

REPORT
of
GENERAL SECRETARY
to the
SEVENTH ALL INDIA CONFERENCE

Amrinder
17/11/86



BHARATIYA MAZDOOR SANGH

HYDERABAD
9-11 JANUARY 1984

My esteemed delegate brothers and sisters, I am rising before you to Present the Triennial report of Bhartiya Mazdoor Sangh for the period 1981—83 for your kind consideration and adoption.

Ram Naresh Singh
General Secretary

Our revered President Shri Nareshda, respected Dattopantji my esteemed colleagues in the Karya Samiti, delegate brothers and sisters;

1.1 After the successful Calcutta Conference held on 7-8 March, 1981 we are assembling here in Hyderabad, one of the most important cities of South Zone. I wholeheartedly welcome you to the venue of this Conference which has been named after the first artisan Viswakarma.

1.2 Hyderabad, is also known as Bhagyanagar. This is a historical city having important and big industries. It was the far-sightedness and courage of Sardar Patel that compelled this Princely state, once ruled by the Nizam, to merge in the neighbouring territory of free Bharat. This is a gallant part of the history of free India. Again, Andhra was the first state to be carved out on the linguistic basis in 1953 for which a patriotic person like Potti Sriramulu had to sacrifice his life. Later by joining Telangana and Andhra a vast sprawling state was formed, thus bringing into reality the dream of the Telugu speaking people. The great Lord Venkateswara who attracts lakhs of devotees from the length and breadth of the country presides over the seven hills area in Tirupati in this state.

1.3 Today Andhra Pradesh is forging ahead in the Industrial field with large Public Sector Undertakings around the Twin City and Vizag. We are holding our conclave in such an important centre of our country.

1.4 More than all this, what prompted us to select this venue, is the phenomenal growth our BMS has achieved in the last five years in this State. Silent but tireless work of our hundreds of activists in this region has secured a prominent

place for our organisation as against the established trade union centres that were holding a sway for a long time. I therefore, consider it my duty to heartily congratulate at the outset our activists for these achievements.

1.5 Though we had decided to restrict the number of delegates by making only office bearers of the Unions and their units eligible to attend, the response has been quite encouraging and more than what we had foreseen. And again a good number of women delegates are attending this Conference. These are sure indications that our organisation is virile, active and growing.

1.6 The intervening period from our 6th Conference at Calcutta has been quite eventful. But before I go into its details, I pause for a while to pay respect and homage to those who have departed from us.

HOMAGE

2.1 A great Gandhian and modern saint, Acharya Vinoba Bhave, passed away in his Pavnar Ashram. He had renounced worldly life long back in his early years. In his last sickness when he found that his body was not responding, like a true Karmayogi, he denied himself food and medicines and embraced death boldly and calmly. During the best part of his life he organised Bhoodan and Gramdan movements. He was selected by Mahatmaji as the first to offer individual Satyagraha against the British tyranny in 1940. In his last days he urged total ban on the slaughter of bovine species. The fact that cows are being butchered in the land of Krishna had pained him much.

2.2 Acharya Kripalani, another Gandhian stalwart vanished from the scene. Responding to the call of the Mahatma, he gave up his teaching profession and plunged into the freedom struggle. After the attainment of Swaraj, he would have, if he so desired, joined any office in Government, but he chose to remain out of office to serve the people.

2.3 Outside India death of President Brezhnev of Russia, deserves mention. Brezhnev ruled Russia for a pretty long period. It is during his period that Russia got its new Constitution which in some aspects is an improvement over the previous one. He also contributed to the strengthening of friendship between our countries.

2.4 So many people have sacrificed for the cause of trade Unions and workers in all parts of the globe, facing repression from anti worker governments, dictators and manoeuvring employers. Mention specially has to be made of brave Polish workers of Solidarity who have laid down their lives in prison or outside to keep aloft the flag of independent trade union movement.

2.5 In the international trade union field we lost two veterans Umer Becu and Otto Kersten, former General Secretaries of ICFTU.

2.6 The massacre of Shri Lankan Tamils deserves severe condemnation.

2.7 Several persons who influenced the social and political life of our country have departed. Jaisukhlal Hathi, Mohanlal Sukhadia, Devaraj Urs, Mohamed Koya, Kedar Pande, Sheikh Abdullah, Lala Jagat Narain, G.D. Birla, Rajiv Lochan Agnihotri, D.R. Bendre, Bhupesh Gupta, Haripad Bharati, Vasant Sharma, Ravischandra Sharma, K.S. Kartha, Kochunni Tirumalpad, Pramode Das Gupta, Jyotirmoy Basu to name only a few whose demise is being mourned by the entire nation.

2.8 Ekanathji Ranade, who was architect of that great and attractive memorial to Swami Vivekananda at Kanyakumari, left us during this period. It is a colossal monument which would make his name immortal. Working silently, facing all types of odds, convincing all sections of people, securing their cooperation and collecting huge funds required for his project, he not only got the Rock Memorial constructed but inspired hundreds of ordinary men and women to dedicate their lives for social work as white clad Sanyasins. A successful organiser, as he was, he had guided the destiny of R.S.S. as its Sar Karyavah for a number of years.

2.9 Babarao Bhide, Sangh Chalak of Maharashtra died in harness. In spite of his ill health, he went to Nasik Sangh Sikhsha Varga to inaugurate it. But it was destined otherwise and he departed a few hours before the Varga was inaugurated. It was due to his skilful guidance that in January 1983, the biggest ever state level camp of Swayamsevaks of Maharashtra was held in Taljai, near Pune in which 35 thousand participated.

2.10 We have lost two dedicated social workers Tatyia Deshmukh and Gopalrao Thakur. Both belonging to Nagpur went to Andhra Pradesh as R.S.S. pracharaks and made it their home. They were fully identified with the Telugu people. They made it their life long home and as providence would have it both of them who had come together in Andhra left it almost simulteneously. Their entire life was devoted to the cause of the society in many ways.

2.11 We had also to suffer the loss of two pioneering activists of R.S.S in the death of Krishna Rao Moharil and Ram Bahu Jamgade. Krishnarao had the distinction of having the longest association with Dr. Hedgewar.

2.12 R.K. Mhalgi, a conscientious public worker who was twice elected to Lok Sabha from Maharashtra was a successful parliamentarian.

2.13 The Trade Union field also saw the passing away of such stalwarts as Bal Dandavate (HMS) , D. Rajgopal (HMS) Major Jaipal Singh (CITU) Dinkar Desai and Shibnath Banarjee.

Their departure has caused irreparable loss to the Indian Trade Union movement.

2.14 Brutal murders of Durgadas, Ashokan and others in Kerala, Bans Narian of Ludhiana, Jai Prakash and Phaguram of Modinagar are most reprehensible and deserve condemnation.

2.15 From the ranks of B M S. have departed a number of activists. Gyaneshwar of BHEL, Hyderabad, Janardan Sardal, Textiles Bombay, G. Ramulu, Railway, Hyderabad, Keshava

Devanga Mangalore, Pundalik Bhat, NOBW, Bangalore, Guruprasad Singh Ranjandas Gupta, Nankari Mukherjee of Ukhara, Narmada Prasad Soni of Itarsi, Kehar Singh Parmar of Himachal, Mulkaraj Jugga of Sharanpur, Laxman Gavali of Chalisgaon, Suresh Singh of Shajahanpur, A.L. Roy of Calcutta R.N. Pillai, Tatanagar, Govind Singh of Rawat Bhata. have left us.

2.16 In Assam several thousand innocent lives were taken during the brutal violence let loose in the wake of the elections and the agitation. In Punjab too communal violence has seen a number of unconcerned and innocent people killed.

2.17 There are many more who lost their lives in nature's fury and in tragic circumstances. It is rather impossible to recall the names of all.

B.M.S. bows its head in homage to the departed souls and prays for their Sadgati.

WORLD SITUATION

3.1 World situation, as it now is, is anything but peaceful, giving cause for anxious moments, if not panic. Cold war, which re-emerged on the invasion of Afghanistan by the Soviet Union has, instead of getting abated, got hotted up on account of a number of incidents and developments in the international field. Continuation of Soviet occupation in Afghanistan, deployment of nuclear missiles by USA to west Europe, and the counter move of USSR to deploy its new missiles to East European countries, imposition of Martial law Government and out-lawing of Solidarity, the independent trade union in Poland, aggressive thrust of Israel in Lebanon and last but not the least shooting down of the South Korean Civil Airlines plane by Russia and the cold blooded massacre of South Korean leaders in a bomb blast in Rangoon, are some of these which have contributed to the whipping up of the cold war atmosphere in the international scene.

ARMS RACE

3.2 Arms race is going on with alarming speed. Disarmament talks are continuing without any positive result. It has become imperative that the world public opinion should bri-

ng its pressure to bear upon the Super Powers in favour of disarmament and peace.

AGGRESSION AND WAR

3.3 The most important country that has drawn the world's attention in this period is Lebanon. This land has been used by the neighbouring countries to settle their scores with others. Palestinian bases have used it to attack Israel with the backing of Syria. This provoked Israel to an act of aggression on Lebanese soil. In the resultant war not only soldiers and civilians died in large numbers but Palestinian refugee men and women, children were massacred which invited universal condemnation of Israel.

3.4 Yet another area of hot war is created by the open invasion of tiny Grenada by the U.S. and Caribbean forces.

3.5 The Iran-Iraq war is still continuing though not as fiercely as in the early stage and this, in spite of the many sided efforts to bring about a cease-fire.

3.6 Military and other coups have taken place in a few small countries thus adding to the atmosphere of conflict and cold war.

ATTEMPT AT SUPPRESSION OF SOLIDARITY

3.7 Poland continues to be at the top in International Labour events. As the civilian communist Government utterly failed to contain the growth and popularity of SOLIDARNOSC, the independent trade union movement. Martial Law was imposed and General Jaruzelski outlawed it and tried to terrorise its members by arrests and military actions. Solidarity went underground and organised a resistance movement against the repressive government. They have not only survived the cruel repression but even according to the Martial Law regime, they continue to be a force, albeit underground and its irrepressible leader Lech Walesa continues to be a leader of free Polish workers. Solidarity has shown once again that spirit cannot be curbed by brute force. Free workers

throughout the world will have nothing but admiration and respect for that sturdy organisation. BMSI congratulates Shri Waleśa for winning the prestigious Nobel Prize for Peace. We hope this will boost up the morale of all genuine trade unionists resisting the onslaught of dictatorial regimes on their trade union movements.

CHANGES IN RUSSIA

3.8 The Andropov regime in USSR seems to bring about a lot of change in the industrial field. There are reports that it is going all out for computerisation and robotisation. New rules are being implemented to give more incentives to workers to increase production and also to improve quality. Disciplinary rules on workers are also being tightened. It will be interesting to wait and watch further developments in these matters.

IN CHINA

3.9 In China, the trade unions, according to reports, are being revived. But so far they are still under the control of the Party and the Government. China has publicity disfavoured free, trade unions of solidarity type. China is airing its views in favour of limited strikes when workers safety is in danger.

SUPPRESSION OF FREEDOM MOVEMENTS

3.10 South Africa continues its policy of Apartheid and of suppression of the African National Congress. It is also coming in the way of Namibian independence.

OUR NEIGHBOURS

3.11 Unfortunately the relations with our neighbours are getting soured. U.S.A. is continuing to heavily arm Pakistan which is creating problems for India. Pakistan itself is facing a popular movement for restoration of democracy which is being suppressed by Zia regime.

3.12 India's wise decision to put up a fence on the Bangla Desh border to stop the illegal inflow of foreigners has been viewed as an unfriendly act by Ershad's regime.

3.13 In Sri Lanka, Tamil speaking people have become the target of the hostilities of Sri Lankans. Killing, looting and rendering homeless of hundreds of Tamilians has created bitterness in the relations of these two countries.

3.14 Thus the whole world situation, nearer home and farther is full of turmoil and tension.

ON THE HOME FRONT

4.1 The last 3 years' period of Congress (I) rule has not at all been happy to the common man. Life has become a nightmare on account of the serious deterioration all around.

POLITICAL INSTABILITY

4.2 Though outwardly there is political stability, in reality every where instability is markedly visible. The faction fights within the congress party and the attempts on the part of the rival groups to out do each other in the matter of exhibiting loyalty to the person of their leader, has thrown to the winds all principles and ideologies. Long cherished values and standars of behaviour are fast dis-appearing. Government administration itself has degenerated into a party administration. It is openly and nakedly partisan. It looks as if the ruling party has no other interest than to keep itself in power, by whatever means, fair or foul. Even the country's interest is sacrificed for this. Pitting people against people, party against party, groups against groups, caste against caste and community against community, it wants to perpetuate the rule of a dynasty for a long time to come.

4.3 These tactics, though may have succeeded temporarily to create confusion, mistrust, apathy amongst the people resulting in pushing up violence, terror, insecurity and so on, will ultimately flounder on the bedrock of the spirit to natio-

nalism, oneness and basic human qualities of reason and righteousness. But by the time much damage will have been done to the social fabric.

4.4 Already there are signs that people are not taking kind to these things. They have begun to assert. The collapse of the congress governments in Karnataka and Andhra Pradesh and the severe set back the Congress received elsewhere are pointers to these things. The congress tactics are bound to be counter productive. While the ruling party is thus in an unhappy position, the state of the opposition parties is no better. There is a house divided.

WORSENING SITUATION

4.5 Corruption has increased manifold. The kick back amounts are now in crores not in lakhs. Any one, who so wishes, can make merry in this corruption raj.

4.6 Law and Order situation in the country is at its lowest ebb. Murders, burglaries, lootings, kidnappings, rapes, robberies and every kind of such malfeasance are not confined to any pockets of areas but have become widespread. There is a sense of insecurity all around.

4.7 The life of women is becoming more and more insecure. Attacks on them are increasing due mainly to the overall slackness in the law and order situation. Added to that dowry deaths are also increasing.

4.8 The lot of the harijans is also deplorable. Politicisation of their problem has showered only suffering on them. Their social and economic upliftment is vital to the progress of our country and genuine work in that direction is the need of the hour.

ASSAM

4.9 Assam is in a state of silent revolt. Assamese agitation to identify the illegally settled foreigners in the state, to delete their names from voters' lists and to deport

or disperse them in other parts of India has so far not been successful in making the Government see reason. Instead, the Government imposed an election on the unwilling people resulting in widespread violence and massacre of thousands of people. Though outwardly the situation appears peaceful, inwardly the volcano is burning and may burst forth at any time.

PUNJAB

4.10 Punjab has become another problematic state. A section of the Sikhs are demanding Khalistan, a separate state and extremists are indulging in murderous violence which has created tense situation. The traditional harmony between the Sikhs and non-sikhs in this border state has been severely shaken.

KASHMIR

4.11 In Kashmir the activities of the pro-Pakistanis have increased to a dangerous proportion. Even during the one day cricket match these surfaced. The resettlement Act passed by the State Assembly at the instance of the ruling National Conference has encouraged such a situation.

4.12 Forces of disintegration have become active at several places. Our country had the misfortune of being vivisected at the time of getting Swaraj. Instead of developing a strong feeling in favour of undoing the partition, fissiparous tendencies are raising their ugly heads here and there. These have to be put down. Of course forces of integration and unity are also alert and doing their best to maintain and nurture the nation's unity and oneness. It will be the endeavour of BMS to see that through the worker's unity country's unity is strengthened.

