Historian and a Progressive Intellectual
16. Com. Diwakar - Former member of the Working Committee of AITUC.
17. Com. T.N. Siddhanta - Secretary, AITUC, Editor TUR, Leader of Bata Shop Managers and Supervisers Union.
18. Shri V.G. Gopal - Vice-President, INTUC President of Tata workers Union.
19. Com. Nani Bhattacharji - M.P. General Secretary of UTUC.
20. Shri Satyajit Roy - Internationally famed Film Director and Artist.
21. Shri Utpal Dutt - Renowned Film Artist of India and
22. Com. Ramchandra Kowe - Prominent leader of Nagpur Press Kamgar Union.
23. Com. S.A. Dange - Founder member and former President, General Secretary, AITUC, Vice President, WFTU.
24. Com. K.G. Sriwastava - Former General Secretary, AITUC, Secretary, WFTU, General Secretary, APTUCC, AIDEF.
25. Com. Ibrahim Zakaria - President, WFTU and former Secretary General of WFTU.
26. Shri Rajiv Gandhi - Former Prime Minister of India and President of A.I.C.C.
27. Com. Sudhin (Khoka) Roy - Veteran T.U. leader of Bangladesh, former leader with AITUC.
28. Shri Samarendra Kundu - Former President HMS.
29. Com. U. Subbaha - Leader of AITUC and popular leader and Ex. Minister in Pondicherry.
30. Com. P. Shankar,
31. Com. B.T. Randive, Ex-President, CITU,
32. Com. Harinath Hadra - Textile Leader of Nagpur.
33. Com. Oliver Tamb - South Africa's T.U. Leader.

Scopies. TODAY

Minutes of the AITUC General Council Meeting  
Hyderabad 30, 31 December 1993

1. The ~~Annual~~ General Council of the AITUC met at Hyderabad, on 30 and 31 December 1993. The Presidium consisted of Comr. M. S. Krishna, President and Vice Presidents ~~Comrade~~ Comrades T. Ramarao, Kamlapati Roy, Shafigue Khan and Y. Vijay Kumar.

2. Condoling the death of following comrades and personalities, a resolution was passed and two minutes' silence observed.

LIST BE APPENDED.

3. The minutes of the AITUC General Council held at Goa in October 1992 were read out and confirmed with certain rectification suggested by Comr. Anant Subbarao, General Secretary of Karnataka State TUC.

4. The following ~~members~~ members were granted leave/absence:

QUOTE THE LIST.

5. The following 2 committees were formed

a) Resolutions Committee consisting of:

Comr. K. L. Mahalingam as Convener

" H. Mahadevan

" AM Chopra

" CA Kurian

" Kamlapati Roy

b) Credentials Committee with:

Comr. C. V. Chitambar, Convener

" C. R. Bakshi

" G. L. Dhar.

6. The following comrades attended the General Council meeting.

READ from Attendance Register of G.C.

7. Com. B. D. Joshi, Actg. General Secretary presented the report of activities since the last General Council meeting was held in Goa in October 1992.

He highlighted the fact of joint struggles along with other trade unions of 25 Nov. '92 march to Parliament, against new economic and industrial policies of the Government, notwithstanding the setback the democratic movement suffered in December '92 and rise of communal forces in the wake of demolition of Babri Masjid, historic convention was held of representatives of workers, agricultural workers, ladies, youth and student and women, again on fail bhara campaign on 19 August 1993 and 9 September 1993 general strike about 20 million people throughout the country participated. The report spoke of the struggle of public sector employees, wage revision, Bankers' struggle for introduction of Pension scheme, strike of postal staff and the like.

8. About 22 members set of 141 who attended the council meeting participated in the discussion on the basis of their experience in the respective states pointed out that the sustained and united struggle of the workers foiled the attempt of the Government to rush through the scheme of privatisation, struggle against employment through contract labour, closure of factories, big and small, privatisation of road transport from state to state, large scale closure of public sector, enterprises, demoralisation and lack of faith amongst workers in organised trade unions, nonpayment of P.F., E.S.I. benefits, nonfunctioning of tripartite committees, depriving workers of minimum wages,

large scale recruitment of advisers among workers in 1953, lack of attention to TV, education, or organisational matters considered pointed out that the AITUC leadership lagged in terms, giving guidance to different centres and trade federations, financial <sup>position</sup> ~~condition~~, and ideological base needed to be strengthened.

9. After prolonged discussion the Council <sup>decided to</sup> demanded settlement of wage revision in public sector, removal of ceiling on bonus both for eligibility as well as quantum, introduction of Pension Scheme with amendments proposed by trade unions, convening of meetings of Industrial Committees plan out revival of sick public sector undertakings, it demanded convening immediately of the meeting of Standing Labour Committee to discuss problems of closures and sickness in the state sector undertakings.

10. The Council welcomed the growing unity of approach as well as action among the various national Trade Union Centres and their affiliates, including ISTUC, AITUC, CITU, HMS, UTUC and the like.

The Council endorsed the strategy of intensifying and deepening the content of the working class struggles against the anti-people policies of the Government by continuously strengthening and broadening the platform of the class and mass organisations based on the initiative of the sponsoring committee of Indian Trade Unions. The Council also laid considerable stress on uniting different

democratic and secular elements and  
 sectors of the Society against the  
 menace of communalism and religious  
 fundamentalism which ~~threatens~~ threatens the  
 very unity and integrity of the nation

11. The Council strongly opposed  
 the anti working class and anti people  
 programmes embarked upon by the  
 Government aimed at liquidation of the  
 Public sector built through the sweat  
 and blood of the working people.  
 It condemned the unlaboured  
 closure of public sector units by  
 starving them of essential inputs  
 like working capital, raw materials,  
 work allocations, orders for  
 their products. The Council  
 took serious note ~~that~~ of  
 the Government's failure to  
 tackle recession, mainly from its  
 policy of sharp cut-backs on capital  
 and developmental expenditure  
 and ~~in~~ expenditure on improving  
 social infrastructure in line with  
 the dictates of IMF and World Bank.  
 Such a policy accompanied by rising  
 tempo of black money operations, is leading  
 to persistent rise in prices, creating  
 havoc with already abysmally low  
 living standards of the majority  
 of the people.

