Folder No. 2, File No. 589[redacted]-A

Name : AITUC Session (Ernakulam)

Address :

Subject :

From : 1957 To :

OFFICE FILE

NO. 405

Diplomat

Folder No. - 2
File No - 589-A

Insert

(4)

on T.U. Right Resolution

which was passed by the Parliament

the I.D. (Amendment) Act (1957) should be

brought into force immediately.

S. Nyayaratnam Rao

Social Security resolution.

Please add the following in sub para (iii) in Page 6, line 9 of the resolution:

"and arrange for easy procurement of inheritance tax certificates and remove other delatory obstacles in the way to easy procurement of the dues"

Biren Banerjee.
W. Bengal.

Amendment on Social Security Resolution.

As Hospitalisation etc has become a crying need in the Big cities where the Employees State Insurance Scheme is already applied, it has now become equally a burning cry to apply the scheme in its initial stages to the Smaller cities where

the scheme is not applied. In such small cities, the Hospitalisation may not be demanded at this stage but the initial benefits be available to working class in small cities."

Jashawant Chohan
(SURAT)
Gujerat.

On Social Security

Mover P. Narayanan. Hutti Gold mines Raichur mysore

The Resolution on Social Security deals with most of the burning problems facing the T.U movement today. But I would like to bring to the notice of the Congress on my own experience the following for consideration.

At present under industrial dispute act an employee can be dismissed for continues medical attendence with out giving any notice or compensation ~~Thus~~ and under the shadow of the this clause in the I.T. act our management with out any trouble discharge average 12 workers in a year (most of T.U. caders). ~~Our~~ workers being miners we can not avoid attending the hospital none and them at times even with a complaint cold or head ache. The hospital and its staff controlled by the management take this weakness advantage and ~~the necessity detains the workers in the~~

6

make their choice of terminating the service thus it is become settlement for us may be for others too Hence I Request the leadership of AITUC to take note of this and make necessary amendments in the Resolution

Through Senator J Karmakar delegate

amends suggested under demands

add demand

1) In calculating daily wages, the total earnings should be divided by the total number of days in the week and not by the actual number of days worked

2) Include ayurvedic treatment under the scheme -

3) upto date medical facilities available within the state should be extended to the insured workers. It should not be limited to facilities available within the district.

4) experienced doctors should be appointed as I. M. Os and non-rural medical graduates

Amendment.

This demand be added under E.S.I. Scheme.

The worker is dismissed from Service if he remains absent for six months or more; under this E.S.I. This should be remedied and there should be no time limit for being absent to sick people. ~~There sho~~ Their employment be guaranteed when the worker becomes healthy.

Page — 411 line 3-4

Re:— Ujjain — should be deleted. because there are only a few cases now.

Govind Shrivastava.

M. Pradesh.

सरकार को विधान मे ऐसा संशोधन करना चाहिये प्रायवेट फंड
नुकशान भरपाई के कानियम मे ओ २४० दिन का नियम माना गया
B यह - अभी हाल मे मुंबई हायको का एक निकाल ~~देखो~~ हुआ है
एक ऊपर लिखा २४० दिन का ~~नि~~ नियम निकाल देना चाहिये

देवनारायण काशी
मुंबई

Jay Engineering Workers' Union

(REGD. NO. 385)

(AFFILIATED TO THE A. I. T. U. C.)

392, PRINCE ANWARSHA ROAD, DHAKURIA,

CALCUTTA - 31.

Ref : ..... Date ..... 195 .

Amendments to the draft resolution on Social Security

~~Sample.~~

Add the following lines after the para " The A.I.T.U.C calls upon the workers . . . . . improvements immediately" (P. 5) -

" This session further resolves that should the present attitude of the Govt remains unchanged & should no tangible action be taken within 3 months to the effect the above mentioned 'improvements', the A.I.T.U.C & its provincial units should organise the workers to take direct action, wherever necessary, for fulfilment of their ~~to~~ demands, such action to extend upto non-payment of contribution to the scheme"

Sd/- Sushovan Ray.

~~W.B.~~ W. Bengal

Amendment to the Draft Resolution on T.U. Rights.

Delete item (ii) in the demand and in its place insert,

ii) Recognise all Trade Unions, and for the purpose of Collective bargaining ~~set up~~ in case of multiplicity of Unions, following procedure ~~to be adopted~~ be statutorily prescribed.

a) for the purpose of setting up the negotiating body all Unions in the establishment or industry ~~should~~ may in the first instance negotiate among themselves and come to an agreement.

b) in case of failure to reach agreement, a secret ballot to be conducted to assess the ~~strength of~~ relative strength of the Unions. In case where a particular Union has a majority ~~of 75% or more~~, it should be straightway accepted as the negotiating body. If no Union has that majority, a negotiating body should be formed by giving proportional representation to all eligible Unions, the basic Unit for determining the proportion being the numerical strength of the minority Union ~~subject to the condition that the case of the Union which does not give at least 10% of the votes will be disregarded.~~

Proposer. A. George Chadayamuri.
C. George

Seconder: P. Balachandra Menon.

On Release of Com. Kangsari Halder M.P.

The 25th Session of the All India Trade union Congress notes with concern the persistent refusal of the ~~central Govt~~ Government to withdraw the case and all other restrictions against Com. Kangsari Halder, the well known peasant leader & W.B. who has been elected to the parliament in the last general elections ~~for~~ from Diamond Harbour Constituency.

This Congress demands unconditional withdrawal of the case and all restrictions against Com. Kangsari Halder so that he can dedicate himself fully in the service of the people who have reposed unbounded confidence in him.

~~Proposed~~

Include in the general resolution on withdrawal of cases etc

DRAFT.

The Journalists' wage board have

The Living conditions and the cost of living in Madras do not differ from those in Calcutta and Bombay. Even the Bank Award recognised this fact and has recommended adoption of Dearness Allowance rates for all ~~the big~~ cities ~~over 5 lakhs of population, uniformly.~~ like Madras, Bombay, Calcutta, Kanpur, Delhi etc.

There has been a demand from the Central Government Servants living and working in Madras to raise Madras City to an 'A' Grade City for purposes of Dearness Allowance for the past few years.

This Conference requests the Government of India to raise the City of Madras to 'A' zone and pay Dearness Allowance as given in the northern cities.

Salary

This conference further requests all the Managements of the Commercial Firms having offices in Madras, Bombay, Delhi and Cawnpore and Calcutta to pay uniform scales of dearness allowance and other privileges, as the conditions and cost of living do not materially differ.

This Conference further calls on the concerned Provincial Units of the A.I.T.U.C. to take up the matter towards raising the status of Madras to that of Calcutta or Bombay.

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Demands of
P & DOCK workers
submitted the adoptal

on Claims
of Textile

தொழிலாளர்,

1) ~~பஞ்சாலைகளில்~~ உற்பத்தி நிறுத்தம் என்று வியாபாரம் செய்பவர்கள் புதிய முரண்பாடுகளை ஆரம்பித்திருக்கிறார்கள்.

பல் வேறு கட்சிகளில் தொழிற் சங்கங்கள் இருந்தும், தொழிலாளர்கள் இடையே ஒற்றுமையை நிலைநாட்ட வேண்டிய உற்பத்தி அதிகரிப்பு என்ற கோஷத்தை ஆட்கள், இருப்பு புதிய முரண்பாடுகள் பார்க்க வியாபாரம் ஆரம்பித்தார்கள்.

அதாவது பொங்கல் விழாக் கொண்டாட்டம் வேண்டுமென்றும், தொழிலாளர்களின் குடும்பங்களை ஆட்கள் குடிக்க இடமுண்டு என்றும் உற்பத்தியை பட்டினி வேண்டாம்.

தொழிலாளர்கள் இந்த முரண்பாடுகள் என்கிற கேட்டு நிறுத்தம் செய்ய வேண்டாமென்று கேட்டுக்கொள்கிறோம்.

2) தொழிலாளிகளின் பட்டினி சம்பளத்தின் நிதி - அதிகாரபூர்வ நிலுவைகளாக மாறுகிறது - தியாகம் செய்யுமாறு என்று கேட்கப்படுகிறது, ஆனால் மாற்று ஏற்பாடு

தொழிலாளிகளின் வாழ்வாதாரத்தை - தொழிலாளிகளின் வருமானத்தை உயர்த்தி, அவர் குடும்பங்கள் பட்டினி கிடக்காமல் தியாகம் என்பதுதான் அத்தியாவசியம்.

3) இயக்கம் என்பதாக (A.I) பணிமனை செயலாக மாற்றப்பட்டால், 80% இயக்கம் கொச்சைப்படுத்தப்பட்டதாக ஆகிவிடும்.

4) ~~[illegible]~~ ஒரு நிதி வசூல் திட்டமும் வகுக்கப்பட்டு செயல்படுகிறது - 12-பேர் குழு, தினசரி 12 ரூபாய் வசூலிக்கிறார்கள்.

சேவை தொழிலாளர்

சத்திரப்பட்டி கைத்தறி நெசவுத் தொழிலாளர் சங்கம்,

சத்திரப்பட்டி P.O. (Via) இராஜபாளையம்.

(ரிஜிஸ்டர் நிர். 2222) தேதி 28 . 12 . 1957.