BAD SHAPE OF ECONOMY

4.13 Country's economic shape is utterly bad. Inflation has crossed double figure. Prices was rising beyond imagination. During the Janata regime there are utmost price stabi-

lity. But Congress rule upset it and now it looks as though price level has gone out of its control. This situation has become a good haven for businessmen, traders and industrialists to amass easy wealth at the cost of consumers. The All India average of consumer Price Index (1960-100) which was at 371 in January 1980 when Congress (I) got back into the seat of power is at 554 in September 1983. The year 1982 was declared by the Prime Minister as the Productivity year. But this year we saw the highest number of man days lost thus making a mockery of it.

4.14 Though professing a policy in favour of weaker sections of the people and poor workers, the Government is actually favouring the monopolists, big businessmen, capitalists and industrialists. Because of this, the monopoly houses have multiplied and they have succeeded in increasing their wealth enormously. The Government is also playing in the hands of foreign capitalists, multinationals, and the International monetary agencies like the IMF from which it has secured a huge loan of Rs. 5,000 crores. At the same time the Government is unashamedly trying to restrict the wages of workers directly and indirectly. It has resorted to several measures which blatantly are anti-worker. Some of the anti-worker enactments that could be listed are the ESMA, NSA, ID Act (Amendment) PW Act (amendment) proposed Trade Union Amendment Bill and so on.

4.15 As regards its love and sympathy for weaker sections, apart from giving bank loans to a few with much fanfare, precious little is being done. And the beneficiaries in this process are mainly the congress party workers, slum bosses and party middlemen. Seldom does the full benefit reach to them in whose name it is given.

LABOUR POLICY

4.16 The attitude of the Government towards the Bombay Textile men's strike exposes thoroughly its anti-worker and pro-management stance. Just to save its puppet Labour Organisation - INTUC - the strike was allowed to be worn out. Workers were starved out. Their demands were not even considered. The legal machinery for settlement of

disputes was not allowed to function. Mill owners openly flouting the labour laws were not even touched. In short the Government and the Mill Owners joined hands to suppress the legitimate aspirations of the 2 lakh mill workers. They took shelter under the provisions of the Bombay Industrial Relations Act, which had become irrelevant on account of the total strike in which the representative union RMMS (INTUC) was deserted by the workers wholesale.

4.17 On the trade union front new phenomena have emerged. Because of the worsening of economic situation, the resulting erosion in the real wages, the inordinate delay in getting justice by legal means, the abysmal fall in the standards, values and ethics all round, the encouragement to violence and short cuts in some quarters, a new type of trade unionism, which does not admit of any reasonableness, ideology or principled approach has emerged. It believes in violence and unscrupulousness. The unrest and firmness in the textile workers brought forth what was called a Datta Samant phenomenon. In Delhi the rulers are keen to project their man Lalit Maken as a champion of the workers. Such people can, by their fine works distract the workers for a short time. But, before long, the workers will realise that they can neither deliver goods nor stand the test of time. The genuine trade union line adopted by B.M.S. is the only answer to such periodical dis-illusionments coming in the wake of adventurism.

4.18 By far the greatest development of utmost importance in this period was the forging of a united front of Trade Unions in the form of National Campaign Committee-N.C.C., comprising 8 National Trade Union Centres-barring the INTUC. A convention of Trade Unions held on 4th June, 1981 resulted in its formation. B.M.S. has become one of the important constituents of NCC and ever since its formation has played a vital role in strengthening it. True to its policy of upholding the cause of workers to whichever political hue or organisations they may belong, BMS has strived to maintain the unity of workers in the NCC. When the Labour Ministry called the first tripartite National Meeting on

17-18th September, 1982, and offered 2 seats to BMS as against 1 each to AITUC, CITU and others, BMS did not hesitate for a moment to boycott the conference in the interest of workers' unity.

In the previous report at Calcutta, I had occasion to remark that attempts were being made to isolate BMS. But now it is no longer so.

THREAT OF COMPUTERISATION

4.19 Another sinister development that is round the corner in the Industrial field is the large scale computerisation that may be followed by even robotisation eventually. Already the two unions in Banking Industry have entered into an agreement with the Indian Bankers acquiescing in computerisation. This is only the beginning. Computers will come to other industries too.

4.20 B.M.S views on computerisation are quite clear. Our vast human resources should be utilised to the fullest extent. Computers should not replace human labour. The work that could be easily performed by human hands should not be disturbed. There may be other fields like research, defence, space science, oceanography and so on where computers or other advanced technology may have to be put to use. But without giving a thought on these lines, to bring in computerisation indiscriminately will be resisted by B.M.S. with all its might.

I.L.O DELEGATION

4.21 Since 1980, when Congress (I) came to power again, it has been very partisan in its attitude towards different trade union organisations. It is openly siding with the INTUC as is evident in the composition of the workers' delegation to the International Labour Conference. During the Janata regime all prominent organisations were represented. But since 1980 only INTUC representatives are included in the delegation. The attempts of the other organisations to evolve a rotation system has been blocked on account of the stubborn opposition from the INTUC.

SECOND POSITION OF B.M.S.

4.22 On the basis of the 1978 membership BMS was accorded 2nd position among the recognised All India Trade Union Centres and we continue to hold that position even today. On account of this BMS is getting representation at the national level in various committees and Boards having workers representatives. Recently our representatives have been taken on the Central Board for Workers Education and Central Board of Trustees of the EPF.

A FEW ACHIEVEMENTS

4.23 India did have a few achievements to its credit during this period, though some of them are the result of a wrong order of priorities. The ruling party is known to decide every issue with the impending elections in view. Hence the priority given to the expansion of colour TVs, when majority of our villages are suffering from the paucity of drinking water. Nevertheless, to have the best out of the worst, it may be said that the IX Asian Games were hosted in New Delhi and in the quickest possible time superb arrangements were got readied for this Asian Sports Meet. This has generated a hope that India could very well manage an Olympiad.

4.24 Another International event of importance was the holding of 7th Conference of Non-Aligned Movement-NAM- at a very short notice in New Delhi. This colourful Conference chaired by our Prime Minister was a mile-stone in the Non-Aligned movement as certain aberrations that had entered the Movement were removed to a great extent. But our Prime Minister's attempt as chairperson of NAM to call a global heads of state conference at UN flopped miserably and it turned out to be a mis-adventure.

4.25 It is true that these two events did expose the Government to the criticism of reckless spending of money neglecting the more urgent and primary needs of the common-man.

4.26 The successful scientific expeditions undertaken to Antarctica by a team of our renowned scientists is something which the nation can be proud of. BMS congratulates the expedition members and hopes such ventures would bring not only name and fame to the country but salvation to mankind.

4.27 The first Indian cosmonaut is about to go into space very shortly. Our scientists have achieved wonderful success in space research in the field of launching rockets and also satellites. India is one of a few countries to have secured an honoured place among the members of the space club. This is a very significant achievement, in which our country can take legitimate pride.

4.28 The next notable event was the glory brought to India by our Cricket team winning the coveted world Prudential Cup defeating the World Champions, the West Indies in England.

ACTIVITIES OF N.C.C

5.1 Under the auspices of N.C.C a conference was held on the 4th June, 1981 in Shanmukhananda Hall, Bombay, against 'Price rise and anti-working class policies' of the Central Government. Representatives of eight Central Trade Unions and those of All India Federations participated in the Conference. As per the decision of the N.C.C 'Seventeenth August, 1981, was observed as 'Black Day' throughout the country by the workers by holding demonstrations, rallies etc. A massive rally was held at Boat Club addressed by all India leaders of the constituents of N.C.C

The N.C.C on 4.6.81 decided that agricultural workers should also be associated with the programme.

5.2 Further the meeting held in New Delhi on 8th Sept. '81 decided to intensify the struggle in support of the demand for scrapping of the E.S.M.A. Third November was observed as 'All India Demands & Protest Day' throughout the country to highlight the demand raised by the Bombay convention.

B.M.S played a very vital role in mobilising the working people.

5.3 Next meeting was held on 4th of Nov., 1981 along with National Federations at Constitution Club, New Delhi. A huge historic rally of about one million workers was held at Boat Club on 23-11-1981. Before the rally the workers assembled in Red Fort Ground and marched through the main streets of Delhi shouting slogans against the anti-labour policy of the Government. A Memorandum comprising several demands of workers and toiling people was presented to the Speaker of the Lok Sabha. It was also announced in the rally that the working class should observe a One Day Industrial General Strike on 19th January, 1982.

5.4 About 65% workers participated in the 19th January strike despite the false propoganda by All India Radio on the eve of the strike. The repressive measures adopted by the managements culminated in charge sheets, suspensions and terminations of hundreds of workers. At many places the workers were lathicharged by the Police and as a result of that, several workers were injured and thousands of workers arrested.

5.5 The N.C. C took a serious notice of this repression and gave a call to observe 23rd March, 1982 as All India Anti-Victimisation Day. The successful observance of this day considerably helped the workers in getting the victimisation withdrawn.

5.6 A Memorandum was submitted by N. C. C to the Director General of I. L. O on 14th Dec , 1981, throwing light on violation of I.L.O. Conventions concerning Freedom of Association and Right to Collective Bargaining. Later on, a meeting of representatives of the constituents of N. C. C was also held with the Director in Shram Shakti Bhawan, New Delhi.

5.7 On 4th June, 1982 N. C. C called upon the workers to observe 'ANTI LABOUR BLACK BILLS DAY' on the open-

ing day of the Parliament Session by holding demonstrations before Parliament as well as in all Industrial Centres and State Capitals to protest against the Anti-Labour Bills; i.e., Industrial Disputes (Amendment) Bill, Trade Unions (Amendment) Bill and the bill with regard to hospitals, educational institutions etc.

5.8 The call was responded to by the workers enthusiastically and a large number of huge rallies were held at industrial centres and district places of the country. The Two Bills—Trade Unions (Amendment) Bill and the Bill with regard to Hospitals etc., are still pending.

5.9 One day All India Strike on 21-12-1982 was observed successfully by Textile Workers in support of Bombay Textile Strike to pressurize the Mill owners as well as Government for an early settlement. It was also demanded that the BIR Act be withdrawn forthwith.

5.10 The N.C.C took stock of the Government's anti-labour policy, E.S.M.A, N. S. A , the Black Bills enacted by the Parliament and B.P.E guidelines. The call for agitation strike was given in the public sector. For this purpose one day strike was observed on the 8th November, 1982 in Coal Mines. The strike was successful.

5.11 The All India Coal Workers Convention jointly convened by the constituents of N.C.C resolved to go on a three day strike from 17th January, 1983, for reconstitution of JBCCI and against BPE guidelines.

5.12 The strike was a grand success. The Government had to reconsider its policies towards the workers. A call was also given by the N.C.C to observe one day Strike on 28.1.1983 throughout the Public Sector. The Finance Minister convened meeting of the constituents of N.C.C on 15th January and then again on 18th January, '83. The demand of the Unions was partly acceded to and a committee for upward Revision of D.A of Rs.1.30 per Point was constituted. As a result, the strike of 28th January, 1983 was called off.

5.13 On 14th June, 1983 N.C.C decided at New Delhi, to hold the Second All India Convention of Trade Unions on 21st August, 1983 to chalk out further programme of united movements and joint actions. August 4 was observed as All India Trade Union Rights Day.

5.14 The Second All India Convention of Trade Unions was held on 21st August, 1983. Delegates of more than Sixty All India Federations also participated in the convention. The number of the participants was more than seven thousand. A comprehensive resolution was adopted regarding the demands of the workers and condemning the anti-labour policy of the government.

5.15 In pursuance of the resolution adopted in the Second Convention, meeting of N.C.C was held on 13th Sept. and another on 4th October, 1983 at New Delhi. It was decided to observe 4th December, 1983 as 'Anti-retrenchment-lockout-closure-Lay off and denotification Day' all over the country to highlight the threat to job security of several lakhs of workers. A massive All India Rally will be held before Parliament in Feb./March, 1984.

TRIPARTITE COMMITTEE ON D.A

6.1 The N.C.C gave strike call for 28th January, 1983 in all the Public Sector Enterprises to protest against the BPE guidelines as regards wage revision and D. A. The Government was compelled to reconsider its anti-worker policy and under the threat of strike, the Finance Minister convened a meeting of Central Labour Organisations including INTUC on 15th January, 1983. The matter was discussed at length for more than two hours and it was agreed that a Committee be formed with the representatives of the Central Trade Unions, Executives of the Public Sector and the Government, for upward revision of D.A. The same was confirmed on the 18th January, 1983, as well.

6.2 But later the cabinet decision announced regarding the terms of reference of the committee was as follows :

“Whether any enhancement in the present Industrial D.A. formula of Rs. 1.30 per point shift in the All India Consumer Price Index (Simla series 1960=100) is called for or not”.

To the great surprise of all, the above mentioned term of reference was against that agreed on 15.1.1983.

6.3 The N.C.C boycotted this Committee and the Finance Minister as well as Labour Minister who is the Chairman of the Committee were informed accordingly. The Government had to yield and make necessary amendments in the terms of reference vide its resolution of 25-6-83 and the above term was substituted as under.

“The extent of enhancement in the present Industrial D.A. formula of Rs. 1.30 per point shift in the A.I.C.P.I (Simla series 1960=100)

6.4 The first meeting of the Tripartite Committee was held on 6th August, 1983 in Shram Shakti Bhawan, New Delhi under the Chairmanship of Labour Minister. In addition to the preliminary discussions the extent of increase of D.A was also discussed. It is heartening for all of us that whereas the representatives of the other Central Labour Organisations did not put forth any clear idea about the increase, the B.M.S representative pointed out with logic, as per resolution already adopted in the All India Executive at Mathura, that the increase should be upto Rs. 2.50 per point in A.I.C.P.I (1960=100).

6.5 The logic appealed to all concerned. Other Labour representatives also took the same line and impressed upon the Govt. the propriety of prescribing Rs. 2.50 per point.

6.6 In all, three meetings have been held so far, In the third one of 6th October, 1983 after several rounds of discussions the Government has come forward with an offer of Rs. 1.50 flat rate. From the Trade Unions, side the demand was modified to Rs. 2.00. Further, Government has offered to implement the same from 1st June, 1983 whereas the Labour Organisations are insisting from 1-1-83. At present the matter rests there.

Public Reception and Purse Presentation to Man. Thengadiji and other top leaders

7.1 During the last two months of 1981, activists of B.M.S. all over the country organised public reception to Man Thengadiji at several places in which thousands of workers participated and 'Samarpan Nidhi' collected for the occasion was presented to him. At places where he could not reach some other senior office bearers of B M S deputised him.

Altogether such programmes were held at 103 places. Man. Thengadiji personally participated in 72 of these.

7.2 In order to help the rapid expansion of B.M.S. , Karyakartas had collected in all nearly Rs.34 lakhs and presented purses at all these places.

