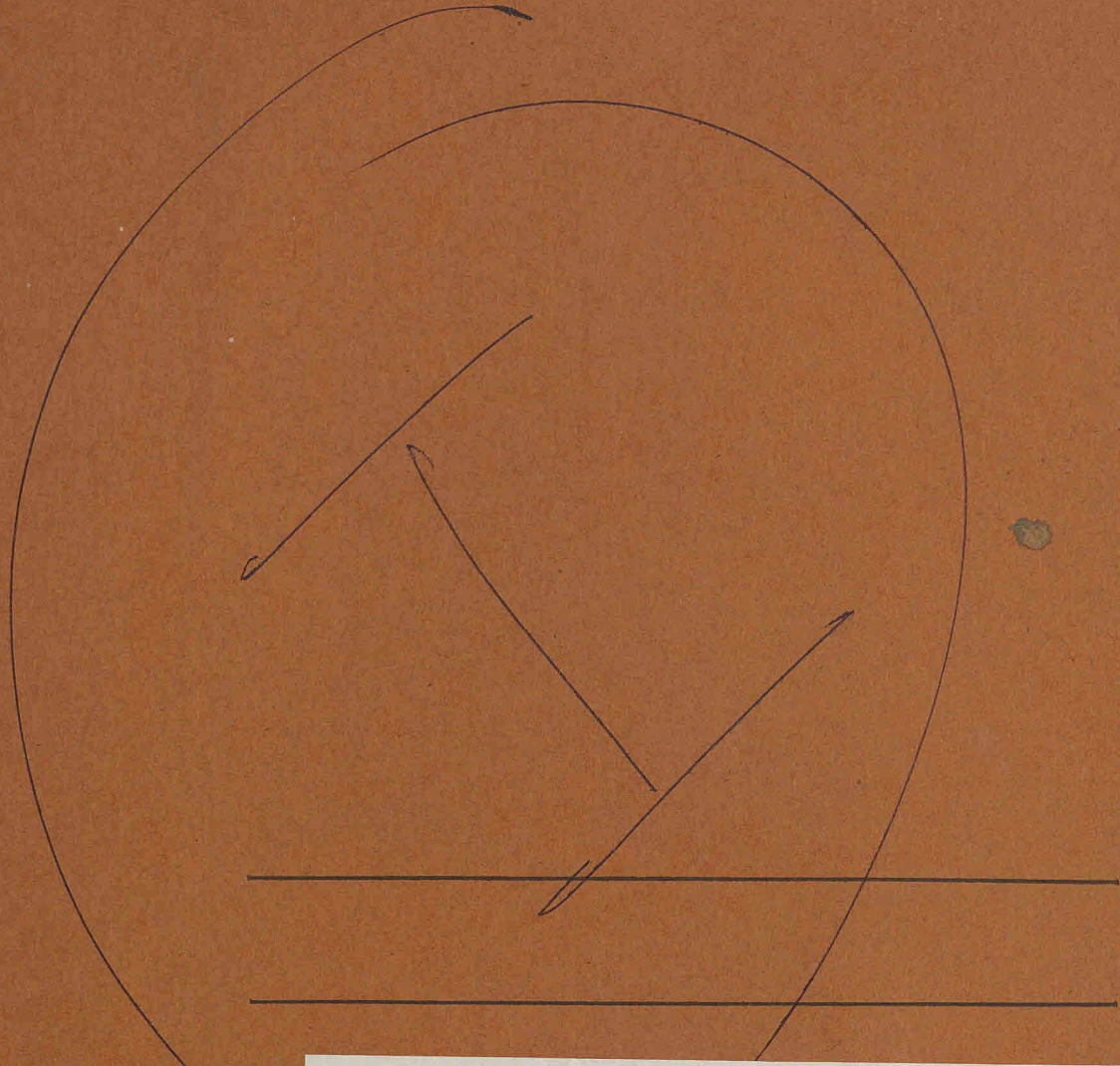


File No. 3



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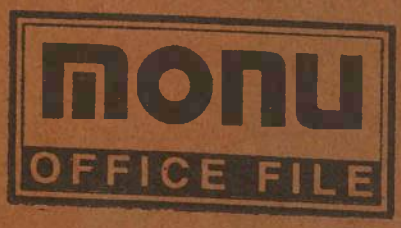
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*Constitution
of the AITUC*

*As Amended by the 26th Session of the
All-India Trade Union Congress,
Coimbatore, January 1961*



**CONSTITUTION
OF THE ALL-INDIA
TRADE UNION CONGRESS**

As Amended By
The Twenty-Sixth Session Of The AITUC
(Coimbatore 1961)

1961
ALL-INDIA TRADE UNION CONGRESS
NEW DELHI

July 1961

CONSTITUTION
OF THE ALL-INDIA
TRADE UNION CONGRESS

Price : 25 nP.

The Twenty-sixth Session of the AITUC
(Calcutta 1961)

1961

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CONSTITUTION OF THE ALL-INDIA TRADE UNION CONGRESS

NAME

1. The name of the organisation shall be the All-India Trade Union Congress (to be designated in abbreviated form as the AITUC).

AIMS AND OBJECTS

2. The objects of the AITUC shall be :

- (a) To establish a Socialist State in India;
- (b) To socialise and nationalise the means of production, distribution and exchange as far as possible;
- (c) To ameliorate the economic and social conditions of the working class;
- (d) To watch, promote, safeguard and further the interests, rights and privileges of the workers in all matters relating to their employment;
- (e) To secure and maintain for the workers :
 - (i) The freedom of speech;
 - (ii) The freedom of press;
 - (iii) The freedom of association;
 - (iv) The freedom of assembly;
 - (v) The right to strike; and
 - (vi) The right to work or maintenance.
- (f) To co-ordinate the activities of the trade unions affiliated to the AITUC; and

- (g) To abolish political or economic advantage based on caste, creed, community, race or religion.

3. The AITUC shall endeavour to further the aforesaid objects by all legitimate, peaceful and democratic methods such as legislation, education, propaganda, mass meetings, negotiations, demonstrations and, in the last resort, by strikes and similar other methods, as the AITUC may, from time to time, decide.

DEMANDS

4. The demands of the AITUC shall be :

- (a) A statutory enactment providing for a six-hour working day;
- (b) Minimum living wage;
- (c) Weekly payment of wages;
- (d) Equal wages for equal work, without racial or sex discrimination;
- (e) One month's leave with full pay, or an equivalent amount of compensation when leave is not granted;
- (f) Unemployment, sickness, old age, accident and maternity insurance;
- (g) Pensions for widowed mothers and dependent children;
- (h) Proper housing;
- (i) Formation, through trade unions, of workers' committees in factories, workshops, business houses and all other places where collective work is performed, with a view to control conditions of work inside these places;
- (j) Abolition of the employment of children under 15 years of age;
- (k) Payment of wages to women workers six weeks before and six weeks after child-births;
- (l) Abolition of all other systems of recruiting labour, except through trade unions;

- (m) Abolition of fines and debts; and
- (n) Effective control of the subscribers over the Provident Funds.

AFFILIATION OF UNIONS

5. (a) The AITUC may affiliate to itself any *bona fide* trade union which satisfies the following conditions :

- (i) The trade union seeking affiliation shall make an application according to the form.
 - (ii) It shall pay an annual contribution and special levies, as provided in these rules.
 - (iii) It shall send a copy of its rules and regulations, a list of its office-bearers, a copy of the statement of accounts for the official year, giving an average paying membership for the period, duly audited by a qualified auditor and such other information or materials as the General Secretary of the AITUC may require.
 - (iv) The application for affiliation shall be forwarded through the State Committee, wherever such a Committee exists, to the General Secretary of the AITUC, with remarks, if any, made by the State Committee regarding the eligibility of the union for affiliation, under the Rules of the AITUC. Such applications shall be forwarded by the State Committee to the General Secretary within a period of two months.
 - (v) The minimum fee which a union desiring affiliation to the AITUC shall charge to its members shall not be less than three rupees per year, to be collected either monthly, quarterly, half-yearly or yearly.
- (b) The Working Committee of the AITUC shall have the authority of accepting or rejecting any application for affiliation from a trade union, provided, however, that in case of the acceptance or rejection of any such application by the Working Committee, it will be open to the General Council, or to the General Body of the AITUC to confirm or set aside such a decision.

- (c) The General Council shall have power to disaffiliate any union, which is proved to have been guilty of breaches of this Constitution, provided that it will be open to the General Session to affirm or set aside that decision.

AFFILIATION FEES

6. Each affiliated union shall pay to the AITUC :

- (a) An annual contribution at the rate of ten naye paise per member, subject to a minimum of Rs. 20;
- (b) Such other levy as may be fixed by a majority of not less than two-thirds of the members of the General Council.

(Note : Accounts of the AITUC shall be maintained in accordance with the financial year beginning from April 1 and ending with March 31.)

7. (a) The annual contribution shall be paid by the 30th June each year. The special contribution or levy shall become payable as and when fixed in each case. Non-payment of any contribution or levy that has become due shall disqualify the defaulting union from voting at or participating in the meetings of the AITUC, or any of its constituent bodies, until the payment is made; the disqualification shall also apply to the voting on the circulars that may be issued by the Secretariat, till the fees are paid; provided that the Working Committee may, in special cases for reasons to be recorded, remit the disqualifications.

(b) A union, when disqualified for non-payment of contributions or levies may be reaffiliated on payment of the arrears and the current fees.

(c) In case a union is disqualified, within the meaning of clause (a), for a period of not less than twelve months, the General Secretary may issue a notice to the union concerned to make good within three months, all the dues at the date of the notice. In case, the union fails to pay all such arrears, demanded within the time given, it shall be liable for disqualification.

COMPOSITION OF THE AITUC

8. The AITUC shall consist of :

- (i) The affiliated unions;
- (ii) The delegates assembled at the General or Special Session;
- (iii) The General Council including the Office-bearers;
- (iv) The Working Committee of the General Council;
- (v) The State Bodies.

GENERAL COUNCIL

9. (a) The General Council shall consist of :

- (i) A President;
 - (ii) Seven Vice-Presidents;
 - (iii) A General Secretary;
 - (iv) A Treasurer;
 - (v) Not more than five Secretaries; and
 - (vi) Other members elected by the General Session of the AITUC on the basis of the total affiliated membership of unions in each State on the following scale :
 - One representative for every 5,000 members or part thereof up to a membership of 50,000;
 - One representative for every additional 10,000 members;
 - One representative each from the Trade Federations or groups that may be formed by the General Council.
- (b) Delegates alone shall be eligible for election to the General Council. Election of members of the General Council shall be made during the General Session of the AITUC, by the delegates present at the session.

- (c) Casual vacancies shall be filled at a meeting of the General Council from the State where vacancies have occurred.

10. The Councils of State Committees shall have the right to substitute members of the General Council from the State as elected under clause 9 (a) (vi).

11. The representatives elected by the AITUC on the General Council, in the manner prescribed in these rules, shall co-opt members on the Council, not necessarily connected with any trade union organisation but who have taken part in the trade union movement and whose presence on the Council may be considered essential in the interest of the movement. The number of such co-opted members shall not be more than one-sixth of the total number of representatives of the affiliated organisations.

WORKING COMMITTEE

12. There shall be a Working Committee of the General Council consisting of :

- (a) All office-bearers of the AITUC as ex-officio members;
- (b) Thirty-five members elected by the General Council by a system of cumulative voting.

AITUC SESSIONS

13. (a) The AITUC shall meet once every two years;
- (b) The General Council shall meet at least once a year;
- (c) The Working Committee shall meet at least twice a year.

14. The Working Committee shall have the power to call a special session of the AITUC. On a requisition from the unions representing one-fourth of the total strength of the AITUC, the General Secretary shall, in consultation with the President, call a Special Session of the AITUC within six weeks of the receipt of the requisition, for the purpose of transacting the definite business mentioned in the requisition.

NOTICE FOR MEETINGS

15. (a) Notice of the time and place of meeting of the Working Committee, General Council and General and Special Sessions of the AITUC, shall be given by the General Secretary.

(b) For the meeting of the Working Committee, at least 15 days' notice shall be given; for the meeting of the General Council and the General Session of the AITUC, at least a fortnight's and a month's notice respectively shall be given.

(c) Emergency meeting of the Working Committee can be called by giving a notice of seven days.

ELECTION OF DELEGATES

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

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

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

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

(d) Delegate's card will be issued on production of a certificate of election by the Secretary of the union concerned and on payment of a delegation fee of Rs. 2.00 per delegate.

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

- (f) Office-bearers or members of the Working Committee or General Council who are working in the Central Office of the AITUC will be *ex officio* delegates to the General or Special Sessions of the AITUC with full rights to speak and vote. The Working Committee will determine the number and names of such delegates for every session.
- (g) Propositions for the agenda of the General Session of the AITUC must be signed by the President or the Secretary of the union sending them, and must reach the General Secretary of the AITUC, at least two weeks before the time fixed for the meeting of the AITUC.
- (h) A trade union shall not be allowed to send more than five resolutions but in order that important labour questions may not be omitted from discussion at the Session, the General Council is empowered to place important propositions on the agenda.
- (i) At the meeting of the AITUC, the official business shall have priority over other business.

17. On a motion being put to the Session of the AITUC, the President shall declare the result on a show of hands. But if any delegate demands a division, the voting shall be by unions, and each union is then entitled to as many votes as the number of delegates it is entitled to send as per rule 16 above. On a poll, the voting shall be by means of a card.

QUESTIONS FOR DECISION

17-A. Questions coming for decision before the Working Committee, the General Council and the Session of the AITUC, shall be decided by a majority of votes, provided, however, that questions of political nature, and those relating to strikes to be declared by the AITUC, and the affiliation of the AITUC to any international organisation shall be decided by a three-fourths majority.

RECEPTION COMMITTEE

18. (a) The State Committee for the place where the Session is to be held, will form a Reception Committee for the purpose.

In places where a State Committee is not functioning, a committee appointed by affiliated unions of the place shall be the Reception Committee.

- (b) The Reception Committee shall have power to collect funds for the expenses of the AITUC Session. After meeting the expenses of the Session, if there be any surplus, the same shall belong to State or local trade union organisation of the place, where the Session is held.

QUORUM

19. The quorum at the sessions of the AITUC and at the meetings of the General Council and the Working Committee shall be one-third of the delegates or members of the respective bodies.

TIME OF THE SESSION

20. The General Session of the AITUC shall be ordinarily held in December.

POWERS OF GENERAL COUNCIL AND WORKING COMMITTEE

21. (a) The General Council shall have the authority to take all proper steps to carry out the work of the AITUC in accordance with the Constitution;

(b) The Working Committee shall have the authority :

(i) To take all proper steps for carrying out the resolutions passed at the previous Sessions of the AITUC;

(ii) To deal with any emergency that may arise affecting the interests of the working class; and

(iii) Generally to advance and further the aims and objects of the AITUC.

GENERAL SECRETARY'S REPORT

22. The General Secretary shall present to the General Session, a report of the work done by the Working Committee and

the General Council and an audited statement of accounts and balance sheet, duly certified by auditors.

ELECTION OF OFFICE-BEARERS

23. Office-bearers shall be elected by the biennial General Session, after having received nominations duly proposed and recommended by one or more delegates. Nominees must be persons, who are either delegates at the session, or are retiring office-bearers.

PRESIDENT OF SESSIONS

24. The outgoing President shall preside at the General Session, and any Special Session that may be held during his term of office.

ELECTION OF DELEGATES TO INTERNATIONAL AND OTHER CONFERENCES

25. Delegates and advisers to the meetings of the World Federation of Trade Unions and other international and national Conferences and meetings shall be ordinarily elected at meetings of the General Council or the Working Committee, whichever is being in session. In case of emergency, and when either the General Council or the Working Committee cannot be convened, decisions may be taken by circular to the members of the Working Committee.

INTERNATIONAL AFFILIATION

26. The AITUC may be affiliated to such international bodies as have same or similar object and methods.

POLITICAL COMMITTEE

27. The Working Committee may appoint, from among its members, a Political Committee consisting of seven members. The Committee shall endeavour :

- (i) To encourage the affiliated unions to build up their political funds;

- (ii) To organise, in consultation with the General Council, elections to the local bodies and the legislatures;
- (iii) To keep a watch over the taxation proposals of the Central and State Governments and over the development of labour legislation in India, from the point of view of the working class;
- (iv) To initiate legislation in the interests of the working class; and
- (v) To do such other political propaganda in consultation with the Working Committee, as may not be inconsistent with this Constitution.

FINANCES

28. The funds of the AITUC shall be kept in a bank and the Working Committee shall have the power to nominate such persons from among the office-bearers of the AITUC who may be authorised to open and operate such bank accounts.

BYE-LAWS

29. The General Council shall have power to make bye-laws, not inconsistent with this Constitution, and in particular on questions relating to :

- (a) the election of delegates,
- (b) the submission of returns, and
- (c) the affiliation fees.

STATE COMMITTEES

30. (a) Affiliated unions in every State/Union Territory shall form a State Committee of the AITUC. Every union in the State/Union Territory affiliated to the AITUC shall automatically form a part of the State Committee, and a union which has not secured affiliation to the AITUC cannot become a member of the State Committee. The State Committee and the individual unions shall have power to manage their

affairs according to their own rules, subject to the provisions of this Constitution.

Where a State consists of two or more linguistic units, separate State Trade Union Committees may be permitted to be formed by the General Council.

- (b) Out of the collection of affiliation fees from unions, the State Committees shall be paid at the rate of five naye paise per member per year where the amount paid by union is over Rs. 20; where union pays the minimum fee of Rs. 20, an amount of Rs. 7.50 shall be payable to State Committees.
- (c) State Committees shall have the right to fix levy on affiliated unions in the State, as may be decided by a majority of not less than three-fourths of the members of the General Council of the State Committee.
- (d) The State Committee may enrol as associate member, any union which has not secured affiliation to the AITUC but which proposes to observe the constitution of the AITUC, except sub-rule (a) (iv) of Rule 5. The associate unions will have no power of voting at the meeting of State Committees nor will they be entitled to have any privileges of affiliated unions under the constitution of the AITUC.

AMENDMENT

31. It shall be open to the AITUC session on the report of the General Council to make any additions or changes in this Constitution by a three-fourth majority.

BYE-LAWS OF THE CONSTITUTION UNDER SECTION 29 :

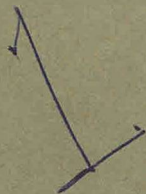
(1) Election of Delegates: Delegates to the session of the AITUC shall be elected in a meeting of the Executive Committee or some duly authorised committee or the General Body of the union. A Delegates' Form should be issued by the General Secretary, AITUC, to each union in which the names of the

delegates and the other details required, shall be entered. The General Secretary, AITUC, shall register only those persons as delegates, whose names are sent to him duly entered in the form.

(2) Submission of Returns : Every affiliated union shall send to the General Secretary, every year, such information or material as the General Secretary may require. The General Secretary, should issue a form in the month of April every year. The information must reach the office of the AITUC by the end of August. A report of the information received may be presented to the General Council at its next meeting held after October.



