

अखिल भारतीय ट्रेड यूनियन कांग्रेस
ALL-INDIA TRADE UNION CONGRESS
4, ASHOK ROAD, NEW DELHI.

File No. 219

SUBJECT CHEMICALS, OIL TUI

1960

31st S E S S I O N
O F
THE ALL INDIA TRADE UNION CONGRESS
(FROM 26th to 31st OCT. 1980)
MIRAJKARNAGAR :: VISAKHAPATNAM-530035

REPORT OF COMMISSION ON WAGES, DEARNESS ALLOWANCE
AND BONUS:

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The meeting of the Commission held yesterday was attended by nearly 600 Delegates. The Commission was presided over by Comrade B.D. Joshi, Vice-President, A.I.T.U.C., Comrade Y.D. Sharma, Secretary, AITUC, explained the important points as contained in Part-III of the General Secretary's Report regarding Wages, Dearness Allowance and Bonus. The discussions continued for about 4 hours and 78 delegates took active part and made important suggestions on the points to be included in the draft. All aspects of the problems relating to Wages, Dearness Allowance and Bonus were critically discussed and there was a general consensus that statutory minimum wage for scheduled industries should be Rs. 500/- in the context of present price level, with a provision of full neutralisation against any further increase in the cost of living through a sliding scale D.A. Revision of statutory minimum wage should be undertaken every year and not after several years as is the practice at present.

For the organised sector, wages should be determined through bipartite agreements on the basis of collective bargaining. Such Agreements should at least ensure need-based minimum wage based on the tripartite formula adopted at the Fifteenth Indian Labour Conference.

There was a good deal of discussions on Dearness Allowance and it was agreed that A.I.T.U.C. Unions must resist attempts being made to scale down the rate of dearness allowance in many public and private sector industries. It was also emphasised that we must fight against any imposition of ceiling on the Dearness Allowance.

Regarding Bonus, there were suggestions that minimum bonus as prescribed in the statute of 8.33 per cent should be enhanced to 12.5 per cent. Over and above the minimum bonus, it should be left to collective bargaining. There was also a general demand for replacement of the existing Bonus Act by another Act which could ensure more equitable formula for determining bonus for the workers.

After extensive discussions, the Commission appointed a Committee consisting of the following delegates to go into the details of the points and prepare Resolutions on Wage, Dearness Allowance and Bonus in the light of the discussions and place the same before the Session.

1. Comrade Y.D.Sharma
2. Comrade D.C.Mahanty
3. Comrade Amolak Ram
4. Comrade Ghanshyam Sinha
5. Comrade Rama Rao
6. Comrade V.D.Deshpande
7. Comrade J.J.Chittaranjan
8. Comrade Prasant Dutt

Comrade Y.D.Sharma was authorised to make a report on the working of the Commission and place the same before the Session.(The resolutions are attached)

Dt. 30.10.1980.

Y.D.SHARMA

RESOLUTION ON WAGES & D.A.

This 31st Session of A. I. T. U. C. expresses deep dismay that despite the passage of 34 years since our Country attained freedom, the working class has not been able to reach to a living wage and even the need-based norm wages evolved by the 15th Tripartite has not been attained even in the organised industry.

On the other hand, there has been a steep fall in the real wages of the workers, capitalism, both foreign and Indian caught in the throes of deepening economic crisis, seeks a way out by throwing the entire burden on to the shoulders of the working people and by vicious attacks even on their meagre living standards.

The capitalist rulers have put out theories of wage-price spiral, of high wage islands and wage-freeze, one of the latest being through the so called Boothalingam Study Panel.

The 31st session of A. I. T. U. C. rejects outright the recommendations of the Boothalingam Study group for a national minimum wage of Rs. 100/- and demands instead that a national minimum wage of Rs. 500/- should prevail in the sweated/scheduled industries in the Minimum Wages sector in 1980 itself, while the wage level in the organised industry should immediately be determined on the basis of need based norms, without brooking any further delay, through collective bargaining and certainly not through the discredited and delaying mechanism of Wage Board and Tribunals which was long rejected by the entire T. U. Unity.

It is paradoxical situation that while the value added through manufacture has been increasing steeply over the last decade, especially, the share of workers in this is declining year after year, adding to the super profits of the capitalist class as a whole. A determined struggle on region wise and nationwide alone can halt this process and reverse it for the benefit of the working class.

Despite the wage increase, there is a steep erosion in real wages by galloping inflation, manipulation and fraud in compilation of cost of living indices, denial of 100% neutralisation, ceiling on D.A. impounding of D.A. through various schemes.

This 31st Conference therefore demands immediate rectification of the faulty and fraudulent cost of living index as per the recommendations of the Rath Committee which the Janata Government then and the Indira's Government now have put in Cold storage, thereby causing continuous loss of crores of rupees to the working class.

The 31st session while rejecting the ceiling on D.A. laid the B.P.E. demands complete and full 100% neutralisation in the Dearness Allowance at all wage levels with a corrected index in every sector of employment whether public or private, organised or minimum wages sector in Scheduled Industries.

