



THE WORKING CLASS

MONTHLY JOURNAL OF THE CITU

Port and Dock Workers Wage Issue Settled

THE indefinite all India strike of port and dock workers which was to have commenced on the midnight of 28-29 November was averted due to a settlement arrived at between the four federations of port and dock workers and the government late in the evening of November 28.

The negotiations broke down earlier due to the adamant attitude adopted by the Minister of Transport and Shipping. However, seeing the possibility of complete paralisation of the ports and docks all over the country the government requested the four federations to resume negotiations on November 28 in a bid to avert the strike.

After protracted negotiations on November 28 in which the Minister of Finance and Minister of Tourism also participated the following conclusions were arrived at : (1) The minima of several WRC pay scales will remain unaltered, but the incremental rates of each scale will be liberalised by Rs. 1 or 2 and the span of each scale will be elongated by four incremental stages subject to the proviso that no scale will be elongated beyond Rs. 1,300. The scales modified will be effective from 1.1.80. The personal pay or any other pay enjoyed by any employee shall be protected. (2) To the existing fixed DA for the various pay ranges will be added DA as admissible at the index 363 and the amount so determined will be revised fixed DA with effect from 1.1.80. (3) A special fixed allowance, which will be treated as pay for all purposes, will be allowed to employees on roll on 1.1.80, at the following rates :

Basic pay as on 1.1.80	Amount of fixed special allowance per month
(1) Rs. 325 to 400	Rs. 83
(2) 401 - 500	93
(3) 501 - 600	100
(4) 601 - 700	110
(5) 701 and above	125

(4) For an employee appointed on or after 1.1.80 to the minimum of the lowest scale, the special allowance will be Rs. 75. (5) The Ministry will issue instructions to the chairmen of the ports of Paradip, New Mangalore and Tuticorin to stipulate in the lines issued for handling cargo within the port

premises, a condition that the dock workers engaged on handling cargo within the port premises will be paid wages according to the terms of the settlement. (6) The other claims contained in the charter of demands submitted jointly by the four federations will be discussed by an early date. (7) A formal agreement will be concluded and such agreement will be effective for a period of four years commencing from 1.1.80. (8) The notices of strikes served on the ports and docks authorities are hereby withdrawn.

On behalf of the Water Transport Workers Federation of India, M.M. Lawrence, MP, President and K. K. Roy Ganguly, General Secretary, signed the conclusions.

The agreement is a result of firm determination unitedly shown by port and dock workers all over the country during the period of negotiations. The continuous agitation launched by the port and dock unions at the local level and the serious preparations made for a successful indefinite strike also forced the government to come to terms with the four federations.

The Centre of Indian Trade Unions warmly congratulates the port and dock workers all over the country for this united struggle which has resulted in improvement in their wages.

The Water Transport Workers Federation of India expressed its dissatisfaction at the discrimination shown towards the new entrants in the industry who are paid less benefits than those who joined service before 1.1.1980. It also felt unhappy because the wage structure was not altered.

Despite strenuous efforts on the part of the Water Transport Workers Federation of India these unhappy conditions could not be settled since some federations showed vacillations at the last stages of negotiations. The WTWFI however showed the need for unity and struggle and signed the conclusions.

The WTWFI has also noted that other important issues raised in the charter of demands have not yet been settled. It is therefore necessary that the port and dock workers should remain firm and united so that the other outstanding issues are settled to their satisfaction. (See Page Seven also).

Anti-Working Class Policies of the Damodar Valley Corporation

SOON after the joining of the new Chairman in the month of August this year, the attitude of the management of the Damodar Valley Corporation has taken a sudden turn against trade union rights of the workers of DVC in general and of those organised under the banner of DVC Shramik Union in particular. The management have adopted the path of confrontation by issuing anti-working class orders.

The DVC management used to discuss various problems with all the registered unions, irrespective of their being recognised or not, on the strength of a standing order dated November 3, 1969. This Chairman, DVC, unilaterally issued another circular on August 21 this year banning any discussion with the registered unions and also ordered to stop accepting any representation from the unions without showing any reason. This chairman, P.C. Luthar, took charge on August 4.

The DVC Shramik Union had submitted a charter of demands on July 2. The charter included the demands: recognition to DVC Shramik Union, revision of pay scales which is due from April 1976 as per the earlier agreement, bonus, incentive bonus, distribution of essential commodities at reduced rates from fair price shops, immediate steps to end power crisis in the DVC, end to the corrupt practices, creche, representation on housing committee, leave, promotion, etc. Subsequently, the Union submitted two memoranda on July 24 and August 28.

Repeated attempts of the Union to settle the issues failed

and therefore finding no alternative, the Union submitted a two-day strike notice on September 8. In the meantime a two-day dharna was organised on August 27 and 28. DVC management cancelled the granted leaves for these days, through a circular. The two day strike was successful all over the valley on September 23 and 24. Government and the Corporation did not declare the strike as illegal but an office circular circulated among the employees on September 22 described it as illegal. Pay cut was made for the strike period.

The management suspended

seven trade union leaders after the strike on false charges. On October 3, the management issued a circular recommending suspension of any one suspected to acts of sabotage without assigning any reason and dismissal of any one against whom there was creditable evidence of an act of sabotage.

The Union representatives met the Union Energy Minister on November 27 who assured of sympathetic consideration of the demands. The Union is going in for indefinite strike ballot in December along with other unions in the Corporation except the INTUC union which conniving with the management. It nothing comes out in the meantime, the workers might resort to indefinite strike some time in January next year.

LIC Employees Win 15 p.c. Bonus

HOLDING that the Industrial Disputes Act being a special law dealing with adjudication and settlement of disputes between workmen and management, prevails over the Life Insurance Corporation (in that field), the Supreme Court held on November 10 that the LIC employees were entitled to bonus in terms of the settlement of 1974 under the IDA until it is superseded.

Dismissing the appeal filed by the Corporation, a division bench of the Court by a majority of two to one agreed with the finding of the Allahabad High Court in upholding the right to

bonus under the settlement and directed the LIC to give effect to settlement and pay bonus to the employees entitled to it at the rate of 15 per cent per annum.

The majority judgement handed down by Mr. Justice V.R. Krishna Iyer and Mr. Justice R.S. Pathak also allowed the writ petition filed by Class III and IV employees of the Corporation in the Calcutta High Court and later transferred to the Supreme Court in view of the fact that the questions involved in it and the appeal were identical.

CITU Congratulates People of West Bengal

B. T. Randive, President, CITU, has issued the following statement on November 28.

The Centre of Indian Trade Union warmly congratulates the working class and people in West Bengal for their magnificent Bengal Bandh on 27th November in protest against the spiralling prices, promulgation of the National Security Ordinance and discrimination against the State by the Central Government. The Bandh has once again demonstrated the united voice of the people of West Bengal against the anti-people policies pursued by Mrs. Gandhi's Government.

The CITU hopes the Central Government would take into account the feelings of the people of West Bengal and take immediate steps on these issues.

The CITU congratulates the CITU and other trade unions and mass organisations in West Bengal for playing an important role in making the Bandh Call a grand success.