To
Protest against the cut in Rebate of Handloom

விஷயம்: சர்க்கார் கொடுக்கவேண்டிய ரிபேட்டை வாங்கி வர வேண்டும்.

ஐயா,

A.I.T.U.C மகாநாடு சம்பளம், போனஸ், ரேஷன் ஒப்பந்தம் போன்ற விஷயங்களில் தீர்மானங்கள் நிறைவேற்றப்பட்டு, சுதந்திர சர்க்கார் உதயமாகி ஜீவாம்சம் முறைகளை ஆராய்ந்து குறையாக கைத்தறி யோன்ற தொழிலுக்கு 2 வது அத்தியாயம் முடிந்து 3 வது வேண்டிய பணமாக யான் காணாமல் ரிபேட் பணம் கொடுப்பது குறைந்து வருவதைக் கண்டறிந்து ஒரு ரிபேட்டை வாங்கி வர வேண்டுமென்று வேண்டிக் கொள்கிறோம்.

மேற்படி ரிபேட்டை ஆறு முறைகள் ஆராய்ந்து பாதுகாப்பை அடிப்படையாகக் கொண்டு வேண்டுமென்று வரவேற்கிறோம்.

இங்ஙனம்
S. சுப்ரமணியம் 28.12.57
காரியதரிசி ஸ. கை. நெ. சங்கம்

~~[illegible]~~

பவர்லூம் நெய்யப்படாத

துணிகளுக்கு பாதுகாப்பு

கிண்டி கல்பி

வேண்டிய பாதுகாப்புக்கு

AITUC தீர்மானம்

போட வேண்டுமென்று

வேண்டும்.

துணிகளை வேண்டாம் என்

றோமானால் கூடும்

No protection
for handloom.
Resolution to be moved.

Resolution asking to express solidarity with Andhra Tobacco workers strike. The union is an affiliate of HMS.

Dear Comrade Secretary 28/12/57

Resolution Committee

25th A.I.T.U.C. Conference.

35 ദിവസങ്ങളോളം ഒരു തൊഴിലാളി യൂണിയൻ "യൂണിയൻ സിറ്റി" യെന്നറിയപ്പെടുന്ന ഒരു സ്ഥലത്ത് കാരണം. അവർക്ക് കൂലി കൊടുക്കുന്ന തൊഴിലുടമകൾ തൊഴിലാളികൾക്ക് 3 രൂപയും ഒരു നെല്ലും 6 രൂപയും കൂടി ഒരു ദിവസത്തെ തൊഴിലാളികൾക്ക് (അവർ ഗവ: തൊഴിലാളികൾ) ഇതുവരെയായിട്ടും കൂലി കിട്ടിയിട്ടില്ല. ഒടുക്കത്തെ നിലനിൽപ്പിനു വേണ്ടി ഈ 35 ദിവസം തുടർച്ചയായി പണിമുടക്ക് നടത്തുന്നു.

ഈ തൊഴിലാളികൾക്ക് യൂണിയനിന്റെ ഭാഗത്തു നിന്നുള്ള ~~സഹായ~~ വൈമുഖ്യം കൊണ്ട് തൊഴിലാളികളുടെ ഇടയിൽ H.M.S ന് അടിത്തറയില്ലെന്നാണ്

ഞാൻ ഒരു ഓൾ ഇന്ത്യാ ട്രേഡ് യൂണിയൻ (AITUC) കോൺഫറൻസ് ഉദ്ഘാടനം ചെയ്തു കൊള്ളുന്നു. നമ്മുടെ പ്രസ്ഥാനത്തിന് തൊഴിലാളികൾ ഒരു മുതൽക്കൂട്ടാകുന്നതിനു വേണ്ടി ഇതിന് അവകാശപ്പെട്ട പ്രാധാന്യം കൊടുക്കുമെന്നു വിശ്വസിക്കുന്നു.

ഒരു കാര്യം കൂടി കോൺഫറൻസ് ഓർക്കണമെന്നു ഞാൻ ഓർമ്മിപ്പിക്കുന്നു. ഓൾ ഇന്ത്യാ ട്രേഡ് യൂണിയൻ കോൺഗ്രസ് (AITUC) ന്റെ ഭരണഘടന ഡി. വൈ. എഫ്. ഐ. തൊഴിലാളികൾക്കു നേരിട്ടു ഇന്റർനാഷണലായി അംഗത്വം നൽകുന്നതാണ്.

ഡി. വൈ. എഫ്. ഐ. സംസ്ഥാന സാഹിത്യ വിഭാഗം
തിരുവനന്തപുരം
A.K.

ടി. ചിത്രൻ

ഡി. വൈ. എഫ്. ഐ. തിരുവനന്തപുരം

~~Demand~~
Renaming Madras State
as TAMILNAD

This Conference whole heartedly supports the democratic demand of the peoples Tamilnad to rename the State of Madras State as TAMILNAD.
This Conference requests the Parliament + the Govts of India & Madras to take notes the feeling of the people of Tamilnad and take steps to rename the Madras State as TAMILNAD

Cable : "AITUCONG"

Telephones : 48771
43414

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

T. U. LAW BUREAU :
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

4, ASHOK ROAD,
NEW DELHI.

President : V. CHAKKARAI CHETTIAR, M.L.C. (Madras).
General Secretary : S. A. DANGE, M.P.

The AITUC Conference protests against the taking away of educational and other facilities which were given to the Scheduled Caste people in Maharashtra by the Government on the plea that they have embraced Buddhism. The Conference is of the opinion that these facilities were given because of backwardness of the community and that backwardness does not disappear because of their embracing of Buddhism.

Therefore, the AITUC fully supports their demand for the continuance of these

facilities. The A.I.T.U.C. ~~[illegible]~~ ~~Agrees~~ assures them that the trade union movement in the country will wholeheartedly and enthusiastically support the demand ~~for~~ of Scheduled Caste people all over India ~~against~~ against ~~[illegible]~~ to ~~[illegible]~~ oppression, inequalities, p eradicate social oppression ~~and inequality~~ imposed on them and their demand for equality and economic progress. ~~and for economic rights~~.

~~While~~ ~~[illegible]~~ ~~as mentioned above~~ The A.I.T.U.C. appeals also to the Scheduled Caste masses ~~people~~ that because the Scheduled Caste constitute mostly of working people, they should join the ~~A.I.T.U.C. appeals to them to~~ join in common ~~and united~~ mass organizations and thus develop a strong and united trade union organization.

Com: S. A. Dange.

The Kerala delegation discussed the resolutions circulated.

Regarding the Draft Resolution on T.U. rights demand ii) T.U. recognition, strong difference of opinion was noticed. Both opinions are equally strong. One strong section wants all unions to be recognised & Majority Union to be recognised as negotiating machinery on matters affecting all workers. More below 10%

RSD

membership ~~[illegible]~~ not to be required.

ie the Kerala formula.

(2) Re: Resolution on Food Crisis

Where activities for distribution in some states are ~~distributed~~ criticised our delegation desires that Kerala Govt's activities in this direction be commended.

28/12/57

From the speech of
Burnham delegate.

In the report it should be cleared
— What is our attitude to-wards the
conciliation machinery of the Govt.

उपरि वेश के प्रजाजादो का जो प्रस्ताव
रखा गया है उसमे काश्मीर का उल्लेख
नहीं है उसका उल्लेख होना चाहिये

देवनाराय राय काशी
मुंबई

आयोग के प्रस्ताव पर तरमीम.

पैरा नं. 2 में राजस्थान का भी नाम जोड़ा जावे।

पैरा नं. 3 में राजस्थान का भी नाम जोड़ा जावे

— कल्याण सिंह
(राजस्थान —
प्रतिनिधि)

The President

A.I.T.U.C. Session

Sir,

Please clarify whether the resolution under Provident Fund includes Industries and establishments irrespective of any number of employees ~~[illegible]~~ since there is minimum of ~~employees~~ employees ~~[illegible]~~ as fixing is notified under the Labour Code.

Yours faithfully

L Ramachandra.

29/12

தமிழர். P. நடராஜாவுக்கு அவர்கள்

அரணைப் வளைப் கொடுப்பவரும் - அரணைப் வளைப்படை கொண்டு தொழுக்கு உதவுக்கு வரும். அதன் கீழ் 40 அம்சம் கொண்டவை என்ன ஆட்டம் ஒன்ட கொட்டு கொண்டு விடும். இவன் கொடுக்கு இவ்வாறு அரணைப் வளைப் கொண்டு வந்து விடும் கால் கிடுகும் அதிகமாகிறது. குழந்தைப் பருவமும் அதிக பேர் அரணைப் வளைப் வளர்ந்து வரும் இவ்வாறு வருவதை வருவோர் பயன் பெறுவது கட்டுப்படுத்தவோம். அன்புடன் [illegible]

தலைவர், அவர்கள்

AITUC. 25-வது மகாநாடு.

தோழரே!

தீர்க்கமிட்ட தீர்மானத்தை மகாநாட்டில் நிறைவேற்ற கோருகிறோம்.