The 31st session further demands that the wage revision in the minimum wages should be revised statutory every two years.

The session further demands that the outmoded system of wages, specially in the textile industry should go and be replaced by a time scale system with an incremental span that will double their initial emoluments in 10-15 years period.

The session demands introduction of uniformity in pay scales and amenities in respect of employees of those universities in the country which are covered by U.G.C.

The 31st Session notes with gratification the rising trend of united actions, industry wise as well as statewise which has certainly strengthened the collective bargaining power of the working class. Such developing united actions are the bearers of hope.

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Resolution on BONUS

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This 31st session of the AITUC feels that Bonus has become a vital part of the workers emoluments in India which is constantly under attack by the employers, influential section of the bureaucracy and the monopoly press. During emergency attacking the bonus annulled the provision by amending ordinance. The collective bargaining right of the workers in the matters of Bonus was taken away by repealing Section 14(3) of the payment of Bonus Act. The talk of linking bonus to production and productivity which negates the basic concept of deferred wage, turned out to be a big fiasco as even employees were not prepared to accept it in both the private and public sector. By a special Act of the Parliament, the bonus contracted bilaterally was invalidated depriving contracted bonus to millions of workers.

Lanatha Party in its manifesto accepted bonus as deferred wage. On coming to power, it did restore the right to guaranteed minimum Bonus of 8.33%, but on year to year basis but at the same time it refused to restore old provision of Section 14(3) and failed to accept the demand for raising the limits of salary for eligibility and ceiling etc. It dragged its feet in accepting right to bonus in Railway, P&T and Defence and for other Central Government employees but ultimately it granted performance Bonus as against a guaranteed minimum bonus to a section of Railway Workers, Defence employees and the employees of the P&T Department.

With the return of the Congress (I) Government, the talks of Productivity or Production linked bonus, on which workers and sometimes even employers have no control, have again started. The AITUC is opposed to productivity linked bonus or any bonus substituting the minimum guaranteed bonus. Labour Ministry talked to the Trade Union leaders and employers but ultimately under the new law, the same old ad-hoc approach was adopted. By not accepting the reforms in the Bonus Law particularly by maintaining ceilings etc., the government has refused to accept that the same has become out of date as a result of unprecedented inflation, ceilings for eligibility and quantum have become redundant since the value of a rupee has been reduced to 1/3rd of what it was in 1965. It is again the reason for demanding radical reform in law and to increase the quantum of minimum bonus.

While demanding the radical revision of the Bonus Act, the AITUC wishes to make it clear that the same and similar bonus should be ensured for all, irrespective of the strength of employment in the establishment, to contract labour, to workers employed in scheduled employments and Bidi Rollers, and all the Government employees. The AITUC at the same time demands the increase in the quantum of minimum Bonus to 11.5%, and removal of ceiling of Rs.750/- and Rs.1600/-.

AITUC strongly feels the computation chart to calculate the available surplus is not free from defects for which purpose Balance sheet should not be taken as sacrosanct, Bonus having

been accepted as deferred wage should be shown in the Balance Sheet as other revenue expenditure are shown and bonus beyond the purview be calculated before deducting Depreciation and Development rebate, and that also before taxation. Exemption given to the new concerns should go. Compensation for any reasons including lay off subsistence allowance and overtime work should be taken into account for calculating Bonus. The AITUC, therefore, demands -

1. Minimum Bonus to all unconditionally, and the quantum be raised upwards.
2. Radical change in the present Bonus Act including the Computation chart.
3. Till the above is achieved, beyond the statutory minimum of 8.33%, bonus should be left to be determined through the process of collective bargaining and if the Income Tax is of any hinderance, it may be amended.
4. The various ceilings except the minimum or the exemptions contained in the Bonus Act, should go.
5. The LIC workers who got their bonus agreement enforced through judgment of the Supreme Court must continue to enjoy the benefits like other workers in various undertakings.
6. The choice of linking bonus above the statutory minimum to profits or production or productivity must be left to the workers and the basis should be decided by collective bargaining.

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Organisational Position of A I T U C

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

Trade Union Position

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

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

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

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

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

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

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

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

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

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

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

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

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

In Coal washeries we are weak.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Scooter India Ltd, Lucknow also we have a union.

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

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

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Our Main Weaknesses

1. Generally we do not bother about new industries, industrial complexes and public sector basic industries. We remain contented with old industries where we are for decades.
2. Our hold on essential industries like transport, electricity, water works is weak in many states and we have not bothered to strengthen ourselves in it.
3. In the capital city of states and around we are generally weak.
4. Developing industry of engineering and big basic and public sector industries has been neglected by us.
5. It has not been possible for our state/local committees to deploy cadre in the essential services/basic industries/public sector units. Shifting cadre and leaders from one centre to another is almost not possible.
6. In the unions fully in our control, there is much to be desired in democratic functioning, resulting in wide gap between the leadership and the cadre/workers.
7. In most of the places industries/services have become zamindaris with no worthwhile coordination and a sort of truce of non-intervention. With shortage of cadre this tendency is further developing.
8. Often we are victims of spontaneity. Struggles are forced on us and we participate and lead them.
9. There is too much dependence on the skill of the leadership and approaches/influence of individual leaders and also through MLAs, MPs and contacts.
10. The new young educated working class needs education and promotion. Often long drawn discussion are needed. They just do not obey the leader.