Kashmir Sheep and Wool Workers Organise

The Conference of the Sheep & Wool Workers Association, J & K, held at Srinagar on 28th and 29th October decided to build up a powerful movement throughout the State to improve the harrowing conditions of the 5000 Sheep & Wool Workers in the State.

500 Delegates from all corners of the state including far corner of Ladakh came to participate in the Conference which was held in the compound of the Department of Sheep Husbandry in a specially erected Shamiyana.

The Sheep & Wool Workers have no hours of work. When the sheeps are taken to pastures in high altitude of 13 thousand feet the workers have to attend the sheep for 24 hours. They are not supply winter garments, rain coats, shoes etc. They have no means to protect themselves and the sheep from the wild animals. If they fall ill they have to treat themselves from the stock of medicines given to them for the use of the sheep. If the sheeps are killed for no fault of the workers they have to pay the cost from their salaries.

When the workers have to work in about 300 centres in the plains for 9 months in a year they have to work for indefinite hours. Most of the workers are cut off from their families. They have no holidays and charge sheets were issued to workers for absenting from duties on religious festivals.

Housing facilities to these workers are extremely unsatisfactory and the living conditions difficult. The promotion facilities are practically non-existent. The shephords remain as shephords throughout their life time.

The trade union rights are often suppressed at the sweet will of the officers. Suspensions and termination of T.U. workers have become a matter of common occurrence.

The speakers in the conference spoke on the harrowing conditions of the workers and

First All India Convention of ESIS Doctors

THE first All India Convention of Employees State Insurance Scheme doctors was held in Bombay on November 23. About 1,000 ESIS doctors attended the Convention.

A Reception Committee with Dr. J.C. Patel as Chairman and R.J. Oza and J.G. Jogidasani was constituted to make the preparations of the Convention.

The Convention was inaugurated by Maharashtra Governor Air Chief Marshal O. P. Mehra (Retd) who in his speech criticised the approach of confrontation by the doctors. He further said that the doctors should not raise the demands but should serve the people. He was indirectly hinting at the recent strike of the ESIS doctors in Maharashtra. The Governor also exhibited his lack of information about the working conditions of the ESIS doctors when he mentioned that these doctors have air-conditioned dispensaries.

Dr. A.J. Shelat in his speech explained the viewpoint of ESIS doctors on the working of the scheme, and stressed the need for the doctors in the scheme.

The Director General ESIC Corporation released the Souvenir brought out on the occasion by the Reception Committee.

demanding immediate steps to improve them.

M. K. Pandhe, Secretary, CITU inaugurated the conference. Abdul Rashid Khan was re-elected as the President of the Association.

A deputation of the Association met the Director Sheep Husbandry Department and demanded immediate action to settle the grievances of the Sheep and Wool Workers in the State.

A Symposium on the improvement in the working of the ESIC Scheme was held in the afternoon. Justice C. S. Dharmadhikari presided over the function. M.K. Pandhe Secretary, CITU, while participating in the Symposium criticised the bureaucratic apparatus of the ESIC which was responsible for the bad working of the scheme and suggested that major role should be played by the representatives of the trade unions of ESIC employees and ESIC doctors. He pointed out that the representation is denied to ESIC employees and the doctors on ESIC Corporation while trade unions are inadequately represented. He further supported the demands of the doctors and considered their recent strike as fully justified. On behalf of the CITU, he welcomed the formation of the new all India Federation of ESIC doctors and hoped that it would play a positive role in improving the working of the ESIC Scheme.

Representatives of the INTUC, AITUC and BMS also welcomed the formation of the new organisation.

The working class

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Denounce the Death Sentence of Kim Dae Jung

KIM Dae Jung, a prominent democratic personality of South Korea, has been sentenced to death by the fascist military regime of Chon Du Hwan. The Military Tribunal took just six minutes to hand down the savage sentence. The Supreme Court has also confirmed the sentence. Now the case goes finally to Chon Du Hwan. Along with Kim, twentythree others have been convicted and sentenced to imprisonment ranging from two to twenty years.

Kim had contested the previous dictator Pak Jung Hi for the Presidentship in 1971. Pak not only rigged the election totally, but persecuted Kim in every possible way. When Kim escaped to Japan, the Pak dictatorship kidnapped him from Tokyo in broad daylight in August 1973 and brought him back to Seoul. When there was an outcry in Japan and elsewhere, the military dictatorship gave an assurance that no harm would be done to Kim.

Kim Dae Jung's only crime is that he has been consistently and continuously struggling for the restoration of the democracy in South Korea, and for peaceful reunification of fatherland. The Military regime which has no use of democracy arrested Kim in May last. His arrest took place before the Kwangju uprising, yet one charge against him was 'plotting for rebellion'. Other charges against him were that he had violated the 'anti-communist law', the 'national security law' and the 'martial law decrees'. The charges made were such as to enable the regime to ask for the death sentence.

The trial of Kim and the barbarous death sentence are a

continuation of the massacre of thousands of students and others in Kwangju for demanding democracy, another step in the fascist regime's plot of systematic political repression aimed at achieving its criminal ambition to make its power secure by eliminating all political dissidents.

Kim and others had been pressurised and tortured in prison. Kim told the Military Tribunal that he had "experienced an ordeal beyond words" during the sixty days (Statement made in September) he had been kept in basement cell. Kim denied all the charges and indictment of the prosecution and exposed it as full of lies and fabrications.

The Centre of Indian Trade Unions denounces the military fascist regime of South Korea and the death sentence on Kim Dae Jung. The CITU demands



International News

the release of Kim and all those tried with him. It also demands the release of tens of thousands of democrats, working people, students, journalists, and others who have been illegally imprisoned in South Korea. The CITU extends all support to the people of South Korea in their struggle against the despotic dictatorship and for the restoration of democracy and democratic rights.

The CITU denounces the US imperialists for their role in sustaining successive fascist juntas in power in South Korea and demands that the US imperialists stop their most heinous and criminal activities against the people's struggle for peace, for democracy and for reunification of Korea.

35th Anniversary of The WFTU

ON the occasion of the 35th Anniversary of the foundation of the WFTU a special 31st Session of the WFTU was held in Moscow on 1-5 October. A special ceremonial session was held on 3rd October. At the invitation of the WFTU the CITU nominated Suryanarayana Rao, President, Karnataka State Committee of CITU to participate in the General Council meeting. During the course of his speech in the General Council Rao paid tributes to the role played by the WFTU during the 35 years of existence and explained the conditions prevailing in India.

Ibrahim Zakaria, Deputy General Secretary of the WFTU

presented a report to the General Council which explained at length the international situation and the task of the working class. The meeting also considered the draft on changes in the WFTU Constitution prepared by the Constitution Commission and Auditors Report on Statement of Accounts.

The General Council also adopted a plan of work and budget for 1981.

Apart from the CITU, several other organisations were also invited to participate in the General Council meeting.

S. Suryanarayana Rao, earlier participated in the World Parliament of Peoples for Peace held

[On Page Sixteen]

Annual Conference of the Bengal Chatkal Mazdoor Union

THE 42nd Annual Conference of the Bengal Chatkal Mazdur Union was held on 8th and 9th November last at Rabindra Bhaban, Titagarh near Calcutta. The Conference was inaugurated by Promode Dasgupta, Chairman of the Left Front Committee and was presided over by Niren Ghosh. One thousand delegates representing about 1,08,000 workers in 62 Jute Mills in West Bengal, 196 observers and 23 fraternal delegates from Jute Mills outside the State attended the Conference.

