

File No. 3

File Vanner Jintan,
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Contact BC/Prabhakar

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

~~Report to the~~

GENERAL COUNCIL Meeting

SUBJECT

~~2-4~~ 2-4, Nov '96

DELHI

YEAR

~~(along with 5 Annexures)~~

RESOLUTIONS

RESOLUTIONS

- 1) Greetings to AIBRA — Com. Amarjit Kaur ✓
- 2) AFGANISTAN — " ~~Panna~~ SRIMONI
- 3) Agricultural Workers — " Gazna Nawab.
- 4) Pension Scheme — " Parthuman Singh.
- 5) closure / Relocation of } — " D.L. Sachdev.
industries in Delhi }
- 6) Ratification of ILO Conventions — " Srinivasa Rao
- 7) Bonus & Gratuity ceilings — " Saxena.
- 8) Sickness in Textile Industry — " Damle ✓
- 9) Construction Workers — " Vijayan Kunniremy
- 10) Anganwadi workers — " Shantha Ranode.
- 11) Sugar workers demand — " Panda.
- 12) KSRTC Employees' struggle — " Seshadri
- 13) ESI — " Bose.
- 14) Mini Cement plant workers — " Ananta Mitta.
- 15) Revised DA / Wage revision } — " H. Mahadevan.
certain PSUs }
- 16) Contract Labour — " "
- 17) Hindustan Lever — " Mohan
- 18) Enron Power Corporation — " Golan Dasg.
- 19) LIC, AIC employees' struggle — " Thiagarajan
20. Jute Industry — Debari Dutta.
21. Coal Industry pension scheme — Com. Shafrukhan.
22. Handloom Industry — Com. ~~Kanishk~~ TRS
Mani

23. About Andhra floods - N. Rajah Rao

24. m Community Health women all over

India — Madhav ~~Attorney~~ Mokashi

~~25. Bida women~~

~~26. Extention of all employees workers - Dangle~~

25. Handing over of Diamond mines in MP to C.R. Balashi
MNC

~~26~~ 33% Reservation for Women, in print & say

Resolution
ON

RESTORATION OF REBATE TO HANDLOOM INDUSTRY

There are More than 1/2 Crores of Handloom workers in India. This work force is second to Agriculture.

Handloom workers are fighting for their Industrial Survival fight from 1950. Result the government imposed a Cess on the textile Mills and the fund accrued were utilized for the welfare of Handloom workers. By giving Rebate it helped the Handloom Cooperatives to sell their produce in the market at Competitive price.

Now the Govt of India has imposed Ceiling on Rebate and this has been pegged to 1992-93 year level.

Though we can take production level is at 1992-93 level the value of Handloom cloth produced is double the

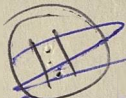
199293 level.

Because of the new ceiling the
off take is not as much and also
lot of goods produced get locked in the
godowns depriving the livelihood of
Lakhs of Handloom workers.

Request Hence His Council Resolves to
help ~~help~~ the Industry as well as the
Handloom workers.
The Govt of India to remove
the ceiling imposed on the Rebate +

P. R. Mani -

Resolution on
Sugar Workers' demands



Sugar workers' Federation and

This meeting of the General Council of AITUC held on 2-4, November '96 congratulate the National Sugar Workers Coordination Committee consisting of all Central Tus and independent federations of Sugar workers for their united agitation to bring pressure on the State and Central Govts. to concede their long pending charter of demands.

All India

This meeting urges upon the Govt. of India to set up a national level tripartite forum as assured by the Labour Minister to directly discuss and finalise a fair and reasonable settlement on the charter of demands of the sugar workers which is due from 1.10.93.

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



Urging Resolution on
Ratification of ILO Conventions by Govt of India

This meeting of the General Council of AITUC held on 2-4, November '96 urges upon the Govt. of India to ratify the ILO Conventions on ^{Fixation of Minimum wages -} "Freedom of Association", "Freedom to Collective bargaining" "Hazardous workers" and also the recently adopted ILO Convention on "Home based workers" in order to provide them reasonable wages, security of service, social security etc.

On E.S.I.

The Govt. has decided to enhance the coverage by ESI for those drawing a salary upto Rs. 6000/- which has created discontent. Most of these sections specially in the public sector or big private enterprises have facility or Medical reimbursement.

The functioning of the ESI hospitals is such that those covered are discontented as most of the medicines though approved by the Council are not available. The Doctors pay attention their private practice and are rude towards the insured employees and specialised treatment is lacking. The Doctors ~~and staff~~ behave as they in Govt. Hospitals.

The finances for the Medical benefit are borne by the Corporation but are administered by the State Govts which contribute only 12% and actually neglect the ESI hospitals and dispensaries. The accumulated funds of the ESI are such that all the hospitals and dispensaries can be run by the Corporation without interference by the State Govts.

The General Council of the AITUC demands that the hospitals and dispensaries should be directly under the Corporation and the sanctioned medicines should be stocked and made available. Only after the streamlining of the medical care the scope may be extended failing which the workers may go for litigation and even actions. Further the law should make it clear that the managements should not withdraw the existing benefits.

As 15 Bida workers are covered under the Beedi Welfare Act Govt. should continue to be exempted from the ESI Act.



These enterprises which are exempted from the ESI Act should be liable for the medical benefits.

Resolution

On proposed handing over of Deobhog Diamond Mines To Multinational Company

The prospecting licence of the world-famous diamond mines of Deobhog tribal region in Raipur district of Madhya Pradesh covering some 5000 acres of land is proposed to be handed over by the State Government to a towering multinational company of South Africa named 'D-Bears' which is having monopoly of more than 80 percent trading of diamond in the world market. The justification offered by the state government is that ~~this case~~ is ~~having~~ for selection of this ~~company~~ foreign company is that they ~~to~~ possess high technology for this job. But fact remains that 'D-Bears' company does not have the particular technology of ~~their~~ its own. It will have to hire the equipments from a German firm. That being so there is no reason why the NMDCL, a successful PSU in the country and also executing the diamond mining job in Panna district of Madhya Pradesh, which was also one of the tenders, should be rejected by the state government.