தீர்மானம்

சென்னை 2-வது பொதுத்தேர்தலில், கேரள காங்கிரஸ் வகுப்புவாதக் கட்சிகளுடனும் கேரள மக்கள் மாநாடு என்று தெரிவிக்கப்பட்ட ~~[illegible]~~ மக்கள் தலைவர்களால் அமைக்கப்பட்டுள்ள கேரள காங்கிரஸுடனும் கூட்டு வைத்துக் கொண்டது AITUC. 25-வது மகாநாடு கண்டிக்கிறது.

தொழில் ~~[illegible]~~ தகராறுகளில், போலீஸ் தலையிடக்கூடாது என்ற தனித் தீர்மானத்தை, தொழிலாளர் நலவாரியம் காலதாமதம் காட்டுவதை, தொழில் தகராறுகளை, பேச்சுவார்த்தை மேலும் தீர்க்கவும், கேரள அரசாங்கம் கடைப்பிடிக்கும் தொழில் தகராறு ~~[illegible]~~ AITUC. 25-வது மகாநாடு வரவேற்கிறது.

P.T.O.

தோழர் P.R

சமூகபாதுகாப்பு திட்டத்தில்

கீழ்காணும் கம்பெனிகளை சேர்த்துக் கொள்ளும்படி கோருகிறோம்.

அகாதா இன்டஸ்ட்ரீஸ் லிமிடெட் மைனர் மெஷினரி பணம் வாரியம் பதிவுபெற்றது - கார்ப்பரேஷனுக்கு அனுப்பாதது - ஆடியோ கருவிகள் கார்கள் மற்றும் மின்சார வசதி, உபகரணங்கள் வாடகை விடுவதும்

- இவ்வாறு கடன் கொள்ளும் முதலாளிகள் மீது மத்திய அரசாங்கம் பிரயோகிக்கப்படும் கடமைகளை நாங்கள் செய்ய வேண்டுமென வேண்டுகிறோம்.

S.N. Kaliyaperumal

29. 12. 57

Com Actg. President of the Session,

An resolution should be Moved against rationalisation & double loom aberation and workload in Jute Industry in w/Bengal because their are an enquiry commanisson has been set up by the Govt of w/Bengal, but the employers are so adement.

Ganesh Ray.
From - Bengal delegate.

29.12.57

உயர்திரு

நிலைய அலுவலர் அவர்கட்கு

அன்புள்ள

ஐயா

என்னை B.B.M. A. Grade

பதவியேற்றே என்று தீர்மானம் எடுத்துக்

கிறோம் அதை விரைவிலிருந்து அமுலுக்

கொள்கிறோம்

T.N. Krishnaswamy
Metal Box,
Madras

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(பண்டை மென்டவ் ஸாட்) என்ற பெயரில்
தொகுதி குகாரு வதாவத வம்பட்டான்
இவை ஒருங்கு தொடர்ச்சிகள் பேடப்படுகிறது.
அதுகவை அனைத்து ஒரு திரத்தும் இதில்
சேர்க்க வேண்டு மென்று கேட்டுக் கொள்கிறேன்

Jay Engineering Workers' Union
(REGD. NO. 385)
(AFFILIATED TO THE A. I. T. U. C.)
392, PRINCE ANWARSHA ROAD, DHAKURIA,
CALCUTTA-31.

Ref : ..... Date ..... 195 .

Amendments to the draft resolution on Social Security.

In place of "The A.I.T.U.C calls upon - - - . improvements immediately" (P. 5) the following lines to be inserted -

"This session further resolves that should the present attitude of the Govt remains unchanged & should no tangible action be taken within 3 months to the effect the above-mentioned improvements, the A.I.T.U.C & its provincial units should organise the workers to take direct action, wherever necessary, for fulfilment of this demands, such action to extend upto non-payment of contribution to the scheme."

SUSHOVAN ROY
Sushovan Roy.
Calcutta

தோழர் P.R

= புது மிக்களைப் பற்றி துண்டுப்பிரசுரம் வெளியிட வேண்டும்.

= சம்பளம், வேலைப்பளு, லேக்டர சட்டம் அமுல் நடத்துவது பற்றி.

= புது மிக்களில் பெண்களை வேலைக்கு எடுக்க முடிந்துவதைப் பற்றி -

= வேலைத் துண்டு எடுப்பது - எம்.ஆர் வெளிட் துணிகளை எடுக்க வற்புறுத்தி.

= ஆறு வருடியாகம் பாதாட்டாது மிக்களில் ஆட்கள் எடுக்கப்பட வேண்டும் என வற்புறுத்தி

S. N. Kaliyannan

Amendment to Resolution on Plan

Page 3.

After line : 6 .. add

" The AITUC feels that ~~fruitful~~ and effective cooperation of the working class will not be effective unless the Government itself takes immediate steps to keep the bureaucracy in check, and accept the workers as full participants in the national venture.

T. C. Anandan

Mover T. C. N. Menon.

Seconder. S. Sundarama

G. Sundaram.

The Administration of the Public Sector

While the AITUC firmly reiterates its view that the public sector should be strengthened, it shares with serious concern the policies adopted by the bureaucratic administration, which make it impossible for the workers to effectively participate in the improvement and efficient working of this sector. The denial of elementary trade union rights such as elementary right of organisation, security of service, denial of rights of collective bargaining, absence of a thorough inadequacy of an effective grievance procedure and mechanisation, are creating bottlenecks, which if not removed immediately, will result in the failure of the public sector to register any advancement in production. This state of affairs will only help those who have consistently declared their opposition to the plan and public sector.

Above all the corruption and nepotism, prevailing in the state sector, have a demoralising effect upon the workers in the public sector.

~~Therefore~~ The A.I.T.U.C is firmly of the view that unless immediate steps are taken by the Government to root out the above evils it will not be possible to enthuse the workers to play their full part in the furthering the objectives of the plan.

The A.I.T.U.C. therefore calls upon the Government to take immediate steps to guarantee full trade union rights, and provide an effective negotiating machinery throughout the public sector and also to see that the present attitude of the bureaucracy is thoroughly & radically changed.

It is also further necessary that workers representatives be taken to management Councils in all the State undertakings with adequate powers for them, to have a real say in the administration of the public undertakings,

This 25th Session of the All India Trade Union Congress considers that the prime need of India today is to undertake and fulfil the schemes of industrialisation of the country, and augmenting its food production.

The Second Five Year Plan in principle is orientated towards industrialisation in as much as it has undertaken to build iron and steel plants, heavy engineering plants, coal mining machinery, oil exploration and drilling and so on. The completion of these schemes will strengthen the economy of the country and open the way to economic independence.

This Congress considers the following main features of the Second Five Year Plan deserve to be emphasised and calls upon the working-class to see that they are carried out despite the opposition of vested interests. The first feature is that large part of the investments are and should be made in the State Sector, the enlargement of whose scope, brings these spheres of the economy under the scrutiny of the Parliament and Legislatures, makes them amenable to popular control thereby and enables the working-class also to exercise its influence over them.

The Second Feature is that heavy engineering, machine building, coal mining, oil exploration etc. are to be undertaken and the state sector to speed up their development.

The Third Feature is that for all this development, sole reliance is not to be placed on aid from capitalist countries; but countries of the socialist camp, whose aid is given without strings, without profiteering and onerous charges and in terms of rupee payment are also approached for aid. It is a notable thing that aid from socialist countries in these main lines helpful to industrialisation is being made available. In contrast it has to be noted that aid from the imperialist countries is not being made available mainly to the state sector nor essentially in heavy engineering, oil exploration etc.

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The Fourth Feature is that land reforms have been promised in the matter of ceiling on holdings, distribution, cheap credit, fertilisers, canal water etc.

The Fifth Feature is that as basis for all development, the Parliament has adopted socialism as its objective.

This Congress calls upon the working-class to see that these promises are fulfilled.

The Plan is sought to be frustrated by foreign monopoly interests and reactionary vested interests, who only look to their selfish aggrandisement, the former because if it were fulfilled the power of colonialism gets weakened and the latter because, the success of socialist objectives and the state sector weakens their hold on the life of the democratic masses.

The attack on the core of the Plan must be taken as an attack on the freedom of the country and its future properity. The trade unions must educate the workers on the necessity to fulfil the basic features and the danger to them at the hands of reactionary forces and the harm its failure would inflict on all the people of the country. All actions of foreign monopolists or local vested interests that go to violate or weaken the basic features should evoke protest actions from all trade unions.

This Congress takes note of the fact the execution of the Plan is mainly carried thru the bureaucratic agencies, who are not amenable to criticisms and proposals of the democratic masses and their organisations. Even elected Works Committees in the concerns in the State Sector are not many a time recognised or allowed to criticise or make proposals. Trade Unions not to the liking of the Government or the employer are not recognised and are discriminated against. Trade union recognition and consultation is an essential element in the fulfilment of the Plan Works, as without democratic participation thru the elected

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organisations of the people the Government agencies alone are not enough to discharge the tasks correctly and speedily. Democratic participation is also necessary to fight corruption and nepotism that has been found to prevail in many instances in the working of the Plan, its enterprises, services and administration.

While calling upon the Trade Unions to work for the fulfilment of the core of the Plan or its essential features, the Trade Unions must also see that the workers' interests are not harmed in the name of the Plan and that these interests also are defended. In fact as fulfilment of the Plan and prosperity grow it should lead to the improvements in the condition of the working-class, in the gradual increase in the share of the working-class in the national income and that the economic and political policies of the ruling circles are so informed that the democratic and T.U. right are widened and not restricted.