Messages greeting the Conference were received from E.M.S. Namboodiripad, General Secretary, CPI(M), B.T. Ranadive, President CITU, Chathuni Master, General Secretary, AIKS, Samar Mukherjee M. P., Nrisingha Chakravarty, Secretary CITU, Lakshmi Sehgal, President A. I. Federation of Jute Workers, Amal Ghosh Dastidar, General Secretary, Assam State Committee of CITU, Robin Mukherjee, President Lipton Mazdoor Union, Monoranjan Roy, General Secretary, West Bengal CITU, and also from the Mercantile Federation and other mass organisations.

Krishnapada Ghosh, State Labour Minister, Daulat Ram, Secretary, J.K. Jute Mill Workers' Union, Kanpur, Santi Ghatak, General Secretary, W.B. Federation of Metal & Engg. Workers Union, Arabinda Ghosh, Joint Convener 12th July Committee and Santi Bhattacharya of AIEA addressed the conference and greeted the delegates. Md. Ismail, President West Bengal CITU, Bhabatosh Roy of Coordination Committee of State Govt. Employees Unions, Arati Das-

gupta, Biplab Dasgupta and other leaders and fraternal delegates and guest were also present.

After the adoption of the resolutions of Condolences and Martyrs, Mohd. Amin, Chairman of the Reception Committee and State Transport Minister welcomed the delegates. Inaugurating the conference, Promode Dasgupta greeted the delegates and congratulated the Bengal Chatkal Mazdoor Union for its efforts to build up Trade Union and working class unity in Jute Mills defeating the disruptive activities of divisive forces. In his message, B.T. Ranadive expressed the hope that the BCMU, as the largest CITU Union, will play its role in carrying forward the message of CITU and will act as an inspiration to other workers.

While presenting the General Secretary's Report, Kamal Sarkar stressed the need for building up a bigger and determined struggle in defence of democracy against the renewed attacks from authoritarian forces. He called upon the delegates to develop the political consciousness of the workers into Socialist consciousness, strengthen the Union for their economic struggles and carry forward the struggle in defence of democracy. The Report and the Accounts were adopted unanimously.

The Conference adopted resolutions on-immediate implementation of the 21-point Agreement, on Bonus, on Bonus movement of Jute workers of Raigarh and Andhra, on withdrawal of the National Security Ordinance, on Price Rise, against conspiracies by divisive forces in Assam and other states, against

communalism and provincialism, for reinstatement of retrenched Jute workers of Assam and Kanpur, for re-opening of closed Mills etc.

The Conference unanimously elected a 170-member Central Working Committee and the Office-bearers with Niren Ghosh as the President, and Kamal Sarkar as the General Secretary. The Conference also gave a call for increasing the membership of the Union to 1.5 Lakhs within the next one year and to fulfill the Rs. 2 Lakh Union Fund.

Jyoti Basu, State Chief Minister and Vice-President CITU addressed the massive gathering at the open session on 9th November. Over 30,000 attended the rally at the Kelvin Maidan which was presided over by Niren Ghosh. Addressing the rally, Jyoti Basu firmly declared that the people of West Bengal have never bowed down before authoritarian forces and will never do so. He called upon the workers to build up and strengthen their unity to fight determinedly against authoritarian and divisive forces. With unity and struggle as the two weapons, the working class can become victorious against any enemy, however strong it may be. He called upon all to develop the political consciousness of the people and build up broadest possible unity so that the working class can advance towards their basic goal of building scientific Socialism in the country.

Krishnapada Ghosh, Niren Ghosh, Mohd. Amin, Kamal Sarkar and Ismail also addressed the rally.

Flag March by Mounted Police in BHEL Premises in Bhopal

FOR the first time in BHEL factory in Bhopal, the mounted police staged a flag march on November 4 to terrify the workers and break their strike. Mounted police were deployed in addition to armed police equipped with wireless jeeps. The reign of terror was let loose by police in connivance with the BHEL management. Despite large scale announcements by the BHEL management through loud speakers, a big section of the workers resorted to strike in support of their demands.

Police arrested 13 leading activists of BHE Kamgar Trade Union (CITU) on that day,

Massive Demonstration by Workers and Employees in Patna

THE local units of the central trade unions, various, service organisations, industrial workers and middle class employees belonging to the Central and State Governments, Insurance, banks, post and telegraph, etc. organised a massive demonstration on October 31, in front of the residence of the State Chief Minister in Patna in support of the striking employees of the local bodies, who are on indefinite strike from September 15. These employees are demanding pay parity and service conditions as is that of State Government employees, which was accepted by Bihar Government in talks with Bihar Local Bodies Employees Federation long back, but it has not been implemented so far.

The rally was presided over by Ganesh Shankar Vidyarthi, MLA, and a joint delegation

including General Secretary K.K.G. Kuty. The arrests were followed by the suspension of 7 CITU activists including President and General Secretary of the Union, 9 activists belonging to AITUC, HMS and BMS have also been suspended while service of one them terminated.

The workers were agitated over the decision of the Joint Committee meeting held on October 4 and 5 in New Delhi. The CITU took the initiative and formed a joint morcha of all trade unions. INTUC did not participate in it. The workers are demanding 20 per cent bonus. The workers boycotted bonus packet on October 14

submitted a memorandum to the Magistrate since the Chief Minister was not available.

(As we go to the press, it is learnt that the strike has been settled and the Government has conceded the demands of the employees.-Ed.)

Tamilnadu CITU Committee Meets

THE office bearers of the Tamilnadu State Committee of the CITU met at Madras on November 12 and decided a programme of representative meeting of various industry workers. It also decided to organise a trade union school from January 25 to 29 in which 50 comrades will participate. The meeting discussed about the continuing struggles of Kadamparai Construction Workers, B and C mill Workers, Vadalur Ceramic Workers etc. It decided further action programmes in this regard.

and organised a gate meeting. Almost all workers participated in this action. The agitated workers gheraoed senior manager DGM, GM, ED and Chairman.

On November 3, a successful public rally was organised by the workers and it decided to resort to a token strike on the next day. The management and the INTUC connived with the Police and Section 144 was promulgated on the same night. Mine etc. were removed from the workers by the police. In the first shift on November 4, merely 3 per cent workers joined their duties. And subsequently to break strike the management resorted to such anti-working class activities. The workers are determined to fight for their rights and against anti-democratic policies of the management.

National Fertiliser Workers Win Demands

AFTER prolonged and bitter struggle in the form of demonstrations, dharnas, rallies, relay fast, work to rule etc. for 40 days by the five thousand employees of National Fertilisers Limited spread over Panipat, Bhatinda, Nangal, and Chandigarh which started on October 1, the management was forced to arrive at a settlement on October 11 through a bipartite agreement. Earlier the workers had organised marathon meetings on October 9, 10 and 11.