12. Resolutions were adopted on:
- i) Wage revision by Com. H. Mahadewa
  - ii) GPC Report by Com. K.L. Mahadewa
  - iii) Sickness of industries by Com. K.L. Mahadewa
  - iv) On Telecom staff strike by Com. Jayaram
  - v) On Haryana state Govt. employees strike  
by Com. Darsan Singh
  - vi) On Maharashtra Earthquake victims by Com. V. Chitambar
  - vii) On Denationalisation of IISCO by Com. S.K. Samyal
  - viii) On AITUC - HMS negotiations for unity - by Com. M.S. Krishna
  - ix) On Amendment to the AITUC Constitution  
by Com. M.S. Krishna

- x) On Pension Scheme by Cn A M Rao  
 xi) On Road Transport Industry by AK Sri Krishna Rao  
 xii) On Privatisation of Cashew factory by Cn L A Kurian  
 xiii) Violence against workers by Datta Samant & <sup>Cn N</sup> <sup>Ramalinga</sup>  
 xiv) Reopening of closed factories in Kerala by Cn Kallat Krishna  
 xv) Implementation of Minimum Wages by Cn KTK Tharayankal  
 xvi) Layoffs in BEL by Cn H Mahadevan  
 xvii) non-payment of wages to Gram Panchayat employees in flood affected areas of Maharashtra by Cn Madhav Kulkarni  
 xviii) On FC & Hamalis of Andhra Pradesh by Cn K <sup>Narsimha Rao</sup>  
 xix) On Handloom Industry in Maharashtra by Cn Bel Abasi  
 xx) Unemployment of mine workers in Orissa by Cn D. C. Mohanty  
 xxi) Release of DA to all in Bihar  
 xxii) Wage Board for Newspaper Employees by Cn MC Narsimhan  
 xxiii) On General Insurance by Cn Ravindranathan  
 xxiv) On Bihar Power workers strike by Cn Sadruddin <sup>Rana</sup>  
 xxv) On Save Savitri India Ltd.

13. A committee was constituted to draft amendments to the Constitution of AIUC. The following members were nominated to the committee:

- i) ~~Cn~~ President of AIUC Cn M S Krishna
- ii) Actg. General Secretary of AIUC Cn B D Joshi
- iii) Com. Deb Kumar Ganguli
- iv) " A B Basu
- v) " J. Chittaranjan
- vi) " C. L. Dhar
- vii) " Ramakrishna Roy



MEMBERS GRANTED LEAVE OF ABSENCE FOR  
AITUC GENERAL COUNCIL MEETING ON 30, 31 Dec 1933  
AT HYDERABAD.

- Comrades
1. S. C. Krishnan - Madras
  2. B. Mukherjee - Varanasi
  3. Poomode Gogoi - Guahati - Assam
  4. Y. D. Sharma - Delhi
  5. Laro ganko - Chakrabortypur.
  6. Vijayan Kunissery - Palakkad Kerala
  7. Dr. G. Kannabiran - Gudiyattam - TN.
  8. B. S. Dhume - Bombay
  9. G. Balakrishnan Nair - Thiruvananthapuram Kerala
  10. Parduman Singh - Amritsar - Punjab
  11. Ravindran - Cochin
  12. Homi Daji - Indore - M. P.
  13. A. Govindswamy - Madras.
  14. Rameshwar Parashar - Delhi -

LIST OF NAMES FOR CONDOLENCE  
RESOLUTION PASSED IN @ AITUC GENERAL COUNCIL  
HYDERABAD on @ 30, 31 December 1993

1. Com. P. Bhalechandra Trivedi, Vice President, AITUC  
and S. C. J. of STUC
2. Shri. M. Hidayatullah - Former Chief Justice of India  
and Vice President of India.
3. " KM Mathew - Founders General Secretary,  
AIDEP
4. Com. Dhiren Mazumdar, leader of Tramway Workers  
Union, Calcutta.
5. Com. N.K. Kishore - Former Vice President AITUC
6. " Kalishankar Shukla,
7. " HN Wanchoo - Prominent T.U. leader  
of Kashmir
8. " Biswanath Tiwari - AITUC activist in Calcutta
9. " Ganesh Ghosh, - legendary revolutionary  
hero of Chittagong Armoury  
Barricade, former M.P., M.L.A.
10. " Lalit Bhusan, - Member, General Council,  
AITUC and veteran leader  
of coal miners of
11. Shri. P. Indreshwar Prasad Dubey: Prominent leader  
of AITUC, former Chief  
Minister of Bihar  
Former Labour Minister  
at the Centre
12. Com. Sudan Doshmukh - Former M.P. leader  
of Transport and Textile  
workers of ~~Maharashtra~~  
Maharashtra,
13. Shri. Debiprasad Chattopadhyay: Eminent Marxist  
Scholar and Philosopher  
Indian
14. Field Marshal KM Cariappa: First Chief of Staff  
of Indian Army
15. Prof. Nurul Hassan : Governor of West Bengal,  
Former Union Minister,  
Prominent Historian  
and a Progressive Intellectual

16. Com. Dinwalkar : Former Member of  
the Working Committee of  
AITUC
17. Com. TN Siddhanta : Secretary, AITUC,  
Editor TUR, Leader  
of Bata Shop Managers  
and Supervisors Union.
18. Shri V Geopal : Vice President INTUC  
President of Tata Workers  
Union
19. Com. Nani Bhattacharyk : M. P. General Secretary  
of UTUC
20. Shri. Satyaji Roy : Internationally famed  
Film Director and Artist
21. " Utpal Datta : Renowned Film Artist  
of India and a
22. Com. Ramesh Chandra Kowr : Prominent leader  
of Nagpur Press Workers  
Union,
23. Com. SA Dange : Founder member and former  
President, General Secretary AITUC,  
Vice President WFTU
24. " K G Srinivasan : Former General Secretary AITUC,  
Secretary WFTU, General Secretary  
APTUCC, AIDF
25. " Ibrahim Zakaria : President, WFTU, and former  
Secretary General of WFTU
26. Shri Rajiv Gandhi : Former Prime Minister of India  
and President of AICC

Additional list of Condolence  
Passed at Hyderabad AIOU CC meeting  
on 30, 31 December 1974

22. Com. Sudhina (Kuska) Ray - Veteran T.V. leader  
of Bangladesh. Former  
leader with AIOU
23. Shri. Samarendra Kisku, Former President AIMS
24. Com. V. Subbair - leader of AIOU and  
Popular leader and Ex. Minister  
in Pondicherry
25. " P. Shankar,
26. " B. T. Randive, Ex President C 1974
27. " Harinath Hare - Textile Leader of Nagpur.
28. Mr. Oliver Tamb - South Africa's TV leader

For favour of publication:

AITUC - HMS Unity - Joint statement

The representatives of the AITUC and HMS met at the HMS Office on 6.3.1994.

- |                         |                      |
|-------------------------|----------------------|
| 1. Sh. Umraomal Purohit | 2. Sh. M.S. Krishna  |
| 2. Sh. Veereshwar Tyagi | 2. Sh. B.D. Joshi    |
| 3. Sh. Vasant Gupte     | 3. Sh. Chitaranjan   |
| 4. Sh. A.D. Nagpal      | 4. Sh. K.L. Mahindra |
| 5. Sh. Vasant Khanolkar | 5. Sh. S.K. Sanyal   |
|                         | 6. Sh. Y.D. Sharma.  |

The following statement is issued:-

The working class today is under heavy attack and is facing many challenges which have to be met effectively by Trade Union Movement. The working class has to fight the socially ficerous tendencies like communalism and secessionism. The fragmentation of Trade Union movement is utilised by the employers and the Government to attack the working class.

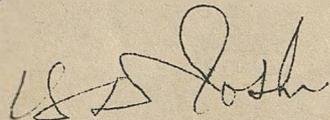
They reitratated the principle of Trade Unions being independant of Government employers and political parties as the basis for effecting such a unity. The widest unity of the Trade Union Movement has to be achieved.

