



Vol. 29

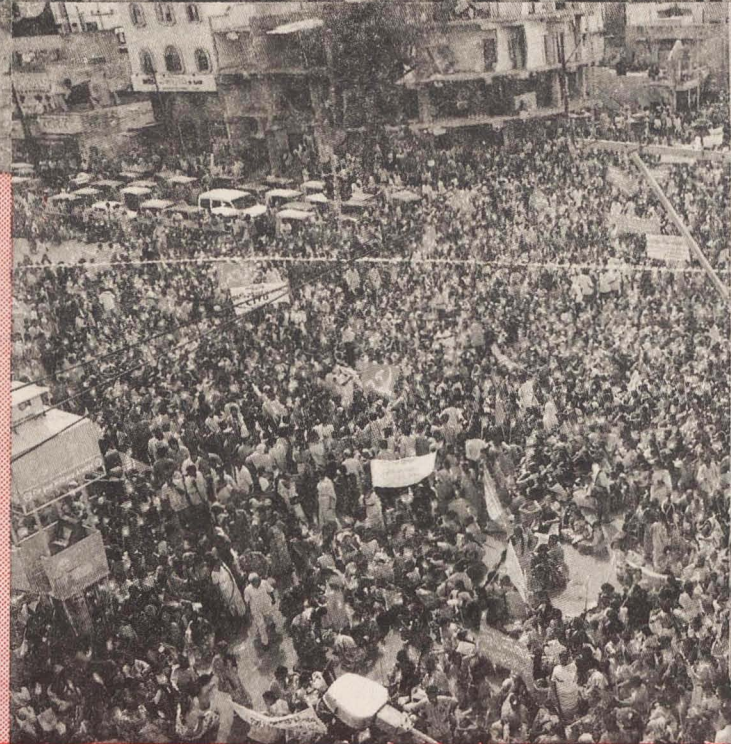
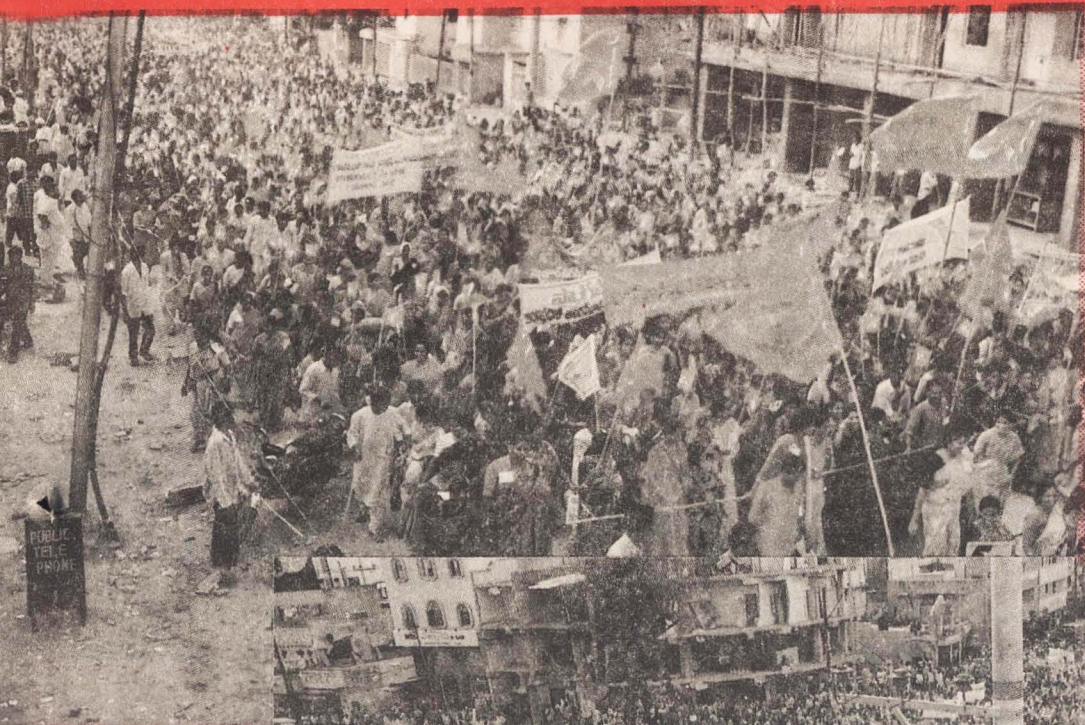
No. 3

November 1998

Price: Rupees Four

# THE WORKING CLASS

MONTHLY JOURNAL OF THE CITY



**Anganwadi Workers:  
RALLY & RASTA ROKO AT HYDERABAD**

# THE HIDDEN AGENDA SURFACES

Soon after installation of Atal Bihari Vajpayee as Prime Minister, there was a valid criticism in and outside the Parliament that the BJP led government had a hidden agenda dictated by the RSS. The Prime Minister was at pains to refute the 'hidden agenda' and swore by the NAGC (National Agenda for Governance). Even at that time, there were very few takers of Vajpayee's assertions.

The last few months of **non-governance** by the motley coalition uncovered the hidden agenda of the Hindutva lobby, in some measure. This was manifested by (i) the hectic preparations carried on by the Sangh Parivar to install a prefabricated **Ram Mandir** at Ayodhya; (ii) attacks against the minorities, muslims and christians in several parts of the country; (iii) revamping the National Council of Historical Research with pro-RSS falsifiers of history and the like.

If anyone was still in doubt about the ulterior motives and designs of the RSS remote controlled Vajpayee government and its hidden agenda, the Education Ministers conference (23-24 Oct 1998) laid bare the truth.

The agenda presented by the Murli Manohar Joshi headed HRD Ministry for the conference was nothing but an open attempt to "saffronise" education, which incidentally is a subject in the concurrent list, where State Governments have a large say.

The spokesmen of the ruling party tried to paint this as a disinformation campaign by the 'Left and others'. But the fact that two of the coalition partners

representing the Andhra and Punjab State Governments, and leaders of two other allied parties, in West Bengal and Tamil Nadu, had openly come out in disagreement, flies in the face of the saffron-lobby.

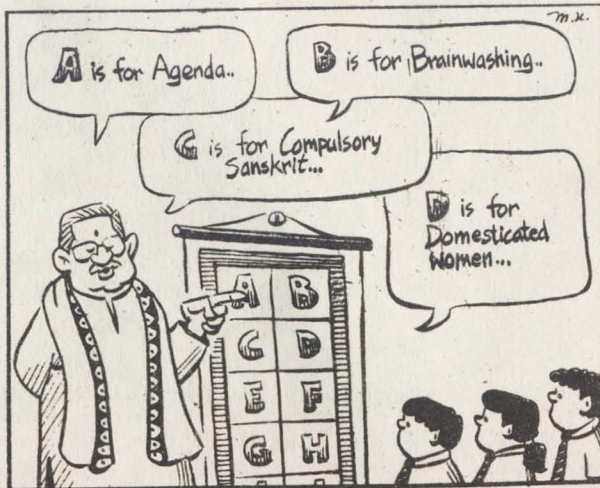
The HRD Minister had to eat humble pie and was forced to drop the saffron-agenda, which *inter alia*, included:

- \* reforming the curriculum by Indianising, nationalising and spiritualising (*read saffronising*) it.
- \* devoting 10-25 per cent of course content to essentials of Indian culture at all levels.
- \* including India's invaluable heritage of the Vedas and Upanishads in the curriculum for all courses
- \* making Sanskrit compulsory from class III to Class X
- \* introducing moral and spiritual education at all stages and in all schools
- \* incorporating a course on Indian philosophy in all higher education courses and
- \* domestication of women, back to Manuvad - *Prajamarthan Mahavaga!*

A presentation, slated for the opening session, by an industrialist P D Chitlangia, close to the **Sangh Parivar** had also to be called off.

Apart from this retreat, the Prime Minister's entreaty that "there was no place for religious bigotry and intolerance in a country like India, where unity had to be promoted, keeping in mind the diversity of religion, language and ethnicity," indicates a realisation that a saffron agenda shall not be allowed to pass, at least, under the present dispensation.

But, knowing the trickery of the Sangh Parivar, the nation must be vigilant, as this could at best end as a tactical retreat and the Hindutva forces are inimical to 'reason.' The nation cannot miss to take note that in the wake of this episode the Sangh Parivar has come out more defiantly with their slogan of "Back to Vedas". Their sinister designs have not ended here, by no means.



## NPMO CALL:

### 30TH NOV: MASS RALLY IN STATE CAPITALS! INTENSIFY CAMPAIGN FOR 11TH DEC STRIKE!

The National Platform of Mass Organisations (NPMO) met on 21.10.98 at New Delhi. E Balanandan MP. presided.

The NPMO noted with grave concern the unilateral move on the part of Govt of India to amend/change various labour legislations in favour of the employers, as reported in the national dailies. It is learnt that the exercise is going on in the Labour Ministry in collusion with the employers, groups to overhaul the Industrial Disputes Act, Trade Unions Act, etc to meet the demands of the capitalist lobby for complete liberty to hire and fire, to create hurdle in the formation of trade unions, imposing restrictions on right to strike, diluting the provisions of inspection and on many other aspects. Also the Contract Labour (Regulation & Abolition) Act is being sought to be diluted to legitimise employment of contract labour even in permanent perennial areas of work. Night shift work is being made obligatory also for women workers.

In fine, the whole exercise is being carried on by the Govt of India in close connivance with the employers' lobby to impose conditions of slavery on the entire working class. Noteworthy is that, the trade unions are not being consulted and kept at bay on matters affecting the labour most. On the other hand despite unanimous demands by the entire

trade union movement, nothing is being done to update/amend the presently obsolete Payment of Bonus Act, thus depriving a large section of workers from bonus.

The BJP Govt at the Centre is also unilaterally acting to bring about drastic changes in the system of education and education curriculum as per their communalist design which is a matter of serious concern to the entire democratic and secular population.

Further the communal and divisive design of the govt at the Centre is creating a situation of tension and unrest among the people of various religions, communities and languages. Frequency of attacks on the minorities of various groups, on the Muslims and Christians, are on the increase with active indulgence of the Central Govt and some of their allies in the States. Srikrishna Commission's Report on Mumbai riots was not implemented which clearly exposed their commitment to communal policies. The whole exercise is being carried on to divide the people on communal and parochial lines and divert the attention of the people from real issues of price rise, unemployment and economic policies.

While the Govt of India has been faithfully acting to serve the employers and traders'

community, pursuing vigorously the policy of liberalisation and privatisation, it has become totally indifferent towards the phenomenal and back-breaking price-rise creating severe hardship for the common people.

NPMO noted that, right from the date of assuming power at the Centre, present Govt of India, by all its actions and announcements has completely identified itself against the interests of the country and the common people and had become an instrument of the capitalist class and traders and also the foreign capital in their game of loot of the common people and the country.

In this background, the NPMO reviewed the activities in preparation of the countrywide united programmes of struggles against the disastrous policies of the BJP Govt. NPMO reiterated its programmes of united campaign and struggles adopted in the national convention held on 12th August 1998. It called upon the working class and mass organisations of peasants, agricultural workers, students, youth, women etc to make the countrywide general strike on 11th December 1998 a massive success. The NPMO also called for making the two days strike action in the public sector units on 10th and 11th December 1998, a grand success.