As per settlement all victimisation cases will be withdrawn including suspension, statutory bonus for the year 1979-80, incentive bonus for achieving the target. In addition, a rational promotion and recruitment policy will be made. The struggle was conducted by the Coordination Committee of various unions functioning in the industry.

Port and Dock Workers' Strike Deferred to November 28

ON the face of the firm determination of the port and dock workers to go on a nationwide strike from November 18, the Transport Minister invited the representatives of the four federation for discussions on November 12.

Discussions were initiated by the transport Minister and the same was carried till November 13 by the Transport Secretary and other officials. They proposed the minimum gross wage of the lowest paid categories of workers to be Rs. 547 (as on 1.1.80) as against existing Rs. 512 with a provision of minimum rise of Rs. 60 for incumbents. The representatives of the federations were told that for a revision of wages for the port and dock workers, the Government can concede such demands if the additional expenditure is not more than Rs. 16 crores annually, that is 12 per cent of the existing wage bill for over two lakhs port and dock workers.

The representatives of the federations apprised the officials very firmly that any proposal within the parameter of the B.P.E. in the name of present policy of the Government would not be acceptable to the workers and the proposal offered was rejected.

While the negotiations were almost at the breaking point, the Transport Minister intervened and made an appeal for not closing the doors of negotiated settlement. He assured that an improvement to the satisfaction of the workers would be made provided an opportunity was extended to him at least with a short deferment of the proposed

strike. He appealed to the federation leaders to appreciate his difficulties for having taken the charge of the concerned ministry only recently.

In view of the appeal and the assurance given by the Transport Minister, the federation leaders have decided to defer the strike till November 28.

Working Committee of the M.P. State CITU Meets

THE Working Committee of the Madhya Pradesh State Committee of the CITU met at Bhopal on October 20 and 21. Moti Lal Sharma presided over and E. Balanandan, MP, Secretary, CITU, attended the meeting. S. Kumar, General Secretary of the State CITU presented the report of the activities and organisation.

E. Balanandan analysed in detail the national and international situation. He underlined the role of the working class in it. Balanandan explained the present economic crisis and the inability of the ruling party to solve it. He cautioned against the growing danger of authoritarianism and against communal and separatist movements. He called upon the working class to fight against these and strengthen the trade union and democratic movement. The State CITU office has been shifted to Bhopal.

The meeting decided to prepare a charter of demands on the problems facing the working class and collect five lakhs signatures on it and to hold a mammoth demonstration before Vidhan Sabha in February next year. It also decided to form

The inconclusive discussion was resumed on November 17 with the officials of the ministry and now further discussion will be held on November 26 with the Transport Minister.

The Water Transport Workers Federation of India (CITU) has called upon the port and dock workers to carry on with their preparations for the strike with seriousness and sincerity so that they can resist any attempt to betray their cause.

regional committees of the CITU.

The meeting adopted several resolutions condemning National Security Ordinance and Madhya Pradesh Public Safety Rules, demanding nationalisation of Sugar Mills. In another resolution it demanded cancellation of the death sentence and immediate release of popular democratic leader of South Korea Com. Kim Dai Jung.

The working Committee laid emphasis on the problems of the contract workers and important decisions were taken to lunch a State level movement on their problems. It called upon the working class to popularise the achievements of the left front Governments of West Bengal and Tripura and defeat conspiracies against them.

The Working Committee extended its full support to BHEL workers' boycott of bonus and urged the immediate intervention of the Central Government. BHEL has unilaterally decided to pay 12 per cent bonus despite more profit of nine crore Rupees this year while last year it paid 18 per cent bonus.

Working Class and Trade Unions Must Note

GRATUITY is a retiral benefit earned by an employee by rendering service and he is entitled to it as a matter of right. It is not paid to the employee gratuitously or merely as a matter of boon. This right had long been recognised by the High Courts and the Supreme Court in several decisions even when there was no statutory liability on the employer. In spite of that the employers have always grudged payment of gratuity and have tried to avoid the payment itself or if not, to pay a lesser amount than what is due. Their attitude has not changed even after the employee's right was recognised under the Payment of Gratuity Act, 1972.

For instance, in the case of monthly-rated employees, for calculating 'fifteen days' wages' to be paid for each year of service, instead of calculating first the wage per day on the basis of the settled concept in industrial law that monthly wages are for 26 days, and then arriving at 15 days' wages, employers have been paying just half the wages per month, which is actually wages for 13 days. By this calculation, how the employee is paid much less than what is actually due to him will be clear from the following illustration :

Monthly wages (Say) : Rs. 260

Employers' calculation :

15 days' wages :

$$\frac{\text{Rs. 260}}{30 \text{ days}} \times 15 = \text{Rs. 130}$$

Correct calculation should be :

15 days' wages :

$$\frac{\text{Rs. 260}}{26 \text{ days}} \times 15 = \text{Rs. 150}$$

The Supreme Court in its judgement (dated July 23, 1980 by A.C. Gupta and N.L. Untwalia JJ in C.A. No. 1088/76- Shri Digvijay Woollen Mills Ltd. versus Mehendra Prataprai Buch and in C.A. No. 480/77- The Maharane Mills Ltd. versus Gopaldas Ladhahai Kakked), quoted below, has made the position clear in favour of the employees by laying down that fifteen days' wages in the case of monthly rated employees should be arrived at by taking the monthly wages to be for 26 days.

Legal Note

The judgement of the Court was delivered by Gupta J-which is as follows :

A common question arises for consideration in these two appeals relating to the mode of calculating fifteen days' wages of a monthly rated employee under Section 4(2) of the Payment of Gratuity Act, 1972 (hereinafter referred to as the 'Act'). Section 4(2) provides :

"For every completed year of service or part thereof in excess of six months, the employer shall pay gratuity to an employee at the rate of fifteen days' wages based on the rate of wages last drawn by the employee concerned :

Provided that in the case of a piece-rated employee, daily wages shall be computed on the average of the total wages received by him for a period of three months immediately preceding the termination of his employment, and, for this purpose, the wages paid for any overtime work shall not be taken into account :

Provided further that in the case of an employee employed in a seasonal establishment the employer shall pay the gratuity at the rate of seven days' wages for each season." Wages' has been defined in Section 2(s) of the Act as follows :

"Wages" means all emoluments which are earned by an employee while on duty on or leave in accordance with the terms and conditions of his employment and which are paid or are payable to him in cash and includes dearness allowance but does not include any bonus, commission, house rent allowance, overtime wages and any other allowance."

2. It is not necessary to state the facts in any great detail. In both cases the respondent was a monthly-rated employee and the appellant, a public limited company, was his employer. In Civil Appeal 1088 of 1976 (Shri Digvijay Woollen Mills Limited-appellant v. Shri. Mahendra Prataprai Buch-respondent) the respondent ceased to be an employee on attaining the age of superannuation after completing 19 years of service. The appellant-company calculated the amount of gratuity payable to him on the basis that fifteen days' wages was half of the monthly wages last drawn by him. The respondent demanded an additional sum as gratuity on the ground that his monthly wages should be taken as what he got for 26 working days, his daily wages should be ascertained on that basis and his fifteen days' wages worked out accordingly, not by just taking half of his wages for a month of 30 days or fixing his daily wages by

dividing his monthly wages by 30. The Controlling Authority under the Act accepted the respondent's contention and his decision was affirmed by the appellate authority. A Division Bench of the High Court of Gujarat at Ahmedabad summarily dismissed the petition under Article 227 of the Constitution made by the appellant-company-challenging the decision of the authorities under the Act. The learned Judges however gave reasons in support of the order made. The appeal before us is by special leave.