Now, a high-power ^{study} team of the state government under the leadership of the M.P. Chief Minister has gone on tour to South Africa for ~~finalisation~~ ^{confirmation of} the deal by obtaining green signal from the central government ^{and} by spending 5500 American Dollar. This has been seriously objected to by many political parties, trade unions and voluntary organisations in M.P.

This meeting, therefore, urges upon the Govt of India ~~and~~ Ministry of Industry as well as the concerned administrative ministries to withdraw the obnoxious and retrograde condition attached to the implementation of DT formula and wage revision to Public sector ~~employees~~ and to enable them also to get reasonable compensation towards the increase in prices and loss of money value due to inflation.

Resolution on Contract Labour

⑧ unions representing the permanent employees to espouse the cause of the Contract workers as they can do so as per the Supreme Court's decision and conduct struggle to protect the interests of the Contract workers.

- ⑨ The General Council meeting of the AITUC held in Delhi on 2-4, Nov 76 notes
- that despite the various judgments given by the Supreme Court including the one dated 9.5.1995 on the abolition of Contract Labour system on perennial nature of jobs and their ~~absorption~~ absorption, more and more work are being given to Contract Labour, paying them much less wages compared to their counterparts amongst the permanent cadre who attend to same or similar nature of jobs
 - that the Govt of India as well as the State Govts have not amended the provision of the statutes as directed by the Supreme Court in the judgement dated 9.5.1995 and the loopholes regarding the absorption of Contract workers continues to remain without any check or control
 - that the principle of "Equal Wage for Equal Work" is thus invariably flouted by both public and private sector management, exploiting the Contract workers
- This meeting urges upon the Govt of India to immediately effect the required changes to the statutes with a view to ensure the absorption of Contract workers on perennial nature of jobs and on jobs of similar name or similar nature as done by the principle employers women and strictly implement the principle of Equal Wage for Equal Work.
- This meeting calls upon all

Resolution on non-implementation of revised DA /
wage revision in certain PSUs.

(45)

This General Council meeting of AIUC held on 2-4, Nov 96 notes that the revised DA formula as announced by the Govt of India, effective from 1.1.92 has not been implemented in a number of public sector industries based on the conditions placed by the DPE that the revised DA formula will not be implemented in industries which are sick and referred to BIFR.

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

- that is a part of the DA ~~formula~~ ^{revision} and its first part ~~of~~ ^{ing} at 2 per cent ~~DA~~ has been already implemented, effective 1.1.89
- ~~that as per the~~ ^{based on} in those PSUs on they were all considered by the union labour minister
- that as per the previous settlement between the union and management, the DA revision as applicable to the central public sector employees arising out of the decisions of the Tripartite Committee / Govt of India, ~~all the~~ ^{legitimately} employees in all PSUs are ~~entitled~~ ^{entitled} of the same, fully or partly tantamount to violation of settlement
- ~~that the~~ "sick" industries before BIFR are in various stages of revival and a blanket ban on revision of DA or wages will be counter productive if and when the revival packages are to be implemented with the full co-operation of the employees themselves. It is further noted that no revision has taken place in some of the PSUs ^{even} since 1989.

~~AITUC~~



Resolution
On Pension Scheme

This General Council of the AITUC held on 2-4, November '96 ^{welcomes} notes with satisfaction that its serious and sincere efforts along with the other central trade unions who have also supported the demand for pension ^{scheme} has resulted in the enactment of the pension scheme covering nearly two crore workers in private and public sector, after securing many important amendments ^{to the original} scheme and by now about 80,000 are already getting pension while the claim of a few more ^{demands} ~~thousands~~ are under consideration.

The General Council notes that as was agreed to the review of the operation of the scheme were to take place by ~~September~~ ^{November} 1996. The Council urges that the review should take place immediately and the following further amendments to the Pension Scheme to be incorporated with a view to make the scheme more meaningful and beneficial to the workers:

- i) Automatic indexation of Pension.
- ii) Raising the rate of interest on old family pension deposits atleast to not less than 12% and allowing investment of PF and Pension Corpus in Govt. financial institutions so as to get higher interest, consistent with the requirements of safety and liquidity of the deposits.
- iii. The Conditions of P.F. Scheme coverage be brought down to 10 workers in any establishment, as in the case of ESI.
- iv. Rs.5000/- limit in the EPF Scheme be removed so that higher paid employees can also get pension on average of last 12 months actual salary and not on Rs.5000/- as provided in the scheme at present.
- v. The Govt. should bear the cost of administering the scheme as it was done in the case of FPS.
- vi) Refund of deposits to workers who leave before having 10 years minimum service should be made with full interest and there should be no reduction.

The General Council further urges upon the Govt. to exempt prosperous and stable public and private sector ^{industrial establishments} ~~industries~~ from the existing scheme so as to work out ^{similarly} ~~another~~ ^{actually certified to be} ~~scheme~~ ^{viable} on the basis of 3% contribution from the management and workers each, along with the contribution of family pension i.e. 2.33% and 1.16% by the Govt., transferring ^{their} ~~the~~ entire accumulation of FPF Fund; ~~The~~ Govt. should also relax the condition of depositing only in LIC Annuity in such cases bipartite schemes. AITUC feels that a consensus can be brought about amongst all trade unions on the above basis.

The general council forcefully demands from the government to accept the above mentioned justified demands of the workers at the earliest

The general council expresses its deep concern over the non-fundling of comprehensive data base and evolving of software for the computer system, though a whole year has elapsed. This will jeopardise the grant of benefits in future.

X.X.X. 11/11/96
 The ag. limit and the min. ser. should be removed for the unorganized workers who do not get any benefit from the scheme in 1971 should be allowed to join the scheme by paying past dues in advance.

In this regard the General Council demands that:

1. Comprehensive data base be built up on an emergency basis by involving the entire E.P.F.O machinery within 6 months
2. Software for the computer system be evolved immediately so that the data which is coming can be stored
3. One permanent account number be given to each subscribers.
4. An identity card cum pass book be issued to each member.
5. All the offices of E.P.F.O should be computerized and interlinked so that wherever the worker is, he can get his pension

The General Council calls upon all the trade unions affiliated to AITUC and other CTUs to carry on a sustained struggle for getting the above mentioned demands accepted by the Government.