Preceding the nationwide strike, the NPMO decided to held state level rallies in all the state capitals including Delhi on 30th November 1998, on the opening day of Parliament session.

# 81ST ANNIVERSARY OF OCTOBER REVOLUTION

7th November, 1917 is the date, which is not to be forgotten by the working class and the toiling people of the world. It was the Great October Revolution that founded the first proletarian state in the world and determined the present epoch of transition from capitalism to socialism. This year the working class will be celebrating its 81st anniversary throughout the world with all its revolutionary traditions.

The 81st anniversary of the October Revolution coincides this year with the 150th year of the publication of the Communist Manifesto by Marx and Engels. In keeping with the experience of the working class, it would be pertinent to quote a few lines from what Marx and Engels wrote in 1848 scientifically evaluating the laws of development of capitalism and giving the revolutionary direction, following which Lenin founded the first proletarian state in the world under concrete conditions in Russia.

Marx and Engels wrote, "The need of a constantly expanding market for its products chases the

bourgeoisie over the whole surface of the globe. It must nestle everywhere, settle everywhere, establish connections everywhere. The bourgeoisie has through its exploitation of the world market, given a cosmopolitan character to production and consumption in every country....it has drawn from under the feet of industry the national ground on which it stood. All old established national industries have been destroyed, or are daily being destroyed. They are dislodged by new industries, whose introduction becomes a life and death question for all civilised

**P K Ganguly**

nations, by industries that no longer work up indigenous raw materials, but raw materials drawn from remotest zones... And as in material, so also in intellectual production.....the intellectual creations of individual nations become common property...it compels all nations to adopt bourgeois mode of production, it compels them to introduce what it calls civilisation into their midst...in one word, it creates a

world after its own image."

It appears, the above lines were written at the present moment, when the transnationalised global economy has taken a concrete shape as described by Marx and Engels. Globalisation therefore started as parasitic capitalism as a neo-colonial form of exploitation of weak nations by a handful of the richest and most powerful nations and took quick strides with the march of time for markets. The predominant role played in the integration of the global economy are the Transnational Corporations, advocating liberalisation, privatisation and globalisation under the fashionable nomenclature of "market economy." With privatisation as the dramatic manifestation of their pursuit, they are resorting to a "Structural Adjustment Programme", whereby organised industries, to start with the Public Sector, are being destroyed, throwing lakhs of workers jobless. While jobless growth has become the feature of globalisation on one hand, on the other hand the sovereignty of the nations has become the burning problem of the day.

This has of course sharpened all the contradictions of the epoch, with the contradiction between imperialism and the third world countries intensifying further. The adverse results of the globalised economy at the behest of the troika of Fund-Bank-WTO are seen everywhere. It started with Africa and Mexico and other Latin

## COM. DASARATH DEB

We regret to record the sudden demise on 14.10.'98 of Com. Dasarath Deb, the legendary leader of the peoples' movement of Tripura, a veteran freedom fighter and one of the architects of the working class and communist movement in the country.

His outstanding contribution in the organising the tribal people of Tripura in anti British and Anti feudal struggle and in uniting both tribal and non-tribal people in Tripura in the democratic movement will be ever remembered and remain a guiding force.

CITU and 'The Working Class' condole the sudden death of the great leader, and pledge to carry forward the banner of struggle left behind by him.

## CENTRE OF INDIAN TRADE UNIONS WORKING COMMITTEE MEETING

Ahmedabad

22-24, December, 1998

### NOTICE

Dear Comrades,

A meeting of the Working Committee of CITU will be held at Ahmedabad from 22nd to 24th December 1998, with the following agenda:

1. Confirmation of minutes of the meeting held at Chennai on 22.4.98
2. Presidential Address
3. Report of the General Secretary
4. Statement of Accounts for the year 1998 (Jan-Nov)
5. Verification of Membership of Trade Unions
6. Further programme of joint movement against economic policies and against communalism
7. Resolutions
8. Any other matter with the permission of the Chair.

The meeting will commence at 10.00 am on 22nd December 1998. All comrades should reach Ahmedabad well ahead, to enable them to attend the meeting in time.

Comrades are requested to arrange their return journey reservations from their respective destinations, so as to avoid eleventh hour difficulties in obtaining reservation.

The residential and boarding arrangements will be available from 21st December evening and will continue upto noon on 25th December 1998. Members are requested to inform their arrival to the Reception Committee at the following address:

Reception Committee

Working Committee meeting of CITU

C/o Gujarat State Committee of CITU

Jayendra Building, Bhadra

Ahmedabad, Phone No.(079) 5354253

All members are requested to positively attend the meeting.

With greetings,

Yours fraternally,

M K Pandhe

General Secretary

*NOTE: Rs 350 to be contributed by each member towards boarding expenses.*

already been destroyed and tens of thousand of jobs already lost. On this 81st Anniversary of the October Revolution the working class must take the pledge of removing the BJP Government as its central task and unitedly launch

massive struggles in this pursuit. The 11th December nationwide strike will be the first salvo in this direction to safeguard the economic sovereignty of the country as well as its secular foundation.

American countries, ravaged the so-called "Asian Tigers" like Thailand, Indonesia, Malaysia, South Korea, etc and have now overwhelmed Russia. Massive working class struggles have challenged this globalised economy in these countries as well as in the European Countries.

Reflections of these struggles are now seen in several advanced capitalist countries like in Britain, France, Germany, Italy, Greece, etc where communists and Centre-left forces have defeated the reactionary forces in the electoral battles.

So far as India is concerned however, a new situation has emerged with the coming into power of the BJP, which is different from all other bourgeois-landlord parties. Its philosophy and ideology is based on RSS with fascist portends. Its ideology of Hindutva and programme of establishment of a Hindu Rashtra has posed a serious challenge to the secular and democratic forces and a threat to the unity of the working class and unity and integrity of the country. With its hoax of "Swadeshi" it is getting support from finance capital to further accelerate the process of liberalisation. With the reins of power at the hands of RSS, the Government is frantically trying to push the pernicious philosophy of Hindutva in all sections and stratas of the society including in the education system in one hand, while on the other hand is giving way to the globalised economy to make deeper inroads into all sectors of national economy. Hundreds of industries have

# CATASTROPHE IN RUSSIA: A NEW SHOWDOWN IN THE OFFING

With the tearing down of Berlin Wall in 1989 and collapse of Soviet rule in former USSR, the bourgeoisie and their henchmen declared from their house tops that socialism was dead and it was capitalism which would be the ultimate goal of humanity.

Then, under US dictation and on the prescription of IMF and World Bank, socialist economic structure of these countries started to be dismantled and restoration of capitalism began. There was glee everywhere in the capitalist and imperialist circle that the threat of socialism had gone and now the people of these countries would happily embrace capitalism. This was considered the biggest victory of imperialism after the Second World War and as an unimaginable victorious culmination of the cold war for the imperialists.

## NOW, A DIFFERENT PICTURE

But now, within a decade of the catastrophe for socialism in those countries, what an irony of fate for the proclaimers of the victory of capitalism we are witnessing!

After the bloody show down of October 1993, when Yeltsin, the worst renegade of socialist Russia bombarded his own Parliament, the turmoil that has overtaken Russia recently is of unheard-of dimension.

Capitalism in Russia is now showing its ugly face. As Russia's public finances melted down, the rouble crashed, social tension heated up and the political system built up by President Boris Yeltsin began to unravel last month. And it is an irony that these panic stricken days marked the anniversary of the much debated August coup of 1991 aimed at preventing capitalist take over.

The contrast is unbearably stark. In that delirious moment seven years back, thousands of Moscovits turned out to defend their freely elected Parliament—headquartered in the Russian White House—from troops sent by a group of old-line Communists trying to arrest the breaking up of the USSR. In the event, the coup plotters capitulated within days without firing a shot and a triumphant Yeltsin mounted a

tank amidst cheering crowds to announce the dawn of a new era. He promised freedom, democracy, and prosperity based on “a normal civilised market economy.”

But Yeltsin who faced the nation in a painful and brief televised interview last month was almost unrecognisable as the same man, and he had no hope, whatsoever, to offer.

But Yeltsin's survival over the next few months appears increasingly doubtful as all the chicks from seven years of corrupt misrule came flocking home to roost in the Kremlin. “The Yeltsin Era is over”, says Alexander Kononov, an analyst at the independent Institute of Strategic Assessments. “He may remain, like a shadow in the Kremlin, but nothing will ever be the same again. Most Russians now see him as the problem, not the solution.”

With the empty shelves of the ‘Gastronom’s’—the departmental and grocery shops in Russia, with markets with little availability of vegetables, meat and other food items, the yelling Russians are now abusing and cursing Yeltsin and his government, almost the same people who cheerfully hailed Yeltsin in 1993.

## THE CURRENT CRISIS

The crisis reached climax in March last, a jealous Yeltsin sacked his long-serving Prime Minister, Victor Chernomydin, a tough bureaucrat survivor, for seeming too credible in his constitutional role of *heir-apparent* to the President. Sergei Kriyenko, a young political unknown from the provinces was installed in the post. The opposition, particularly the Communist-led State Duma, Russia's Lower House of Parliament, was subsequently brow-beaten—after a long and bruising battle—into approving the choice.

“Yeltsin struck a blow against political stability just as a world-wide economic crisis was about to hit,” says Victor Kuvaldin, an analyst with the Gorbachov Foundation, a think-tank financed by the former Soviet leader. “A destructive genius could not have developed a better plan.”

## INVESTORS FLEE

SUKOMAL SEN

With the onset of the crisis, by late spring, Russians and foreign investors, alarmed by the crisis in Asia, were fleeing the country. The Moscow stock market ranked the world's best performing in 1977—melted down, losing almost 90% of its value since January 1998. More seriously, investors started dumping Russian bonds, the main instrument the government has used to finance its yawning budget deficits in recent years. With the aggravation of the crisis in July last, the International Monetary Fund stepped in with a 22 billion US dollar bail-out package designed to stave off the collapse of Russia's public finance. The market paused briefly, then nosedived again. On August 17, the Kriyenko Government bowed to the inevitable and permitted the battered rouble to find its own level. Immediately it collapsed, losing over 30% of its value within two weeks.

"**Yeltsin** has replaced a man who could not do anything in five years," quipped **Boris Kagartitsky**, a Left-wing philosopher with the Russian Institute of Comparative Political System.

#### WORKING CLASS PROTESTS

Most Russians now see **Yeltsin** as the destroyer of the economy and people's lives. In the early autumn drizzle outside the White House - now the seat of the Government—a group of coal miners protesting months of unpaid wages were willing to put that more succinctly: "All our troubles have been caused by one man, **Boris Yeltsin**," said **Alexander Vassiliyev**, a 44-year old pit worker from the grim Arctic Coal Centre of **Varkuth**. He is one of the 300 miners who have been besieging the White House since last May with a single demand, "**Yeltsin** must resign." "We are not ending our vigil until that bastard is gone," he said.