7.3 At places like Delhi, Kanpur, Bombay top leaders of other Trade Union organisation such as INTUC, CITU, AITUC, HMS and UTUC participated in the programmes and felicitated Shri Thengadiji by garlanding him on behalf of their respective organisations. This has really encouraged us. Bombay programme was attended by Sri Narendra Tidke, the then Hon'ble Labour Minister, Maharashtra. He also addressed the gathering. Presence of Justice Tarkunde at the Delhi function is a matter of pride for us. Besides, Dr. V.V. John at Jodhpur, Shri Kulishji, Editor, Rajasthan Patrika, at Jaipur, Shri Gour Kishore Ghosh at Calcutta, Shri S.R. Kulkarni at Pune, Editor of 'SOBAT' Shri G.B. Behre at Thane, Shri R.S. Gavai, President Republican Party of India (Gavai group) and Shri S.W. Dhabe, M.P. at Nagpur, Barrister Rajabhau Khobargade, President of the Republican Party of India (Khobargade group) at Bhadravati, and Shri Khadri Shyamanna, Editor, 'Kannada Prabha' at Bangalore, were some of the eminent personalities who associated themselves with us.

7.4 Apart from Thengadiji, alongwith the steering committee members, Sarvashri N.C. Ganguli, B.N. Sathaye, Om Prakash Aghi and myself participated in the programmes.

VERIFICATION OF MEMBERSHIP OF CENTRAL TRADE UNIONS

8.1 When for 1967 verification of membership of Central Trade Unions was done, only 4 organisations, INTUC, AITUC, HMS and UTUC were considered eligible for verification. After this, 15 years period elapsed and in 1983 the membership verification has been undertaken on the basis of 1980 claim. For this 10 Central Organisations have been found eligible.

8.2 On this question of verification, while some of the major organisations were in favour of secret ballot system, INTUC was opposed to it. Government, on the plea that secret ballot system was expensive, impractical and complicated sided with the INTUC. B. M. S. felt that no verification had taken place in the last over 16 years. There was no proper representation of labour in various committees, and whatever representation was given was based on the 1967 verification. Taking these factors into consideration, BMS submitted to the government that whether there is unanimity or not on the method of verification, the verification of membership may be done. And though BMS also was in favour of secret ballot system, it would accept any other method that would be formulated.

8.3 To escape from complexities and complications, and to avoid delay, Government opted for the formula according to which the list of Unions and membership claimed by all the ten organisations, would be exchanged. Government told the unions that the membership of only those unions would be scrutinised about which there is objection from any organisation. Membership of other unions would be accepted on the basis of their annual returns.

8.4 Verification was to be done in two important phases (1) Verification of records of the union and (2) Spot physical verification by going to the work places.

8.5 Only in exceptional inevitable instances BMS submitted its objections against the claims of others and the number of such unions was very small. It was never its intention to file objections against any other organisation or to raise complications in this regard. BMS considers even rival unions as sister unions and its attitude towards them has been likewise. Yet one Central organisation filed objections against about three fourths of our total unions covering a membership of over 14 lakhs.

8.6 But I feel it my duty to congratulate all those workers of ours who faced the verification process, produced all relevant records and even went through the process of spot physical verification successfully.

8.7 In a way this verification has been only of B.M.S. and not of any other organisation. To say so would be no exaggeration at all. Because the membership of unions about which there is no objection, would be accepted on the basis of the records at the Trade Union Registrar's office. There will not be any verification of their records or spot physical verification.

8.8 I can confidentially assert that we have gone through this verification process quite successfully.

SOME SPECIAL ACTIVITIES AND ACHIEVEMENTS

9.1 Whenever country was in external danger, BMS, kept in abeyance its demands, and cooperated in raising funds or donating blood according to needs and encouraged the workers to such noble deeds. In the last three years our country suffered heavily on account of natural calamities, like cyclones and floods. Gujarat and Orissa were devastated by floods. BMS rendered its help by raising relief funds on both the occasions.

TROPHY FOR HIGHEST PRODUCTION

9.2 B.M.S. affiliated union in BHEL, Hardwar, introduced three years ago a running trophy for highest production and productivity. Every year that department/shop which achieves highest production and productivity would be presented this trophy at a workers gathering. Thus the workers are encouraged to produce more,

A NOVEL AGITATION

9.3 Bharatiya Telecommunication Technicians' Union affiliated to B.P.T.E.F. adopted a novel type of agitation to put forth their just demands like, promotion through test, separate wage board, representation in JCM etc. Last year during the first fortnight of January they worked beyond their duty hours without claiming overtime payment. Such programmes they undertook many a times.

BOYCOTT OF TRIPARTITE LABOUR CONFERENCE

9.4 For the Tripartite Labour Conference convened by the government on 17-18 Sept' 1982, BMS had been given the second place after the INTUC, as per its membership strength. Some of the constituents of NCC did not get representation while others could send only one delegate. It was natural that protest had to be registered to the anti-worker policies of the government. The only question before us was whether to register the protest in the conference after attending it or by totally boycotting it. In line with the opinion of the other constituents of NCC, BMS decided to boycott the conference. In spite of having got more representation, we decided to stay out of the conference to maintain workers' unity and unanimity in the NCC.

ALL INDIA INDUSTRIAL STRIKE OF JANUARY 19

9.5 B.M.S. Unions strived hard to make the All India Industrial Strike of January 19, 1982, a success. For this purpose, it convened a joint meeting of Government Employees National Forum, B.P.T.E.F., Bharatiya Pratiraksha

Mazdoor Sangh and B.R.M.S with a view to persuade all the employees in these sectors to participate in the strike. The meeting endorsed the call for strike and chalked out a plan and started talks with the unions represented in the JCM to get their co-operation for the strike. But they decided against the strike and limited it to protest action. This kept the Government employees out of strike and even today they are reaping the consequences.

MAMMOTH MARCH OF 23 NOVEMBER 1981

9.6 BMS unions throughout the country commendably mobilised large numbers to participate in the mammoth march organised in Delhi on 23 November 1981 at the instance of NCC. Our love for workers and opposition to the anti-worker and anti-poor people policies of the government is manifested through such programmes.

1982 FINANCIAL DISCIPLINE YEAR

9.7 BMS Karya Samiti gave a call to observe 1982 as 'Financial Discipline Year'. All our unions and units responded well. This decision was taken to see that unions deposited their funds in bank accounts, maintained proper accounts, vouchers and got accounts approved periodically in their executive committee meetings regularly. Stress was laid on remitting of affiliation fee promptly and filing of annual returns well in time.

IMPORTANT VERDICT OF SUPREME COURT

9.8 On account of a petition filed by the Delhi Parivahan Mazdoor Sangh in the Supreme Court, an important right of a trade union has been established. The union filed this application against the appointment by the Delhi Transport Corporation of a person as Deputy General Manager, inspite of his being found to be corrupt in an inquiry held earlier. The corporation argued that union cannot interfere in such matters. Supreme Court disagreed and said appointment was held invalid. It also upheld the right of a union to have a say in these matters.

SETTLEMENT WITH RECOGNISED UNION SET ASIDE

9.9 Reserve Bank of India introduced a promotion scheme on the basis of a settlement with the recognised CITU union. But this was challenged by an employee from Nagpur in the High Court which struck down the scheme as being violative of Sec. 14 and 16 of the Constitution. R.B.I. management filed an appeal in the Supreme Court and the CITU union impleading itself as a party to the proceeding endorsed the views of the Bank. Our Union in RBI became a party in the proceedings and opposed the management's stand. In the result RBI appeal was dismissed. It is pertinent to note that the Supreme Court set aside the settlement entered by the RBI with the recognised union.

9.10 In another instance our union in RBI challenged another settlement, the Reserve Bank management had entered into with the recognised union before the Dighe Tribunal. Both the management and the said union argued that the settlement represented a vast majority of the employees and the Tribunal could not go against it. For the first time in trade union history the Tribunal ordered an opinion poll to find out the support to the settlement as our union challenged the stand of the management and the recognised union. The same tribunal awarded CCA for the first time to RBI employees and prohibited the Bank Management from introducing new computers for a period of 8 years as urged by our union though the recognised union opposed and sided with the management.

SUPREME COURT ORDERS REINSTATEMENT

9.11 Three employees of our union in BHEL Hardwar were dismissed by the management without following the laid down procedures. Where-upon they filed a writ petition directly in the Supreme Court and got reinstated with full wages.

9.12 Another instance is that of the President, Uttar Pradesh Vidyut Mazdoor Sangh, whose services were terminated

by the Electricity Board on the flimsy ground of using abusive language during an agitation. Supreme Court set aside the termination order granting reinstatement with full wages.

MINIMUM WAGES INSPITE OF STAY ORDER

9.13 In Karnataka Cinema workers were successful in securing fully the notified minimum wages although the management had got a stay order from the High Court on a part of the wages. This was possible on account of the organised action of our union.

INDIVIDUALISM VS. GENUINE TRADE UNIONISM

9.14 Workers of Murphy India had been under lockout for nearly two years. They were pawns in the game of Dr. Datta Samant. They were struggling to come out of this situation. BMS tried to put pressure on the Government to make the employer see reason and fought legal battles. It further took the daring step of freeing the workers from the clutches of Samant Union. A great majority of workers joined our Union and the factory reopened from 10th Sept. 1983.

Workers of Camel Ink, Sandoo Brothers. National Duncan, Amar Dye, Unique Pharmacy, Four S in Bombay and Thane region deserted Samant and joined our unions.

Another union of Aristo in Aurangabad which was with Samant has come over to us. These workers got an increase of Rs, 65/- in their wages.

Thus gradually more and more workers in Maharashtra and especially in Thane region are opting for the risk of working for a genuine trade union rather than he attracted and sacrificed for a single individual.

WORKERS SAVE THE BUS FROM BEING BURNT

9.15 In Malegaon, Maharashtra, when an angry mob was about to burn a State transport bus, our union courageously faced the situation and saved the bus from being destroyed.

ASSAM WORKERS BRAVE POLICE ATROCITIES FIRING ON URRUNABUND TEA WORKERS

9.16 No employer or manager of Tea Gardens in Assam feels the necessity of intervention by the Labour Commissioner or his Department in solving the labour disputes, because he has direct connection with his Police Station, which is having regular and fixed pay offs from each Tea Garden.

To foist false criminal cases of violent acts on the workers, when no such incidents have taken place, to disturb their peaceful meetings and demonstrations by resorting to lathi charges and Goondaism, to adopt underhand methods to defeat the demands of the workers, has become the order of the day for the Assam Police.

Firing on the workers of Urrunabund Tea Estate of Cachar district by the Police on 8th October, 1983 is one such example.

Ignoring the mediation efforts of the Assistant Labour Commissioner in the dispute over payment of Bonus and at the instigation of the Manager, the Police of Udarband Police Station fired on the peaceful workers resulting in serious bullet injuries to six and Lathi injuries to 11 workers of whom, three are in critical state, 18 workers including the Pradesh BMS General secretary, Shri Dwarka Prasad Yadav were arrested.

Though, the State Government has agreed for Magisterial Enquiry in this incident the workers, who are fed up with the Police-local INTUC axis, have demanded a Judicial

Probe. All labour unions with the exception of the I.N.T.U.C. have also demanded the same. Local population has also with one voice demanded a Judicial Enquiry in to this shameful incident, like of which are posing a grave challenge to the peaceful activities and movement of workers.

ONWARD MARCH

10.1 I now present some of the important activities and achievements of our All India Industrial Federation as well as Pradesh units.

NATIONAL ORGANISATION OF BANK WORKERS

10.2 In Bank of India at Kolhapur we have achieved cent percent membership. During this period our unions in Banks held their conference, Canara Bank Workers Union had its conference in Goa and the Labour Minister of Goa inaugurated it. 700 delegates attended. The conference of Corporation Bank employees Guild was held at Mysore which was inaugurated by the Karnataka Labour Minister, Shri Aziz Sait.

Our Unions in Bank of Maharashtra and United Western Bank organised their conferences in a big way,

State Bank of India management had suspended our five activists in 1981 for trade union activities. When withdrawal of suspension orders were urged four more were suspended and thus it tried to suppress our union. After prolonged agitations and continued efforts it has been possible to get these disputes referred to a Tribunal. We succeeded in getting all of them reinstated with full back wages.

In the Banking sector, our NOBW has been functioning as a watchdog to protect the rights and privileges of the Bank employees against the concerted efforts of the Bank managements to curtail these and the support they are getting in this attempt from the recognised unions of Bank employees. In the last tripartite settlement it was only due to the Vigilance and efforts of our federation that the attempts to curtail D A.

were foiled. This time when the Bank managements succeeded in getting the assent of AIBEA and NCBE for their design to install computers in Banks, NOBW refused to sign the settlement, though by doing so it could have got a seat in the forthcoming tripartite negotiations. It stood by the cause of workers and thus opposed computerisation.

In November, our unit of RBI in Nagpur has received recognition.

BHARATIYA POST AND TELEGRAPHS EMPLOYEES FEDERATION

10.3 Throughout the country BPTEF organised agitations demonstrations, gate meetings on its demands and presented memoranda. All the 13 unions held their conferences which were attended by large number of delegates. At circle level also conferences were held successfully, Thus ordinary members were educated about the various demands, like separate wage board, time bound promotions, representation in JCM etc. Dharna, demonstrations, hunger, strikes were also organised.

Jointly with the other two Federations in P & T dept, our Federation conducted Dharna and hunger strike from Oct, 5, 1983 before Sanchar Bhavan, Government announced 21 days salary as productivity linked bonus to P & T staff. Though the communist federation has welcomed it, BPTEF will continue to fight for statutory bonus, implementation of award and adequate interim relief,

NATIONAL ORGANISATION OF INSURANCE WORKERS

10.4 NOIW has always been fighting against denying the right to collective bargaining and bonus, freezing of D, A, the right given to the LIC Management to change service conditions unilaterally, reduction of fringe benefits etc, Similarly it has been mobilising the employees against the proposal to split LIC into five units,

United action of trade unions is to be found primarily in LIC where all the unions jointly take part in programmes and

agitations. From our side meetings and Conferences are held on all India, Zonal and divisional levels to guide our members. Our federation has decided to mobilise insurance employees against computerisation and for this purpose is issuing literature, holding meetings and conferences to educate them.

BHARATIYA PRATIRAKSHA MAZDOOR SANGH

10.5 On 5th May 1981, 256 defence employees staged a dharna at Boat club in Delhi under the guidance of federation President Shri Dayaram Shakya, M. P. to draw the attention of defence ministry to their demands.

Our members successfully contested the elections to works council at various places and got 5 seats out of the 10 in Vehicle Factory, Jabalpur, all the 7 in COD Agra, 8 out of 10 in Ordnance Clothing Factory at Shajahanpur, all the 7 in ICS, Shajahanpur, 7 out of 10 in OD Kila Allahabad, 8 out of 10 in Ordnance Factory Bhusaval 2 out of 10 in Harness Factory Kanpur, and all the 7 in Military Farm, Jhansi, 4 out of 10 in Chanda Ordnance Factory and 4 out of 10 in Ambazhari (Nagpur) 7 out of 10 in SAF, Kanpur, all the five in Western Command MES, Pathankot, 2 out of 5 in CIM, Kanpur, all the three in Military Farm, Agra, all the 3 in the Canteen Committee Field Gun Factory, Kanpur, 3 out of 5 in 1 GS Calcutta three out of 5 in the Canteen committee at HVF Avadi, again 3 out of 5 in IGS Kanpur and 3 out of 5 in 2 Inspectorate of Armaments, Delhi.

In order to strengthen the federation 7 Zonal conference were held, Our unions in COD Agra and Ordnance Factory Chanda succeeded in setting aside the termination of their members and reinstating them.