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Mini Cement Workers

This General Council meeting of AITUC held on 2-4, November '96 notes with concern that the lakhs of workers employed in the Mini, Special White Cement companies over 250, who continue to do the same or similar nature of jobs as done in the major cement plants are subjected to continuous exploitation as they are not eligible for the wages and service conditions prevalent in the major plants, because of the artificial definition of mini "plants and thus excluded from the mainstream of cement workers. The established principle of "Equal Wage for Equal Work" is flouted in the case of mini cement workers.

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

This meeting calls upon all cement workers to attend to mini cement workers conference being organised by the AICWF in Bangalore on the 18th & 19th Jan 97 to chalk out an Action plan.

(2) Resolution on Coal Mines Pension Scheme.

The General Council of AITUC views with concern the delaying tactics of Ministry of Coal, Govt. of India in finalising the Pension Scheme for Coal Miners in spite of the passing of Coal Mines Provident Fund & Miscellaneous Provisions Act, 1976 by both houses of Parliament & Assent of the President of India on 13th August '1976.

Coal Mines Pension Scheme should have been finalised even before passing of Amending Act as was done in the case F.P.F. Scheme. But it is being further delayed even after enactment of Law.

This delay on the part of the Govt. is creating resentment among coal miners and shortly it may lead to industrial unrest.

The General Council of the AITUC strongly demand that Govt. of India should finalise & publish ~~the scheme~~

The Coal Mines Pension Scheme as framed by the Pension Scheme Committee of C.M.P.F. Board of Trustees with amendments later agreed in E.P.F. Scheme on the demand of Central Trade Unions such as indexation, ~~and~~ payment of Govt. contribution beyond the ceiling of Rs 1600/- and reduction of percentage deductions from 6% to 3% in the early retirement pension as has been done in E.P.F. Scheme.

The General ~~Council~~ Council of A.I.T.U.C. call upon the Coal Miners to start agitation for early finalisation & implementation of Coal Mines Pension Scheme.



Com. Dandle

AITUC GENERAL COUNCIL MEETING AT NEW DELHI
2-3-4, November, 1996

Resolution on
Sickness in Textile Industry

The textile industry finds itself in serious crises. The industry which is the largest earner of foreign exchange is undergoing worst ever closures, lay-offs, continued operational stoppages with the result according to Govt.'s own report as on 31-10-1995, about 159 textile mills are lying closed. No mill is permanently closed under the provisions of the I.D. Act, 1947. After October, 1995, 17 mills of Gujrat State Textile Corporation and 5 mills of UPSTC employing about 17000 and 13000 workers respectively have been ordered to be wound up by BIFR.

The Turn Around Scheme for revival of NTC mills which was duly approved by the Govt., managements and trade unions has not been implemented. Revival packages worked out for each subsidiary have not yet been approved by BIFR and four out of 9 subsidiaries - NTC (UP), NTC(MP), NTC(WBABO) and NTC(Gujrat) ^{are} under show cause notice for winding ^{up} as the Govt. has not agreed to waive off the pending loans. The whole package is likely to suffer a serious set back as sale of land, the only source of funding the modernisation, has been blocked by State Govt. of Maharashtra. The Central Govt. has been seeking adjourn^{ment} and the cases are now listed for 3rd and 4th January, 1997, before the BIFR. The position in the private and cooperative sector is even worse. There has been no initiative from the Govt. side to discuss the sickness in these sectors, inspite of efforts made by AITUC and other Central Trade Unions for convening a tripartite meeting on the issue. In all about 2 lakh workers have been rendered unemployed.

The Common Minimum Programme of the U.F. Govt. speaks of rehabilitation of sickness or potentially sick units but no efforts have yet been taken in the direction. In the other hand textile sector is stated to be opened for foreign investment.

The Joint Action Committee of Textile workers is organising a national level Convention in Delhi on 5th December to review the situation and to chalk out further course of action. The wages in several NTC mills are not being paid in time, gratuity ^{PF ESI} and other dues are not being cleared of superannuating employees. The PF, ESI and other statutory contributions are not being deposited by the management.

In this serious situation the General Council calls upon the U.F. Govt. to take immediate steps for implementation of revival scheme of NTC Mills and convene immediately, the tripartite meeting to discuss the acute sickness of the industry in private cooperative and state sectors. Efforts be also made to arrears of wages, deposit P.F. and ESI dues and payment of bonus ^{removing all ceilings} before the ensuing Diwali Festival.

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RESOLUTION ON BONUS

This General Council meeting of the AITUC held on 2-4, Nov 96 congratulates the Railway, Port & Dock, P & T, Defence and other central Govt employees for their heroic struggle in achieving the ~~removal~~^{removal} ceiling on coverage on Bonus, thus making Bonus payable to most of the Govt employees, barring a ~~few~~ section of non-gazetted employees who also should get Bonus.

This meeting notes with serious concern that the outdated ceilings prescribed under the Payment of Bonus Act still remains the same, disqualifying Bonus to a very large sections of employees at various skilled levels, which makes a mockery of its principle of payment of Bonus.

This meeting also notes that the percentage of minimum Bonus remains unaltered since several years. This meeting, therefore, demands that the ceiling prescribed under the Payment of Bonus on eligibility be removed so that Bonus becomes payable to all employees and the ceiling on rate of payment of Bonus be raised, besides increasing the minimum bonus to 10% of wages.

The General Council calls upon the working class to take all necessary steps for the realisation of the above demands on Bonus. This meeting also resolves that in case the Govt persists its ~~in~~ discriminatory policy and does not bring forth the above ~~demands~~ amendments to the Payment of Bonus Act immediately, the AITUC along with the other central trade unions will be constrained to launch joint All India action.


Resolution on
KSRTC Employees' Struggle

This meeting of the General Council of AITUC held on 2-4, November '96 notes with grave concern the management of KSRTC, in particular the Chairman who is also the Minister for Transport in Karnataka Govt. has taken recourse to all sorts of illegal and undemocratic methods such as -

- i. Non implementation of the order of the High Court of Karnataka, quashing the Govt. order dt. 10.9.93.
- ii. Not conducting the Secret Ballot to decide the majority union.
- iii. Victimisation of trade union activists by way of charge-sheets and dismissals.
- iv. Violating the industrial settlements already existing.
- v. Continuing large number of drivers and conductors on daily wage for over 3 years.
- vi. The Minister himself conducting vilification campaign against the KSRTC employees and the Staff & Workers' Federation and encouraged to form a rival union in KSRTC, after his taking over as the Minister.
- vii. Encouraging privatisation and bifurcation of KSRTC.