CONSTITUTION OF THE ALL-INDIA TRADE UNION CONGRESS



1971
ALL-INDIA TRADE UNION CONGRESS
NEW DELHI

CONSTITUTION
OF THE ALL-INDIA
TRADE UNION CONGRESS

As Amended By
The 26th Session Of The AITUC
(Coimbatore 1961)
And 28th Session Of The AITUC
(Guntur 1970)

- 1971

ALL-INDIA TRADE UNION CONGRESS
NEW DELHI

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CONSTITUTION OF THE ALL-INDIA TRADE UNION CONGRESS

NAME

1. The name of the organisation shall be the All-India Trade Union Congress (to be designated in abbreviated form as the AITUC).

AIMS AND OBJECTS

2. The objects of the AITUC shall be:

- (a) To establish a socialist state in India;
- (b) To socialise and nationalise the means of production, distribution and exchange as far as possible;

- (c) To ameliorate the economic and social conditions of the working class;
- (d) To watch, promote, safeguard and further the interests, rights and privileges of the workers in all matters relating to their employment;
- (e) To secure and maintain for the workers :
 - (i) The freedom of speech;
 - (ii) The freedom of press;
 - (iii) The freedom of association;
 - (iv) The freedom of assembly;
 - (v) The right to strike; and
 - (vi) The right to work or maintenance.
- (f) To co-ordinate the activities of

the trade unions affiliated to the AITUC; and

- (g) To abolish political or economic advantage based on caste, creed, community, race or religion.

3. The AITUC shall endeavour to further the aforesaid objects by all legitimate, peaceful and democratic methods such as legislation, education, propaganda, mass meetings, negotiations, demonstrations and, in the last resort, by strikes and similar other methods, as the AITUC may, from time to time, decide.

DEMANDS

4. The demands of the AITUC shall be:

- (a) A statutory enactment providing for a six-hour working day;

- (b) Minimum living wage;
- (c) Weekly payment of wages;
- (d) Equal wages for equal work, without racial or sex discrimination;
- (e) One month's leave with full pay, or an equivalent amount of compensation when leave is not granted;
- (f) Unemployment, sickness, old age, accident and maternity insurance;
- (g) Pensions for widowed mothers and dependent children;
- (h) Proper housing;
- (i) Formation, through trade unions, of workers' committees in factories, workshops, business houses and all other places where collective work is performed, with a

view to control conditions of work inside these places;

- (j) Abolition of the employment of children under 15 years of age;
- (k) Payment of wages to women workers six weeks before and six weeks after child-births;
- (l) Abolition of all other systems of recruiting labour, except through trade unions;
- (m) Abolition of fines and debts; and
- (n) Effective control of the subscribers over the Provident Funds.

AFFILIATION OF UNIONS

5. (a) The AITUC may affiliate to itself any *bona fide* trade union which satisfies the following conditions:

- (i) The trade union seeking affilia-

tion shall make an application according to the form.

- (ii) It shall pay an annual contribution and special levies, as provided in these rules.
- (iii) It shall send a copy of its rules and regulations, a list of its office-bearers, a copy of the statement of accounts for the official year, giving an average paying membership for the period, duly audited as per the provisions of the Trade Unions Act; and such other information or materials as the general secretary of the AITUC may require.
- (iv) The application for affiliation shall be forwarded through the state committee, wherever such a committee exists, to the gene-

ral secretary of the AITUC, with remarks, if any, made by the state committee regarding the eligibility of the union for affiliation, under the Rules of the AITUC. Such applications shall be forwarded by the state committee to the general secretary within a period of two months.

- (v) The minimum fee which a union desiring affiliation to the AITUC shall charge to its members shall not be less than three rupees per year, to be collected either monthly, quarterly, half-yearly or yearly.
- (b) The working committee of the AITUC shall have the authority of accepting or rejecting any application for affiliation from a trade union, provided, however,

that in case of the acceptance or rejection of any such application by the working committee, it will be open to the general council, or to the general body of the AITUC to confirm or set aside such a decision.

- (c) The general council shall have power to disaffiliate any union, which is proved to have been guilty of breaches of this constitution, provided that it will be open to the general session to affirm or set aside that decision.
- (d) *Agricultural Workers' Unions:*
 - (i) The working committee/general council of the AITUC may affiliate a union/federation of agricultural workers on an application made by it in the form specified.

(ii) Such a union/federation shall be governed by the constitution and will have all rights and obligations of an affiliated union subject to the following provisos:

1. The minimum fee chargeable from its members prescribed in clause 5(v) of this constitution shall not be applicable.
2. The affiliation fee payable to the AITUC shall be at the rate of 10 paise for every five members. 50% of this fee will be paid to the respective state committees;
3. A union affiliated under this clause shall be entitled to send delegates to any session on the following basis: and its membership will be accounted for the relevant state's entitlement

under article 9(vi) for the general council on a pro-rata basis: One delegate for every 5,000 members. Any fraction over the last batch of 5,000 members shall be entitled to one additional delegate if it is in excess of 2,500 members.

AFFILIATION FEES

6. Each affiliated union shall pay to the AITUC:

- (a) An annual contribution at the rate of ten paise per member, subject to a minimum of Rs. 20.
- (b) Such other levy as may be fixed by a majority of not less than two-thirds of the members of the general council.

(*Note*: Accounts of the AITUC shall be maintained in accordance with the

financial year beginning from January 1 and ending with December 31).

7. (a) The annual contribution shall be paid by the 30th June each year. The special contribution or levy shall become payable as and when fixed in each case. Non-payment of any contribution or levy that has become due shall disqualify the defaulting union from voting at or participating in the meetings of the AITUC, or any of its constituent bodies, until the payment is made; the disqualification shall also apply to the voting on the circulars that may be issued by the secretariat, till the fees are paid; provided that the working committee may, in special cases for reasons to be recorded, remit the disqualifications.

(b) A union, when disqualified for non-payment of contributions or

levies may be reaffiliated on payment of the arrears and the current fees.

- (c) In case a union is disqualified, within the meaning of clause (a), for a period of not less than twelve months, the general secretary may issue a notice to the union concerned to make good within three months, all the dues at the date of the notice. In case, the union fails to pay all such arrears, demanded within the time given, it shall be liable for disqualification.

COMPOSITION OF THE AITUC

8. The AITUC shall consist of:

- (i) The affiliated unions;
- (ii) The delegates assembled at the general or special session;

- (iii) The general council including the office-bearers;
- (iv) The working committee of the general council;
- (v) The state bodies.

GENERAL COUNCIL

9. (a) The general council shall consist of:

- (i) A president;
- (ii) Seven vice-presidents;
- (iii) A general secretary;
- (iv) A treasurer;
- (v) Not more than five secretaries;
and
- (vi) Other members elected by the general session of the AITUC on the basis of the total affiliated membership of unions in each state on the following scale:

- One representative for every 5,000 members or part thereof up to a membership of 50,000;
- One representative for every additional 10,000 members;
- One representative each from the trade federations or groups that may be formed by the general council.

- (b) Delegates alone shall be eligible for election to the general council. Election of members of the general council shall be made during the general session of the AITUC, by the delegates present at the session.
- (c) Vacancies shall be filled or changes made in the personnel of the general council from the state where vacancies have occurred,

at a meeting of the general council.

10. The councils of state committees shall have the right to substitute members of the general council from the state as elected under clause 9(a)(vi).

11. The representatives elected by the AITUC on the general council, in the manner prescribed in these rules, shall co-opt members on the council, not necessarily connected with any trade union as such but who have taken part in the trade union movement and whose presence on the council may be considered essential in the interest of the movement. The number of such co-opted members may not be more than one-sixth of the total number of representatives of the affiliated organisations.

WORKING COMMITTEE

12. There shall be a working committee of the general council consisting of:

- (a) All office-bearers of the AITUC as ex-officio members;
- (b) Thirty-five members elected by the general council by a system of cumulative voting.

AITUC SESSIONS

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the total strength of the AITUC, the general secretary shall, in consultation with the president, call a special session of the AITUC within six weeks of the receipt of the requisition, for the purpose of transacting the definite business mentioned in the requisition.

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15. (a) Notice of the time and place of meeting of the working committee, general council and general and special sessions of the AITUC, shall be given by the general secretary.

(b) For the meeting of the working committee, at least 15 days' notice shall be given; for the meeting of the general council and the general session of the AITUC, at least a fortnight's and a month's notice respectively shall be given.

- (c) Emergency meeting of the working committee can be called by giving a notice of seven days.

ELECTION OF DELEGATES

16. (a) For the general or the special session of the AITUC, the affiliated unions shall be entitled to elect delegates on the following basis:

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

- (b) To ascertain the number of delegates which an affiliated union is entitled to send to the AITUC, the basis shall be the number of

paying members existing on the register of the union, as disclosed in the balance sheet of the union, for the year prior to the session of the AITUC, duly certified by the auditor.

- (c) An affiliated union shall furnish to the general secretary the names and addresses of the delegates two weeks before the date fixed for the session of the AITUC.
- (d) Delegate's cards will be issued on production of a certificate of election by the secretary of the union concerned and on payment of a delegation fee of Rs. 2.00 per delegate.
- (e) No person who is neither an office-bearer of the affiliated union, nor a member of the affi-

liated union shall be entitled to be elected as a delegate of the AITUC.

- (f) Office-bearers or members of the working committee or general council who are working in the central office of the AITUC will be *ex officio* delegates to the general or special sessions of the AITUC with full rights to speak and vote. The working committee will determine the number and names of such delegates for every session.
- (g) Propositions for the agenda of the general session of the AITUC must be signed by the president or the secretary of the union sending them, and must reach the general secretary of the AITUC, at least two weeks be-

fore the time fixed for the meeting of the AITUC.

(h) A trade union shall not be allowed to send more than five resolutions but in order that important labour questions may not be omitted from discussion at the session, the general council is empowered to place important propositions on the agenda.

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

17. On a motion being put to the session of the AITUC, the president shall declare the result on a show of hands. But if any delegate demands a division, the voting shall be by unions, and each union is then entitled to as many votes as the number of delegates it is entitled to send as per rule 16

above. On a poll, the voting shall be by means of a card.

QUESTIONS FOR DECISION

17-A. Questions coming for decision before the working committee, the general council and the session of the AITUC, shall be decided by a majority of votes, provided, however, that questions of political nature, and those relating to strikes to be declared by the AITUC, and the affiliation of the AITUC to any international organisation shall be decided by a three-fourths majority.

RECEPTION COMMITTEE

18. (a) The state committee for the place where the session is to be held, will form a reception committee for the purpose. In places where a state committee is not functioning, a committee

appointed by affiliated unions of the place shall be the reception committee.

- (b) The reception committee shall have power to collect funds for the expenses of the AITUC session. After meeting the expenses of the session, if there be any surplus, the same shall belong to state or local trade union organisation of the place, where the session is held.

QUORUM

19. The quorum at the sessions of the AITUC and at the meetings of the general council and the working committee shall be one-third of the delegates or members of the respective bodies.

TIME OF THE SESSION

20. The general session of the

AITUC shall ordinarily be held in December.

POWERS OF GENERAL COUNCIL AND
WORKING COMMITTEE

21. (a) The general council shall have the authority to take all proper steps to carry out the work of the AITUC in accordance with the constitution;

(b) The working committee shall have the authority:

- (i) To take all proper steps for carrying out the resolutions passed at the previous sessions of the AITUC;
- (ii) To deal with any emergency that may arise affecting the interests of the working class; and
- (iii) Generally to advance and fur-

ther the aims and objects of the AITUC.

GENERAL SECRETARY'S REPORT

22. The general secretary shall present to the general session, a report of the work done by the working committee and the general council and an audited statement of accounts and balance sheet, duly certified by auditors.

ELECTION OF OFFICE-BEARERS

23. Office-bearers shall be elected by simple majority by the general council of the AITUC at its meeting immediately following its election and before the session concludes;

The general council shall be entitled to fill any vacancy or make any other changes among the office-bearers arising due to any reason.

PRESIDENT OF SESSIONS

24. The outgoing president shall preside at the general session, and any special session that may be held during his term of office.

ELECTION OF DELEGATES TO INTERNATIONAL AND OTHER CONFERENCES

25. Delegates and advisers to the meetings of the World Federation of Trade Unions and other international and national conferences and meetings shall be ordinarily elected at meetings of the general council or the working committee, whichever is being in session. In case of emergency, and when either the general council or the working committee cannot be convened, decisions may be taken by circular to the members of the working committee.

INTERNATIONAL AFFILIATION

26. The AITUC may be affiliated to such international bodies as have same or similar object and methods.

POLITICAL COMMITTEE

27. The working committee may appoint, from among its members, a political committee consisting of seven members. The committee shall endeavour :

- (i) To encourage the affiliated unions to build up their political funds;
- (ii) To organise, in consultation with the general council, elections to the local bodies and the legislatures;
- (iii) To keep a watch over the taxation proposals of the central and state governments and over

the development of labour legislation in India, from the point of view of the working class;

- (iv) To initiate legislation in the interests of the working class; and
- (v) To do such other political propaganda in consultation with the working committee, as may not be inconsistent with this constitution.

FINANCES

28. The funds of the AITUC shall be kept in a bank and the working committee shall have the power to nominate such persons from among the office-bearers of the AITUC who may be authorised to open and operate such bank accounts.

BYE-LAWS

29. The general council shall have

power to make bye-laws, not inconsistent with this constitution, and in particular on questions relating to:

- (a) the election of delegates,
- (b) the submission of returns, and
- (c) the affiliation fees.

STATE COMMITTEES

30. (a) Affiliated unions in every state/union territory shall form a state committee of the AITUC. Every union in the state/union territory affiliated to the AITUC shall automatically form a part of the state committee, and a union which has not secured affiliation to the AITUC cannot become a member of the state committee. The state committee and the individual unions shall have power to manage their affairs according to their own rules, subject to the provisions of this constitution.

Where a state consists of two or more linguistic units, separate state trade union committees may be permitted to be formed by the general council.

- (b) Out of the collection of affiliation fees from unions, the state committees shall be paid at the rate of five paise per member per year where the amount paid by union is over Rs. 20; where the union pays the minimum fee of Rs. 20, an amount of Rs. 7.50 shall be payable to state committees.
- (c) State committees shall have the right to fix levy on affiliated unions in the state, as may be decided by a majority of not less than three-fourths of the members of the general council of the state committee.

- (d) The state committee may enrol as associate member, any union which has not secured affiliation to the AITUC but which proposes to observe the constitution of the AITUC, except sub-rule (a)(iv) of Rule 5. The associate unions will have no power of voting at the meeting of state committees nor will they be entitled to have any privileges of affiliated unions under the constitution of the AITUC.

AMENDMENT

31. It shall be open to the AITUC session on the report of the general council to make any additions or changes in this constitution by a three-fourth majority.

BYE-LAWS OF THE CONSTITUTION
UNDER SECTION 29

(1) Election of delegates: Delegates to the session of the AITUC shall be elected in a meeting of the executive committee or some duly authorised committee or the general body of the union. A delegates' form should be issued by the general secretary, AITUC, to each union in which the names of the delegates and the other details required, shall be entered. The general secretary, AITUC, shall register only those persons as delegates, whose names are sent to him duly entered in the form.

(2) Submission of returns: Every affiliated union shall send to the general secretary, every year, such information or material as the general secretary may require. The general secretary, should

issue a form in the month of April every year. The information must reach the office of the AITUC by the end of August. A report of the information received may be presented to the general council at its next meeting held after October.

CONSTITUTION
OF THE
ALL INDIA TRADE UNION
CONGRESS

(REGD. NO. 1852 DATED 12 SEPTEMBER 1973)

(As amended upto 1994⁷, at the 36th Session of the AITUC, held at ~~Patna~~ Amritsar)

AITUC PUBLICATION

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Road, New Delhi - 110055, and published for AITUC, 24
Canning Lane, New Delhi-110001.**

**CONSTITUTION
OF THE
ALL INDIAN TRADE UNION CONGRESS**

Registered under the Trade Unions Act 1926

(Registered No. 1852 Dated 12 Sep. 1973)

1. The name of the organisation shall be the All India Trade Union Congress (to be designed in abbreviated form as the AITUC).

AIMS AND OBJECTS

2. The objects of the AITUC shall be :
- (a) To establish a socialist state in India;
 - (b) To socialise and nationalise the means of production, distribution and exchange as far as possible;
 - (c) To ameliorate the economic and social conditions of the working class;
 - (d) To watch, promote, safeguard and further the interests, rights and privileges of the workers in all matters relating to their employment;
 - (e) To secure and maintain for the workers:
 - (i) The freedom of speech;
 - (ii) The freedom of press;
 - (iii) The freedom of association;
 - (iv) The freedom of assembly;
 - (v) The right of strike; and
 - (vi) The right to work or maintenance.
 - (f) To co-ordinate the activities of the trade unions affiliated to the AITUC;
 - (g) To abolish political or economic advantage based on caste, creed, community, race or religion; to fight against all forms of social oppression and injustice;
 - (h) To fight against all forms of atrocities against women and harassment at place of work.
3. The AITUC shall endeavour to further the aforesaid objects by all legitimate, peaceful and democratic methods such

as legislations and, in the last resort, by strikes and similar other methods, as the AITUC may, from time to time, decide.

DEMANDS

4. The demands of the AITUC shall be:
- (a) A statutory enactment providing for a six-hour working day;
 - (b) Minimum living wage;
 - (c) Right to work as a fundamental right;
 - (d) Equal wages for equal work, without racial or sex discrimination;
 - (e) One month's leave with full pay, or an equivalent amount as compensation when leave is not granted;
 - (f) Unemployment, sickness, old age, accident and maternity, insurance, comprehensive social security scheme to be introduced;
 - (g) Pensions for widowed mothers, unmarried mothers and dependent children;
 - (h) Proper housing;
 - (i) Formation, through trade unions, of workers' committees in factories, workshops, business houses and all other places where collective work is performed, with a view to control conditions of work inside these places;
 - (j) Abolition of the employment of children under 15 years of age;
 - (k) Payment of wages to women workers six weeks before and six weeks after child-birth;
 - (l) Abolition of other systems of recruiting labour such as through contractors, middlemen etc.;
 - (m) Abolition of fines and debts;
 - (n) Effective control of the subscribers over the Provident Funds.
 - (o) Workers' Participation in Management; and
 - (p) Protection of environment.

AFFILIATION OF UNIONS

5. (a) The AITUC may affiliate to itself any bonafide trade union which is in existence for at least one year and which satisfies the following conditions:

(i) The trade union seeking affiliation shall make an application according to the form.

(ii) It shall pay an annual contribution and special levies, as provided in these rules.

(iii) It shall send a copy of its rules and regulations, a list of its office bearers, a copy of the statement of accounts for the official year, giving an average paying membership for the period, duly audited as per the provisions of the Trade Unions Act; and such other information or materials as the general secretary of the AITUC may require.

(iv) The application for affiliation shall be forwarded through the state committee wherever such committee exists, to the general secretary of the AITUC with remarks, if any, made by the state committee regarding eligibility of the union for affiliation under the Rules of AITUC. The state committee shall take care to see that more than one union in an Industrial establishment in the area is not recommended for affiliation. ~~If any other union seeks affiliation in the same industrial establishment in the area the state committee will make appropriate recommendation after undertaking suitable investigation and after trying to bring about an understanding between the two unions.~~ Such applications shall be forwarded by the state committee to the general secretary within a period of two months.

(v) The minimum fee which a union desiring affiliation to the AITUC shall charge to its members shall not be less than three rupees per year, to be collected either monthly, quarterly, half yearly or yearly.