In the elections held to the Naval Civilian Employees Union, in Naval Dockyard in Visakhapatnam all the 16 seats were won by our members,

For the last 12 years there was a dispute pending in the courts of law for the recognition of Scientific Workers

Association, Kanpur and having won the case, the association has been recognised and given representation of one seat each in the departmental council JCM of Defence Ministry and DGI and R & D Class III JCM.

AKHIL BHARATIYA SUGAR MILL MAZDOOR SANGH

10.6 Sugar workers all over the country have been demanding the constitution of the third wage board. In this connection a delegation on behalf of our federation met the then Labour Minister, Sri Narayan Dutt Tiwari. Consequently the ministry informed that the matter is under consideration. Federation got this question raised in Lok Sabha. But as the matter was being delayed at the Central Government level, our federation succeeded in persuading the U.P. State Govt. to pass a resolution dt. 30-31st December 1982 to constitute a wage revision tripartite committee.

Our Federation succeeded in securing the demands of higher D.A., rise in basic wage, employment to dependents and reckoning the service of an employee for purpose of payment of gratuity till it is paid.

In U.P. our union succeeded in elections to the shop council and joint committee of the Sugar mills. All the sixteen seats were won in Deoria and Gola Gokarnanath. It captured majority of seats in Pilibhit, Captainganj and Rae Bareilly. In many Sugar Mills it has emerged as a majority union.

BHARATIYA RAILWAY MAZDOOR SANGH

10.7 B.R M.S. observed protest week from 2nd May to 10th May throughout the country through meetings and demonstrations. Memorandum containing 12 point demands such as statutory bonus apart from productivity linked bonus, wage parity with public sector undertakings, 8 hours work, job to dependents, improvement in service conditions, were presented at Divisional and Zonal offices.

Earlier, between 5-12 March 1982, protest week against price-rise was observed throughout the country in which more than a hundred rallies were organised and workers alerted.

A symposium on safety in Railways was organised at the time of the conference of Madhya Railway Karmachari Sangh at Pune in February 1983, Participation in this by a local M.L.A. a few experts, a retired general manager of Railways and Principal of Railway Staff College made the symposium educative and useful.

AKHIL BHARATIYA VIDYUT MAZDOOR SANGH

10.8 Power workers of Panvel could secure through our federations efforts a wage rise between Rs. 150 to Rs.175. In the Miraj Power House due to a settlement workers got an increase of Rs. 375/- in wages.

Due to the agitation by our union in Maharashtra, employees were benefitted to the tune of Rs. 110 to Rs. 300. DA neutralisation rate was increased to Rs. 1.52 per point. They also got Rs. 30 to Rs. 90 as fringe benefits, Rs. 40/- as medical allowance and Rs. 25/- as minimum HRA. All these were paid with retrospective effect of 16 months. Workers have paid donation of Rs. 4.00 lakhs to the State Federation.

87 per cent workers participated in a protest strike on June 16, against mass transfers 1500 workers took out a procession and demonstrated before the Parliament at Delhi on 4th May 1981 demanding democratisation of the electricity boards, service protection to employees of amalgamated electric companies, parity in wages and bonus, exemption from ESI scheme etc.

Federation organised a dharna at Boat Club in Delhi in Sept. 1982 and held discussions with the Energy Minister on the demands.

AKHIL BHARATIYA KRISHI MAZDOOR SANGH

10.9 1500 Agricultural labourers including 500 women took out a procession in Buldhana, to the District Collector's bungalow, submitted a charter of demands and impressed upon him about their reasonableness. These workers had come from 50 villages.

Over 1000 agricultural labourers of Sarguja district in Madhya Pradesh submitted a memorandum to the District Collector after taking out a procession.

In the last three years Conferences of Agricultural Workers have been held at Buldhana, Pulgaon, Bhadravati, Varanasi, Kanpur, Bareilly, Dehradun, Alwar, Degana, Kota, Sarguja, Vadarhook and Harpur.

Through the efforts of our union, the unemployed landless labourers of Buldhana and Wardha districts got benefits under the employment guarantee scheme of the Maharashtra Govt.

Krishi Mazdoor Sangh succeeded in foiling the attempt to forcibly vacate about 200 landless labourers settled in forest land in Buldhana district. Now they have become owners of that land. Zilla Parishad authorities were persuaded to supply drinking water from the tanks to the villages.

About 100 landless labourers were allocated land free of cost in Deegal area in Rajasthan.

NATIONAL ORGANISATION OF BANK OFFICERS

10.10 This federation of Bank Officers has 9 affiliated unions in different banks.

In the Bank of Maharashtra, to find out the relative strength of the unions, secret ballot was conducted by the management. Our union is sure of having got the majority support but the management has not yet disclosed the result of the poll for reasons best known to it.

In the United Western Bank, our union is recognised and it has entered into a settlement regarding Service conditions of the Officers.

NOBO Conference held recently in Delhi was inaugurated by Shri K. K. Chopra, retired Executive of RBI.

AKHIL BHARATIYA KHANIJA DHATU MAZDOOR SANGH

10.11 This was formed very recently. Workers of all the 28 different mines except Coal can federate their unions with this. 3 Unions in Copper affiliated to this federation are recognised and take part in national level talks. In many committees connected with the Industries pertaining to this Mahasangh, BMS has representation at national level. In the Panna Diamond Mines, Panna and Iron Ore Mines in Bailadilla, in M. P., our unions are the strongest. In Panna Diamond Mines our union is recognised.

AKHIL BHARATIYA BIDI MAZDOOR SANGH

10.12 Last July, this federation held its conference in Jabalpur. In 8 states its work has progressed well.

In both the committees, 1) to review the implementation of Bidi and Cigar Workers Act 1966 and 2) Central Advisory Board for Bidi and Cigar Industry, we have representation.

AKHIL BHARATIYA CEMENT MAZDOOR SANGH

10.13 Conference of this federation was recently held in Mandhar M. P. The reports of progress of work received there were quite satisfactory. Our performance before the Ramanujam Arbitration has been good. Advocate Shri Shrikant Dharap, alongwith the President and Secretary of the Federation appeared before the tribunal several times and forcefully pleaded the case of the cement workers. The credit to a large extent for the rise in the salary and improvement in the service conditions of Cement workers must go to their efforts.

BHARATIYA PARIVAHAN (TRANSPORT) MAZDOOR MAHA SANGH

10.14 This federation in Road Transport Industry has spread its work steadily in 13 states. Its units in Rajasthan, Himachal Pradesh, Madhya Pradesh and Vidarbha are quite strong and have been successful in solving the problems of the transport workers on their own.

BHARATIYA JUTE MAZDOOR SANGH

10.15 Recently a very impressive conference of this federation was held in Birlapur. It has been actively agitating to open the 19 closed jute mills in Bengal, to revise the pay and to get implemented the workload and grades of the workers as per an award. It is also relentlessly fighting against the adamant attitude of the managements. It carried out a signature campaign against retrenchment and increase in workload. In August a 48 hour hunger strike was organised at the mill gates which forced the state Govt. to initiate talks with our Federation.

AKHIL BHARATIYA KHADAN (COAL MINE) MAZDOOR SANGH

10.16 This is one of the most active federations of BMS. During the 24 hour and 72 hour strike in Coal Industry, the role of our federation has been commendable.

Due to political reasons, representation of this Federation on JBCCI had been removed by the Government. But it succeeded in securing a seat on that body after a constant struggle.

This federation has organised a number of study classes to train and develop workers. It was our federation general secretary who pointed out the omission of an important clause in the settlement copy prepared by the management for signature of the parties in the last meeting of JBCCI. Even though others had signed, he refused to sign the settlement which forced all the unions to an agitation. Ultimately Govt. had to yield and sanction the 12 rupees agreed earlier.

BHARATIYA ISPAT (STEEL) MAZDOOR SANGH

10.17 In all the eight steel plants, we have registered affiliated unions. Our union in Burnpur has improved its position and is stronger than those represented in N. J. C. C. Contract workers in this industry have joined our unions in large numbers. In H.S.C.L. also our work is progressing satisfactorily.

BHARATIYA SWYATHA SHASI (LOCAL BODY) KARMACHARI

10.18 On 17-18, Sept. 1983, this federation held its All India Conference at Kota. In both Harayana and Punjab our State level federations are the strongest. Our units in Rajasthan, Delhi, Jammu, U. P., and Maharashtra are working satisfactorily.

BHARATIYA ENGINEERNIG MAZDOOR SANGH

10.19 This federation has succeeded in getting the engineering workers' wages revised through bilateral and tripartite negotiations in Bengal, Uttar Pradesh and Maharashtra. Our representatives have been taken on the Industrial committee on Engineering Industry.

AKHIL BHARATIYA KENDRIYASARVAJANIK PRATISHTHAN (CENTRAL PUBLIC SECTOR UNDERTAKINGS) MAZDOOR SANGH

10.20 In July 1982, this confederation held its conference in Hyderabad, in which 183 delegates representing 33 undertakings participated. At this conference, our three unions in I.T.I. formed their own federation. Earlier to this in Copper, BHEL and Fertiliser separate federations have been formed. All these are within this federation.

In the month of October, a three day study class was organised in Rae Bareilly, in which 84 activists of public sector undertakings of U.P. participated.

BHARATIYA VASTRODYOG (TEXTILE) KARMACHARI MAHASANGH

10.21 This federation has not only reorganised its structure but drawn the attention of our activists to the problems of Textile Workers. The individualistic and inflexible adamant attitude of Datta Samanth on one side, and the policy of the Government to protect INTUC with the help of much hated B.I.R. Act, on the other, made the textile workers of Bombay suffer a lot and put the industry also in danger. Our federation is quite alert about this situation. On the question of takeover

of 13 textile mills of Bombay, it is of the view that the government should take steps to labourise these mills by extending all the facilities and help which the Government is extending on account of the take-over and thus solve the problems once for all.

On the industrial committee on Cotton Textile, our federation is represented. Our federation is organising a country wide agitation for increase in HRA

KERALA

10.22 The enlightened workers of Kerala have not lagged behind in supporting BMS. In all the districts BMS has unions. It has a very strong base in the Kalamassery industrial belt. In Thumba Space Research Centre our union has conducted successful struggle. After six and a half month's prolonged strike textile workers succeeded in their demand for Bonus

BMS workers in Kerala have had to face physical opposition and violence from rival groups especially amongst the head load workers. But they have bravely faced such situations.

TAMILNADU

10.23 In spite of internal difficulties, the Dakshin Railway Mazdoor Sangh in the state has kept up its reputation as a Union ready to take up the cause of railway workers. In the ICF also BMS is quite active.

Tamilnadu unit of Bank Workers Organisation was recently formed. Throughout the state there are units of the BPTEF.

In Avadi, a very active union has been functioning in the HVF. It has recently succeeded in restoring partially overtime payment to workers when the recognised unions entered into a settlement with the administration to forego the same.

Trichy BHEL unit has a good union in BHEL Mazdoor Sangam formed about a year ago. In Madurai handloom weavers and Yarn colouring workers have formed BMS unions.

Employees of Food Corporation of India too have formed a union under our banner.

A recent addition to BMS is a union in a defence establishment in Trichy, Kamaraj Padaikkala Thozilarar Sangam.

KARNATAKA

10.24 Karnataka has maintained a steady growth. Our union in BEL has made a mark by its relentless struggle in spite of unfriendly attitude shown by the sister unions and adamancy by the management. Unions in ITI & MEI have taken shape recently. The agarbathi works in Mysore, Plantation workers in Chickmagalur have been recent additions to BMS family. A powerful and strong union has been formed in all the units of Mysore Kirloskar Ltd.

Karnatak Agricultural Produce Market Committee workers succeeded in getting government employees status.

Union in Pharmaceutical, Cinema, Hotels, Bidi, Cashewnut, Plywood and other industries have been very active. Cinema workers observed a total Cinema Bandh in Bangalore City, which was first of its kind to press their demand for revision of minimum wages.

The arecanut workers of Shimoga achieved time scale of pay after a powerful agitation.

Our unions in Banking industry there have registered good progress.

ANDHRA PRADESH

10.25 B.M.S has registered a tremendous growth in Andhra Pradesh during the recent years. In many of the undertakings in public and private sectors such as BHEL,

A.P. Scooters, Hyd. Engineering, APEEC, Gangappa Cables, Sahani Steel in Hyderabad, BHPV, Naval Dockyard. Facor and a few other units in Visakhapatnam BMS has gained strength and captured some of the unions. On account of these victories an atmosphere favourable to BMS is prevalent in the industrial sector and we have made a good headway.

After prolonged struggles, workers in Usha Engineering, Alwyn Metal, Max Pharma got substantial wage rise.

Mention should specially be made of A.P. Road Transport Karmik Sangh which within the last 4 years has developed into a strong organisation. In spite of being unrecognised, due to its sheer strength and capacity to agitate, it has succeeded in wresting some important demands from the administration. A union of Electricity Board employees has come to join us.

Bonus of 20% in Laxmi Starch, 16% plus 30 kg. rice in Sifco was got for the workers.

In the un-organised sector too BMS has crossed new mark. The unions of handloom weavers, shop employees, cinema and hotel workers, rickshaw pullers are organised under the banner of B.M.S.

Even the National Press has noted and acknowledged the impressive growth of B.M.S.

MAHARASHTRA

10.26 Workers of all Printing Presses in Karad got the wage rise of Rs. 50/- through our union, after a prolonged strike which lasted for 52 days. Rs. 250/- rise in wages was secured to workers in Oerlikon in Pune. Containers India Ltd. employees got an increase of Rs. 200/- to Rs. 220/-. Two members of Paschim Railway Karmachari Parishad who were dismissed succeeded in High Court to get reinstated after two years, with full back wages.

2000 domestic servants carried out a morcha to achieve their demands

Beedi workers of Miraj were successful in getting 66% guaranteed wages for the lay off period through legal proceedings.

Chiplun Municipal workers succeeded in getting their gratuity dispute settled through court of law.

Facing the goondaisam from INTUC union, and the management, majority of the workers of Dharmsee Morarjee Ltd. Ambarnath joined our union. Over two hundred temporary employees of Karad, Bhusaval, Barsi Municipality were made permanent.

After agitation our union in Barsi Textiles succeeded in getting the Kale award implemented.

Standard Batteries employees secured from Rs 275/- to Rs. 400/- pay rise after a lock out for $4\frac{1}{2}$ months.

In Sandu Brothers, workers got full wages for the lock out period. Canteen workers of Excel Industries, Bombay got a pay rise of Rs. 325/- p.m About 1000 workers of this company who had left us to join the Kamgar Sena of Shiv Sena have returned to our fold.

GOA

10.27 In the Supex Industry in Panaji wage increase of Rs. 125/- was achieved through negotiations. Due to this workers of another five factories in Corelim Industrial estate have joined our union.

Our work in Banks is expanding and in Sugar industry it has started.

Goa Pradesh unit was formed in October 1983

VIDARBHA

10.28 Bharatiya Suraksha Karmachari Sangh, Bhadravathi, succeeded in vacating victimisation of workers as a result of 11 day 100% strike in the factory. 3 Suspensions are still to be vacated.

In Nagpur, 3000 weavers, bunkars, organised massive morchas Dharnas etc. and secured Rs. 9.90 daily minimum wage for them and compelled the Govt. to take action against bogus registration of about 40 weavers co-op societies.

Transfer of General Secretary, of our newly formed union of Ausapur Open Cast Mine was cancelled after 7 day strike through mediation of our federation.

BPTW organisation successfully settled illegal transfers, wage deduction. through agitations and writs of High court, Nagpur.