Our slipshod method of functioning - may be because the leaders are over busy - does not work and we are unable to carry them with us.
11. Lack of trade union and political education.
12. Legal work in the trade union is creating problems. Either we neglect it or in doing the work loose some trade union leaders. This breeds corrupt practices.
13. Our study of industry in which working is very superficial - more stress on corruption in establishment section. At the most study balance sheets. The problem of raw materials, disposal and prices do not get due attention.
14. There is not enough coordination and cooperation between the blue and white collar workers organisations even under our influence. Each fights their own battle.
15. Lack of solidarity actions.
16. Lately CITU and BMS are forming new unions or capturing others and putting demands ignoring our old agreements. This puts us in a fix as these agreements are still valid. With the agitation, support of state governments and pressure on employers they obtain some gains and weaken us.

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

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Appendix 'A'

Maharashtra

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

INTUC strong in textiles, oil, cement.

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

HMS in some engineering concerns, defence unions and Nasik.

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

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

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

Uttar Pradesh

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

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

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

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

Independent, HMP for name sake existance.

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

Ghaziabad ?

West Bengal

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

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

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

HMS is strong in port & docks and railways.

Both the UTUC have unions in a number of establishments.

Tamilnadu

Madras Port & Dock strong - recognised union.

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

Sugar now weak. Road transport some influence.

INTUC - unions everywhere.

HMS - influence in Coimbatore textiles, railways.

CITU - growing in Madras and other places, sugar.

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

DMK unions also exist.

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

Karnataka

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

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

INTUC - unions everywhere.

HMS - Railways

CITU

Haryana

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

INTUC - unions everywhere. Strong in Yamunanagar

CITU - improved its position in Faridabad, Sonapat

Kalka - our influence in an independent union.

HMS - coming up.

Rajasthan

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

INTUC in Udaipur Zinc mines.

HMS & HMP - coming up.

Delhi

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

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

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

INTUC unions everywhere.

HMS - Railway

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

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

AITUC - Single largest unit.

Andhra

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

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

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

Punjab

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

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

AITUC largest unit.

INTUC - units everywhere - strong in fertilizers.

HMS - railways

BMS - coming up.

Bihar

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

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

INTUC - strong in Jamshedpur engineering, steel & mines.

HMS - railways, Dalmianagar industries and Gomia.

Road Transport

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

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

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

Its conference has become over due.

Railways

N. Railway

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

Delhi and Uttar Pradesh, we do not exist.

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

N.E. Railway

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

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

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

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

S. Railway

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

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

E. Railway

Some work in Jamalpur Division.

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

N.F. Railway

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

S.C. Railway

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

S.E. Railway

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

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

Central Railway

We have nominal union with our comrades working in AIRF.

Western Railway

No where.

Tripura - The union is with CITU.

OIL INDUSTRY

ONGC

Western Region

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

IOC

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

Bombay - INTUC

Refineries

- Barauni (Bihar) - recognised AITUC
- Gauhati (Assam) - In secret ballot our union has got majority but not yet recognised.
- Haldia - United Union with CPM office bearers - Independent.
- Gujarat - we are in minority. We got recognition in pipe line sector only. INTUC union recognised in public sector refineries.
- Madras - Independent union.
- Cochin - Independent - CPM leadership
- Caltex - Vishakhapatnam with AITUC
- Mathura - Under construction.

Fertilizers

- Barauni - AITUC
- Namrup - Comrade Gagoi - President - Independent Union.

- Nangal }
 - Sindhri }
 - Trambay } ALL INTUC
 - Andhra }
 - Gorakhpur }

Chemicals (Private Sector)

- Koromondal, Tuticorin
- Kanpur - CITU
- FACT - No information.
- Gomia - HMS recognised but we are also a force
- Durgapur - INTUC, Gujarat - NLO, Baroda Petro-chemicals - BMS and AITUC

Sugar

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

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

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

Cement

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

Leather

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

Mines

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

Iron Ore

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

Working together with independents in Donimalai Belinry (Karnatak).

Weak in Kudermukh and Goa.

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

Copper

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

Weak in Rakha (Bihar).

Malanjakhand (M.P.) work just started.

Manganese

In M.P. and Maharashtra - weak.

Hutti and Kolar Gold Fields - weak.

Dolomite, - Bauxite

Nandini Amarkantak (M.P.) strong.

Magnesite in Tamilnadu - we have a functioning union.

Nyveli - weak.

Aluminium

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

Malco - Totally absent.

Steel

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

BHEL

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

HAL

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

HMT

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

BEL

Both Bangalore and Ghaziabad affiliated with us with significant influence.

IDPL & Hindustan Antibiotics with

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

Surgical unit in Madras with us.

Pimpri unit - united independent union.

OIL

IOC -
Refineries
Chemicals

Port & Dock

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

Electricity

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

Delhi - Ind. often cooperating with our Federation.