Defence and fulfilment of the Plan and defence of the interests of the people are not contradictory but must go together both strengthen the freedom and independence of the country against colonialism and overcome the backward conditions in which the people of India were kept by foreign rule.

Ernakulam, 29th December 1957.

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(3) WTK Thangamani

Passed

S.S. Yoosuf

ON TRIPARTITE AGREEMENTS AND CODE OF DISCIPLINE.

The Fifteenth Indian Labour Conference which met in Delhi on 11th and 12th July 1957 considered among other things Wages Policy, Rationalisation, Industrial Housing, Discipline in Industry etc. Re-fixation of wages thru consumption units and a general principle has been accepted. Preconditions for Rationalisation have also been conceded. The need for more houses for workers and simplifying the procedure have been raised by the State Ministers also. The spirit of code of discipline in industry has to be respected by all the parties. These are some of the vital issues on which the Trade Union movement in this country has been concentrating for a number of years. These decisions of the Indian Labour Conference, taken as an integrated whole, constitute an advance on the past, and this Congress believes they can form the basis of new turn in labour relations if properly implemented.

(2) Regarding Rationalisation a model draft was accepted and the main criterion is national necessity. The implementation should not result in retrenchment or loss of earnings of existing workers. The benefits of Rationalisation to be shared equitably between the workers and employers. A standard work load has to be fixed and the Trade Unions will have to be consulted at all stage. Experience shows that although the Employers' organisations like All India Manufacturers Association, Employers' Federation of India and the All India organisation of Industrial Employers are parties to this agreement, many employers are not respecting to terms of this agreement. This Conference calls upon the Trade Unions and workers to be vigilant and struggle to see that the spirit of the agreement is carried out in future and taken suitable steps to compel the employers to abide by the agreement.

(3) Regarding the Code of Discipline in Industry it was agreed that there should be a just recognition by employers and workers of either party and a proper and willing discharge by either party of its obligations consequent upon such a recognition. However the draft prepared by the sub-committee of the standing Committee meeting of the conference in as much as it sought to ban all strikes. There was, a provision expressing disapproval to any non-employee office bearer of Trade Unions for indulging in action against the spirit of the Code. The Government also sought to hold sociological enquiry into cases where longstanding danger to discipline is apprehended. The AITUC objected to the above aspects being included in the code. It was further pointed out that the sociological enquiry contemplated is one sided. There are number of cases of what may be called "pockets" where employers habitually engage in violating all law and causing provocation to workers. Such pockets of employers discipline and anti-social behaviour must also be brought within the scope of such an enquiry, if at all an enquiry is sought to be made.

(4) The standing Labour Committee which finalised the draft has taken into consideration the objections raised by the AITUC. There is now no reference to the onesided enquiry or censure of non-employee office bearer. But the question of strike is still left vague. Although ban on strikes is removed, the Code provides as follows, namely "that there should be no strike or lock-out without notice".

"That affirming their faith in democratic principles, they bind themselves to settle all future differences, disputes, and grievances by mutual negotiations, conciliation and voluntary arbitration". If however, negotiations and voluntary arbitrations also fail as they do even now, the workers must be at liberty to exercise their right to strike. These provisions must be made applicable to the Government as an employer.

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(5) Therefore, this Conference of the AITUC, while endorsing the decisions on Wages, Rationalisation and Housing policy, considers the Code of discipline as defective and one-sided. Unless the Right to strike is guaranteed as a last resort, trade unions recognised on the basis of a democratic ballot vote and the provision made applicable to the state also as an employer, AITUC cannot endorse the Code of Discipline. This session of the AITUC urges upon the Government to take steps to remedy the defects in the Code.

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DRAFT RESOULUTION ON T.U. RIGHTS.

With the achievement of independence, efforts at national reconstruction and advance in the working class movement are faced with new responsibilities. However, the attitude of the Government of India and the State Governments with the single exception of Kerala Government towards Trade Union Rights has not changed. In general, Trade Union Rights are conferred formally but denied in practice, working class struggles are sought to be suppressed by force, and there is victimisation of genuine trade unions and trade union activists. The provisions of the Employees standing Orders Act and the model orders are so made as to violate the dignity and self respect of the worker inside the factory. In many States the provision of the B.Ir. Act and similar enactments impose on the workers unions amenable to the will of the Government and the employers which denies to the workers free exercise of the right of collective bargaining and representation through the union of their choice. Recently the Government of India faced with the strike of the Central Government Employees, specially the P & T Workers, passed an ordinance prohibiting strike in essential services without assuring any responsibility for settling the disputes. Now the Government of India has made vital amendments to the Government Service Conduct Rules affecting even the fundamental rights of freedom of association guaranteed by the Constitution of India. The worst features of these amendments are those which seek to make it a ~~ex~~ misconduct meriting dismissal if a Government employee enrolls as a member of any union which though registered under the Indian Trade Unions Act, 1926, is not recognised within six months by the Government; secondly no employee can participate in demonstrations of any kind, however peaceful they may be; thirdly they bar all collective representations thus denying the fundamental right of collective bargaining. In this way the Code of Discipline arrived at by the 15th Labour Conference is violated by the Government itself, which was a party to the Code and is the biggest employer in the Country.

The 25th session of the AITUC therefore demands that:-

i). Police interference in industrial disputes should end;

ii). Trade Unions be statutorily recognised in the basis of secret ballot of all workers working in any industry or establishment;

iii). The Standing Orders Act and Model Orders be immediately ammended especially with reference to definitions of insabordination and misconduct and replaced by a suitable enactment in which the rights and dignity of the workers at his place of work are guaranteed; and

iv). Recent amendments to the Government Service conduct Rules be immediately cancelled.

This session appeal to workers and trade union organisations of all opinions and affiliations to unitedly demand from the Governments concerned that these demands be immediately conceded.

This session congratulates the Government of Kerala on the policy they have adopted as regards non-interference by the Police in peaceful industrial disputes and the lead they have given in the recognition of genuine unions of workers in the State sector.

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adopted with amendments.
accepted by mover

Lamba

(11)

DRAFT RESOLUTION ON UNITY.

The twentyfifth session of the All India Trade Union Congress notes with satisfaction the growth of the will of the workers of India to strengthen unity in action, and cooperation in order to improve their economic and social conditions, to defend their trade union and democratic rights, to contribute to the reconstruction of their country and to safeguard peace and freedom.

Since the Twentyfourth session of the AITUC held in Calcutta in 1954, this will, reflecting the needs of the workers, has been manifested in numerous struggles in which workers and trade unions of various views and affiliations have jointly participated, for example, tea garden workers of Bengal and Tamilnad, the Textile workers of Kanpur, Tamilnad, Amritsar and Bombay, the coal union, in different parts of the country, the Railway workers of Kalka and Northern ~~Indix~~ Railways, Engineering workers of Burnpur, Jamshedpur and many others. The united struggle of the Bank Employees, the working journalists and of the Central Government Employees particularly of the P & T Workers, clearly show not only the need of the movement and the wide-spread desire among the workers for unity and united action, but also the gains that can accrue to them from such action.

At a number of places united unions of workers have been formed giving organisational steps to the urge for unity. United trade federations on State and All India level have been formed in many trades for example in P & T, Defence, Central Government Employees, Insurance, Petroleum, Motor Transport Workers, Bank Workers, and others. The AITUC greets the formation of such united unions and trade federations as organs of trade-union unity.

On various issues, the four national T.U.centres have taken similar stand. To mention a few, all the four have expressed themselves in favour of an immediate increase in wages, a rational wage structure, against uncontrolled rationalisation injurious to workers, for adequate social security measures, for better living and working condition, for national reconstruction, for international peace, against Atom Bomb and Nuclear Tests, solidarity with the anti-colonial struggles of the Egyptian, Algerian, Indonesian and other peoples. All the four national centres as well as a large number of autonomous trade federations have again and again reiterated their earnest desire to achieve T.U.Unity. However, one of the national centres has held forth the question of ideological differences as standing in the way of unity. But the experience of united trade federations in which all trends in the trade union movement are represented belies the objection to unity.

There is no valid reason why the existence of common demands should not lead to more continuous cooperation. It is not necessary to agree on everything and to hold the same political opinions in order to achieve unity of action.

An outstanding example of united action on a national scale is the outcome of the deliberations of the last Labour Conference, where the united stand of the AITUC, INTUC, HMS and UTUC on various matters made it possible to secure agreements benefitial to the workers on the question of wages, rationalisation and other matters. Similar experience exists in many States.

On the basis of the experience accumulated in the past years, it has become clear that:-

/contd.....

Whenever there has been united action by workers and Trade Unions of different affiliations, it has been possible to win appreciable gains where divergencies and division dominated in trade unions, the struggles of the workers have been made more difficult and result dubious.

Even when there is organisational division in the T.U.movement, there exists a community of demands which makes the xxx united action sought by the workers both possible and inevitable.

The unity of the T.U.Movement has now been more necessary than ever. It is important to achieve it in order to satisfy the workers' demands and to ensure better life, xxxxxxxxxx liberties and peace. But the workers profound wish for unity can be transformed into reality only if they increase their efforts to overcome all the obstacles that lie in the way.