Similar sentiments came from the streets of Moscow, where Russians scrambled to spend their evaporating roubles on anything durable or stood in forlorn lines outside the troubled Banks, trying often in vain, to rescue their savings. "Everything is collapsing as if it never existed, while he pretends to be the Czar in Russia," said **Svetlana Kiryanova**, a 37-year old graphic artist, jostling with other panick-stricken Moscovits in a down town department store. **Igor Svetlichny**, a 27-year old construction engineer, was more blunt. "Everything **Yeltsin** says

and does is a lie. I am sick of his face", he said.

The coal miners, huddled in the rain outside the White House, agreed. "I have not seen any wages since last October - and **Chernomydin** was Prime Minister then," said **Valentine Drachenki**, a tall slender 49-year-old with a harsh cough, that he jokes, is his only reward for a lifetime toiling in a **Vorkata** mine.

"Our crisis looks hopeless", said independent analyst **Andrei Piontkowski**. "the system of oligarchic capitalism under **Yeltsin** has sucked the country dry. It's hard to see where we can find resources to implement any new economic policy!"

#### OPPOSITION DEMANDS

**Duma** leaders believe the hour has struck to reverse the consequences of yet another autumn crisis, the bloody showdown of 1993, when **Yeltsin**—not so shy as the 1991 putschists about using force—deployed troops and armour to blast his old parliamentary comrades out of the White House. By using his military might against the Parliament and the people and in the resultant situation, **Yeltsin** authored a new Constitution, bestowing on himself a lion's share of power in the **Kremlin** and reducing Parliament for a little more than an ornament. But now the financial collapse and his whimsical and tyrannical decision making—such as changing governments twice in six months—appointing **Kiryenko** twice as Prime Minister in the face of rejection by the **Duma** to accept his appointment on both occasions—have created a situation of putting the President **Yeltsin** himself into oblivion.

#### ANOTHER SHOWDOWN IN THE OFFING

Russia today is grappling with an economic, political and social crisis. Collapse of socialism and restoration of capitalism have pushed Russia to the verge of complete ruin. "Autumn is historically the time for political conflicts and revolution in Russia, usually following on the heels of a deceptively quiet and peaceful summer," said **Kuvaldin**. True, the present catastrophic situation in Russia may lead to another show down—this time the new oligarchic capitalists and their propped up Government on the one side—and on the other, the communist-led opposition, the disillusioned people and the extremely harassed working class!

# TECHNOLOGICAL ADVANCEMENT: CAN IT SUSTAIN CAPITALIST DEVELOPMENT?

The most essential prerequisite of the existence and dominance of the bourgeoisie as a class is the development of capital. In the capitalist system the worker earns his wages in terms of exchange, of the amount he produces. It was Marx, who first pointed out that the bourgeoisie purchases the labour power of the workers, involved in productive activity, by giving them wages. A worker has to compensate the depletion of his labour power caused by his daily productive activities. Without this, his labour power cannot be utilised to the full in the production process. The wage that a capitalist owner pays to a worker is sufficient only to compensate his depleting labour power. Therefore, wage is determined on the basis of the value of the labour power and is independent of the working hours. The labour power has its own characteristics. It can produce much more than what is needed to compensate its daily depletion. For example, a worker works 8 hours a day, whereas 6 hours is sufficient for the compensation of his labour power. Then, the balance 2 hours will be the surplus labour. The value created by this surplus labour is called 'Surplus Value.' Through appropriation of this surplus value, capitalist development takes place. The main objective of generating surplus value is to expand the capital as a part of the capitalist development. The bourgeoisie has

been thriving thus, by forcing more working hours on the workers on one hand, and by continuously developing the technology on the other. The labour power, however, remains unaffected by the changes in the working hours. Thus, the value added through the enhancement of working hours goes entirely to the creation of surplus value. Through sustained movement, the working class has successfully resisted the efforts by the bourgeoisie to force upon more working hours on them. The bourgeoisie can no longer create additional surplus value through this mechanism.

## TECHNOLOGY OPTION

But they do have other options.

### Chittabrata Majumdar

The bourgeoisie can go on developing technology - one of the most important means of production. Through this they can easily generate additional surplus value—because each technological development can raise the productivity level of the worker to a considerable extent. There is no need, to impose more working hours on workers to generate additional surplus value, thereby giving rise to discontent because new technology can do the same in a non-antagonistic manner.

New technological advancement can reduce the time of compensation of depletion of labour also. For example, if a worker requires 6 hours to

generate the value to compensate his depleted labour power with older technology, he would require, say, 3 hours to generate the same value with the newer technology. Thus, 5 hours surplus labour is generated in place of earlier hours—that the capitalist owner can appropriate to generate additional surplus value to further augment the process of capitalist development. The new technological development helps the bourgeoisie in this way in generating additional profit and to utilise the same for the capitalist development.

But despite all these, the bourgeoisie is not able to stop erosion in the rate of profit. The diminishing rate of profit is not due to decreasing productivity of labour. It is caused by an increase in the rate of productivity. Thus within the process of capitalist development itself, there are inherent reasons for depletion of profit. The technological advancement is responsible for increasing productivity of the workers. This, in turn, leads to retrenchment of workers and forces upon increased oppression on the remaining workers and thereby extracts additional surplus value. At the same time, mass scale retrenchment leads to depletion in the surplus value generated.

Let us illustrate this conflicting aspect of technology. For instance in a factory where (originally) 100 workers were in work for 8 hours

a day, 6 hours were compensated for depletion of labour power and remaining 2 hours were for generation of surplus value. Therefore, the capitalist owner could extract  $100 \times 2 = 200$  labour hour equivalent surplus value.

With advanced technological inputs, the productivity of labour becomes double, thereby requiring 50 workers to produce the same goods and at the same time each worker would require 3 hours a day to earn his wage and the owner would appropriate surplus value of the order of 5 hours a day from every worker. Thus the surplus value generated would be  $50 \times 5 = 250$  labour-hour equivalent. Hence advancement in technology leads to generation of 25% more surplus value with 50% reduction in labour force.

If the process of technological advancement continues like this, then number of workers would be reduced to 25 and each worker would require only 1.5 hours for earning wages and the balance 6.5 hours per capita per day would be utilised to generate surplus value. Thus per capita surplus value generation would increase by 225%, but the total surplus value generated would be  $25 \times 6.5 = 162.5$  man-hour equivalent. Thus despite higher per capita generation, the total surplus value generated has actually decreased. It should be evident from above that capitalism cannot solve the basic problems of mankind. Capitalism leads to increase in productivity at the cost of immense sufferings by the common man. The system is based on an inherent

contradiction. Firstly, the productivity increases but this does not lead to any increase in production, as the demand for the products do not keep pace with this, due to lack of purchasing power of the common man. Secondly, notwithstanding the increase in wage in monetary terms, the actual standard of living of the workers does not improve. The real life does not always follow the rule of mathematics. The process of capitalist development also gets affected by various other factors and becomes somewhat complicated. However, the fundamental principle of this process remains unaffected by the external influences.

In today's world there is continuous and unprecedented development of science and technology inputs. This has helped in raised the productivity of the workers manifold. But as it has been analysed here, this has ultimately resulted in shrinkage of generation of surplus value.

#### **GLOBAL MARKET**

The other essential prerequisite of capitalist development is market. The bourgeoisie, ever since its emergence as a class, had been endlessly searching for this in the whole world. But the market cannot expand infinitely. Today, there is very little by the way of unexplored market to be conquered by the bourgeoisie and the existing ones are also nearing stagnation. This has led to the most serious crisis of capitalist economy.

To tide over this crisis, imperialism, the highest stage of capitalism has come to its rescue

by way of capturing the entire global market. Globalisation has become the catchword. Within the imperialist powers, the USA has established its hegemonic power. It has used the international institutions like United Nations, World Bank, IMF and WTO for its own interest. It has also resorted to military activism against the countries, which are not ready to follow its dictates.

There was a conscious attempt in many of the third world countries to follow a self-reliant path of development by relying upon indigenous industrialisation. But the market forces and the so-called liberalisation have shattered their dream. The process of deconstruction and de-industrialisation is active there. To capture the market of these countries, there is a concerted effort for de-industrialisation, i.e., closing down indigenous industries; divestment of profit making industrial enterprises, especially those in the public sector; deregulating imports and thereby throwing the small and medium sector to an unequal competition with multinational giants; forcing the Govt to withdraw from the social sector, etc.

#### **UNENDING CRISIS**

Since last decade, the international economy has faced one crisis after another. The imperialist countries are no exception in this regard. They have temporarily tided over the crisis by capturing the market of the third world countries. But the crisis still remains unresolved resulting in confronting courses of

*(Cont. on page 17)*

*(The Asian Productivity Organisation (APO) organised an international seminar entitled "Forum for Union leaders" from the 14th to 16th October, 1998, at Colombo, Sri Lanka. 24 representatives from 15 Asian countries participated in the seminar, besides 5 resource-persons. The objective of the seminar was to promote sharing of experiences of both the labour and management and examine the nature and modalities adopted to resolve employment issues. W R Varada Rajan, Secretary, CITU, represented India at the Forum. He presented a country paper giving inter-alia, a profile of Indian economy, extracted from the Economic Survey, 1997-98 (see box). He also dealt with the labour, employment and productivity issues. Here is a report. Editor)*

## COLOMBO: FORUM FOR UNION LEADERS

### NEOLIBERAL GLOBALISATION: INDIAN EXPERIENCE

India had embraced the path of economic reforms process of neo-liberal globalisation, at the dictates of the IMF and World Bank since 1991.

The situation during the pre-reform period itself was marked by the undernoted features:

- \* Sluggish industrial growth
- \* Low employment generation
- \* Deteriorating social welfare
- \* Proliferation of non-permanent employment (part-time, casual and contract labour & home based work)
- \* Weak industrial disputes settlement machinery
- \* Low rate of unionisation
- \* Multi-union situation
- \* Basic ILO conventions, not ratified.

#### THE REFORMS PROCESS

As is the universal experience of the third world countries, the reforms process in India was also marked by

- Liberalisation and radical deregulation to usher in market driven economy;
- Privatisation of state enterprises, profit being the sole criterion for operating the PSUs
- Removal of all restrictions to foreign investment and exposing local industry to intense and unequal foreign competition;
- and Drive towards deregulation of labour market.

#### THE CONSEQUENCES

The consequences of the reforms implementation during the last seven years had been:

- \* Massive job losses, resulting from ever increasing lay-off, retrenchment and closure;
- \* New job creation mostly in poorly paid informal sector;
- \* Restructuring of companies to face competition, often resulting in mergers, acquisitions and

amalgamations, benefiting the multinational corporations;

*(Note: Competition here is mainly competitive under-bidding of wages and service conditions of labour).*

- \* Slowdown of industrial growth with growth predominantly in service sector;
- \* Growing and acute industrial sickness;
- \* De-unionisation at workplace;
- \* Intensified exploitation;
- \* Total collapse of implementation machinery of industrial legislations.

#### NEGATIVE IMPACT

These consequences led to a negative impact on trade unions, manifest by the following features:

- \* Unionisation becoming difficult with decrease in regular workers and non-regular workforce on the increase.
- \* Decrease in control of Unions over conditions of employment.
- \* Erosion in Union strength, particularly in the organised sector.