The AITUC and HMS have formed a co-ordination committee at the Central level with a view to ultimately merge into a single organisation. It was also decided to form co-ordination committee at state level and at the level of Industrial Federations.

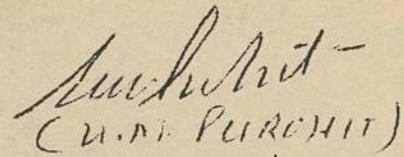
The Committee decided to co-ordinate the activities and develop common approach on issues by prior consultations.

The co-ordination committee will meet frequently to expedite the process of developing unity.

The representatives appeal to other Central Organisations, Industrial Unions and Federations to join in efforts for co-ordinated activity with an ultimate objective of merger into one Central Organisation.



General Secretary  
All India Trade Union Congress  
(AITUC)



General Secretary  
Hind Mazdoor Sabha  
(HMS)

To:

Organisational Position of A I T U C

Attempts are being made specially from June 1975 at the Indore Convention for collecting objective organisational position of trade unions and review. A questionnaire was circulated and reminders sent. Response was very poor. Then in 1977, Working Committee asked for special meetings and conferences of state trade union committees to discuss organisational position. A few such meetings were held and attended by central office bearers of AITUC. Some were not well prepared and hence failure. In others no written report was presented. Then another effort was made in late 1977. Even this did not succeed and the response was only from 4-5 states and that too individual reports. Secretariat members on the basis of their knowledge of situation in the states and industries gave some reports. This document is based on this. In the matter of details, we expect to add, amend and fill in gaps during discussion. It is proposed that the discussion should be in two stages. First in this extended meeting of the Working Committee and next in the General Council of AITUC.

Trade Union Position

Our organisational position as ascertained above is given state and industry-wise to the extent available as appendix 'A' and 'B' to this document.

Division in the trade union movement - with eleven central trade union organisations and a number of independent trade union federations - is the biggest weakness. Government policy instead of bringing them together is to weaken it. Congress government in 30 years fully supported INTUC - changed even laws to help them and built it as their trade union wing. Present government is satisfied with the division and maintaining it. At the same time, it is helping organisations with which its political supporters are connected viz. HMS, HMP, EMS, NLO and also to CITU, UTUC (BBG) and UTUC (LS) - their political allies in elections. Biggest beneficiaries are of course BMS and CITU. NFITU affiliated to WCL has turned Gandhian. It has no base though it has set up unions in many places. INTUC has now been transformed to a trade union with Congress, Congress (I) and Janata Party and some who want it to be independent trade union, are working in it. It has maintained its all India character and base in certain basic industries even without the support from the government in the earlier manner. Now all representations in Committees are based on parity. Its monopoly position has of course gone. In states it does not have the same position specially where Janata governments have been formed and the Labour Minister belongs to erstwhile Jan Sangh or Socialists. It is losing its overall influence but upto now has maintained its recognition in by and large majority of its earlier recognised units.

CITU and BMS have been forming new unions on a very big scale, also providing whole timers. In this, Janata party government have been helping them. They unite against us though locally there have been instances of their breaking each others heads.

AITUC has been under attack during Congress regime - even during emergency and now in the post emergency period also. Efforts have been made to outcaste it specially by HMS, BMS and CITU but without success.

AITUC has got its unions in all industries and in all states. Its influence varies from state to state and industry to industry.

Our age-old weakness in Assam Tea Plantations, Ahmedabad Textiles, and Bombay Port and Dock continues. In the Railways 1949 affected us very adversely. Since 1974, we have our Federation but still very weak or nominal except in S.E. and N.E. Railways and I.C.F., Post & Telegraph, Defence, Banks, Insurance and generally central and state governments employees have their united organisations (in some places INTUC and BMS have rival unions) and we are working in them with leading positions in some of them.

In the key public sector units we have got unions but not everywhere effective one.

In steel in Bokaro we are the single largest force and in Burnpur we are also consulted. In Jamshedpur, Rourkela, Bhilai and Durgapur, we are weak. Our influence is mostly in non-plant workers. In Bhadravati, we do not exist.

In Coal Mines, we have strong base in Eastern region (West Bengal), Central region (Hazariabagh-Bihar) and Singrauli in U.P. and M.P., in Singreni collieries (A.P.) and some pockets in Western region (M.P. and Maharashtra). In iron ore mines we are strong in Kiriburu (Bihar), Bailadilla and Rajahara (M.P.). In Donamalai and Kudermukh we are weak. Orissa and Goa iron ore mines we are weak.

In copper we are strong in Khetri (Rajasthan), Agnigundala (A.P.) and Ghatsila (Bihar). In ICC (Bihar) and Malarkhind (M.P.) we are weak.

In manganese/Balaghat we are weak. A new union in Maharashtra has just come to us.

Mica mines in Bihar and A.P. we are there.

Dolomite and Bauxite (M.P.) we are there.

In Coal washeries we are weak.

In Oil - ONGC and IOC we are strong in Assam, Northern and to some extent in Western region. We are improving our position in refineries. Oil distribution system except Bombay is with us.

Among the fertilizers we have recognised union in Barauni, and our Comrade is the President in Namrup. (Assam). Rest are with the INTUC.

In Electricity Undertakings we are a force. Our strongholds are in Maharashtra, U.P., Tamilnad, Kerala, Bihar, Orissa, Rajasthan. In other states also we have got affiliated unions to our Federation. Damodar valley project and Delhi electricity supply undertaking unions which are not affiliated to AIEEF are also working with us.

In Port and Dock our strong holds are Madras, Cochin, Vishakhapatnam and Kandla. In Calcutta Dock our position is improving but not in ports. Bombay we are no where.

In the Road Transport Industry, we are strong in Delhi, Punjab, Rajasthan, Andhra Pradesh and Kerala.

In Railway, we have base in SE Railway and NE Railway. In other railways, we have very small pockets. In the central and western railways we are nowhere. In ICF Perambur we are a leading force.

Civil Aviation both Air India and Indian Airlines, there are several unions of various guilds. We do not have any influence there. Among employees in these undertakings there is a common Air Corporation Employees' Union in which we have some influence.

In NTC (National Textile Corporation) we have some influence in almost all states. The unions of NTC are not separate but a joint one with the Textile Industry at the local level.

In Banks, there is a united union which is led by us. INTUC and BMS have their affiliates with a small following.

In LIC we are not a major force but our organisation specially in Western Region has a good base. In GIC, it is separately functioning as National Organisation of General Insurance Employees.

In the Hotel Industry in Delhi we have a good base but the same is not the position in all the public sector hotel industry outside Delhi.

In Aluminium there is only one public sector undertaking at Balco where we have got a union which covers captive mines also. In the mines we are recognised but not in the plant.

Cement - among the two public sector plants in U.P. we are strong in Datta but in Churk we are not so strong.

In the construction industry, we have a union in NBCC as also in the Hindustan Steel Construction Company. We have got a federation of construction workers. Generally, workers are unorganised.

Our biggest weakness in public sector is in engineering industry. In heavy engineering we are very weak. In the heavy engineering plant at Hatia, we have just got a union. In BHEL the recent poll shows that our following is not more than 13% in any of the plants. In Hardwar, we were earlier a majority force but recently we have gone down.