This General Council congratulates the KSRTC Staff & Workers' Federation for their consistent and relentless struggle against privatisation of this public transport and for democratic and trade union rights, urges upon the Chief Minister of Karnataka, to take initiative to settle the demands of the KSRTC employees amicably, without giving room for unrest in this vital service sector.

This meeting resolves that in case the Govt. of Karnataka do not settle the demands and allow the Transport Minister to continue his trade against the workers and the federation, the AITUC will be constrained to give a call to the entire transport workers in the country, through the Transport Workers Federation/Coordination Committee, to launch solidarity programme of action in support of the KSRTC workers as struggle.

Resolution on Anganwadi - Balwadi Workers.

The general council of A.G.T.U.C. held on ~~and~~
2nd and to 4th November 1996 resolves as follows;

For the last ten years Anganwadi workers are fighting for their demands on district, state, and national levels, delegations met various ministers and put forth their demands and they achieved some of their demands.

After the formation of the United Front govt delegations met Prime Minister Mr. Deve Gowda, Minister for human resource and development Mr. S.R. Bomman, Minister for

But, they assured only to increase the honourarium and not ready even to think about their basic demand to accept them as govt. employees and give them all benefits available to the govt. employees.

Recently Karnataka Larger bench Tribunal issued the order in favour of Anganwadi workers as against the application filed by A.G.T.U.C. and 4 Anganwadi workers. The Tribunal accepts Anganwadi workers as govt. employees and urges the Govt. of Karnataka to absorb them all in state cadre. A.G.T.U.C. unions should take the advantage of this order and mobilise our units in all states.

Last year in Maharashtra A.G.T.U.C.-HMS Anganwadi unions jointly launched a week-long struggle on bonus issue and compelled Sena-BJP Govt. to give the bonus, though in the name of festival gift. Again this year from 28th October joint action is going on near Mantralaya for ^{the demand of} one month's bonus.

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

The basic demands of the Anganwadi workers are as follows:

- 1) Govt. should accept Anganwadi workers as govt. employees and give them all benefits available to all govt employees.
- 2) Supervisors' posts should ^{be} filled from eligible Anganwadi workers.
- 3) Five yearly ~~increment~~ ^{of Rs. 15/-} should be given to the Anganwadi helpers.
- 4) Pay T.A. Bills in time
- 5) Improve the quality and quantity of the food provided to the children ^{in Anganwadis} and provide utensils to cook food; pay fuel allowance in time

To pursue these demands Sanyukt Sangharsh Samiti of Anganwadi unions decided to organise a big demonstration during the winter session

on 28th November 1976. The general council of AGTUE ^{of the Parliament} appeals Anganwadi unions from all states to mobilise Anganwadi workers ^{for this demonstration} and make this demonstration effective and successful.

The Revolution on the Enron
Power Corporation's Power Project at
Dabhol in Maharashtra

The proposed 2450 M.W. Power Project of Enron Power Corporation - an American Multinational - ~~is~~ in Maharashtra ~~is~~ had created a controversy of unprecedented magnitude. The Maharashtra State Electricity Board workers federation (an affiliate of AITUC) commenced agitation against the ^{sen} project way back in 1993 and ~~succ~~ succeeded in culminating its agitation into a broad based agitation involving ~~de~~ almost all central trade unions, in Maharashtra, other ~~re~~ voluntary organisations and the organisations of project-affected people, under the banner of Enron Virodhi Sangharsha Samitee. There were 'Dharnas' ~~at~~ ~~the~~ near the project site, and ⁱⁿ ~~the~~ Mumbai, protest-day all over Maharashtra, several processions at the project site and in ~~B~~ Mumbai, effective public campaigns, seminars, ^{campaigns} and a 'satyagraha' in April & May 1995 involving ~~but~~ arrests and ~~custody~~ detention of about 350 activists for 15/20 days. Following the movement

Signature [^]

the B.J.P. - Shivsena Government ~~in~~ of ~~Maharashtra~~ Maharashtra cancelled the project in August 1995, only to revive it after 3/4 months.

~~The E.P.S.S. continues to struggle~~

In the meantime, emboldened by the counter-guarantee given by the United Front Government to the project, the B.S.P.-Shivsena Government is ~~embarking~~ upon acquiring 18000 acres of land in Sahayra Taluka in addition to 1700 acres land already acquired for the project itself. The

latest-acquiring of 18000-acre land is

~~is~~ intended to be used for setting up of ^{and heavy} chemical industries to subserve the Enron Power Project, disregarding the fact that this action would jeopardise the ecological and environmental balance of the 'Konkan' region which is famous for its flora and ~~fauna~~ fauna and would involve large-scale displacement of ^{local} people.

In this matter, what is surprising is that the U.F. Government ~~or~~ has extended the counter-guarantee to this obnoxious and anti-people project, knowing fully well as to how this project is damaging to the

interests of power industry and the nation as a whole.

This ~~to~~ meeting of the General Council of AITUC held in Delhi on ^{therefore,} 2, 3, 4 November 1996, demands - that

- the United Front Government should revoke the counter guarantee extended to Enron project immediately. Also
- this meeting demands - that the BSP-Shivsekar Government of Maharashtra should cancel the ~~in~~ Enron Project in Maharashtra and encourage and assist the M.S.E. Board to complete its ^{power} projects in Maharashtra in the background ~~of~~ ^{of} rich experience of M.S.E.B. Engineers and workers in building power projects at much economical costs. This meeting also supports the ^{ongoing} agitation of local people of Guhagar Talu Paluke in Maharashtra to save their lands, homes from the clutches of State Government & the 'Enron'

A. D. GOLANDAZ

Resolution on LIC, GIC employees' struggle

19

This meeting of the General Council of AIITUC warmly congratulates the employees of LIC and GIC on their valiant struggle against the entry of foreign insurance companies into India ~~as per~~ leading to privatisation of insurance sector.

It is proved beyond any doubt that the insurance sector in India has been extremely doing well, whereas ~~that~~ there are structures and ~~not~~ unavailable proof of misuse and fraudulent means adopted by the foreign insurance companies; And there is no case or justification for entry of foreign insurance business in India *

This meeting extends the AIITUC's wholehearted support to the struggle of the LIC & GIC employees ~~in their~~ to succeed in their principled struggle - against the entry of private sector.