3. In Civil Appeal 480 of 1977 (The Maharana Mills Limited-appellant v. Shri Gopaldas Ladhahai Kakkad-respondent) the respondent resigned his job after a little over 22 years of service. The appellant-company paid him gratuity calculating his daily wages by dividing his monthly wages by 30 and computing fifteen days' wages on that basis. Here also the respondent claimed an additional sum as gratuity and the basis of the claim was the same as in the other appeal. The Controlling Authority accepted the respondent's contention and the appellate authority affirmed his decision following the view taken by the Gujarat High Court in the other case. In this case also the Gujarat High Court summarily rejected the petition made by the appellant-company challenging the decision of the authorities under the Act. This appeal however is brought on a certificate granted by the High Court.

4. In dismissing the petition in Digvijay Woollen Mills case the Division Bench of the

Gujarat High Court observed as follows :

"The employee is to be paid gratuity for every completed year of service and the only yardstick provided is that the rate of wages last drawn by an employee concerned shall be utilised and on that basis at the rate of fifteen days' wages for each year of service, the gratuity would be computed. In any factory it is well known that an employee never works and could never be permitted to work for all the 30 days of the month. He gets 52 sundays in a year as paid holidays and, therefore, the basic wages and dearness allowance are always fixed by taking into consideration this economic reality...A worker gets full month's wages not by remaining on duty for all the 30 days within a month but by remaining on work and doing duty for only 26 days. The other extra holidays may make some marginal variation into 26 working days, but all wage boards and wage fixing authorities or tribunals in the country have always followed this pattern of fixation of wages by this method of 26 working days."

5. The view expressed in the extract quoted above appears to be legitimate and reasonable. Ordinarily of course a month is understood to mean 30 days, but the manner of calculating gratuity payable under the Act to the employees who work for 26 days a month followed by the Gujarat High Court cannot be called perverse. It is not necessary to consider whether another view is possible. The High Court summarily dismissed the petition of the

appellant in both the appeals before us and upheld the decision of the authorities under the Act. We are not inclined to interfere with the decision of the High Court because it seems to us that the view taken by the authorities is not in any way unreasonable or or perverse. Incidentally, to indicate that treating monthly wages as wages for 26 working days is not anything unique or unknown, we may refer to a passage from the judgment of this Court in Delhi Cloth and General Mills Company Ltd. V. Workmen (AIR 1970 sc 919) which disposed of several appeals arising out of an award made by the Industrial Tribunal, Delhi. In the award schemes were framed relating to the payment of gratuity. The expression "average of the basic wage" occurring in the schemes was explained by this Court as follows :

"It was also urged by Mr. Ramamurthi that the expression "average of the basic wage" in the definition of "wages" in Clause 4 of the Schemes is likely to create complications in the implementation of the schemes. He urged that if the wages earned by a workman during a month are divided by the total number of working days, the expression "wages" will have an artificial meaning and especially where the workman is old or disabled or incapacitated from rendering service, gratuity payable to him will be substantially reduced. We do not think that there is any cause for such apprehension. The expression "average of the basic wage" can only mean the wage earned by a workman during a month divided by the number of days for which he has worked and multiplied by 26 in order to arrive at the monthly wage [On Page Twelve]

Left Front Calls for Statewide Bundh on November 27

THE ruling Left Front in West Bengal, at its meeting held on 11 November, has called for a state-wide General Strike and Bundh on 27 November in support of its 5-point demands to the Central Government and to register the resolute protest of the people of West Bengal against the anti-people policies of the Centre. In a separate statement, the West Bengal Unit of the C.P.I. has also called for a Bundh on the same day. The call for Bangla Bundh has been supported by the State Units of the CITU, AITUC, UTUC, TUCC, the Federation of Mercantile Employees Unions and the 12th July Committee. The West Bengal Unit of the Socialist Party has also supported the call.

The 5-point demands of the Left Front include-(1) Immediate withdrawal of the National Security Ordinance and other repressive ordinances and Laws, including anti-worker Bills. (2) Protest against suspension of by-elections in one Parliamentary and six state Assembly seats in the State most undemocratically without consulting the State Govt. and on the pressure of the Congress(I). (3) Procurement and supply of essential commodities like foodgrains, edible oil, sugar cloth, kerosene, cement etc. by the Centre and arrangement for their distribution throughout India at the same fair prices. Change in the Centre's taxation policy. Centre must ensure adequate supply of rice, wheat, sugar, kerosene, diesel etc. regularly for West Bengal. (4) Supply of foodgrains for the "food-for-

work" programme and other rural development programmes must not be stopped and the Centre must ensure adequate supply to West Bengal of food-grains for these programmes. (5) Immediate implementation of the specific demands made by the Left Front Govt. regarding the economic and industrial plans of West Bengal in the last three years. Immediate implementation by the Centre of those Industrial projects for the State which have been accepted by the Centre in principle but are being held up. Reorganisation of Centre-State relations with large share of finances for the States

The CPI(M) and other constituents of the Left Front have decided on a fortnight-long programme of meetings rallies throughout the State to mobilise the people in support of the Bundh. The Left Trade Unions, including West Bengal CITU, AITUC, UTUC, TUCC and the Mercantile Federation have called upon the entire working class to gear their whole-hearted efforts for the total success of the Bundh.

Cease-work by Haldia Port Workers

LED by the Calcutta Port & Shore Mazdoor Union (CITU), workers of the Haldia port stopped work from 24th October last to protest against the vindictive and unjustified suspension of six Union leaders by the Port authorities. The workers were agitating for some time on the demand for transport facilities and on 4th October last they

staged a demonstration in support of their demand. In retaliation the authorities suspended six Union leaders on 24th October. The cease-work completely paralysed work in the Haldia port and affected the work of the refinery.

The cease-work was ultimately withdrawn after six days at the intervention of the State Chief Minister Jyoti Basu and State Labour Minister Krishnapada Ghosh. At a tripartite meeting held at the Secretariat on 29th October, a settlement was reached under which the Port authorities agreed to withdraw the suspension orders after the workers join work on 30th. After normal condition at the port is restored, the authorities have agreed to start negotiation with the Union on their 11-point charter of demands.

Lock-out Continuing at the Bengal Lamp Factory

THE management of Bengal Lamp factory in Calcutta have locked out its factory throwing the workers and employees out of employment. The management adopted an anti-workers attitude and refused to implement the wage agreement signed in December, 1979. The management also did not implement the incentive bonus agreement signed on 5th May last in the office of the Labour Directorate. The workers were agitating against these violations of agreement, when the management suddenly locked-out the factory on August 26. The workers are continuing their struggle unitedly to force the management to lift the lock-out.