In Calcutta we have got unions - old unions in most of the engineering concerns but our influence has gone down. In Bombay and Maharashtra in general, except in a small portion in Sewri and Thana we are nowhere. In the new belt in Poona we are totally absent. In Madras with the help of an independent trade unionist Comrade Kuchelan we may be present but independently our base is very weak. In Hyderabad, we almost lost everywhere though in some of the units we are working inside united unions. In Bangalore, we are strong in BEL, BEML and REMCO. We are nowhere in the ITI. In HAL we have influence though the union is independent. In HMT Bangalore and Pinjore we are a force but not so in other HMT units.

In HAL units elsewhere we have had a union at Lucknow. BEL at Bangalore we are recognised and at Ghaziabad though affiliated formally, the present position is uncertain. In engineering belt in Bangalore we have sizeable influence.

Scooter India Ltd, Lucknow also we have a union.

This all shows that we are a force in mines, oil, Bangalore engineering belt, with certain port and docks in some states, in electricity, road, transport, NTC, hotels, aluminium and cement industry. In the united unions we are strong in banks, and pockets in LIC and GIC.

Our biggest weakness is in both heavy and light engineering in public sector, Bombay Port & Dock, Railways, Steel Industry.

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## Our Main Weaknesses

1. Generally we do not bother about new industries, industrial complexes and public sector basic industries. We remain contented with old industries where we are for decades.
2. Our hold on essential industries like transport, electricity, water works is weak in many states and we have not bothered to strengthen ourselves in it.
3. In the capital city of states and around we are generally weak.
4. Developing industry of engineering and big basic and public sector industries has been neglected by us.
5. It has not been possible for our state/local committees to deploy cadre in the essential services/basic industries/public sector units. Shifting cadre and leaders from one centre to another is almost not possible.
6. In the unions fully in our control, there is much to be desired in democratic functioning, resulting in wide gap between the leadership and the cadre/workers.
7. In most of the places industries/services have become zamindaris with no worthwhile coordination and a sort of truce of non-intervention. With shortage of cadre this tendency is further developing.
8. Often we are victims of spontaneity. Struggles are forced on us and we participate and lead them.
9. There is too much dependence on the skill of the leadership and approaches/influence of individual leaders and also through MLAs, MPs and contacts.
10. The new young educated working class needs education and promotion. Often long drawn discussion are needed. They just do not obey the leader.  
  
Our slipshod method of functioning - may be because the leaders are over busy - does not work and we are unable to carry them with us.
11. Lack of trade union and political education.
12. Legal work in the trade union is creating problems. Either we neglect it or in doing the work loose some trade union leaders. This breeds corrupt practices.
13. Our study of industry in which working is very superficial - more stress on corruption in establishment section. At the most study balance sheets. The problem of raw materials, disposal and prices do not get due attention.
14. There is not enough coordination and cooperation between the blue and white collar workers organisations even under our influence. Each fights their own battle.
15. Lack of solidarity actions.
16. Lately CITU and BMS are forming new unions or capturing others and putting demands ignoring our old agreements. This puts us in a fix as these agreements are still valid. With the agitation, support of state governments and pressure on employers they obtain some gains and weaken us.

17. Local Trade Union Councils are not formed everywhere.
18. Our state trade union committees are not able to function, neither the office nor guide the movement. STUCs Secretaries are only part time functionaries. No full time team exists at state level headquarters.
19. Most of our industrial federations are not functioning. No separate office, staff or team to work.
20. AITUC office is also handicaped of :
  - a) a team of full time secretariat.
  - b) adequate staff.
  - c) library
  - d) study of industry/keeping live contacts with STUCs and industrial federations.
  - e) more often meetings including sectional meetings.
  - f) lack of literature - fortnightly paper is not enough.
21. Struggles are not reviewed at any level to draw lessons and publicise it.
22. Development of cadre to positions of responsibility and and older leadership to train new ones.
23. Lack of proper liaison with legislatures.

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Maharashtra

We have influence in Bombay textiles. Some pockets of engineering in Sewri and Thana, a section in pharmaceuticals. Engineering pockets in Kolahpur region. In the Vidarbha region strong in electricity, coal mines belts, IBM and GSI. Recently got Manganese union. In united unions of banks, LIC, GIC, P&T and defence have sizable influence. In Central Railways working with AIRF union and Western Railway almost nil. State government employees under a united union and we have some influence in local bodies union.

INTUC strong in textiles, oil, cement.

HMP strong in Bombay and state transport including taxies, Nashik unions.

HMS in some engineering concerns, defence unions and Nasik.

CITU has a number of unions with party following - Mazgaon Docks, Naval Dockyards, Ambernath defence, pharmaceutical unions also with them.

Lal Nishan active in textiles and engineering and in Marathwade region.

Independents active in automobile and engineering units in and around Bombay and Poone.

Uttar Pradesh

Strong in electricity, aluminium, chemicals, coal mines (very small), IDPL and Rai Bareilly textiles, some influence in Kanpur textiles and Naini (Allahabad), belt of textiles and engineering, Kanpur and Agra. In sugar some improvement than before but still not major force. Except in Gorakhpur region - NE Railway, weak in Railways. In BHEL Haridwar got 13% votes in recent poll.

Live contacts with banks, LIC, GIC, state and central government employees organisations.

INTUC still major force in sugar, Modinagar, HMS and UTUC in some sugar factories and railways.

CITU in Kanpur Rayon and BEL also textiles, some units around Bareilly, recently entering Ghaziabad belt.

Independent, HMP for name sake existance.

In Kaval towns our independent base lacking but can play an effective role in united actions.

Ghaziabad ?

West Bengal

Strong in cotton textiles and coal belt. Jute small hold, Dock and certain tea plantations our unions operate. Engineering weak. Garden Reach Work Shop regained, working in a number of united unions and in oil, banks, central government employees unions and Bata union.

CITU - strong in jute, engineering, plantation, chemicals, outside Calcutta, LIC & GIC, state and central government undertakings. Not so strong in coal and port & docks.

INTUC has jute, coal, port & dock, railways, plantations and rival unions in all industries.

HMS is strong in port & docks and railways.

Both the UTUC have unions in a number of establishments.

### Tamilnadu

Madras Port & Dock strong - recognised union.

Have unions in textiles, engineering, plantations, bidi workers, sugar, Nyveli and represented in negotiations and tripartite committees in almost all industries. Cement recognised union. In Railways, ICF single largest force. Southern railway improving. BHEL recently in poll lost. Near around Madras belt when working with Kuchelan a force - otherwise no independent base.

Sugar now weak. Road transport some influence.

INTUC - unions everywhere.

HMS - influence in Coimbatore textiles, railways.

CITU - growing in Madras and other places, sugar.

Kuchelan an independent trade unionist strong in and around Madras city and industrial complexes - at present cooperating with us.

DMK unions also exist.

Check off system exists - we also party. It is growing.

### Karnataka

Strong in textiles, engineering, chemicals, tiles, Public sector units around Bangalore.

Weak in plantations, Kolar gold mines, ITI and Kudurmukh iron ore mines.