- (b) The working committee of the AITUC shall have the authority of accepting or rejecting any application for affiliation from a trade union, provided, however, that in case of the acceptance or rejection of any such application by the working committee, it will be open to the general council, or to the general body of the AITUC to confirm or set aside such a decision.
- (c) (i) The working committee/general council shall have the right to disaffiliate any union on any of the following charges:
- (a) non-payment of affiliation dues for three consecutive years;
 - (b) indulging in anti-AITUC/anti-working class activities.
- (ii) The working committee/general council shall have the right to suspend or expel any individual office-bearer or member of the working committee or of the general council if such a member indulges in anti-AITUC/anti-working class activities.
- (iii) Any union or individual against whom action is proposed to be taken under sub-rule (c) (i) and (ii) shall be informed in writing of the charges against it/him and opportunity shall be given to its representatives/him to answer the charges.
- (iv) A decision of the working committee/general council shall be by simple majority of those present.
- (v) Any union/individual against whom action has been taken may appeal to the next higher body. The general council will also have the right to review its earlier decision. Pending the appeal/review, the decision of the working committee/general council shall however be fully operative.
- (d) Agricultural Workers' Unions:**
- (i) The working committee/general council of the AITUC may affiliate a union/federation of agricultural workers on an application made by it in the form specified.

(ii) Such a union/federation shall be governed by the constitution and will have all rights and obligations of an affiliated union subject to the following provisions:

1. The minimum fee chargeable from its members prescribed in rule 5(a) (v) of this constitution shall not be applicable;
 2. The affiliation fee payable to the AITUC shall be at the rate of 10 paise for every five members. 50 per cent of this fee will be paid to the respective state committees;
 3. A union affiliated under this clause shall be entitled to send delegates to any session on the following basis; and its membership will be accounted for the relevant state's entitlement under Rule 9(a) (vii) for the general council on a prorata basis. One delegate for membership between 2500 to 5000. Any fraction over the last batch of 5000 members shall be entitled to one additional delegate if it is in excess of 2500 members.
- (e) The AITUC will maintain a register of affiliated unions. Such list and account books shall be open for inspection by the general council members on giving 15 days' prior notice in writing to the general secretary.

AFFILIATION FEES

6. Each affiliated union shall pay to the AITUC:

- (a) An annual contribution at the rate of 50 paise per member, subject to a minimum of Rs. 50/-
- (b) such other levy as may be fixed by a majority of not less than two-thirds of the members of the general council.

(Note: Accounts of the AITUC shall be maintained in accordance with the financial year beginning from January 1 and ending with December 31).

- 7 (a) The annual contribution shall be paid by the 30th June each year. The special contribution or levy shall become payable as and when fixed in each case. Non-payment of any contribution or levy that has become due shall disqualify

the defaulting union from voting at or participating in the meetings of the AITUC, or any of its constituent bodies, until the payment is made; the disqualification shall also apply to the voting on the circulars that may be issued by the secretariat, till the fees are paid; provided that the working committee may, in special cases for reasons to be recorded, remit the disqualifications.

- (b) A union, when disqualified for non-payment of contributions or levies may be reaffiliated on payment of the arrears and the current fees.
- (c) In case a union is disqualified, within the meaning of subrule (a), for a period of not less than twelve months, the general secretary may issue a notice to the union concerned to make good within three months, all the dues at the date of the notice. In case, the union fails to pay all such arrears, demanded within the time given, it shall be liable for disqualification.

COMPOSITION OF THE AITUC

8. The AITUC shall consist of:

- (i) The affiliated unions;
- (ii) The delegates assembled at the general or special session;
- (iii) The general council including the office-bearers;
- (iv) The working committee of the general council;
- (v) The state bodies.

GENERAL COUNCIL

9(a) The general council shall consist of :

- i) A President;
- ii) Not more than thirteen Vice-Presidents
- iii) A General Secretary
- iv) A Deputy General Secretary
- v) A Treasurer
- vi) Not more than seven Secretaries

vii) Other members elected by the General Session of the AITUC on the basis of the total affiliated membership of unions in each state on the following scale -

- One representative for every 5000 members or part thereof upto a membership of 50,000
 - One representative for every additional 10,000 members.
 - Two representatives each from the trade federations or groups that may be formed by the General Council.
- (b) Delegates alone shall be eligible for election to the general council. Election of members of the general council shall be made during the general session of the AITUC, by the delegates present at the session.
- (c) Vacancies shall be filled or changes made in the personnel of the General Council from the state where vacancies have occurred at a meeting of the General Council. Similarly, in case of vacancies arising in the representatives of the trade federations, they shall be filled by the federations concerned at a meeting of the General Council.
10. The council of state committees shall have the right to substitute members of the general council from the state as elected under Rule 9 (a) (vii).
11. The representatives elected by the AITUC to the General Council in the manner prescribed in these Rules shall co-opt members to the Council, not necessarily connected with any trade union as such but who have taken part in the trade union movement and whose presence is considered essential in the interest of the movement. The number of such co-opted members may not be more than fifteen.
12. There shall be a working committee of the general council consisting of:
- (a) All office-bearers of the AITUC as ex-office members;
 - (b) Not more than 55 members elected by the general council by a system of cumulative voting.
- 13(i) The President, General Secretary, Deputy General

Secretary, Secretaries and the Treasurer shall constitute the Secretariat.

- (ii) The functions of the secretariat will be defined by the working committee.
- 14(a) The AITUC shall meet once every three years;
- (b) The general council shall meet at least once a year;
 - (c) The working committee shall meet at least twice a year.
15. The working committee shall have the power to call a special session of the AITUC. On a requisition from the unions representing one-fourth of the total strength of the AITUC, the general secretary shall in consultation with the president, call a special session of the AITUC within six weeks of the receipt of the requisition, for the purpose of transacting the definite business mentioned in the requisition.

NOTICE FOR MEETINGS

- 16 (a) Notice of the time and place of meeting of the working committee, general council and general and special sessions of the AITUC, shall be given by the general secretary.
- (b) For the meeting of the working committee, at least 15 days' notice shall be given; for the meeting of the general council and the general session of the AITUC, at least a fortnight's and a month's notice respectively shall be given.
 - (c) Emergency meeting of the working committee can be called by giving a notice of seven days.

ELECTION OF DELEGATES

- 17 (a) For the general or special session of the AITUC the affiliated unions (except agricultural workers' unions) shall be entitled to elect delegates on the following basis:
- (i) One delegate for each union having a membership between 250 and 500.

(ii) One additional delegate for every complete set of 500 members upto a total membership of 5,000.

(iii) One additional delegate for every complete set of 2000 members for membership exceeding 5000 upto 21,000.

(iv) One additional delegate for every complete set of 4000 members for membership exceeding 21,000.

(v) Unions having membership below 250, two or more unions shall pool together their membership for the purpose of jointly electing a delegate.

(vi) One additional delegate will be allowed for the last fraction in each category provided that the said fraction consists of more than 50% of the requisite numbers.

- (b) To ascertain the number of delegates which an affiliated union is entitled to send to the AITUC, the basis shall be the number of paying members existing on the register of the union, as disclosed in the balance sheet of the union, for the year prior to the session of the AITUC, duly certified by the auditor.
- (c) An affiliated union shall furnish to the general secretary the names and addresses of the delegates two weeks before the date fixed for the session of the AITUC.
- (d) Delegates cards will be issued on production of a certificate of election by the secretary of the union concerned and on payment of a delegation fee which will be decided by the general council before each conference of the AITUC".
- (e) No person who is neither an office-bearer of the affiliated union, nor a member of the affiliated union shall be entitled to be elected as a delegate of the AITUC.
- (f) Office bearers or members of the working committee or general council who are working in the central office of the AITUC will be ex-officio delegates to the general or special session of the AITUC with full rights to speak and vote.

working committee will determine the number and names of such delegates for every session.

- (g) Propositions for the agenda of the general session of the AITUC must be signed by the president or the secretary of the union sending them and must reach the general secretary of the AITUC, at least two weeks before the time fixed for the meeting of the AITUC.
 - (h) A trade union shall not be allowed to send more than five resolutions but in order that important labour questions may not be omitted from discussion at the session, the general council is empowered to place important propositions on the agenda.
 - (i) At the meeting of the AITUC the official business shall have priority over other business.
18. On a motion put to the session of the AITUC, the president shall declare the result on a show of hands. But if any delegate demands a division, the voting shall be by secret ballot of the delegates present.

QUESTIONS FOR DECISION

18-A. Questions coming for decision before the working committee, the general council and the session of the AITUC, shall be decided by a majority of votes, provided, however, that questions of political nature, and those relating to strikes to be declared by the AITUC, and the affiliation of the AITUC to any international organisation shall be decided by a three-fourths majority.

RECEPTION COMMITTEE

- 19 (a) The state committee for the place where the session is to be held, will form a reception committee for the purpose. In places where a state committee is not functioning, a committee appointed by affiliated unions of the place shall be the reception committee.
- (b) The reception committee shall have power to collect funds for the expenses of the AITUC session. After meeting the

expenses of the session, if there be any surplus, the same shall belong to state or local trade union organisation of the place, where the session is held.

QUORUM

20. The quorum for the sessions of the AITUC and at the meetings of the general council shall be one-third of the delegates or members of the respective bodies. The quorum for the meetings of the secretariat shall be five.

POWERS OF GENERAL COUNCIL AND WORKING COMMITTEE

21. (a) The general council shall have the authority to take all proper steps to carry out the work of the AITUC in accordance with the constitution.
- (b) The working committee shall have the authority:
- (i) To take all proper steps for carrying out the resolutions passed at the previous sessions of the AITUC;
 - (ii) To deal with the emergency that may arise affecting the interests of the working class; and
 - (iii) Generally to advance and further the aims and objects of the AITUC.

GENERAL SECRETARY'S REPORT

22. The general secretary shall present to the general session, a report of the work done by the working committee and the general council and an audited statement of accounts and balance sheet, duly certified by auditors.

ELECTION OF OFFICE-BEARERS

23. Office-bearers shall be elected by simple majority by the general council of the AITUC at its meeting immediately following its election and before the session concludes.

The general council shall be entitled to fill any vacancy or make any other changes among the office-bearers arising due to any reason.

24. The proceedings of the general or special session of the AITUC shall be conducted by a presidium which includes the president and vice-presidents of the AITUC.

ELECTION OF DELEGATES TO INTERNATIONAL AND OTHER CONFERES

25. Delegates and advisers to the meetings of the world Federation of Trade Unions and other international and national conferences and meetings shall be ordinarily elected at meetings of the general council or the working committee, whichever is in session. In case of emergency and when either the general council or the working committee cannot be convened, decisions may be taken by circular to the members of the working committee.

INTERNATIONAL AFFILIATION

26. The AITUC may be affiliated to such international bodies as have same or similar object and methods.

The decision about affiliation shall be taken by the general council of the AITUC.

POLITICAL COMMITTEE

27. The working committee may appoint, from among its members, a political committee consisting of seven members. The committee shall endeavour:

- (i) To encourage the affiliated unions to build up their political funds;
- (ii) To organise, in consultation with the general council, elections to the local bodies and the legislatures;
- (iii) To keep a watch over the taxation proposals of the central and state governments and over the development of labour legislation in India, from the point of view of the working class;
- (iv) To initiate legislation in the interests of the working class; and
- (v) to do such other political propaganda in consultation with the working committee, as may not be inconsistent with this constitution.

FINANCES

28 (a) The funds of the AITUC shall be kept in a bank and the working committee shall have the power to nominate such persons from among the office-bearers of the AITUC who

may be authorised to open and operate such bank accounts.

The funds of the AITUC will be spent for the management of the organisation and on trade union issues as decided by the secretariat/working committee of the AITUC.

- (b) In order to supervise and control the operation of the finances the general council shall elect a 3 member audit commission with a chairman.

The audit commission chairman will submit report relating to operation of the finances in every session of general council and at the general conferences.

BYE-LAWS

29. The general council shall have power to make byelaws, not inconsistent with this constitution, and in particular on questions relating to:

- (a) the election of delegates;
- (b) the submission of returns; and
- (c) the affiliation fees.

STATE COMMITTEES

- 30 (a) Affiliated unions in every state/union territory shall form a state committee of the AITUC. Every union in the state/union territory affiliated to the AITUC shall automatically form a part of the state committee, and a union which has not secured affiliation to the AITUC cannot become a member of the state committee. The state committee and the individual unions shall have power to manage their affairs according to their own rules, subject to the provisions of this constitution.

Where a state consists of two or more linguistic units, separate state trade union committees may be permitted to be formed by the general council.

- (b) Out of the collection of affiliation fees from unions, the state committees shall be paid fifty per cent.
- (c) State committees shall have the right to fi

affiliated unions in the state, as maybe decided by a majority of not less than three-fourths of the members of the general council of the state committee.

AMENDMENT

31. Any addition or changes in the Constitution shall be made by the general council by a three-fourths majority in a meeting attended by at least sixty per cent of the members for which a specific item in the agenda has been notified in this behalf.

32. The AITUC shall be merged with any TU organisation or dissolved on a decision taken by a three-fourths majority of the delegates present at a special congress with specific agenda called for the purpose.

BYE-LAWS OF THE CONSTITUTION UNDER RULE 29

(1) Election of delegates : Delegates to the session of the AITUC shall be elected in a meeting of the executive committee or some duly authorised committee or the general body of the union. A delegate's form should be issued by the general secretary, AITUC, to each union in which the names of the delegates and other details required, shall be entered. The general secretary, AITUC, shall register only those persons as delegates, whose names are sent to him duly entered in the form.

(2) Submission of Returns: Every affiliated union shall send to the general secretary. every year, such information or material as the general secretary may require. The general secretary should issue a form in the month of April every year. The information must reach the office of the AITUC by the end of August. A report of the information received may be presented to the general council at its next meeting held after October.

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CONGRESS

(REGD. NO. 1852 DATED 12 SEPTEMBER 1973)

(As amended upto 199⁷~~4~~, at the ³⁶~~35~~th
Session of the AITUC, held at Patna)

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2. The objects of the AITUC shall be :

- (a) To establish a socialist state in India;
 - (b) To socialise and nationalise the means of production, distribution and exchange as far as possible;
 - (c) To ameliorate the economic and social conditions of the working class;
 - (d) To watch, promote, safeguard and further the interests, rights and privileges of the workers in all matters relating to their employment;
 - (e) To secure and maintain for the workers:
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 - (e) One month's leave with full pay, or an equivalent amount as compensation when leave is not granted;
 - (f) Unemployment, sickness, old age, accident and maternity, insurance, comprehensive social security scheme to be introduced;
 - (g) Pensions for widowed mothers, unmarried mothers and dependent children;
 - (h) Proper housing;
 - (i) Formation, through trade unions, of workers' committees in factories, workshops, business houses and all other places where collective work is performed, with a view to control conditions of work inside these places;
 - (j) Abolition of the employment of children under 15 years of age;
 - (k) Payment of wages to women workers six weeks before and six weeks after child-birth;
 - (l) Abolition of other systems of recruiting labour such as through contractors, middlemen etc.;
 - (m) Abolition of fines and debts;
 - (n) Effective control of the subscribers over the Provident Funds.
 - (o) Workers' Participation in Management; and
 - (p) Protection of environment.

AFFILIATION OF UNIONS

- 5.(a) The AITUC may affiliate to itself any bonafide trade union which is in existence for at least one year and which satisfies the following conditions:
- (i) The trade union seeking affiliation shall make an application according to the form.
 - (ii) It shall pay an annual contribution and special levies, as provided in these rules.
 - (iii) It shall send a copy of its rules and regulations, a list of its office bearers, a copy of the statement of accounts for the official year, giving an average paying membership for the period, duly audited as per the provisions of the Trade Unions Act; and such other information or materials as the general secretary of the AITUC may require.
 - (iv) The application for affiliation shall be forwarded through the state committee wherever such committee exists, to the general secretary of the AITUC with remarks, if any, made by the state committee regarding eligibility of the union for affiliation under the Rules of AITUC. The state committee shall take care to see that more than one union in an Industrial establishment in the area is not recommended for affiliation. If any other union seeks affiliation in the same industrial establishment in the area the state committee will make appropriate recommendation after undertaking suitable investigation and after trying to bring about an understanding between the two unions. Such applications shall be forwarded by the state committee to the general secretary within a period of two months.
 - (v) The minimum fee which a union desiring affiliation to the AITUC shall charge to its members shall not be less than three rupees per year, to be collected either monthly, quarterly, half yearly or yearly.

- (b) The working committee of the AITUC shall have the authority of accepting or rejecting any application for affiliation from a trade union, provided, however, that in case of the acceptance or rejection of any such application by the working committee, it will be open to the general council, or to the general body of the AITUC to confirm or set aside such a decision.
- (c) (i) The working committee/general council shall have the right to disaffiliate any union on any of the following charges:
- (a) non-payment of affiliation dues for three consecutive years;
 - (b) indulging in anti-AITUC/anti-working class activities.
- (ii) The working committee/general council shall have the right to suspend or expel any individual office-bearer or member of the working committee or of the general council if such a member indulges in anti-AITUC/anti-working class activities.
- (iii) Any union or individual against whom action is proposed to be taken under sub-rule (c) (i) and (ii) shall be informed in writing of the charges against it/him and opportunity shall be given to its representatives/him to answer the charges.
- (iv) A decision of the working committee/general council shall be by simple majority of those present.
- (v) Any union/individual against whom action has been taken may appeal to the next higher body. The general council will also have the right to review its earlier decision. Pending the appeal/review, the decision of the working committee/general council shall however be fully operative.
- (d) Agricultural Workers' Unions:**
- (i) The working committee/general council of the AITUC may affiliate a union/federation of agricultural workers on an application made by it in the form specified.

(ii) Such a union/federation shall be governed by the constitution and will have all rights and obligations of an affiliated union subject to the following provisions:

1. The minimum fee chargeable from its members prescribed in rule 5(a) (v) of this constitution shall not be applicable;
 2. The affiliation fee payable to the AITUC shall be at the rate of 10 paise for every five members. 50 per cent of this fee will be paid to the respective state committees:
 3. A union affiliated under this clause shall be entitled to send delegates to any session on the following basis; and its membership will be accounted for the relevant state's entitlement under Rule 9(a) (vii) for the general council on a prorata basis. One delegate for membership between 2500 to 5000. Any fraction over the last batch of 5000 members shall be entitled to one additional delegate if it is in excess of 2500 members.
- (e) The AITUC will maintain a register of affiliated unions. Such list and account books shall be open for inspection by the general council members on giving 15 days' prior notice in writing to the general secretary.

AFFILIATION FEES

6. Each affiliated union shall pay to the AITUC:

- (a) An annual contribution at the rate of 50 paise per member, subject to a minimum of Rs. 50/-
- (b) such other levy as may be fixed by a majority of not less than two-thirds of the members of the general council.

(Note: Accounts of the AITUC shall be maintained in accordance with the financial year beginning from January 1 and ending with December 31).

- 7 (a) The annual contribution shall be paid by the 30th June each year. The special contribution or levy shall become payable as and when fixed in each case. Non-payment of any contribution or levy that has become due shall disqualify

the defaulting union from voting at or participating in the meetings of the AITUC, or any of its constituent bodies, until the payment is made; the disqualification shall also apply to the voting on the circulars that may be issued by the secretariat, till the fees are paid; provided that the working committee may, in special cases for reasons to be recorded, remit the disqualifications.