\* Increase in incidence of separation of workers through "Golden Hand-Shake".

#### CHANGING EMPLOYMENT PATTERN

As a result, the employment scene witnessed a changing pattern, where the undernoted trends have emerged, in most sectors:

- \* Employment growth slowed down.
- \* Fall in rate of growth of wage earnings.
- \* Falling share of wages in value added.
- \* Capital intensity, i.e. capital per worker, going up.
- \* Resulting in gains in labour productivity, as measured by output per worker.
- \* Fall in unit labour cost.

#### EMPLOYERS' STRATEGIES

The employers forced to face fierce competition from

## A PROFILE OF INDIAN ECONOMY

The overall economic growth of Gross Domestic Product (GDP) decelerated significantly to 5 per cent during 1997-98, as against the high average of 7.5 per cent per annum in the last three years (1994-95 to 1996-97).

The drop in GDP growth is attributable mainly to a sharp fall in the growth rate of agriculture and a deceleration in the growth of industry.

Industrial production has grown at 4.2 per cent against an average of 9.5 per cent over the preceding three year period.

Growth in agricultural production is a **negative** 3.7 per cent as compared to an average 3.6 per cent growth over the preceding three years.

The slump in export growth which started in 1996-97 has worsened coming down to 2.6 per cent in 1997-98. From 1993-94 to 1995-96 the growth of exports hovered around 20 per cent.

The fiscal deficit rose to 6.1 per cent of the GDP as against the original target of 4.5 per cent set earlier for 1997-98.

The Indian Rupee has depreciated by more than 15 per cent over the past one year and in August 1998, one US\$ was equal to Rs.43.25. The exchange rate of rupee vis-a-vis US\$ was Rs.17.94 during 1990-91 and Rs.35.50 during 1996-97.

The annual growth rates in major sectors of industry, which peaked in 1995-96 since the introduction of economic reforms has now declined as under:

Period (Weights)	Mining (11.46)	Manufacturing (77.11)	Electricity (11.43)	General (100)
1995-96	7.9	13.7	8.3	12.2
1996-97	1.0	9.3	3.8	7.7
1997-98	4.7	4.2	6.8	4.6

The Average annual growth of production of foodgrains declined to 1.73% in 1997-98 from 3.54% in 1990-91.

The fiscal deficit rose to a whopping Rs.96345 crore from Rs.44632 crore in 1990-91.

Despite the fact that Foreign Direct Investment into developing countries increased from US\$ 96 billion in 1995 to an estimated US\$ 199 billion in 1996, India's share went up from 0.6 per cent in 1992 to only 2.2 per cent in 1996.

As against FDI approvals of US\$ 47242 million for the period from 1991 to 1997, the actual inflows totalled upto US\$ 9508 million only (20.1 per cent).

Indian exports in 1996-97 were US\$ 33764 million as against the import figures of US\$ 48063 million resulting in a *negative* trade balance of US\$ 14299.

India's total external debt outstanding end September 1997 was US\$ 92883 million, with the external debt to GDP ratio of 23.8 per cent.

and borrowing a leaf from the books of MNCs had been resorting to new strategies such as:

- > Re-engineering (measures aimed at cost cutting through labour-shedding).
- > Downsizing of workforces.
- > Early retirements
- > Substitution of skilled, often hi-tech work force replacing unskilled workers.
- > Search for flexible labour utilisation arrangements through casualisation.

> Flexibility, mobility, multi-skilling etc.

Core and periphery arrangement, by segmentation of work force, with only a small core of regular workers and a large periphery of non-regular workers.

### 'PRODUCTIVITY' SCENARIO

The 'Productivity' scenario in India has been marked by:

High incidence of piece rate system of wage payment;

Output related incentive payments as part of wages:

## WAGE RATES IN THE GLOBAL HIRING HALL FOR PRODUCTION WORKERS IN MANUFACTURING

COUNTRY BLOCS	INDEX (US=100)	PRODUCTION WORKERS HOURLY RATE
Europe	86	\$14.44
Asian NIEs	31	\$5.15
<b>MATURE INDUSTRIALISED COUNTRIES</b>		
Japan	114	\$19.20
UK	76	\$12.82
Australia	73	\$12.25
New Zealand	48	\$8.01
Canada	97	\$16.36
USA	100	\$16.79
Germany	152	\$25.56
Sweden	107	\$17.91
<b>NEWLY INDUSTRIALISED COUNTRIES</b>		
Singapore	32	\$5.38
Taiwan	31	\$5.23
HongKong	26	\$4.31
Korea	32	\$5.37
Mexico	16	\$2.65
<b>DEVELOPING COUNTRIES</b>		
Bangladesh		\$0.25
Indonesia		\$0.39
China		Various rates below \$1
India		Various rates below \$1
Philippines		\$0.57
Thailand		\$0.69

*(Source: Dr. Peter Botsman Globalisation Consultation Seminar 1996)*

Progressive stepping up of base level production targets;

Productivity increase, a dominant subject in collective bargaining;

Growing intensification of labour input due to updated technology.

### **TUs' MISGIVING**

The trade unions in India, despite adopting, over the years, a positive approach towards issues of production and productivity, find that experience has proved their misgivings to be correct. Increase in productivity had only resulted in:

\*Intensified labour input.

\*Phasing out of jobs.

\*Endangering of employment security.

\*Undermining the role of union.

\*Unfair distribution of gains.

### **ROLE OF STATE**

In this context, it is to be noted that the role of the State (Government) in India has also undergone a sea change. The situation has led to

- i) A decline in role of the State as 'employer';
  - ii) Inability, coupled with unwillingness, to control international flight of capital, in and out of the country;
  - iii) No control over the operations of MNCs;
  - iv) Significant drop in corporate and direct tax revenues;
- and
- v) Resort to cutbacks in subsidies, welfare measures.

The trade unions are also concerned over the outlook of employers, who while harping on productivity, are keen on going hunting all over the world in a global search for cheap labour. An illuminating compilation of the comparative hourly wage rate in different parts of the globe, reveals the glaring inequity (*see table*)

### **THE OUTLOOK**

In this background, what is the outlook for the period ahead?

The facts that need to be recognised in Indian context are:

a) The trade unions and workers in India, have not been adopting a negative attitude to issues of production and productivity, as is sought to be made out in certain quarters.

b) The Indian worker cannot be condemned as the least productive, viewing productivity in isolation, divorced from the other factors like comparative wages, work environment, inputs, etc.

### **THE PREREQUISITES**

To evolve a healthy approach to productivity and accomplishment thereof, creation of a conducive social, economic and political climate is the prime requisite.

The growing trend of marginalising labour and devaluing its role as a social partner needs to be reversed. Labour, represented by trade union movement of the country, must be recognised and its status ensured as one of the three key players on the economic scene. A regular, on-going dialogue between the social partners on all issues concerning the economy must be ensured.

Ratification of all the basic ILO conventions must precede any dialogue on productivity issues.

Besides the physical infrastructure, building up of a social infrastructure to ensure improved nutritional and living standards for the workers is imperative for accomplishment of productivity.

Above poverty level minimum wage and its strict implementation must be guaranteed for all classes of employment. Output related payments could be considered only beyond the minimum wage.

For evolving the policy frame work on the approach to productivity, prior consultation and consensus building at the national level is necessary. Industry level and enterprise level consultations and consensus

should precede introduction of any scheme for accomplishment of productivity. The workers' interests must be fully safeguarded, ensuring, inter-alia, job security, and employment generation even in the short run. Adequate safeguards to protect the workers against fatigue, undue speeding up, occupational hazards and ailments etc., must be guaranteed.

A framework of social security and safety net must be evolved by consensus and put in place, which must guarantee life-time pension for the worker, in the event of displacement, for any reason.

The National Commission on Labour while commending certain guidelines for sharing the gains of productivity, emphasised capital reinvestment for development. This was viewed as an essential requirement to guard against obsolescence. The present haunting scenario of industrial sickness only serves to underline the relevance of this guideline. And any scheme for sharing the gains of productivity must be transparent and ensure a substantial share to the workers.

### **UPHOLD BIPARTISM**

Above all, upholding the ethos of bipartism by management and labour, without any attempt to trespass or transgress the norms of bilateral decision making, will definitely provide the conducive climate to resolve issues of employment and productivity. The Government must ensure that bipartism works and the interests of the community, growth of the economy and equitable distribution of wealth generated are guaranteed.

#### **CITU PUBLICATIONS**

Available in both English & Hindi

**NEW ECONOMIC POLICY AND  
UNEMPLOYMENT - Price Rs.2/-**

**DEFEAT CONSPIRACY TO  
DISMANTLE PUBLIC SECTOR - Price  
Rs.2/-**

# FOREIGN FUNDING OF INDIAN NGOS

Many in our country are now acquainted with the term NGO but few have a comprehensive idea about the nature and role of these organisations. One may encounter in his own locality one such organisation and have the opportunity to see for himself some of their activities. But this hardly gives him any idea about the real character of the NGOs in general. Only serious investigative studies can reveal the truth about these organisations.

What is the number of NGOs operating in the country? You will never know. Nowhere will one find any complete record. In reply to a question in Lok Sabha, Basudev Acharya, CPI(M) MP was informed that as on 30.6.1995, the number of associations which reported the receipt of foreign contribution during the 1993-94 under the Foreign Contribution (Regulation) Act 1976, was 10,963 and the receipt of foreign contribution by the reporting associations for 1991-92 to 1993-94 was Rs 4862.13 crore as per reports received up to 30.6.1995.

This figure (10,963) refers only those NGOs which reported receipt of foreign contribution. There are many NGOs not bothered about reporting to the Government. Moreover, a large number of NGOs operate with funds received from indigenous sources. If all these varieties are taken together the total number of NGOs will be anybody's guess.

And that is also true about the amount received from foreign sources.

Such a huge number of NGOs are operating in the country, such enormous sums they are receiving from foreign sources in addition to the huge amounts of indigenous development funds placed at their disposal by our government. And the way they are encouraged materially and morally by our Government, the ILO and the UN that none concerned about the health of our society and polity can just ignore these organisations. It is important to find out the truth about them. It is important to know how many such NGOs are operating, their sources of finance, how much they get, how

## Kanai Banerjee

they spend, to whom are they responsible and above all "what motivates these diverse groups working in different sectors and parts of the country? What is their ideological bias?" ...and so on. Unfortunately a comprehensive study is yet to be undertaken.

### A PIONEERING STUDY

The pioneering effort at such investigation was made, by Prakash Karat in his study which was published as a booklet in 1988. Karat's study is not just a descriptive report; it goes deep and presents the facts in an analytical frame work involving national and international political setting, imperialist designs against the third world. The study delves deep into the political ideological motivation.

Since then some more studies are likely to have been carried out. One of such studies, authored by R Prasannan was published in *The Week* of Sept 15, 1996. While touching on the political aspect also, Prasannan mainly dealt with the big loot out of the money received from foreign agencies, as well as from the govt, that was going on under the cover of NGO sign boards. He presented a large number of stories authenticated with the names of the organisations, persons and all other particulars of each case. On an earlier occasion, *The Working Class* published a report with gleanings from Prasannan's material while recalling Prakash Karat's analytical frame work.