Maharashtra Motor Kamgar Sangh, Amaravati, after 1 day total strike succeeded in vacating victimisation by way of transfer and suspension of our activists.

Daxin Poorva Railway Mazdoor Sangh won an award from Labour Tribunal, Nagpur, to conform a casual labourer who was denied employment for 6 years, even though empaneled.

GUJARAT

10.29 After 36 days of lock out there was settlement in Saurashtra Chemical at Porbunder as a result of which among other things workers got 22 days wages for the period of lock out.

In the Indian Rayons, Veraval after 33 days of lock out there was settlement of demands.

Agricultural labour unions has been organised in Surat,

MADHYA PRADESH

10.30 Our agricultural workers union in Ujjain succeeded in getting arrears of thousands of rupees to the workers of the agricultural farm.

In the Jabalpur Ordnance Factory works committee elections, our union got success.

Unorganised workers organised agitations in various parts of the state and submitted memoranda to the district collectors after holding demonstrations in which 13 thousand workers took part.

RAJASTHAN

10.31 In the elections conducted to the Sports committee of Khetri Copper Factory our affiliated union K. C. M. S got elected defeating AITUC and other candidates by big margins.

Our work in transport and electricity has considerably progressed and these unions are actively engaged in redressing the grievances of the members.

JAMMU & KASHMIR

10.32 Jammu Flour Mill workers got an increase of Rs. 25/- to Rs. 35/- in pay due to the efforts of our Union.

In Salal project. our Union carried on agitation and entered into a settlement on gratuity and security of service. Besides, workers got Rs. 9/- daily wage, Medical allowance and uniform allowance.

Jammu Kashmir Co-operative Bank employees union succeeded in getting 18.6% bonus.

Gammon employees union could secure through an agreement daily wage of Rs. 9/- a weekly off, medical and uniform allowances.

HIMACHAL PRADESH

10.33 Our Union in Himachal State Transport was successful in winning the elections.

Employees removed from services in P.W.D. and Raodways were got reinstated.

PUNJAB

10.34 In Panjab there was a strike on the question of minimum wages in which 65% workers participated.

After 10 days hunger strike, workers of Bhavani Cotton Mills, Abohar got through settlement bonus of 20%. Rs. 90/- uniform allowance, Rs. 100/- leave travelling allowance and Rs. 40/- adhoc rise.

In spite of terrorising by the management of Vardhaman Spinning Mills, Ludhiana and the violent incident of April 1982 in which our member Bansnarian was shot dead by the Manager within the factory premises, and the counter violence that erupted which took toll of 3 officers including the Manager the arrest of over 50 workers and the 3 months lockout, the workers are still with us solidly and striving to get their long pending demands. Due to the persistent efforts of our union, the lockout was lifted.

CHANDIGARH

10 35 In this tiny centrally administered state, work of BMS. is much more than that of any other central trade union organisation. It is also very active in taking up the problems of the workers, whether big or small.

HARYANA

10 36 Our Union succeeded in getting the demands of Bonus, wage rise, uniform etc. to the employees of Haryana Tourism.

Municipal workers in Haryana secured all benefits including wage rise as per an old settlement'

Escort Drivers' Union in Faridabad succeeded in reinstating all the 80 drivers who had been removed from service after a powerful agitation.

Rs. 40/- pay rise was got for 125 workers through the efforts of Auto Glide Karmachari Sangh of Faridabad.

Through a joint agitational programme, it was possible for Vastrodyog Mazdoor Sangh to get a pay rise of Rs, 110/- to the workers of Bhavani Textile Mill.

Workers of Agricultural farm Hudda in Yamunanagar got a bonus for the first time and after 2 month's continuous agitation, their wage scales were introduced.

Shahabad Chemical Union was successful in getting full medical reimbursement, annual increments and other benefits.

The daily wage workers of Punjab, Business, Yamunanagar got wage scales and wage rise after an agitation.

Rs. 30/- to Rs. 100/- wage rise was got to the workers of Hyderabad Asbestos, Ballabgarh, Faridabad after a tripartite negotiation.

Workers of Krishna Fabrication, Faridabad, got implemented minimum wages and secured wage scales after an agitation.

D E L H I

10.37 Our union in LIC-NOIW along with other sister unions succeeded in getting 12% interest on the arrears of 15% bonus for 1978-79 through the Supreme Court verdict.

Suspended workers of Delhi Transport were got reinstated.

Every employee of Hindustan Brakefast would get every year a leave travel concession of Rs. 1100/-.

Minimum wage and bonus was got for stone quarry workers and stone breakers.

Brick kiln workers got to and fro travel expenses of the entire family' Rs. 75/- as pocket money, free medical aid and subsidised grains.

UTTAR PRADESH

10.38 35 terminated employees of U.P. Tyre and Tubes Ltd. Rae Bareilly were got reinstated.

2 months bonus was gained by the workers of Sugar mills.

U.P. Asbestos Ltd., Lucknow, paid 20% bonus to their workers. U.I.C. Papers Mills, Lucknow, was made to pay Rs. 35/- and Rs. 65/- increase in wages as per grades. U P I L Lucknow was made to pay bonus of 8.33% after a struggle. In the Haroi Sugar Mill the workers got arrears of wages, gratuity, retaining allowance and Bonus. Rs. 139/- wage rise, 10 days casual leave, Rs. 25/- HRA and Rs. 15/- Washing allowance was secured to the workers of J.J. Glass Factory, Dehradun. Varanasi agricultural farm workers launched a prolonged struggle to get their demands of wage rise.

The workers of Doiwala Dehradun Sugar Mill got gifts worth Rs. 22,000/- for good performance af work.

342 terminated employees of Northern Railway LOCO running shed, Lucknow were reinstated through our efforts.

In ITI Rae Bareilly, 4 months arrears of intensive payment was secured.

Many workers were made permanent in Mahauli Sugar Mill

About 1000 clerks and watch and ward staff of Elgin Mills No. 1 and 2 at Kanpur got benefits. Watch and Ward got 31 days leave in place of 15 and clerks got wage rise of Rs. 16/- Contract workers of Elgin Mill No. 2 were absorbed as regular Workers and consequently they got arrears amounting to Rs.1 lakh and fifty thousand.

B I H A R

10.39 Our Union succeeded in putting an end to the contract system in Bharat Coking Coal, Bihar.

1500 workers removed, in Rohtas were taken back on work.

Bidi workers in Bihar Sharif conducted a ten day dharna to get their demands.

After a successful struggle the workers of Cold Storage in Bihar Sharif got a cash benefit of Rs. 246=90 and Rs. 32 increment.

Our union was successful in securing wage increase and other amenities to the workers of R.T. Cotton Mill, Mizaffarpur.

O R I S S A

10.40 In Auto India, Kalinga, through the efforts of our union, there was a wage rise between Rs. 250/- and Rs. 350/ State level electricity Board employees Conference was held at Jajpur Road successfully for the first time.

In the Orissa Bundh called by the Trade unions' our unit participated actively and 12 of our activists including our State General Secretary were arrested on the eve of Bundh.

W E S T B E N G A L

10.41 West Bengal BMS has been always in the forefront of the struggle. Our unions in Jute Mills have undertaken agitation, demonstration, hunger strike and strike on hundreds of occasions and are continuing the same even now. This is against the retrenchment, closure and for wage rise and other facilities to workers. It has succeeded to a certain extent.

Engineering Mahasangh played a big role in the wage rise of engineering workers in Bengal.

In textile industry too our unions have been on agitations to get the demands of the workers.

Steel workers unity and strength in Burnpur succeeded in getting fulfilled all their demands.

Burnpur Ispat Karmachari Sangh got a stay from the Court against the partisan promotions given by the management. By resorting to hunger strike, the Standard Company Mazdoor Sangh, Burnpur, succeeded in regularising the services of Casual workers.

ASSAM

10 42 In spite of the agitational and tumultuous atmosphere of Assam for the last three years, that our workers could keep our union in tact and struggle for progress is, in itself worthy of praise.

In the tea gardens our work has grown. About 150 gardens have come under our flag. Congress-I supported INTUC is working as an agent of the planters. On account of this there is discrepancy in the wage rates in upper Assam and Cachar. Our union has through struggles improved the wages and amenities of tea garden workers. In tea gardens, the Police, Management and INTUC are on the one side and the workers and our union on the other. This is the battle position. Fight between the lamp and cyclone is on.

In the NTC of Chadrapur near Gauhati, all workers are members of the one union which is ours.

Our State general secretary has been taken on the central industrial committee on plantation. Similarly the state govt. has given representation to the BMS in 1) Evaluation and Implementation Committee and 2) Standing Labour Committee

TRIPURA-NAGALAND

10 43 In Tripura, we have a union in Tea plantations and a transport workers union is functioning in Nagaland.

SPECIAL SECTORS

WOMEN WORKERS

11.1 It was during our last Conference at Calcutta that a Mahila Vibhag of B. M. S was set up. The twin object of the vibhag was to encourage women workers to take keen interest in trade union work and to make them activists of B.M S. Besides, it would facilitate focussing of the attention on the special problems faced by the women workers in our country and to find ways and means of solving them.

12.2 At Calcutta a small committee had been formed to organise the Vibhag. Smt. Jaya Gangadhar Nayak of Thane Maharashtra was chosen the convenor.

12.3 On 23rd November, 1982 an expanded meeting of the vibhag was held at Thane in which the committee was enlarged to accommodate representatives from other states. The meeting also passed resolutions demanding amendment to the Maternity Benefit Act to enable a women worker, to take the unexpired pre natal leave after the post natal compulsory leave. It also called for changes in the Trade unions Act to provide for compulsory representation to women in the executive committees of such unions which have atleast 10% women members.

12.4 The meeting also decided to start units of the mahila vibhag at different levels.

12.5 We should therefore, help to set up these units wherever possible.

UNORGANISED SECTOR

12.6 As will be seen from the report, after the Calcutta Session. B.M.S. has paid special attention to the plight of the unorganisee workers. We, however, feel that mere populist gesture by the government will not help the matter substantially; a comprehensive thought must be given to each problem. For example, the Communist Government of Kerala raised the minimum wage of agricultural workers which was commendable. But in the absende of other attendante measures, it resulted in a growing tendency to leave the land fallow, of shift in the cropping pattern from food grains to rubber and other plantations, and exacting greater work from lesser number of hands. Considering the fact that even in case of organised industries the object of such legislation can be easily defeated by the employers particularly in border areas, by shifting their factories in the neighbouring State, the importance of comprehensive measures regarding unorganised sector should become obvious to all thinking minds.

11.7 It is gratifying to note that our workers have carried the message of B. M. S to such workers and succeeded in organising them considerably. There are our unions among the handloom weavers, rickshaw pullers, hotel and cinema workers, bidi workers, loading and unloading head load workers, Hamals, shop employees and so on. But still much more has to be achieved on this front because this sector is vast and by its very nature not easy to organise. Let our workers undauntedly plunge themselves in organising the unorganised labour.

RURAL LABOUR

11.8 B.M.S has also been giving importance to the organisation of rural labour including agricultural labour. Our focus on this resulted in the formation of Krishi Mazdoor Sangh which held its very successful first conference at Buldhana. Agricultural labour unions have been organised in several states. but this sector is like a vast ocean. We have to concentrate our efforts here as our country is predominantly agricultural.

GHARELOO KAMGAR

11.9 Our Bombay unit has done quite a commendable work of organising the domestic workers, ghareloo kamgar, as they are called. This unique organisation has been successful in getting a few elementary facilities to them such as leave, bonus, gratuity etc, through the efforts of their union though no law is applicable to them. This sort of an organisation should come up in other cities too to ameliorate their condition.

NATIONAL LEVEL PROGRAMMES

FOUNDATION DAY

12.1 Every year 23rd July the day on which BMS was started— is celebrated by all our affiliated unions and units as foundation day with pomp. Every office, small or big is decorated and new flag is hoisted on it. Workers' congregations are held and in the speeches the specialities of BMS principles and policies are highlighted.

Last year even in places where only 2 to 3 members are there, such programmes were held. Be they agricultural labourers or road gang workers of P.W.D., all celebrate this day with flag hoisting.

NATIONAL LABOUR DAY

12.2 From times immemorial, and not just a few years before B.M.S. was started, Birth Day of Vishwakarma was being celebrated in our country. B.M.S. wished that this day should not remain only as a day of religious worship, but the first sculptor and nation builder, Vishwakarma should be a fountain head of inspiration to all and with that end in view B.M.S. introduced the system of observing it as a national labour day. B.M.S. urges that this should be accepted not only by workers, but the entire people. Vishwakarma Jayanti is being celebrated at some place on September 17, the Kanya Sankranti Day, and at some other places on Magh Shukla 13th day and yet at some other places on the day after Deepavali. B.M.S. desires that when this celebration takes place on any of these days, people should cooperate with it. Honouer B. M. S. calls upon the people to celebrate September 17 as 'National Labour Day'.

On this day, throughout the country, B.M.S. organises processions and rallies and seeks cooperation from all people, to whichever ideology they may belong.

DEMANDS FORTNIGHT

12.3 Apart from the programmes of NCC, B.M.S. observed anti-price fortnight in 1982 and thus awakened people and brought pressure on the Government. So also in 1983, from September 3 to 17, Demands Week was observed, to focus attention on the Demand of 12½% minimum bouns, to put an end to B.P.E. guidelines, to increase the D.A. rate from Rs. 1.30 to Rs. 2.60, to fix national minimum wage, to oppose policy of computerisation and to appoint not one pay commission for revision of wages of Central Government Employees, but to appoint separate wage boards for different industries, such as Railway, P & T, Defence, and Secretariat

employees and in the meanwhile to sanction to all of them an interim relief of Rs. 200/- in view of the rise in cost of living. To put pressure for this on the Government, during this fortnight, big rallies, demonstrations and dharnas were organised throughout the country.

“DEVELOPMENTAL ACTIVITIES”

EDUCATION AND TRAINING

13.1 B.M.S gives due importance to education and training of workers. For this purpose number of full time residential study classes and camps were held at various places. This is a continuous and developing process. It was therefore, felt that there should be a permanent institution to impart training and education. And now a registered body by name “Vishwakarma Shramik Shiksha Sanstha” has been formed with headquarters at Nagpur. In the years to come we should endeavour to develop this into a powerful instrument of moulding not only B.M.S activists but even common workers.

B.M.S contribution to Central Board of Workers Education is also noteworthy. Shri Manharbhai Mehta has been chosen as one of the authors to write a booklet for CBWE on the subject – “SOCIAL RESPONSIBILITIES OF TRADE UNIONS”.

RESEARCH WORK

13.2 B.M.S feels that there is great scope for research being conducted in the trade union and economic field to help evolution of Bharatiya Economic Order. With this end in view a research centre is also functioning at Bombay and Pune. This is registered under the name “BHARATIYA SHRAM SHODH SAMSTAN”. Already it has to its credit a few publications, the recent one being a marathi booklet on the economics in Bhagavad Gita. We should be able to put this institution to more purposeful use.

E.S.I CELL

13.3 There are lots of complaints about the way E.S.I Scheme is being implemented. Workers are not getting the benefits under it properly and there is inordinate delay in the process. B.M.S therefore, felt it necessary to monitor these complaints and do something to get relief to the workers. From this point of view one E.S.I Cell has been established at Bombay under the guidance of Dr. Harshavardhan Gautam. Our Unions now can get their grievances redressed in respect of ESI through this cell.