- (b) A union, when disqualified for non-payment of contributions or levies may be reaffiliated on payment of the arrears and the current fees.
- (c) In case a union is disqualified, within the meaning of subrule (a), for a period of not less than twelve months, the general secretary may issue a notice to the union concerned to make good within three months, all the dues at the date of the notice. In case, the union fails to pay all such arrears, demanded within the time given, it shall be liable for disqualification.

COMPOSITION OF THE AITUC

8. The AITUC shall consist of:

- (i) The affiliated unions;
- (ii) The delegates assembled at the general or special session;
- (iii) The general council including the office-bearers;
- (iv) The working committee of the general council;
- (v) The state bodies.

GENERAL COUNCIL

9(a) The general council shall consist of :

- i) A President;
- ii) Not more than thirteen Vice-Presidents
- iii) A General Secretary
- iv) A Deputy General Secretary
- v) A Treasurer
- vi) Not more than seven Secretaries

- vii) Other members elected by the General Session of the AITUC on the basis of the total affiliated membership of unions in each state on the following scale -
- One representative for every 5000 members or part thereof upto a membership of 50,000
 - One representative for every additional 10,000 members.
 - Two representatives each from the trade federations or groups that may be formed by the General Council.
- (b) Delegates alone shall be eligible for election to the general council. Election of members of the general council shall be made during the general session of the AITUC, by the delegates present at the session.
- (c) Vacancies shall be filled or changes made in the personnel of the General Council from the state where vacancies have occurred at a meeting of the General Council. Similarly, in case of vacancies arising in the representatives of the trade federations, they shall be filled by the federations concerned at a meeting of the General Council.
10. The council of state committees shall have the right to substitute members of the general council from the state as elected under Rule 9 (a) (vii).
11. The representatives elected by the AITUC to the General Council in the manner prescribed in these Rules shall co-opt members to the Council, not necessarily connected with any trade union as such but who have taken part in the trade union movement and whose presence is considered essential in the interest of the movement. The number of such co-opted members may not be more than fifteen.
12. There shall be a working committee of the general council consisting of:
- (a) All office-bearers of the AITUC as ex-office members;
 - (b) Not more than 55 members elected by the general council by a system of cumulative voting.
- 13(i) The President, General Secretary, Deputy General

Secretary, Secretaries and the Treasurer shall constitute the Secretariat.

- (ii) The functions of the secretariat will be defined by the working committee.
- 14(a) The AITUC shall meet once every three years;
- (b) The general council shall meet at least once a year;
 - (c) The working committee shall meet at least twice a year.
15. The working committee shall have the power to call a special session of the AITUC. On a requisition from the unions representing one-fourth of the total strength of the AITUC, the general secretary shall in consultation with the president, call a special session of the AITUC within six weeks of the receipt of the requisition, for the purpose of transacting the definite business mentioned in the requisition.

NOTICE FOR MEETINGS

- 16 (a) Notice of the time and place of meeting of the working committee, general council and general and special sessions of the AITUC, shall be given by the general secretary.
- (b) For the meeting of the working committee, at least 15 days' notice shall be given; for the meeting of the general council and the general session of the AITUC, at least a fortnight's and a month's notice respectively shall be given.
 - (c) Emergency meeting of the working committee can be called by giving a notice of seven days.

ELECTION OF DELEGATES

- 17 (a) For the general or special session of the AITUC the affiliated unions (except agricultural workers' unions) shall be entitled to elect delegates on the following basis:
- (i) One delegate for each union having a membership between 250 and 500.

- (ii) One additional delegate for every complete set of 500 members upto a total membership of 5,000.
 - (iii) One additional delegate for every complete set of 2000 members for membership exceeding 5000 upto 21,000.
 - (iv) One additional delegate for every complete set of 4000 members for membership exceeding 21,000.
 - (v) Unions having membership below 250, two or more unions shall pool together their membership for the purpose of jointly electing a delegate.
 - (vi) One additional delegate will be allowed for the last fraction in each category provided that the said fraction consists of more than 50% of the requisite numbers.
- (b) To ascertain the number of delegates which an affiliated union is entitled to send to the AITUC, the basis shall be the number of paying members existing on the register of the union, as disclosed in the balance sheet of the union, for the year prior to the session of the AITUC, duly certified by the auditor.
 - (c) An affiliated union shall furnish to the general secretary the names and addresses of the delegates two weeks before the date fixed for the session of the AITUC.
 - (d) Delegates cards will be issued on production of a certificate of election by the secretary of the union concerned and on payment of a delegation fee which will be decided by the general council before each conference of the AITUC".
 - (e) No person who is neither an office-bearer of the affiliated union, nor a member of the affiliated union shall be entitled to be elected as a delegate of the AITUC.
 - (f) Office bearers or members of the working committee or general council who are working in the central office of the AITUC will be ex-officio delegates to the general or special session of the AITUC with full rights to speak and vote. The

working committee will determine the number and names of such delegates for every session.

- (g) Propositions for the agenda of the general session of the AITUC must be signed by the president or the secretary of the union sending them and must reach the general secretary of the AITUC, at least two weeks before the time fixed for the meeting of the AITUC.
- (h) A trade union shall not be allowed to send more than five resolutions but in order that important labour questions may not be omitted from discussion at the session, the general council is empowered to place important propositions on the agenda.
 - (i) At the meeting of the AITUC the official business shall have priority over other business.
- 18. On a motion put to the session of the AITUC, the president shall declare the result on a show of hands. But if any delegate demands a division, the voting shall be by secret ballot of the delegates present.

QUESTIONS FOR DECISION

18-A. Questions coming for decision before the working committee, the general council and the session of the AITUC, shall be decided by a majority of votes, provided, however, that questions of political nature, and those relating to strikes to be declared by the AITUC, and the affiliation of the AITUC to any international organisation shall be decided by a three-fourths majority.

RECEPTION COMMITTEE

- 19 (a) The state committee for the place where the session is to be held, will form a reception committee for the purpose. In places where a state committee is not functioning, a committee appointed by affiliated unions of the place shall be the reception committee.
- (b) The reception committee shall have power to collect funds for the expenses of the AITUC session. After meeting the

expenses of the session, if there be any surplus, the same shall belong to state or local trade union organisation of the place, where the session is held.

QUORUM

20. The quorum for the sessions of the AITUC and at the meetings of the general council shall be one-third of the delegates or members of the respective bodies. The quorum for the meetings of the secretariat shall be five.

POWERS OF GENERAL COUNCIL AND WORKING COMMITTEE

21. (a) The general council shall have the authority to take all proper steps to carry out the work of the AITUC in accordance with the constitution.
- (b) The working committee shall have the authority:
- (i) To take all proper steps for carrying out the resolutions passed at the previous sessions of the AITUC;
 - (ii) To deal with the emergency that may arise affecting the interests of the working class; and
 - (iii) Generally to advance and further the aims and objects of the AITUC.

GENERAL SECRETARY'S REPORT

22. The general secretary shall present to the general session, a report of the work done by the working committee and the general council and an audited statement of accounts and balance sheet, duly certified by auditors.

ELECTION OF OFFICE-BEARERS

23. Office-bearers shall be elected by simple majority by the general council of the AITUC at its meeting immediately following its election and before the session concludes.

The general council shall be entitled to fill any vacancy or make any other changes among the office-bearers arising due to any reason.

24. The proceedings of the general or special session of the AITUC shall be conducted by a presidium which includes the president and vice-presidents of the AITUC.

ELECTION OF DELEGATES TO INTERNATIONAL AND OTHER CONFERES

25. Delegates and advisers to the meetings of the world Federation of Trade Unions and other international and national conferences and meetings shall be ordinarily elected at meetings of the general council or the working committee, whichever is in session. In case of emergency and when either the general council or the working committee cannot be convened, decisions may be taken by circular to the members of the working committee.

INTERNATIONAL AFFILIATION

26. The AITUC may be affiliated to such international bodies as have same or similar object and methods.

The decision about affiliation shall be taken by the general council of the AITUC.

POLITICAL COMMITTEE

27. The working committee may appoint, from among its members, a political committee consisting of seven members. The committee shall endeavour:

- (i) To encourage the affiliated unions to build up their political funds;
- (ii) To organise, in consultation with the general council, elections to the local bodies and the legislatures;
- (iii) To keep a watch over the taxation proposals of the central and state governments and over the development of labour legislation in India, from the point of view of the working class;
- (iv) To initiate legislation in the interests of the working class; and
- (v) to do such other political propaganda in consultation with the working committee, as may not be inconsistent with this constitution.

FINANCES

28 (a) The funds of the AITUC shall be kept in a bank and the working committee shall have the power to nominate such persons from among the office-bearers of the AITUC who

may be authorised to open and operate such bank accounts.

The funds of the AITUC will be spent for the management of the organisation and on trade union issues as decided by the secretariat/working committee of the AITUC.

- (b) In order to supervise and control the operation of the finances the general council shall elect a 3 member audit commission with a chairman.

The audit commission chairman will submit report relating to operation of the finances in every session of general council and at the general conferences.

BYE-LAWS

29. The general council shall have power to make byelaws, not inconsistent with this constitution, and in particular on questions relating to:

- (a) the election of delegates;
- (b) the submission of returns; and
- (c) the affiliation fees.

STATE COMMITTEES

- 30 (a) Affiliated unions in every state/union territory shall form a state committee of the AITUC. Every union in the state/union territory affiliated to the AITUC shall automatically form a part of the state committee, and a union which has not secured affiliation to the AITUC cannot become a member of the state committee. The state committee and the individual unions shall have power to manage their affairs according to their own rules, subject to the provisions of this constitution.

Where a state consists of two or more linguistic units, separate state trade union committees may be permitted to be formed by the general council.

- (b) Out of the collection of affiliation fees from unions, the state committees shall be paid fifty per cent.
- (c) State committees shall have the right to fix levy on

affiliated unions in the state, as maybe decided by a majority of not less than three-fourths of the members of the general council of the state committee.

AMENDMENT

31. Any addition or changes in the Constitution shall be made by the general council by a three-fourths majority in a meeting attended by at least sixty per cent of the members for which a specific item in the agenda has been notified in this behalf.

32. The AITUC shall be merged with any TU organisation or dissolved on a decision taken by a three-fourths majority of the delegates present at a special congress with specific agenda called for the purpose.

BYE-LAWS OF THE CONSTITUTION UNDER RULE 29

(1) Election of delegates : Delegates to the session of the AITUC shall be elected in a meeting of the executive committee or some duly authorised committee or the general body of the union. A delegate's form should be issued by the general secretary, AITUC, to each union in which the names of the delegates and other details required, shall be entered. The general secretary, AITUC, shall register only those persons as delegates, whose names are sent to him duly entered in the form.

(2) Submission of Returns: Every affiliated union shall send to the general secretary, every year, such information or material as the general secretary may require. The general secretary should issue a form in the month of April every year. The information must reach the office of the AITUC by the end of August. A report of the information received may be presented to the general council at its next meeting held after October.

**CONSTITUTION
OF THE
ALL INDIA
TRADE UNION CONGRESS**

(REGD. NO. 1852 DATED 12 SEPTEMBER 1973)

(AS AMENDED UPTO 1991)

AITUC PUBLICATION

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CONSTITUTION
OF THE
ALL-INDIA TRADE UNION CONGRESS
Registered under the Indian Trade Unions Act 1926

(Registered No. 1852, Dated 12th Sep. 1973)

1. The name of the organisation shall be the All-India Trade Union Congress (to be designated in abbreviated form as the AITUC).

AIMS AND OBJECTS

2. The objects of the AITUC shall be:

- (a) To establish a socialist state in India;
- (b) To socialise and nationalise the means of production, distribution and exchange as far as possible;
- (c) To ameliorate the economic and social conditions of the working class;
- (d) To watch, promote, safeguard and further the interests, rights and privileges of the workers in all matters relating to their employment;
- (e) To secure and maintain for the workers:
 - (i) The freedom of speech;
 - (ii) The freedom of press;
 - (iii) The freedom of association;
 - (iv) The freedom of assembly;
 - (v) The right of strike; and
 - (vi) The right to work or maintenance.
- (f) To co-ordinate the activities of the trade unions affiliated to the AITUC; and
- (g) To abolish political or economic advantage based on caste, creed, community, race or religion.

3. The AITUC shall endeavour to further the aforesaid objects by all legitimate, peaceful and democratic methods such as legislations and, in the last resort, by strikes and similar other methods, as the AITUC may, from time to time,

decide.

DEMANDS

4. The demands of the AITUC shall be :

- (a) A statutory enactment providing for a six-hour working day;
- (b) Minimum living wage;
- (c) Weekly payment of wages;
- (d) Equal wages for equal work, without racial or sex discrimination;
- (e) One month's leave with full pay, or an equivalent amount of compensation when leave is not granted;
- (f) Unemployment, sickness, old age, accident and maternity insurance;
- (g) pensions for widowed mothers and dependent children;
- (h) Proper housing;
- (i) Formation, through trade unions, of workers' committees in factories, workshops, business houses and all other places where collective work is performed, with a view to control conditions of work inside these places;
- (j) Abolition of the employment of children under 15 years of age;
- (k) payment of wages to women workers six weeks before and six weeks after child-births;
- x (l) Abolition of all other systems of recruiting labour, except through trade unions;
- (m) Abolition of fines and debts; and
- (n) Effective control of the subscribers over the Provident Funds.

AFFILIATION OF UNIONS

5. (a) The AITUC may affiliate to itself any bonafide trade union which is in existence for at least one year and which satisfies the following conditions :
- (i) The trade union seeking affiliation shall make an application according to the form.
 - (ii) It shall pay an annual contribution and special levies,

as provided in these rules.

- (iii) It shall send a copy of its rules and regulations, a list of its office bearers, a copy of the statement of accounts for the official year, giving an average paying membership for the period, duly audited as per the provisions of the Trade Unions Act; and such other information or materials as the general secretary of the AITUC may require.
- (iv) The application for affiliation shall be forwarded through the state committee, wherever such a committee exists, to the general secretary of the AITUC, with remarks, if any, made by the state committee regarding the eligibility of the union for affiliation, under the Rules of the AITUC. Such applications shall be forwarded by the state committee to the general secretary within a period of two months.
- (v) The minimum fee which a union desiring affiliation to the AITUC shall charge to its members shall not be less than three rupees per year, to be collected either monthly, quarterly, half yearly or yearly.
- (b) The Working Committee the AITUC shall have the authority of accepting or rejecting any application for affiliation from a trade union, provided, however, that in case of the acceptance or rejection of any such application by the working committee, it will be open to the general council, or to the general body of the AITUC to confirm or set aside such a decision.
- (c) (i) The working committee/general council shall have the right to disaffiliate any union on any of the following charges :
 - (a) non-payment of affiliation dues for three consecutive years;
 - (b) indulging in anti-AITUC/anti-working class activities.
- (ii) The working committee/general council shall have the

right to suspend or expel any individual office-bearer or member of the working committee or of the general council if such a member indulges in anti-AITUC/anti-working class activities.

- (iii) Any union or individual against whom action is proposed to be taken under sub-rule (b) (i) and (ii) shall be informed in writing of the charges against it/him and opportunity shall be given to its representatives/him to answer the charges.
 - (iv) A decision of the working committee/general council shall be by simple majority of those present.
 - (v) Any union/individual against whom action has been taken may appeal to the next higher body. The general council will also have the right to review its earlier decision. Pending the appeal/review, the decision of the working committee/general council shall however be fully operative.
- (d) Agricultural Workers' Unions :
- (i) The working committee/general council of the AITUC may affiliate a union/federation of agricultural workers on an application made by it in the form specified.
 - (ii) Such a union/federation shall be governed by the constitution and will have all rights and obligations of an affiliated union subject to the following provisions:
 1. The minimum fee chargeable from its members prescribed in Rule 5(a) (v) of this constitution shall not be applicable;
 2. The affiliation fee payable to the AITUC shall be at the rate of 10 paise for every five members. 50 per cent of this fee will be paid to the respective state committees;
 3. A union affiliated under this clause shall be entitled to send delegates to any session on the following basis: and its membership will be accounted for the relevant state's entitlement under Rule 9 (a) (vi) for the general council on a pro-rata basis: One delegate for every 5,000 members. Any fraction over

(Amended)
by
Schultz

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2500 to 5000.

the last batch of 5,000 members shall be entitled to one additional delegate if it is in excess of 2,500 members.

- (e) The AITUC will maintain a register of affiliated unions. Such list and account books shall be open for inspection by the general council members on giving 15 days' prior notice in writing to the general secretary.

AFFILIATION FEES

6. Each affiliated union shall pay to the AITUC: *Re. one*
- (a) An annual contribution at the rate of ~~50 paise~~ per member, subject to a minimum of Rs. ~~50/-~~ *100/-*
 - (b) such other levy as may be fixed by a majority of not less than two-thirds of the members of the general council.

(Note: Accounts of the AITUC shall be maintained in accordance with the financial year beginning from January 1 and ending with December 31).

7. (a) The annual contribution shall be paid by the 30th June each year. The special contribution or levy shall become payable as and when fixed in each case. Non-payment of any contribution or levy that has become due shall disqualify the defaulting union from voting at or participating in the meetings of the AITUC, or any of its constituent bodies, until the payment is made; the disqualification shall also apply to the voting on the circulars that may be issued by the secretariat, till the fees are paid; provided that the working committee may, in special cases for reasons to be recorded, remit the disqualifications.
- (b) A union, when disqualified for non-payment of contributions or levies may be reaffiliated on payment of the arrears and the current fees.
- (c) In case a union is disqualified, within the meaning of subrule (a), for a period of not less than twelve months, the general secretary may issue a notice to the union concerned to make good within three months, all the dues at the date of the notice. In case, the union fails to

pay all such arrears, demanded within the time given, it shall be liable for disqualification.

COMPOSITION OF THE AITUC

8. The AITUC shall consist of :

- (i) The affiliated unions;
- (ii) The delegates assembled at the general or special session;
- (iii) The general council including the office-bearers;
- (iv) The working committee of the general council;
- (v) The state bodies.

GENERAL COUNCIL

9. (a) The general council shall consist of :

- (i) A president;
- (ii) Not more than nine vice-presidents;
- (iii) A general Secretary;
- (iv) A treasurer;
- (v) Not less than three secretaries, but not more than five;
and
- (vi) Other members elected by the general session of the AITUC on the basis of the total affiliated membership of unions in each state on the following scale :

part
— One representative for every 5,000 members or
thereof up to a membership of 50,000;

— One representative for every additional 10,000
members;

or
— One representative each from the trade federations
groups that may be formed by the general council.

(b) Delegates alone shall be eligible for election to the general council. Election of members of the general council shall be made during the general session of the AITUC, by the delegates present at the session.