Recently we have come across a study yet published on "political economy of foreign funding to NGOs in India" by Indira Hirway and Uttara Chowhan. It is a macro-level study accompanied with a survey report on NGO activity in Gujarat, exclusively on foreign funded NGOs.

The study was carried out for Indo Dutch Programme for Alternatives in Development. One may not agree with all its postulates, but nevertheless it throws light on some important aspects of the matter, of which some material is presented here

### NUMBER OF NGOS

The study estimates of the number of NGOs as under: "There are no accurate estimates of the strength of NGOs in the country. However, on the basis of the directories prepared by different

departments and ministries of the Govt of India it has been estimated that there are 50,000 to 75,000 NGOs in the country. About 15,000 organisations (of these around 10,000 are active) are registered with the Ministry of Home Affairs under the FCRA..... Actual recipient of foreign funds under the FERA are about 15,000 to 20,000....20% to 30% of the NGOs in India receive foreign funds."

### **FOREIGN FUNDS RECEIVED**

The study substantiate that the inflow of foreign funds to non-govt organisations in the South is an important component of the total flows of funds to the South. Government funds to NGO were estimated to be Rs 50-60 crores in the year 1988-89. In the same year, NGOs recieved about 700 crores under FERA excluding those received through UN which again is substantial. That is foreign funds to NGOs were 11-12 times larger than the Govt funds to the NGOs.

Further, significance of the amounts received by the NGOs from foreign sources (Rs 1584 crores in 1992-93 according to Home Ministry figures) become clearer when compared with the Budget allocations for the same year: this amount is more than 60% of total outlay on rural development, more than 30% of total outlay on social service and 3.5 per cent of the total budgetary outlay of the Govt of India in 1992-93.

The study, quoting figures from Home Ministry sources comments:"foreign funds have

been jumping upwards in recent years...it was 32.75% over the previous year in 1988 and 40.3 in 1992-93!" Significantly, "in the post-SAP (1991) period the funds are, perhaps, showing faster increase."

### **FUNDING OF NGOs, THE MOTIVES**

The inflow of foreign funds to the NGOs is indisputably large. Now, does this pose any threat to any aspect of our national life? The answer depends on the motive of the donors. The study carried out detailed analysis of the motives of the foreign agencies funding our NGOs.

At the outset, the study deals with the question of Northern aid to the South in general. "The relationship between the North and the South" they assert "is primarily unequal and exploitative. Quoting figures to show the high degree of inequality that prevails between the North and the South the authors state "Historically the North has acquired this growth through exploitative trade using its political and economic powers. Now the North has to sustain its level and maintain its power in the world economy so as to continue its claim on markets and resources."

Here, quite relevantly, comes the question of the IMF-World Bank's Structural Adjustment Programme (SAP). The SAP has added to the problems of the South "since the impact of these policies has not been very favourable in most of the countries in the South. These policies tend to contribute more

to the interests of the North than to the interest of the South. And,.....the SAP is almost forced on countries of the South with the result that the Southern countries are likely to be used by the North to strengthen their own economies." Further, the World Bank and the IMF "are treating the adoption of SAP as a precondition for aid. That is they are prepared to give aid only if the receiving country accepts the (Western) ideology of free market. In the unipolar world...the ideology and the interest of the North appear to be the major driving force behind the foreign aid flows....."

The underlying dynamics of foreign fund inflows to NGOs in a country like India is to be understood in this context because the NGO fund inflow is by no means unrelated to this motive. The study shows how the share of the Govt (Northern) funds has increased substantially to the total funds of the agencies that fund the NGOs in the South. The UNDP has estimated that on the whole one third of the funds of the Northern NGOs that fund the NGOs in the South come from their respective national govts. This according to the authors implies increasing influence of Northern economic and political interests in the funding. Though all Northern NGOs may not become "political stooges" of their respective Govts as sometimes accused to be they are, however, not likely to go against the basic economic and political interests of their respective govts. Several

*(Cont. on page 25)*

*(W R Varada Rajan, Secretary, CITU and Member of the Central Board of Trustees of the EPF Organisation, has, in a letter, addressed to Dr Satyanarayain Jatia, Union Labour Minister, opposed the Govt move to discontinue the contribution at the rate of 1.16% of wages to the Pension Scheme. The letter dated 3.10.98 dealing with certain other serious issues as well is reproduced here.-Editor)*

## GOVT. CONTRIBUTION TO PENSION SCHEME CITU OPPOSES MOVE FOR WITHDRAWAL

I am addressing this communication to draw your attention to some urgent issues of concern to the workers and the trade union movement, in respect of the Employees Provident Fund and Pension Schemes.

### **CBT MEETING NOT CONVENED**

After the first meeting of the Central Board of Trustees, which you chaired on 6th April, 1998, after you took over as Labour Minister, it is almost six months now and further meetings of the CBT had not been convened. You will recall that even at the meeting in April, 1998, the rate of interest to be declared on the PF accumulations was approved and most of the other items of the agenda were deferred. Since then, a number of urgent issues have emerged, requiring detailed deliberations by the Board.

### **INTERIM RELIEF NOT PAID**

The Central Board of Trustees had recommended an interim relief of 4% of the pension with effect from 16.11.1996. The Government had also notified the same during 1997 itself.

But, this interim relief has not been paid to the pensioners in most of the regions as per information received by me. Difficulties relating to the software developed in this regard

are stated to be the reason for this inordinate delay in implementation of the decision. This has led to serious unrest among the pensioners.

### **DOLING PENSION FUND TO PRIVATE SECTOR?**

The Government have unilaterally notified revised guidelines prescribing different percentages for investment of the pension fund, including in it a 10 per cent provision for private sector. The Finance and Investment Committee decided to refer this to the CBT for detailed discussion, as this is a basic policy matter. The Central Trade Unions in the country have serious reservations on this issue and the CBT must deliberate the matter without any further delay.

### **MOVE TO WITHDRAW 1.16% CONTRIBUTION**

The accumulations in the erstwhile family pension scheme and the Government contribution to the Employees Pension Scheme, at the rate of 1.16%, are held in the Public Account by the Government of India. Even the interest is held in public account and no outgo from this account is allowed. The balance in Public Account as on 31.3.1998 is around Rs 12,000 crore. The CBT had urged that this amount should be

made available for investment as per the same pattern applicable to the PF or in the alternative the interest should be paid at the rate of 12.5% as against the 8% at present. It is shocking to learn that the Government has taken a stand that "the Government is not prepared to continue the share at the rate of 1.16% of the wages, in the event of acceding to either of the two aforesaid options." Even at the time of introduction of the Employees Pension Scheme, by way of an ordinance in 1995, the Government proposed to discontinue this 1.16% contribution. But to soften the workers' opposition to the Pension Scheme, the Government offered to continue this contribution as a sop. The present talk to discontinue this contribution makes a mockery of the government's keenness to present the pension scheme as a social security benefit conferred on the workers.

The move to tamper with the scheme to the detriment of workers' interest will surely be opposed by the Central Trade Unions. And this again calls for an urgent discussion in the CBT. I trust you will take due note of the concerns expressed herein and arrange to convene an immediate meeting of the CBT."

action within the imperialist countries themselves.

To remain competitive in the market the MNCs are involved in a fierce competition to reduce the production cost. The ultimate effect of this is increasing exploitation of the working class. The science and technology revolution has virtually led to "jobless growth" in the advanced countries. The third world, knowingly or unknowingly, is also following this path.

The MNCs, in their attempt to reduce production cost further, are continuously shifting capital as well as production base from one part of the globe to the other. This has resulted in widespread destabilisation in the world economy; the worst sufferers being the third world countries. Even the advanced capitalist countries also cannot escape the consequences of this uncertain industrial and economic atmosphere.

Imperialism has taken one step after another to come out of the

crisis of capitalist development. But each and every endeavour actually accentuates the problem. Poverty, retrenchment and unemployment have assumed unprecedented heights. As a consequence, market becomes even more shrunk, resulting in worsening of the crisis.

The technological advancement has failed to generate additional surplus value. But it still remains the major agenda for the bourgeoisie. It is for this reason that the industrialised nations are strongly advocating globalisation of market, capital, legal frame work, labour relation and so on but are totally silent about globalisation of technology. The modern technology remains the monopoly power of the advanced capitalist countries and with this powerful tool they want to conquer the rest of the world in an unequal competition. But ultimately, this has become the gravedigger of the entire capitalist system of production.

## WORKING CLASS MUST INTERVENE

Production is a social phenomenon. The capitalist system of production is heading towards its inevitable end. At this stage, intervention by social forces is necessary to ensure its downfall. Technology is the surest implement to advance social development. The bourgeoisie has misused it and brought immense misery to the mankind. But the same can be used for large-scale social development. The working class must strive for that.

There has been rising discontent against globalisation and its resultant anti-labour, anti-people policies adopted by the bourgeoisie. But these are still unorganised and disjointed. It is essential to channelise this discontent into organised movements against the capitalist system of production. Marxism calls for qualitative changes in the level of consciousness of the working class to fulfil this historical task.

## SOUTH KOREA: ATTACKS ON WORKERS

In South Korea the arrests and detention of trade union leaders are continuing. According to latest information, 107 leaders and members of the Korean Confederation of Trade Unions (KCTU) have been arrested and warrants for arrest are pending against 125 KCTU leaders.

On 3 September, more than ten thousand police personnel raided the Mando Machinery plant and over 2,400 workers were

subjected to tear gas attacks and rounded up. This is an unwarranted interference of the police in a labour-management dispute. The union president and 38 others were formally arrested. The WFTU has sought intervention by the ILO against these gross violations of the ILO conventions 87 and 98 and urged the South Korean Government to release all the arrested trade unionists immediately. The

industrial disputes in South Korea referred above relate to the mass dismissals and attacks on the job security of thousands of workers which are direct social consequences of the economic packages which are being implemented as "conditionalities laid down by the IMF. One of the chief demands of the trade unions Korea is for renegotiating these conditions in order to avoid their serious social consequences.

# VIOLENCE AT WORKPLACE

The International Labour Office (ILO) has conducted an extensive worldwide survey of violence in the workplace and come out with a most revealing report. The ILO has produced this report with a view to provide information and analysis to enable policy makers at all levels to take initiatives to repudiate violence against workers and remove it from the workplace.

The main findings of the report include:

\* The outbursts of violence occurring at workplaces around the globe suggest that this issue is truly one that transcends the boundaries of a particular country, work setting or occupational group.

\* Some workplaces and occupations, like taxi drivers, health care workers, teachers, social workers, domestics in foreign countries, people working alone, especially in late night retail operations, are at higher risk than others of experiencing such violence.

\* Women are especially at risk, because so many are concentrated in the high-risk occupations, particularly as teachers, social workers, nurses, and bank and shop workers.

\* Both workers and employers show a growing recognition that "psychological violence" is a serious form of violence. Psychological violence includes bullying or mobbing - group psychological harassment.

It is difficult to compare rates of violence between countries. Official statistics on workplace homicide, physical and sexual attacks, sexual harassment and psychological violence are often inadequate, where they do exist at all.