INTUC - unions everywhere.

HMS - Railways

CITU

### Haryana

Strong in Faridabad units and Pinjore HMT, Panipat (Ind. Union).

INTUC - unions everywhere. Strong in Yamunanagar

CITU - improved its position in Faridabad, Sonapat

Kalka - our influence in an independent union.

BMS - coming up.

### Rajasthan

Strong in Khetri, Beawar textiles, electricity, water works, roadways. Weak in Kota, Jaipur, Ajmer, Mines where CITU dominates.

INTUC in Udaipur Zinc mines.

BMS & HMP - coming up.

Delhi

Strong in textiles, DTC, transport, hotels, oil, commercial establishments, Najafgarh and Okhla engineering and banks.

Weak in Insurance, engineering, new industrial complex of Sahadra, Narayana and Mayapuri, railways.

CITU coming up specially in new complexes, central govt. establishments, and insurance, municipal employees (a section).

INTUC unions everywhere.

HMS - Railway

Electricity is a NFTU union cooperating with our All-India Electricity Employees' Federation.

BMS - coming up in banks, central govt. employees etc.

AITUC - Single largest unit.

Andhra

Strong in coal, copper and Mica mines, road transport, tobacco, port & docks, jute, oil, banks, some state govt. employees and some engineering units.

Weak in public sector units in general where mostly CITU and in some cases HMS exist. In other independent unions exist where we and CITU both are there. INTUC is in IDPL, milk, chemicals, etc.

Also paper, fertilizers, cement, textiles and sugar, we are weak.

Punjab

Strong in textiles, roadways, sugar, engineering, keeps close liaison with state electricity federation, state govt. employees, PWD and construction workers unions, banks, P&T, etc.

Weak in new centres and new industries. Big factories need special attention.

AITUC largest unit.

INTUC - units everywhere - strong in fertilizers.

HMS - railways

BMS - coming up.

Bihar

Strong in coal (central coal fields), Mica mines, electricity, Bokaro steel, Ghatsila copper, Jhinkpani cement, Kiriburu iron ore mines, Mica mines, Barauni refinery and fertilizers and some engineering units. Keeping close liaison with state government employees, banks, LIC, P&T, etc.

Weak in Janshedpur, railways and sugar. In sugar, explosives Gomia lately improving.

INTUC - strong in Janshedpur engineering, steel & mines.

HMS - railways, Dalmianagar industries and Gomia.

Appendix 'B'

Road Transport

We are strong in Delhi, Punjab, Rajasthan, Andhra and in Kerala - we exist and doing with other unions but only conductors union and they do not take up demands of drivers.

Gujarat, Bihar, Orissa - In Gujarat we are trying to do something.

The General Secretary is ineffective therefore the federation is not functioning.

Its conference has become over due.

Railways

N. Railway

We exist in Bikaner Division (Rajasthan). In Punjab our position is stagnant.

Delhi and Uttar Pradesh, we do not exist.

Executive Committee of our union meets regularly. We have some contacts with category unions.

N.E. Railway

Though we were rightful office bearers in the union, (it is affiliated to AIRF), the leadership of AIRF show partialty and recognised rival set of office bearers.

We continued our work and maintained our base. There were some difference of opinion between comrades of this Rly working in Bihar and U.P.

We are intact in both the states. Recently at Gorakhpur we had a good demonstration.

Latest development is that AIRF is negotiating about the recognition of our set up of office bearers on the conditions to which we have agreed to is that they will continue to be in the AIRF and will not be affiliated to IRWF.

S. Railway

Improved our position in Kerala. In Tamilnadu we have got some workers in Madurai Division but nothing in Madras Division.

In Integral Coach Factory - we are the single largest union but not in a monopolist position.

E. Railway

Some work in Jamalpur Division.

In Bengal - Party trouble. Sickness of Com. Ram Balak Singh, General Secretary has recently affected the trade union functioning.

N.F. Railway

We are not a big force and stagnant. Have relations with categorise unions.

S.C. Railway

With the transfer of Guntakal Dvn to this Railway, we are comparatively more active.

S.E. Railway

In July, our condition was very bad but now this has been rejuviated and are in comparatively better position.

Awaiting for the arbitration award of AIRF leadership regarding new set up of office bearers.

Central Railway

We have nominal union with our comrades working in AIRF.

Western Railway

No where.

Tripura - The union is with CITU.

OIL INDUSTRY

ONGC

Western Region

In Western Region, ONGC has come to AITUC last year. Recognised union still remains with INTUC.

IOC

Delhi, Calcutta unions with AITUC. Madras region union following AITUC but independent.

Bombay - INTUC

Refineries

Barauni (Bihar) - recognised AITUC

Gauhati (Assam) - In secret ballot our union has got majority but not yet recognised.

Haldia - United Union with CPM office bearers - Independent.

Gujarat - we are in minority. We got recognition in pipe line sector only. INTUC union recognised in public sector refineries.

Madras - Independent union.

Cochin - Independent - CPM leadership

Caltex - Vishakhapatnam with AITUC

Mathura - Under construction.

Fertilizers

Barauni - AITUC

Namrup - Comrade Gagoi - President - Independent Union.

Nangal

Sindhri

Trambay

Andhra

Gorakhpur

Chemicals (Private Sector)

Koromondal, Tuticorin

Kanpur - CITU

FACT - No information.

Gomia - HMS recognised but we are also a force

Durgapur - INTUC, Gujarat - NLO, Baroda Petro-chemicals - BMS and AITUC

### Sugar

U.P. & Bihar our not dominant position. Maharashtra, Tamilnadu, Andhra Pradesh and Punjab have also sugar unions. One each in Haryana and Rajasthan also. One union in M.P.

Our position in U.P. had recently improved a little but on the whole we are still weak. In Bihar we are weak though there work has started. We have got unions in Punjab, Panipat (Haryana) and perhaps one in M.P. In Tamilnadu after the 1974 strike, it seems we have lost. In Andhra Pradesh also there are two unions.

There is a federation but when meetings are called they are very poorly attended. No attendance from Tamilnadu, Andhra Pradesh, Madhya Pradesh, Maharashtra.

### Cement

INTUC is the major force. We exist in Bhupendra, Dadri (Haryana), Dala (U.P.), Dalmianagar and Zinkpani (Bihar), Madukarai (Tamilnadu), Bhilai (M.P.), Shahabad (Karnataka). We are not strong in many places. Last year, Cement Workers' Federation has been formed. But the problem is that meetings are called and again the attendance is very poor.

### Leather

Leather industry exist in Kanpur, Agra, Tamilnadu, Calcutta. There are small units in Punjab, Delhi and possibly in M.P. also. Federation existing but the unions are very weak and federation is not functioning. Calcutta union is functioning locally. In Kanpur in Public sector (TEFCO) the union is functioning but in private sector our position is very weak. Same is the situation in Agra and Tamilnadu. No contacts with Delhi, Punjab and U.P. units.

### Mines

We are strong in coal mines in West Bengal (Eastern Coal Fields), Hazaribagh Distt (Central Coal Fields), Singreni Collieries (A.P.), have pockets in Western Coal Fields (Maharashtra and M.P.) and Assam and a small force in BCCL (Bihar).