CENTRAL OFFICE

14.1 For a number of years, our Central Office was located in Bombay. When our first conference was held in New Delhi in 1967, everybody felt the need of locating our headquarters in the capital. To secure accommodation in Delhi is a big problem. Besides, we had no sufficient funds also. Hence we had set up our Central Office for a long time in the quarters of some of our friendly Parliament Members like Sarva Shri Hukum Chand Kachwai, P.H. Danave and Satyanarayan Jatia. Later we moved into the M.P. Quarters in Vithal Bhai Patel House. As we had no premises of our own, we had to face problems now and then. With a view to secure a building for ourselves, all our Unions and Karyakartas collected money and sent it to Delhi. We have now been successful in getting a building very near to Delhi Railway Station in Pahar Ganj. Since the last about 7 months our Central Office is regularly functioning from there. In this 3 storeyed 24 room building, we are in possession of 8 rooms only at present. It may be possible to get the other rooms for our use in course of time.

BHARATIYA MAZDOOR SANGH GROWTH

15.1 I am happy to report to this conference that our work has progressed considerably during this period in all dimensions, though we could not reach the target of 25 lakhs in membership. As at the end of 1982 our membership was

20, 53, 721 with the number of affiliated unions rising to 2007. Though the exact figures for 1983 are not readily available, the indications are that we might cross 21 lakhs. You will find the details of membership and unions Pradesh-wise and federation-wise at appendices I and II respectively.

CONFERENCES

15.2 We are not content with numerical growth alone. On the qualitative front also, we must have a sustained growth. Towards this end Pradeshwise and federative-wise conferences were held during this period at which the attendance and merit of delegates showed a marked improvement over the previous years. The details of these programmes are given at appendix III and IV.

KARYA SAMITI MEETINGS

15.3 The Karya Samiti Meetings were regularly held during this period. In all six such meetings were held. The attendance and the level of deliberations at these meetings was quite good. The decisions and resolutions of the said meetings have been promptly circulated to all the Unions. Appendix-V gives the dates and places of the Karya Samithi Meetings.

PERIODICALS AND PUBLICATIONS

15.4 The necessity of having periodicals and publications for an organisation of such vast size cannot be overemphasised. In this direction also we have kept up a steady progress. You may refer to Appendix-VI and VII for details in this matter. From Appendix No. VII you may find that at regional level and in their own languages books have been published. There is a greater need for reading material and our efforts will be to fulfil this need. As regards periodicals, I must add that all of them are handicapped for want of non-communicaton of reports of our activities in time. Every union should make it a point to send reports and if possible photoes also at least to 'BHARATIYA MAZDCOR' of Bombay

and 'B.M.S SAMACHAR' of Kanpur. So also articles on topical interest should be contributed. This would greatly help the periodicals to improve their standards.

N.C.C PROGRAMMES

15.5 Programmes for which N.C.C. had given calls are enumerated at Appendix-VIII

REPRESENTATION ON COMMITTEES

15.6 During this period we have secured representation on a number of committees as listed in Appendix-IX. Our representatives on these committees have done commendable work. Besides this, on a number of occasions our representatives had been invited for discussions, for participating in Seminars etc. These details you will find at Appendix-X.

FOREIGN VISITS AND VISIT BY FOREIGNERS

15.7 During the period our representatives participated in a number of meetings in Geneva, Japan and U.S.A. A few foreign dignitaries also visited our CHQ in New Delhi to establish mutual contact. Details of these information are to be found at Appendix-XI.

COMPREHENSIVE MEMORANDUM ON LABOUR MATTERS

15.8 Though we boycotted the National Tripartite Conference, we did submit a Memorandum to the Labour Ministry detailing our thinking about the problems faced by the workers and their needs and requirements which should help in modifying the Government's Labour Policy. This memorandum is to be found at Appendix-XII.

STUDY CLASSES

15.9 Apart from conducting our own training and study programmes our members participated in the training courses conducted by our agencies too. Details of these are given at Appendix-XIII and XIV.

LIBRARY

15.10 In order to develop a good reference library for B M S. in the Central Office and other centres, we have sought assistance from such organisations as are prepared to help us in doing so. [Simultaneously I appeal to our Unions to donate useful books for our library shelf. I hope that our Karyakartas will make use of this library to develop their knowledge.

TAKE OVER OF SICK UNITS

16.1 It has been a fashion to demand government take over of sick industrial units, as if such a measure is a panacea. But our experience so far does not justify this optimism. BMS is of the view that the actual management of sick units should be handed over to workers, after providing for the financial aid and technological assistance which would have been made available to those units in case of Government take over. The same holds good regarding the Bombay Textile mills taken over by the Government.

INTERNATIONAL AFFILIATION

16.2 B.M.S. has not yet sought affiliation to any of the three international organisations of Trade Unions or their Trade Federations. No such affiliation is being contemplated in the near future. We, however, feel that the economic problems of the Third World countries being distinctly different from those of the developed ones, it is worth considering whether a separate international confederation of trade union centres of the former group will not be more beneficial and effective.

TASK AHEAD

17.1 The future appears to be bleak for the workers and poor people, if the government persists in pursuing the present policies. The onslaught on the working people and specially on the organised section, as it is in the vanguard is going to be severe. The government, capitalists, monopolists.

multinationals have joined hands to curb the strength and disrupt the unity of the workers. We will have to girdle up our lions and equip ourselves well to face this attack.

PRICE-RISE PHENOMENON

17.2 As you all know, the present price rise is unprecedented. There is no hope of its being curtailed or even contained. This very Government which was once boasting that India is the only country which has won the war against inflation, that inflation rate has come down to zero, is now forced to admit that inflation has crossed double digit figure.

17.3 The policies the government is adopting makes us doubt whether it wants the prices to come down at all.

Take the case of petroleum. The oil producing countries joined together a few years ago to raise the price of this main source of fuel. It had its universal effect and every country reeled under the weight of inflation. In our country too oil prices were hiked not only on account of the crude price increase but on account of taxation on it too. In the last two years crude prices have come down and indigenous production has increased enormously, yet the government has refused to slash the prices of petroleum products. This clearly shows that the vested interests of the powers that be lie in high prices and inflation.

MORE D.A. IS NO SOLUTION

17.4 Workers demand for more D.A when prices rise. But is it the solution to the vexed problem? Apart from the fact that the present rate of D.A does not fully compensate the price rise, the inflation is eating the very marrow of our socio-economy and weakening the social base. It is therefore, necessary that the workers bring such a pressure on the government as to force it to change its economic policies and bring down the prices of essential commodities. On the one hand the government claims to have record agricultural production and on the other it imported large quantities of food grains. It also claims that industrial production

has increased over the previous years and yet the price rise goes on. If the claim of record production is true, then prices must come down and if they are not coming down, then either the claim is false or else the government does not want the prices to come down for its own reasons.

17.5 I would, therefore, call upon our unions to give a lead to others in organising a movement to force the government - employer combine to bring down prices of essential commodities

Added to this we should explore the possibilities of and also build up a strong consumer movement. This, I think, is an urgent task, which we should address ourselves to.

OUTDATED LABOUR LAWS

17.6 All the labour laws today have become outdated. Their applicability itself is limited to employees drawing a salary sum which was fixed 30-40 years ago. As per that the laws have ceased to be applicable to a large section of workmen. Overhauling all the laws in consultation with workers is certainly necessary. But meanwhile they could be amended in one aspect immediately to make these applicable to all employees irrespective of the number of employees or the quantum of wages.

PROBLEMS TO CONSIDER

17.7 In the near future, we may be required to concern ourselves with greater concentration on the problems of bonded labour, child labour and the menace of computerisation.

CHILD AND BONDED LABOUR

17.8 Children deprived of an opportunity for education are being exploited in sweated industries to a large extent. But it is also a fact that the economic compulsions are drawing them to this. This is a social problem which law alone cannot solve.

B. M. S is of opinion that in the present economic situation in the country, it is not possible to entirely abolish child labour. But Government must ensure for them honourable wage, limited working hours, and periodical compulsory medical check up by a Medical Board. Provisions in this respect in various laws must be strictly implemented. A comprehensive Child Labour Act be also enacted.

17.9 Regarding Bonded Labour, there has been more dramatisation than actual relief work. Let there be no politicking about it.

Identifying the bonded labourers, freeing them and providing alternate employment and rehabilitation go hand in hand in the solution of their problems. Let us seriously apply ourselves to this.

COMPUTER MENACE

17.10 The imminent danger from Computer is real and grave. It is not only in service organisations but in production units also that computers are going to come and this would surely adversely affect our present employment and also its future potential.

17.11 B. M. S is not oppose to scientific advance. But indiscriminate use of advanced technology without taking into consideration the conditions in our country will not be accepted by us. There should be tripartite consultation for selective use of computers. We broadly support the Dandekar Committee recommendations on the use of computers.

17.12 But the Government does not seem to heed this voice of reasoning. So our units will have to wage a battle against indiscriminate use of computers. I assure you, B.M.S will coordinate and guide this struggle under all circumstances.

17.13 Brothers and sisters, I do not want to dilate further. Our guide and philosopher Manyavar Dattopantji, who is amidst us and who will be with us for many more years to come, may rest assured, that we will tread the path shown by him, even if it is difficult to do so. Without caring for ourselves, let us merge with the mass of workers, be one with their woes, sorrows and happiness, and conscientiously move forward on the chosen path. Since our motives are pure, God is sure to bless us with ultimate victory.

Vande Mataram.

HYDERABAD,
09th January, 1984.

RAM NARESH SINGH
General Secretary, BMS

APPENDIX-I

Pradesh wise Number of affiliated Unions and
Membership as at the end of 1982

S. No.	Pradesh	No. of Unions	Membership
1.	Jammu Kashmir	18	6 142
2.	Himachal Pradesh	26	20. 000
3.	Punjab	167	1,10,000
4.	Chandigarh	17	3,900
5.	Haryana	86	43,508
6.	Delhi	101	4 12,983
7.	Rajasthan	224	1,36,160
8.	Madhya Pradesh	155	1,22,000
9.	Gujarat	38	20 000
10.	Maharashtra	160	1,49,300
11.	Goa	1	168
12.	Vidarbha	68	82,786
13.	Andhra Pradesh	150	1,10,500
14.	Tamil Nadu	7	12,600
15.	Karnataka	92	50,000
16.	Kerala	45	8,734
17.	Uttar Pradesh	384	3,45,000
18.	Bihar	101	2,21, 241
19.	Orissa	14	11,549
20.	West Bengal	135	1,13,781
21.	Assam	16	71,254
22.	Tripura	1	2,000
23.	Nagaland	1	115
TOTAL :		2,007	20,53,721

APPENDIX-II

**Industrial Federation-wise number of Unions and
Membership as at the end of 1982**

S. No.	Name of the Federation	No. of Unions	Membership
1.	Bharatiya Railway Mazdoor Sangh	13	3,77,580
2.	Bharatiya Pratiraksha Mazdoor Sangh	82	1,05,759
3.	Bharatiya Post & Telegraphs Employees Federation	13	2,62,704
4.	National Organisation of Bank Workers	90	90,000
5.	National Organisation of Insurance Workers	24	10,307
6.	Bharatiya Swayathashasi Karamachari Mahasangh	150	40,000
7.	Akhil Bharatiya Vidyut Mazdoor Sangh	64	1,42,000
8.	Bharatiya Parivahan Mazdoor Mahasangh	44	73,000
9.	Bharatiya Engineering Mazdoor Mahasangh	250	1,35,254
10.	Bharatiya Jute Mazdoor Sangh	37	42,210
11.	Akhil Bharatiya Khadan Mazdoor Sangh (Coal)	17	1,19,500
12.	Bharatiya Ispat Mazdoor Sangh	8	40,000
13.	Bharatiya Vastrodyog Karamachari Mahasangh	150	1,54,830
14.	Akhil Bharatiya Cement Mazdoor Sangh	24	9,406

S. No.	Name of the Federation	No. of Unions	Membership
15.	Akhil Bharatiya Sugar Mill Mazdoor Sangh	79	46,950
16.	Akhil Bharatiya Krishi Mazdoor Sangh	47	60,000
17.	Akhil Bharatiya Kendriya Pratisthan Mazdoor Sangh	35	62,000
18.	National Organisation of Bank Officeres	7	4,000
19.	Akhil Bharatiya Bidi Mazdoor Sangh	18	14,720
20.	Bharatiya Mudranalaya Karamchari Mahasangh	20	7,515
21.	Akhil Bharatiya Khanij Dhatu Mazdoor Sangh (Non--Coal)	28	13,000
22.	Bharatiya Port Dock Mazdoor Sangh	9	6,954
23.	Bharatiya Plantation Mazdoor Sangh	6	50,790
24.	Bharatiya Shikshan Sansthan Karamchari Sangh	3	1,305
25.	Bharatiya Swasthya Chikitsa Mazdoor Sangh	21	3,567
	Total	1,239	18,73,351

Apart from the above, the number of membership of Government Employees National Confederation (Centre & States) 11,00,637

APPENDIX : III

CONFERENCES OF PRADESH B. M. S. UNITS

S. No.	Name of the Pradesh	Date of Conference	Place	No. of Delegates
1.	JAMMU KASHMIR	18-19 April, 1982	Jyotirpuram	103
2.	HIMACHAL PRADESH	28-29 Aug.	83 Nalagarh	153
3.	PUNJAB	23-24 April,	83 Gobindgarh	698
4.	HARYANA	25-26 Sept.	82 Gurgaon	170
5.	DELHI	18-19 Sept	82 Delhi	160
6.	RAJASTHAN	21-23 May,	82 Kota	350
7.	Madhya Pradesh	11-13 April,	82 Bhopal	1206
8.	GUJARAT	2-3 Oct,	82 Porbandar	602
9.	MAHARASHTRA	21-22 Nov.,	82 Thane	896
10.	VIDARBH	18-19 Dec.	82 Chandrapur	770
11.	ANDHRA PRADESH	2-3 Oct, 1982	Vishakhapatnam	2010
12.	KARNATAKA	23-24 Jan.,	82 Bangalore	300
13.	KERALA	27-28 Nov..	82 Alwaye	285
14.	UTTAR PRADESH	11-13 April	82 Saharanpur	356
15.	BIHAR	18-20 April,	82 Muzaffarpur	405
16.	ORISSA	26-27 Feb	83 Cuttack	150
17.	WEST BENGAL	24 25 July,	82 Calcutta	402

APPENDIX-IV

Conferences of all India Industrial Federations

S No.	Name of the Federation	Date of Conference	Place	No. of delegates
1.	Bharatiya Railway Mazdoor Sangh	14-15 Nov., 1983	Nagpur	930
2.	Bharatiya Pratiraksha Mazdoor Sangh	21-22 Nov., 83	Kanpur	613
3.	Bharatiya Post & Tele- graph Employees Federation	20-22 April 83	Patna	176
4.	National Organisation of Bank Workers	2-4 April 83	Hyderabad	1208
5.	National Organisation of Insurance Workers	17-18 Nov., 83	Lucknow	178
6.	Bharatiya Swayatha- shasi Karamachari Mahasangh	17-18 Sept. 83	Kota	175
7.	Akhil Bharatiya Vidyut Mazdoor Sangh	19-20 May, 83	Varanasi	688
8.	Bharatiya Parivahan Mazdoor Sangh	14-15 Feb., 83	Jaipur	704
9.	Bharatiya Engineering Mazdoor Mahasangh	19-20 Feb., 83	Jamshedpur	203
10.	Bharatiya Jute Maz- door Sangh	26-27 Jan., 83	Birlapur	306

11. A. B. Khadan Mazdoor Sangh	14-15 April, 83	Bhirkunda	507
12. Bharatiya Ispat Mazdoor Sangh	11-12 Dec. 83	Burnpur	356
13. Bharatiya Vastrodyog Karamchari Mahasangh	13-14 May, 83	Kanpur	245
14. A. B. Cement Mazdoor Sangh	9-10 July, 83	Mandhar(MP)	110
15. A. B. Sugar Mill Mazdoor Sangh	13-14 Mar., 83	Bareilly	130
16. A. B. Krishi Mazdoor Sangh	8-9 May, 83	Buldhana	1488
17. A. B. Kendriya Sarva-janik Pratisthan Mazdoor Sangh	17-18 July, 82	Hyderabad	183
18. National Organisation of Bank Officers	12-13 Nov., 83	New Delhi	102
19. A. B. Bidi Mazdoor Sangh	22-23 July, 83	Jabalpur	105
20. Bharatiya Mudranalay Karamchari Mahasangh	15-16 Aug. 83	Aligarh	52
21. Government Employees National Confederation	9-10 Oct., 83	New Delhi	110
22. A. B. Khanija Dhatu Mazdoor Sangh	26-27 Feb, 83	Balaghat	287
23. Bharatiya Swasthya Chikitsa Mazdoor Sangh	18 Dec., 83	Delhi	70

APPENDIX-V

B. M. S. National Executive Meetings

1. Bombay 1981, June 5—6
1. New Delhi 1981, Nov. 24—25
3. Simla 1982, April, 26—28
4. Alwaye (Kerala) 1982, Nov., 30, Dec. 1—2
5. Mathura 1983, April, 28—30
6. New Delhi 1983, August 20 and 22

APPENDIX : VI
PERIODICALS PUBLISHED BY B. M. S.