The AITUC reiterates the platform for unity it has already put forward as a basis for furthering unity in action and organisational unity. In order to further facilitate the growth of unity, this session of the AITUC puts forward the following suggestions:-

(1). Whenever two or more unions exist in any industry or factory, efforts must be made to democratically unite them into one united union, so as to achieve the slogan of one union in one industry, through mutual agreement guarenteeing to all the right to be adequately or proportionately represented in all organs of the union. As an alternative or secret ballot may be taken of all workers concerned and the union which secures a majority should be supported by all sections. The AITUC on its part agrees to representation being given to various trends by mutual agreement in the union which secures a majority vote.

(2). In cities and districts all unions should join together to form city or district T.U.Councils or Committees. Each union should be free to affiliate itself to any national T.U.Centres if it so chooses, but the city or district T.U.Council or Committee may not affiliate to any central T.U.Centre, unless it be by a unanimous decision.

(3).Trade Federations not affiliated to any national T.U. centres should be formed at state and national level. Member unions should be free to affiliate themselves to any national T.U.Centre if they so desire.

(4).Joint consultative and action should be promoted amongst State Committees of National T.U.Centres and the National Centres by drawing up a joint minimum immediate programme already exists in the wide area of agreement on various issues and issues on which there is no agreement can be voluntarily left out.

The AITUC feels that if such an approach is adopted not only will it be possible to defend the vital interests of the working class, but it will be possible to clear the way towards a united national centres of T.Us. in India.

The session appeals to all workers of whatever opinion and affiliation they may be to sink their differences and to earnestly and sincerely work for achieving unity in action and organisation so that the Indian working class may be assumwd of its rightful place in society and can play its role in the cause of socialism national reconstruction, peace and freedom.

On Five Year Plan

This 25th Session of the All India Trade Union Congress considers that the prime need of India today is to undertake and fulfil the schemes of industrialisation of the country, and augumenting its food production.

The Second Five Year Plan in principle is orientated towards industrialisation in as much as it has undertaken to build iron and steel plants, heavy engineering plants, coal mining machinery, oil exploration and drilling heavy electrical equipment and so on. The completion of these schemes will strengthen the economy of the country and open the way to economic independence.

This Congress considers the following main features of the Second Five Year Plan deserve to be emphasised and calls upon the working-class to see that they are carried out despite the opposition of vested interests. The first feature is that large part of the investments are and should be made in the State Sector, the enlargement of whose scope, brings these spheres of the economy under the scrutiny of the Parliament and Legislatures, makes them amenable to popular control thereby and enables the working-class also to exercise its influence over them.

The Second Feature is that heavy engineering, machine building, coal mining, oil exploration Heavy Electrical equipment etc etc. are to be undertaken and the state sector to speed up their development.

The Third Feature is that for all this development, sole reliance is not to be placed on aid from capitalist countries; but countries of the socialist camp, whose aid is given without strings, without profiteering and onerous charges and in terms of rupee payment are also approached for aid. It is a notable thing that aid from socialist countries in these main lines helpful to industrialisation is being made available. In contrast it has to be noted that aid from the imperialist countries is not being made available mainly to the state sector nor essentially in heavy engineering, oil exploration etc.

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The Plan is sought to be frustrated by foreign monopoly interests and reactionary vested interests, who only look to their selfish aggrandisement, the former because if it were fulfilled the power of colonialism gets weakened and the latter because, the success of socialist objectives and the state sector weakens their hold on the life of the democratic masses.

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This Congress takes note of the fact the execution of the Plan is mainly carried thru the bureaucratic agencies, who are not amenable to criticisms and proposals of the democratic masses and their organisations. Even elected Works Committees in the concerns in the State Sector are not many a time recognised or allowed to criticise or make proposals. Trade Unions not to the liking of the Government or the employer are not recognised and are discriminated against. Trade union recognition and consultation is an essential element in the fulfilment of the Plan Works, as without democratic participation thru the elected

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While calling upon the Trade Unions to work for the fulfilment of the core of the Plan or its essential features, the Trade Unions must also see that the workers' interests are not harmed in the name of the Plan and that these interests also are defended. In fact as fulfilment of the Plan and prosperity grow it should lead to the improvements in the condition of the working-class, in the gradual increase in the share of the working-class in the national income and that the economic and political policies of the ruling circles are so informed that the democratic and T.U. right are widened and not restricted.

Defence and fulfilment of the Plan and defence of the interests of the people are not contradictory but must go together both strengthen the freedom and independence of the country against colonialism and overcome the backward conditions in which the people of India were kept by foreign rule.

Ernakulam, 29th December 1957.

Com. T.B. Vittal Rao

ON IMPLEMENTATION OF LABOUR LAWS, AGREEMENTS & AWARDS.

Trade Unions and workers of all views and affiliations have for a long time past been raising protests against the non-implementation of those provisions of existing laws which safeguard the rights and interests of the workers, against violation of agreements by the employers mutually arrived at either privately or in the course of conciliation proceedings and against non-implementation of awards in favour of workers.

The conference notes that the pursistant struggle of the workers has led to the recognition xx by the States Labour Ministers assembled recently at their 14th conference, of the justness of the workers' demands in this regard. But so far, except in Kerala, no practical steps have been taken to remove these defects.

This 25th session of the AITUC (i). Calls upon the State Governments to immediately take steps to enforce all labour legislations in their respective states in consultation with all the trade unions in their areas;

(ii). to make suitable amendments in various legilsations and administration in consultation with trade union with a view to more effective enforcing legislation and recurring lacunae; and

(iii). to enforce all settlements mutually arrived at and all awards of tribunals and to provide that the aggrieved party may dodge a complaint before the appropriate judicial authority directly in case of non-implementation of awards and settlements.

This conference appeals all workers and trade unions to unitedly raise their voice in order to achieve the above demands.

Com. Subbiah.

RESOLUTION ON PONDICHERRY.

Though three years have elapsed since the people of Pondicherry State liberated this foreign pocket in India held by French Imperialism for over two centuaries, yet the reactionary forces in France are still delaying the ratification of the Pact for "defure" transfer of former French pockets to Government of India. This delay in the full constitutional integration of Pondicherry with Indian Union denies the people of Pondicherry State the opportunity to join with the people of India in all their struggles for a democratic life and enjoy a life of full pledged freedom.

This Congress demands that immediate transfer of these territories should be effected without delay.

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In ~~para~~ item: 2 insert the following at the end of the sentence.

— and fixation of fair wages in terms of the fair wage committee recommendations.

Satyanarayana Reddy

Com. Raj Bahadur Gour
Com. Prem Sagar Gupta

D R A F T

ON SOCIAL SECURITY.

The Twenty fifth Session of the All India Trade Union Congress views with great concern the existing situation obtaining in the working of even the limited Social Security measures in our country more specially in the scope and the administration of the Employees' State Insurance Scheme. The A.I.T.U.C. warns the Government that immediate steps taken to remedy the defects in the Scheme and remove the difficulties facing the workers call upon all the workers and the Trade Unions irrespective of affiliations to unitedly struggle to secure the necessary improvements and the amendments.

The A.I.T.U.C. firmly reiterates the universal urge of the working people that social security is the fundamental right of all the working people and should be guaranteed by law without any discrimination of any sort, at the cost of the State and the Employers, who must protect the workers to begin with and later all citizens against social risks. In the first place adequate protection to all workers against sickness, maternity disablement, temporary or permanent, old age, work accidents and occupational diseases, total and partial unemployment must be provided.

In the back ground of low wages and high unemployment, workers and Trade Unions in our country have felt the need of social security measures even more keenly and have been demanding them for quite long. And the government and the employers had not only to accept in principle the need of social security measures but had also to concede in practice such measures like The Provident Fund, Employees' State Insurance and Lay Off and Retrenchment Compensation.

The working of those schemes during the last 6 - 7 years has not only revealed their inadequacy and narrowness of scope but has also brought to the fore serious difficulties for the workers due to the bureaucratic administration of these schemes

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resulting in delay and red-tapeism when the purpose is to confer immediate benefit in emergent situations and lack of a comprehensive co-ordinated approach resulting in waste and anarchy.

The Trade Unions in general and the A.I.T.U.C. in particular have been agitating for specific improvements and remedies and demanding an enlargement of scope and an integration of all these measures into an integrated comprehensive social security scheme.

The Second Five Year Plan recognised this fact and recommended that the different Social Security measures be combined into a comprehensive SOCIAL SECURITY SCHEME for the working people.

The A.I.T.U.C. recommends an integration of all these schemes and the creation of a common fund and common administration with effective participation in it by the Trade Unions at all levels. The A.I.T.U.C. is firmly of the opinion that the workers shall contribute to only the Provident Fund which could be raised to 8⅓% and all other benefits such as sickness, disablement, maternity, retirement, Lay-Off or retrenchment should all be provided to them free.

Even while steps have to be taken for the preparation of such an integrated comprehensive Social Security Scheme, immediate and urgent steps have to be taken to improve upon the existing scheme.

The Indore Session of the General Council of the A.I.T.U.C. had called on the Government two years ago to effect immediate improvements in the Employees' State Insurance Scheme. But this Session of the A.I.T.U.C. is pained to note that the Governments concerned have not taken any step to remedy the situation.