### Iron Ore

Strong in Kiriburu (Bihar), Caladilla and Rajhara (M.P.), some pockets in Orissa.

Working together with independents in Donimalai Beliary (Karnatak).

Weak in Kudermukh and Goa.

Panna Diamond mines - INTUC union but in our united federation.

### Copper

Strong in Khetri, Dariba and Chandmari in (Rajasthan), Agnikundala (A.P.) and Ghatsila in Bihar.

Weak in Rakha (Bihar).

Malanjakhand (M.P.) work just started.

### Manganese

In M.P. and Maharashtra - weak.

Hutti and Kolar Gold Fields - weak.

Dolomite, Bauxite

Nandini Amarkantak (M.P.) strong.

Magnesite in Tamilnadu - we have a functioning union.

Nyveli - weak.

Aluminium

We are in Indalco units at Hirakod, Muri, Belgaum, Hindalco unit at Renukoot and Balco at Korba. In other plants CITU and independent unions but cooperating with us in the Federation led by us.

Malco - Totally absent.

Steel

We have got our unions in all plants except Bhadravathi. We are considered strong in Bokaro. In Burnpur all agreements are signed by us also though recognition with INTUC. In Durgapur unit also we are consulted - but very weak. In Rourkela in Cokeoven effective. In Bhilai and Jamshedpur weak.

BHEL

In the recent poll we received not more than 13% votes.

HAL

We do not have any union anywhere. Working in united unions. Have influence in Bangalore. Some contacts in Lucknow.

HMT

Bangalore unit we are recognised. In Pinjore working in united union with good influence.

BEL

Both Bangalore and Ghaziabad affiliated with us with significant influence.

IDPL & Hindustan Antibiotics with

Recognised at Rishikesh. Working / INTUC unions in Hyderabad and Trichanapally.

Surgical unit in Madras with us.

Pimpri unit - united independent union.

OIL

IOC  
Refineries  
Chemicals

Port & Dock

Bombay - nil.  
Calcutta - Port weak - Dock - better  
Kandla - Port ok - Dock to be attended.  
Madras - Strong  
Vishakhapatnam - Strong  
Cochin - OK  
Goa - nil

Electricity

Maharashtra, U.P., Tamilnadu, Kerala, Bihar, Rajasthan and Orissa - Our strong hold. Bombay - nil, Calcutta, Haryana, Punjab, Himachal Pradesh, Gujarat and J&K - affiliated Ind. unions.

Delhi - Ind. often cooperating with our Federation.

7. Com. B.D.Joshi, Acting General Secretary presenting the report of activities since the last General Council meeting was held in Goa in October, 1992.

He highlighted the fact of joint struggles along with other trade unions of 25 November'92 march to Parliament, against New Economic and Industrial policies of the Government. Notwithstanding the set-back the democratic movement suffered in December'92 and rise of communal forces in the wake of demolition of Babri Masjid, historic Convention was held of representatives of workers, agricultural workers, Kisans, Youth, Students and Women. Again on Jail Bharo campaign on 19 August, 1993 and 9 September, 1993 general strike about 20 million people throughout the country participated. The report spoke of the phased struggle of public sector workers, Central Government employees struggle for wage revision, Bankmen's struggle for introduction of Pension Scheme, strike of postal staff and the like.

8. About 22 members out of 141 who attended the Council meeting participated in the discussion of the Report. The speakers on on the basis of their experience in the respective states pointed out that the sustained and united struggle of the workers foiled the attempt of the Government to rush-through the scheme of privatisation, struggle against employment through contract labour system, closure of factories, big and small, privatisation of road transport from state to state, large scale closure of Public Sector enterprises, demoralisation and lack of faith amongst workers in organised trade unions nonpayment of P.F., E.S.I. benefits, nonfunctioning of Tripartite Committees, depriving workers of minimum wages, large scale retrenchment of adivasi mine workers in Orissa, lack of attention to T.U. education. On organisational matters comrades pointed out that the AITUC leadership lagged in tours, giving guidance to different centres and trade Federations. The financial position and ideological base needed to be strengthened.

contd.....56

9. After prolonged discussion the General Council decided to demand settlement of wage revision in public sector, removal of ceiling on bonus both for eligibility as well as quantum, introduction of Pension Scheme with amendments proposed by trade unions, convening of meetings of Industrial Committees, plan out revival of sick public sector undertakings. It demanded convening immediately of the meeting of Standing Labour Committee to discuss problems of closures and sickness in the state sector undertakings.

10. The Council welcomed the growing unity of approach as well as action among the various national Trade Union Centres and their affiliates, including INTUC, AITUC, CITU, HMS, UTUC and the like.

The Council endorsed the strategy of intensifying and deepening the content of the working class struggles against the anti-people policies of the Government by continuously strengthening and broadening the platform of the class and mass organisations forged on the initiative of the Sponsoring Committee of Indian Trade Unions. The Council also laid considerable stress on uniting different democratic and secular elements and sections of the society against the menace of communalism and religious fundamentalism which threatens the very unity and integrity of the nation.

11. The Council strongly opposed the anti-working class and anti-people programmes embarked upon by the Government aimed at liquidation of the Public Sector built through the sweat and blood of the working people. It condemned the unabated closure of public sector units by starving them of essential inputs like working capital, raw materials, work allocations, orders for their products. The council took serious note of the Government's failure to tackle recession, mainly from its policy of sharp cut-back on capital and developmental expenditure and expenditure on improving social infrastructure in line with the dictates of IMF and World Bank. Such a policy accompanied by rising tempo of black money operations, is leading to persistent rise in prices, creating havoc with already abysmally low living standards of the majority of the people.

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Minutes of the AITUC General Council Meeting

Hyderabad 30, 31 December, 1993.

1. The General Council of the AITUC met at Hyderabad, on 30 and 31 December, 1993. The Presidium consisted of Coms. M.S.Krishnan, President and Vice-Presidents, Comrades T.Rama Rao, Kamlapati Roy, Shafique Khan and Y.Vijay Kumar.
2. Condoling the death of following comrades and personalities a resolution was passed and two minute's silence observed.

LIST BE APPEENDED

3. The minutes of the AITUC General Council held at Goa in October, 1992 were read-out and confirmed with certain rectification suggested by Com. Anant Subba Rao, General Secretary of Karnataka State TUC.
4. The following members were granted leave of absence.

QUOTE THE LIST

5. The following 2 committees were formed.

a) Resolutions Committee consisting of:

Coms. K.L.Mahendra as Convenor  
" H.Mahadevan  
" A.M.Gopu  
" C.A.Jurian  
" Kamlapati Roy.

b) Credentials Committee with:

Com. G.V.Chitnis, Convenor,  
" C.R.Bakshi  
" G.L. Dhar.