(c) Vacancies shall be filled or changes made in the personnel

of the general council from the state where vacancies have occurred, at a meeting of the general council. x

10. The council of state committees shall have the right to substitute members of the general council from the state as elected under Rule 9 (a) (vi).
- 11. The representatives elected by the AITUC on the general council, in the manner prescribed in these rules, shall co-opt members on the council, not necessarily connected with any trade union as such but who have taken part in the trade union movement and whose presence on the council may be considered essential in the interest of the movement. The number of such co-opted members may not be more than one-sixth of the total number of representatives of the affiliated organisations. }
12. There shall be a working committee of the general council consisting of :
 - (a) All office-bearers of the AITUC as ex-officio members;
 - (b) Thirty-five members elected by the general council by a system of cumulative voting.
- 13. (i) The general secretary and secretaries shall constitute the secretariat.
(ii) The functions of the secretariat will be defined by the working committee.
14. (a) The AITUC shall meet once every three years;
(b) The general council shall meet at least once a year;
(c) The working committee shall meet at least twice a year.
15. The working committee shall have the power to call a special session of the AITUC. On a requisition from the unions representing one-fourth of the total strength of the AITUC, the general secretary shall, in consultation with the president, call a special session of the AITUC within six weeks of the receipt of the requisition, for the purpose of transacting the definite business mentioned in the requisition.

NOTICE FOR MEETINGS

16. (a) Notice of the time and place of meeting of the working committee, general council and general and special sessions of the AITUC, shall be given by the general secretary.
- (b) For the meeting of the working committee, at least 15 days' notice shall be given; for the meeting of the general council and the general session of the AITUC, at least a fortnight's and a month's notice respectively shall be given.
- (c) Emergency meeting of the working committee can be called by giving a notice of seven days.

ELECTION OF DELEGATES

17. (a) For the general or special session of the AITUC the affiliated unions (except agricultural workers' unions) shall be entitled to elect delegates on the following basis :
- (i) One delegate for each union having a membership between 250 and 500.
 - (ii) One additional delegate for every complete set of 500 members upto a total membership of 5,000.
 - (iii) One additional delegate for every complete set of 2,000 members for membership exceeding 5,000 upto 20,000.
 - (iv) One additional delegate for every complete set of 4,000 members for membership exceeding 20,000.
 - (v) Unions having membership below 250, two or more unions shall pool together their membership for the purpose of jointly electing a delegate.
 - (vi) One additional delegate will be allowed for the last fraction in each category provided that the said fraction consists of more than 50% of the requisite numbers.
- (b) To ascertain the number of delegates which an affiliated union is entitled to send to the AITUC, the basis shall be the number of paying members existing on the register of the union, as disclosed in the balance sheet of the

union, for the year prior to the session of the AITUC, duly certified by the auditor.

- (c) An affiliated union shall furnish to the general secretary the names and addresses of the delegates two weeks before the date fixed for the session of the AITUC.
 - (d) Delegate's cards will be issued on production of a certificate of election by the secretary of the union concerned and on payment of a delegation fee of Rs. 2.00 per delegate.
 - (e) No person who is neither an office-bearer of the affiliated union, nor a member of the affiliated union shall be entitled to be elected as a delegate of the AITUC.
 - (f) Office bearers or members of the working committee or general council who are working in the central office of the AITUC will be ex-officio delegates to the general or special session of the AITUC with full rights to speak and vote. The working committee will determine the number and names of such delegates for every session.
 - (g) Propositions for the agenda of the general session of the AITUC must be signed by the president or the secretary of the union sending them, and must reach the general secretary of the AITUC, at least two weeks before the time fixed for the meeting of the AITUC.
 - (h) A trade union shall not be allowed to send more than five resolutions but in order that important labour questions may not be omitted from discussion at the session, the general council is empowered to place important propositions on the agenda.
 - (i) At the meeting of the AITUC the official business shall have priority over other business.
18. On a motion being put to the session of the AITUC, the president shall declare the result on a show of hands. But if any delegate demands a division, the voting shall be by unions, and each union is then entitled to as many votes as the number of delegates it is entitled to send as per rule 17 above. On a poll, the voting shall be by

means of a card.

QUESTIONS FOR DECISION

18-A. Questions coming for decision before the working committee, the general council and the session of the AITUC, shall be decided by a majority of votes, provided, however, that questions of political nature, and those relating to strikes to be declared by the AITUC, and the affiliation of the AITUC to any international organisation shall be decided by a three-fourths majority.

RECEPTION COMMITTEE

19 (a) The state committee for the place where the session is to be held, will form a reception committee for the purpose. In places where a state committee is not functioning, a committee appointed by affiliated unions of the place shall be the reception committee.

(b) The reception committee shall have power to collect funds for the expenses of the AITUC session. After meeting the expenses of the session, if there be any surplus, the same shall belong to state or local trade union organisation of the place, where the session is held.

QUORUM

20. The quorum at the sessions of the AITUC and at the meetings of the general council and the working committee shall be one-third of the delegates or members of the respective bodies. The quorum for meeting of the secretariat shall be three.

POWERS OF GENERAL COUNCIL AND WORKING COMMITTEE

21. (a) The general council shall have the authority to take all proper steps to carry out the work of the AITUC in accordance with the constitution.

(b) The working committee shall have the authority :

(i) To take all proper steps for carrying out the resolutions

passed at the previous sessions of the AITUC;

(ii) To deal with the emergency that may arise affecting the interests of the working class; and

(iii) Generally to advance and further the aims and objects of the AITUC.

GENERAL SECRETARY'S REPORT

22. The general secretary shall present to the general session, a report of the work done by the working committee and the general council and an audited statement of accounts and balance sheet, duly certified by auditors.

ELECTION OF OFFICE-BEARERS

23. Office-bearers shall be elected by simple majority by the general council of the AITUC at its meeting immediately following its election and before the session concludes.

The general council shall be entitled to fill any vacancy or make any other changes among the office-bearers arising due to any reason.

24. The outgoing president shall preside at the general session, and any special session that may be held during his term of office.

ELECTION OF DELEGATES TO INTERNATIONAL AND OTHER CONFERENCES

25. Delegates and advisers to the meetings of the World Federation of Trade Unions and other international and national conferences and meetings shall be ordinarily elected at meetings of the general council or the working committee, whichever is being in session. In case of emergency and when either the general council or the working committee cannot be convened, decisions may be taken by circular to the members of the working committee.

INTERNATIONAL AFFILIATION

26. The AITUC may be affiliated to such international bodies as have same or similar object and methods.

The decision about affiliation shall be taken by the general council of the AITUC.

POLITICAL COMMITTEE

27. The working committee may appoint, from among its members, a political committee consisting of seven members. The committee shall endeavour :

- (i) To encourage the affiliated unions to build up their political funds;
- (ii) To organise, in consultation with the general council, elections to the local bodies and the legislatures;
- (iii) To keep a watch over the taxation proposals of the central and state governments and over the development of labour legislation in India, from the point of view of the working class;
- (iv) To initiate legislation in the interests of the working class; and
- (v) To do such other political propaganda in consultation with the working committee, as may not be inconsistent with this constitution.

FINANCES

28. The funds of the AITUC shall be kept in a bank and the working committee shall have the power to nominate such persons from among the office-bearers of the AITUC who may be authorised to open and operate such bank accounts.

The funds of the AITUC will be spent for the management of the organisation and on trade union issues as decided by the secretariat/working committee of the AITUC.

BYE-LAWS

29. The general council shall have power to make byelaws, not

inconsistent with this constitution, and in particular on questions to

- (a) the election of delegates;
- (b) the submission of returns; and
- (c) the affiliation fees.

STATE COMMITTEES

30. (a) Affiliated unions in every state/union territory shall form a state committee of the AITUC. Every union in the state/union territory affiliated to the AITUC shall automatically form a part of the state committee, and a union which has not secured affiliation to the AITUC cannot become a member of the state committee. The state committee and the individual unions shall have power to manage their affairs according to their own rules, subject to the provisions of this constitution.

Where a state consists of two or more linguistic units, separate state trade union committees may be permitted to be formed by the general council.

(b) Out of the collection of affiliation fees from unions, the state committees shall be paid fifty per cent.

(c) State committees shall have the right to fix levy on affiliated unions in the state, as may be decided by a majority of not less than three-fourths of the members of the general council of the state committee.

(d) The state Committee may enrol as associate member, any union which has not secured affiliation to the AITUC but which proposes to observe the constitution of the AITUC, except subrule (a) (iv) of Rule 5. The associate unions will have no power of voting at the meeting of state committees nor will they be entitled to have any privileges of affiliated unions under the constitution of the AITUC.

AMENDMENT

31. Any addition or changes in the Constitution shall be made by the General Council by a three-fourths majority in a meeting

attended by at least sixty per cent of the members for which a specific item in the agenda has been notified in this behalf.

32. The AITUC shall be merged with any TU organisation or dissolved on a decision taken by a three-fourths majority of the delegates present at a special congress with specific agenda called for the purpose.

BYE-LAWS OF THE CONSTITUTION UNDER RULE 29

(1) Election of delegates : Delegates to the session of the AITUC shall be elected in a meeting of the executive committee or some duly authorised committee or the general body of the union. A delegates form should be issued by the general secretary, AITUC, to each union in which the names of the delegates and other details required, shall be entered. The general secretary, AITUC, shall register only those persons as delegates, whose names are sent to him duly entered in the form.

(2) Submission of Returns : Every affiliated union shall send to the general secretary, every year, such information or material as the general secretary may require. The general secretary should issue a form in the month of April every year. The information must reach the office of the AITUC by the end of August . A report of the information received may be presented to the general council at its next meeting held after October

*

CONSTITUTION
OF THE
ALL-INDIA
TRADE UNION CONGRESS

(REGD. No. 1852 Dated 12 SEPTEMBER 1973)

(As amended upto 1979)

AITUC PUBLICATION

Price : 50 paise

CONSTITUTION
OF THE
ALL-INDIA TRADE UNION CONGRESS
Registered under the Indian Trade Unions Act 1926
(Registered No. 1852, Dated 12th Sept. 1973)

1. The name of the organisation shall be the All-India Trade Union Congress (to be designated in abbreviated form as the AITUC).

AIMS AND OBJECTS

2. The objects of the AITUC shall be:
- (a) To establish a socialist state in India;
 - (b) To socialise and nationalise the means of production, distribution and exchange as far as possible;
 - (c) To ameliorate the economic and social conditions of the working class;
 - (d) To watch, promote, safeguard and further the interests, rights and privileges of the workers in all matters relating to their employment;
 - (e) To secure and maintain for the workers:
 - (i) The freedom of speech;
 - (ii) The freedom of press;
 - (iii) The freedom of association;
 - (iv) The freedom of assembly;
 - (v) The right of strike; and
 - (vi) The right to work or maintenance.
 - (f) To co-ordinate the activities of the trade unions affiliated to the AITUC; and
 - (g) To abolish political or economic advantage based on caste, creed, community, race or religion.

3. The AITUC shall endeavour to further the aforesaid objects by all legitimate, peaceful and democratic methods such as legislations and, in the last resort, by strikes and similar

other methods, as the AITUC may, from time to time, decide.

DEMANDS

4. The demands of the AITUC shall be:
- (a) A statutory enactment providing for a six-hour working day;
 - (b) Minimum living wage;
 - (c) Weekly payment of wages;
 - (d) Equal wages for equal work, without racial or sex discrimination;
 - (e) One month's leave with full pay, or an equivalent amount of compensation when leave is not granted;
 - (f) Unemployment, sickness, old age, accident and maternity insurance;
 - (g) Pensions for widowed mothers and dependent children;
 - (h) Proper housing;
 - (i) Formation, through trade unions, of workers' committees in factories, workshops, business houses and all other places where collective work is performed, with a view to control conditions of work inside these places;
 - (j) Abolition of the employment of children under 15 years of age;
 - (k) Payment of wages to women workers six weeks before and six weeks after child-births;
 - (l) Abolition of all other systems of recruiting labour, except through trade unions;
 - (m) Abolition of fines and debts; and
 - (n) Effective control of the subscribers over the Provident Funds.

AFFILIATION OF UNIONS

5. (a) The AITUC may affiliate to itself any bonafide trade union which satisfies the following conditions:
- (i) The trade union seeking affiliation shall make an application according to the form.

- (ii) It shall pay an annual contribution and special levies, as provided in these rules.
 - (iii) It shall send a copy of its rules and regulations, a list of its office bearers, a copy of the statement of accounts for the official year, giving an average paying membership for the period, duly audited as per the provisions of the Trade Unions Act; and such other information or materials as the general secretary of the AITUC may require.
 - (iv) The application for affiliation shall be forwarded through the state committee, wherever such a committee exists, to the general secretary of the AITUC, with remarks, if any, made by the state committee regarding the eligibility of the union for affiliation, under the Rules of the AITUC. Such applications shall be forwarded by the state committee to the general secretary within a period of two months.
 - (v) The minimum fee which a union desiring affiliation to the AITUC shall charge to its members shall not be less than three rupees per year, to be collected either monthly, quarterly, half yearly or yearly.
- (b) The Working Committee of the AITUC shall have the authority of accepting or rejecting any application for affiliation from a trade union, provided, however, that in case of the acceptance or rejection of any such application by the working committee, it will be open to the general council, or to the general body of the AITUC to confirm or set aside such a decision.
- (c) (i) The working committee/general council shall have the right to disaffiliate any union on any of the following charges:
- (a) non-payment of affiliation dues for three consecutive years;
 - (b) indulging in anti-AITUC/anti-working class activities.

- (ii) The working committee/general council shall have the right to suspend or expel any individual office-bearer or member of the working committee or of the general council if such a member indulges in anti-AITUC/anti-working class activities.
 - (iii) Any union or individual against whom action is proposed to be taken under sub-rule (b) (i) and (ii) shall be informed in writing of the charges against it/him and opportunity shall be given to its representatives/him to answer the charges.
 - (iv) A decision of the working committee/general council shall be by simple majority of those present.
 - (v) Any union/individual against whom action has been taken may appeal to the next higher body. The general council will also have the right to review its earlier decision. Pending the appeal/review, the decision of the working committee/general council shall however be fully operative.
- (d) Agricultural Workers' Unions:
- (i) The working committee/general council of the AITUC may affiliate a union/federation of agricultural workers on an application made by it in the form specified.
 - (ii) Such a union/federation shall be governed by the constitution and will have all rights and obligations of an affiliated union subject to the following provisions:
 1. The minimum fee chargeable from its members prescribed in Rule 5(a) (v) of this constitution shall not be applicable.
 2. The affiliation fee payable to the AITUC shall be at the rate of 10 paise for every five members. 50 per cent of this fee will be paid to the respective state committees;
 3. A union affiliated under this clause shall be entitled to send delegates to any session on the following basis: and its membership will be account-

ed for the relevant state's entitlement under Rule 9(a) (vi) for the general council on a pro-rata basis: One delegate for every 5,000 members. Any fraction over the last batch of 5,000 members shall be entitled to one additional delegate if it is in excess of 2,500 members.

- (e) The AITUC will maintain a register of affiliated unions. Such list and account books shall be open for inspection by the general council members on giving 15 days' prior notice in writing to the general secretary.

AFFILIATION FEES

6. Each affiliated union shall pay to the AITUC:

- (a) An annual contribution at the rate of 25 paise per member, subject to a minimum of Rs. 30/-.
- (b) Such other levy as may be fixed by a majority of not less than two-thirds of the members of the general council.

(Note: Accounts of the AITUC shall be maintained in accordance with the financial year beginning from January 1 and ending with December 31).

7. (a) The annual contribution shall be paid by the 30th June each year. The special contribution or levy shall become payable as and when fixed in each case. Non-payment of any contribution or levy that has become due shall disqualify the defaulting union from voting at or participating in the meetings of the AITUC, or any of its constituent bodies, until the payment is made; the disqualification shall also apply to the voting on the circulars that may be issued by the secretariat, till the fees are paid; provided that the working committee may, in special cases for reasons to be recorded, remit the disqualifications.
- (b) A union, when disqualified for non-payment of contributions or levies may be reaffiliated on payment of the arrears and the current fees.
- (c) In case a union is disqualified, within the meaning of subrule (a), for a period of not less than twelve

months, the general secretary may issue a notice to the union concerned to make good within three months, all the dues at the date of the notice. In case, the union fails to pay all such arrears, demanded within the time given, it shall be liable for disqualification.

COMPOSITION OF THE AITUC

8. The AITUC shall consist of:

- (i) The affiliated unions;
- (ii) The delegates assembled at the general or special session;
- (iii) The general council including the office-bearers;
- (iv) The working committee of the general council;
- (v) The state bodies.

GENERAL COUNCIL

9. (a) The general council shall consist of:

- (i) A president;
- (ii) Not more than nine vice-presidents;
- (iii) A general secretary;
- (iv) A treasurer;
- (v) Not less than three secretaries, but not more than five; and
- (vi) Other members elected by the general session of the AITUC on the basis of the total affiliated membership of unions in each state on the following scale:
 - One representative for every 5,000 members or part thereof up to a membership of 50,000;
 - One representative for every additional 10,000 members;
 - One representative each from the trade federations or groups that may be formed by the general council.

(b) Delegates alone shall be eligible for election to the general council. Election of members of the general

council shall be made during the general session of the AITUC, by the delegates present at the session.

- (c) Vacancies shall be filled or changes made in the personnel of the general council from the state where vacancies have occurred, at a meeting of the general council.

10. The council of state committees shall have the right to substitute members of the general council from the state as elected under Rule 9(a) (vi).

11. The representatives elected by the AITUC on the general council, in the manner prescribed in these rules, shall co-opt members on the council, not necessarily connected with any trade union as such but who have taken part in the trade union movement and whose presence on the council may be considered essential in the interest of the movement. The number of such co-opted members may not be more than one-sixth of the total number of representatives of the affiliated organisations.

12. There shall be a working committee of the general council consisting of:

- (a) All office-bearers of the AITUC as ex-officio members;
- (b) Thirty-five members elected by the general council by a system of cumulative voting.

13. (i) The general secretary and secretaries shall constitute the secretariat.

(ii) The functions of the secretariat will be defined by the working committee.

14. (a) The AITUC shall meet once every three years;

(b) The general council shall meet at least once a year;

(c) The working committee shall meet at least twice a year.

15. The working committee shall have the power to call a special session of the AITUC. On a requisition from the unions representing one-fourth of the total strength of the AITUC, the general secretary shall, in consultation with the president, call a special session of the AITUC within six weeks of the receipt of the requisition, for the purpose of transacting the definite business mentioned in the requisition.

NOTICE FOR MEETINGS

16. (a) Notice of the time and place of meeting of the working committee, general council and general and special sessions of the AITUC, shall be given by the general secretary.
- (b) For the meeting of the working committee, at least 15 days' notice shall be given; for the meeting of the general council and the general session of the AITUC, at least a fortnight's and a month's notice respectively shall be given.
- (c) Emergency meeting of the working committee can be called by giving a notice of seven days.

ELECTION OF DELEGATES

- 17 (a) For the general or special session of the AITUC the affiliated unions (except agricultural workers' unions) shall be entitled to elect delegates on the following basis:
- (i) One delegate for each union having a membership up to 500.
 - (ii) One additional delegate for every complete set of 500 members up to a total membership of 15,000.
 - (iii) One additional delegate for every complete set of 1000 members over a membership of 15,000.
 - (iv) One additional delegate will be allowed for the last fraction in each category provided that the said fraction consists of more than 50% of the requisite numbers.
- (b) To ascertain the number of delegates which an affiliated union is entitled to send to the AITUC, the basis shall be the number of paying members existing on the register of the union, as disclosed in the balance sheet of the union, for the year prior to the session of the AITUC, duly certified by the auditor.