According to an extensive 1996 survey of workers in 32 countries, French employees were the most likely to believe they had been victims of violence in the workplace, with 11.2 percent of males and 8.9 percent of females reporting assaults over the previous year. In addition, 19.8 percent of females reported "sexual incidents" in the same 12-month period.

A 1996 European Union survey based on 15,800 interviews in its 15 member states showed that 4 percent of workers (6 million) were subjected to physical violence in the preceding year; 2 percent (3 million workers) to sexual harassment; and 8 percent

(12 million workers) to intimidation and bullying.

## PSYCHOLOGICAL VIOLENCE

In recent years, new evidence has been emerging of the impact and harm caused by non-physical violence, often referred to as psychological violence. Such psychological violence includes:

**Bullying** - Workplace bullying is one of the fastest growing complaints of workplace violence. It constitutes offensive behaviour through vindictive, cruel, malicious or humiliating attempts to undermine an individual or groups of employees.

Research arrived out in the UK found that 53 percent of employees had been victims of bullying at work and that 78 percent had witnessed such behaviour. The impact on those concerned can be severe.

A Finnish study on the effects of bullying on municipal employees, for example, indicated that 40 percent of bullied workers felt "much" or "very much" stress; 49 percent felt unusually tired on the job; and 30 percent were nervous "often" or "constantly."

**Ganging up or mobbing** - A growing problem in Australia, Austria, Denmark, Germany, Sweden, the United Kingdom and the United States, it involves ganging up on or mobbing a targeted employee and subjecting that person to psychological harassment. Mobbing includes such behaviour as making continuous negative remarks about a person or criticising him constantly; isolating a person by leaving them without social contacts; gossiping or spreading false information. In Sweden, it is estimated that mobbing is a factor in 10 to 15 percent of suicides.

## WORKING ALONE

The number of people working alone is increasing globally, because of automation, subcontracting, teleworking, networking and the "new" self-employment. Working alone is not automatically more dangerous than other employment, but does have its special situations, which include:

\* Working alone in small shops, gas stations and kiosks - Such workers are often seen as "easy" targets by aggressors. In the United States, gas station workers rank fourth among the occupations most exposed to homicide.

\* Working alone outside normal hours - Cleaners, maintenance or repair staff appear at special risk of suffering physical and sexual attacks.

\* On lone workers, taxi drivers in many places are at the greatest risk of violence - Night-time is the highest-risk driving period, and as in other occupations, customer intoxication appears to play a role in precipitating violence.

A 1990 Australian study of taxi drivers disclosed that taxi drivers ran 28 times the risk of non-sexual assault and almost 67 times the rate of robbery compared to the community at large.

Among the countries surveyed in depth in the report are:

#### \* **The United States**

One major estimate of the number of non-fatal assaults occurring in American workplaces showed that, each year between 1987 and 1992, almost 1 million people were assaulted while at work, which amounted to 15 percent of the total violence reported. Injuries were reported in 16 percent of workplace assaults.

An average of 20 workers are murdered each week in the United States.

#### \* **The United Kingdom**

A survey conducted by the British Retail Consortium into crime in the retail sector found that more than 11,000 retail staff workers were victims of physical violence on the job in the 1994/95 financial year, and 350,000 suffered threats and verbal abuse.

#### \* **Japan**

A severe economic recession led to major corporate down-sizing, shattering long-held assumptions about staying with one company for the duration of one's working life. The loss of lifetime job security and seniority systems has been accompanied by alleged bullying of white-collar workers.

The Tokyo Managers' Union established a "bullying hot-line" that received more than 1,700 requests for consultations in two short periods in June and October of 1996. Stress was a common complaint of all callers, with many seeking urgent mental health treatment. Families whose members had committed or attempted suicide were among the callers.

#### \* **Germany**

An extensive national survey conducted in Germany in 1991 by the Federal Institute of Occupational

Health and Safety disclosed that 93 percent of the women questioned had been sexually harassed at the workplace during their working lives.

#### \* **The Philippines**

Migration for work purposes has long been a feature of the Filipino employment market. According to data gathered in the Philippines, more than half of all overseas Filipino contract workers are women. Many are hired for domestic service and entertainment. Research has shown that these Filipino women workers are frequently and disproportionately affected by violence associated with their employment.

Many affected workers report maltreatment, a general term that includes pulling the hair, battering, beating the hands with any instrument, burning of the flesh of the victim, banging the head against the wall, throwing of toxic, chemically dangerous liquids. Employers commonly hold the worker's passport as a way of ensuring continued subservience. The ILO report points to the need for confronting violence with a comprehensive approach. The full range of causes that generate violence should be analysed and a variety of intervention strategies adopted. The response to workplace violence is too frequently limited, episodic and ill-defined.

### **PLANTATION WORKERS PLAN FOR STRUGGLE**

An India Plantation Workers' Federation decided to launch countrywide struggle demanding suitable amendment of Plantation Labour Act in favour of the workers right. It was earlier decided in April'98 that after an intensive campaign in the Plantation areas, a dharna would be organised before the Parliament during the winter session tentatively on 16th November'98. Subsequently it was decided in a meeting of Plantation leadership at Calcutta that since Parliament would not be in session on 16th November'98, the day will be observed as "All India Demands Day" in all the Plantation centres in the country through massive demonstrations and rallies.

Next course of programme would be finalised in the meeting of AIPWF to be held alongwith CITU Working Committee Meeting.

## HINDI REGION CITU LEADERS MEET

A meeting of the CITU leaders of in Hindi Region States was held at CITU centre, New Delhi on 22.10.98. The meeting was attended by E. Balanandan, President, M.K. Pandhe, General Secretary, CITU besides other secretariat members at the centre. The meeting reviewed the implementation of the decisions taken in the last meeting held on 10.12.1997, regarding expansion of membership, increased circulation of 'CITU Mazdoor', strengthening the State centres of CITU, trade union education and various other organisational matters. The meeting also discussed in detail the preparation for the countrywide general strike on 11.12.'98 and the preceding campaign programmes.

M.K. Pandhe placed a report on activities and organisational situation in the region. Representatives of the State committees of CITU in the Hindi region participated in the discussion and gave detailed reports.

During last one year there had been many trade union actions organised by CITU independently and also jointly with various other trade union organisations. CITU took active part in campaign and agitation against the communal forces which were quite active in the region, disrupting the trade union movement. There had been strike actions by industrial workers at Delhi, Govt. employees

at J&K, Iron ore miners at Bihar. There had also been massive and prolonged agitations by textile and engineering and cement workers in UP, Coal Miners in UP, MP and J&K, Anganwadi Workers in Himachal Pradesh, MP, and Maharashtra, unorganised sector workers in MP, Haryana and Maharashtra, Public Sector Workers in Delhi UP and MP. But, inspite of these agitational activities, braving police repression in many places leading to expansion of CITU's influence among the workers, the same is yet to be consolidated in organisational strength, expansion of membership and increased circulation of CITU journals in these states.

It was decided that all the State committees would review the organisational situation and decide on concrete organisational steps in the light of the Resolution on Organisation and seperate/extended meetings of the state committees would be held at the earliest. The MP and Himachal State committees had already taken steps in this regard. It was also decided that concrete efforts would be made to (i) increase the circulation of CITU Mazdoor (ii) immediately clear all arrear dues, and (iii) send regular reports by 20th of every month, for publication.

On the issue of membership verification, all the states were to ensure submission of annual

returns copies for 1997 to the centre, by December 1998. The targets for collection for BTR memorial fund should also be fulfilled by December 1998.

A central trade union school for the Hindi region states will be held in third week of February 1999 in Delhi, dates to be finalised during the forthcoming working committee meeting.

The meeting has presented both a challenge and the opportunity before the working class movement in the background of mounting resentment among the common people. In this background the meeting reviewed the preparatory activities for the countrywide strike action on 11.12.98 against the economic policy and also against communal forces, called by the NPMO and CPSTU strike in public sector on 10th & 11th.

State level NPMO conventions are already slated to be held by end October '98 at Himachal Pradesh, Rajasthan, UP and Haryana. NPMO has also called for state level rallies on 30.11.'98. Campaign programmes, processions, jathas etc. have been planned in all the States.

During the campaign for Assembly elections in Rajasthan, Delhi and Madhya Pradesh, the CITU while exposing the mis-rule in all these states will carry the message of ensuing struggle and strike action to the people and working class.

# REPORTS & EVENTS

## TAMILNADU PREPARES FOR STRIKE

The Tamilnadu State Committee of CITU launched extensive campaigns and local actions, along with other constituents of NPMO, in preparation for the strike on December 11th.

M.K. Pandhe, General Secretary and Jibon Roy, MP, Secretary,

CITU visited public sector units in the state, guiding the unions in the preparations for the strike and participating in the campaigns.

Workers in unorganised sector held massive demonstrations in more than 40 centres all over the state on 9-9-98 on a charter of demands, which included

formulation of a policy for fixation of minimum wages and formation of welfare boards. More than 40,000 men and women participated in the demonstrations. At the call of CITU, a statewide bonus demands day was observed on 25.9.98.

*(Report by A K Padmanabhan)*

## PHARMACEUTICAL WORKERS' CONVENTION

A convention organised by the All India Chemical and Pharmaceutical Employees Federation, West Bengal State Committee was held in Calcutta on 14-9-98. It was attended by more than 400 members representing 66 unions in the State.

The Convention was addressed by Chittabrata Majumder and Kali Ghosh (CITU), besides others. The convention decided on action programmes, culminating in a massive rally in Calcutta on 13-11-98.

The sixteen points demand pressed by the Convention

included: Ban on production and supply of sub-standard and harmful drugs; Production and Distribution of life-saving and essential drugs at prices within the reach of the common people; Stop casualisation of perennial jobs; amendments to Sales Promotion Employees (Condition of Service) Act, etc.

## TUI WORLD CONGRESS

IX World Congress of Trade Union International of Public & Allied Employees (TUI) will be held in Calcutta from 4-6 November 98. On 3 November an International Seminar on Globalisation of Economy will be held. Delegates from a good number of international trade unions from Japan, Vietnam, a number of Arabian countries, S. Africa, Ghana, Mauritius, Philippines, France, Bangladesh, Sri Lanka, Nepal, Pakistan, Cuba, Brazil, Poland, Russia, Cyprus besides the Indian Public Service trade unions of State and Central Govt. employees, Bank

and Insurance employees etc. will participate.

The inaugural session of TUI Congress on 4th November will be addressed by Jyoti Basu, Chief Minister of West Bengal and other important Trade Union personalities.

TUI is an autonomous constituent of World Federation of Trade Unions. TUI is the world body of the trade unions of the Government employees, municipal employees & Bank, Insurance and other financial sector employees of different countries. It represents around 25 million membership of this

category of the entire world.

TUI headquarters was shifted to New Delhi from Europe in June 1996, with Sukomal Sen, as its General Secretary.