Delhi CITU Protests against Price Rise, Police Repression

DELHI Committee of the CITU organised a massive demonstration in front of the residence of the Lt. Governor, Delhi, on November 13, against sky-rocketing prices of essential commodities, police repression and promulgation of the National Security Ordinance. The workers also demanded Rs. 500 as minimum wages, take over of wholesale trade of essential commodities and their distribution at cheap rates from the fair price shops. About 2,000 workers marched from Subhash Park to Raj Nivas where it turned into a rally.

The decision to organise this demonstration was taken in a convention held on August 31 and organised by Delhi CITU. As per decisions of the convention a signature campaign was launched, gate meetings and rallies were organised and 20,000 leaflets were distributed among the workers highlighting the demands.

A delegation comprising of Delhi CITU Secretary Jogender Sharma, Kamal Narayan and

Ajoy Biswas, MP, met the Lt. Governor and submitted a mass petition signed by 50,000 workers and a memorandum in support of their demands.

The rally was presided over by Pooran Chand. Jogender Sharma gave the report of the meeting with the Lt. Governor and appealed to the workers and trade Unions to launch a joint action in support of the demands of the working class and the common people. Ajoy Biswas explained the implications of the National Security Ordinance and said that it would be used against trade union functionaries. He also explained the achievements of the left front Government of Tripura. Biswas said, in Tripura fair price shops are in every village and essential commodities are made available to the people at cheaper rates. He called upon the working class and the common mass of people to fight against the repressive policies of the Central Government and launch a strong broad united struggle in support of their demands.

Karnataka CITU Council Meets

A meeting of the Karnataka State Council of the CITU was held at Udupi from October 23 to 25. S. Suryanarayana Rao presided over on the first day and then N.K. Upadhyaya conducted the deliberations. C. Nanjundappa, General Secretary, presented his report which was adopted after discussions on it.

The Council expressed distress at the indifferent and callous attitude of the officers of the States's Labour Department and called upon all its affiliates to organise mass Satyagrahas

in front of the offices of the Labour Department through out the State on November 21 to demand speedy implementation of labour welfare provisions, agreements and awards, and speedy disposal of complaints and industrial disputes.

It called upon the workers to popularise the decisions of the six-party convention. It further decided to forge united actions in support of the peasants' demands and agitation and of the agricultural labourers and against price rise.

The Council adopted several resolutions supporting the struggles of various sections of the working class in the State and on the pressing issues of the people and working class.

The meeting through another resolution called upon its unions to help the victims of floods of Honnavar Taluk. In another resolution the Council condemned National Security Ordinance, and also supported the struggle of the newspaper employees. The next State Conference of the CITU will be held at Harihar during February 1981. A school was also organised for the State Council members. On October 26, a public meeting was organised which was addressed by among others by C. Nanjundappa, M. Ramanna Rai, M.P. and the decisions of the meeting were explained to the workers.

Asian Trade Union Seminar at Belgrade

THE Confederation of Trade Unions of Yugoslavia organised at Belgrade third Yugoslav-Asian Trade Union Seminar from September 27 to October 12 which was participated by 17 representatives from India, Pakistan, Bangladesh, Sri Lanka, Japan, Indonesia and Philippines. On behalf of CITU, C. Kannan, Vice-President, CITU participated in it.

The seminar covered a number of topics like trade unions in the socialist self-management society of Yugoslavia, political system, trade unions and problems of development in the world etc., which were taken up by six members of the Presidency of the CTUY Council and two noted academicians. C. Kannan, while addressing the seminar, presented a brief resume of the national and international situation and laid importance on the task of working class solidarity with people of other countries. He hoped that the relations and the fraternal contacts between the trade unions of various countries would continue to grow in future and the solidarity of the Asian people and the working class would be further strengthened with each passing day.

Legal Note.....

[From Page Nine]

for the computation of gratuity payable. Counsel for the employers agree to this interpretation."

6. In the view we take we do not find it necessary to consider the decisions of some of the High Courts cited at the bar taking one view or the other on the question involved in these appeals; also, the decisions based on some provisions of the Minimum Wages Act and other statutes which were relied on by either side are in our opinion not relevant on the question of computation of fifteen days' wages under Section 4 (2) of the Payment of Gratuity Act.

7. The appeals are dismissed, in Civil Appeal 480 of 1977 with costs, in Civil Appeal 1088 of 1976 this Court while granting special leave on September 22, 1976 had directed the appellant to pay the costs of the appeal in any event—accordingly respondent Mahendra Prataprai Buch will be entitled to his costs.

Fertiliser Workers' Strike on Dece. 16

THE managements of Fertiliser Corporation of India and National Fertiliser Ltd were bound to evolve a new wage structure effective from January 1, 1979. All the unions accordingly submitted their charter of demands before expiry of the earlier settlement. The matter could be settled through negotiations but the management did not take any action even after lapse of 8 months from January 1979. The unions resorted to agitational activities which compelled the management to open negotiations. A few meetings were held but failed to conclude anything.

In April 1980 meeting of the management adopted most heinous method and proposed level of wages even lower than what it had proposed in November 1979 meeting. The unions rejected the proposals. The managements did

Consumer Price Index Numbers

State/Centre	Base 1960			State/Centre	1980		
	July	Aug.	Sep.		July	Aug.	Sep.
Andhra Pradesh				Orissa			
Gudur	387	396	385	Barbil	355	360	362
Guntur	413	420	423	Sambalpur	446	448	449
Hyderabad	401	399	403	Punjab			
Assam				Amritsar	408	416	424
Digboi	409	411	421	Rajasthan			
Doom Dooma	347	348	356	Ajmer	420	422	422
Labac	345	331	337	Jaipur	433	438	445
Mariani	343	342	345	Tamil Nadu			
Rangapara	353	367	370	Coimbatore	401	411	413
Bihar				Coonoor	404	403	405
Jamshedpur	386	388	394	Madras	383	384	381
Jharia	368	374	382	Madurai	412	409	410
Kodarma	412	421	422	U.P.			
Monghyr	422	440	443	Kanpur	398	398	407
Noamundi	377	379	385	Saharanpur	405	405	411
Gujarat				Varanasi	446	457	461
Ahmedabad	371	372	374	West Bengal			
Bhavnagar	399	409	410	Asansol	395	402	412
Haryana				Calcutta	381	387	396
Yamunanagar	436	430	429	Darjeeling	327	331	337
J. & K.				Howrah	363	370	374
Srinagar	409	405	410	Jalpaiguri	331	339	348
Karnataka				Raniganj	379	390	400
Ammathi	408	417	421	Delhi	423	428	430
Bangalore	417	421	430	Other Centres*			
Chikamagalur	391	394	405	Berhampur ('49)	576	571	580
Kolar G.F.	395	396	406	Cuttack ('49)	510	505	505
Kerala				Jabalpur ('49)	522	521	526
Alleppey	403	396	408	Beawar ('51-52)	512	511	512
Alwaye	401	397	404	Tripura (1961)	350	346	349
Mundakayam	375	361	393	H.P. (1965)	289	291	293
Madhya Pradesh				Goa (1966)	290	291	287
Balaghat	419	429	417	Bhilai (1966)	264	272	273
Bhopal	393	396	406	Bhilwara ('66)	267	265	264
Gwalior	425	425	427	Chhindwara ('66)	224	232	232
Indore	409	416	428	Kothagudem ('66)	259	266	267
Maharashtra				Rourkela ('66)	285	285	289
Bombay	399	396	391	All India ('49)	479	483	489
Nagpur	392	393	395	-do- ('60)	394	397	402
Sholapur	401	403	407				

Figures in bracket

indicate base year.

not resume negotiations thereafter. The unions again resorted to agitational approach which resulted in negotiations in September which also proved abortive due to adamant attitude of the management. November 1980 meeting which was supposed to be a conclusive one also could not be fruitful because all the endeavours of the unions for a negotiated settlement were failed by the recalcitrant attitude of the management. While the settlement across the table proved

futile the unions have been left with no other alternative but to various forms of trade union activities.