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(2) Submission of Returns: Every affiliated union shall send to the general secretary, every year, such information or material as the general secretary may require. The general secretary, should issue a form in the month of April every year. The information must reach the office of the AITUC by the end of August. A report of the information received may be presented to the general council at its next meeting held after October.

GOVT. OF NATIONAL CAPITAL TERRITORY OF DELHI.
Office of The Registrar Trade Unions,
15-Rajpur Road, Delhi-54.

.....
No.F-10(1852)/RTU/_____

Dated:- 24/12/97

To

The General Secretary,
All India Trade Union Congress,
24, Canning Lane,
New Delhi-110001.

Subject:- Regn. of amendments in the Constitution of
the Union (REGN. NO.1852).

.....
Sir,

With reference to your letter dated 29.10.97
on the subject cited above, this is to inform you that
the proposed amendments have been registered in the
Constitution of the Union as provided under the Trade
Unions Act, 1926, as per Annexure-'A' enclosed.

Yours faithfully,

(K.R.SAWHENY)
DY. REGISTRAR (TRADE UNIONS)
DELHI.

ENCL: AS ABOVE.

ALL INDIA TRADE UNION CONGRESS (REGN. NO.1852).

ANNEXURE- 'A'

CLAUSE NO: AMENDED

6(a) Each affiliated union shall pay to the ~~the~~
A.I.T.U.C.

a) An annual contribution at the rate of
Rs.1 per month subject to a minimum of
Rs.100/-

9(a)(VI) Not more than thirteen Secretaries.

(K.R.SAWHNEY)
DY. REGISTRAR (TRADE UNIONS)
DELHI.

As amended up to 1996, at
the General Council meeting held
on 2-3-4 November, 1996.

92 #) ~~thirteen~~ fifteen

VI) ~~seven~~ nine

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be defined by the Working Committee. The
Working Committee will also decide as
to which of the Vice-Presidents, Stationed
permanently in the Metropolitan Territory
of Delhi, shall be permanent invitees
to the meetings of the Secretariat.

(As amended upto 1996, at the
General Council meeting, held on
2-3-4 November, 1996)

ii) fifteen

vi) nine

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काम- 'सी'
ट्रेड यूनियन के पंजीकरण का प्रमाण पत्र



संख्या : 1852

यह प्रमाणित किया जाता है कि... जाल... इन्डिया... ट्रेड यूनियन... कान्पेश...

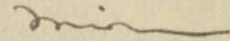
..... ट्रेड यूनियन एक्ट, १९२६ के अधीन दिनांक... १२, सितम्बर, १९७३.....

को पंजीकृत की गई।

Recd Certificate
and attested copy of
the Constitution

13.9.73

J.D. Sharma
Secretary


(स० शि० सैजीगरी)
उप-पंजीयक ट्रेड यूनियन, दिल्ली।
K. W. S.

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
(LABOUR DEPARTMENT)
15-RAJPUR ROAD : DELHI-54.

Ref.No.F-10(1852)/RTU/ 486 /

Dated, the 17/5/94

To

The General Secretary,
All-India Trade Union Congress,
24-Canning Lane,
New Delhi-110002.

Subject:- Amendment to the Constitution of the Union
(Regn.No.1852)

Sir,

With reference to your letter dated 28.3.94 on the subject cited above, this is to inform you that the amendments in the Constitution of the Union (Annexure A) has been registered as provided under the Trade Union Act, 1926.

Yours faithfully,

Wag
(K.R.SAHNEY)
DY.REGISTRAR: TRADE UNION: DELHI.

Com: Francis
to please take amended
steps to get constitution
printed

B.S.
18/8

AMENDMENTS TO THE CONSTITUTION OF ALL INDIA TRADE UNION CONGRESS, NEW DELHI

S.No.	Number of Clause	Amendments as approved
1.	2	<p><u>Clause 2 Sub-Clause (g) will be amended to read as follows -</u></p> <p>(g) to abolish political or economic advantage based on caste, creed, community race or religion; to fight against all forms of social oppression and injustice.</p> <p>Add a new Sub-Clause (h) to read as follows -</p> <p>(h) To fight against all forms of atrocities against women and harassment at place of work.</p>
2.	4	<p><u>Item 4(c) to be amended to read as follows -</u></p> <p>"Right to work ^aas fundamental right.</p> <p><u>Item 4(f) to be amended to read as follows -</u></p> <p>"Unemployment, sickness, old age, accident and maternity, insurance, comprehensive social security, scheme to be introduced.</p> <p><u>Item 4(g) to be amended to read as follows -</u></p> <p>Pensions for widowed mothers, unmarried mothers and dependent children.</p>

ATTESTED
Deputy Registrar
Trade Union
NEW DELHI

S.No.	Number of Clause	Amendments as approved
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Item 4(1) to be amended to read as follows -

Abolition of other systems of recruiting labour such as through contractors, middlemen etc.

Item 4(0) A New Clause to be introduced as below -

Workers' participation in Management.

Item 4(p) A New Clause to be introduced as follows -

Protection of environment

3. Clause 5(a)(iv)

Clause 5(a)(iv) will read thus

The application for affiliation shall be forwarded through the State Committee wherever such committee exists, to the General Secretary of the AITUC with remarks, if any, made by the State Committee regarding eligibility of the Union for affiliation under the Rules of AITUC. The State Committee shall take care to see that more than one Union in an Industrial establishment in the area is not recommended for affiliation. If any other Union seeks affiliation in the same industrial establishment in the area the State Committee will make appropriate recommendation after undertaking suitable investigation and after trying to bring about an understanding between the two unions. Such applications shall be forwarded by the State Committee to the General Secretary within a period of two months.

ATTESTED
Deputy Registrar
Trade Union
DELHI

S.No.	Number of Clause	Amendments as approved
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4. Clause 5(d)(ii)(3)

Clause 5(d)(ii)(3) will read thus -

A Union affiliated under this clause shall be entitled to send delegates to any Session on the following basis; and its membership will be accounted for the relevant State's entitlement under Rule 9(a)(vi) for the General Council on a pro-rata basis. One delegate for membership between 2500 to 5000. Any fraction over the last batch of 5000 members shall be entitled to one additional delegate if it is in excess of 2500 members.

5. Clause 9(a)

Clause 9(a) General Council, Stands amended as follows -

- i) A President;
- ii) Not more than thirteen Vice-Presidents
- iii) A General Secretary
- iv) A Deputy General Secretary
- v) A Treasurer
- vi) Not more than seven secretaries
- vii) Other members elected by the General Session of the AITUC on the basis of the total affiliated membership of unions in each state on the following scale -
 - One representative for every 5000 members or part thereof upto a membership of 50,000.
 - One representative for very additional 10,000 members.
 - Two representatives each from the trade federations or groups that may be formed by the General Council.

ATTESTED

Deputy Registrar
Trade Union
DELHI

S.No.	Number of Clause	Amendments as approved
6.	Clause 9(b)	Clause 9(b) to be retained as it is.
7.	Clause 9(c)	<u>Clause 9(c) stands amended as follows -</u> Vacancies shall be filled or changes made in the personnel of the General Council from the state where vacancies have occurred at a meeting of General Council. Similarly, in case of vacancies arising in the representatives of the trade federations, they shall be filled by the federations concerned at a meeting of the General Council.
8.	Clause (11)	<u>Clause (11) will read thus as amended -</u> The representatives elected by the AITUC to the General Council in the manner prescribed in these Rules shall co-opt members to the Council, not necessarily connected with any trade union as such but who have taken part in the trade union movement and whose presence is considered essential in the interest of the movement. The number of such co-opted members may not be more than fifteen.
9.	Clause (12-b)	In Sub-Clause (b) substitute the figure thirty five "by not more than 55".
10.	Clause (13)	<u>Clause 13(i) stands as amended -</u> "The President, General Secretary, Deputy General Secretary, Secretaries and the Treasurer shall constitute the Secretariat"

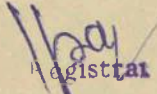
ATTESTED
[Signature]
Deputy Registrar
Trade Union
DELHI

S.No.	Number of Clause	Amendments as approved
11.	Clause 17(a)(iii) & (iv)	<u>Clause (17)(a)(iii) and (iv) stands amended as follows -</u> 17(a)(iii) one additional delegate for every complete set of 2000 members for membership exceeding 5000 upto 21000. 17(a)(iv) one additional delegate for every complete set of 4000 members for membership exceeding 21,000.
12.	Clause 17(d)	<u>Clause 17(d) stands amended as below -</u> "Delegates" cards will be issued on production of a certificate of election by the Secretary of the Union concerned and on payment of a delegation fee which will be decided by the General Council before each Conference of the AITUC".
13.	Clause 18	<u>Clause 18 is amended as follows -</u> "On a motion put to the Session of the AITUC, the President shall declare the result on a show of hands. But if any delegate demands a division, the voting shall be by secret ballot of the delegates present".
14.	Clause 20	<u>Clause 20 is amended as follows -</u> The quorum for the Sessions of the AITUC and at the meetings of the General Council shall be one-third of the delegates or members of the respective bodies. The quorum for the meetings of the Secretariat shall be five.

ATTESTED
[Signature]
Deputy Registrar
Trade Union
DELHI

S.No.	Number of Clause	Amendments as approved
15.	Clause 24	<p><u>Clause 24 is amended as follows -</u></p> <p>"The proceedings of the General or Special Session of the AITUC shall be conducted by a Presidium which includes the President and Vice-Presidents of the AITUC".</p>
16.	Clause 28	<p><u>Clause 28 - Add a new sub-clause (b) as follows -</u></p> <p>In order to supervise and control the operation of the finances the General Council shall elect a 3 member Audit Commission with a Chairman.</p> <p>The Audit Commission Chairman will submit report relating to operation of the finances in every session of General Council and at the General Conferences.</p>
17.	Clause 30(d)	<p>Clause 30(d) to be deleted from the constitution.</p>

ATTESTED


 Deputy Registrar
 Trade Union
 DELHI

GOVT. OF NATIONAL CAPITAL TERRITORY OF DELHI.
Office of The Registrar Trade Unions,
15-Rajpur Road, Delhi-54

No. F-10(1852)/RTU/ 152

Dt. 31/3/97

To

The General Secretary,
All India Trade Union Congress,
24, Canning Lane,
New Delhi-110001.

Sub:- Reg. registration of amendments in the Constitution of
the Union (RC No.1852).

Sir,

.....

With reference to your letter dt.5.3.97 on the
above cited subject, this is to inform you that the
amendments in the Constitution of the Union have been
registered as provided under the Trade Unions Act, 1926,
as per Annexure-'A' enclosed.

Yours faithfully,

(K.R.SAWHNEY)
DY. REGISTRAR (TRADE UNIONS)
DELHI.

Encl: As above.

ALL-INDIA TRADE UNION CONGRESS (R.C. No.1852)

ANNEXURE- 'A'

Clause No. Amended

9(a)(ii) "Not more than fifteen Vice-Presidents".

9(a)(vi) "Not more than nine Secretaries".

13(i) "The function of the Secretariat will be defined by the Working Committee. The Working Committee will also decide as to which of the Vice-Presidents, stationed permanently in the Metropolitan Territory of Delhi, shall be permanent invitees to the meetings of the Secretariat."

(K.R.SAWHNEY)
DY. REGISTRAR (TRADE UNIONS)
DELHI.

24/11/52

24/11/52

24/11/52

We

A I T U C

WORKING COMMITTEE MEETING

REPORT

&

INFORMATION MATERIALS

NEW DELHI

OCTOBER 21 - 22, 1993



AGENDA FOR
WORKING COMMITTEE MEETING ON 21ST & 22ND OCTOBER '93

- I. Condolence Resolution.
- II. Formation of Committee.

RESOLUTIONS COMMITTEE (PROPOSED)

COM. Chitaranjan (Convenor).

Com. Gopu.

Com. Kamalpathi Roy.

CREDENTIALS COMMITTEE (PROPOSED)

Com. Srinivas Rao.

Com. G.V.Chitnis.

Com. Bagchi (Convenor)

- III. Confirmation of Minutes of last Working Committee.
- IV. Report of the General Secretary and discussion therein
- V. Resolutions
- VI. Any other matter with Chairs' permission.

ALL - INDIA TRADE UNION CONGRESS

24, Canning Lane, New Delhi-1.

 President : M. S. KRISHNAN
 Gen. Secy. : HOMI DAJI
 Act. Gen. Secy. : B. D. JOSHI

Report of work of the Secretariat presented to the Working Committee of AITUC - N. Delhi 21-22nd October 1993, along with an account of the extent of tasks carried out by units and affiliates of the organisation in the country.

The last meeting of the Working Committee of the AITUC was held in Bhilai, M.P., on May 14-15th, 1993. Attendance at that meeting was unfortunately less than satisfactory when viewed in the light of the importance of the issues that had to come up, and did come up, for discussions and decisions. However, the elaborate and painstaking arrangements made by the Bhilai-based unions of mining and other industries acted as catalysts in ensuring smooth conduct of proceedings and deliberations leading to fruitful results.

At the outset one can hardly resist making a reference to a deep void created in the functioning of the Secretariat as a team due to untimely and unexpected demise of our dear old comrade, T.N. Siddhanta, 'Dada', as he was endearingly called. A veteran trade union leader, Com. T.N. Siddhanta had come to be regarded as some sort of a "Presiding Deity" at the AITUC Centre solely out of deep respect and regard for his total commitment to the cause of the working class and his allround grasp and understanding of complicated problems confronting the Trade union movement of the country. With his mature views and rich experience gained in the course of practical activity, he was an immense source of strength for us at the Centre. With its already depleted strength, the AITUC Centre could ill afford to lose the invaluable-services of Com. Siddhanta, particularly in the present tempestuous phase of working class movement and struggles.

The Bhilai meeting of the Working Committee carried out a somewhat detailed review of the extent of implementation of tasks set by the Goa Session of the General Council, including those concerning the organisational aspects of the AITUC both at the Central as well as State levels. Progress and outcome of agitation and struggles of public sector workers also came in for review. Certain conclusions were also drawn from the success of the historic 25th November '93 March to the Parliament. The call for broadening and intensifying struggles all over the country emanating from this rally, which was taken very seriously by the constituents of the Sponsoring Committee of Trade Unions, led to the forging of a broad unity among all major class & mass organisations, thousands of whose representatives met in a historic Convention in New Delhi on the 15th April, 1993.

The joint call for "Jail Bharo" on the 19th August and for a General Strike and Bharat Bandh issued from this broad national platform, naturally formed one of the main items of deliberations of the Bhilai meeting. Concrete measures and forms of mass agitation, propaganda and publicity were discussed and decided upon.

Consequently during the following months major attention and activities of the organisation both at the state as well as central level were justifiably directed towards implementing the decisions of the April Convention of class and mass organisations.

So far as the centre was concerned while one section of the available leadership was kept busy and almost fully occupied with maintaining day to day contact with the various constituents of the joint campaign and for giving unified directions and guidance to the movement from time to time, the other section devoted attention to the important task of ensuring the coordination of AITUC's own organisation in different States. This was, of course, absolutely necessary to oversee the scale of preparations being made by AITUC constituents who were expected to take the lead in organising intensive as well as extensive mass activity in order to prepare the toiling people and their allies for the coming combative actions.

From the available reports of agitational activity undertaken by our State Committees and our affiliates it is apparent that they went into the battle with seriousness and fighting zeal. Number of conventions, meetings, demonstrations and processions besides other forms of agitational activity, marked the conduct of the campaign almost in every State and industrial locations. Commendable initiative was exhibited by our constituents in many States in bringing together different sections of national Trade Union Centres besides diverse elements among mass organisations participating in the April national Convention. In the opinion of the Sectt. we have reasons to feel satisfied with the performance of our constituents in most of the states both in respect of the conduct of preparatory campaign, as well as the effectiveness, dimensions and militancy marking the 19th August "Jail Bharo" programme and the 9th September '93, General Strike and "Bandh".

The appended summary of the reports furnished to the centre on behalf of various State Committees, Federations (or individual affiliates in some cases) would perhaps help the comrades of the Working Committee to assess and evaluate the performance of the AITUC constituents and discover our weak spots which require special attention on our part for application of remedial measures.

ROLE OF AITUC

So far as AITUC is concerned it can take legitimate pride in the fact that going by the ground realities, its leadership at all levels exhibited by and large commendable initiatives in mobilizing and organising the different

sections of the working people with diverse affiliations for implementing the decisions of April Convention of class and mass organisations. AITUC affiliates were in the forefront in the entire campaign culminating in the 9th September strike and Bandh. Tens of thousand AITUC cadres, members and leaders at various levels bore the brunt of **police** repression including arrests, lathi charge, tear gassing etc. However, no amount of repression could stop their march towards the goal of "Bharat Bandh" set by the April Convention. The Working Committee would naturally like to congratulate them for the indomitable courage displayed in the face of combined onslaught of the Government; its repressive machinery, and of employers.

Going by conservative estimates not less than 20 million workers, peasants agricultural workers, sections of intelligentsia and professional workers have participated in one form or the other in various activities and programmes associated with the "Jail Bharo" campaign and the 9th Sept. strike and "bandh" organised against New economic policies of the Government and against the menace of communalism and religious fundamentalism.

STRUGGLE AGAINST PRIVATISATION OF IISCO

A rather significant development in this period was initiation of joint struggle against decision of the Govt. to privatise the nationalised enterprise IISCO, handing it over to Mukund Iron Works. While the local affiliates of AITUC besides other trade unions operating in the Industry were already opposed to such privatisation, a rather surprising element introduced in the situation was the forth-right attitude of top leadership of INTUC in joining this opposition move. Following a meeting of representatives of various national trade union centres connected with the campaign against IISCO privatisation held in Calcutta, the INTUC took an unusually militant attitude advocating nationwide protest strike of steel workers all over India. Although other centres would naturally have liked to have the proposed Steel Workers' strike coincide with the 9th September General strike, Yet it was fixed for 7th September in deference to the wishes of the INTUC, which showed keenness to join the strike in a significant departure from its previous policy. Efforts made by AITUC to conduct a joint campaign for the 7th September Steel Strike did not find favour with the INTUC. While AITUC, HMS and CITU succeeded in calling out strike in major Steel plants like Bokaro, Durgapur and Raurkela. The INTUC union at Bhilai did not even care to inform the workers about the proposed strike with obvious results. There has been some justified criticism, particularly from Durgapur comrades, regarding dubious attitude of CITU in having some covert understanding with INTUC leadership in going slow on the 9th September strike and Bandh in exchange for INTUC's promised full-fledged participation in the 7th September Steel strike. This criticism acquires validity in view of the betrayal of the INTUC in refusing to implement the strike decision in Bhilai Steel plant, which has been their preserve all along.

CENTRAL GOVERNMENT EMPLOYEES' STRUGGLE FOR WAGE REVISION ETC.