6. The following comrades attended the General Council meeting.

- 1) H.N.Narendra Prasad.
- 2) M.S.Krishnan,
- 3) B.D.Joshi,
- 4) S.K.Sanyal
- 5) G.L.Dhar,
- 6) K.N.Pandit,
- 7) Ghazanfar Nawab,
- 8) Safi Ahmed,
- 9) Kapil Dev Yadav,
- 10) A.D.Golandaz,
- 11) Manoj Kumar
- 12) M.M.Deshkar,
- 13)
- 14) A.R. Vijay Kumar,
- 15)
- 16) Mohan Wooly,
- 17) Dipankar Dina,
- 18) K.C.Mathew,
- 19) R.A.Govinda Rajan,
- 20) A. Rama Subbu,
- 21) Kamalapati Roy,
- 22) G.Amani Achari,
- 23) Nihar Mukherjee,
- 24) D.C.Mohunty,
- 25) D.Roy,
- 26) M.S.Prasad,
- 27)

27. W.A. Dayaratgba
28. C.A. Kurian
29. Deb Kumar Ganguli
30. E.R. Gandharan
31. M.N. Chatterjee
32. Jaipal
33. K. Subbanna
34. Naryan Palekar
35. H.V. Anantha Subha Rao
36. G. Sunder Raj
37. Basdev Pandey
38. Babu Ram Goankar
39. Ajay Das Gupta
40. Nitis Sett
41. Ram Balak Singh
42. Sadruddin Rana
43. Kallat Krishnan
44. D.L. Sachdev
45. K.C. Patra
46. Darshan Singh
47. Raj Kumar Singh
48. H.S. Gambheer
49. Bant Singh Brar
50. Govind Pershad Sriwastava
51. Krishna Modi
52. Khangedra Pershad Verma
53. Anant Nagapurkar
54. M.S. Siddiqui
55. H.S. Gour
56. Pradip Maitra
57. D.K. Rao
58. A.N. Shaikh
59. Amrit Roy
60. Himangshu Das
61. D. Adinarayana
62. R.P. Yadav
63. A.K. Ahmed
64. R.N. Prasad
65. Purunendu Sen
66. C.R. Bakshi
67. Abdul Manan
68. Nanda Dulal Srimani
69. M.M. Gope
70. Rajan Mathew

71. V.R.Anandathirtha
72. M.C.Narsimhan
73. Boja Kotian
74. B.Lingappa
75. Dwarika Singh
76. Dharmendra Kumar
77. D.K.Yadav
78. Ram Ratnakar
79. Madhav Mokashi
80. Shankar Nyalpetti
81. Gobin Karar
82. S.R.Paul
83. Sunil Mohana
84. A.B.Bardhan
85. Gour Sikdar
86. T.N.Rama Rao
87. Vozhur Soman
88. A.N.Rajan
89. M.Sukumara Pillai
90. Chakardhar Singh
91. K.Srinivasa Rao
92. Kothari Narsimha Rao
93. R.P.Devidi
94. M.C.Soni
95. B.Tulasendra
96. P.U.Mokashi
97. S.B.Deshmukh
98. Santosh Kumar
99. G.V.Chitnis
100. Krishnahari Govind Sarangi
101. H.Mahadevan
102. Dr. Balchander Kango
103. Budrinath Baral
104. G.V.Krishna Rao
105. K.T.K. Tangamani
106. A.M.Gopu
107. N.Santhanam
108. S.Chandra Kumar
109. S.Bal<sup>l</sup>thavatchalam
110. Mohd .Abdul Kadar
111. T.R.S.Mani
112. Mrs. S.Meenal
113. V.V.Rama Rao
114. Jagan
115. K.L.Mahendra

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8. About 22 members out of 141 who attended the Council meeting participated in the discussion of the Report. The speakers on the basis of their experience in the respective states pointed out that the sustained and united struggle of the workers foiled the attempt of the Government to rush-through the scheme of privatisation, struggle against employment through contract labour system, closure of factories, big and small, privatisation of road transport from state to state, large scale closure of Public Sector enterprises, demoralisation and lack of faith amongst workers in organised trade unions nonpayment of P.F., E.S.I. benefits, nonfunctioning of Tripartite Committees, depriving workers of minimum wages, large scale retrenchment of adivasi mine workers in Orissa, lack of attention to T.U. education. On organisational matters comrades pointed out that the AITUC leadership lagged in tours, giving guidance to different centres and trade Federations. The financial position and ideological base needed to be strengthened.

contd.....6

9. After prolonged discussion the General Council decided to demand settlement of wage revision in public sector, removal of ceiling on bonus both for eligibility as well as quantum, introduction of Pension Scheme with amendments proposed by trade unions, convening of meetings of Industrial Committees, plan out revival of sick public sector undertakings. It demanded convening immediately of the meeting of Standing Labour Committee to discuss problems of closures and sickness in the state sector undertakings.

10. The Council welcomed the growing unity of approach as well as action among the various national Trade Union Centres and their affiliates, including INTUC, AITUC, CITU, HMS, UTUC and the like.

The Council endorsed the strategy of intensifying and deepening the content of the working class struggles against the anti-people policies of the Government by continuously strengthening and broadening the platform of the class and mass organisations forged on the initiative of the Sponsoring Committee of Indian Trade Unions. The Council also laid considerable stress on uniting different democratic and secular elements and sections of the society against the menace of communalism and religious fundamentalism which threatens the very unity and integrity of the nation.

11. The Council strongly opposed the anti-working class and anti-people programmes embarked upon by the Government aimed at liquidation of the Public Sector built through the sweat and blood of the working people. It condemned the unabated closure of public sector units by starving them of essential inputs like working capital, raw materials, work allocations, orders for their products, The council took serious note of the Government's failure to tackle recession, mainly from its policy of sharp cut-back on capital and developmental expenditure and expenditure on improving social infrastructure in line with the dictates of IMF and World Bank. Such a policy accompanied by rising tempo of black money operations, is leading to persistent rise in prices, creating havoc with already abysnially low living standards of the majority of the people.

contd..... 7

12. Resolutions were adopted on:

- i) Wage revision by Com.H.Mahadevan,
- ii) JPC Report by Com.K.L.Mahendra;
- iii) Sickness of Industries by Com.K.L.Mahendra;
- iv) On Telecom staff strike by Com. Jayan,
- v) On Haryana State Government employees strike by Com. Darshan Singh;
- vi) On Maharashtra Earthquake victims by Com.G.V.Chitnis;
- vii) On Denationalisation of IISCO by Com. S.K.Sanyal;
- viii) On AITUC-HMS negotiations for Unity, By Com. M.S.Krishnan;
- ix) On Amendment to the AITUC Constitution by Com.M.S.Krishnan;
- x) On Pension Scheme by Com. A.M.Gopu;
- xi) On Road Transport Industry by A.K.Sri Krishna Rao,
- xii) On Privatisation of Cashew factory by Com. C.A.Kurian,
- xiii) Violence against workers by Dutta Samant by Com.T.N. Rama Rao;
- xiv) Reopening of closed factories in Kerala by Com.Kallat Krishnan
- xv) Implementation of Minimum Wages by Com. K.T.K.Thangamani;
- xvi) Lay off in BEL by Com. H.Mahadevan;
- xvii) Nonpayment of wages to Gram Panchayat Employees in Flood affected areas of Maharashtra by Com. Madhav Mokoshi.
- xviii) On FCI Holdings of Andhra Pradesh Com.K.Narasimha Rao;
- xix) On Handloom Industry in Maharashtra by Com. Bal Aloni;
- xx) Unemployment of Mine workers in Orissa by Com.D.C.Mohanty;
- xxi) Release of D.A. to all in Bihar.
- xxii) Wage Board for News paper Employees by Com.M.C.Narsimham;
- xxiii) On General Insurance by Com. Ravindranathani.
- xxiv) On Bihar Power Workers strike by Com. Sadruddin Rana;
- xxv) On Save Scooters India Ltd.