### EDITORIAL BOARD

**M K Pandhe (Chairman)**

**W R Varada Rajan  
(Working Editor)**

**Vimal Ranadive, PK Ganguly  
Jibon Roy, Tapan Sen  
S Dev Roye**

# REPORTS & EVENTS

## HSCL: FORCED RETIREMENT OPPOSED

HSCL management has initiated a scheme titled "Premature Permanent Retirement Scheme" in July this year. The aim of the scheme is to "weed out" undesirable employees from the organisation. After laying down several 'criteria' to brand one

employee as 'undesirable' and fit to be force-retired, in the final clauses, this fig leaf is also withdrawn. Para 7 of the scheme explicitly declares that the CMD can assume "absolute power" to declare any employee as undesirable and force him or her

to retire.

CITU is yet to see such an obnoxious scheme that flouts the laws of the land and tramples down principles of natural justice, certainly not from any PSU. CITU has sent a letter to the Steel Minister in protest of it.

## HIV/AIDS: PREVENTION AND CONTROL AT WORKPLACE

The Ministry of Labour, Government of India, has taken up the issue of HIV & AIDS prevention and control at workplace and sought the assistance of trade unions in the matter. The initiative in this regard is being taken in association with the World Bank.

The high risk groups are those who have Sexually Transmitted Diseases and ante-natal mothers. Since there is a large migrant labour population in metros, there is a high trend of STD and HIV amongst them. HIV infection takes place through various routes: 78-80% through the sexual route, 7-8% through I.V. drug use, 7-8% through the blood route, 2% by medical setting route.

According to one study, in Mumbai 38% of those attending VD clinics and 2.5% of ante-natal mothers attending maternity clinics are HIV positive. 60% of prostitutes in Bombay, Pune and other large cities in Maharashtra are HIV positive. Anywhere between 200 and 2000 people can be getting infected in one day in Bombay.

The high-risk states in India where HIV infection and AIDS cases have already been identified are Andhra Pradesh, Tamil Nadu, Karnataka, Kerala, Maharashtra, West Bengal, Manipur, Nagaland, Mizoram, Assam. With the wider use of drugs in the areas bordering Pakistan, there is an increasing incidence in places like Gurdaspur in Punjab. In Rajasthan, some communities practice prostitution in villages near the highways, which are visited by truck drivers who get infected and then carry the infection to their wives.

In India 50 lakh people are already HIV positive and according to WHO estimate this figure could be as high as 80-90 lacs. Whereas in Europe and the developed countries of the West, it takes 8-9 years of HIV to develop into full-blown AIDS, in India, because of poor health and nutrition, this period is only 4-5 years.

At a meeting convened by the Labour Ministry on 17.9.1998, with the representatives of central trade unions, it was suggested that the trade unions can prepare action plans for intervention at different

levels:

1. to raise awareness
2. to give people an opportunity to access services
3. for provision of free condoms
4. to involve wives of workers
5. to organise hospices, homebased and community care for patients.

Participating in the meeting, Ranjana Nirula, on behalf of the CITU, assured cooperation in programmes for the prevention and control of HIV/AIDS among workers. It was suggested that the first task for us is to create an awareness about this problem, starting with the leadership and going to the workers level. Awareness can be created through the use of visual aids, such as posters, booklets, hoardings in industrial areas; meetings of workers, corner plays, printed messages on matchboxes. Anganwadi workers, who have contact with a large number of working class women through their children, can be involved in dissemination of information, and payment should be made for this extra work.

## “OVERHAUL WORLD’S FIS”- WFTU

The World Employment Report 1998-99 recently released by the ILO states that 10 million more unemployed persons have been added to the jobless list this year due to the financial crisis in Asia alone. The further declines in world output and incomes which are now projected for other regions would increase the jobless total by several millions, over and above the 150 million who are already jobless. According to the ILO, one billion workers-one-third of the world's labour force remain unemployed or underemployed. These figures show the grim results of the anti-social economic policies, which were imposed through the International Monetary Fund and the World Bank by the home countries of the giant TNCs.

The WFTU, therefore, supports the demand that the global financial system, order and especially the institutions like the IMF and World Bank should be overhauled.

The WFTU repeats its demand for an immediate levy of a tax on speculative capital movements (the Tobin tax) which will not only check speculation but also generate funds to resume economic growth.

The WFTU urges all international, regional and national trade union organisations to further strengthen their campaigns and actions to establish a new world economic and financial order.

### A WORKER ASKS : WHO ARE THE REAL EXPERTS?

I like to call myself a worker-economist. Does that make me an expert? Sure. I know that my wages are not going up as fast as the prices. I know that...it means I will never be able to buy a house. I know that when workers are retrenched they won't have enough money to survive. I know that there is a lot more money in the former white suburbs than the townships. You see, I am an expert on economic issues.

The problem I have is that I don't see eye to eye with the economic experts. Take the experts in the Department of Finance. They keep telling us the fundamentals of the economy are 'sound'. What are these fundamentals? For a worker-economist the fundamentals of an economy are that we have jobs, food, houses, enough money to send our children to school. These are the basics, what we worker-economists call the fundamentals. Other people have different ideas about the fundamentals. Some economists talk about a developed banking system or highly skilled experts in the Department of Finance. Other people seem to think an economy is fundamentally sound if skyscrapers are being built. We worker-economists have different ideas. Who are the real experts?

*(From Workers' World News, South Africa)*

*(Golden Handshake from page 26)*

outcast, an object of pity. Those who kept some money in savings schemes discovered in 4/5 years time that the 'good' amount of interest earned in yesteryears is nothing today due to inflation. If things go by the same rate what will be left over is only horror.

There is no government at the centre, worth the name. The bourgeoisie is bankrupt of ideas. Is there anybody to review it, to retrace the steps? Most unlikely. So "downsizing" will continue. Market will further shrink.

Industry will face a fresh bout of crisis. More people will lose their jobs. More youngsters will be stopped at the gate.

And crime rate is rising alarmingly in all the centres where VR schemes have been intensely implemented. Side-by-side, suicide cases also rising among those accepting VR.

Penniless, rejected, chastised by the family for "foolish" decision, kicked by everybody around, they finally quit the world, driven by despair, to commit suicide.

End of 'Golden Handshake', at least - for some of them.

# REPORTS & EVENTS

## FEMA & PML BILLS - LEGITIMISING HAWALA

FERA will be substituted by FEMA (Foreign Exchange Management Act) FERA used to regulate flow of foreign exchange and therefore Indian big business, big commission agents, big underground foreign money dealers (Hawala) found it out of tune to modern day liberalised economy. So the BJP Govt came forward promptly with two

proposed bills, which, if enacted, will be titled FEMA and Prevention of Money Laundering Act (PMLA).

There were 16,000 cases registered under FERA and only 73 convictions, therefore they claim it is abusive. What a great interpretation! The fact is that only 73 cases could be proved because FERA has so many loopholes.

Even this is also not acceptable to the ruling class. So in 'Open Market Economy' there must be free movement of foreign exchanges in and out of the country. The govt. the bourgeois politicians are quick to agree because they will also enjoy.

FEMA is a much watered down version of FERA. Many of the cases of dealings which were considered offence under FERA have been made legal under proposed FEMA and Hawala operations have been practically legalised. And PMLA is made so complicated that nobody can be punished by it.

Even then there is frantic efforts from big business and all interested parties to water down these two bills further, devoid of any teeth. They are demanding in chorus that only Narcotic smugglers should be brought to book and all other offences should be termed as civil offences and not cognizable criminal offences, not even Hawala.

**So, why delay?** Make everything legal, legitimise! Plunder the country in the name of liberalisation of economy. What was considered as crime in pre-liberalised regime is being lauded as smartness and efficiency by the ideologues of liberalisation and the central Government. We are only waiting to see when even murder will be legitimised in the same process in the name of economic reforms.

## GENDER EYE ON...ECONOMIC CRISIS

How does an economic crisis affect women? Let us look at the present economic crisis. Many bosses are promoting flexibility: more casuals, contract workers, home workers. In many industries women are the first to become 'flexible'. Some bosses even argue that such flexibility suits women, since it will give them enough time to do their domestic chores.

Another feature of the present economic crisis is business and government promoting the informal sector. Instead of looking for work from the companies, people are now encouraged to start up their own business - selling tomatoes, sewing clothes, cooking pap and vleis. This is the world of the so-called micro-enterprises. The majority of those in these types of enterprises are women. Once again, the supporters of the informal sector argue that such work suits women, since they can look after their babies while they sell vegetables.

But let's face it, the informal sector is a second class economy - with second class wages, second class working conditions, and second class profits. Maybe even third class.

While a few members of the micro-enterprise Chamber might be driving their luxury cars, most are pushing trolleys down the road or carrying produce around on their head. They're not getting rich. And the majority of them are women.

These are just a few of the ways the economic crisis affects women. Like most things, economic crises have a gender dimension. Everyone feels the pinch of an economic crisis, but women feel it just that much more - especially women who have to work and do not have the 'luxury' of living off of speculation.

(From Workers' World News, South Africa)

(NGO cont. from page 15)

Northern Govts have set up official funding agencies within their respective Embassies in India with huge funds for disbursement to NGOs in the country. Funding of these agencies has increased substantially in recent years. "Once again this implies increased control of Northern Govts in fundings to NGOs in India."

### IN THEIR OWN WORDS

Is it really in the pursuit of economic, political and ideological interest that the Southern NGOs are being funded by Northerners? The study quotes, *inter alia*, not less a person than the First Lady of the USA, Ms Hillary Clinton: "US aid to NGOs in poor countries is in the long term interest of the USA itself. At a time of economic anxiety in our own country, I am sure many Americans wonder why we should be concerned with the conditions facing women and girls living in urban slums around the world. The reasons go beyond humanitarian considerations....it will have a direct impact on our economy, on the job and living standard of Americans...."

The study comments: "With the initiation of economic reforms (SAP) in India in 1991, the inflow of foreign funds...has increased sharply as it has given an unprecedented opportunity, to industrialised countries to have the future direction of .....one of the most promising economies with a large market. **Countries in the North are showing keen economic and political interest in India and funding NGOs in India is seen as an important**

**means of serving these interests. This funding gives them opportunity to influence large sections of our population which includes opinion makers, leaders, policy makers as well as the masses"** (*emphasis added*).

This very idea that has been expressed by the authors of the study in euphemistic terms was put in a sharp and forthright manner by Prakash Karat in 1988: "There is a comprehensive sophisticated strategy worked out in imperialist quarters to harness the process of voluntary agencies/ action groups to their strategic design to penetrate Indian society and influence its course of development:..."

While pointing to the dubious nature of IMF and World Bank as aid givers, the study exonerates some of the international bodies such as UNDP, UNICEF, UNV, WHO etc which according to them are concerned about the deprivation of the poor in the South and which view the policies of the World Bank and IMF critically. Similarly, "There are several NGOs in the North supported by concerned persons from the General public, who are committed to give funds to Southern NGOs on humanitarian grounds." But it immediately adds: "The role of humanitarian values in foreign funding to NGOs is to be accepted to the extent of the importance of these Northern NGOs." The authors have a point of caution too. Even such Northern-NGOs also some times tend to assume that the development path adopted by the North is the best one and the third

world should follow the same. They often believe they have solutions to all the problems of the South and become patronising as a "big brother" and want to design the development agenda for the third world. This is frequently termed as "ideological invasion" or "cultural imperialism".