It is tragic to note that the Employees' contribution to the Scheme in 1955 - 56 has been of as high an order as Rs.2,39,61,290 where as that of the Employers was only Rs.2,25,29,288.

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The total benefits that the workers have received during that year are only Rs.1,35,99,589. The Employers have contributed less than the Employees. And the benefits received by the employees is just a little over half of even their own contribution.

The corporation took a decision more than two years ago to extend the benefits to the families of the workers. But it remains yet to be implemented.

The Trade Unions have been clamouring for proper medical facilities and hospitalisation. The corporation took a decision in 1954 that they would provide one general bed for every 800 insured persons, one T.B. Bed for every 1,600 employees and one maternity bed for every 500 women employees. The corporation also decided that they would build annexes to existing hospitals for this purpose and where there is the need for 100 beds according to this formula, they would construct their own hospitals.

Firstly the provision of beds is inadequate. And secondly even this has not been implemented. Some of the Governments of States where the scheme is in operation are opposing the implementation of these decisions.

In Calcutta itself it is reported that there are 1,000 T.B. cases awaiting admission to hospitals. Workers in many places suffering from T.B. abhor approaching the Insurance authorities for fear of losing the job.

No where have the promised annexes been constructed except in Coimbatore. And no where has a hospital been built except in Madras.

The schedule of medicines from which a Panel Doctor has to prescribe is inadequate and the procedure to get expert consultation and special medicines is so laborious and cumbursome.

The procedure of payment of benefit involves a lot of bureaucratic redtapeism involving a great waste of time and

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expenditure on the part of the employee. In a City like Calcutta there are 20,000 employees waiting to receive the benefits. And even in a small place like Ujjain there are 800 employees who are yet to receive the cash benefit. Not in frequently a worker has to spend Six months to even an Year for getting the cash benefits.

The Trade Unions and Trade Union Centres are not given an effective voice in the administration of this scheme. The A.I.T.U.C. is systematically discriminated against. The AITUC is not represented on many regional committees, the standing committee and the Medical Benefit Councils and other specialised committees except the general body of the Corporation. Even otherwise the suggestions made by the Trade Union representatives on such committees are not heeded to.

Such are some of the most glaring difficulties that the workers are facing inspite of such heavy contribution by them to the cost of the scheme.

Such are the defects in the very working of the scheme that tend to defeat the very purpose of the Scheme.

This Session of the A.I.T.U.C. therefore demands of the Government of India, the various Governments of the States where the Scheme is in operation and the authorities of the Corporation to immediately make the following amendments in the scope and the working of the scheme if the scheme is to succeed and not allowed to be wrecked by the vested interests who have opposed it from the very inception.

1) Immediate construction of Hospitals under the Corporation in all major centres like Calcutta, Bombay, Delhi, Kanpur, Ahemadbad, Hyderbad, etc., and construction of annexes to existing hospitals in all other centres;
2) Immediate revision of the schedule of drugs and medicines to be prescribed by the Panel Doctor;
3) Provision of ambulance and first aid facilities and a sufficient number of diagnostic centres;

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4) Pending the final integration of Employees' State Insurance with in an over all social security scheme providing benefits to the workers free of cost, immediate reduction by 50% in the contribution of the employees;

5) Extension of all the benefits including hospitalisation and maternity to the families of the workers;

6) Abolition of waiting period for sickness and temporary disablement benefits;

7) Immediate increase in the quantum of cash benefits under the Scheme such as maternity and disablement benefits;

8) Eradication of administrative delay and redtapeism by providing immediate cash payment at the factory or the dispensary and effective representation to the Trade Unions of the A.I.T.U.C. at all levels beginning with the factory level itself;

9) Full representation to the A.I.T.U.C. National Centre and its State Committees in the local committees, regional and State Committees and the Standing Committee and the Medical benefits councils and such other bodies of the Corporation.

The A.I.T.U.C. calls upon the workers and trade unions to unitedly fight for securing these improvements immediately.

With regards to the Provident Fund Scheme, the trade union movement in general and the A.I.T.U.C. in particular have been consistently demanding the extension of this scheme to all the workers without any exception and make many more improvements in the scope and the working of the scheme. But the Government has not paid sufficient heed to these demands. All recent amendments relate only to the extension of the scheme to other sections and that too haltingly.

This Session of the A.I.T.U.C. reiterates the demands of the Trade Union movements in this country that:-

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i) The Provident Fund Scheme be extended to all the factories and all the industries without any without any exception;

ii) All the qualifying conditions restricting the workers from drawing the entire amount including the Employees' Contribution and the qualifying period of one year to join the scheme should be removed forthwith;

iii) Local authorities should disburse the Provident Fund amount;

iv) and The workers should be entitled to draw loans from the Fund in all emergency situations and for all emergency requirements.

This Session of the A.I.T.U.C. reiterates the demand of the Indian trade union movement that the provision in the Industrial Disputes Act confirming the Lay-Off and Retrenchment Compensation should be further improved upon to provide:

i) Lay-Off Compensation for the entire period in involuntary unemployment;

ii) No deduction of Lay-Off Compensation from the notice pay or Retrenchment Compensation when retrenchment follows as a period of Lay-Off and

iii) Obligatory recruitment of the retrenched employees when vacancy arises strictly in accordance with the seniority.

This Session of the All India Trade Union Congress also feels that there is no provision for statutory service gratuity in case of superannuation, voluntary retrenchment from service, or on termination of service by the employer for whatever reason or on death. With the introduction of Provident Fund Scheme some employers are exhibiting the tendency of doing away with the gratuity scheme obtaining in their concerns.

It is therefore, necessary that a statutory scheme of compensatory service gratuity be instituted providing retrenchment benefit in all these cases and the creation of a gratuity fund under the control of the Government.

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The All India Trade Union Congress calls upon the Government to not only expediate the formation of a comprehensive Social Security Scheme but also to take urgent steps to improve the scope and the working of the E.S.I. Scheme and the Provident Fund Scheme and to institute a Service Gratuity Scheme.

The A.I.T.U.C. calls upon all the Trade Unions to fight for these SOCIAL SECURITY MEASURES unitedly irrespective of AFFILIATIONS or NO AFFILIATIONS.

It is gratifying to note that all the NATIONAL TRADE UNION CENTRES are unanimous in their demands in this field. The A.I.T.U.C. therefore, invites the I.N.T.U.C., the H.M.S. and the U.T.U.C. to evoke a joint platform of approach to this urgent need and united action to secure this vital demand of workers.

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T.B. Vitthal Rao

ON IMPLEMENTATION OF LABOUR LAWS, AGREEMENTS & AWARDS.

Trade Unions and workers of all views and affiliations have for a long time past been raising protests against the non-implementation of those provisions of existing laws which safeguard the rights and interests of the workers, against violation of agreements by the employers mutually arrived at either privately or in the course of conciliation proceedings and against non-implementation of awards in favour of workers.

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This Congress demands that immediate transfer of these territories should be effected without delay.

T C N Menon (10)

THE SUPREME COURT AND AMENDMENT TO THE CONSTITUTION.

The 25th session of the AITUC views with grave concern the trend in the decisions of the Supreme Court which seriously affect the working class interests and curtails their hard-won trade union rights and liberties. Steeped in conservative ideas of property rights, the Supreme Court is exhibiting in the decisions a complete lack of undertaking of the requirements of the times and the necessities of social progress. Many of its decisions have nullified the hard-won gains of the working class both by way of tribunal awards and statutory laws. One of its decision went to the extend of characterising criticism of the management by a trade union official mis-conduct meriting dismissal.

Further, blind bound by a narrow legalistic outlook, the Supreme Court grants ex-parte stay of implementation of awards, pending disposal of appeals which often takes years. As a result the workers lose patience and have little hope of getting social justice through the machinery for settlement of industrial disputes.

These tendencies of the Supreme Lords are taken advantage by the employers who have been increasingly resorting to the Supreme Court with the aim of defeating and delaying workers gains through tribunals awards.

The AITUC therefore, calls upon Government to characterise access to Supreme Court as deliberate delaying tactics on the part of the employers and to take suitable action against it.

The AITUC further demands that the Government of India should also take the necessary steps to carry out suitable amendments to the constitution in order to prevent the employers from obstacles much-needed improvement in the living and working conditions of the workers.

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DRAFT

ON RELEASE OF POLITICAL PRISONERS.

The 25th Session of the AITUC views with grave concern the continued imprisonment in different jails of a number of political prisoners arrested or convicted in connection with the democratic movement of workers and peasants. Among them are the West Bengal prisoners connected with the Dum Dum Basirhat, Kakdwip & Jessop cases, several Hyderabad prisoners connected with the Telengana peasant movement, Madras prisoners connected with the Tinnevelly, Madura, Ramnad, and Tiruppur cases, Bihar prisoners of the Dharmabad case, and the Manipur peasant prisoners.

Though the Penal Code sections under which they have been convicted relate to ordinary crimes, these prisoners were all actualed by what they considered at the time to be in the political and economic interests of the working people. Many of them have been in prison for long years and are seriously ill.