13. A Committee was constituted to draft amendments to the Constitution of AITUC: The following members were nominated to the Committee:

- i) Com. Deb Kumar Ganguli;
- ii) Com. A.B.Bardhan;
- iii) Com. J.Chittharanjan
- iv) Com. G.L.Dhar
- v) Com. Kamalapati Roy.

vi) " M.S.Krishnan

vii) " B.D.Goshi

This subcommittee will submit its report to C.C. at Party contd.....8

14. Credential Committee's Report was submitted by Com.G.V.Chitnis. He reported -

- a) Number of Unions seeking affiliation 20
- b) Number of Unions whose papers were complete 2
- c) Number of Unions whose papers were not complete - 18.

Out of 18 Incomplete forms, 5 were from West Bengal. They had submitted only application forms and paid affiliation fees.

One union each from Tamilnadu and Andhra Pradesh did not complete one year of registration.

4 unions of Andhra Pradesh needed to be checked up regarding payment of affiliation fees.

Paper were incomplete in one respect or the other of 7 unions, belonging to one each from Bihar, Delhi, Meghalaya, Orissa, Tamilnadu and 2 from Maryana. Only 2 unions with membership of 595 had their papers complete and approved for grant of affiliation. It was noted that STUCs had not scrutinised the forms before for forwarding for affiliation.

MEMBERS GRANTED LEAVE OF ABSENCE FOR AITUC GENERAL  
COUNCIL MEETING ON 30, 31 December, 1993, at Hyderabad.

1. Com. S.C.Krishnan - Madras.
2. " B.Mukherjee - Varanasi.
3. " Promode Gogoi-Guwahati - Assam;
4. " Y.D.Sharma - Delhi.
5. " Laro Janko - Chakradharpur.
6. " Vijayan Kunissery - Palakkad Kerala.
7. " Dr. G.Kannabiran - Gudiyattam - T.N.
8. " B.S.Dhume - Bombay.
9. " G.Bala Krishnan Nair - Thiruvananthapuram, Kerala.
10. " Parduman Singh - Amritsar - Punjab.
11. " Ravindran - Cochin
12. " Homi Daji - Indore, Madhya Pradesh.
13. % A.Govind Swamy - Madras, Tamilnadu.
14. " Ramdhari Parashar - Delhi.
15. " *Pyagrajan*

APPENDIX - B

LIST OF NAMES FOR CONDOLENCE RESOLUTION PASSED IN AITUC  
GENERAL COUNCIL, HYDERABAD ON 30, 31 DECEMBER, 1993.

1. Com. P. Bhalchandra Trivedi, Vice President, AITUC & Gen. Secy. Gujrat STUC
2. ~~Shri~~ M. Hidayatullah - Former Chief Justice of India, and Vice-President of India.
3. Shri K.M. Mathew - Founder General Secretary, AIDF.
4. Com. Dhiren Mazumdar, Leader of Tramway Workers Union, Calcutta.
5. Com. N.K. Krishnan - Former Vice-President, AITUC
6. Com. Kalishanker Shukla.
7. Com. H.N. Wanchoo - Prominent Trade Union leader of Kashmir.
8. Com. Biswanath Tiwari - AITUC activist in Calcutta.
9. Com. Ganesh Ghosh - Legendary revolutionary Hero of Chittagong Armourcy
10. Com. Lalit Burman - <sup>Fame, former M.P., MLA</sup> Member General Council, AITUC and veteran leader of Coal miners of
11. Shri Bindeshwari Prasad Dubey - Prominent leader of INTUC, Former Chief Minister of Bihar, Former Labour Minister at the Centre.
12. Com. Sudam Deshmukh - Former M.P. leader of Transport and Textile workers of Maharashtra.
13. Shri Debi Prasad Chattopadhyaya - ~~Eng~~ Eminent Marxist scholar and Philosopher.
14. Field Marshal K.M. Cariappa - First Indian Chief of staff of Indian Army.
15. Prof. Nurul Hassan - Governor of West Bengal, Former Union Minister, Prominent Historian and a Progressive Intellectual
16. Com. Diwakar - Former member of the Working Committee of AITUC.
17. Com. T.N. Siddhanta + Secretary, AITUC, Editor TUR, Leader of Bata Shop Managers and Supervisers Union.
18. Shri V.G. Gopal - Vice-President, INTUC President of Tata workers Union.
19. Com. Nani Bhattacharji - M.P. General Secretary of UTUC.
20. Shri Satyajit Roy - Internationally famed Film Director and Artist.
21. Shri Utpal Dutt - Renowned Film Artist of India and
22. Com. Ramchandra Kowe - Prominent leader of Nagpur Press Kamgar Union.
23. Com. S.A. Dange - Founder member and former President, General Secretary, AITUC, Vice President, WFTU.
24. Com. K.G. Sriwastava - Former General Secretary, AITUC, Secretary, WFTU, General Secretary, APTUCC, AIDF.
25. Com. Ibrahim Zakaria - President, WFTU and former Secretary General of WFTU.
26. Shri Rajiv Gandhi - Former Prime Minister of India and President of A. I. C. C.
27. Com. Sudhin (Khoka) Roy - Veteran T.U. leader of Bangladesh, former leader with AITUC.
28. Shri Samarendra Kundu - Former President HMS.
29. Com. U. Subbairha - Leader of AITUC and popular leader and Ex. Minister in Pondicherry.
30. Com. P. Shankar,
31. Com. B.T. Randive, Ex-President, CITU,
32. Com. Harinath Hadra - Textile Leader of Nagpur.
33. Com. Oliver Tamb - South Africa's T.U. Leader.



# अखिल भारतीय ट्रेड यूनियन कांग्रेस (एटक)

मध्यप्रदेश राज्य समिति

कार्यालय : शाकिर सदन, 5, पटेल नगर लेबर कालोनी, भोपाल 462001 दूरभाष : (0755) 741505 फ़ैक्स : (0755) 739505

Com. Sunil  
P. L. L. names ON

1.9.2002

To,  
The General Secretary,  
AITUC, New Delhi

Sub: Submission of names for vacant  
seats in AITUC General Council,  
from Madhya Pradesh.

Dear Comrade,

We are submitting the names for  
vacant seats for AITUC General Council  
from Madhya Pradesh as mentioned  
below:-

- New
1. Com. Bishbhan - from Gwalior
  2. Com. Bachchan Devi - from women kolā

Kindly include their names as members  
in AITUC General Council from Madhya  
Pradesh.

With regards,

yours Comradely  
अजित  
(Ajit Jain)  
General Secretary