An important development during this period has been powerful agitation by the central government employees for revision of wages and other demands. The National Joint Council of Action decided on indefinite strike action to enforce the acceptance of the demands. According to some reports several sections of the Government employees favoured stiff bargaining with the Govt. while backing the same with direct action. However a settlement was negotiated on terms which in our opinion were capable of being improved with stronger attitude and hard bargaining by the union representatives. The settlement secured an interim relief at the rate of Rupees one hundred per month. A new Pay Commission, that is, the fifth one, will be set up to review structure of pay and allowances and other related matters. Dearness allowances will be merged and a part of Dearness Allowance will be treated as 'dearness pay' for Gratuity besides increasing the ceiling on emoluments for bonus payment. The ceiling is to be raised from rupees three thousand five hundred to rupees four thousand five hundred in case of Railwaymen from Rs.2500/- to Rs.3500/- in case of other Central Govt. employees in receipt of PL Bonus including P & T and a section of Defence workers. However over one million workers do not get any relief by this decision on bonus. In the opinion of the AIPUC there still was scope for improvement in terms of the settlement in favour of the employees. Moreover there is no reason for discrimination in the matter of ceiling against workers other than those in Railways, P & T. There is justified dissatisfaction at the terms of the settlement among several sections of Government employees.

FUNCTIONING OF TRIPARTITE INDUSTRIAL COMMITTEE

A somewhat detailed report on the functioning, rather non functioning, of the Tripartite Industrial Committees on six major industries, has already been made in the last two issues of the Trade Union Record. By cynically ignoring protests sent by almost all the national Trade Union Centres against virtual refusal of the Labour Ministry to convene meetings of almost all the six Committees, the Government has been committing serious violation of unanimous decisions of the Special Tripartite Committee set up early in 1992. In fact the Ministry appears to have set its face against functioning the Special Tripartite Committee itself. Deliberately ignoring the fact that non functioning of these Committees is tantamount to condemning even admittedly viable units of industries, particularly those in the public sector like the Scooters India etc. to entirely unjustified closure the Government is blatantly betraying the trust reposed in its words by the entire Trade Union movement of the country. It was only certain compelling exigencies of the situation that recently weighed with the Govt. in activating the Special Committee on NTC. No concrete results have, however, been obtained even in case of NTC units many of which are manifestly viable, or can be made viable. In short the

Government appears to have made up its mind to let as many Public Sector units as possible to close down by starving them of even such essential inputs as could keep them in operational state pending the promised working out of a possible revival/rehabilitation package for them. However, there is scope for successfully foiling attempts at closure of Public Sector Units if Trade Unions functioning therein are able to mount campaigns on the basis of feasible alternative revival packages. Commendable efforts in this direction have been made by workers' organisations in Fertilizer Corporation of India, Hindustan Fertilizers Corporation, etc. with officers' cooperation. Instances of Barani and Cochin Shipyard are also noteworthy.

The AITUC, along with other national Trade Union Centres has been constantly banging the doors of the Labour and other ministries concerned in a determined bid to compel the Government to implement the decisions of the Special Tripartite Committee so that as many Public Sector units as possible could be saved from impending disbandment with consequential loss of lakhs of jobs.

WORKING OUT OF SLABS ON REVISED RATE OF D.A.

It is unfortunate that despite repeated initiatives undertaken on behalf of the AITUC Secretariat, it has not so far been possible to come to an agreed formula sub-serving the interests of employees of the Public Sector undertakings.

VISIT OF CHINESE DELEGATION

A Chinese Trade Union Delegation headed by the senior Vice-President (General Secretary of China Federation of Labour) visited our country on an invitation jointly extended by INTUC, AITUC, CITU and HMS. Expenses incurred on boarding and lodging and a part of air-fare were borne jointly by above organisations. The delegation visited the AITUC office and had interesting discussions with available members of the Secretariat. In the course of these discussions interesting light was thrown on the policy and process of economic and industrial restructuring in China, involving displacement of Labour and the measures taken for retraining and redeployment of surplus labour. The conditionalities attached to the inflow of direct foreign investment by multinationals were also discussed, though without much light having been thrown on the same by the visitors. The delegation extended invitation to AITUC to send a delegation of its representatives to China during the current year.

The AITUC Secretariat has already nominated Com. Bant Singar Brar and Com. Vijay Kumar to constitute the delegation which is expected to leave for China next month.

INVITATION FROM CERTAIN ASIAN REPUBLICS OF ERSTWHILE S.U.

The AITUC has received invitation through WFTU Regional office to send a delegation of one or more comrades to visit certain Asian Republics of erstwhile Soviet Union, including Kazakstan and Pajakistan etc.. Much though would the AITUC have liked to respond to the invitation, the financial

commitments involved in meeting two way air-fare prevent it from availing of the opportunity to establish much desired contacts and relations with our Asian counter-parts in that part of the world. Attempts are still on to send a delegation of one comrade in response to this invitation, subject to mobilization of internal resources of some of our affiliates.

PENSION SCHEME

The issue of Pension remains pending despite a near unanimous understanding reached between the Government and representatives of national Trade Union centres. The Govt. according to the decision arrived at between the Government and representatives of National Trade Union Centres, undertook to restore the 1.1/3% contribution to the Pension Fund. Thereafter the entire Pension Scheme was to be fully discussed with Trade Unions and finalised in consultation with them. The AITUC, as is known to the Working Committee members had proposed a number of important amendments to the Scheme. The Government has announced that they are preparing a Pension Scheme for those drawing more than Rs.3500/- per month and the bill shall be taken up after that.

GREATER PROSPECTS FOR CLOSER RELATION & COOPERATION WITH I.L.O.

Certain developments leading to further reorientation of policies of ILO towards developing countries, have opened prospects for closer and fruitful cooperation between the AITUC and the ILO, as represented by its regional organisation located in New Delhi. Issues concerning child labour, women workers, Labour Research and Education/safety at work and environmental problems etc. are increasingly offering avenues and opportunities for developing such cooperation. AITUC secretariat has taken due note of these developments with an eye to utilising the new opportunities for the benefit of the workers.

COOPERATION WITH REGIONAL OFFICE OF WFTU

The setting up of a properly functioning Regional office of the WFTU in Delhi, led by one of its Secretaries, Com. Deb Kumar Ganguli, offers us suitable opportunity to maintain greater contact with the WFTU and other sections of the International Trade Union movement. Regional Secretariat of TUI Transport has also now started operating from the New Delhi WFTU office. Com. Basu, one of the Secretaries of the TUI Transport has been active in establishing contact with the TUI affiliates in India. The Working Committee will surely approve of the idea to maintain close contact with the WFTU regional organisation, while also keeping in mind the need to discharge certain important obligation towards the WFTU as one of its important affiliates in this part of the globe.

REVIVAL OF UNITY PROPOSAL BETWEEN THE HMS & AITUC

In recent months some discussions took place between the General Secretary of HMS, Com. U.M. Purohit and myself as acting General Secretary of the AITUC. The initiative for dialogue was taken by Com. Purohit and some of his senior colleagues. Naturally there could be no two views in principle on unification of the Trade Union movement. The AITUC had in discussions held earlier between central leaders of our two organisations, rightly taken a positive attitude on the possible merger of the two national centres as a culmination of a phased process of action-oriented joint activity over a fairly long period at various levels. But the talks got discontinued due to no default of ours. Fresh thinking on this important issue appears to have led to the new initiative now taken by the HMS.

After prolonged exchange of views, Com. Purohit suggested certain short-term measures aimed at promoting closer contacts, cooperation and understanding between the rank and file of the two organisations on the basis of common/united activity at their respective level, while evolving some sort of mechanism at the central level to guide and facilitate this process. He offered to frame concrete proposals to further the above objective in the form of a draft circular to be circulated to the constituents of two organisations after due approval and consultations between their central leadership. Our Secretariat has had some discussions on the draft circular proposed by HMS & felt that there was need to suitably amend and also alter some of the proposals contained therein.

The draft containing proposals of HMS leadership is being circulated for eliciting opinion of the Working Committee members.

ORGANISATIONAL ISSUES

The Bhilai Session of the Working Committee had rightly expressed some concern over the unsatisfactory state of AITUC organisation at various levels, including the centre itself. Toning up, streamlining and democratic functioning of the organisation at all levels was required to claim our "unfailing attention with the utmost sense of urgency and earnestness". Concrete measures were discussed and approved for being implemented in a properly planned manner. Regular functioning of state centres, setting up of local centres and councils under duly set up District Committees, unionisation of non-unionised workers with particular stress on workers in unorganised sector, ensuring close and effective contacts, coordination and cooperation with independent/non-attached organisations and Federations of employees, organising and launching of solidarity actions, and involving mass of workers and their trade unions in varied forms of activity with the aim of advancing the movement against retrograde NEP of the Rao Government, and taking lead in bringing together all National Trade Union Centres (T.U. Sponsoring Committee) for preparing nationwide militant actions, including Bharat Bandh were prominent ingredients of the tasks set for the next few months. It was, of course, clearly explained that the paramount task of considerably improving,

strengthening and streamlining of our own internal organisational structure has to be all along kept in sight so as to be able to 'earn, so to say' reasonable 'returns' in terms of considerably strengthening and enhancing the influence and role of the AIFUC in the Trade Union movement. Judging from the reports on the part played by our constituents in different states and industries in the 19th August and 9th September actions, one could safely hazard the conclusion that a notable advance has been registered by the AIFUC in at least partially implementing the tasks set by the Bhilai Working Committee session.

The success achieved in implementing the 19th August 'Jail Bharo' campaign and the 9th September general strike & Bharat Bandh must not in any case lead to slackening of militant mass activity on our part. The remarkable response of the people in different walks of life to the strike and Bandh call has to be furthered and fully utilized to intensify the struggle against the twin evils of communalism and religious fundamentalism and the anti-labour and anti-people NEP of Rao Govt. with unwaveringly combative intrepidity. We along with tens of thousand activists belonging to different class and mass organisations leading this titanic struggle have to spread out to every centre of industrial activity. The ominous implications of the NEP as well as the grave danger posed to the unity and integrity of the country by communal forces led by the RSS-BJP-VHP-Shiv Sena combine have to be fully explained to the working people. Simultaneously the alternative platform advanced by the April Convention of class and mass organisations against the new economic policies of the Government has also to be properly explained to the masses in order that the coming struggles get considerably broad-based. Of course there is need on our part to further develop and elucidate alternative policies for economic regeneration of our country. All this entails considerable expansion of our activities as well as their content and direction. Struggles of toiling masses against adverse consequences of the NEP on their living and working conditions have to be encouraged intensified and developed. Workers in specific industries, services or professional pursuits must be persistently assisted to coordinate their struggles at different levels with the aim of developing the sweep of the mass movement horizontally, complementing and supplementing its vertical dimensions.

Considering the concerted, overt as well as covert, operations being launched by the Govt. under the dispensation ordained by the imperialist financial agencies, as elaborated in the following pages, the working class movement, alongwith other mass organisations and patriotic sections of our population, has to gird up its loins to meet its adversaries in fiercest encounters. In particular the millions of workers organised under the AIFUC banner have to consciously take up their positions as front-rank fighting detachments of the swelling mass of an angry and disillusioned people.

Every State Committee, therefore must closely watch and monitor the implementation of organisational tasks set by the Bhilai Session of the Working Committee and integrate with them the new tasks emerging from the inevitability to take forward the platform of common demands of various sections in the 15th April national Convention of class and mass organisations.

/| represented

AUGMENTATION OF FINANCIAL RESOURCES OF THE CENTRE
AS WELL AS STATE COMMITTEES

It is no longer possible in today's situation to carry out effective functioning of the entire organisation on a scale demanded by the inevitability of developing mass struggles to ever extensive dimensions. The Secretariat would, therefore, venture to ask the Working Committee to seriously consider and finalise its proposals for launching a full-fledged drive to impose a special levy at the rate of one-time payment of Rs.2/- per member to be collected within a time-bound period.

An important decision taken by the Goa Session of the General Council was that every State Committee must collect a special fund based on its relative strength of AIFUC affiliates in the State, in order to meet the enormous expenses the Centre had to incur on the 25th November March to the Parliament. This decision was further repeated by the Bhilai Session of the Working Committee since many of the States had not fulfilled their commitment. The Bhilai Session also took the unanimous decision that every affiliate must remit its affiliation dues in full before the end of the current Trade Union year. Every State Committee must see to it that both these decisions are fully carried out.

✓ THE QUAKE TRAGEDY IN MAHARASHTRA

The staggering loss of previous human life and property resulting from earthquake in Marathwada and some other adjoining parts of the country hardly requires any description. The AIFUC Centre issued an appeal to all the State Committees to collect and rush relief to the victims of this great tragedy. It also addressed communications both to the Prime Minister as well as the Maharashtra Chief Minister expressing shock at the tragedy and offered AIFUC's full cooperation in organising relief. Though no response from both these quarters has been forthcoming, some of our affiliates or friendly organisations are reported to have made contribution to the relief measures in one form or the other. It would be worthwhile if information as regards the extent of contribution made by our constituents and friendly organisations could be collected and suitable publicity be given to the same.

TRADE UNION RECORD

The removal of Com. T.N. Siddhanta from our midst has seriously affected the publication of T.U.R. Stop-gap arrangements for the time being have been made to ensure uninterrupted publication of T.U.R. These arrangements have to be further perfected in several respects. The Secretariat is seriously considering various proposals not only to ensure its regular publication, but also steps to further improve its contents, coverage, etc. so as to enable it to play an increasingly important role in the current phase of working class - struggles & movement. This will inevitably entail increased contribution by our State Committees and affiliates by way of considerably increasing its circulation price beside enabling the TUR establishment to increase its price. This has to be accepted as one of our most important tasks. The comrades are requested to enrol life subscribers on payment of Rs.300 so that, it may help in stabilising its finances.

WAGE NEGOTIATIONS IN PSUs REMAIN DEADLOCKED

Negotiations in public sector units, very much overdue by now, are being systematically and persistently stalled by the Govt. with the D.P.E. prescribing abnoxious arbitrary ceiling-norms in respect of wage increase and other benefits involved in such negotiations. As a consequence little progress has so far been made in achieving a break through in wage-negotiations in public sector industries or services, despite repeated moves even by the CPSPU. In a recent meeting of representatives of PSUs, decision has been taken to convene an extended meeting of CPSPU in Calcutta on the 6th November 1993, with participation of all major sections of PSUs. It is hoped that the meeting will take appropriate decisions to ensure resumption of wage negotiations between public sector unions and managements by blowing up the abnoxious DPE norms and conditions which constitute a grave violation of the basic right of collective bargaining through effective concerted action.

INDUSTRIAL RELATIONS BILL

Government spokesmen, in particular the Union Labour Minister, Mr. Sangma, has recently come out with an unequivocal statement that the proposed Industrial Relations Bill will be introduced in the coming Session of the Parliament. He has also not hesitated to declare that almost all the highly abnoxious and anti labour provisions of the draft-bill, including virtual ban on strikes and collective bargaining would be maintained intact notwithstanding almost unanimous rejection thereof by the National Trade Union organisations. This grave challenge to the Working Class of the country has of course got to be squarely met, and will be met by the Trade union movement of the country.

WORSENING ECONOMIC SITUATION

Notwithstanding the Chorus being constantly raised by the Government and by the staunch advocates of Govt's New Economic policy, the economy gives no evidence of overcoming the recession to any significant degree. Not only is the last year's financial deficit very much larger even the revised figures that were presented to the Parliament in February '93, even this year's projection seem likely to be overshoot by big margin. Centre's revenue deficit is estimated to rise from Rs.17,630 crore as per Budget estimates for 1993-93 to Rs.32,874 crores during the next two years. Along side of it, continuing steep increase of R.B.I. credits to the Central Government Budget deficit between August/September 1993 has travelled upwards of Rs.30,000 crores, which is several times more than the year-end target of Rs.4,314 crores.

The situation in respect, particularly of the two major areas of vital concern to the mass of the people, namely, prices and employment continue to assume ever menacing proportions. Notwithstanding the officially tailored

figures of the rate of inflation as having registered decline from around 10.2% to nearly 7.5% for the closing week of September 1993 as compared to the corresponding week of 1992, the cumulative movement in wholesale price index during first 7 months of the current financial year is estimated to have exceeded 7.0% in comparison to 6.5% for the corresponding period of the previous year. Figures for C.P. indices for July, 1993, standing at 253 (base 1982) was higher by nearly 6.5% as compared to the corresponding period of 1992. These WPI figures, however, are based mainly on provisional data and the actual figures are quite likely to be higher, once the final estimates are worked out. Going by past experience provisional figure of W.P.I. has all along been under-estimated to an appreciable degree - the difference averaging around 1.0%. Dependable sources place the final figures of rate of inflation above 8.2% and cumulative movement of W.P.I. over 7.6%. Another serious features of the rise in W.P.I. under sub group 'Food articles - reveals an increase by 10% during April-September '93 compared to 7.5% during the corresponding period of 1992-93.

The increase in April-September 1993, should cause serious concern due to the fact that compared to the previous year when hikes in prices of administered items constituted a significant cause for upward movement of price indices, this particular price-rise is essentially 'market-led'. We have thus already started tasting the fruits of liberalisation and the 'market economy', its essential ingredient. It is becoming only too evident that the situation on the price-front is going to witness persistent deterioration, inflicting untold misery and privations on the toiling masses of the country.

STAGGERING RISE IN UNEMPLOYMENT

Employment situation has been steadily deteriorating throughout the period under review. Loss of jobs on a massive scale, triggered to a considerable extent by unabated spate of undeclared closures, stoppage or curtailment of production, shut-downs and lay offs, etc. has assumed almost anarchic conditions on the employment front. Apart from unemployment caused by unrestrained 'restructuring' in the private industrial sector, tens of thousand workers in the public sector have either been forced to quit under intense psychological pressure resulting from suspension of productive activity accompanied by allurements of VRS, or are managing to cling precariously to their jobs while struggling hard against Government engineered 'sickness' or 'non-viability' of the enterprises concerned. On the one hand the Government persists in depriving these Public Sector undertakings of budgetary support, it stubbornly refuses to assist them in procuring working capital for purchase of essential inputs on the other. The BIFR is already overwhelmed with multitudes of automatic references. The Government, concerned ministries and financial institutions refuse to come to the aid of workers of the referred units even when such units are found capable of being completely revived and their profitability restored, by the operating or other expert agencies appointed by the BIFR.

Considering any turn-around proposals for their revival. As is probably known to the comrades that the AITUC Sectt. had lost no time in condemning and debunking the Goswami Committee recommendations as thoroughly reactionary and anti-national.

FALE OF PDS.

Along with the horrifying spectre of mass unemployment and persistent price-rise, a determined move is now afoot to dismantle the Public Distribution system in stages. Apart from the declared intention to 'target' PDS supplies only to vulnerable sections of the society the latest pronouncements from official quarters stress on exclusion of essential items like Sugar & edible oils from the scope of PDS altogether depriving even the vulnerable sections of supply of these items.

BALANCE OF TRADE/FOREIGN DEBT

Though some improvement in the balance of Trade mainly on the basis of figures indicating decline in imports has been claimed by the Government this can on no account offer any lasting satisfaction considering the totality of the situation. For one thing trends during past years have generally exhibited such decline during the period April-October, followed by substantial increase during the later period. Secondly according to the Commerce Minister himself the recent export growth has been made possible by a phenomenal increase in exports of mostly agro-based products and plantation-based crops. If primary goods are to be the mainstay of our export-growth under the new policies (on which increasing stress is being laid), it has serious long-term implications for our economy. A strong and stable base for growth of our exports can be laid only by progressively and growingly increasing the share of manufactured goods in our export trade. There is no reasons or justification for the Government to gloat over its 'achievement' in reducing the external trade balance. The nation's external debt has already crossed 85 Billion Dollars mark, with consequential debt-service burden calculated to total 8-9 Billion U.S. D. annually.