The representatives of the Panipat, Gorakhpur, Central office, Haldia, Barauni, Trombay, Calcutta and Sindri met in New Delhi on November 14 and decided to go on strike on December 16. If the management's attitude is not responsive towards a realistic settlement then this token strike may culminate into a continuous strike.

**Traction Workers
Stop Work**

FOR the last two years the Indian Railways Traction Workers Association have been pointing out to electrocution of staff due to non-observance of safety-rules by the authorities. Though agreed that the proper safety dress and equipments will be supplied, this has not been done yet. As a result when Sitaram Prasad Singh died due to electrocution at Gujandih (Eastern) on September 26, the OHE workers of entire Dhanbad Division downed their tools in protest, which continued for 4 days due to callous attitude of the authorities. Workers of other divisions expressed solidarity by wearing black badges for a week. This forced the authorities to ultimately negotiate with the leadership of the Association and settle the issues.

**Demand Day by Loco
Running Staff**

THE Loco Running Staff all over the country observed 'Demands Day' on October 4 by mass demonstration before the General Manager office. In S. E. Railway, as per the decision of the Zonal Coordination Committee, a Dharna was organised before the General Manager's office on that day. Only in Southern Railway, due to an earlier decision, the Demands Day was observed on September 29 after which a joint mass deputation was led by the CCRU of Southern Zone.

**Commercial Clerks'
Mass-signature
Campaign**

THE commercial clerks, under the leadership of the All India Railway Commercial Clerks Association organised a

mass signature campaign and presented the same through mass deputations before the Divisional Railway Managers. According to incomplete reports of 33 divisions have responded to the call in some cases over 80 per

cent having signed the petition. The CEC of the Association which met at New Delhi on November 24-25, reviewed the position and took decision to intensify the campaign.

[On Page Fourteen]

**CITU Condemns Murderous Attack
on Workers in Assam**

B. T. Ranadive, President, CITU, has issued the following statement on November 27 :

1. In Assam workers led by the CITU and other trade unions, while supporting the demand for a just settlement of the foreign national issue have been upholding the banner of national unity against the secessionist designs of the present movement. For this courageous stand of them, they have been victims of physical violence and attacks-the Police openly siding with the attackers.

2. The CITU condemns the murderous attacks in the presence of the police on the workers who wanted to join duties in NF Railway Headquarters, Maligaon in response to the appeal of Centre of Indian Trade Unions (CITU) and Joint Council of Trade Unions (JCTU) Assam. S.K. Ghatak, President, United Committee of Railwaymen N.F. Railway and several other workers were brutally assaulted leading to admission in hospital of 12 workers and the conditions of 6 of them is serious. The CITU also condemns the brutal attack on Jute workers at Kalapahar near Gauhati by the supporters of the movement.

3. It is known that the local administration is working hand in glove with the secessionist

agitators and the advisers regime is unable to protect people who want to join work and restore normalcy to create proper atmosphere for solving the problem of foreign nationals. Why do the advisers issue false promises to the people that they will be protected if they resume work and help to restore normalcy? The local police and the agitators are left free to carry on rampaging attacks against the workers and the minorities whose only fault is that they stand for national unity.

The CITU demands strong action against the officials of Maligaon who refused to protect the workers and worked in close alliance with the attackers.

4. The CITU expresses its deep sympathy for those injured and wounded in Maligaon and Kalapahar. The CITU expresses its deep appreciation of the fight for national unity put up by the Jute, Plywood, railway and other workers and calls upon the working class of the rest of India to emulate their example. It calls upon all trade unions affiliated to CITU to raise their voice of protest against these attacks and asks them to collect relief for the affected workers who have been out of job for months because of the blockade of jute plywood etc organised by the sponsors of the secessionist movement.

Increased Stipend to Apprentices Recommended

THE 15th meeting of the Central Apprenticeship Council held on August 8 had formed a Sub-Committee to consider the question of increasing the stipend to all apprentices under the Apprenticeship Act and also the question of granting house rent allowance to them, because the organisation of the employers wanted time to consider the proposals.

The first meeting of the Sub-Committee was held on November 21, which unanimously decided that the stipend be increased as follows :

Trade Apprentices

(Rupees per month)

Year	Existing	Recommended
1st	130	230
2nd	140	260
3rd	150	300
4th	200	350

It may be noted that many employers organisations were initially opposed to any increase beyond Rs. 50 to Rs. 70 at one stroke. However, through a dispassionate discussion on the subject the employers' representative could be prevailed upon to agree to the proposed increase.

In regard to the Graduate and Technical Apprentices, the Sub-Committee also recommended substantial increase in stipend even beyond the rates proposed by the Government, as would be seen from the following figures about their stipend.

Class of Apprentices	Existing	Govt. Proposal	Recommended
(Rupees per month)			
Graduate Apprentices	280	550	770
Sandwich Course Students (Degree Institutions)	180	350	600
Diploma holders	180	400	500
Sandwich Course Students (Diploma Institutions)	150	300	400

The Sub-Committee also decided that the above recommendations were only the minimum. In all concerns, wherever the quantum of stipend is more, those would not be affected by these decisions.

Nrisingha Chakravarty Secre-

Railway News...

From Page Thirteen
Meetings, etc.

THE Working Committee of the All India Ministerial Staff Association met at Calcutta on November 10-11, in which the situation following submission of a mass petition to the Speaker Lok Sabha was discussed and steps of further programme were taken. The leaders of the Association addressed five mass meetings in the Head offices of Eastern South Eastern and Metro Railway and also divisional offices of Howrah and Sealdah.

AN All India Convention of Casual Labourers was held in the Netaji Subhas Institute at Calcutta on November 14-15 under the auspices of the AIRF. The convention was a successful one as there was a wide participation from various railways. A 32-point charter of demands was drawn up in the Convention which was presented through a huge rally of casual labourers to the General Managers of Metro and Eastern Railway on

tary, CITU, who participated in the Sub-Committee meeting has drawn the attention of the Central Apprentice Council to the fact that the question of granting House Rent Allowance would now have to be finalised early in view of the time limit decided upon in the 15th meeting of the Council.

November 15. A delegation also presented the said charter of demands to the General Manager of S.E. Railway.

REPRESENTATIVES from the organisation of engineering workers functioning outside AIRF in Eastern, South-Eastern, N.F. and Northern Railway met at Delhi on November 25. It was decided to form an ad hoc committee with two representatives from each zone to draw up a charter of demands and the draft constitution for an all India organisation of engineering workers. M.K. Rai of Northern Railway and G.C. Biswas of S.E. Railway have been elected as Joint Convenors. All organisation have been asked to send their suggestions for drawing up a proper charter of demands by December 25.