From the above analysis, it follows that with some exceptions inflow of foreign funds to the NGOs operating in our country are intended to influence the economic and other policies of our country in the interest of the donor countries rather than that of ours, and the foreign funded NGOs in our country, possibly with some exceptions, in fact, serve as instruments to fulfil this purpose.

### CEC PUBLICATIONS

The Centre for Education and Communication (CEC) published two booklets:

1. **WHITHER PUBLIC ENTERPRISES?**
2. **AN ANALYTICAL HANDBOOK ON FIFTH PAY COMMISSION REPORT**

Each of these publications is priced at Rs 50 (plus Rs 10 as postal charges).

Those interested may write to:

**Centre for Education and  
Communication  
173-A Khirki Village,  
Malaviya Nagar,  
New Delhi 110 017**

# THE GOLDEN HAND-SHAKE

Ardhendu Dakshi

Famines do not happen, they are caused. Poverty is not somebody's choice, it is also caused.

Unemployment, destitution, despair and desperation all that lead to degradation of human lives are the results of a system that does not allow the fruits of science and technology to reach the vast majority of people, though they live amidst plenty.

The world is afllush with money. The daily transaction of important currencies in the international money market is many thousand times over of India's annual budget, yet millions of people all over the world come back home at the end of the day unable to earn anything to feed the children and family.

India has everything to provide every citizen a reasonably decent set of clothes. Enough cotton, large number of mills, lakhs of workers and crores of half naked people who need clothes, the buyers. But cotton growers commit suicide, mills are closed, workers thrown out of jobs and people go almost naked. All our assets cannot be made to work together because the system of capitalism, the profit question comes in between, it does not allow the use the assets in the service of people.

India's Steel Industry is sick today. Steel is not selling. We have everything to produce good steel. If every Indian family in the villages, in bustees, jhupris, hutments buy only 10 pieces of corrugated sheets to make shed over their heads, the steel plants will have to work overtime. That is not happening. A big wall is standing in between. The wall is capitalist system.

The result is that almost all the industries are sick, profits are vanishing, there are not enough buyers in the market. The Govt., the industry must find ways and means so that people can buy the products. That would be the right step.

But what the govt is prescribing? - "**Downsize**" meaning - reduce the manpower. The govt., the IMF, the World Bank all are chanting only one 'mantra' - reform - restructure - downsize. Ong-Hring-Cling. Dont recruit fresh employees in cases of retirement, throw the casual or contract workers out of job and even if that is not sufficient - lure the employees to leave the job, give them some extra money in their

hands - Golden Handshake!

Railways, banks, textile industry, P&T, Steel Plants, you name any industry - Thousands of employees are going out of employment everyday. If substitutes are, at all, taken there - they are temporary workers with wages that can buy only some atta, dal and some vegetables, nothing else, on a starvation wage.

If we ask the govt, the IMF, the World Bank one question - who is going to buy the products, if everybody is thrown out of job, a vast majority become burden of a employed few? We know nobody will answer it. The facts prove that there are no buyers even after unbelievable gifts are offered with some products. Go through newspaper ads on any day, the industry itself is getting a handshake - not so golden. Let us see what happened to the employees who had received 'Golden Hand Shake' in 92-93 period. The story is heart breaking. We have several studies before us covering textile workers who have suffered most and also some govt enterprises. The studies are revealing. 75% of the recipients could not save anything after 5-6 years. A good majority of them spent a big amount of money in childrens' marriages. (Incidentally VRS people had to pay heavy dowry because the grooms party knew that the brides father had received "lakhs of rupees" under VR scheme) Others spent it in house building, or repaying debts. First one or two years they had no time to search for jobs. Then they woke up when the money was almost drained out.

• But 97% of them did not find any comparable jobs. Who will give them jobs when young, qualified, trained boys and girls are prepared to work with half the salary. VR people lacked training in other kind of jobs. Training schemes were rather farce.

Some started a business but in most cases ended up in failure. Only exception is, perhaps, some vegetable vendors who were selling vegetables before joining service and reverted back to old profession and somehow maintained a good income. Others were, by the time, totally bankrupt.

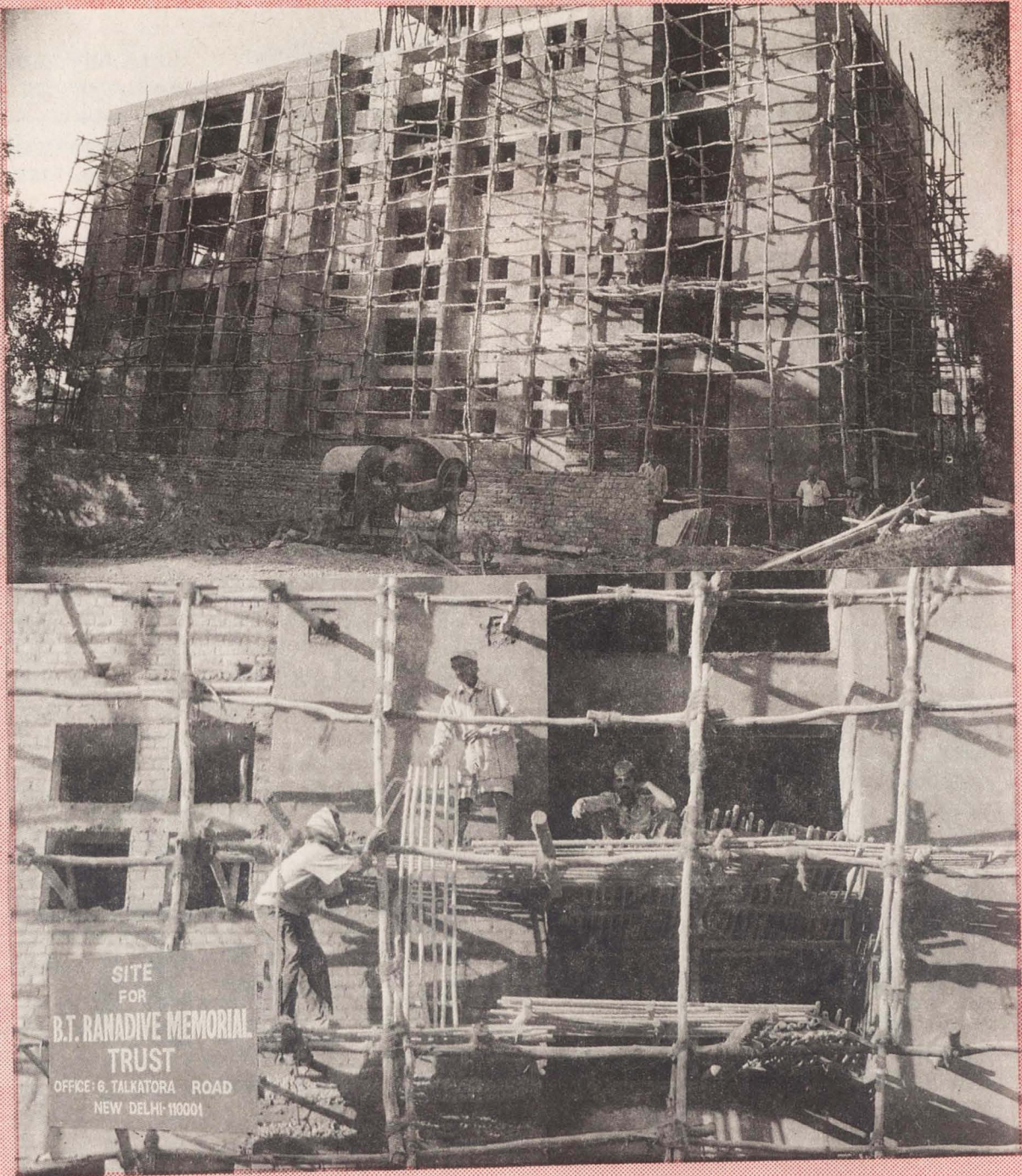
The result is trauma all around. Spending days in utter frustration, jobless, seen as a spent force, an

*(Cont. on page 23)*

# Consumer Price Index Numbers for Industrial Workers on base: 1982 = 100

Sr. No.	Centre	June 98	July 98	August 98	Sr. No.	Centre	June 98	July 98	August 98
1	Gudur	414	421	427	45	Amritsar	346	380	384
2	Guntur	393	393	396	46	Ludhiana	357	380	388
3	Hyderabad	376	382	382	47	Ajmer	385	396	399
4	Visakhapatnam	387	391	393	48	Jaipur	377	392	400
5	Warangal	403	409	411	49	Chennai	422	425	430
6	D D Tinsukia	347	357	372	50	Coimbatore	386	383	379
7	Guwahati	393	403	413	51	Coonor	411	407	399
8	Labac-Silchar	346	344	350	52	Madurai	401	405	403
9	Mariani Jorhat	366	385	397	53	Salem	389	399	398
10	Rangapara-Tezpur	374	384	399	54	Tiruchirapally	410	439	449
11	Jamshedpur	369	388	392	55	Agra	370	397	403
12	Jharia	349	357	359	56	Ghaziabad	383	421	427
13	Kodarma	342	365	370	57	Kanpur	402	421	426
14	Monghyr	359	384	387	58	Saharanpur	345	380	386
15	Noamundi	363	372	382	59	Varanasi	434	461	460
16	Ranchi-Hatia	393	407	414	60	Asansol	376	390	390
17	Ahmedabad	390	403	410	61	Calcutta	415	419	419
18	Bhavnagar	413	437	439	62	Darjeeling	336	354	364
19	Rajkot	383	402	399	63	Durgapur	429	435	433
20	Surat	404	424	434	64	Haldia	432	435	436
21	Vadodra	376	387	400	65	Howrah	437	450	452
22	Faridabad	413	440	443	66	Jalpaiguri	364	379	387
23	Yamunanagar	367	386	387	67	Raniganj	354	356	359
24	Srinagar	420	433	435	68	Chandigarh	376	424	425
25	Bangalore	392	392	393	69	Delhi	436	467	465
26	Belgaum	435	446	436	70	Pondicherry	466	461	459
27	Hubli-Dharwar	411	413	415					
28	Mercara	420	424	423		All India	399	411	413
29	Alwaye	405	408	399					
30	Mundakayam	428	426	419		Additional Series of Labour Bureau			
31	Quilon	395	399	387	1	Kothagudem	429	430	432
32	Thiruvananthapuram	419	444	444	2	Himachal Pradesh	385	393	395
33	Balaghat	370	381	384	3	Bhilwara	379	395	398
34	Bhilai	354	368	365	4	Chhindwara	381	403	413
35	Bhopal	428	444	446	5	Tripura	378	384	387
36	Indore	393	417	416	6	Goa	450	461	459
37	Jabalpur	393	410	415					
38	Mumbai	451	462	459					
39	Nagpur	418	436	444					
40	Nasik	413	421	431					
41	Pune	442	456	464					
42	Solapur	424	450	448					
43	Barbil	369	368	375					
44	Rourkela	387	390	396					

Government of India  
Ministry of Labour  
Labour Bureau  
Shimla - 171 004



**BTR MEMORIAL CONSTRUCTION IN FULL SWING  
TARGETTED COMPLETION BY EARLY 1999  
EXPEDITE YOUR CONTRIBUTIONS !**

Photo Courtesy: J. Ballabh