* The fraudulent practices and unhealthy competition by both Indian and foreign private insurance companies compelled the Government of India to nationalise both life insurance & general insurance business in India. The recent experience of robbery of private insurance company in USA & UK proves that insurance industry is becoming bankrupt in those countries due to excess competitiveness. They want to enter ~~in~~ and plunder the Indian insurance market to subvert class.

Proposed by
S. B. Choudhary
Secretary
Govt. of India

Resolution on ~~600~~ Integrated and Comprehensive jute Policy in the interest of the national economy. (20)

The jute industry has been playing a vital role in the field of national economy since independence. Some 20 lakh growers, 2.5 lakh jute workers and thousands of petty businessmen and their families earn their bread from this industry.

The industry has a spread over different states like Andhra Pradesh, Bihar, Orissa, UP, M.P. Tripura though the major of the industry jute mills are situated in West Bengal.

The industry has ~~got~~ prospects though it is confronted with ^{some} problems also. ^{ownership of} ~~main~~ ^{also} ~~problems~~ ^{entire} ~~is~~ ^{has} ~~in~~ ^{has} ~~the~~ ^{has} ~~hands~~ ^{has} ~~of~~ ^{has} ~~the~~ ^{has} ~~private~~ ^{has} ~~sector~~ ^{has} ~~was~~ ^{has} ~~rather~~ ^{has} ~~has~~ ^{has} ~~controls~~ ^{has} ~~the~~ ^{has} ~~jute~~ ^{has} ~~trade~~ ^{has} ~~to~~ ^{has} ~~deprive~~ ^{has} ~~the~~ ^{has} ~~jute~~ ^{has} ~~growers~~ ^{has} ~~from~~ ^{has} ~~getting~~ ^{has} ~~fair~~ ^{has} ~~price~~ ^{has} ~~of~~ ^{has} ~~their~~ ^{has} ~~products~~ ^{has} ~~and~~ ^{has} ~~mint~~ ^{has} ~~also~~ ^{has} ~~huge~~ ^{has} ~~black~~ ^{has} ~~money~~ ^{has} ~~in~~ ^{has} ~~one~~ ^{has} ~~hand~~ ^{has} ~~and~~ ^{has} ~~20%~~ ^{has} ~~of~~ ^{has} ~~the~~ ^{has} ~~total~~ ^{has} ~~production~~ ^{has} ~~. The~~ ^{has} ~~employees~~ ^{has} ~~explored~~ ^{has} ~~to~~ ^{has} ~~make~~ ^{has} ~~enormous~~ ^{has} ~~profits~~ ^{has} ~~without~~ ^{has} ~~any~~ ^{has} ~~investment~~ ^{has} ~~for~~ ^{has} ~~them~~ ^{has} ~~in~~ ^{has} ~~the~~ ^{has} ~~industry~~ ^{has}

not this

(2)

I have modernised the industry, ~~in spite of~~ ^{in spite of} Government of India offered fund for the purpose. The joint employers ~~supported~~ ^{supported} top the list of defaulters on account of a Provisional Fund, KSI, Gratuity, Bonus, Tax etc. On average no mills are kept under suspension of work or lock-out without any decline in the production every year.

There is National State Manufacture Corporation (NSMC) with six sick jute mills which ~~also~~ also has failed to formulate any alternative policy rather followed the same policies as is in the private sector. NSMC is run ~~on~~ ^{at a} loss, default in payment of Statutory dues of the workers. NSMC is now under BIPR.

~~The Government~~

Apart from NSMC there are organisations like Jute Corporation of India, Indian Jute Industries Research Organisation, Jute Manufacturing Development Council, Jagan Jute Machinery etc. etc. but there is no integration among ~~them~~ ^{the} purpose of working nor do ~~they~~ they follow any comprehensive jute

economy.

The Session of the AITUC
General Council supports the
demand and requests the Govt.
of India to concede to
the demand.

policy since Government of India ~~was~~
~~had it not~~ preferred to leave the
 fortune of the industry in the hands
 of the private employers all along.
~~without having~~

The first Conference of the
 All India Federation of Text Workers
 has therefore ~~repeatedly~~ demanded
 the Government of India to adopt
 an integrated and Composite jute
 policy ~~to follow~~ ^{to protect} ~~by~~ all concerned
 in the interest of the national economy
 jute industry ~~and~~ jute growers and jute
 workers.

AITUC

The 6 session of the General
 Council of AITUC ~~also approves the~~
~~resolutions demand~~ ~~of~~ raised by the
 AITFW and asks the Government of
 India to concede to the justified
 demand in the interest of the
 nation economy.

The joint industry, both public sector and private sector, is now in a complete mess due to the reasons that Govt of India has not yet formulated any integrated and composite policy to be followed by ~~the~~ both the sectors. As a result, ^{interest of} 40 lakh joint workers, 2.5 lakh workers ~~at~~ the industry is being hampered and the national economy ^{has been} ~~is being~~ hampered immensely.

All India Federation of Joint workers in its recently concluded first Conference demanded the Govt of India to formulate an ~~any~~ integrated and comprehensive joint policy in the interest of the national

23

On Floods in Andhra Pradesh

This Council ^{of A.P.C.} expresses its shock on the recent heavy rains and floods in Andhra Pradesh which damaged the crop in a vast area of the agricultural fields in many districts and which took the lives of 500 innocent people. The destruction was heavy and some villages have been completely washed away especially in Prakasam, Nellore, Cuddapah and Chittoor districts.

The very fact that this has been treated as a national calamity shows the immense loss caused by these floods and rains.

The estimated loss of crops and houses those were destroyed is about 1000 crores.

The Council while expressing its sympathy for the ~~bereaved~~ bereaved families, demands that the Govt. of India should come to the rescue of the State of Andhra Pradesh and shall give all the help/aid that is needed to the people of Andhra Pradesh.

The Council ^{General} ^{of A.P.C.} appeals to trade Unions to generously donate to the relief fund organised for this purpose.

Proposed by - P. Nageswara Rao on 3-11-96.