As regards the repeated claims that the country's foreign currency assets (including SDPS) now amount to as much as 7,247 million USD, the Government has to be reminded that this bolstering up reserves has come about due to (1) the R.B.I. buying as much as US D. 3.6 billion worth of gross reserves from the market, while selling only US.D. 1.3 billion - amounting to a net purchase of U.S.D. 2.3 billion; (2) bulk of the reserves, it must not be forgotten, is achieved with borrowed funds and IMF stand-by credits. These would infact result not in gains but drain on the national economy.

FURTHER DISINVESTMENT OF PSU SHARES IN THE offering

In line with the budget-plan 1993-94, to disinvest share of PSUs to raise Rs.3,500 crore during the current year the Government has now finalised the scheme for first round of disinvestment to raise about Rs.1500/- crores. The 2nd round is intended to be launched in February, 1994. Amazingly the mechanism for disinvestment has been finalised in wanton disregard of severe indictment of the Department of Public Enterprises (DPE) on various counts resulting in under-utilization of receipts aggregating to Rs.3441.71 crores. The go-ahead for fresh disinvestment has also been given in complete disregard of the severe criticism made in Parliament and the raging controversy over the manner in which the PSUs shares were disinvested during, 1991-92 and 1992-93. New and far reaching schemes are being evolved in the light of Rangarajan Committee on PSU disinvestments. This would include disinvestment through public offers. "Healthy" PSUs are going to be allowed to freely go to the capital market to "augment their equity base.

HIGHLY DAMAGING DIRECTION OF FDI (Foreign Direct Investment and mounting havoc being caused by entry of MNCs

The Prime Minister has recently been going about claiming substantial inflow of FDI attracted by his N.E.P., to the extent of 87% of approvals up-to-date, have been in the "high-priority sector". These tall claims of the P.M., however, stand falsified by facts and figures contained in the records of the Ministry of Industry. A qualitative analysis of figures released by the Ministry of Industry headed by Mr. Rao himself, indicates that more than 15% of the total FDI approvals of Rs.9,168 crores have gone to the projects in prepared food products/stuffs, beverages, spirits, vinegar, textiles, tobacco, leather and fur substitutes, etc. The falsehood is further exposed by official records defining /| included chicken breeding, meat-processing, mineral water production, breakfast cereals, glass-ware and ceramics, paper, and plastic products. Manifestly the bulk of the 'promised inflows of FDI are confirmed to consumer durables and non-durables. For example even according to figures available with leading non-official financial media, hardly any concrete inflows in sectors like Power, Telecom, etc. have so far materialised due to MNC's demand for sovereign guarantee of 16% returns on capital.

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Some indication of the havoc already being caused by unrestricted entry of MNCs is provided even by the serious concern expressed by the so-called Bombay conclave of representatives of Indian big business themselves.

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The two reports further openly advocate:

1. drastic watering down of provisions of FERA & COFEPASA, amounting virtually to their liquidation.
2. Further liberalisation of imports of consumer goods.
3. Export performance requisites for direct foreign investment (DFI) should be done away with.
4. Acceptance of IPS (Intellectual Property Rights) "(however unfair)" as demanded by USA & OECD countries should be treated as a minor cost for attracting Direct foreign investment.
5. modification of any opposition to IPR rules at the GATT in Uruguay round to be modelled on the lines of Mexico.
6. Joining of one or the other Trade blocks-E.C.-NAFTA while keeping door open to emergence of any other Asian Block.

So on and so forth.

So the repeated declarations by our Finance Minister and the prime Minister himself on inessibility of the 'Reform programme' under the New Economic Policy are now being given concrete shape in different spheres of our economy.

The Working class and the mass of the people in our country have, therefore, to be told clearly & categorically what is it that they have to battle against in order to prevent the imposition of dreaded neo-colonial order on them.

FURTHER MASS ACTIONS BEING PLANNED

The Sponsoring Committee of Indian Trade Union along with representatives of other mass organisations constituting the broad platform against the New Economic Policies of the Govt. has decided to continue its crusade for reversal of these anti-people policies. While continuing to intensify agitational programmes against these policies special attention should during the coming period to the serious danger posed to our economy by the apprehended acceptance of the Dunkel Proposals by our Govt. in one form or the other.

The platform, has therefore, decided to stage massive Dharnas at the Parliament in N. Delhi along with similar Dharnas at the Headquarters of State Govts. all over India December 7th will be observed as 'Black Day', marking the determined opposition of the Indian people to this black conspiracy hatched by Imperialism and their allies against India as well as against all the developing nations.

Undoubtedly our State Committees will see to it that this important protest action assumes a massive character all over the country. Particular attention should be paid to enlist the fullest support of & coordination with agricultural workers' and farmers' organisations.

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ALL - INDIA TRADE UNION CONGRESS

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 GEN. SECY.: HOMI DAJI
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SUMMARY OF REPORTS ON 19th AUGUST JAIL BHARO AND
 9TH SEPTEMBER GENERAL STRIKE AND BHARAT BANDH

PUNJAB

- PEPSU Roadways Transport Corporation Staff - 80% buses were off the roads.
- Punjab Roadways - 60% strike.
- Punjab State Electricity Board - 65% strike.
- Banks and Insurance - Nearly 100%
- F.C.I. Palledar - Majority on strike except INTUC workers.
- P.W.D. Workers - withdrew from the strike.
- General Industrial workers - majority on strike.
- Shops and markets - limited response.
- Mass organisations, Peasants, Rural labours, women, Students - could not mobilise masses in a big way as was expected.

Opinion expressed is that the call for 'Bharat Bandh' was not proper. Only Industrial strike should have been announced. Industrial areas of Amritsar, Jullundhar, Ludhiyana, Batala, Dhariwal, Rajpura, Maler Kotla, Mansa, Abohar, Kharar, Muhali and Chandigarh were almost totally strike bound. 50,000 Electric Board workers were on strike.

UTTAR PRADESH

1. Kanpur: -
 - Defence - 5 production units including MES and IGS on total strike.
 - Banks - 100% strike but BEFI members applied for leave.
 - LIC, GIC, Indian Oil - Total strike.
 - Textiles - Total strike in only two mills; attendance in NTC, BIC normal.

- Engineering and Leather - Very little response.
- Electricity - Workshops and some other establishments totally closed.
- Power House - Normal functioning.
- Markets - Functioned normally in general; some areas closed.
- General impact - Good.

2. DEHRADUN:

Preparations for Bharat Bandh were mainly undertaken by AITUC units. Despite their repeated efforts both CITU and Janta Dal continued to adopt obstructionist tactics and made little contribution to the bandh. However, determined efforts by AITUC workers resulted in obstructing traffic and forcing bandh in several areas.

3. DALA CEMENT FACTORY

10,000 workers courted arrest, mainly AITUC and CITU organised the 19th August "Jail Bharo" movement. Many women and youth workers participated. No report on 9th strike.

4. GHAZIABAD

Over 50 small and medium establishments in the industrial areas in Ghaziabad district were totally strike bound on the 9th September '93.

5. (HARDWAR, RANIPUR)

BHARAT ELECTRONICS

- 19th August Dharna took place with participation of our own union members only.
- 9th September Strike - only members of AITUC and CITU participated. Others including H.M.S. and INTUC and HMKP did not co-operate. Majority of the workers not on strike. 800 only on strike. A big procession with participation of several smaller Trade Unions taken out- through markets in Hardwar.

6. LUCKNOW

SCOOTER INDIA LIMITED

- Total strike on 9th September 1993

KARNATAKA STATE

The AITUC unit in Karnataka did a nice and splendid job. It was able to mobilise all the forces and organisations who had participated in New Delhi Convention. In addition, it also mobilised local forces. About 30,000 people courted arrest on the 19th of August. The response to the bandh on 9th September '93 was wide-spread, both in industrial belts as well as rural areas. Transport strike was complete. Civic life was also affected seriously in most of the areas. Besides CITU, elements of Janta Dal also participated in certain areas. Large number of arrests were also made. Police violence was much in evidence. On the whole, the action programme on the 19th August as well as on the 9th September can be described as highly successful.

Karnataka State Road Transport Corporation

Many struggles launched. A complete token strike on 28.7.93 also observed in support of their demands. Large scale victimization against which campaign is on.

GOA

AITUC and CITU unions participated in a big way in Jail Bharo Andolan on 19th August. A total of over 10,000 workers participated in the Jail Bharo Andolan in various localities in Union Territory of Goa.

Performance of Trade Unions in Goa who mobilized different sections of the society for the bandh yielded splendid results. Tens of thousand workers in the 11-industrial estates mining establishments, public services, electricity and transport, ferry - services etc., were on strike. A number of towns in Goa observed bandh following massive demonstrations, marches and processions by workers. Police high handedness including Lathi Charge and arrest of union leaders did not deter workers from going ahead with militant actions.

DELHI

Over 10,000 workers belonging to AITUC, CITU, HMS, UTUC and some other left-oriented Trade union groups participated in 19th August "Jail Bharo" programme. The massive march of workers for courting arrest was led by national leaders of AITUC, CITU, HMS, UTUC, etc. The processionists including Com. Indrajit Gupta Chaturanan Mishra, Gaya Singh and Gurudas Dasgupta, etc. were subjected to brutal Lathi charge. Nearly 8,000 workers were arrested but later released. Number of workers striking work on 9th September is estimated between 40,000 to 75,000.

MAHARASHTRA

About a lakh workers participated in "Jail Bharo" programme in Maharashtra, including 22,000 in Bombay city alone. At many places peaceful processionists were brutally lathi-charged and large number of arrests were made. Among those arrested in other parts of the state there were a large number of women Bidi workers.

RAJASTHAN

There are reports of wide-spread meetings, conventions etc. held in different parts of Rajasthan. In Jaipur many establishments in industrial estates were closed. Strike of Roadways workers was partial. In Kota a number of big and small industrial establishments were closed. Many markets also got closed. In some of the cities like Sardar Sahar large number of women picketed railway tracks and forced a Bandh on the town. Workers in Khetri Copper mines observed a partial strike.

PORT AND DOCK WORKERS

Units affiliated to Port, Dock and Water Front Federation of India also participated in 9th September strike at various places.

GUJRAT

Industrial areas in and around Baroda responded to the strike call.

ANDHRA PRADESH

The Bandh call was quite successful in the state as whole. Most of the public sector undertakings in Hyderabad and Visakhapatnam areas were strike bound. Road Transport was also disrupted. There was a brutal Lathi Charge by police in Hyderabad and nearly 2,000 arrests were made.

TAMIL NADU

The industrial strike and Bandh call registered a big success in the State of Tamil Nadu also. The Bandh call evoked good response in a large number of towns and cities including, in particular, Coimbatore, Tirupur, Trichi, Nager-Coil, Neel Giris, Kambacomom, Balore, Salem & Madras. Large number of small as well as major factories remained strike bound. These included the entire Textile Industry and Engineering factories in Coimbatore, BHEL factories in Trichi and Ranipet, Neyvey Lignite Corporation, Hindustan Photo films, Hindustan Motors in Triblllore, besides mass of Transport and electricity workers. Lakhs of workers in unorganised industries like Bidi, tannery, powerloom, handloom, Cashewnut also observed token strike. Banks, Insurance and oil company offices also observed complete strike. In many places even INTUC and BMS workers also joined the strike. Primary school teachers struck work en-masse. Others joining the strike were Air Corporation Employees, employees in post & telegraph and telecommunication and medical workers etc. Estimated number of workers and employees joining the strike throughout the State has been placed at about 14 lakhs. About 2,000 workers were arrested.

TRIPURA

The 9th September Bandh was a big success. All State Government offices, Road Transport, Schools and colleges besides industrial establishments observed complete strike.

MADHYA PRADESH

Over 50,000 industrial workers, peasants, youth and students and women courted arrest on 19th August. AITUC unions, in mining, textile, engineering, Bidi and small-scale industries were in the fore-front in organising the 9th September General Strike and Bandh bringing together other affiliates of Central Trade unions organisations besides youth and agricultural workers. Major cities and towns including Bhopal, Jabalpur, Indore, Raipur, Bilaspur etc. observed a complete bandh despite opposition from Congress and B.J.P.

ASSAM

There was total bandh in certain areas including Malegaon, Kokrajhar Tea Estates and in many sections of telegraph employees. Top State leaders of AITUC were arrested.

HARYANA

Entire Industrial area of Rohtak observed strike. Local peasantry in several districts including Sirsa, Hissar, Bhiwani, Delhi-Road blocked the traffic for several hours. Electricity Board workers in districts of Palwal, Faridabad industrial areas also joined strike. P.W.D. workers also joined the strike.

BANKS, INSURANCE ETC.

Employees in banks, and insurance companies participated in the struggle every where in country with their usual determination and enthusiasm. So was the case with electricity workers in many of the states. Performance of Road Transport workers however, does not give cause for much satisfaction barring a few brilliant exceptions like that of State Transport workers of Karnataka, Goa and Punjab, besides those of Bengal and Kerala. Post, telegraph and telecommunication services exhibited enough enthusiasm but their actual participation did not match their enthusiasm. This was perhaps mainly due to luke-warm attitude of the national leadership of these services.

Highly noteworthy has also been the performance of state Government employees practically all over India. Their participation in the "Bharat Bandh" surpassed even expectation of sponsoring organisations.

The same could be said about Defence workers who steadfastly responded to the General strike call almost all over India inspite of the fact that several other departmental undertakings backed out from the strike decision at the last moment.

Employees in major sectors like Railways and sections of Ports and Docks, (except the AITUC affiliates) made little contribution to this historic struggle in spite of repeated calls made by the Sponsoring Committee of trade unions. Participation of postal services and major sections of Central Government employees could also be described as less than partial. Participation of employees from these vital sectors in 9th September strike and bandh would have invested it with character of a near national upheaval.

COAL

Coal Mines organised under Samyukta Khadan Sangh (including Captive iron ore mines of Bhilai Steel plant, Dalli-Raj-Hara and mines in other areas) - organised the 9th September strike. It was highly successful in Dalli-Rajhara, Nandini and Hirri Coal mines. In addition the strike call was fully responded to by workers in various mines including Kirandool, Bachel, Balco mines, Malanj Khand Copper mines, mines in areas like Korba, Gevera, Kusunda, Jumna Katma, Rai Gadh, Chrimiri, Suhagpur etc. The strike of workers in all these Coal fields created considerable impact in many areas resulting in stoppage of commercial, educational etc. activity.

UTTAR PRADESH & MADHYA PRADESH - NCL

Singrauli Coyala Mazdoor Sangh and Colliery Mazdoor Sabha:

Though no clear-cut information has been made available as to the extent of participation of workers of these Coal fields in the 19th August "Jail Bharo" and 9th September Bharat Bandh it appears that the strike in these Coal-fields has not been very successful except, perhaps in certain sections of N.C.L. The role of affiliates of other Central Trade Unions in the 19th August and 9th September action would appear to be negative.

BRAJRAJ NAGAR COAL MINES) - ORISSA

Large number of workers in Brajraj Nagar Coal mines led by the AITUC and All India Mines Workers Federation are also reported to have participated in 9th September strike.

Serious note has also to be taken of the fact that inspite of the wide dimensions of the movement extending even to several unorganised sections of the industry and professions, workers in certain major segments of organised industry could not be persuaded to respond to the 9th September general strike call. Giant BHEL units like those in Hardwar and Bhopal Singareni Coal mines, etc., besides sections of workers in major steel enterprises furnish such examples. Similar has been the case with certain important sections of services like ITDC and many of nationalised Hotels under it.

A SPECIAL FEATURE OF THE JAIL BHARO AND BANDH CAMPAIGN

Special mention must be made of important contribution made to the success of the struggle by large sections of the toiling people in rural India, including small peasants and agricultural workers. It was for the first time in the history of working class struggle in our country that the toiling sections of rural population made common cause with the industrial workers and urban toilers on matters of policy vitally affecting national interests. As already stated teachers both in schools and universities joined the struggle in a big way. Active participation of unorganised workers including women on such a vast scale and in such overwhelming numbers in another highly encouraging feature of this struggle. Participation of organised sections of youth and students, though on a limited scale, also contributed to expanding the base of movement in appropriate directions.

FURTHER DISINVESTMENT OF PSU SHARES IN THE offering

In line with the budget-plan 1993-94, to disinvest share of PSUs to raise Rs.3,500 crore during the current year the Government has now finalised the scheme for first round of disinvestment to raise about Rs.1500/- crores. The 2nd round is intended to be launched in February, 1994. Amazingly the mechanism for disinvestment has been finalised in wanton disregard of severe indictment of the Department of Public Enterprises (DPE) on various counts resulting in under-utilization of receipts aggregating to Rs.3441.71 crores. The go-ahead for fresh disinvestment has also been given in complete disregard of the severe criticism made in Parliament and the raging controversy over the manner in which the PSUs shares were disinvested during, 1991-92 and 1992-93. New and far reaching schemes are being evolved in the light of Rangarajan Committee on PSU disinvestments. This would include disinvestment through public offers. "Healthy" PSUs are going to be allowed to freely go to the capital market to "augment their equity base.

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These gentlemen who were till now vying with each other in praising the benefits of 'Globalisation of the economy' after the W.B.-IMF model, have already started exhibiting signs of nervousness about the advance being made by MNCs in the Indian industry. The recent take over under amazing circumstances of Parle brands, so far commanding 60% of the share of Indian soft-drink market, by the Coke of U.S.A. and some such other impending take-overs, provide the immediate 'provocation' for such concern. Hindustan Lener & Tomco 'merger' is another concrete instance of the fate awaiting many sections of Indian big-business. It is almost certain that the Coke will in course of time replace all Parle brands like Limca, Citra, Gold Spot etc. with its own. This is surely the fate which awaits the Indian Brands. This is the type of 'market-economy and free campaign which the MNCs are going to impose on us, with gross distortion and restriction of competition in the market, making a total nonsense of all provisions of MRTP & FERA. Big business in the Engineering industry has in fact bluntly told the Government that liberalisation of IMF-W.B. model is hosting the Indian Engineering industry.

Another highly damaging development flowing from the open-door policy of the Indian Government towards MNCs has recently been subject-matter of a raging controversy at various levels. Joint sector and subsidiary companies of several MNCs incorporated in India for long time past, have now started what can only be called open piracy in stock-market operations. In a number of cases Rights-shares of these companies are being offered to the Parent Company abroad at amazingly low discount with the clear aim of converting minority shares into major holdings and ultimately going absolute control over them.

FURTHER REVELATIONS OF DARK CONSEQUENCES OF NEP

The latest publications released by the Finance Ministry, to which reference has been made earlier, further clarify the scope and intent of the liberalisation policies to be inevitably pursued as a logical consequences of acceptance of World Bank - IMF prescriptions on both macro as well as micro-economic level.

PRIVATISATION AND PSUs:

"It is extremely hard to function them (PSUs) efficiently.. No further Public Sector..." "partial disinvestment must be given up and full scale privatisation drive of PSUs should be proceeded with"..

"Hence our preference is to go ahead with privatisation plans, preparing to shed most of the PSUs from the custody of the Govt. even as we implement steadily the institutional changes such as NRE."