S. No.	Name of the Periodical	Periodicity Language	Address
1.	Bharatiya Mazdoor Sangh Samachar	Fortnightly-Hindi	2, Naveen Market Kanpur Pin-208001.
2	Bharatiya Mazdoor	Monthly-English	3/ A B Hashim-Bldg. 40 Veer-Nariman Road , Bombay-23.
3	Mazdoor Udghosh	Monthly-Hindi	6/22, 'R' Block, Patna - 800 001
4.	Him Mazdoor	Fortnightly-Hindi	B.M.S Jail Road. Mandi(H.P.)Pin-178001.
5.	Bharatiya Mazdoor Chronicle	Fortnightly-Hindi	44/26, Dakshin Tanya Tope Nagar, Bhopal-462003.
6	Bijlee Chronicle	Monthly-Hindi	16, Matharganj. Street, No. 5. Indore-2.
7.	Shram Dhan	Fortnightly-Marathi	BMS, 267, Bhavani Road, Satara.
8.	Vahatuk Varta	Monthly-Marathi	Maharashtra Motor kamgar Federation, opp, Buty Building,Sitabuldi, Nagpur.
9.	Kamgar Ekata	Fortnightly-Marathi	Buldhana (Vidarbh)
10.	Mazdoor Varta	Fortnightly-Marathi	185, Shaniwarpeth, Pune, 411030.
11.	Mazdoor Chetana	Monthly-Gujarati	B M.S. Div Chamber, Dhebarbhai Road, Rajkot-1.
12.	Mazdoor Varta	Monthly-Kannada	Felix Pai Bazar, Mangalore-575001.
13.	Parivahan Mazdoor	Monthly-Hindi	C-7, MLA Quarters, Jaipur-302008.
14.	Dak-Tar Mahasangh	Monthly-English	T-15, Atul Grove Road, New Delhi-110001,
15.	Sanchar Vani	Monthly-English	" " "
16.	Postal Bharati	Monthly-English	" " "
17.	RMS Bharati	Monthly-English	" " "
18.	Teletech	Monthly-English	392, Lal Kurti Bazar, Ambala Cantt (Haryana)
19.	Telephone Bharati	Monthly-English	49, Shailesh Society Hingne, Pune-411029

APPENDIX-VII

List of Literature published after the Calcutta Conference

S. No.	Name of the Book	Language	Publisher
1.	Lok Tantra	Hindi	Lokhita Prakashan Lucknow.
2.	Samoohek Saudebaji	"	B.M.S., Kanpur.
3.	Shramik aur Vetan	"	" "
4.	Khetihar Mazdoor-Samasya Tatha Nirakaran	"	A.B. Krishi Mazdoor Sangh, Buldhana.
5.	Shukra Niti Mein Shramik Aur Niyojak	"	B M S. Central Office, New Delhi.
6.	Vichar Sutra	"	Bharatiya Shram Anveshan Kendra, Pune.
7.	A Guide to Account Keeping	English	B.M.S. Central office, New Delhi
8.	B. M. S. on Menace of Multinationals	"	B. M. S., Bombay.
9.	Workers Looted and Unions Crushed	"	" "
10.	Structural Reforms in Banking Industry	"	N.O.B.W., Nagpur.
11.	Resist IBA Settlement with AIBEA/NCBE on Computerisation	"	" "
12.	Geetetil Arthavyavastha	Marathi	Bharatiya Shram Shodh Sansthan Bombay,
13.	Labour Movement-A New Perspective	English	B.M.S., Karnatak Bangalore.
14.	Bonus	Marathi	" Pune.
15.	Computerisation	Marathi	B.M.S. Bombay.
16.	Bharatiya Mazdoor Sangham	Malayalam	B.M.S. Cochin
17.	Bonus - 12 1/2 %	"	" "
18.	Janasevamukhi Banking	Bengali	B.M.S. Calcutta.
19.	Anader Lakshya	"	" "
20.	Dravya Moolya Samadhan	"	" "
21.	Communism Nijirai Kashthi Pathare	"	" "
22.	Maxwad	Marathi	B.M.S. Pune.

APPENDIX—VIII

N. C. C. Conference and Programmes

Date	Place	Nature of Programmes
4- 6-1981	Bombay	First Trade Union Con- vention to Protest against Price-rise and anti-worker policies of the Govt.
17- 8-1981	Countrywide Pro- test Day and Mass Rally at Boat Club, New Delhi	Black Day against the Essential Services Mainte- nance Ordinance.
23 11-1981	Boat Club New Delhi.	Mass Rally of a million workers at Boat Club be- fore Parliament, preced- ed by their procession from Red Fort.
19-1-1982	All India	Industrial Token Strike.
23- 3-1982	All India	Anti-Victimisation Day.
4-6-1982	District Level	Conventions.
13-10-1982	Hyderabad	All India Pulic Sector Employees Convention
8-11-1982	Coal Mines	One Day Strike; 75% to 95% Participation.
8-11-1982	Public Undertak- ings	Dharna and demonstrations against BPE Guidelines.
12 12-1982	All India	One Day Solidarity Strike by Textile workers in support of the Striking Bombay Textilemen.
19- 1-1983	All India	Protest Day
17- 1-1983	Coal Mines	72 Hours Strike by Coal Mine workers whose success compelled the Government to review its attitude and policies.
4- 8-1983	All India	Trade Union Rights Day.
21- 8-1983	New Delhi	Second Trade Union Convention attended by 7,000 delegates.

APPENDIX - IX

B. M. S Representation on Boards, Committees & Councils.

1. Central Advisory Committee for Lime Stone & Dolomite Mines Labour Welfare Fund Act, 1972. Sh. Shiv Baran Singh Parmar Chandameta(M.P.)
2. Central Advisory Committee for Iron Ore Mines & Manganese Ore Mines Labour Welfare Fund. Sh. Shyam Sunder Gupta, Advocate, Chirimire (M.P)
3. State Labour Advisory Committee for Rajasthan. Sh. Vijya Singh Chauhan Udaipur.
4. Central Board for Workers Education. Sh. G. K. Athawale, Nagpur.
5. Advisory Committee for Lime Stone & Dolomite Mines Labour Welfare Fund Act, 1972 for Rajasthan State. Sh. Shambhu Singh Kamesara Udaipur.
6. Central Advisory Council for Industry. Sh Ram Naresh Singh, Kanpur.
7. Central Standing Committee on Bonded Migrant & Casual Labour. Sh. Raj Krishan Bhakt, New Delhi.
8. Board of Trustees of CCL Staff Provident Fund. Sh. B. D. Choubey, Ranchi.
9. General Council of the Institute of Applied Manpower Research for the year 1981-82. Sh. S. Bhavnarayana, Hyderabad.

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| 10 | Advisory Committee under the Equal Remuneration Act, 1976. | Smt. Sharda Achar.
Mangalore. |
| 11 | Minimum Wages (Central) Advisory Board. | Sh. Manhar P. Mehta,
Bombay |
| 12 | Shram Vir National Awards & National Safety Awards Constitution of an Awards Committee for adjudging application for Awards for the years 1980-81. | Sh O. P. Aghi, New Delhi. |
| 13. | National Council for Vocational Training 1982 to 1985. | Sh. O. P. Aghi, New Delhi. |
| 14. | Tripartite Industrial Committee on Jute. | Sh Baij Nath Rai,
Hazinagar (W. Bengal) |
| 15. | Industrial Committee on Plantations. | Sh Dwarika Prasad Yadav,
Silchar. |
| 16. | All India Council for Technical Education. | Sh. B. N. Sathaye, Bombay. |
| 17. | Central Board of Trustees Employees Provident Fund. | Sh B N Sathaye, Bombay. |
| 18. | Regional Committee of Employees Provident Fund for. | |
| | i) Maharashtra State | Sh. Jayant Vishnu Gokhale,
Bombay
Sh. B. N. Sathaye, Bombay. |
| | ii) U. P. State | Sh Ram Prakash Mishra,
Kanpur. |
| | iii) Rajasthan State | Sh Gian Dev Ahuja, Alwar. |
| | iv) Punjab State | Sh. H. N. Biswas, Jullundur. |

19. Tripartite Committee for Consideration of D. A. Formula for Central Public Sector Enterprises. Sh. Raj Krishan Bhakt, New Delhi.
20. Committee of Director of Central Staff Training & Research Institute, for Calcutta. Sh. Ras Bihari Moitra, Calcutta.
- do- Madras Sh. K. Mahalingam, Madras.
- do- Bangalore Sh. H. S. Sarvothama Rao Bangalore.
21. Industrial Committee on Chemical Industry. Sh. H. N. Biswas, Jullundur City.
22. National Council for Safety in Mines Sh. T. C. Jumde, Bhopal.
23. National Productivity Council for the term 1983-85 1. Sh. Ghan Shyam Das Gupta, Shamli
2. Sh. Kesho Bhai Thakkar, Baroda
24. National Safety Council Board of Governors Sh. O. P. Aghi, New Delhi
25. National Productivity Board for Cement Industry Sh. Ram Bhau Joshi, Indore
26. Industrial Committee on Engineering Industry 1. Sh. Ram Dev Prasad, Patna
2. Sh. R. L. Srivastava, Calcutta
27. National Productivity Board for Paper Pulp & Allied Industries Shri Suresh Sharma, Bhopal
28. National Productivity Board for Automobiles & Ancillaries. Sh. Virender Bhatnagar, Delhi

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| 29. National Productivity Board
for Machine Tools | Sh. Madan Lal Saini.
Jaipur |
| 30. National Productivity Board
for Industrial Machinery | Sh. Kesho Bhai Thakkar,
Baroda |
| 31. National Productivity Board
for Power Generation,
Transmission & Distribution
Equipment | Sh. H.N. Biswas, Jullun-
dur City |
| 32. Industrial Committee on
Cotton Textiles | Sh. Nam Deo Rao Ghadge
Bombay |
| 33. Coal Mines Labour Welfare
Fund Advisory Committee | Sh. Basant Kumar Rai,
Pathakhera (M.P.) |
| 34. Committee on Conventions | Sh. G. Prabhakar
Mangalore |
| 35. Advisory Council for Delhi
Transport Corporation. | Sh. RajKrishan Bhakt,
New Delhi. |
| 36. Central Standing Committee
on Rural Unorganised Labour | Sh. M. G. Dangre,
Buldhana |
| 37. General Council of National
Labour Institute | Sh. G.K. Athawale,
Nagpur. |

APPENDIX : X

Participation by B. M. S. Representatives in Various Seminars and Discussions

1. National Seminar on Minimum Wages, Hyderabad 22-10-81 to 24-10-81 Sh. Manhar P Mehta, Bombay.
Sh. G. Prabhakar, Mangalore.
2. National seminar on Plant Level Industrial Relations in Asia Calcutta 20-11-81 to 5-11-81 Shri Bajinath Rai, Hazinagar
3. National seminar on Plant Level Industrial Relations in Asia Madras 9-11-81 to 12-11-81 Sh. P. S. Govindrajan Madras.
Sh. P.N. Srinivasan, Madras
4. I. L. O. National Workshop Workers Educators for Rural Organisations of India Hyderabad 24-11-81 to 28-11-81. Sh. M.G. Dongre Buldhan
5. Committee to review the progress of the Implementation of the Recommendations of the 5th Conf. on Safety Mines. New Delhi 14-5-82 Sh. T.C. Jumbo, Bhopal
6. National Seminar on Workers Participation in Management New Delhi 22-12-81 Sh. N.C. Ganguli Calcutta.
7. Discussions on the General Industrial Relations situation in the Country, with the Union Ministry of Industry and Labour. New Delhi 13-10-82 Sh. Ram Naresh Singh Kanpur
Sh. O.P. Aghi New Delhi.

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| 8. A Dialogue between the leading Industrialists and Labour leaders in Southern Region at Southern Regional Conf. of All India Organisations of Employers | Bangalore
7-8-82, | Sh. S.B. Swethadri
Bangalore |
| 9. Northern Regional Conference on Industrial Relations by All India Organisation of Employers | Jaipur
6-11-82 | Sh. H.N. Biswas
Jullundur City, |
| 10 Implementation of Welfare Measures of Coal Miners; representations to One Man Enquiry Committee | New Delhi
20-11-82 | Shri B.S. Azad
Ukhra |
| 11. Labour Ministry's Meeting with Central Labour Organisation reg. the Finalisation of Workers Delegation on the 68th ILO Geneva Conference. | New Delhi
30-4-82 | Sh. Ram Naresh singh
Kanpur
Sh. G. Prabhakar
Mangalore |
| 12. Central Labour Organisations Joint Meeting with Director General, I.L.O. | New Delhi
291-82 | Sh. Raj Krishan Bhakt
New Delhi
Sh. G. D, Sohony.
New Delhi |
| 13. 8th Industrial Relations Conf. by Council of Indian Employers | New Delhi
13-2-82 | Sh. Ram Naresh Singh,
Kanpur |

14. Central Labour Orgs. New Delhi Sh. N.C. Ganguli
Discussions on rela- 8-2-82 Calcutta
ted issues with
Union Finance
Minister.
15. Committee to exa- New Delhi Sh. Rajkrishan Bhakt
mine the legal and 12-4-82 New Delhi
other difficulties
faced by Bank and
Financial Instituti-
ons in rehabilitaion
of sick Industrial
undertakings and
suggest remedial
measures including
changes in the Law
(Tiwari Committee)
16. Seminar on chan- New Delhi Shri Manhar P. Mehta
ges in Industrial 8th to Bombay
Relations Law by 10th July,82
National Labour
Law Associations
17. Amendment of New Delhi Sh Rajkrishan Bhakt
Payment of Grat- 24-7-82 New Delhi
uity Act. 1972,
Meeting by Union
Ministry of Labour
18. 16th Meeting of New Delhi Sh. Rajkrishan Bhakt
the Central Appre- 6th July,82 New Delhi
nticeship Council
(As observer)
19. Central Trade Uni- New Delhi Sh. O. P. Aghi
on Organisations 13-3-83 New Delhi
Meeting by the
Labour Ministry on
the eve of the visit
of Mr. Lagergen,
Chief of the Inter-
national Relations
Division of the
I.L.O.