Resolution asking this General Council of AITUC to organize Community Health Volunteers (CHV) throughout India :-

24

- 1) This meeting of the G.C. of AITUC held between 2nd to 4th Nov. 1996 at New Delhi resolved that, the organization of the CHV should be setup in all the states of India, as far as possible.

In this regard the State Committee of the Maharashtra T. U. has taken initiative to ~~organize~~ this section of working class, village employees.

- 2) The Janata Party Govt. which was in power during 1977-80, then Health Minister, Late Rajnarayan had introduced the scheme with an intension to look after the health of the villagers. CHV were appointed one ~~off~~ ^{for} every 1000 villagers to visit families, provide them ~~preliminary~~ primary health assistance and distribute common medicines to the villagers. For this the Honourarium of Rs. 50/- p.m. was fixed in 1981. Since then the scheme is not abandoned but ~~though~~ the Honourarium of Rs. 50/- has remained unchanged. *

- 3) This council requests the Health Ministry of the Govt. to use 3 lacks female

CHVs all over the country to give more and more attention to the village population. In this respect, the quantum of honourarium of Rs. 50/- should be increased to Rs. 500/- pm and supply of ~~medicines~~ ^{medical kits} should be made regularly.

4) This Council draws the attention of the ATTUC activists all over the country, to assist, to establish a country-wide organization of the CHVs.

2) * This scheme is very essential and necessary for the primary health care of the rural population of the country. The CMP also promised ~~one primary~~ to increase the number of primary health centres. ~~which~~ It will ^{also} provide employment to a large number of ~~women~~ ^{female} ~~population~~, women in the villages.

5) In this regard, This G.C. resolves to organize a Dharama of 3 days of CHV employees before the Parliament during the winter session 1996, to highlight this issue.

GOBIN KARAR

P.O. MASHILA

DT. HOWRAH

Pin: 711302,

W.B.

Phone: 6690379

(STD 033)

(26)

Resolution

This General Council meeting of AITUC held on 4th Nov 96
~~unanimously resolved to~~ extend its unanimous
 support to the bill placed before the Parliament for
 33% remuneration to women ^{in print and film} and demands that the above
 progressive measure be brought into the statute ~~for~~ immutability

passed

J. K. Karve

4.11.96

Resolution On Construction Workers



The Govt. of India has passed a legislation for the construction workers which is applicable only to those employing 50 or more workers. Even builders do not employ 50 construction workers continuously. Thus bulk of the construction workers are left out of the purview of the legislation.

The General Council of the AITUC urges on the Govt. to amend the legislation on the lines suggested by the Confederation of Construction Workers so that security of employment and welfare measures etc. are available to all the construction workers.

The General Council of the AITUC urges upon the Govt. to adopt legislation on the lines demanded by Trade Unions.

*Placed
in envelope
for work
3/11/96*

Com. Amarjit
①

~~Resolution~~

Greetings to AIBEA

The General Council of AITUC extends its warm greetings to the AIBEA on the occasion of its Golden Jubilee celebrations. The Bank employees organised under the banner of AIBEA conducted many a struggles and were in the fore front of the struggles of white collared employees.

The AIBEA always had close cooperation and participated in common working class struggles against the anti working class policies and in defence of public sector and the rights of the workers. Recently the Bank employees have won a victory in restoring the relativity with the officers which was disturbed by the last agreement with the officers.

The General Council extends its fraternal greetings to the Bank employees on the occasion of Golden Jubilee celebrations and wish further success in the cause of the working class.

2

Com. Srimoni

On Afghanistan

The General Council of the AITUC expresses its anguish at the plight of the people of Afghanistan who have suffered due to wars during last eighteen years.

Recently the Taliban getting assistance from Pakistan overtook Kabul and imposed fundamentalist medieval way of life. The women are barred from working outside and required to put on veil which was discarded during the rule of the King.

Young girl students have taken out protest demonstrations. They further want men to grow boards within two months.

The Taliban are backed by Pakistan and surprisingly USA ^{in a haste} ~~post haste~~ recognised the Taliban regime.

But the civil war continues unabated.

The U.S. imperialists are planning to have their foot hold there so that they can dictate terms to its neighbours.

The peace loving forces throughout the world and specially in the region are worried at the situation and want restoration of peace.

Iran has commenced a Conference of nine countries in the region help establish peace in Afghanistan. Pakistan and Saudi Arabia are not participating in this Conference.

The General Council of the AITUC supports efforts for restoration of peace in Afghanistan and initiated by the U.N.O. and the appeal of the nine friendly countries to the worrying factions in Afghanistan. The Tehran meet has called upon the parties to immediately stop hostilities and settle differences by dialogue and peaceful means.

~~Let~~ Afghan negotiations ^{proceed} for a durable political solution and the establishment of a broad based Govt.

Passed

Sham

4.11.96

On Closure/Relocation of Industries in Delhi

The Supreme Court in MC. Mehta Vs. Union of India case has ordered closure of 681 heavy and large scale industries in Delhi and given them option to relocate in National Capital Region. Another batch of 822 such industries have been given show cause notice and most of them are likely to be ordered closed on 19th November, 1996, the next date of hearing. About 50,000 workers will be rendered as a result of closure of these industries as most of these industries will not relocate outside Delhi taking advantage of the option given by the Court to this effect.

Besides the above 39166 small industries functioning in residential areas have also been ordered to be closed w.e.f. 1st January, 1997. These industries in all employ between 4 to 5 lakh workers. Due to pressure built up by the AITUC and certain sections of these small industries the Govt. of Delhi has been compelled to present a relocation plan before the Supreme Court on 30th October and details of which are to be worked out by the Govt. under directions from the Court. Nevertheless many industries in residential areas may also not relocate and subsequently close down.

All this presents a gloomy picture in which 3 to 4 lakh workers will be adversely affected.

Closure of these industries has been ordered by the Court as these industries have been found to be violating the provisions of Master Plan of Delhi and various provisions of law relating to pollution Control. The utter negligence in some cases active collusion of the various authorities, of the Govt. both at state as well as centre level and its failure to allow relocation of industries in conforming areas in phased manner will result in large scale unemployment in Delhi.

The AITUC and its unions in Delhi have been urging the Govt. to take suitable corrective steps, including amendments to the Master Plan but no concrete steps have been taken. Even in the Supreme Court the Govt. of Delhi did not say a word about the workers likely to be affected due to such large scale closures. Although AITUC, took up the cause of workers in the Supreme Court yet adequate relief to workers as not been awarded. The AITUC has warned the Govt. that large scale unemployment will cause wide spread social tensions.