The AITUC therefore demands that a general amnesty be declared and all political prisoners in the country be released unconditionally, and urges upon the Government of India to take necessary action to ensure that such a step is uniformly adopted by the various State Governments concerned.

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ON TRIPARTITE AGREEMENTS AND CODE OF DISCIPLINE.

The Fifteenth Indian Labour Conference which met in Delhi on 11th and 12th July 1957 considered among other things Wages Policy, Rationalisation, Industrial Housing, Discipline in Industry etc. Re-fixation of wages thru consumption units and a general principle has been accepted. Preconditions for Rationalisation have also been conceded. The need for more houses for workers and simplifying the procedure have been raised by the State Ministers also. The spirit of code of discipline in industry has to be respected by all the parties. These are some of the vital issues on which the Trade Union movement in this country has been concentrating for a number of years. These decisions of the Indian Labour Conference, taken as an integrated whole, constitute an advance on the past, and this Congress believes they can form the basis of new turn in labour relations if properly implemented.

(2) Regarding Rationalisation a model draft was accepted and the main criterion is national necessity. The implementation should not result in retrenchment or loss of earnings of existing workers. The benefits of Rationalisation to be shared equitably between the workers and employers. A standard work load has to be fixed and the Trade Unions will have to be consulted at all stage. Experience shows that although the Employers' organisations like All India Manufacturers Association, Employers' Federation of India and the All India organisation of Industrial Employers are parties to this agreement, many employers are not respecting to terms of this agreement. This Conference calls upon the Trade Unions and workers to be vigilant and struggle to see that the spirit of the agreement is carried out in future and taken suitable steps to compel the employers to abide by the agreement.

(3) Regarding the Code of Discipline in Industry it was agreed that there should be a just recognition by employers and workers of either party and a proper and willing discharge by either party of its obligations consequent upon such a recognition. However the draft prepared by the sub-committee of the standing Committee meeting of the conference in as much as it sought to ban all strikes. There was, a provision expressing disapproval to any non-employee office bearer of Trade Unions for indulging in action against the spirit of the Code. The Government also sought to hold sicological enquiry into cases where longstanding danger to discipline is apprehended. The AITUC objected to the above aspects being included in the code. It was further pointed out that the sociological enquiry contemplated is one sided. There are number of cases of what may be called "pockets" where employers habitually engage in violating all law and causing provocation to workers. Such pockets of employers discipline and anti-social behaviour must also be brought within the scope of such an enquiry, if at all an enquiry is sought to be made.

(4) The standing Labour Committee which finalised the draft has taken into consideration the objections raised by the AITUC. There is now no reference to the onesided enquiry or censure of non-employee office bearer. But the question of strike is still left vague. Although ban on strikes is removed, the Code provides as follows, namely "that there should be no strike or lock-out without notice".

"That affirming their faith in democratic principles, they bind themselves to settle all future differences, disputes, and grievances by mutual negotiations, conciliation and voluntary arbitration". If however, negotiations and voluntary arbitrations also fail as they do even now, the workers must be at liberty to exercise their right to strike. These provisions must be made applicable to the Government as an employer.

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(5) Therefore, this Conference of the AITUC, while endorsing the decisions on Wages, Rationalisation and Housing policy, considers the Code of discipline as defective and one-sided. Unless the Right to strike is guaranteed as a last resort, trade unions recognised on the basis of a democratic ballot vote and the provision made applicable to the state also as an employer, AITUC cannot endorse the Code of Discipline. This session of the AITUC urges upon the Government to take steps to remedy the defects in the Code.

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DRAFT RESOULUTION ON T.U. RIGHTS.

With the achievement of independence, efforts at national reconstruction and advance in the working class movement are faced with new responsibilities. However, the attitude of the Government of India and the State Governments with the single exception of Kerala Government towards Trade Union Rights has not changed. In general, Trade Union Rights are conferred formally but denied in practice, working class struggles are sought to be suppressed by force, and there is victimisation of genuine trade unions and trade union activists. The provisions of the Employees standing Orders Act and the model orders are so made as to violate the dignity and self respect of the worker inside the factory. In many States the provision of the B.Ir. Act and similar enactments impose on the workers unions amenable to the will of the Government and the employers which denies to the workers free exercise of the right of collective bargaining and representation through the union of their choice. Recently the Government of India faced with the strike of the Central Government Employees, specially the P & T Workers, passed an ordinance prohibiting strike in essential services without assuring any responsibility for settling the disputes. Now the Government of India has made vital amendments to the Government Service Conduct Rules affecting even the fundamental rights of freedom of association guaranteed by the Constitution of India. The worst features of these amendments are those which seek to make it a ~~xx~~ misconduct meriting dismissal if a Government employee enrolls as a member of any union which though registered under the Indian Trade Unions Act, 1926, is not recognised within six months by the Government; secondly no employee can participate in demonstrations of any kind, however peaceful they may be; thirdly they bar all collective representations thus denying the fundamental right of collective bargaining. In this way the Code of Discipline arrived at by the 15th Labour Conference is violated by the Government itself, which was a party to the Code and is the biggest employer in the Country.

The 25th session of the AITUC therefore demands that:-

i). Police interference in industrial disputes should end;

ii). Trade Unions be statutorily recognised in the basis of secret ballot of all workers working in any industry or establishment;

iii). The Standing Orders Act and Model Orders be immediately ammended especially with reference to definitions of insabordination and misconduct and replaced by a suitable enactment in which the rights and dignity of the workers at his place of work are guaranteed; and

iv). Recent amendments to the Government Service conduct Rules be immediately cancelled.

This session appeal to workers and trade union organisations of all opinions and affiliations to unitedly demand from the Governments concerned that these demands be immediately conceded.

This session congratulates the Government of Kerala on the policy they have adopted as regards non-interference by the Police in peaceful industrial disputes and the lead they have given in the recognition of genuine unions of workers in the State sector.

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SPEECH OF THE LEADER OF THE SOVIET TRADE DELEGATION 26TH DEC. 1957.

Dear Comrades, Friends !

ALLOW me on behalf of the All-Union Central Council of Trade Unions to tender the delegates of the Twenty-fifth Conference of the All India Trade Union Congress and the entire working class of India warmest friendly greetings from the trade unions and working people of the Soviet Union.

Allow me also to express sincere thanks for the invitation to the Soviet trade unions to attend your conference, and for the fraternal reception accorded to us. We see this as an expression of the profound and sincere friendship binding the peoples of India and the Soviet Union.

Having thrown off the yoke of colonial oppression, the Indian people are successfully achieving regular development of their country's economy and culture. The Soviet trade unions and all the working people of our country follow with great interest the transformations occurring in your country. We meet the successes of the Indian people in the course of these transformation with exceptional happiness and render them disinterested fraternal friendship.

In ten years since independence war proclaimed, India has emerged on the broad international scene.

The Soviet people know very well the desire of the Indian working people to live in peace and friendship, with the people of the entire world.

Together with the Soviet Union and the Chinese People's Republic India did much to achieve the truce in Korea, to stop military operations in Vietnam, in mobilizing the forces of peace for the rebuff to aggression against Egypt, Syria and other Arab States.

India is making a great contribution to the reinforcement of world peace; it was one of the initiators of the great Bandung Conference which united Africa and Asia in the fight against colonialism; it performed a great service in outlining together with the Chinese People's Republic the five principles of peaceful co-existence, the Pancha Shila. These principles have found wide recognition in more than thirty countries, with a total population of a thousand five hundred million people. They have also found warm support of all the Soviet people and their Government.

Expressing the will of the people of our country, the Soviet Government has repeatedly been proposing decisive measures for disarmament, persistently demanding a ban on atomic, hydrogen, and other types of weapons of mass destruction.

These measures are widely supported by all peace-loving countries and peoples, since they reflect a policy of peace and friendly co-operation bringing mankind riddance of the horrors of another war.

The Soviet trade unions and all the working people of our country are happy that the India-Soviet friendship is strengthening and developing from year to year, in keeping with the interests not only of our own peoples, but with the interests of all nations.

Mutual visits by most prominent statesmen of our countries were of great importance in furthering our friendly ties. Mr. Jawaharlal Nehru's visit to the Soviet Union and Nikita Khrushchov's and Nikolai Bulganin's visit to India were cause for grand demonstrations by millions of our peoples showing the whole world the unshakeable friendship between India and the Soviet Union.

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There is no doubt that the friendly relations and economic co-operation between India and the USSR will continue to grow from year to year, for the benefit of both our nations.

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Not long ago, the peoples of the Soviet Union, and together with us progressive people everywhere, marked a notable date, the fortieth anniversary of the Great October Socialist Revolution. In these forty years, the Soviet Union has achieved figantic economic and cultural transformations. As a result of the victory of socialism in our country, we have forever done away with the exploitation of man by man; unemployment has been abolished; mighty modern industries and a highly-developed socialist agriculture have been created; the living and cultural standards of the working people have risen immeasurably.

In economic development, the Soviet Union has left behind the greatest capitalist countries, and in industrial production holds second place in the world.

Steel smelting increased from 4.2 million tons in 1913 to 51 million this year. While in 1913 Russia produced two and a half times less iron than Britain, and less than France, the USSR now produces considerably more iron than Britain, France, and Belgium taken together.