Workers' Education Programme

THE CITU has organised two programmes for workers' education in November. First school was held at Rajhara in Madhya Pradesh from November 11 to 15. In all 42 workers from various industries participated in it. Nrisingha Chakravarty, M.K. Pandhe and P.K. Moitra delivered lectures. Second school was held at Madhupur in Bihar from November 15 to 20 in which 45 workers participated. Chandi Prasad and M.K. Pandhe delivered lectures. In the end of this school a public meeting was also organised which was addressed by Chandi Prasad, G.S. Vidyarthi and Sirajuddin Ahmed.

All India Steel Coordination Committee Meets

THE all India Co-ordination Committee of Steel Unions held in Calcutta on 2nd November decided to strengthen the movement of contract workers employed in Steel industry on the basis of charter of Demands finalised earlier. It decided to publish a booklet on the conditions of contract workers in Hindi and Bengali to popularise their demands. The meeting further decided to mobilise the workers in the Steel plants in support of the demands of the contract workers.

D. Bhattacharya (Burnpur) presided over the meeting.

The meeting also decided to study in depth the present crisis in steel industry and reply to the charges levelled against the workers by vested interest while explaining the decline in steel production.

The Committee demanded fixation of uniform wages for the contract workers in the Steel industry and decided to popularise the memorandum submitted by the CITU to the chairman on the demands of the contract workers.

The meeting discussed the problems of contract workers in sales organisation in steel

31st Session of the AITUC

THE 31st Session of the AITUC was held at Visakhapatnam on 26-31 October. About 3,000 delegates participated in the Conference.

N. Prasad Rao, General Secretary, Andhra Pradesh Committee of CITU, attended the Conference and conveyed greetings to the delegates on behalf of the CITU.

industry and decided to support the demand of Steel Labour Board to regularise the jobs of contract workers in sales organisation.

The meeting reviewed the

HSCL Unions Plan Solidarity Action for Kudremukh Workers

THE All India Co-ordination Committee of HSCL Unions was held in Calcutta on 15th November to consider the retrenchment of 239 workers in Kudremukh and decided to further plan solidarity action in support of the struggle of workers in Kudremukh.

A team of workers in Kudremukh would visit all HSCL Centres when solidarity demonstrations would be organised. After completing their tour the Kudremukh workers would start Dharna in front of HSCL Head Office at Calcutta to press the demand of reinstatement of these workers.

The construction Unions in Calcutta organised demonstrations along with Kudremukh workers on several occasions.

It has been decided to collect Rupee one per HSCL worker as solidarity fund in support of retrenched employees of Kudremukh.

M.K. Pandhe Secretary CITU explained the stalemate created in constitution of tripartite forum due to the unreasonable stand of the INTUC. The meeting decided to launch a campaign demanding immediate negotiations of the charter of demands jointly submitted by the Central Trade Unions.

The meeting expressed grave concern at the retrenchment

preparations being made to observe 20th November as All India Steel contract workers Day and decided to make maximum preparations to observe the Day in the a manner.

M.K. Pandhe Secretary CITU attended the meeting and guided its deliberations.

plans of the management and decided to mobilise the workers against them.

Medical Representatives Observe Demands Week

AT the call of the Federation of Medical Representatives Association of India, the Demands Week was observed all over India by the medical representatives from December 1 to 6. The demands include, nationalisation of all multinational drug companies, reduction in drug prices, immediate convening of tripartite Conference on drug industry as promised by former Labour Minister, settlement of 27-point Charter of Demands submitted by the Federation and end to the victimisation of medical and sales representatives.

The week was observed by wearing badges, holding of demonstrations and processions.

CITU's New Publication

Computer Menace in Indian Railways

by

Nrisingha Chakrabarty
Price : 60 Paise

Available at :

CITU Central Office,
6, Talkatora Road,
New Delhi-110 001.

OBITUARY

Comrade Dinesh Mazumdar

Comrade Dinesh Mazumdar Chief Whip of the Left Front in West Bengal Assembly and prominent leader of the youth movement, breathed his last on October 28 in Calcutta S.S.K.M. Hospital.

Born on July 1, 1933, Comrade Mazumdar took a keen interest in politics even as a school student. He took an active part in the refugees' movement in Rupashri Camp in Ranaghat and earned recognition as the organiser of refugees and the students. He joined the Communist Party of India in 1956 and was elected Vice-President of the Bangiya Pradeshik Students' Federation in 1958 and its President in 1960.

In 1964, Comrade Mazumdar was elected a member of the West Bengal State Committee of the CPI(M) and was its member till his death. In 1968, he was elected as the first President of the newly founded Democratic Youth Federation. He was elected MLA from Jadavpur constituency which he represented till death.

Comrade Mazumdar was a victim of repeated police attacks as a leader of youth and student movement. He was first arrested in 1954 in Rupashri refugees movement and then in 1964. Immediately after his release in 1966 he was again arrested from Presidency College Gate. In 1967, he went underground. With his death the Leftist movement of West Bengal has suffered a great loss.

The Centre of Indian Trade Unions and 'The Working Class' express deep sense of sorrow at the untimely death of Comrade Dinesh Mazumdar and convey their heartfelt condolences to the members of the bereaved family.

Comrade P.C. Joshi

Comrade Puran Chand Joshi, a noted communist, breathed his last on November 9 at the age of 73 due to continuous illness.

Born in Almora in 1907, Comrade Joshi, joined Communist Party of India in 1928 in his student days and was its General Secretary for thirteen years from 1934 to 1947. He was involved in the famous Meerut Conspiracy Case launched by the British rulers to suppress in its initial stage itself the communist and working class movement that was taking shape in the country.

Comrade Joshi took keen interest in the movements of workers, peasants, students and in the activities in the literary and cultural front.

In the last few years, Comrade Joshi was almost bedridden with illness. The democratic and the working class movement of the country will ever remember the contribution of Comrade Joshi.

The Centre of Indian Trade Unions and 'The Working Class' express deep sense of sorrow at the death of Comrade Joshi and convey their heartfelt condolences to the members of the bereaved family.

WFTU.....

[From Page Four]

at Sofia (Bulgaria) on 23-27 September 1980. A Round Table of Trade Unionists participating in the World Parliament was held on 26 September in which 159 delegates from 61 countries participated. The round table supported the proposal for a Special World Trade Union Conference on Social and Economic Aspects of Disarmament at an early date.

P. Ramamurti who was a delegate to the World Parliament from India participated in the round table of trade unionists.

HSCL Management Condemned

THE HSCL Employees Association (CITU) organised a public meeting at Kudremukh on October 27. C. Nanjundappa presided over. M. Ramanna Rai, MP, said the retrenchment of 239 workmen by the HSCL management was illegal and he would raise the question in Parliament. While criticising the HSCL management for anti-working class policies, Nanjundappa demanded immediate reinstatement of the retrenched workers.

Readers to Note

We request our subscribers and agents to write full address while sending the money orders to our office.

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