The General Council takes a very serious note of the situation and urges the state and central Govts. to take all administrative and legislative steps to safeguard the employment of as many workers as possible and make comprehensive rehabilitation scheme for workers which will be rendered unemployed. The General Council reiterates its stand on protection of environment and sustained economic development.

RESOLUTION ON ANTI-LABOUR POLICIES OF THE MANAGEMENT OF HINDUSTAN LEVER LTD. ALL OVER INDIA

The management of HLL has all along been an anti-labour management for the past many years.

After the amalgamation/merger of the erstwhile TOMCO (Tata Oil Mills Company Ltd.) with the multi-national HLL, the HLL management has failed to provide Right of Work to the employees of erstwhile TOMCO, all over India, in spite of HLL's categorical assurances to that effect given before the High Court, Mumbai and the Supreme Court, which formed one of the conditions in the scheme of amalgamation.

Now, keeping the workmen of the Haybunder, Mumbai factory without any work for the past more than three years, the company is trying to force a so-called VRS on the 666 workmen under oral threats of permanent closure. The workmen of Industrial Perfumes Ltd., situated in the same premises at Haybunder and now taken over by HLL, are also facing the same fate. The pressure is so much that a 36 year old workman of TOMCO Haybunder factory died of heart attack on 29.10.1996, i.e., four days after official announcement of the VRS by the company.

The HLL, after dilution of the MRTTP Act, has taken over many companies such as Brooke Bond, Lipton, Kisan, Lakme etc. among others, putting the workers of all such companies under same threat and fate.

This General Council meeting of the AITUC strongly denounces the anti-labour policy of the HLL management and demands that all the workmen of erstwhile TOMCO/its sister concerns/subsidiaries, including Industrial Perfumes Ltd. should be given normal work forthwith.

-----P. U. MOKASHI
Secretary,
Tata Oil Mills & Allied Cos' Employees Union (AITUC),
Mumbai.

3.11.1996

RESOLUTION ON NON-IMPLEMENTATION OF REVISED DA / WAGE REVISION
IN CERTAIN PSUs

This General Council Meeting of AITUC held on 2-4, Nov '96 notes that the revised DA formula as announced by the Govt. of India, effective from 1.1.92 has not been implemented in a number of Public Sector Industries based on the condition placed by the DPE that to the industries which are sick and referred to BIFR the revised DA formula will not be implemented.

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

- this is a part of the DA revision and the first part viz. Rs.2/- per point has been already implemented, effective 1.1.89 in these PSUs as they were all considered for DA revision by the Tripartite Committee constituted for the purpose by the Govt. headed by the Union Labour Minister.
- that as per the previous settlement between the unions and management, the DA revision as applicable to the Central Public Sector employees arising out of the decisions of the Tripartite Committee/Govt. of India, employees in all PSUs are legitimately entitled to the revised DA and denial of the same fully or partly tantamount to violation of settlement.

Sick industries before BIFR are in various stages of revisal and a blanket ban on revision of DA or wages will be counter productive if and when the revised packages are to be implemented with the full co-operation of the employees themselves. It is further noted that no revision has taken place in some of the PSUs even since 1989.

This meeting, therefore, urge upon the Govt. of India, Ministry of Industry as well as the concerned administrative Ministries to withdraw the obnoxious and retrograde conditions attached to the implementation of DA formula and wage revision to Public Sector so as to enable them also to get reasonable compensation towards the increase in prices and loss of money value due to inflation.

RESOLUTION ON CONTRACT LABOUR

The General Council meeting of the AITUC held in Delhi on 2-4, Nov'96 notes :

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

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

This meeting calls upon all unions representing the permanent employees to espouse the cause of the contract workers as they can do so as per the Supreme Courts decision and conduct struggle to protect the interests of the contract workers.

RESOLUTION ON COAL MINES PENSION SCHEME

The General Council of AITUC views with concern the delaying tactics of Ministry of Coal, Govt. of India in finalising the pension scheme for Coal Miners inspite of the passing the Coal Mines provident fund and miscellaneous provisions Act 1996 by both houses of Parliament and Assent of the President of India on 13 Aug 96.

Coal Mines Pension Scheme should have been finalised even before passing of Amending Act as was done in the EPF Scheme. But it is being further delayed even after enactment of law.

This delay on the part of the Govt. is creating resentment among Coal Miners and shortly it may lead to industrial unrest.

The General Council of the AITUC strongly demand that Govt. of India should finalise and publish the Coal mines pension scheme as framed by the pension scheme committee of CMPF Board of Trustees with amendments later agreed in EPF Scheme on the demand of Central Trade Unions such as indexation, payment of Govt. contribution beyond the ceiling of Rs.1,600/- and reduction of percentage deductions from 6% to 3% in the early retirement pension as has been done in EPF scheme.

The General Council of AITUC calls upon the Coal Miners to start agitation for early finalisation & implementation of Coal Mines Pension Scheme.

RESOLUTION ON RESTORATION OF REBATE TO HANDLOOM INDUSTRY

There are more than half crores of Handloom workers in India. This work force is second to Agriculture.

Handloom workers are fighting for their Industrial survival right from 1950. Result is the Government imposed a cess on the textile mills and the fund accrued were utilized for the welfare of handloom workers. By giving rebate it helped the Handloom Co-operatives to sell their produce in the market at competitive price.

Now the Govt. of India has imposed ceiling on Rebate and has been pegged to 1992-93 level.

Though we can make production at 1992-93 level, the value of handloom cloth produced is double the 1992-93 level.

Because of the new ceiling the off take is not as much and also lot of goods produced got locked in the godowns depriving the livelihood of lakhs of Handloom workers.

Hence his council resolves to request the Govt. of India to remove the ceiling imposed on the Rebate and help the industry as well as the Handloom workers.

RESOLUTION MINI CEMENT WORKERS

This General Council meeting of AITUC held on 2-4, Nov'96 notes with concern that the lakhs of workers employed in the Mini/Special White Cement companies over 250, who continue to do the same or similar nature of jobs as done in the major cement plants are subjected to continuous exploitation as they are not eligible for the wages and service conditions prevalent in the major plants, because of the artificial definition of mini "plants and thus excluded from the mainstream of cement workers. The established principle of "Equal Wage for Equal Work" is flouted in the case of mini cement workers.