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|---|--------------------------------------|---|
| 20. Eastern Regional Conference on Industrial Relations by All India Organisation of Employers | Calcutta
24-12-82 | Shri Ram Naresh Singh
Kanpur. |
| 21. National Research Based Seminar on Workers Participation in Management | Hyderabad
12.13,
March
1983 | Sh. S. Bhavnarayan
Hyderabad

Sh. T.S. Rama Rao
Hyderabad |
| 22. Meeting by the Labour Ministry for finalisation of Workers Delegations to the 69th I.L.O. Conference (Geneva) | New Delhi
19-4-83 | Shri Raj Krishan Bhakt
New Delhi |
| 23. ILO Danida South Asian Sub Regional Seminar on Trade Union Development. | Bangalore
2-13 May,
1983. | Sh. P. S. Putturaya
Bangalore |
| 24. Seminar on Domestic Enquiry theory and Practice by National Labour Association (As Faculty Member) | New Delhi
6-3-83. | Sh. H.N. Biswas
Jullundur City |
| 25. Meeting by Energy Minister inviting Suggestions for further improvement reg. safety in Coal Mines. | New Delhi
23-7-83 | Shri T. C. Jumde
Bhopal |

26. **Labour Leaders (Delhi State) Meeting by Regional Director National Productivity Council.** **New Delhi** 20-5-83 **Sh. Rajkumar Gupta Delhi**
Sh. Virender Bhatnagar Delhi
27. **Trade Unions (Amendment) Bill-1982, further processing of Meeting with Central Trade Union Organisations.** **New Delhi** 6-7-83 **Sh. H.N. Biswas Jullundur City**
Sh. Raj Krishan Bhakt New Delhi.

APPENDIX—XI

Visit to Foreign Countries by B.M.S. Activists & Visit of Foreign Dignitaries to B.M.S. CHQ

Date	Name of the Activist	Place of Visit	Purpose of the Visit
22-9-81 to 1-10-81	Sh. Ramlal (Faridabad)	Geneva	Second I.L. O. Tripartite Technical Meeting for the Printing & Allied Trades.
23-1-82 to 13-2-82	Sh. Ghanshyam Das Gupta Shamli	Japan	Multi-country Observational Study Mission on Labour Management Relations with their Impact on Productivity.
12-4-83 to 21-4-83	Sh. Pyara Lal Beri Mandi (H.P.)	Geneva	Tenth Session of the Building Civil Engineering & Public Works Committee of I.L.O
25-4-83 to 22-5-83	Sh. Ram Prakash Mishra Kanpur	U.S.A.	Unions Role in Community Services-A study Programme for Labour Leaders in America,
5-12-83 to 16-12-83	Sh. T.S. Rama Rao Hyderabad	Geneva	Third ILO Tripartite Technical Meeting for Hotels Restaurants & Allied Industries

Visits of foreign Dignitaries to B.M.S CHQ.

Date	Visiting Dignitaries	Whence	Purpose of the Visit
20-8-81	Seven Member delegation	Hongkong, Japan, Philippines & Pakistan	Development Workers Programme-81 organised by Asian Cultural Forum on Development.
19-11-82	Mr. Richard Ross Representative, Education Department of Trade Unions Congress, London.	U. K.	Research & Provision for Education among the working Class.
9-4-83	1 Mr Chenyu 2 Mr Chen Bolin 3 Mr Hue Biren	China, Members, All China Federation of Trade Unions,	For Mutual Understanding & establishment of close relationship
21-4-83	Mr. K. Duraiappah	I L O Regional Advisor for Rural workers Education	Rural Workers Education & Development in India,
17-5-83	Mr. Manuel A. Dia	I.L.O. Regional Advisor on Workers Education Bangkok	Industrial Workers Education.
26-7-83	Mr. JOS Vandecruys	Dy, Secretary General World Confederation of Labour (Brussels)	Mutual understanding.

APPENDIX—XII

Memorandum Submitted by BMS to Ministry of Labour for National Tripartite Labour conference, which was held on 17th & 18th Sept: 82

The BMS is happy to learn that the Govt. proposes to hold the National Tripartite Labour Conference. In fact, such a tripartite Conference is already over-due. Had it been convened earlier, number of industrial disputes could have been avoided. Though late, this is a step in the right direction.

It is difficult for us to give suggestions, because we do not know the Govt's mind. What purpose the Govt seeks to achieve through this conference is a relevant question about which we have no information. If the participants and the Govt are on different wave lengths, the Conference may turn out to be only an exercise in futility. Though technical and procedural matters have their own importance, nothing worthwhile can be achieved unless different participants are mentally attuned. It would be helpful if the Govt furnishes to all participants all relevant information about this aspect.

We feel that the Govt. is already aware of the problems that are agitating workers' minds. For the sake of convenience we enumerate here the main general demands:—

* Sale of all essential commodities such as foodgrains, edible oil, cloth, sugar etc. at subsidised prices through a network of shops in public distribution system under the control and supervision of popular committees by ensuring adequate and uninterrupted supply of these commodities
* Remunerative prices to the peasants and higher wages to agricultural workers
* Stringent measures against black marketers, hoarders, smugglers, speculators and officials protecting them
* Need based minimum wages on the basis of norms laid down by the 15th Indian Labour Conference
* Full neutralisation of the rise in cost of living : removal of ceiling of Rs. 1,30 per point rise in price index (1960 base) arbitrarily

fixed by the B P E Putting an end to the interference of BPE in different bilateral negotiations * Ban on retrenchment and closures, Introduction of unemployment allowance to the unemployed * Withdrawal of all victimisation measures against workers and T U, activists * Rectification of fraudulent cost of living indices * Recognition of T U s through secret ballot * Full guarantee of collective bargaining and TU rights without any discrimination * Repeal of National Security Act and Essential Services Maintenance Act * Enactment & implementation of legislation to guarantee a minimum living wage & job security for the agricultural workers * Ratification of I L O convention No 87—1948 on Freedom of Association & Protection of the right to organise * Ratification of ILO convention No 98—1948 regarding right to collective bargaining * Deletion of article 311 (2) (B) of the Constitution.

Apart from this general and immediate demands of the entire working class, the following suggestions made by the Bharatiya Mazdoor Sangh deserve special attention

1 Convening immediately a round table conference of all economic interests, with a view to evolve an integrated national economic policy on investment, employment, productivity, prices and incomes/wages.

2 Setting up of a National Commission on the patterns of Industrial Ownership to recommend appropriate patterns for different industries, taking into consideration their special characteristic and the total requirements of the national economy.

3. Constitution of an Expert Committee on the size, the location and technology of different industries.

4. Introduction of the principle of labourisation in suitable degrees in all industries. facilitating participation of workers in not only management but also the ownership of their respective industries.

5. Constitution of composite bargaining agencies in all industries on the basis of proportional representations through secret ballot.

6. Introduction of efficiency audit and early warning system in suitable industries, particularly, textiles and engineering.
7. Constitution of a tripartite committee to go through and recommend amendments to all labour laws.
8. Re-defining 'industry, as 'any activity in which there persists an employer-employee relationship.'
9. Organising 'Industrial' Families' as defined in the BMS National Charter of Demands in a few industries on experimental basis.
10. Special redressal machinery for the categories specified for this purpose in the BMS Chapter.
11. Re-drafting of Model Standing Orders in consultation with the representatives of workers. Separate appropriate Standing Orders for
 - (a) Small scale industry operated on family basis
 - (b) Sizeable cottage industry not being
 - (c) Establishments employing casual labour.
12. Revision of Central Civil Service Rules in keeping with the spirit of our Constitution.
13. Refraining from introduction of automation wherever workers are opposed to it.
14. Evolution of a methodology suited to Indian conditions for the purpose of assessing the magnitude of unemployment and under-employment.
15. Deletion of all restrictive clauses from all foreign collaboration agreements.
16. Complete abolition of contract labour system.
17. Evolution of uniform norms and standards regarding recruitment ; promotions, regularisation ; transfers ; increments;

allowances and amenities ; fringe benefits by way of provision of housing, health services and educational facilities ; retirement benefits ; holidays ; leave ; working conditions safety measures and occupational diseases ; provision for calamity and other welfare and social security measures.

18. Introduction of 40 Hours week.

Of course, we are aware that it is not practicable to include all these items in the agenda of the conference. Only a few more urgent problems can be taken up. Therefore, some order of priorities will have to be fixed. That too, depends mostly on the immediate objectives set by the Government before itself. We hope that in this respect the views of the Govt would broadly co-incide with those of the workers

Our own order of priorities we will let you know after consultations with other central labour organisations.

APPENDIX – XIII

STUDY CLASSES ORGANISED BY B.M.S /FEDERATIONS

S.No.	Name of Pradesh/ Federation	Place	Dates	No. attended
1.	Orissa	Cuttack	1983, Oct. 21-22	40
2.	Madhya Pradesh	Gwalior	83, Nov. 27-29	50
3.	Madhya Pradesh	Bhopal	83, Nov. 19-21	65
4.	Maharashtra	Panhala	83, Oct. 9-14	75
5.	Bihar	Dhanbad	83, Oct. 31, Nov. 2	222
6.	A B. Kendriya Sarvajanik Pratisthan Mazdoor Sangh	Raebareilly	83, Oct. 2-3	84
7.	A B. Gramin Bank Work- ers Organisation	Jaipur	83, Sept. 27-29	85
8.	Andhra Pradesh	Hyderabad	83, Aug. 14-17	223
9.	Gujarat	Vadodara	83, Aug. 13-15	60
10.	A. B. Kendriya Sarvajanik Pratisthan Mazdoor Sangh	Haridwar	83, Aug. 5	789
11.	Bharatiya Parivahan Mazdoor Mahasangh.	Nagpur	83, July 18-21	83
12.	Karnatak	Bangalore	83, July 9-12	40
13.	Maharashtra	Matheran	83, June 19-21	155
14.	A.B. Jute Mazdoor Sangh	Budge	83, June 14-15	81
15.	A.B. Khadan Mazdoor Sangh	Ukhada	83, June 8-9	253
16.	Haryana	Karnal	83, April 16-18	35
17.	Bihar	Muzaffarpur	83, April 9-10	57
18.	A.B. Khadan Mazdoor Sangh	Dhanbad	83, Jan. 29-30	108

19. Maharashtra	Karad	1983, Aug, 13—15	130
20. Karnatak	Mysore	83, Aug. 13—15	40
21. Tamilnadu	Madras	82, Dec. 9	110.
22. Madhya Pradesh	Raipur	83, Mar. 12—13	75
23. Madhya Pradesh	Indore	83, April 23—24	97
24. A.B. Khadan Mazdoor Sangh	Pathakhera	83, Feb. 16—17	85
25. A.B. Khadan Mazdoor Sangh	Chirimiri	83, Feb. 19—20	67
26. A.B. Vidyut Mazdoor Sangh	Pune	82, Sept. 20—26	83
27. Uttar Pradesh	Lucknow	82, Sept. 18—20	186
28. North Zone	Ludhiana	82, Oct. 2—3	163
29. Madhya Pradesh	Bhopal	82, Oct. 10—11	56
30. Vidarbha	Nagpur	82, Mar. 23—26	146
31. Bharatiya P&T Employees Federation	Jaipur	82, Feb. 10—12	220
32. N.O B W.	Nagpur	82, Mar 4--6	206
33. Gujrat	Somnath	82, April 16—18	91
34. Assam	Tinsukhia	83, Dec 3—4	33

APPENDIX XIV

Participation of Bharatiya Mazdoor Sangh in Different Courses Conducted by National Labour Institute New Delhi And the Indian Institute of Workers Education Bombay (After Calcutta Conf.)

Sl. No.	Name of the Course	Place/Date	No. of Participants.
	National Labour Institute New Delhi		
1.	7th Effective Leadership Development Programme for Rural Trade Union Workers/Organisers	New Delhi/ 7th to 12th June, 82	4
2.	Effective Leadership for Rural Trade Union Leaders Organisers Training Programme	New Delhi/ 18th to 23rd March, 83	4
3.	Eight Day Programme for Rural Trade Union Leaders Organisers	New Delhi 6th to 13th June, 83	5
	Indian Institute of Workers Education Bombay		
4.	One Week Training Programme for Workers of Govt. of India Presses	Bombay/ 18th to 23rd Feb., 81	6
5.	National Seminar on Challenges & Opportunities	Bombay/ 27th 28th March, 81	Sh. M.P. Mehta Bombay
6.	Two Week Training Programme on Economic Education for Trade Unionists	Bombay/ 20th April to 2 May, 81	8
7.	One Week Training Programme on Industrial Relations	Bombay/ 1st to 6th June, 81	81 6
8.	One Week Training Programme on Industrial Relations in Public Sector	Bombay/ 13th to 18th July, 81	81 10
9.	One Week Training Programme on Trade Union Finance Exclusive for B.M.S. Nominees	Bombay/ 24th to 29th August, 81	81 16
10.	Two Week Training Programme on Economic Education for Trade Unionists	Bombay/ 14th to 26th June, 82	7

8. One Week Training Programme on Methodology of Teaching in Workers Education for Labour Educators	Bombay/ 26th to 31st July, 82	2
9. One Week Training Programme on Productivity & Industrial Relations in Public Sector	Bombay/ 23rd to 28th August, 82	3
10. 2 Weeks Trade Union Course on Journalism	Bombay/ 13th to 25th Sept. 82	3
11. Two Weeks Training for Young Workers	Bombay/ 18th to 30th Oct, 82	8
12. Special Course for Women Trade Unionists	Bombay/ 22nd Nov.to4th Dec.82	5
13. ILO/GOI/CBWE Project on Population Education, National Workshops Ist Level Conferences		
1. Northern Zone at Delhi	3rd to 6th Nov., 82 Shri R.N. Singh (Varanasi)	
2. Eastern Zone at Calcutta	22nd to 25th November.82 Shri Ram Dev Prasad (Patna)	
3. Southern Zone at Bangalore	27th to 30th December, 82 Shri R. Venugopal (Cochin)	
<u>IInd Level Conferences</u>		
1. Northern Zone at Chandigarh	18th to 23rd April, 83 Shri Paramesh Kumar Dhiman. Simla (H.P.)	
2. Eastern Zone at Jamshedpur	9th to 14th may. 83 Sh. Ramjidas Sharma (Calcut	
3. Southern Zone at Madras	23rd to 28th May, 83 Shri A. Venkataram (Bangalo	
14. National Seminar on Productivity Through Participative Management	Bombay/ 26th & 27th December 83	Sh. R.K. Bhak New Delhi
15. Two Week Training Programme for young workers	Bombay/ 17th to 29th Oct. 83	