The USSR now holds the first place in Erope and the second in the world in the production of coal, and third place in oil. Generation of electricity increased from 1,900 million kilowatt-hours in 1913 to 210,000 million kilowatt-hours this year. As far machine-building, suffce it to say that it grew together with metal-working more than 200 times in the Soviet Union since 1913. The country's gross industrial output increased 33 times in that period. The manufacture of the means of production increased 74 times.

In the forty years of Soviet power, our agriculture changed radically. Instead of the previous boundless ocean of tiny peasant holdings, there now are large collective farms equipped with modern machinery.

The living standard of the people is steadily rising on the foundation of our growing industrial and agricultural production. Real wages are increasing. Under the sixth five-year plan alone, real wages are to increase about 30 per cent.

Last year, several large-scale measures were undertaken to further raise the working people's living standards. Social security was considerably improved; the paid leave for pregnancy and maternity was increased to 112 days for working women; the working day for juveniles was shortened without any cut in pay; all working people have a shorter day on Saturdays and on holiday eves. The transfer to a forty-hour working working week has begun, and for workers underground, the working week was reduced to 36 hours, without any cut in pay.

We have achieved a cultural revolution in my country. Many years ago we have finished with illiteracy. There is compulsory 10 years education for all the citizens of the USSR. At present, 50 million people, one-fourth of the Soviet population, study in one form or another. While pre-revolutionary Russia had less than 200,000 specialists with a secondary or higher education, we new have 6.3 million. Two million students study in our colleges. That's two and a half times more than in all the capitalist xxxxxxxxx countries of Europe taken together.

The multitude of qualified scientific and technical personnel and the high level of socialist economy have made it possible for my country to successfully solve many most important scientific and technical problems. We built the world's first atomic electric station, launched the world's first atomic ice-breaker, and successfully launched the Earth's first articicial satellites.

A great part in achieving these successes was played by the Soviet trade unions, uniting at present more than 49 million working people and participating most actively in all spheres of socialist up-building.

The Soviet people have won historical victories in economy and culture, but they have before them still great tasks to build communism; these tasks will be carried out successfully, since we have already brought about a socialist society. The USSR is now not the only country building a new life; together with the Soviet Union there is a large closely-knit family of socialist countries, joining over 950 million people. Proletarian solidarity and the moral support and sympathy of the workers and progressive people throughout the world are a great help to us.

To build communism, we need peace. But it is not only we who need peace. All working people on earth need it; the preservation of peace is in keeping with the basic interests of the international proletarian movement.

That was just why the recent Fourth World Congress of Trade Unions devoted so much time to the fight for peace, for disarmament, for prohibition of atomic and hydrogen weapons, and against preparations for another world war, that is, the questions humanity is most concerned about now, upon which the life and well-being of hundreds and millions of working people depend so much.

The preservation of peace is in the center of attention for all progressive mankind. The way to preserve peace is outlined in the Peace Manifesto adopted at the November Conference in Moscow of Communist and Workers' Parties from more than 60 counteies.

"Peace can be preserved," the Manifesto points out, "only if all to whom peace is dear unite their efforts, increase their vigilance towards the schemes of the war-mongers, and realise to the utmost that it is their sacred duty to intensify the fight for peace, which is in danger."

The peace manifesto puts new strength into the hearts of millions of people of good will in this noble struggle and firm faith in the triumph of the just cause of peace in a bright future for mankind.

In conclusion, allow me dear Comrades, to thank you once again for the invitation of our delegation to your congress and for the most cordial reception accorded to us here. Permit me also to wish you great fruitful success in your activities for the benefit of the working class and all the working people of India.

Long live the unbreakable fraternal friendship between the peoples of India and the Soviet Union !

Long live world peace !

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AGAINST COLONIALISM

The 25th Session of the AITUC expresses its firm conviction that the system of colonialism is rapidly approaching its doom and notes with satisfaction the immense advances recorded by the peoples of Asia, Africa, Latin America and the Arab countries of the Near and Middle East in their struggle for the achievement and consolidation of national independence. Before this wave of resurgement humanity, imperialism is inevitably being beaten back and compelled in country after country to yield in one form or another to the demand for freedom from imperialist political rule.

All the same time, the AITUC warns the workers against complacency and reminds them to be vigilant against new imperialist agressions as was seen in the attack on Egypt and provocations against Syria in the Arab countries, and maneoures aimed at retaining and even extending economic and financial domination over countries which are politically independent. These maneoures together with continued direct occupation of several colonial territories such as Algeria, Cyprus, parts of Africa, West Irian (Indonesia), Goa, etc. constitute a serious danger which must be unremittingly fought.

In the interests of world peace and democracy, it is the sacred duty of the Indian workers to support firmly the national liberation struggles of all oppressed and enslaved peoples and to demonstrate active solidarity with them as against the colonial exploiters. The AITUC, therefore, calls upon the workers to discharge this task as an integral part of their trade union activities.

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DRAFT

RESOLUTION ON PEACE AND THE BANNING OF WEAPONS OF MASS DESTRUCTION

The 25th Congress of the AITUC expresses its deep conviction that the preservation of world peace and the relaxation of international tension must be made one of the major activities of all the workers and trade unions of India, without distinction.

The workers cannot but be concerned at the colossal wastage of material and human resources involved in the armaments race between the great Powers, at the continued creation of military bases by the Western imperialist States which also threaten the independence of peoples and countries, and at the menace of terrible war of mass destruction arising out of the production and stockpiling of atomic and thermo-nuclear weapons.

The workers of India fully realise that the armaments race, policy of cold war, creation of aggressive pacts and military bases, etc. have a direct bearing on their own living standards because the immense resources of the world which could have been utilised for assistance to rapid development of under-developed countries, are now being wasted on military expenditure. This contradiction has become even more strikingly obvious with the recent Soviet achievements in the peaceful uses of atomic energy and the launching of the first artifical earth satellites.

Further, the peace and sovereignty of India are menaced by the Baghdad and SEATO pacts, by the Portuguese occupation of Goa, and by the deliberate imperialist policy of utilising the Kashmir issue to aggravate Indo-Pakistani & international tension. The radioactivity resulting from A-Bomb and H-Bomb tests menaces the people of India equally with all other peoples of the world.

In these circumstances, it is the duty of all workers and their trade unions to take up more vigorously the noble cause of defending Peace and saving humanity from a terrible nuclear war. The basis for such vigorous and united activity by the workers already exists in the more or less common stand adopted on these issues by the four central trade union organisations.

The unanimous adoption by the 82 countries of the United Nations of the resolution on peaceful co-existance sponsored by India, Jugoslavia and Sweden is a great event in the fight for peace in as much the peoples of all nations of the world along with their Governments have put peace-coexistence on the banner of their international relations.

This Session of the AITUC welcomes the appeal of Prime Minister Nehru to the stand of the great powers of the world possessing atomic power to ban the bomb tests and the Government of the USSR in favour of Peace and disarmament and favourable response it has received from all, and especially the unequivocal stand of the Government of USSR for a ban on nuclear weapons and the ending of tests.

The AITUC appeals to the workers of India to take greater initiative in the campaign for peace, to cooperate more closely with the activities of the All-India Peace Council and to intensify their efforts for a ban on the manufacture, testing and use of atomic and hydrogen weapons, for an all-inclusive agreement on disarmament, and on the liquidation of agressive military pacts and bases on foreign soil.

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(2)

adopted

DRAFT

RESOLUTION ON PEACE AND THE BANNING OF WEAPONS OF MASS DESTRUCTION

The 25th Congress of the AITUC expresses its deep conviction that the preservation of world peace and the relaxation of international tension must be made one of the major activities of all the workers and trade unions of India, without distinction.

The workers cannot but be concerned at the colossal wastage of material and human resources involved in the armaments race between the great Powers, at the continued creation of military bases by the Western imperialist States which also threaten the independence of peoples and countries, and at the menace of terrible war of mass destruction arising out of the production and stockpiling of atomic and thermo-nuclear weapons.

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PTO

(7) adopted

THE SUPREME COURT AND AMENDMENT TO THE CONSTITUTION.

The 25th session of the AITUC views with grave concern the trend in the decisions of the Supreme Court which seriously affect the working class interests and curtails their hard-won trade union rights and liberties. Steeped in conservative ideas of property rights, the Supreme Court is exhibiting in the decisions a complete lack of undertaking of the requirements of the times and the necessities of social progress. Many of its decisions have nullified the hard-won gains of the working class both by way of tribunal awards and statutory laws. One of its decision went to the extend of characterising criticism of the management by a trade union official mis-conduct meriting dismissal.

Further, blind bound by a narrow legalistic outlook, the Supreme Court grants ex-parte stay of implementation of awards, pending disposal of appeals which often takes years. As a result the workers lose patience and have little hope of getting social justice through the machinery for settlement of industrial disputes.

These tendencies of the Supreme Law are taken advantage by the employers who have been increasingly resorting to the Supreme Court with the aim of defeating and delaying workers gains through tribunals awards.

The AITUC therefore, calls upon Government to characterise access to Supreme Court as deliberate delaying tactics on the part of the employers and to take suitable action against it.

The AITUC further demands that the Government of India should also take the necessary steps to carry out suitable amendments to the constitution in order to prevent the employers from obstacles much-needed improvement in the living and working conditions of the workers.

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