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

This meeting calls upon all Cement Workers to attend the mini cement workers conference being organised by the AICWF in Bangalore on the 18 & 19 Jan'97 to chalk out an action plan.

RESOLUTION ON E.S.I.

The Govt. has decided to enhance the coverage by ESI for those drawing a salary upto Rs.6,500/- which has created discontent amongst the organised workers. Most of these sections specially in the public sector or big private enterprise have facility or Medical reimbursement.

The functioning of the ESI hospitals is such that those covered are disconted as most of the medicines though approved by the Council are not available. The Doctors pay attention to their private practice and are rude towards the insured employees and specialised treatment is lacking.

The finances for the Medical benefits are borne by the Corporation but are administered by the State Govts. which contribute only 12% and actually neglect the ESI hospitals and dispensaries. The accumulated funds of the ESI are such that all the hospitals and dispensaries can be run by the Corporation without interference by the State Govts.

The General Council of the AITUC demands that the hospitals and dispensaries should be directly under the Corporation and the sanctioned medicines should be stocked and made available. Only after the streamlining of the medical care the scheme may be appropriately extended failing which the workers may go for litigation and even actions.

Further the law should make it clear that the managements should not withdraw the existing benefits, in those enterprises which already have equal or better benefits to be exempted from the extension proposed.

As the Beedi workers are covered under the Beedi Welfare Fund, they should continue to be exempted from the ESI Act.

RESOLUTION ON SUGAR WORKERS DEMANDS

The meeting of the General Council of AITUC held on 2-4, Nov'96 congratulate the All India Sugar Workers Federation and National Sugar Workers Coordination Committee consisting of all Central Tus and independent federations of Sugar workers for their united agitation to bring pressure on the State and Central Govts. to concede their long pending charter of demands.

This meeting urges upon the Govt. of India to set up a national level tripartite forum as assured by the Labour Minister to directly discuss and finalise a fair and reasonable settlement on the charter of demands of the sugar workers which is due from 1.10.93.

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

RESOLUTION ON PENSION SCHEME

This General Council of the AITUC held on 2-4, Nov'96 welcomes that its serious and sincere efforts along with the other central trade unions who have also supported the demand for pension scheme has resulted in the enactment of the pension scheme covering nearly two crore workers in private and public sector, after securing many important amendments to the original scheme and by now about 80,000 are already getting pension while the claim of some more are under consideration.

The General Council notes that as was agreed, the review of the operation of the scheme were to take place by Nov'96. The Council urges that the review should take place immediately and the following further amendments to the Pension Scheme to be incorporated with a view to make the scheme more meaningful and beneficial to the workers :

- Automatic indexation of Pension.
- Raising the rate of interest on old family pension deposits atleast to not less than 12% and allowing investment of PF and Pension Corpus in Govt. financial institution so as to get higher interest, consistent with the requirements of safety and liquidity of the deposits.
- The Conditions of P.F. Scheme coverage be brought down to 10 workers in any establishment, as in the case of ESI.
- Rs.5,000/- limit in the EPF Scheme be removed so that higher paid employees can also get pension on average of last 12 months actual salary and not on Rs.5,000/- as provided in the scheme at present.
- The Govt. should bear the cost of administering the scheme as it was done in the case of FPS.
- Refund of deposits to workers who leave before having 10 years minimum service with full interest and there should be no reduction.
- The General Council further urges upon the Govt. to exempt prosperous and stable public and private sector industrial establishments from the existing scheme so as to work out similar type scheme actually certified to be viable on the basis of 3% contribution from the management and workers each along with the contribution of family pension i.e. 2.33% and 1.16% by the Govt. transferring their entire accumulation of EPF Fund.
- The age limit and number should be removed from disabled children.
- Workers who did not join family pension scheme in 1971 should be allowed to rejoin the new scheme by paying part EPF contribution from PF.

The General Council forcefully demands from the Government to accept the above mentioned justified demands of the workers at the earliest.

The General Council expresses its deep concern over the non compiling of comprehensive data base and evolving of softwork for the computer system, though a whole year has been elapsed. This will jeopardise the grant of pension in future.

In this regard the General Council demands that :

- Comprehensive data base be built up on an emergency basis by involving the entire EPF on machinery within 6 months.
- Software for the computer system be evolved immediately so that the data which is coming can be stored.
- One permanent account number be given to each subscriber.
- An identity card cum pass book be issued to each member.
- All the officers of EPFO should be computerised and interlinked so that wherever the worker is, he can get his pension.

The General Council calls upon all the trade unions affiliated to AITUC and TUs to carry on a sustained struggle for getting the above mentioned demands accepted by the Government.

RESOLUTION ON KSRTC EMPLOYEES STRUGGLE

This meeting of the General Council of AITUC held on 2-4, Nov 96 notes with grave concern that the management of KSRTC, in particular the Chairman who is also the Minister for Transport in Karnataka Govt. has taken recourse to all sorts of illegal and undemocratic methods such as :

- Non-implementation of the order of the High Court of Karnataka quashing the Govt. order dt. 10.9.93.
- Not conducting the Secret Ballot to decide the majority union.
- Victimisation of trade union activists by way of charge-sheets and dismissals.
- Violating the industrial settlements already existing.
- Continuing large number of drivers and conductors on daily wage for over 3 years.
- The Minister himself conducting vilification campaign against the KSRTC employees and the Staff & Workers Federation and encouraged to form a rival union in KSRTC, after his taking over as the Minister.
- Encouraging privatisation and bifurcation of KSRTC.

This General Council congratulates the KSRTC Staff & Workers Federation for their consistent and relentless struggle against privatisation of this public transport and for democratic and trade union rights, urges upon the Chief Minister of Karnataka, to take initiative to settle the demands of the KSRTC employees amicably, without giving room for unrest in this vital service sector.

This meeting resolves that in case the Govt. of Karnataka do not settle the demands and allow the Transport Minister to continue his trade against the workers and the federation, the AITUC will be constrained to give a call to the entire transport workers in the country, through the Transport Workers Federation/Coordination Committee, to launch solidarity programme of action in support of the KSRTC workers struggle.

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